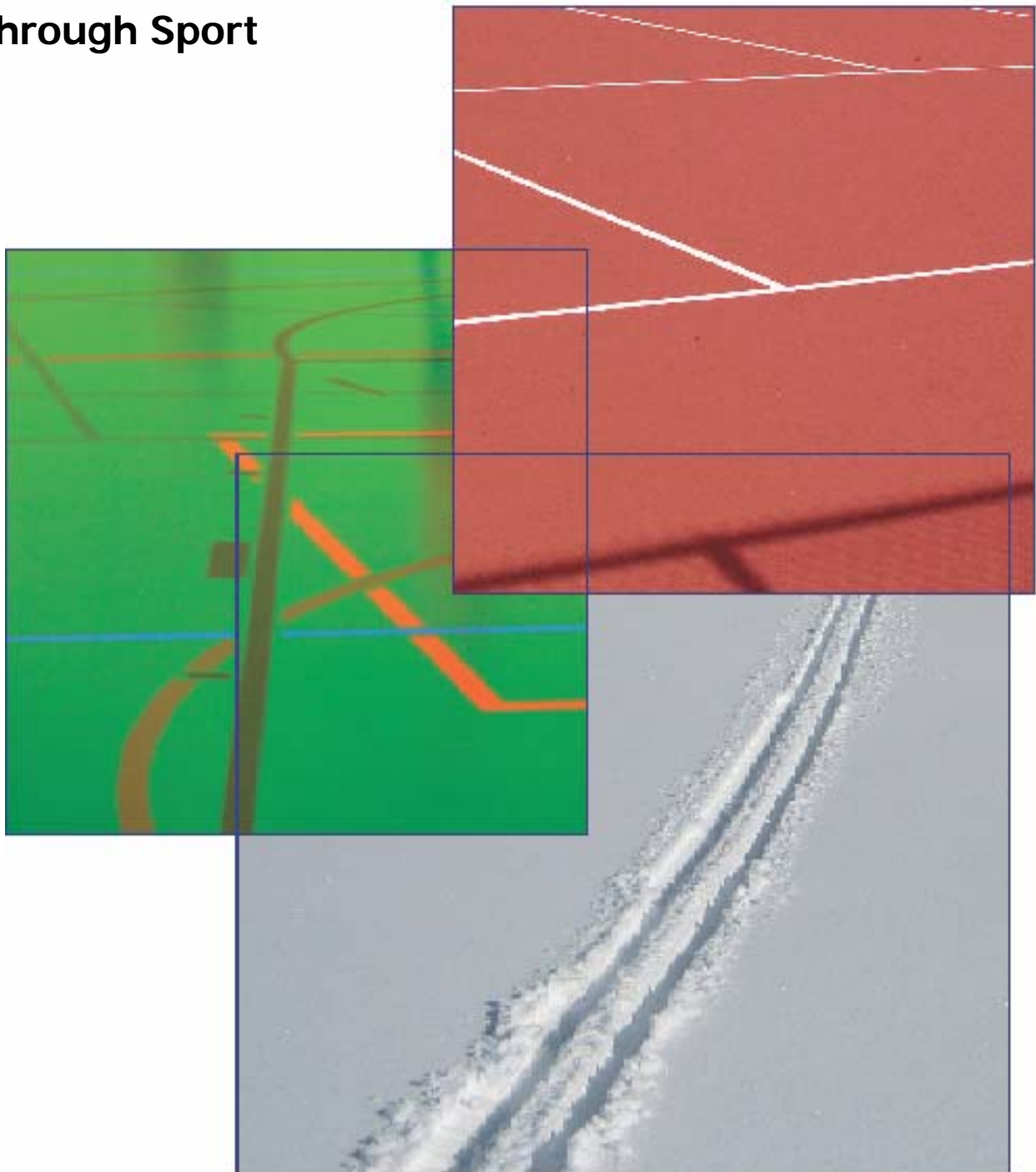


# Key Competencies and Skills for the Labour Market through Sport



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## ◆ Introduction:

The ILO's promotion of development through sport began in 1922 with a visionary partnership formed between the International Olympic Committee's first president, Baron Pierre de Coubertin and the then Director-General of the ILO, Albert Thomas. Their first challenge—how best to fill a “worker's spare time” in light of a newly shortened workweek—was resolved at the 1924 International Labour Conference. Therein, the ILO and the IOC jointly announced that they would promote local sport and leisure activities, overseen by local committees composed of employers, workers, and community organization representatives in an effort to integrate physical activity into a worker's free time.

The ILO and the IOC continued to work together during the late twenties, focusing on the promotion of physical activities, university education, and sporting services. Today, their partnership remains open to new collaborations in Albania and Mozambique at the field level on HIV/AIDS and at the policy level, where sport offers access to income-generating activities for youth and jobs for women, among others.

Currently, ILO/Universitas—a programme designed to establish partnerships among ILO sectors, UN agencies, and donors to promote and support innovative solutions in education and training initiatives—has developed a network of resources with the methodologies and tools necessary to develop skills programs through sport. ILO/Universitas has also created the ILO/Youth Sport Programme, a partnership with sport partners, sporting goods industry, local development institutions, and universities.

In this respect ILO/Universitas has developed evidence and resources aimed at developing skills for employability including soft skills such as communication, teamwork, and leadership. In addition to providing trainings to better aid individuals and groups, further partnerships formed with sport institutions will aid in achieving several global initiatives including the Millennium Development Goals, specifically poverty alleviation, gender equality, environmental sustainability, and global partnerships for development.

## ◆ Objectives:

The overall goal of this course is to provide participants with the practical skills and portable competencies necessary to understand the global labour market challenges and to apply sport-related solutions locally in sustainable, economic activities.

Upon completion of this course, participants will be able to promote coherent policies on sustainable growth, employment, and skills development, in particular they will:

- be able to identify core competencies and skills for employability through sport;
- better understand the socio-economic role of sports in local development, job creation, and employment;
- advance the instruction of the various target groups represented, as well as expand networks and further partnerships with sport-related organizations, universities, local sporting events, and businesses;
- apply action research methodologies for evaluating the impact of local sporting events on skills and on local economy.

## ◆ Target Groups and Clients:

The following is a list of possible participant groups for which this course is geared:

- Primary target group- Coaches, trainers, and athletes, who may wish/need to enhance their vision and their capacity to address some (basic) labour market issues and particularly the development of skills through sport;
- Secondary target group- Managers (non-sport and sport-related) who need to review their competences and wish to move forward in their career;
- ILO Constituents.

Additional target groups may be composed of:

- University students/graduates studying sport sciences/development who would like to increase their knowledge on skills development via sport (events and practice);
- As well as Sport Federation representatives; and Sport Industry representatives.

Depending on the composition of course participants, the workshop content will be adapted to fit the specific needs and interests of those in attendance. For example, after an appropriate screening of the candidates, the course may be more labour/skills development-oriented and/or more sport-management.

The course is delivered in English and all participants must demonstrate an adequate level of English language proficiency. Selected courses can also be organized in French upon the request of participants, provided the number of participants is 12 or more.

## ◆ Course Methodology:

The course delivery methodology is a combination of presentations by experts in the field, participatory and interactive discussions, facilitator techniques, as well as site visits to local sport and small enterprise development projects/events (i.e. participating in the organizing of selected sport events). The ILO will draw on its expertise in the labour market, employment, and social protection services for instruction of the course. ILO/Universitas will integrate its network of partnerships with sports affiliates, sport development initiatives, and best practices with skill development into the course through collaboration with external experts from the academy, the world of sport, and local development officials

All necessary course materials, including training modules and reference material, will be provided to course participants.

## ◆ Course Content:

The course covers the following topic areas:

- I. Identifying competences and skills for employability through sport
  - a) Team builder and team integration
  - b) Performance, technology, and time management
  - c) Conflict negotiation and resolution
  - d) Reducing gender disparities
  - e) Overseeing the context, focusing on the specifics
  - f) Communicating a message
  - g) Initiating activities and taking responsibility
  - h) Achieving success/understanding failure
  - i) Coping with setbacks and re-orienting
  - j) Sharing a vision
  - k) Sharing knowledge
  - l) Playing the roles of actor and observer
- II. Skill evaluation and the use of learned outcomes
- III. Skills of an athlete and skills for management
- IV. The role of coaching and the role of a coach
- V. The difference between mentorship and leadership
- VI. Being healthy and being a life-long athlete
- VII. Having a global perspective, locally grounded
- VIII. The harmony beyond the cycle: ends and beginnings
- IX. Consciousness and reflection

As part of the course, participants will be asked to provide feedback and personal knowledge in their specific field of interest. Course attendees will draw on their own previous experience and best practice methodologies as part of their participation in the course.



**Vallée de Joux**

## ◆ Cost of Participation:

The cost of participation is € 2,400 per week, payable in advance by the participant's sponsoring organisation. The course can be completed as an intensive one-week workshop, though it is recommended that participants plan for two weeks to allow for on-site learning activities and interactive study visits around Turin.

Additional follow-up courses may be added as well, to complement the workshop in the weeks following the session. These follow-up courses can be arranged as in person meetings or via email.

The weekly cost of the course includes:

- Tuition fee: Use of the Centre's training facilities and associated support services, books, and training materials;
- Participant fee:
  - accommodation and full-board at the Centre,
  - study visits,
  - routine medical care and insurance.

Main travel between the participant's home country and Turin is not included. A minimum of 12 participants will be necessary to carry-out this course.

The course described above is an ILO/Universitas joint venture with the ILO International Training Centre (ILO/ITC), based in Turin, Italy. The course is residential, but can be organized in other locations upon request of the institutions concerned. For example, sport partners in Vallée de Joux, Switzerland together with related local government stakeholders, have expressed their support for workshop sessions to coincide with local sporting events, complementing classroom theory with the practical instruction needed for the course.

## ◆ Contact:

For further information about this course or its content, please contact:

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