IO1 Executive summary

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BOUNCEBACK - Developing an innovative learning approach to facilitate the integration of Veteran/retired athletes into employment, business and entrepreneurship

The project Bounceback 'Developing an innovative learning approach to facilitate the integration of veteran/retired athletes into employment, business and entrepreneurship' is an initiative co-funded by the Erasmus Plus Programme of the European Union, and launched in October 2020. The European Union provides a grant of EUR 230,158 for the implementation of the project for the period: 1st October 2020 – 30th September 2022. The project is implemented by a series of partners, namely the University of Pannonia (coordinator), AEK Athletic Club, A.S.D. Società Sportiva Lazio Karate, Militos Consulting S.A., RNDO Limited (R&Do), and the University and Student Athletics Club of Veszprém (VEDAC).

The project's main objective is to develop an innovative training approach for veteran athletes that will transfer the skills veteran athletes acquired during their sports career into skills useful for their success in the entrepreneurial and business world, and provide targeted support for veteran athletes who aim to become successful professionals in the labour market or entrepreneurs. This objective encompasses the following 4 specific objectives:

Match-make the mind-set, attitude, skills, competences of veteran professional athletes (of all different types) with the needs businesses have in soft skills in different sectors of the economy and develop guidelines on how the transfer of skills can take place from sports to other sectors.

Develop the learning materials and instruments that veteran athletes will use to transfer their skills to their new careers.
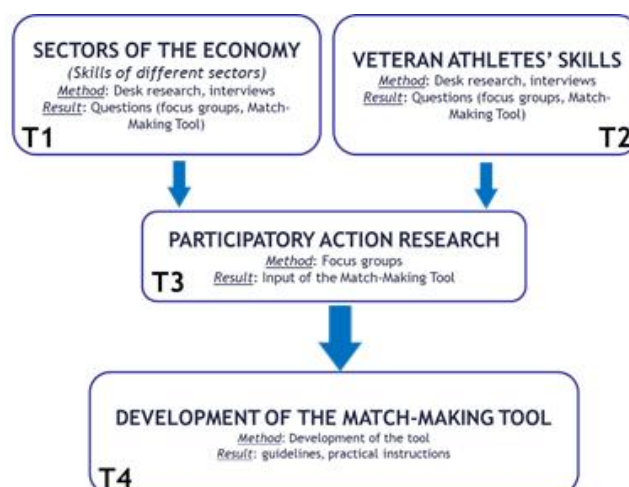
Ensure the practical hands-on applicability of the approach through pilot training sessions.

Develop policy recommendations to ensure the wide diffusion of the approach in the EU.

The first objective/goal/milestone of the first intellectual output (O1) was to *"match-make the mind-set, attitude, skills, competences of veteran professional athletes (of all different types) with the needs businesses have in soft skills in different sectors of the economy and develop guidelines on how the transfer of skills can take place from sports to other sectors".*

To reach it the partnership had to complete 4 task.

The connection between the tasks:

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Tasks

1. Understanding the needs of businesses/the entrepreneurial world in competences for different sectors of the economy (O1/T1).
2. Understanding the competences of veteran athletes that can be transferred to the business/entrepreneurial world of other economic sectors (O1/T2).
3. Participatory action research to familiarize veteran athletes with the mind-set and language of businesspeople/entrepreneurs (O1/T3).
4. Completing the development of the Match-Making Tool (O1/T4).

To understand the needs of business world and the competences of athletes that can be transferred to the entrepreneurial world desk research (T1), interviews (T1, T2) and focus group interviews (T3) were conducted.

The main aim of the desk research was studying the dual career of athletes and get to know more about the topic (T1).

In the first round, the aim of the individual interviews was to find out how sportspeople and businesspeople see the skillsets and opportunities of retired athletes in the world of work and what kind of training is needed in general for former sportspeople to pursue successful career in the business (T1, T2).

In the second round, mixed groups were formed, and, based on the findings of the first round, the aim of the second phase was to specify the needs *(find the competences)* for training and the applicable innovative learning approach to facilitate the integration of Veteran/retired athletes into employment, business and entrepreneurship (T3).

The Matchmaking tool (MMT) is based on the outputs of the desk research and the action research results. These results were checked against existing models of HR development and Entrepreneurship, such as the Role Diagrammatic Approach, the MBTI, the European Reference Framework, the ENTRECOMP model and the suggestions of the WEF and the OECD. We did this cross-examination in order to double-check if our research missed anything important and to make sure that the training we will develop is supplying a complete circle.

Results

Desk research (O1/T1): The partnership created a glossary to understand the terms and definitions of the main expressions of the project. The partnership collected articles, studies, best practices, video, different kind of literatures and information about relevant projects in order to understand better the topic.

Interviews (O1/T1&T2): The most frequently mentioned competences during the 120 interviews are: *communicative, patient, objective, teamwork / cooperative, excellent time, management skills, determinated, intuitive, creative, goal oriented, flexible, innovative, excellent risk management skills, consistent, visionary, credibility, independent, critical thinker, adaptability, excellent collaboration skills, confident, tolerant, motivated, persistent, engaging.*

Focus group interviews (O1/T3): Competences which form an important basis for BOUNCEBACK competencies are *adaptability, communication, confident, consistent, cooperation, credibility, critical*

BOUNCEBACK [logo]

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thinking, determination, excellent collaboration skills, excellent time management skill, goal oriented, innovative, motivated, objective, patient, persistent, professionalism, systematic thinking, teamwork, visionary.

Match-Making Tool (O1/T4): The Match-Making Tool (MMT) is the main result, product of O1. The competence model of the MMT was created based on the results of the two rounds of interviews integrated with the ENTRECOMP model. The content analysis of the data showed several factors that were useful to build up the structure and we found 14 factors that were organized in 7 axes in order to have a graphic output that is easily understandable (see table below). Each axis has two sub-factors and the score of the subskills add up to the axis score. In order to have a valid questionnaire, we decided to use a 6 point scale and statements that define behavior and attitudes. There are 4 statements for each factor in the questionnaire and these build up the score that is displayed on the spider-graph.

During this step we defined the sector profiles and the Bounceback profile's score that will be compared to the individual's profile. We defined the five sectors based on literature and took the competence descriptions from multiple sources for those sectors, such as the Statistical classification of economic activities in the European Community and the International Standard Classification of Occupations.

7 axes	• TEAM PLAYER • CREATIVE • ENTREPRENEUR • RESILIENT • LEADER • ORGANIZER • PROBLEM SOLVER
Sectors	1. Agriculture and utilities (primary) 2. Manufacturing and construction (secondary) 3. Services (tertiary) 4. Commerce (distribution of goods) 5. Public / civil sector
Bounceback profile	*"The BOUNCEBACK person is a resilient teamplayer who has the ability to sustain specific activities for a longer period, and endure stress and hardship. This personality is also characterised by flexibility and creativity. This kind of person is goal oriented and determined, who is not limited by his/her current situation. He/she knows that his/her hard work will be fruitful. This kind of person is very patient, open-minded and tolerant, recognises the opinions and standpoints of others and can change course adaptively if it is necessary, but cannot be easily dissuaded from his/her goals.* *As a teamplayer he/she has excellent collaboration skills and is able to work and communicate with others in the best way. Due to the creative personality he/she has good ideas. His/her thinking is positive and visionary."*

The Match-Making Tool (MMT) is a web-based questionnaire and skill-profile making application that integrates all the work introduced in the previous sections. Altogether 56 statements were created (4x14). Therefore, the person's profile will be compared automatically to the Bounceback profile and at the same

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time it's euclidean distance will be computed to all of the sector profiles and the closest sector profile will be displayed in a spidergram.

The MMT displays three profiles for an individual after completing the questionnaire: their personal profile, the economic sector's profile that is the closest to them and the Bounceback profile that is our construction and is the basis of the training module 1.

The connection between the first and second intellectual output is that the competences of the Match-Making Tool (O1) is the basis of the training module 1(O2). The further work and tasks of the project will continue based on the first intellectual output (O1).

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