

# Handball 4 Dual Career

*2018 EHF Club Management Seminar*



**Amsterdam University  
of Applied Sciences**

**Cologne, 24-5-2018**



**Amsterdam University  
of Applied Sciences**



Co-funded by the  
Erasmus+ Programme  
of the European Union



# Stephan Hakkers

- Teacher / Tutor Topsport Talent School
- Table Tennis Trainer Coach
- Coordinator Talent Development Elite Sports Center and FC Groningen
- Researcher / Advisor on Dual Career at Amsterdam University
- Dual Career Manager at Dutch Olympic Committee





# What is Dual Career?



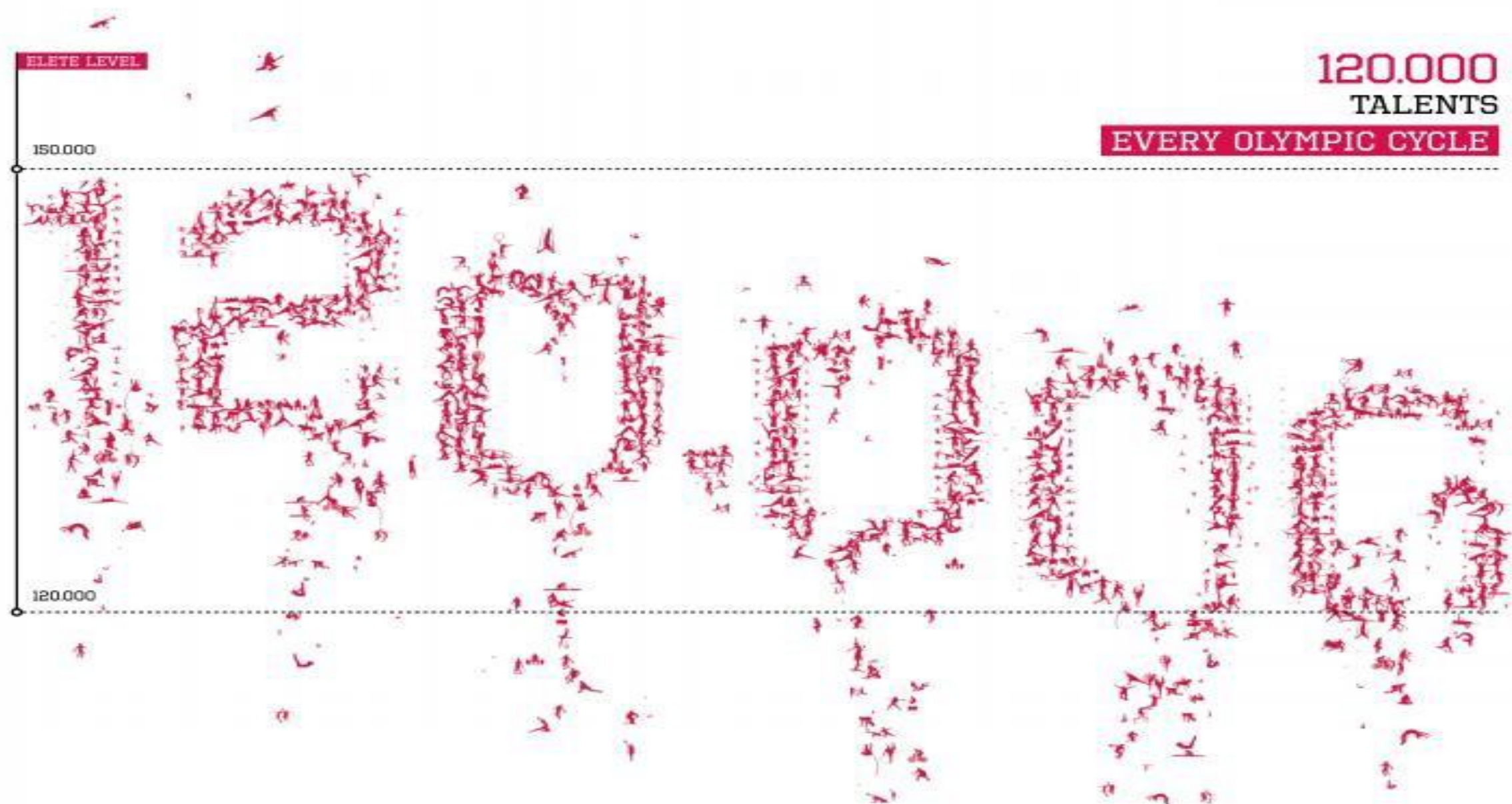
# What is Dual Career?

*“A Dual Career is defined as a successful combination of education, training or work with sport to enable an individual to reach his or her full potential in life”.*

*“The individual is equipped with the proper tools for a holistic development of his or her potential, and for an active involvement in and contribution to society”*



# Why Dual Career?





“After retiring from professional sport I lacked life skills. I was lost outside this specific world.

**I had no intuition.**

**No recognition.**

**No structure.**

I was not prepared for this.”

**Former professional football star (GER)**  
and permanently unemployed person with post-retirement depression

*“Retirement [from professional sport]  
is like walking out of a supermarket  
with all your bags and  
**not knowing where your car is.”***

**Former famous professional cricket player (GB)**  
suffering from depression and alcoholism in and after his sporting career



Only **2%** are **set for life** at  
the stage of retirement  
from elite sport

**49%** have **not finished**  
**vocational training**  
**or Higher Education**  
at the same point of time

*“Retirement [from professional sport]  
is like walking out of a supermarket  
with all your bags and  
**not knowing where your car is.**”*

**Former famous professional cricket player (GB)**  
suffering from depression and alcoholism in and after his sporting career

## PARTNERS



### **Club Balonmano Granollers**

Handball club  
Granollers, Catalonia, Spain



### **Club FENIX Toulouse**

Handball club  
Toulouse, France



### **IK Sävehof**

Handball club  
Partille, Sweden



### **European Handball Federation**

Sports federation  
Vienna, Austria



### **Amsterdam University of Applied Sciences**

Educational organization  
Amsterdam, The Netherlands



### **Federation of the European Sporting Goods Industry**

Private sector organization  
Brussels, Belgium

### **Handball for Dual Careers**

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 /handballfordualcareers

 @handball4dc



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## H4DC PROJECT

**Handball 4 Dual Careers (H4DC)** is a collaborative project covered by the **European Union's program** to support education, training, youth and sport in Europe **"Erasmus+"** and it is aligned with one of its objectives: **Promote and support the good governance of sport and the double career of athletes.**

A **Dual Career program** aims to facilitate all tools needed to help to **combine a high-level sports careers with a successful education and a later inclusion to the labor market.**

H4DC creates a new **collaborative platform** between three different actors that in general conditions do not work together: **Sports clubs/federations, Academic Partners and Business Representatives.**

The project, which will last for the next 30 months, is targeted to young players from **12 years old to university students, including professional athletes.**

## H4DC OBJECTIVES

1. **Design a Dual Career Support Service in a Club** that includes awareness, training and individual guidance.
2. Test, supervise and evaluate the methodology with 120 athletes through **pilot actions.**
3. Draw conclusions from the pilot actions and **write a report of policy recommendations**, transferable to any handball club or other sports club interested.

## H4DC ACTIVITIES

- Seminars and awareness sessions on Dual Careers.
- Exchange programs for players of the three handball clubs.
- Networking events to gather representatives of the actors of the project.

## H4DC IMPACT

- Creation of one multidisciplinary network of organizations working for the development of Dual Careers programs.
- Implementation of the support service designed for the handball clubs.
- New agreements between handball clubs with schools and universities.
- Sign new labor and internship contracts for sports talents.
- Raise awareness on the importance on taking and implementing Dual Careers programs.





# BM Granollers





# IK Sävehof





# Fenix Toulouse



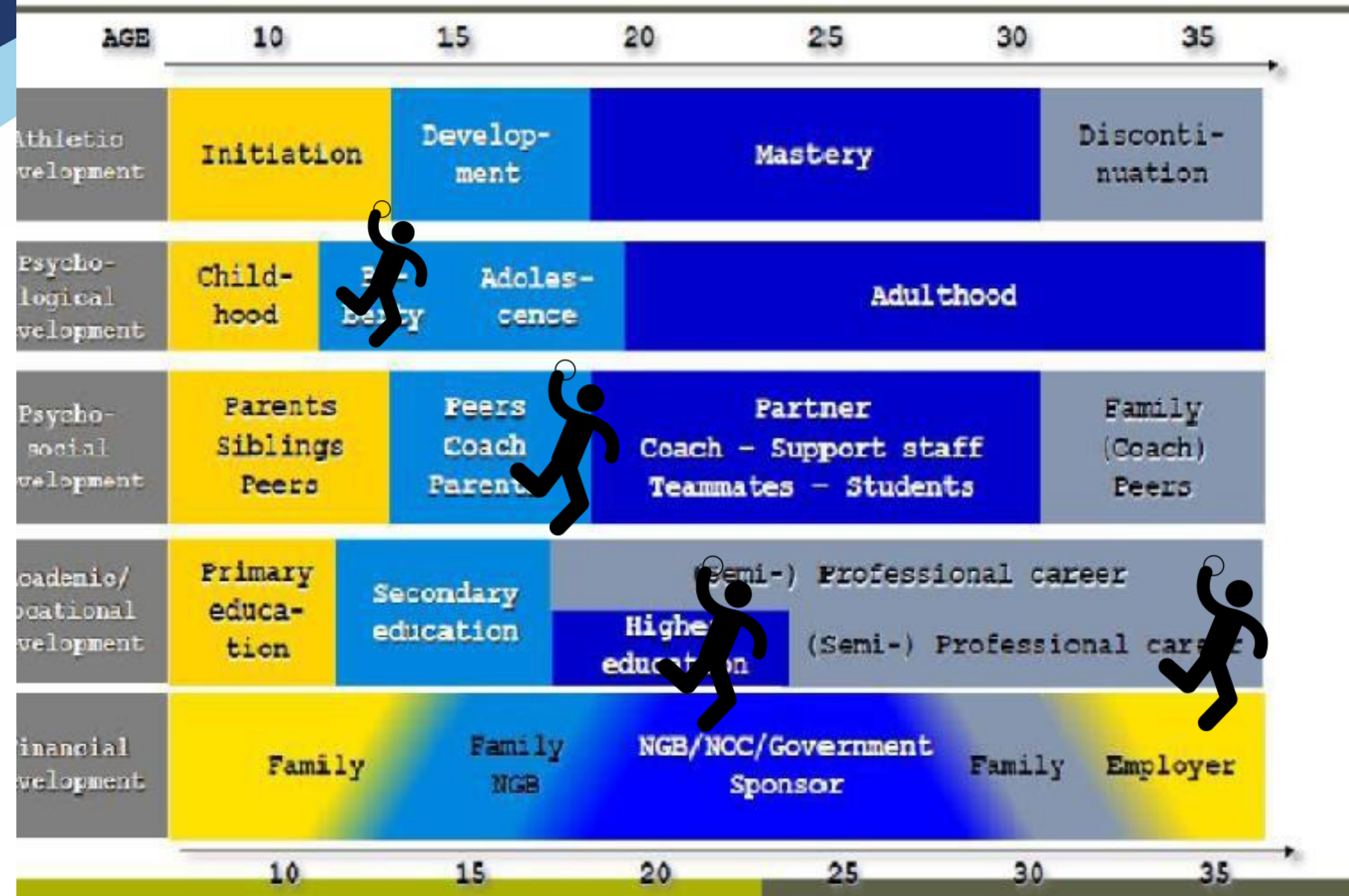


# Fenix Toulouse



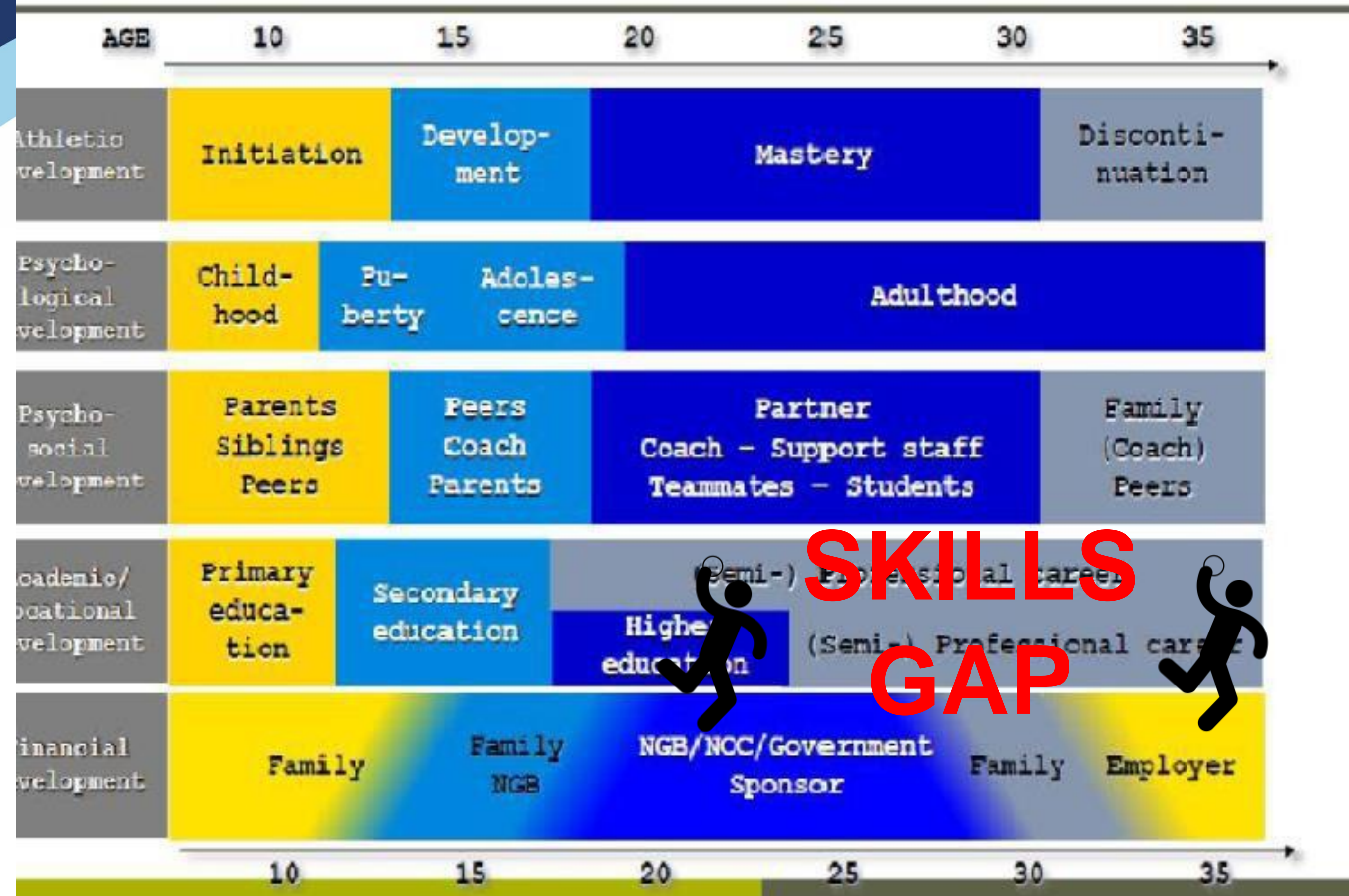


# The holistic athletic career model (Wylleman, De Knop, & Reints, 2011).





# The holistic athletic career model (Wylleman, De Knop, & Reints, 2011).





# Skills gap?





# Where to start?





# Phase 1

- Best Practices / Interviews experts
- Extensive Needs Assessment (interviews & focus groups)
- Other projects / literature review

# Best Practices / Experts

»» **Kada**

**Adecco**



**DE SPORT  
MAATSCHAPPIJ**

**SPORTOP**  
aandacht voor talent

Edinburgh Napier  
UNIVERSITY

**SPORT.**  
VLAANDEREN

**INSEP**  
*Terre de Champions*



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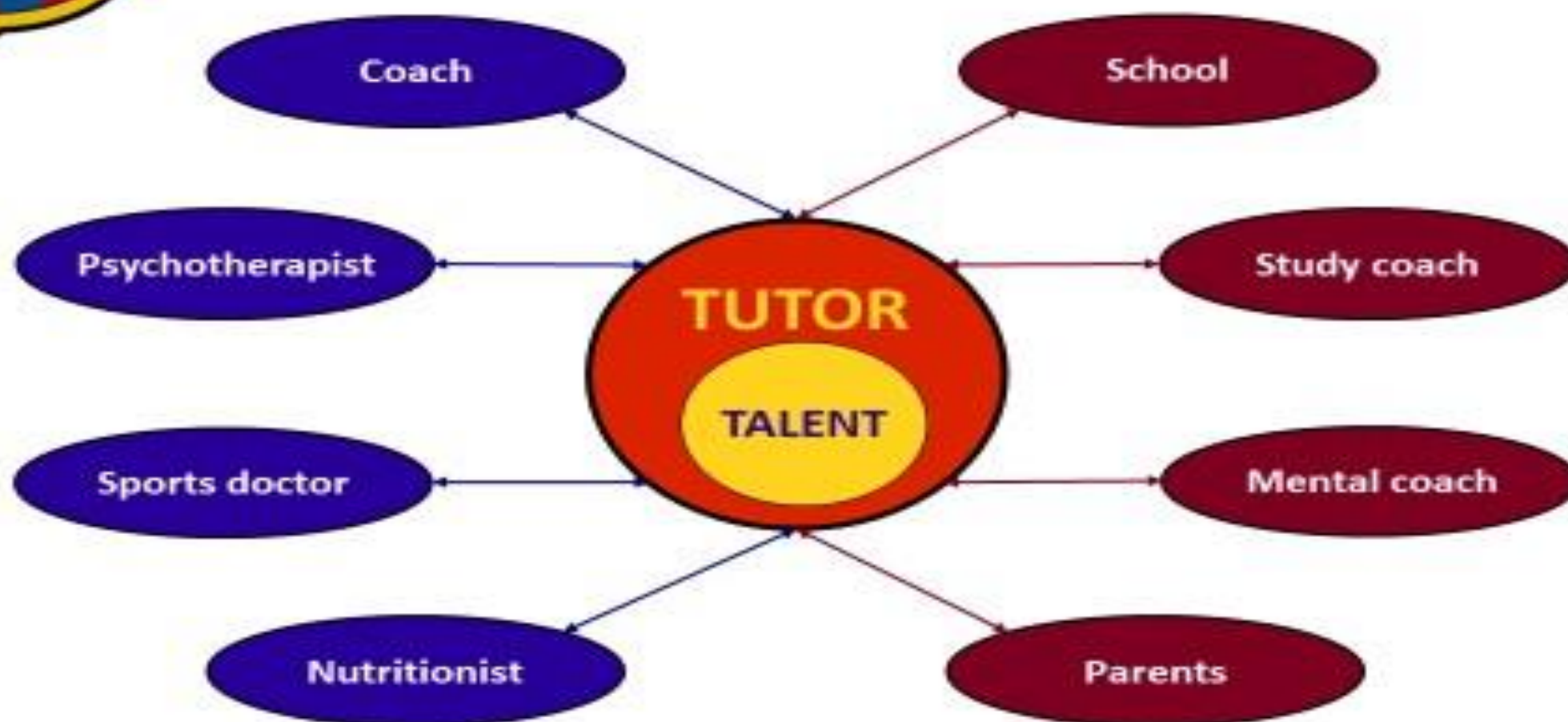


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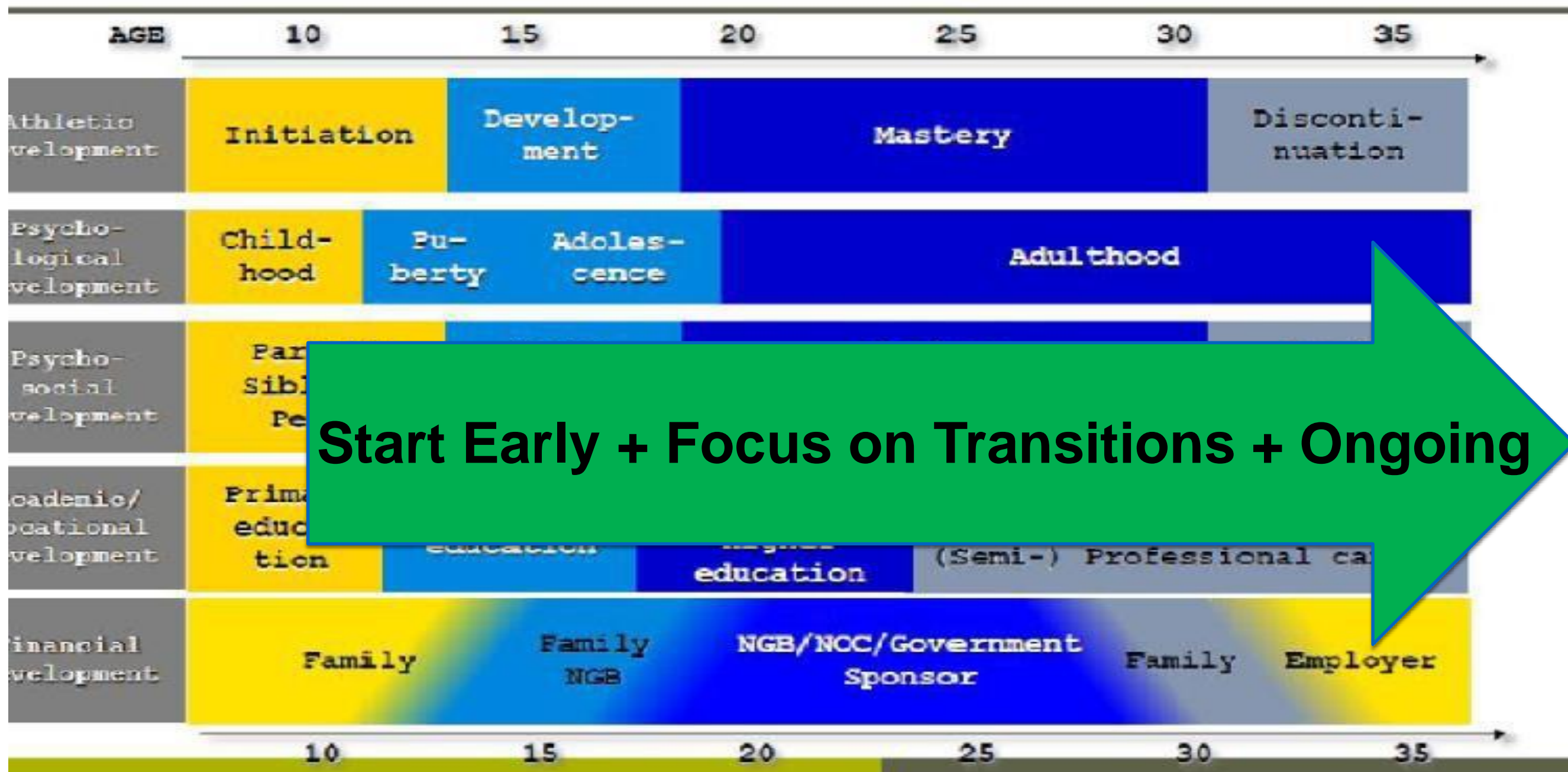
# FC Barcelona Dual Career Team





# Ultimate advice!

The holistic athletic career model (Wylleman, De Knop, & Reints, 2011).

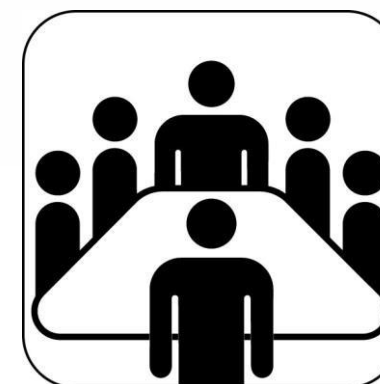
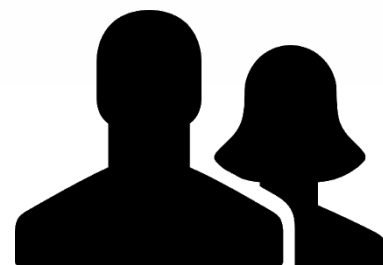


# Points of advice

- New perspective on Dual Career
- Whole-system approach / Two-way street
- “Brauch viele Papiere”
- Focus on identification of talents
- Promote skills



# Needs Assessment



**Government**



# Conclusions N.A.

- Main **focus on B-teams** (18-20 y old)
- Better coordination with University
- Monitor educational development
- Better communication / evaluation in **Athletic Triangle**
- Preparation for big transitions
- Addition expertise of sports psychologist / **external view**
- Need for objective **tutorship** (former athletes)
- Need of more contact between **different generations** of players



# Phase 2

- Create sustainable **Dual Career network**
- Implementation of **Dual Career team**
- Staff training (coaches, tutors & career counselors)
- Implementation of **Dual Career Support Service**
- Study Learning Tours

# Model for Handball for Dual Career

DC ORGANIZATIONAL LEVEL

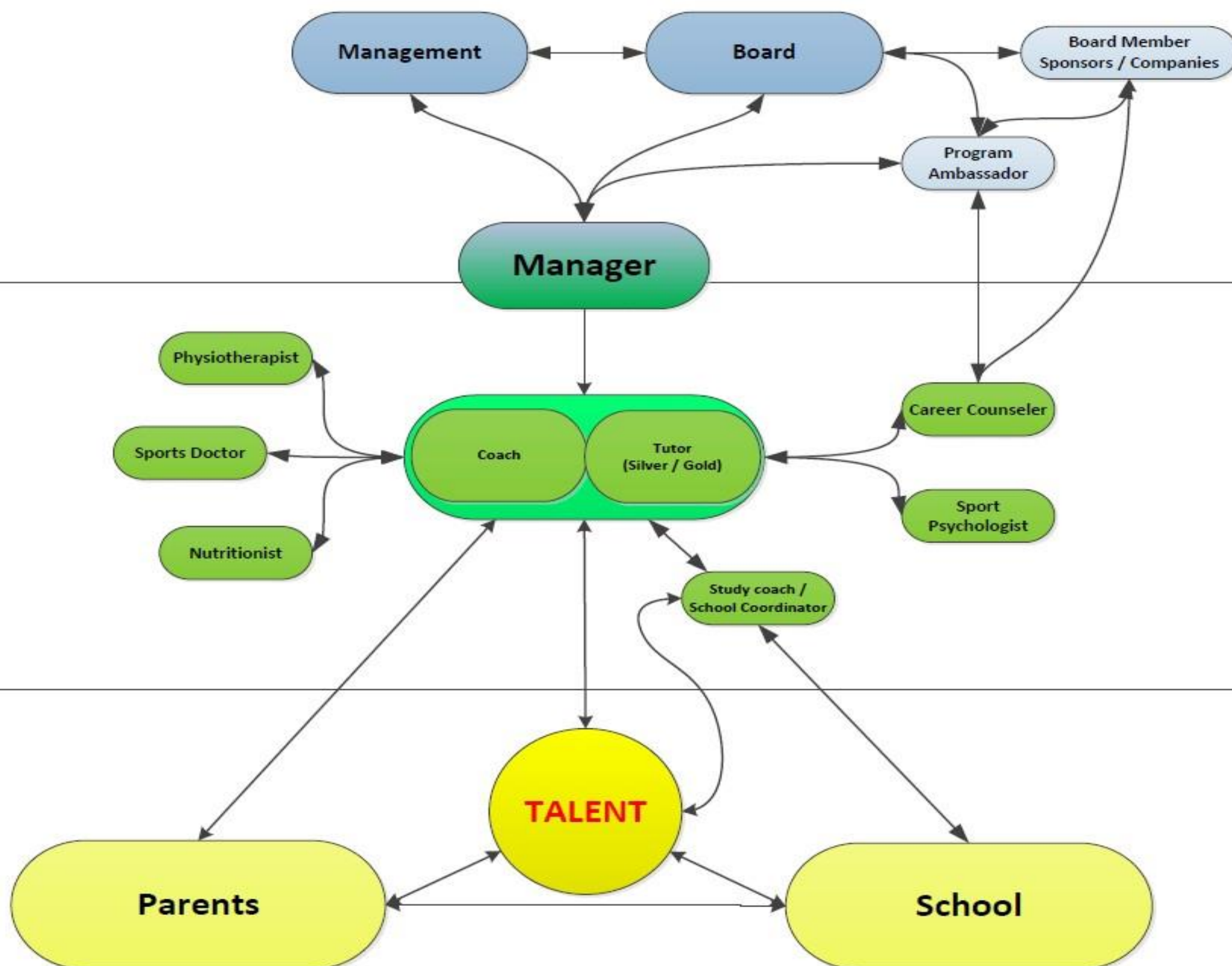
Vision and ambition  
on Dual Career

PROFESSIONAL TEAM  
OF SPECIALISTS

daily practice  
structural meetings / cooperation  
Digital monitoring system  
Evaluation

ATHLETIC TRIANGLE

communication  
cooperation  
Evaluation  
awareness





# Staff Training



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of Applied Sciences**



# Staff Training

- Awareness in Dual Career
- Responsible talent development
- Communication & evaluation with talents and DC-team
- Collaboration with partners / stakeholders
- Support in pilot actions (implementation)



# Dual Career Support Service (3 different groups)

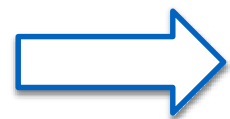
- Identification training
- Orientation training (Player2Business Activities)
- Career counseling
- Tutorship / Lifestyle coaching
- Player development sessions



# What are my dreams?

*Identification training by sports psychologist*

- How do you see yourself in 5 years time? In the future?
- In your life so far, is there an important moment / event which represents a situation you would like to experience again?



*Useful input specialists in Dual Career Team*



# Player Development Sessions

Training on Dual Career  
(skills & awareness)

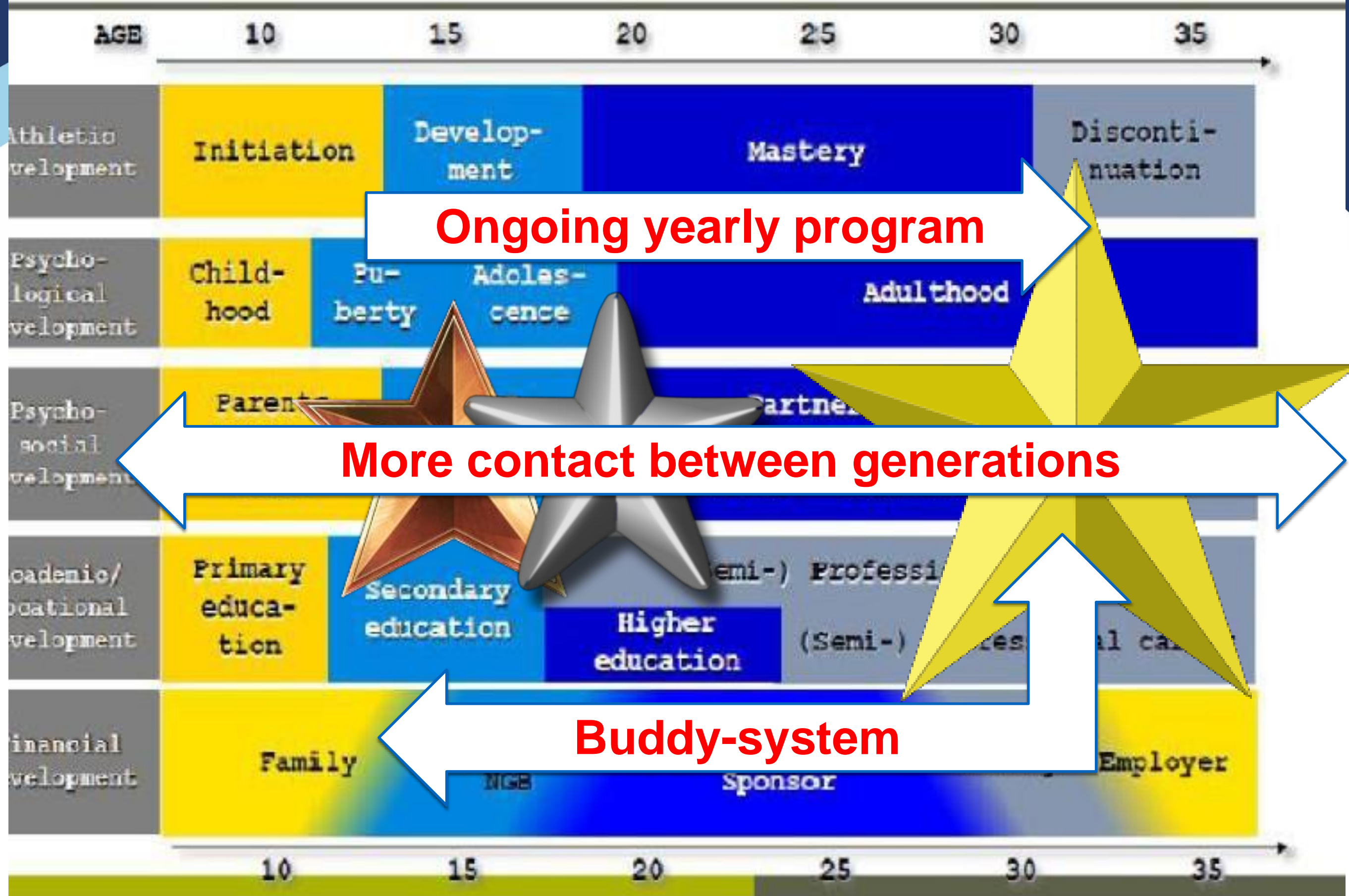
Workshops

Future-talks






# The holistic athletic career model (Wylleman, De Knop, & Reints, 2011).





- 
- Dual Career motivation
  - Awareness in Dual Career
  - Dual Career skills
  - Flexibility
  - Communication
  - Employability
  - Results in Dual Career
  - Satisfaction
  - Drop-out
  - Stress

# Blue Sky for sport clubs

- Stronger position in society
- Sustainable Dual Career Networks
- More holistic approach on Dual Career
- Professionalization
- More balanced and confident talents
- “You are the club for Dual Career”
- Dual Career Mindset





# Planning

Jan – Sep 2017

Sep – Dec 2017

2018

Phase 1

Phase 2

Phase 3





- Results in 2019?
- Implementation / Dissemination
- Thanks for your attention and support

**[www.h4dc.eu](http://www.h4dc.eu) → newsletter**

**<https://twitter.com/handball4dc>**



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