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# **CONTEXT ANALYSIS OF DUAL CAREER POLICIES AND PRACTICES IN ESTONIA**

**Second turn – employability after the sport (SUPPORT)**

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## **LEGISLATION AND POLICY MEASURES IN PLACE**

Legislation and policy measures in place:

In Estonia, services for dual career are organised at government level through national policy, under the auspices of several ministries. It ensures that every sports federation has a person responsible for dual career.

## **FUNDING AND RESOURCES**

Funding and resources required for solid, successful arrangement for Dual Career for the individual athlete:

Estonia provide scholarships.

## **AWARENESS CONCERNED STAKEHOLDERS TO RECOGNIZE ATHLETES**

Awareness by all concerned stakeholders of the necessity to recognize athletes pursuing Dual Career:

In Estonia all have a clear idea of the size of their elite athlete population, although their classifications vary.

## **EDUCATION**

The possibilities offered by educational support services to combine academic development with a sports career in the talent, junior elite, senior elite and post-elite phases:

The scope of policy for Dual Career is education-specific. Many educational institutions in Estonia are at least partially responsible for regulating Dual Career, often in collaboration with government. Also, the NOC assumes responsibility in this area too, but always jointly with schools and universities.

Estonia do not have specialized educational institutions, but do provide special programmes in agreement with mainstream ones.

Two Estonian universities, in Tartu and Tallinn, provide specialist education for elite athletes, which includes tailored curricula and time extensions.



## **OPPORTUNITIES OF DC IN ESTONIA**

Opportunities and arrangements for Dual Career provided by sports associations, clubs and federations, for athletes in all stages of their sporting career:

In Estonia NOC offer academic counselling and study arrangements in collaboration with higher education institutions.

## **EMPLOYABILITY**

Opportunities and arrangements for Dual Career provided by labour-market actors, such as employers, trade unions and employers' organisations:

Estonia have some form of labour-market involvement in Dual Career. It is done this the help of the Estonian NOC.

## **SUMMARY OF THE LITHUANIAN DUAL CAREER POLICIES AND PRACTICES**

In Estonia, the Dual Career policy is organized at national level, involving governmental departments and the world of sports (National Olympic Committee, sport federations) to provide flexible study plans and scholarships in Universities/schools. This approach is reflected in the following features:

- A Cross-sectorial, inter-ministerial approach at national level: in Estonia, sports are in the administrative field of the Ministry of Culture. There is good cooperation between the Estonian Olympic Committee, the Ministry of Culture and the Ministry of Education and Research. The topic and its importance are well acknowledged by all parties;

- Sport organizations (sport academies and high-performance training centres; coaches and other members of performance teams; supporting services): Dual Career issues are less well acknowledged than in other countries but good progress has been made in recent years. There is mainly good understanding and supportive attitude towards Dual Career at the coaches and staff level;

- Education (school education; vocational education and training; higher education; distance learning): Estonia has one state-supported special sports school named Audentes, which



provides young sportsmen with the opportunity to combine high-level training with obtaining secondary education. Across Estonia, there are some special sport classes, which also allow flexibility in combining training and education but further expansion of this practice would be desired. The co-operation with universities depends on the university and faculty concerned. The higher education institutions are mostly sports friendly but there are also exceptions;

– Employment (combination of work and sport; transition to the post-sport career; social dialogue): there are no special policies and programmes in this field in Estonia. Nevertheless, courses for coaching qualifications are provided to elite athletes for their professional development.

– Financial incentives for athletes (scholarships; other financial support; social security, health protection and pension plans): Ministry of Education and Research in co-operation with the Estonian Olympic Committee has a special scholarship programme to support the studies of top athletes in vocational and higher education institutions.

#### Common practices:

- Educational scholarships;
- Flexible study plans.

#### Constraints:

- Help adaptation to the labour market.