S4med
Skills by Sport 4 med

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Toolkit for the trainers “SKILL BY SPORT4MED” (SBS4MED)

Sport as a vehicle for developing skills for the labor market and promoting employability and entrepreneurship"

WORK PACKAGE 3

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ILO International Labour Organization
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GAISF Global Association of International Sports Federations
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INTRODUCTION TO THE TOOLKIT

The toolkit seeks to guide the trainers of S4MED during the implementation of the training.
In the toolkit you will find:

- A detail of the **modules** that structure the training **with the related objectives** to achieve;
- Examples of **tools** that can be used with the sport coaches during the diverse modules;
- **Methodological suggestions** for implementing the training (e.g.: how to manage the group during the training; how to develop discussion among the sport coaches etc..);
- Indications for the **web-platform usage**;

TO BE NOTED: the toolkit provides a feasible track for the trainers. This means that the trainers, in response to the sport coaches group's needs and specificity, is free to change this track and the related tools.

THE TRAINING

The general aims of the training are:

- To promote and strengthen the capacity of sport coaches to develop employability skills in their athletes
- To raise sports coaches' awareness with respect to the usage of sport as a tool for promoting employability skills

Methodological assumption of the training

The methodological assumption basing the training is that participants have some backgrounds about the object of the training (in our case, how to develop employbility skills through sport).
The knowledge is achieved from sharing and reflecting on such backgrounds that generally remains implicit (Vino, 2001; Scaratti 2005; 2006; 2007). Below, three main principles guiding the trainig



EXPERIENCE;
Experience is one of the most important source of human learning. We would like to promote an innovative training where coaches could talk about and reflect on their experience on the field.



GROUP
Sharing our thoughts in group helps opening our horizons. We would like to promote a training where sharing the experience inside the group is the main (but not the only) source of learning and improvement for coaches.



SPORT
Sport remains the priority and the aim of our training project. We would like to guide coaches in a more conscious and effective use of sport.

The web-platform supporting the training

The training has be planned to be both in presence or online according to COVID-19 restrictions at a national level. In both cases, trainers are asked to use a web-platform where they can find diverse materials supporting the training.

→ WHAT YOU WILL FIND IN THE PLATFORM

Within the platform you will find the track of the modules in detail (objectives, tools, methodological suggestions) and the material (videos, pictures, interviews) supporting the training as well as some suggestion related to how bes using these materials.

→ HOW TO GET ACCESS TO THE PLATFORM:

- Read and sign the privacy treatment consesus that our staff from Università Cattolica del Sacro Cuore (UCSC) will provide - *by signining the consesus we can use your email address for creating the credential for accessing to the webplatform.*
- Send the email address you want to use for registering to the webplafrom to chiara.corvino1@unicatt.it and sgaravatto@okkam.it ; in 1-3 working days you should receive the credentials for getting access into the platform. In case you don't receive the credential, write and email again to chiara.corvino1@unicatt.it and sgaravatto@okkam.it and they'll work for solving the problem.
- Once received the credentials, navigate to http://s4med.okkam.it and get access!

MODULE 1 – INTRODUCTION TO SPORT

Approximate hours of work for the implementation: 1

Objectives of the module:

- To show S4Med and explain the aims of our project
- To develop reciprocal knowledge among the training participants
- To co-build a shared representation of the meaning of sport

Development of the module

1. Presentation of S4MED by the trainers (a video presentation of S4MED will be present in the platform)
2. Reciprocal presentation of participants
3. **Tool - *What does sport mean to you?*** (link with slide presentation in the platform) In this slide presentation, different pictures and photos related to sport have been selected. During the training, sport coaches are individually asked to answer the question "What does sport mean to you" by choosing an image that reflect their representation of sport. The images and the related explanation of the choice the are shared through the platform in order to visually show the different participants' representations. Participants and trainers discuss together the various images and eventually find one picture that better summarize the collective meaning. This exercise is functional to co-build a sense of belonging among the group and strengthen the awareness of coaches about the diverse meanings that sport can convey.

Methodological suggestions:

- The trainers should guarantee that participants express their point of view and should support dialogue among the group
- At the end of the discussion the trainers should briefly summarize the main concepts exposed by participants
- The trainers are free to identify another tool in order to achieve the modules objectives if they don't feel comfortable with the one here proposed

Web platform

On the web platform trainers can find some adding resources for this module:

1. Video presentation of the module
2. Video presentation of Sport4MEd
3. PPT titled "What does sport mean to you?"
4. PPT with interviews on sport - in this section there are diverse interviews to athletes about the meaning of sport, trainers can show and read some of the interviews after the group discussion in order to enrich what previously shared through the tool "What does sport mean to you" about the meaning of sport.
5. Videos on the meaning of sport
6. PPT titled "Definitions of Sport, Physical Activitiy and Physical Education" - in this slide presentation you'll find some definitions provided by scientists and international agencies such as UNESCO that can be shared at the end of the module. This tool is functional at the end of the module to clarify the peculiarity of sport when compared to other similar activities such as Physical Activity and Physical Education.

Trainers are not asked to present all this material during the modules. They can freely choose what to show and what to not show according to local peculiarities.

→ If the trainers decide to use part of this material, we strongly recommend to show it only after the usage of the tool in order to make participants feel free to express their opinions without being influenced by the theoretical material of the platform.

MODULE 2 – THE ROLE OF THE SPORT COACH

Approximate hours of work for the implementation: 2

The module provides coaches with a reflections and debate about their role and identity.
The debate developed within this module aims to open up coaches' minds about their identity and reinforce their consciousness about their key role as guide and mentors for their athletes.

Objectives of the module:

- To develop participants' awareness about their role as sports coaches
- To develop awareness in coaches about the different style they can use with their athletes

Development of the module

1. **Tool – "Being a sport coach"** → Sport coaches are asked to answer to the following questions on a white paper: a) What kind of coach are you? b) Which coach would you like to be? 3) Which coach should you be?; Participants share their answers and trainers encourage discussion around the three images emerged of sport coaches: the real, the desired and the ideal.
2. **The role of the coaches (link to videos on the web-platform):** The trainer is called to show 2-3 videos from the platform. Coaches are called upon to reflect on this key question: *What do these videos tell us about the coaches and their role?* The trainer guide the discussion and lead the group to reflect on the diverse representation of sport coaches emerging from the group.

Methodological suggestions:

1. The trainers should guarantee that participants express their point of view without judging them
2. At the end of the brainstorming the trainers should briefly summarize the main concepts exposed by participants and should support dialogue among the group
3. The trainers are free to identify other tools in order to achieve the modules objectives if they don't feel comfortable with the ones here proposed

Web platform

On the web platform trainers can find some adding resources for this module:

1. Video presentation of the module
2. Within the platform it will be possible to find 11 videos on the role of the coach
3. PPT tilted "Different interpretations of the role" this slide presentation shows different type of coaching styles (Instructor style; Trainer style; Educator style). The presentation is functional to recognize how differently sport coaches may interpret their role with their athletes and to open up coaches' minds about their own behaviors with their athletes.

4. Video "What is learning" - The video reports two different paradigms for promoting new learnings through sport: repetition VS creativity. It is functional to understand how different coaching styles may impact on how new learnings are achieved through sport. The video can be used at the end of the module and coaches can share their opinions and reflections about it.

Trainers are not asked to present all this material during the modules. They can freely choose what to show and what to not show according to local peculiarities.

MODULE 3 – SPORT FOR EMPLOYABILITY SKILLS

Approximate days of work for the implementation: 2

The module aims to reinforce the practical implication of sport toward the development of employability skills.

Objectives of the module:

1. To make participants reflect on the characteristics of the contemporary world of work
2. To make participants reflect on the skills for the world of work that can be developed through sport
3. To develop participants' awareness of the links between sport and employability

Development of the module

1. **Tool – Employability (link with slide presentation in the webplatform)** --> *What does employability mean to you?* Sport coaches are asked to report words that, according to them, are linked to the concept of "employability" in contemporary society. All the words are shared through the platform. Participants and trainers discuss together the various words. At the end of the slide presentation you'll find a brief definition of "employability" by Dacre Pool and Sewell (2007) which is functional to conclude the discussion in group.
2. **Tool – Sport and employability (link with slide presentation in the webplatform)** → sport coaches are individually asked to write down the employability skills that can be developed through sport. Participants share their skills through the platform and discuss convergences and divergences with the support of the trainers.

Methodological suggestions:

1. The trainers should guarantee that participants express their point of view without judging them
2. At the end of the brainstorming the trainers should briefly summarize the main concepts exposed by participants and should support dialogue among the group
3. The trainers are free to identify other tools in order to achieve the modules objectives if they don't feel comfortable with the ones here proposed

Web platform

On the web platform trainers can find some adding resources for this module:

1. Video presentation of the module
2. PPT titled "Employability"
3. PPT titled "Employability and Sport"

Trainers are not asked to present all this material during the modules. They can freely choose what to show and what to not show according to local peculiarities.

MODULE 4 – FROM THE ROLE TO THE PRACTICE : HOW IS IT POSSIBLE TO DEVELOP EMPLOYABILITY SKILLS THROUGH SPORT?

Approximate hours of work for the implementation: 2/3

Within this module, sport coaches will be guided into reflecting on their training routines. Starting from what they already do on the field with their athletes, they will be asked to reflect about what employability skills they silently develop within their practice. This activity will permit to develop coaches' awareness about the implicit skills they develop through their trainings. Then, they will be asked to structure and define practical strategy to make more explicit these skills.

Objectives of the module:

1. To make participants think about diverse practices for developing employability skills through sport
2. To co-build with participants practical exercises and strategies to develop employability skills through sport

Development of the module

1. **Tool – Daily routine and practice of training (link with the platform);** coaches are asked to bring back an example of a training they usually implement with their athletes. From that training, they are asked to reflect on the employability skills they have developed. This exercise is powerfully useful to make more explicit certain skills that sport coaches already develop in their athletes without awareness. The tool permits to promote sport coaches self-consciousness about their training practices and permit to guide their training routine into a more conscious usage of sport in terms of employability. The scope of this tool is to make sport coaches aware that to promote employability skills it is not necessary to add something to their trainings but it is sufficient to effectively and consciously use the sport exercise they already put in practice with their athletes.
2. **Tool – Inspiring coaches** (**link with the platform**; in the web-platform it is possible to find diverse videos and written sport exercises; it's up to trainer which one to show during the training)→ These videos can be used as a tool for promoting critical think in sport coaches. The trainer can choose 1-2 to video to show during the training and develop a discussion around them based on this key questions: what do you think about this video? Do you agree with the training methodology /coaching style proposed here/adopted? If you were the coach of this video, would you have change something? If yes, why?
   The scope of this exercise is to develop sport coaches capacity to observe, critique and change their own actions.
3. **Tool - Role playing (link with football and volleyball exercises on the webplatform;** <u>the tool can be used if the training is in presence and there is adequate space</u>**)** → Trainers choose one sport coach among participants who is available to play the role of the sport coach during the role playing. The other sports coaches play the role of the athletes. The sport coach who act the role of the coach choose one of the exercise present on the web-platform and implement it with the group of coaches.

After the implementation of the exercise, participants discuss the possible linkages between the sport competences trained during the exercise (ball possession, defense etc.) and try to think about how these competences and skills may be linked also to employability .The scope is to underline that within the technical training, sport coaches are implicitly working for developing employability skills.

Methodological suggestions:

1. The trainers should guarantee that participants express their point of view without judging them
2. At the end of the role playing the trainers should briefly comments how the participant playing the role of the sport coach related to the athletes. The scope is to analyze how the behavior and interaction of the sport coach influenced the development of certain employability skills.
3. The trainers are free to identify other tools in order to achieve the modules objectives if they don't feel comfortable with the ones here proposed

Web platform

On the web platform trainers can find some adding resources for this module:

1. Video presentation of the module
2. List of videos
3. Word files with examples of soccer and volleyball exercises for developing employability skills through sports

Trainers are not asked to present all this material during the modules. They can freely choose what to show and what to not show according to local peculiarities.

MODULE 5 – DIVERSITY MANAGEMENT IN SPORT

Approximate hours of work for the implementation: 1

The module is fundamental to adapt and contextualize the development of employability skills through sport considering the specific athletes' needs and differences at a local level.

Objectives of the module:

1. To promote reflection on the concept of difference and diversity within sport.
2. To promote reflection related to how to manage diversity and how to adapt interventions coherently with athletes' needs and characteristics (gender, culture, individual characteristics, ethnicity, religion or social / economic status)

Development of the module

1. **Tool 1 - Diversity and differences (link with videos in the web-platform) -** the trainer will show in the classroom 1-2 video among those present on the platform. Starting from this video, participants are asked to answer these questions: *What are the main characteristics of your team in terms of diversity? What is diversity for you?* The trainers collect the answers and guide the group to converge towards a shared definition of diversity.

- **Tool 2 – Diversity and differences (link with slide presentation in the platform)** → This slide presentation shows a definition of "diversity" and "difference", and propose some practical strategies to manage diversity in sport. Coaches participating in the training are asked to summarize on a sheet an episode where they had to manage diversity themselves as coaches (example: conflict management due to cultural differences, quarrels on the pitch because athletes had an argue, gender discrimination); coaches are asked to share these episodes and how they handled them. The trainers collect all the practices / strategies used by the coaches to manage diversity and the group discuss the strategies implemented in practice with the strategies exposed in the ppt.

Methodological suggestions:

1. The trainers should guarantee that participants express their point of view without judging them
2. At the end of the brainstorming the trainers should briefly summarize the main concepts exposed by participants and should support dialogue among the group
3. The trainers are free to identify other tools in order to achieve the modules objectives if they don't feel comfortable with the ones here proposed

Web platform

On the web platform trainers can find some adding resources for this module:

1. Video presentation of the module
2. Videos on diversity

3. PPT titled "Diversity and differences"

Trainers are not asked to present all this material during the modules. They can freely choose what to show and what to not show according to local peculiarities.