



Mapping of the existing international qualification standards of international sport federations

Report

Table of Contents

Table of Contents	2
Introduction	4
Professions with qualification standards	5
Qualification standards for coaches and instructors	7
Levels and pathways	7
Pre-requisites	8
Requirement for the profession	8
Theory, practice and available education	9
Role of formal education	10
Qualification standards for officiating professions	11
Levels and pathways	11
Pre-requisites	11
Requirement for the profession	11
Theory, practice and available education	12
Qualification standards for other positions	13
Medical professions	13
Formal education for sport science and/or management	13
Non-formal management educational resources and standards	14
Mandatory licensing and regulation of representatives	15
Annex: Findings per sport	17
Athletics	18
Professional positions and related qualification standards	18
Coaches	18
Officiating positions	21
Other: Athletic Representative	23
Basketball	25
Professional positions and related qualification standards	25
Coaches	25
Officiating positions	28
Sport management: FIBA Manager	29
Other: Player agent	30
Equestrian	32
Professional positions and related qualification standards	33
Coaches	34
Officiating positions: Dressage Judge	38
Football	41
Professional positions and related qualification standards	41
Coaches	42
Officiating positions	45
Golf	48
Professional positions and related qualification standards	49
Assistant Professional	50
Teaching Professional	51
Head Professional	53
Director of Golf	54
General Manager	55
Golf Course Manager	55
Gymnastics	58
Professional positions and related qualification standards	58
Coaches	59
Officiating positions	61

Handball.....	66
Professional positions and related qualification standards.....	66
Coaches.....	66
Officiating positions.....	69
Sport Management: EHF Delegate and Handball Manager	70
Hockey.....	73
Professional positions and related qualification standards.....	73
Ice-Hockey	76
Professional positions and related qualification standards.....	76
Coaches.....	77
Officiating positions.....	78
Sport management	80
Speed Skating.....	83
Professional positions and related qualification standards.....	83
Officiating positions.....	84
Swimming	85
Professional positions and related qualification standards.....	85
Coaches.....	85
Officiating positions.....	87
Tennis.....	90
Professional positions and related qualification standards.....	90
Coaches.....	90
Officiating positions.....	93
Volleyball.....	95
Professional positions and related qualification standards.....	95
Coaches.....	96
Officiating positions.....	98
How To Use This Document Template.....	Error! Bookmark not defined.
Headings and subheadings.....	Error! Bookmark not defined.
Body text.....	Error! Bookmark not defined.
Header	Error! Bookmark not defined.
Footer	Error! Bookmark not defined.
Bulleted list.....	Error! Bookmark not defined.
Hyperlinks	Error! Bookmark not defined.
Table of Contents.....	Error! Bookmark not defined.

Introduction

This report presents the results of a short study into the existing international qualification standards of international sport federations. The research for this study was conducted in June 2015 by the Technopolis Group in collaboration with the 3s research laboratory. The results of the study aim to support the Expert Group on Human Resource Development in Sport in line with the second EU Work Plan for Sport (2014-2017). In particular, the study aimed to provide input for the practical guidance on compliance of national qualifications with international qualification standards of international sport federations.

The study builds on prior work of the Expert Group on Education and Training in Sport active under the first EU Work Plan for Sport (2011-2014). Among others, the Expert Group on Education and Training in Sport identified the necessity to include international qualifications in the discussions between the Member States and the European Commission regarding the development of referencing sport qualifications to the National Qualifications Frameworks. This finding came after it was identified that in at least 12 Member States the international sport federation standards are followed over national qualification standards. In some cases Member States also follow the international qualifications but at the same time manage to do so within the national qualification system.¹ These findings underline the importance of this mapping exercise of qualification standards set by international federations.

The approach to the study consisted of assessing for which types of professional positions qualification standards consist, the set-up of the progression and pathways, the content of the standards and the relationship with formal education. As the timing of the study did not allow for a comprehensive analysis of all sports, a selection of 16 sports were made between the researchers and the European Commission. In the absence of comparable statistics on the number of people practicing a specific sport profession or other related sport participation and labour market indicators, the selection of sports was based on interest generated through prior research, accessibility of the sport in the Member States, coverage of summer and winter sports as well as team and individual sports. The study was conducted through desk research and complemented with interviews when information was unclear or insufficient and provided that the federation was willing to cooperate.

The following chapters present the results of the mapping exercise by first presenting the general findings and then more specific findings per types of profession. The detailed information per sport can be found in the annexes.

¹ European Commission (2013) Mid-term report on the State of Play Inclusion of Sport Qualifications in NQF's

Professions with qualification standards

For many sports a European federation and an international sports federation exists. The international sports federations tend to supersede the European level where the European sports federation functions as the 'regional member' of its international organisation. This study found that for most sports, it is the international sports federation that sets the general standards for the professions if any exist, whilst the European federation tends to fulfil a role in provides the education, training and certification associated with these standards. This however, is not the case for all sports. In a few cases the international federation does not set standards but the European federation does.

Even when both layers of international and European federations exist, there are few sports for which qualification standards are set for all professions relevant to the sport. Moreover, when the standards are set, they are not necessarily an obligation for the national federation to comply with but can instead be used as an example or format to use if there are no national qualifications. Only in exceptional professions at specific levels is the international standard obligatory. That however, does not take away the demand from professionals in the sector to seek an education, training or recognition in compliance with the international sports federation. After all, doing so may facilitate job mobility of those working in the specific sport, especially when high-level jobs are limited in one country. This is especially the case when a system for recognizing the international federation standards is in place at national level.²

For those professions without an international standard, there may still exist education and training materials, certification processes or forms of the recognition of prior work (of a component) of the profession by either the European or the international sports federation. Whether a standard exists or only an education, training or certification processes is in place, in all cases the individual professional may need to be aware of these processes when working for a national federation. When such tools were encountered during the study, they were often in place to fill a gap (i.e. a response to national needs) or to ensure coherence at international level (especially relevant for officiating positions).

The types of professions for which qualification standards were found include:

- Sport-specific coaching (from instructor to head coach)
- Officiating positions, particularly at international level
- Sport management positions
- Sport medical professions
- Sport agents
- Strength and conditioning coaches

Most frequently, the standards in place target a profession at a paid level position. For coaching and instructor levels, there are several federations that do provide standards for the amateur level, often through creating a pathway of the profession that includes a beginner's level which in most cases is applicable to the amateur level of coaching.

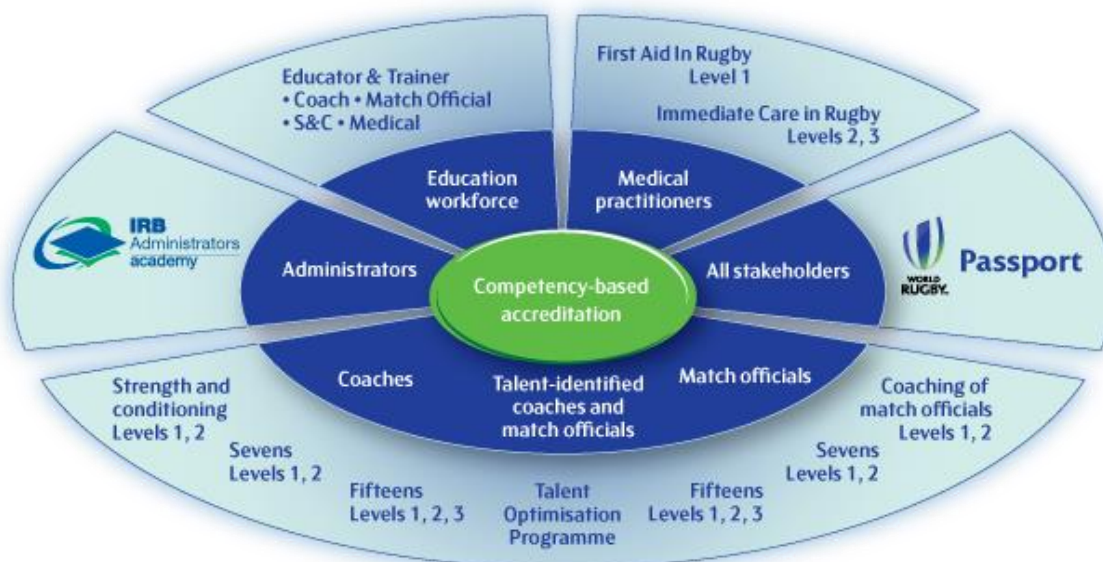
The professionalization of the standards varies greatly per international sports federation. The more standards exist per sport, the more thoroughly developed the standards have become over time. One of the most notable developments has been the development of the standards for rugby as developed by World Rugby (formerly

²

Perspective provided from interviewees when asked whether the qualification standard were obligatory at national level.

the International Rugby Board). The following image depicts their current approach to the standards of professions within their sport. There are few other international federations who have developed this many standards for such a large range of positions and levels within their sport.

Figure 1: The competency based accreditation system of World Rugby



An elaborate accreditation system, however, does not imply that the link to formal education or the European or National Qualification Framework yet exists or is easily made.

The following sections explore the qualification standards in further detail per profession. Due to the low presence of standards amongst the sport management positions, sport medical positions, sport agents and strength and conditioning, these professions are combined into one section.

Qualification standards for coaches and instructors

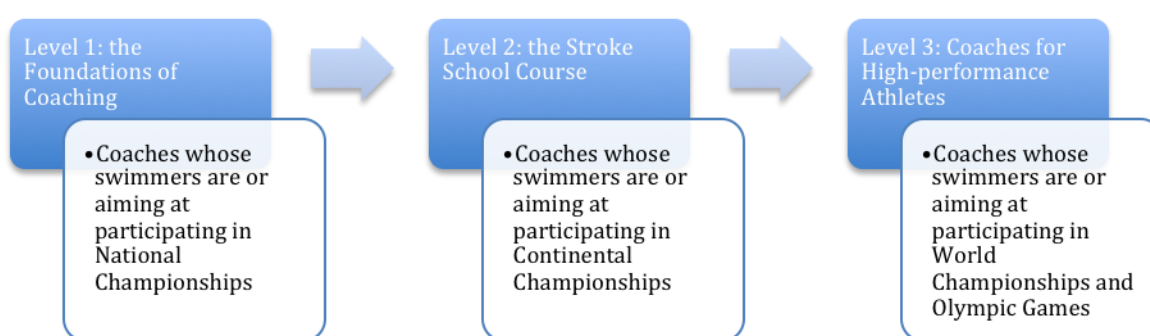
For all but one of the sports considered for this study, some form of a qualification standard exists for sport specific coaches and instructors.³ The level of detail of the standard, combination of technical general skills as well as the evolution of the professional pathway is most developed for this profession in comparison to the other professions researched for this study.

Levels and pathways

The majority of international sports federations has a clear pathway for progression, and provides educational materials as well as a system for certifying coaches. The pathway for coaches often starts at an instructor level amongst children and young people and progresses to international high performance coaches. The number of levels of this pathway is often three to five. In the case when the pathway consists of five levels, it often involves team sports with a well-developed competition at national level. The extra levels provide additional standards for positions related to the (semi-) amateur club level coach. In certain cases, the federation may also distinguish between the foundations for the sport as played by clubs and the foundations of the sport as thought through the regular physical education programme, as is for example the case in rugby.

The following figure presents an example of a three level pathway for coaching that has been developed by the international sports federation for swimming, FINA.

Figure 1: Pathway of progression for coaches in swimming developed by FINA



³ There are no standards set for instructors or coaches of speed-skating by its international federation

There are some international sports federations that do provide standards and associated educational material but do not certify coaches based on an education programme. International federations that do not provide such certification include Ice hockey and Gymnastics.

In the case of tennis, there is also not a certification based on an education programme in place, but, it does provide accreditation for the educational coaching system for its national federations. This means that the individual coaches are not subjugated to testing but instead the national system in place is reviewed to assess the quality of the education programme as a whole. This approach allows national federations to set up their qualification standards within their regular national qualification system but then align them with the standards of the international sports federation. Tennis is not an exception in this process, but it is the only sport researched for this study that provides this as an alternative to certifying coaches.

Whereas for most federations, these pathways and levels are developed at the international level, golf is one of the exceptions. The International Golf Federation does set standards for coaching professions, but instead the Professional Golfers' Association of Europe (PGAs of Europe) does so. It has standards for the educational systems of national federations. These educational systems are comprehensive as a typical education for golf professionals consist of a three-year programme. In addition, PGAs of Europe provides an initial professional education of three months in emerging countries that serves as a stepping-stone to education in countries with established PGA programmes.

Regardless of whether the international federation provides a certification process or who provides this, it is evident that the position of coach contains well-developed pathways and standards across the selected sports.

Pre-requisites

Most federation set pre-requisites before a coach can progress to the next level of the pathway. The most common pre-requisites include a certain age, experience, certification of the previous level or the national equivalent and/or nomination by the national federation. Some federations have strict pre-requisites that stipulate the type of certification one has to have and the amount of experience. Other federations rely more on the national federations to select the best candidates of the courses. None of the pre-requisites include a specific type of formal education. The International Volleyball Federation (FIVB) does stipulate explicitly that a diploma from a sport institute (with a specialisation in volleyball) is the equivalent to one of the levels.

Requirement for the profession

Although the pathway for coaches is often well developed and established at the international level, they are not automatically mandatory for the professional jobs. In fact, it is up to the employer, i.e. the national federation, club or other national organisation to determine to what positions and titles coaches have access. The standard level required for a position may very well depend on the level of professionalization and popularity of a sport in a specific country. Using the example of swimming, for example, there may be only one certified level three coach position in a country where the Olympic games preparations are centralised and regional swimming is amateur level, whilst there may be more multiple level three positions in a country that organises itself in professional regional training centres. There thus rests a large freedom at national level to determine the need for and incorporation of the

qualification standards set by international sports federations. This approach, however, does not reduce the significance of the internationally set qualification standards at national level.

There are two sports where for certain positions the coaches are required to have obtained international level standards, namely handball and basketball. The European Handball Federations (EHF) mandates that coaches of teams participating in competitions organised by EHF must have a minimum level three certification. The International Basketball Federation (FIBA), on the other hand, only allows Approved FIBA Coaches to be the head coach of national teams competing in FIBA competitions. In addition, through its accreditation system of national federations' educational system the PGAs of Europe mandates which golf professional is eligible to be a member of PGA.

The coaching system in place is often part of a wider development programme of the international sport federation. These programmes aim to develop a sport in a country or at facilitating the development of national federations. Some coaching systems are thus demand driven; the international sport federations adapts to the needs of (weaker) national federations. The can be in the form of extra training clinics in some countries, but also the resources can be adjusted. For example, the International Tennis Federation (ITF) performs a SWOT analysis in conjunction with the national federations to determine what educational needs have to be addressed in each country. Subsequently the ITF adjusts its resources to the needs of its member federations, e.g. by translating certain resources into another language. The European Equestrian Federation (EEF) also indicates that it adapts to the needs of national federations, who communicate their needs to EEF. The EEF then decides what courses and seminars it should organise in different geographical locations.

Theory, practice and available education

When available, the coaching courses of each federation provide a mix of theory and practice, and focus on sport-specific skills as well as more general coaching skills. However, the content of the coaching courses vary widely between the international sports federations.

Many of the courses developed and/or provided through the international sports federation have a strong emphasis on the sport-specific techniques required to be known by the coach. When it comes to the non-sport specific aspects of coaching, however, there are currently no general international or national standards used. Areas such as the psychology of coaching, planning, first aid, safety, etc. are required for all sports, but yet, are not developed similarly across the sports. Instead each international federation determines its own content. The extent to which such aspects of coaching are incorporated and when they are, how well they are developed from a pedagogical point of view varies greatly between the international sports federation. The variation in this aspect is especially notable in the length of the courses provided. The duration of the courses for each level may range from 3 days up to a year. Moreover, the hours required from the coach varies between 10 to 240 hours.

As a consequence of the wide disparity between the non-sport specific aspects of coaching, the quality of the education programmes and thereby the qualification standards vary greatly amongst the sports.

Role of formal education

A small minority of the federations collaborate with formal educational institutes. The Union of European Football Associations (UEFA) collaborates with universities to organise lectures & conferences, and to offer a talent programme and various educational programmes. The International Association of Athletics Federations (IAAF) offers its highest coaching level course in conjunction with universities around the world.

Although a small number of federations collaborate with formal educational institutes, many recognise the education and certification of these institutes for coaching in general. In addition to the previous FIVB situation, the he European Equestrian Federation for example also acknowledges degrees from educational institutes.

Qualification standards for officiating professions

All international sport federations assessed with the exception of Golf set qualification standards for officials working at top international events. Most of the federations also provide courses for officials. Similar to the coaching profession is that not all international federations provide certifications or assess the level of the standard based on course work. Some qualifications, can however, be based on the evaluation of work performance and experience, especially in the case of higher-level officials. Furthermore not all education leads to certification. Some federations provide, in addition to certification courses, courses/training resources for national federations. Two federations, the International Skating Union and the International Hockey Federation do not provide education at all, but do provide recognition of officials through their work and knowledge evaluation. These officials are included in an officiating list of the federation and gain access to certain events.

Levels and pathways

In contrast to the coaching pathway, the officiating pathway set by the international sports federation tends to be rather short. In fact, it can be as short as one level, namely the level of the international officiating position. The standards are thus often targeted at higher-level officials. A singular or doubled tier system for standards of officiating positions is the most common amongst the international sports federations. In the case of a double-tier system, the standards separate the work at national and international events.

Two federations also include education and certification for officials at lower levels or youth competition, namely handball and ice-hockey. The latter separates youth, junior, national and (premier) international competitions and has standards for its officials accordingly.

Pre-requisites

The pre-requisites before an official can request an acknowledgement of a standard for are similar to that of coaches and include additional requirements. The pre-requisites can include a minimum and maximum age, certification of previous level, physical fitness, experience and nomination by national federation. Some federations (e.g. handball and athletics) only accept the best officials in the previous level to attend the subsequent levels. If a federation's focus is on higher-level courses, the selection of officials for the first level (and sometimes only level) is based on the national certification and experience an official has. Often the best performing officials are selected. The International Equestrian Federation accepts judges with a certain national certification for its lower level. This pre-requisite is further discussed and developed with each national federation.

Requirement for the profession

The qualifications of international federations often lead to access to officiating at certain events. Although the lower standard of a double tier system might give access to officiating at national levels, these are often not mandatory as national federations also have national standards in place. However, officiating at international events or at events organised by the international sport federations often requires officials to be qualified by the international federation. This requirement is often operationalised by

the establishment of officials-lists or by licensing officials. These lists and licenses indicate at what events officials are allowed to work. The lists and licenses are renewed periodically.

For example, the International Tennis Federation (ITF) upgrades officials to a higher level according to their work performance and work rate. The supply of education and certification of officials is mostly a top-down process. The international federations set expectations for officials at international events and establish standards accordingly. However, some educational activities of international federation are more demand driven and are adjusted to the needs of the federation. These activities often include organising courses/clinics at member federations aimed at lower officiating levels, organising refreshment courses or establishing training material. For example, the International Swimming Federation (FINA) offers training clinics (including funding, lecturers and training materials) of 5 to 10 days at member federations. The member federations are however responsible for certification.

Theory, practice and available education

The content of courses often focus on theory as well as practice. The theory often focuses on sport specific rules and regulations, although more general skills such as psychology or communication may also be part of the course. The practice sessions focus on officiating technique and on the physical aspects of officiating. Examination often includes a theoretical written or oral exam and a practical exam. Often a physical test (e.g. Cooper test) is part of the examination. The duration of the courses vary between two to ten days.

The instructors for the officiating courses are often appointed due to their expertise and vast experience in the field. These exact requirements for appointment are sometimes explicitly communicated (e.g. for basketball 10 years international experience is required), but mostly the requirements are roughly formulated. Furthermore, some federations have courses for instructors. For example the Union of European Football Associations (UEFA) has educational programme for instructors. Also the International Ice-Hockey Federation (IIHF) offers instructors courses up to a certain level.

Qualification standards for other positions

Several international sport federations have standards for professions other than coaches and officials. These other occupational standards are often set through educational programmes and can be roughly categorized into medical occupations, formal educational in sport science and/or management, non-formal management educational resources and standards and the mandatory licensing of players' representatives.

Medical professions

Two international sport federations offer an educational medical programme and one federation sets standards and qualifies medical staff. The Union of European Football Associations (UEFA) offers a Football Doctor Education Programme (FDEP). This programme teaches doctors from all the 54 member associations key skills modern football doctors require. The programme takes a blended-learning approach, where online e-learning is combined with face-to-face education and workshops. In addition an online forum is in operation allowing course participants to discuss and resolve issues between themselves. The aim is to set new standards by disseminating medical knowledge and expertise. The rigorous and developed medical program of UEFA is in line with its other developed programs for coaches and officials. The only other federation in the inventory that offers medical education is the International Ice-Hockey Federation (IIHF). However, no details are available on this program.

The International Equestrian Federation (FEI) offers education and two qualifications for veterinarians: Permitted Treating Veterinarian (level 1) and FEI Official Veterinarians (level 2). Permitted Treating Veterinarians are equine practitioners who have registered with the FEI, through their National Federation, and have successfully completed an online examination. After acceptance these veterinarians may work at events. FEI Official Veterinarians are veterinarians selected by their National Federation in collaboration with the FEI on the basis of proof of experience as well as participation in an FEI Veterinarian Course. After some work experience Permitted Treating Veterinarians can apply for a positions as a FEI Official Veterinarian. FEI Official Veterinarians work as FEI representatives and are responsible for ensuring that horses' health and welfare are maintained and that Veterinary standards and FEI Regulations are upheld throughout all FEI Events. Prior to registering as Permitted Treating Veterinarian (level 1), applicants can participate in FEI veterinary courses. The FEI Veterinary Education System is open to all equine veterinarians who wish to be involved in any veterinary role during FEI events. The system provides an educational programme based on the Veterinary Regulations governing the FEI disciplines in order to ensure the welfare of the horse is respected at all times during events

Formal education for sport science and/or management

Three international federations work together with the formal educational system to offer educational programmes for sport science and/or management: International Hockey Federation (FIH), International Ice-Hockey Federation (IIHF) and the European Handball Federation (EHF). These federations offer diverse educational programs and certifications, ranging from a bachelor degree to a postgraduate certificate. The formal educational institutes provide the certification and courses. The federations provide advice on and design of the curriculum.

The FIH offers in conjunction with Royal Holloway, University of London an accredited postgraduate certificate in Sport Management. The Royal Holloway, University of London certifies successful students. Moreover, the World Academy of Sport's International Advisory Board endorses the programme. The main target groups are managers and directors at federations. The pre-requisites include a Bachelor degree or 5 years of professional relevant experience and English proficiency. The program has a total duration of six months and consists of two workshops of each 8 days and of individual casework after each workshop.

The IIHF offers a 3/3.5 year bachelor degree programme in Sport and Leisure in conjunction with the Ice Hockey Centre for Excellence, The Finnish Ice-Hockey Federation, the Vierumäki Sports Institute in Finland and HAAGA-HELIA University of Applied Sciences. The university certifies students, supplies instructors and courses; the design of curriculum is established in cooperation with IIHF. The first two years of the programme students study at the Vierumäki Sports Institute, after which the students do a 1/1.5 year practicum. Eligibility for higher education and good command of English are required to apply for this programme. Selection for the programme is based on the applicant's prior education, work experience in the sports and leisure industry, coaching experience especially in ice hockey, entrance examination and interview. The graduates from this programme will form an elite body of knowledgeable coaches and managers, educated in the technical, managerial and business aspects of the sport.

The EHF offers a European Handball Manager Certificate. This is a 10 ECTS educational programme provided by the German Sport University Cologne. The courses are provided at the university's premises and the university conducts the certification. The EHF provides, in close cooperation with the university, instructors and design of the curriculum. Participants attend the part-time certificate programme parallel to their jobs. The programme content is divided into self-study and attendance phases with 250 lesson units in total. The pre-requisites for this course is having a completed university studies or having a completed managerial education and worked in a managerial position for at least 2 years in professional handball or having at least 5 years of work experience as coach or player in handball.

Non-formal management educational resources and standards

Multiple international federations provide management education that is not linked with formal education. These courses often do not lead to an official certification and are not mandatory, but facilitate development of managers and knowledge sharing. For example, the UEFA operates a Top Executive Programme (TEP) that supports top executives at national federations in decision-making by providing, analysing and discussing relevant facts and figures on strategic issues in order to further develop the organisational and business aspects of football. Moreover the TEP organises discussion platforms to listen to the needs of associations' top management. The International Basketball Federation (FIBA) offers an online Manager course with ten modules and concludes with an examination. The International Hockey Federation (FIH) provides a High Performance Pathway Programme for performance directors and managers and Sport Federation Management Programme for managers and consultants. Finally, also the International Volleyball Federation (FIVB) offers a one-day management training and the International Ice-Hockey Federation (IIHF) operates an Administrator Development Program

The Professional Golfers' Association of Europe (PGAs of Europe) is the only federation in the inventory that has clearly developed standards and occupational descriptors of multiple managerial professions. The development of these standards and occupational descriptors was done during a project in conjunction with multiple national federations, SkillsActive and the European Observatories of Sport & Employment (EOSO). This project identified all competences, knowledge and skills needed for those working as golf professionals. Moreover, it developed eight occupational descriptors: assistant professional, teaching professional, head professional, director of golf, general manager, golf facility sales & marketing manager, food & beverage manager and the golf course manager. These standards and descriptors guide national PGA in their development of educational programmes, continuing professional development and management.

Mandatory licensing and regulation of representatives

Two federations have mandatory licensing programme for representatives/agents of top players: the International Basketball Federation (FIBA) and the International Association of Athletics Federations (IAAF). The programmes do not include an educational aspect or educational pre-requisites, but do include an examination to test a candidate's knowledge off the federations' regulation and rules. The license has to be renewed periodically.

Considerations for the future

The mapping exercise amongst the 16 sport federations considered for this study has identified that there are few mandatory qualification standards for sport professions at international level. When they do exist they are most developed for coaching professions, from amateur to international level. For other professions within the sport sector, which can range from officiating positions, management, sport agent, medical to strength and conditioning, there do exist some qualification standards, but most often this study has encountered education and training materials and or certification processes to support the basic recognition and development of the professions. Moreover, the professionalization of these standards ranges per sport federations. Although the existing qualification standards may not always be mandatory, it is evident that the value of the international qualifications is recognized in the market of sport professions. Their existence should therefore be recognized for the European labour market of sport professionals.

The presence of European federations for several of the sports and the ranging levels of development of the standards present an opportune moment to seek cooperation with sports federations. Whilst the developments of the European Qualification Framework and other tools for increasing the transparency and recognition of education and training within the EU are in progress, there is a potential role for cooperation with sport federations at European level. A prominent opportunity lies in identifying whether existing qualification standards can be aligned with or updated to eventually align with EU tools to recognize learning.

In addition to taking action on existing qualification standards, there is a clear need for better cooperation with formal education. The great variation in the content, length and focus of the education and training materials relevant to the qualification standards, is amongst others the result of sporadic involvement of formal education in the development of qualifications. Incorporating formal education may indeed be beneficial for the pedagogical and didactic development of education and training materials as well as the qualification standards and improve or harmonize the quality of course content. At EU level there exists a potential role for bringing together these stakeholders (sport federations and formal education providers) and facilitating a dialogue on the role of formal education in the development of sport qualifications and the delivery of education and training.

Lastly, the findings of this study also imply the importance of the national federation in compliance (or lack thereof) to the international qualification standards as well as in the provision of education, training and certification and the recognition of qualifications obtained in other countries. It is therefore currently unclear to what extent the internationally set qualification standards influence the job market for sport professionals in the EU Member States. It would therefore be beneficial to obtain further insights into whether the use or lack thereof poses an obstacle to the labour market of sport professionals in the EU.

Annex: Findings per sport

Athletics

✓ International Association of Athletics Federations (IAAF)

<http://www.iaaf.org/>

European Athletics (part of IAAF)

<http://www.european-athletics.org/>

The IAAF has developed qualification standards and relevant courses for coaches and officials; the European Athletics federation follows these standards. The courses provided lead to certification by IAAF. The low level courses are organised by IAAF on location in the countries of the member Federations. The more advanced courses are staged at the IAAF's Regional Development Centres (RDCs). In addition to these courses, the IAAF supports member Federations in their educational development in several ways. Through its RDCs (and European Athletics) the IAAF provides training material, activities, seminars, and conferences for coaches and officials. Furthermore the IAAF established a system for the Accreditation of Training Centres (ATC). The classification of centres is based upon technical standards (such as high quality equipment and personnel).

Professional positions and related qualification standards

Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	Yes	Coaches Education and Certification System
Officiating positions	Yes	Technical Officials Education and Certification System (TOECS) Race Walking Judges Education and Certification System (RWJECS)
Sport management	No	
Sport specific medical staff	No	
Other professions	Yes	Athlete Representative

Coaches

Stages and progression

The IAAF provides five levels of qualification standards and education and training for all of these levels. The first two levels aim to ensure coaches are able to train youth and beginner athletes, and to promote the sport and spot talent amongst these groups. The national member organises relevant training for these two levels. The next two levels aim to ensure that coaches can contribute to the performance

development amongst intermediate and professional athletes. The associated trainings for this are organised by the IAAF. At this level, there are different standards for specialisation in athletics.

A coach can only fulfil the requirements of a Level 3 and level 4 standard if they have demonstrated solid performance as a coach after having obtained the level 2 courses. In between these levels coaches have to acquire at least one year of coaching experience before they can progress. After the fourth level, coaches need 2 years of active coaching in order to receive the level four 'IAAF Coaching Diploma'. Level 5, the last level, requires the completion of the most rigorous course for professional coaches in athletics.

Standards, training and certification	Positions aimed at	Pre-requisites
Level I Title: Youth Coach (Sport instructor) Qualification: IAAF CECS Level I Certificate	Teachers and Talent Scouts	<ul style="list-style-type: none"> Min 18 years Interest in athletics
Level 2 Title: Assistant Coach Qualification: IAAF CECS Level II Certificate	Teachers and Coaches	<ul style="list-style-type: none"> Min. 21 year Interest in athletics
Level 3 Title: Coach Qualification: IAAF CECS Level III Certificate	Coaches	<ul style="list-style-type: none"> Successful completion of Level II One year of active coaching certified by Member Federation
Level 4 Title: Senior Coach Qualification: IAAF Diploma in Coaching after 2 years active coaching	Performance Coaches	<ul style="list-style-type: none"> Successful completion of Level III Additional one year of active coaching certified by Member Federation
Level 5 Title: Academy Coach Qualification: IAAF Academy Diploma	Experienced and active Coaches	<ul style="list-style-type: none"> IAAF Diploma in Coaching or Equivalent Recommendation by MFs
To what extent are the qualifications standards mandatory: The requirements for the professions can be determined at national and club level.		
Requirements for re-certification: None		

Content of the standards and qualifications	
Input-based	Level 1: 10 days Level 2: 14 days Level 3: 14 days Level 4: 14 days Level 5: 3-12 months
Learning outcome	Level 1: To stage Kids' Athletics and to prepare and motivate these youth (13-15 years) to continue with athletics

based	Level 2: To implement appropriate athletics programmes for youth athletes Level 3: To coach a selected event group to beginner and developing athletes Level 4: To coach a selected event group to performance athletes Level 5: To serve the MF in the chosen area of Academy specialisation (Chief Coach, Youth Chief Coach, Elite Coach or Coaching Development Director) Level 5: To serve the Member Federation in the chosen area of Academy specialisation	
Theory	Sport specific technique: Yes	The emphasis is on practice over science
	General coaching skills: Yes	
Practice	Sport specific technique: Yes	The content includes planning and organisation
	General coaching skills: Yes	
Examination/certification	As explained; level 1 & 2 are up to the national federation, above are examined through the IAAF.	
Qualifications of the instructors	Level 1: CECS Level I Lecturer Organised by IAAF and MFs Level 2: CECS Level II Lecturer Organised by IAAF Level 3: CECS Level III/IV Lecturer Course Organised by IAAF Level 4: CECS Level III/IV Lecturer Course Organised by IAAF Level 5: No, 'IAAF Academy Lecturer' Nominated - approved by IAAF	
Relationship to the EQF	In their paper, Duffy, Crespo and Petrovic (2010) investigate the relationship between the CECS and the European Framework for the Recognition of Coaching Competence and Qualification (EFRCQ). They conclude that there are many similarities, but also some differences. There are no other known attempts for alignment with the EQF.	
Role of formal educational institutes	Are qualifications provided through the formal education system recognized by the European/international federation? There is no specific pathway for the recognition of formal education degrees, but however, this is up to the organisation higher the coach. There does exist collaboration for the level 5 standard.	
	Is there cooperation with the formal education system for this professional standard/qualification? For the level 5, Academy Coach, there are partnerships with recognised higher education institutes to offer courses which blend academic rigour in the sport sciences with the practical experiences of the most elite of IAAF experts	

The output of the qualification

Per level:

Level 1

- Title: Youth Coach
- Qualification: IAAF CECS Level I Certificate

Level 2

- Title: Assistant Coach
- Qualification: IAAF CECS Level II Certificate

Level 3

- Title: Coach
- Qualification: IAAF CECS Level III Certificate

Level 4

- Title: Senior Coach
- Qualification: IAAF Diploma in Coaching after 2 years active coaching

Level 5

- Title: Academy Coach
- Qualification: IAAF Academy Diploma

Additional information

The CECS was not created to replace the well-established programmes of the stronger national federations. Instead, a key aim is to provide a more uniform and transferrable set of development experiences, competences and certification for coaches. Thus, it is meant to be a global reference point for the development of coaches in athletics. For national federations in the early stages of developing their coach education and development programmes, the CECS offers a resource that can be adapted and applied to the needs of a specific situation. In the case of more established programmes, it provides the basis to support delivery and to inform the review and further enhancement of existing arrangements and programmes.

Officiating positions

Stages

IAAF provides education and certification for officials of general athletics (TOECS) sports and for race walking (RWJECS). Level 1 is the same for both types of sports (TOECS level 1). National federations may also provide an equivalent course to level 1 and get this certified by IAAF as TOECS level 1. The officials with the highest marks get access to subsequent levels. With each additional qualification, the officials are allowed to officiate at higher competitions. Officials that completed level 3 are placed on an IAAF panel for officials.

Standards, training, certification and qualification	Positions aimed at	Pre-requisites
Level 1 - National	Officials aiming at officiating at national level competitions and at international competitions held within the country.	<ul style="list-style-type: none"> • Request from a club become certified
Level 2 - Area	Officials aiming at	<ul style="list-style-type: none"> • Level 1 certification with high

	officiating at international competitions up to Area level.	marks or national equivalent approved by IAAF <ul style="list-style-type: none"> • Age between 25-60 • Officiating for at least 6 years, 5 times per year in different categories • Good command of English
Level 3 - International	Officials aiming at officiating at international competitions up to highest level.	<ul style="list-style-type: none"> • Level 2 certification with high marks • Other pre-requisites?
To what extent are the qualifications mandatory: Explain if the International/European Federation mandates the qualification level per position or if the national federation/club decides what level the coaches per position should be (the latter is most likely).		
Requirements for re-certification: Describe if and how updating of qualifications is ensured		

Content of the standards and qualifications		
Input-based	Per level/qualification provide the amount of hours/days and the proportion that is mandatory 1.... 2....	
Learning outcome based	Per level/qualification provide what learning outcomes (goals/competences) are set. 1..... 2....	
Theory	Sport specific technique: Yes	
	General skills: Yes	
Practice	Sport specific technique: Yes	
	General skills: Yes	
Examination/certification	Level 1 is evaluated by the National Federation, level 2 by the Area and level 3 by IAAF.	
Qualifications of the instructors	Provide description of the qualifications instructors need	
Relationship to the EQF	Is there any relationship to the EQF; has there been any attempt for alignment?	
Role of formal educational institutes	Are qualifications provided through the formal education system recognized by the European/international federation?	

	Is there cooperation with the formal education system for this professional standard/qualification? None identified
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The output of the qualification
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Other: Athletic Representative

Stages of the standards or qualifications		
<p>Athletes may use the services of an Athletes' Representative (AR) to assist them in the negotiation of their athletics programme and in such other matters as they may agree. Alternatively, athletes or their member federation may negotiate their own athletics programmes.</p> <p>IAAF does not provide educational programmes for Athletic Representatives, but does evaluate them, govern their activity and provide licenses.</p>		
Standards, training, certification and qualification	Positions aimed at	Pre-requisites
Athletic Representative	Representatives of top athletes	<ul style="list-style-type: none"> • Submit a thorough application procedure to an IAAF member federation • Undergo a specific evaluation process (unless exempt from taking the examination) and succeed.
<p>To what extent are the qualifications mandatory:</p> <p>The IAAF has established that athletes ranked in the top 30 of the IAAF world list (of their respective event) may only use the services of an Authorised Athletes' Representative (but it is also possible that athletes who are not in the IAAF top-30 list may wish to use the services of an Authorised AR).</p> <p>Athletic Representative's activity is governed by the IAAF Athletes' Representative regulations</p>		
<p>Requirements for re-certification:</p> <p>Authorisations are granted to ARs for a period of 4 years and shall expire automatically on 31 December of the relevant year.</p> <p>The renewal process is as follows:</p> <ul style="list-style-type: none"> • Complete and submit a new Application Form as set out at Appendix 2; • Provide evidence of having attended at least 1 IAAF authorised training session in the past 4 years; • Confirm the existence of an on-going professional liability insurance or bank guarantee in the • Form required in Chapter 6 of the IAAF ARs Regulations; • Pay any administrative fee (which must be reasonable in amount) as may be required by the • Member Federation; satisfy any other reasonable condition as may be required by the relevant Member Federation. 		

Content of the standards and qualifications		
Input-based	Only exam and registration	
Learning outcome based	N/A	
Theory	Sport specific technique: Yes	Exam questions consist of general knowledge questions about Athletics and the IAAF, and more specific questions on IAAD Rules and Regulations.
	General skills: Yes	
Practice	Sport specific technique: No	
	General skills: No	
Examination/certification	The Examination, in English, will consist of 48 multiple answer questions to be completed in 2 hours. The pass mark is 75%. Candidates with proven experience in the activity of AR may be exempt from taking the Examination.	
Qualifications of the instructors	Not specified	
Relationship to the EQF	No	
Role of formal educational institutes	No	

The output of the qualification
IAAF Athletic Representative

Sources used (reports and contact person)
http://www.iaaf.org/ http://www.european-athletics.org/ Duffy, P., Crespo, M. & Petrovic, L. (2010). The European framework for the recognition of coaching competence and qualifications – impact on the sport of athletics. New studies in Athletics, 1 (2010).

Basketball

✓☐ International Basketball Federation (FIBA)

<http://www.fiba.com>

✓☐ FIBA Europe

<http://www.fibaeurope.com>

FIBA International has developed standards for professional positions such as coaches and referees. A strong emphasis is currently put on fostering officiating positions by developing training programmes. (so called "Clinics"). The European organization has developed a certification programme for Coaches.

The international organisation provides learning materials and guidelines. National union standards and courses are recognized.

Professional positions and related qualification standards

Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	Yes	FIBA Europe Coaching Certificate (qualification) FIBA Approved Coach
Officiating positions	Yes	FIBA Official Referee FIBA Referee Instructor (Guidelines for Referee Education – DVDs available) FIBA Referee Supervisor FIBA Commissioner
Sport management	Yes	FIBA Manager (FIBA Academy Manager's Programme)
Sport specific medical staff	No	
Other professions	Yes	FIBA Licensed Player's Agent Programme

Coaches

Stages of the standards or qualifications

FIBA Europe Coaching Certificate: The programme takes 3 years and comprises coaching strategies for U16, U18 and U20 teams.

FIBA Approved Coach: To become a FIBA Approved Coach, a coach must first be included in the list of coaches holding the highest grading by his/her national member. This does not affect his ability to perform the duties of a Coach in another country according to the applicable regulations of that country.

A coach must be designated FIBA Approved Coach in order to be a Head Coach of a national team competing in the main official competitions of FIBA.

A coach who wants to become a FIBA Approved Coach must firstly contact his/her National Federation. If he/she meets all the requirements of his/her National federation, the National Federation shall submit a form, and FIBA will register him/her as FIBA Approved Coach and issue the FIBA Approved Coach license to the National Federation.

An administrative fee will have to be paid by the National Federation as stipulated in article 3-305 of the FIBA Internal regulations - Book 3, for each new FIBA Approved Coach from the National Federation.

Standards, training, and certification qualification	Positions aimed at	Pre-requisites
FIBA Europe Coaching Certificate	Professional coach	<ul style="list-style-type: none"> • identification of most talented coaches by national federations.
FIBA Approved Coach	Head coach (of a national team)	<ul style="list-style-type: none"> • Must hold highest grading by the national member federation of FIBA.

To what extent are the qualifications mandatory:

FIBA Europe Coaching Certificate: The programme is not mandatory, most talented coaches are chosen by national federations.

FIBA Approved Coach: mandatory for head coaches of national teams, national member federations have a licensing system in place and report to FIBA the names of coaches with the highest national qualification.

Requirements for re-certification:

No requirements

Content of the standards and qualifications		
Input-based	FIBA Europe: 3 years programme, consisting of 3x 7 days of "Coach Clinics" followed by periods for homework (to hand in within a period of 2 months) and a paper (to hand in within a period of 6 months) FIBA Approved Coach: input according to national licensing system	
Learning outcome based	<p>FIBA Europe:</p> <p>U16 EC - Stage 1: Off court Clinics (Who can be a coach?, Selection, Player Profile, Nutrition, Anti-Doping, Pedagogic - Teaching the players, Strenght & Conditioning 1), On court Clinics (Individual techniques & tactics: offensive fundamental skills, shooting, cuts & positioning, ..., Injury Prevention, Strength & Conditioning 1) Workshops: strengths & weaknesses of individual players</p> <p>U18 EC - Stage 2: Off court Clinics (Basics of mental coaching & performance issues in team sports, long and short term players' development plan, developing a point guard, rules) On court Clinics (Individual techniques & tactics: role of the position 4 player in the modern basketball, moves to the basket, Group tactics: penetrate & pass, off ball screens, defensive concept 1-1 to 3-3, Strength & Conditioning 2) Workshops: pre-game analysis of opponent, post game analysis of own team</p> <p>U20 EC - Stage 3: Off court Clinics (Coaching philosophies & -tactics, Team management: team chemistry, team building, leadership), On court Clinics (Group Tactics, Team tactics, Strength & Conditioning 3, Weight lifting)</p> <p>FIBA Approved Coach: must have achieved highest national coaching qualification</p>	
Theory	Sport specific technique: Yes	Called "Off court Clinics"
	General coaching skills: Yes	
Practice	Sport specific technique: Yes	Called "On court Clinics"
	General coaching skills: Yes	
Examination/certification	FIBA Europe: The final grade consists of course work and a final exam, including: homework, workshops, paper, written and oral exam and on court demonstration. FIBA Approved Coach: according to national standards	
Qualifications of the instructors	FIBA Europe: Lecturers are only internationally renowned basketball coaches FIBA Approved Coach: according to national standards	
Relationship to the EQF	No	
Role of formal educational institutes	No	
	No	

The output of the qualification
- Certificate

- Official FIBA Approved Coaching Licence

Officiating positions

Stages of the standards or qualifications

Each national member federation has the right to choose the candidates for the title of "FIBA Referee" from amongst its best national referees.

The FIBA International Referee Instructor is responsible for the teaching and training of referees and commissioners at FIBA Clinics for International Referees/Commissioners.

The FIBA Referee Supervisor is responsible for the evaluation of FIBA Referees during the Competitions of FIBA.

Each national member federation has the right to choose candidates for the title of "FIBA Commissioner" from amongst its former FIBA Referees and persons active in the organisation of basketball. A FIBA Commissioner cannot be, at the same, a FIBA active Referee.

Standards, certification and qualification	training, and	Positions aimed at	Pre-requisites
FIBA Referee		International referee	<ul style="list-style-type: none"> • Must hold highest grading by the national member federation of FIBA. • is chosen among best national referees • number of referees per country not limited • not older than 35 at entry, maximum active age of 50
FIBA International Referee Instructor		International Referee Instructor	<ul style="list-style-type: none"> • a minimum of 10 years' experience in officiating at main FIBA international competitions. • Candidates shall be drawn from amongst former and active FIBA Referees and Commissioners, FIBA National Referee Instructors, and persons active in teaching and training of referees.
FIBA Referee Supervisor		Referee Supervisor	<ul style="list-style-type: none"> • good knowledge of English • strong knowledge of the game • good teaching and communication skills • expertise in area of evaluating referees • competent and familiar with fundamentals of mechanics of officiating • participated in at least 3 main official competitions of FIBA
FIBA Commissioner			

To what extent are the qualifications mandatory:

FIBA Referee: not mandatory for all referees but for those in the international field.

Requirements for re-certification:

No re-certification but age limit

Content of the standards and qualifications

Input-based	FIBA Referee: must attend a Clinic for FIBA Referee Candidates FIBA International Referee Instructor: by appointment (prerequisite: work experience) FIBA Referee Supervisor: by appointment (prerequisite: work experience) FIBA Commissioner: must attend a Clinic for FIBA Commissioner Candidates	
Learning outcome based	Not specified	
Theory	Sport specific technique: Yes	Not specified
	General skills: Yes	
Practice	Sport specific technique: Yes	Not specified
	General skills: Yes	
Examination/certification	FIBA Referee: Theoretical and physical fitness and practical tests, English Language test. FIBA Commissioner: official tests on FIBA Rules, Statutes and Internal Regulations, English language test	
Qualifications of the instructors	FIBA Referee: Clinics and exams are organised by FIBA Technical Commission and FIBA Secretariat and may also be organised by a Zone Technical Commission, if approved by the Secretariat. FIBA Commissioner: Clinics and exams are established by FIBA Technical Commission and FIBA Secretariat.	
Relationship to the EQF	No	
Role of formal educational institutes		

The output of the qualification

Licences, official titles

Sport management: FIBA Manager

Stages of the standards or qualifications

The Fiba Manager Training is an online course which can be taken by anyone interested in the subject.

Standards, training, and certification qualification	Positions aimed at	Pre-requisites
FIBA Manager	Managing position	
To what extent are the qualifications mandatory: Not mandatory		
Requirements for re-certification: No re-certification		

Content of the standards and qualifications

Input-based	The programme is structured into a ten module learning framework on the fundamental principles of running a basketball organisation. The last module is a case study relating the experience of a specific National Federation.	
Learning outcome based	Not available	
Theory	Sport specific technique: Yes	Constitution & Planning Strategy Administration, IT & Finance Eligibility & Transfer of Players Facilities Ethnics Branding & Sponsorship Media Events Strategy Events Operation, Branding & Promotion National Federation Development (Case study)
	General skills: Yes	
Practice	Sport specific technique: No	No
	General coaching skills: No	
Examination/certification	The assessment includes a combination of multiple choice and open questions. The multiple choice questions relate to the first nine modules, while the open questions relate to module ten and a case study. The multiplechoice questions represent 70% and the open questions represent 30% of the final mark.	
Qualifications of the instructors	Online e-learning module	
Relationship to the EQF	No	
Role of formal educational institutes	None identified	

The output of the qualification

Part of development of basketball administrator and manager

Other: Player agent

Stages of the standards or qualifications

The regulation on player's agents should ensure a high standard of quality and transparency for the activities of players' agents and transfers within FIBA.

Standards, certification qualification	training, and	Positions aimed at	Pre-requisites
FIBA Licensed Player's Agent		Players agent	no criminal record

Programme		no active position in FIBA or one of its member federations
To what extent are the qualifications mandatory:		
Mandatory for all FIBA players' agents		
Requirements for re-certification:		
By payment of an annual fee		

Content of the standards and qualifications		
Input-based	Must provide proof of "good standing"	
Learning outcome based	The candidate has adequate knowledge of the basketball regulations (the General Statutes and Internal Regulations of FIBA, of the Zones, and of the national member federation on whose territory he is domiciled); Generally appears capable and suitable of advising a player or club who calls on his services.	
Theory	Sport specific technique: Yes	Yes
	General skills: Yes	
Practice	Sport specific technique: No	No
	General coaching skills: No	
Examination/ certification	Personal interview and test	
Qualifications of the instructors	Unclear	
Relationship to the EQF	No	
Role of formal educational institutes	None identified	

Sources used (reports and contact person)
http://www.fiba.com/pages/eng/fc/expe/coac/fibaCertCoac/p/openNodeIDs/20492/selNodeID/20492/qa.html http://www.fiba.com/downloads/Regulations/2011/FIBABook3AG.pdf#page=29 http://www.fibaeurope.com/cid_cX2g4KInJe2MEsKv0ErKz1.html http://www.fiba.com/basketball_agent

Equestrian

✓☐ Fédération Equestre Internationale (FEI)⁴
<http://www.fei.org>

✓☐ European Equestrian Federation (EEF)⁵
<http://www.euroequestrian.eu>

The Fédération Equestre Internationale (FEI) and the European Equestrian Federation (EEF) have been both assessed for professional positions related to equestrian. In relation to EEF, the publically available sources do not indicate that the European Equestrian Federation has developed standards and/or courses or qualifications. Therefore, the description focuses on the Fédération Equestre Internationale. Of note is that FEI maintains a good relationship with the European Equestrian Federation⁶, however, for the moment there is no mutual or one-sided recognition of any education and qualifications.

The Fédération Equestre Internationale provides courses for coaches, judges, stewards. These courses represent 'simple' education (i.e. basic and semi-professional level) and target volunteers - non-FEI officials, who complete them in their free time. The courses last for a couple of days.

Usually, National Federations (NFs) communicate their education needs to FEI, as a result of which, the International Federation studies the possibility of organising courses and seminars in the relevant geographical region. In relation to some professional positions (such as judges and stewards), National Federations with existing national education systems discuss the harmonisation of their systems with the systems of FEI. Based on this, the successful completion of the courses enable the transition from the national education system (i.e. national dressage judge) to the international level of FEI (i.e. FEI *2 judge).

The current description focuses on the FEI Coaching System, which is oriented towards competitions. The system is based on the provision of courses for practicing coaches in developing federations, for example, in South/Central America, Central Europe and Africa. One characteristic feature of the system is that the content of the courses is based on syllabuses, agreed between the FEI and the National Federations. Course materials are prepared by FEI and include a workbook containing a pedagogical and technical part as well as videos/DVDs on riding technique. Course participants receive tuition from FEI appointed tutors. The certificates recognise professional competences but do not represent a qualified diploma.⁷

In addition to the FEI Coaching System, brief information will be provided also in relation to courses for judges.

⁴ Headquartered in Lausanne, established in 1921, 133 National Federation (NFs) members.

⁵ Headquartered in Brussels, established in 2010, 43 NFs members.

⁶ 'In 2015 FEI and EEF signed a Memorandum of Understanding. A total of 43 of the FEI's 133 National Federations are also members of the EEF, which is focused on maximising the potential and development of equestrian sport in Europe and globally', <http://www.fei.org/news/european-equestrian-federation-signs-memorandum-understanding-fei>

⁷ <http://www.fei.org/fei/your-role/coach/about>

Professional positions and related qualification standards

Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	Yes	FEI Coaching System Level 1: Olympic disciplines Level 1: Vaulting Level 2: Olympic disciplines Level 3: Olympic disciplines including: Level 3: Jumping Specialist Level 3: Dressage Specialist Level 3: Eventing Specialist
Officiating positions	Yes	FEI Dressage Judges 2* Judges 3* Judges (former International Candidate Judges) 4* Judges (former International Judges) 5* Judges (former Official International Judges)
Sport management	No	
Sport specific medical staff	Yes	Veterinarian Permitted Treating Veterinarians ⁸ FEI Official Veterinarians ⁹
Other professions	Yes	Stewards ¹⁰ Assistant Steward Chief Steward FEI Steward General FEI Regional Steward General FEI Honorary Steward General FEI Director Stewarding

⁸ Permitted Treating Veterinarians are equine practitioners who have registered with the FEI, through their National Federation, and have successfully completed an online examination, <http://www.fei.org/fei/your-role/veterinarians/education/id-card/permitted-treated-vets-info>

⁹ FEI Official Veterinarians are veterinarians selected by their National Federation in collaboration with the FEI on the basis of proof of experience as well as participation in an FEI Veterinarian Course, FEI events, <http://www.fei.org/fei/your-role/veterinarians/education/id-card/official-vets-info>

¹⁰ Stewarding is the supervision at international events by trained individuals to ensure that the welfare of the horse is respected and that a level playing field is provided for all athletes participating at the event.

Coaches

Stages of the standards or qualifications		
<p>Provide a description of the approach to progression (what path does one follow, how many years does it normally take). If applicable, include the approach to coaches of athletes with a disability (any information about it?)</p> <p>There are three qualifications levels (Level 1, 2 and 3), in which separate courses are organised. The duration of the courses is between 4 and 7 days. Participants attend only one course at a time and are only presented for the exam for which they are entered.¹¹</p>		
Standards, training, certification and qualification	Positions aimed at	Pre-requisites
Level 1 Olympic disciplines	The position is not specified. The aim of the course is to 'provide coaches with the ability to prepare riders for competitions.' ¹²	<ul style="list-style-type: none"> • 18 years old and over; • have knowledge of horses and horsemanship; • have completed a FEI Introduction to Coaching course or be recommended by their National Federation; • have a First Aid Safety certificate (recommendation)
Level 1 Vaulting	The position is not specified. The aim of the course is a) to provide coaches with the ability to prepare horses and vaulters for competitions at elementary level; b) to emphasise basic skills and c) to improve the ability of participants to work as a vaulting coach ¹³	<ul style="list-style-type: none"> • 16 years old and over • have knowledge of horses and horsemanship • to be recommended by the National Federation • have a First Aid Safety certificate (recommendation)
Level 2 Olympic disciplines	To work as an independent coach and/or coach for competition ¹⁴	<ul style="list-style-type: none"> • 21 years old and over • selected by their National Federation; • successful completion of FEI level 1 course; • min. 1 year practical experience • have a First Aid Safety certificate
Level 3 Olympic	To work as a Level 3	<ul style="list-style-type: none"> • no minimum age limit;

¹¹ A list of coming courses is available at: <http://www.fei.org/fei/your-role/coach/courses>

¹² FEI Coaching System (competition). Syllabus, Level One, p.2

¹³ FEI Coaching System (competition). Syllabus, Level One-Vaulting, p.2.

¹⁴ FEI Coaching System (competition). Syllabus. Level Two, p.2.

disciplines/ Jumping Specialist	"specialist" coach for: jumping and/or dressage and/or eventing To prepare national junior teams and individuals at international 2*competition level ¹⁵	<ul style="list-style-type: none">• successful completion of FEI level 2 course (level 2 Certificate of Achievement);• min 2 years active coaching experience at 2* competition level;• be recommended by the National Federation;• participation in 2 FEI Coaches workshops, i.e. "The Role of the Coach" and "Tactics & Strategy".
Level 3 Olympic disciplines / Dressage Specialist		
Level 3 Olympic disciplines / Eventing Specialist		
To what extent are the qualifications mandatory: These qualifications are not mandatory. They recognise professional competences but do not represent a qualified diploma. The National Federation may positively assess the fact that a person has successfully completed a FEI coach course; however the certificate as such does not provide an access to a professional position or a title. According to a FEI representative, coach education is predominantly based on national education, therefore national qualifications are more important than international ones.		
Requirements for re-certification: No need for re-certification, the courses have voluntary basis and do not lead to qualifications that are mandatory. Are there criteria for coaches to remain listed (for a certain period) in the FEI Directory?		

Content of the standards and qualifications	
Input-based	Per level/standard/qualification provide the amount of hours/days and the proportion that is mandatory. Also describe if there are any other input based criteria set. Level 1: 4 days Level 1 Vaulting: 4/5 days (40 hours) Level 2: 6 days (without eventing module); 7 days (with eventing module) Level 3: 6 days
Learning outcome based	Per level/standard/qualification provide what learning outcomes (goals/competences) are set. The aim of the FEI coach course (Level 1) is to provide coaches with the ability to prepare horses and riders/vaulters for competitions at elementary level. The level 1 certified coach is expected to understand the concept of long-term planning of training and be able to plan and implement effective training sessions. The aim of the FEI coach course (Level 2) is to teach coaches "How to Coach". The course covers the essential areas necessary to work competently as an independent equestrian coach and/or competition coach on the elementary level. The aim of the FEI coach course (Level 3) is to teach coaches "How to Train to Compete", i.e. to prepare national teams and individuals at international 2* competition level.

¹⁵ According to the FEI designation, 2* competition level refer to low level competitions.

Theory	Sport specific technique: Yes	Provide additional information if available: e.g. emphasis on technique/general?
	General coaching skills: Yes	The theoretical part is common for all levels. It includes general coaching skills related to: a) sport and safety; b) role of the coach and c) motivation and needs. Sport specific techniques refer to a) skill development of horse and rider/vaulter; b) physical fitness of horse and rider/vaulter and c) mental fitness.
Practice	Sport specific technique: Yes	Provide additional information if available: e.g. emphasis on technique/general?
	General coaching skills: Yes	The practical sessions focus predominantly on techniques and skills related to specific disciplines such as jumping, vaulting, dressage, eventing. For example, the 2014 coach course (Level 2), organised jointly by FEI and the Bulgarian Equestrian Federation, included a 3-day practical sessions on Control of Balance, Control of Movement and Control of Direction: <ul style="list-style-type: none"> • 1 day: dressage (straightness, paces, transitions); • 2 day: showjumping (flatwork) • 3 day: eventing (cross-country fences)¹⁶
Examination/certification	<p>Explain if and what kind of testing (or other type of evidence – such as presentation of a report) is required</p> <p>Syllabus do not provide information on the content of the exams. Evidences from course reports show that the exams are predominantly practice-oriented. According to the course report of the 2014 coach course (Level 2) in Bulgaria, every participant had to prepare a plan for a training session for a particular discipline (dressage, show jumping) and to conduct this session. The themes for the training sessions included Control of Balance, Control of Movement and Control of Direction. The time for each session was 30 minutes.</p> <p>Participants who successfully complete the courses are certified jointly by the National Federation and FEI. The certificates recognise professional competences but do not represent a qualified diploma.</p> <p>Level 1: FEI certificate of attendance Level 2: FEI certificate of achievement Level 3: FEI certificate of achievement</p>	
Qualifications of the instructors	<p>Provide description of the qualifications instructors need</p> <p>Instructors (called also 'course directors') are appointed by FEI; they receive special education on adult learning techniques. One requirement for instructors is to have fluent English (Are there other qualification requirements for course directors? Could you provide examples for adult learning techniques?)</p> <p>Evidences from course reports suggest that some course directors have proven experience as athletes. In addition, the reports point out that instructor's good communication and coaching skills are</p>	

¹⁶ FEI courses for coaches. Bulgaria 2014. Course Report.

	<p>particularly appreciated by participants.</p> <p>Some of the course participants themselves become course directors, who then go on to develop the coach system in their own region.</p>
Relationship to the EQF	<p>Is there any relationship to the EQF; has there been any attempt for alignment?</p> <p>At this stage of development there is no relationship to the EQF. However, certain steps and efforts (in terms of identifying correspondence between qualification levels) have been already taken. Could you, please, provide more information on the concrete actions taken and the results achieved so far?</p>
Role of formal educational institutes	<p>Are qualifications provided through the formal education system recognized by the European/international federation?</p> <p>Yes.</p> <p>Is there cooperation with the formal education system for this professional standard/qualification?</p> <p>No there is no such cooperation. FEI cooperates directly with the National Federations, which are responsible for the organisation of a well-equipped classroom for the theoretical session as well as the organisation of a riding centre with good facilities for the practical sessions.</p>

The output of the qualification

Per level:

The certificates recognise professional competences but do not represent a qualified diploma. The National Federation may positively assess the fact that a person has successfully completed a FEI coach course; however the certificate as such does not provide an access to professional position or title. Participants with level 2 certificate of achievement are listed in the FEI Directory, which is a sign of recognition. The FEI Directory is publically available.

Collaboration and coordination with national federations

Collaboration	<p>The FEI coaching system was created to help developing National Federations (NFs) to organise their own coaching structure.¹⁷ An entry requirement for all course levels is participants to be recommended by their corresponding NFs. In addition, FEI and the National Federations directly collaborate in the organisation of the courses, i.e. FEI appoints course directors and provides training material; the NFs are responsible for the logistics. Of note is that, participants who successfully complete the courses are certified jointly by the National Federation and FEI.</p>
Use of international qualifications	<p>Provide information on whether national federations use international qualifications, and what the trends are towards using international qualification?</p> <p>The International Group for Equestrian Qualifications (IGEQU) has compared and harmonised equestrian instructor qualifications and based on this produced the International Equestrian Passport (IGEQU passport). It represents a matrix of minimum requirements at three international levels (for six disciplines: riding, driving, vaulting, western riding, tourism</p>

¹⁷ <http://www.fei.org/fei/your-role/coach/about>

	<p>or therapy. The passport confirms and recognises the holders' qualifications, enabling recognition and acceptance in IGEQ member countries (subject to national legal requirements).¹⁸</p> <p>FEI has signed a Memorandum of understanding with IGEQ; however, the issue regarding the recognition of the IGEQ passport by FEI needs further discussion.</p>
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Officiating positions: Dressage Judge

Stages of the standards or qualifications		
There are three qualifications levels (FEI 2* judge, FEI 3* judge, FEI 4* judge, FEI 5* judge), in which separate courses are organised. Participants attend only one course at a time and are only presented for the exam for which they are entered.		
Standards, training, certification and qualification	Positions aimed at	Pre-requisites
FEI 2* judge		<ul style="list-style-type: none"> to have proven experience as an athlete. to be a certified National Judge (NJ) up to Prix St. George (PSG) level or higher. to speak and write English. shadow judgments¹⁹ sit-ins²⁰
FEI 3* judge		<p>If the candidate is a certified National Grand Prix (GP) judge:</p> <ul style="list-style-type: none"> to have proven experience as an athlete. to speak and write in English shadow judgments for National (GP) Judges sit-ins for National GP Judges <p>If the candidate is a certified FEI 2* judge</p> <ul style="list-style-type: none"> to have proven experience as an athlete. shadow judgments for FEI 2* Judges sit-ins for FEI 2* Judges
FEI 4* judge		<ul style="list-style-type: none"> certified FEI 3* Judge. shadow Judgings. sit-ins. National Federation notification²¹ application letter from the Judge to FEI

¹⁸ Mapping between qualification levels of the IGEQ passport and national qualification levels are provided under: <http://igeq.org/riding-instructor-eligible-qualifications.html>
The International Group for Equestrian Qualifications is an independent voluntary international organisation of 35 national equestrian federations, <http://igeq.org/igeq-passport.html>

¹⁹ Shadow-Judging is a procedure required for (re-)qualification courses. A judge who judges a competition separately from the officiating judges' panel without his results being counted for the ranking of the competition. One, preferably two, FEI approved Mentor Judges assess the outcome and discuss the results.

²⁰ A candidate sits at a competition together with an FEI approved officiating Mentor Judge to improve his judging.

²¹ The National Federation will be notified on the invitation and has the possibility to object. HQ will consider the reasons for objection.

FEI 5* judge		<p>Instead of entry requirements, promotion requirements are specified:</p> <ul style="list-style-type: none"> • certified FEI 4* Judge. • to fulfill the conditions required to be a 5* Judge and • to follow the Guidelines for FEI 5* Judges. • selected by FEI Headquarter • NF notification.
<p>To what extent are the qualifications mandatory: These qualifications are not mandatory.</p>		
<p>Requirements for re-certification: The requirements refer to criteria for judges to remain listed within the FEI Directory (within 3 years)</p> <p>FEI 2* judge – FEI 4* judge:</p> <ul style="list-style-type: none"> • judging experience • shadow judgments • participation in a refresh seminar²² <p>FEI 5* judge</p> <ul style="list-style-type: none"> • judging experience within 3 years • participation in a 5* Judges Seminar every 2nd year. 		

Content of the standards and qualifications		
Input-based	Not publically information available.	
Learning outcome based	Not publically information available.	
Theory	Sport specific technique: Yes	Not publically information available.
	General coaching skills: Yes	
Practice	Sport specific technique: Yes	Not publically information available.
	General coaching skills: Yes	
Examination/ certification	<p>Explain if and what kind of testing (or other type of evidence – such as presentation of a report) is required</p> <p>The examination for all levels consists of three parts. All of them have to be passed in order to complete the course. Below is provided an example related to FEI 2* judge</p> <ul style="list-style-type: none">• Practical examination: judging of a Prix St. George -level competition with minimum 10 horses• written examination: 60-minute closed-book examination in English. Questions on basic paces, scale of training, principles in judging Dressage, description of photos of movements, etc.• oral examination: questions based on practical judging, judging of freestyle competitions. Exam duration approx. 20 min.	
Qualifications of the	Not publically information available.	

²² This is a seminar without exam, based on the established FEI Syllabus, for the purpose of educating and updating actual FEI judges

instructors	
Relationship to the EQF	Is there any relationship to the EQF; has there been any attempt for alignment? Not publically information available.
Role of formal educational institutes	Are qualifications provided through the formal education system recognized by the European/international federation? National Federations with existing national education systems discuss the harmonisation of their systems with the systems of FEI. Based on this, the successful completion of the courses enable the transition from the national education system (i.e. national dressage judge) to the international level of FEI (i.e. FEI *2 judge). Is there cooperation with the formal education system for this professional standard/qualification? No.

The output of the qualification

Per level:

National Federations with existing national education systems discuss the harmonisation of their systems with the systems of FEI. Based on this, the successful completion of the courses enable the transition from the national education system (i.e. national dressage judge) to the international level of FEI (i.e. FEI *2 judge). Course participants that successfully complete the course are listed in the FEI Directory.

Sources used (reports and contact person)

Contact

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Reports

Education System for FEI Dressage Judges,
<http://fei.org/system/files/Education%20System%20for%20Dressage%20Judges%202015.pdf>
FEI Coaching System (competition). Syllabus, Level One,
http://fei.org/system/files/Syllabus_Level_1.pdf
FEI Coaching System (competition). Syllabus, Level One-Vaulting,
http://fei.org/system/files/Syllabus_Level_1_Vaulting.pdf
FEI Coaching System (competition). Syllabus. Level Two,
http://fei.org/system/files/Syllabus_Level_2.pdf
FEI Coaching System (competition). Syllabus. Level Three, Jumping Specialist
http://fei.org/system/files/Level_3_Syllabus_Jumping_1.pdf
FEI Coaching System (competition). Syllabus. Level Three, Dressage Specialist
http://fei.org/system/files/Level_3_Syllabus_Dressage_1.pdf
FEI Coaching System (competition). Syllabus. Level Three, Eventing Specialist
http://fei.org/system/files/Level_3_Syllabus_Eventing_1.pdf
FEI courses for coaches. Bulgaria 2014. Course Report
http://fei.org/system/files/Cources_Report_Photos_BG_FEI_Level_1_and_2.pdf

Football

✓☐ International Federation: Union of European Football Associations (UEFA)
www.uefa.com

The UEFA provides a number of coach qualification: UEFA A, UEFA B and UEFA Pro. The UEFA Pro Licence is the final coaching qualification available. In addition national football association can provide national qualifications. The requirements and content of the UEFA qualifications are lay down in the UEFA Coaching Convention. All 53 member associations have signed the Coaching Convention Contract. The UEFA has a Coaching Education Programme (CEP). This programme is a two-tier pyramid: the lowest tier of the UEFA CEP pyramid covers the UEFA coaching diplomas and associated minimum requirements. The top tier deals with further education and the second with UEFA coach education diploma courses. For officiating programmes the UEFA provides a Executive Top Programme and there is also a Football Doctor Education Programme.

Professional positions and related qualification standards

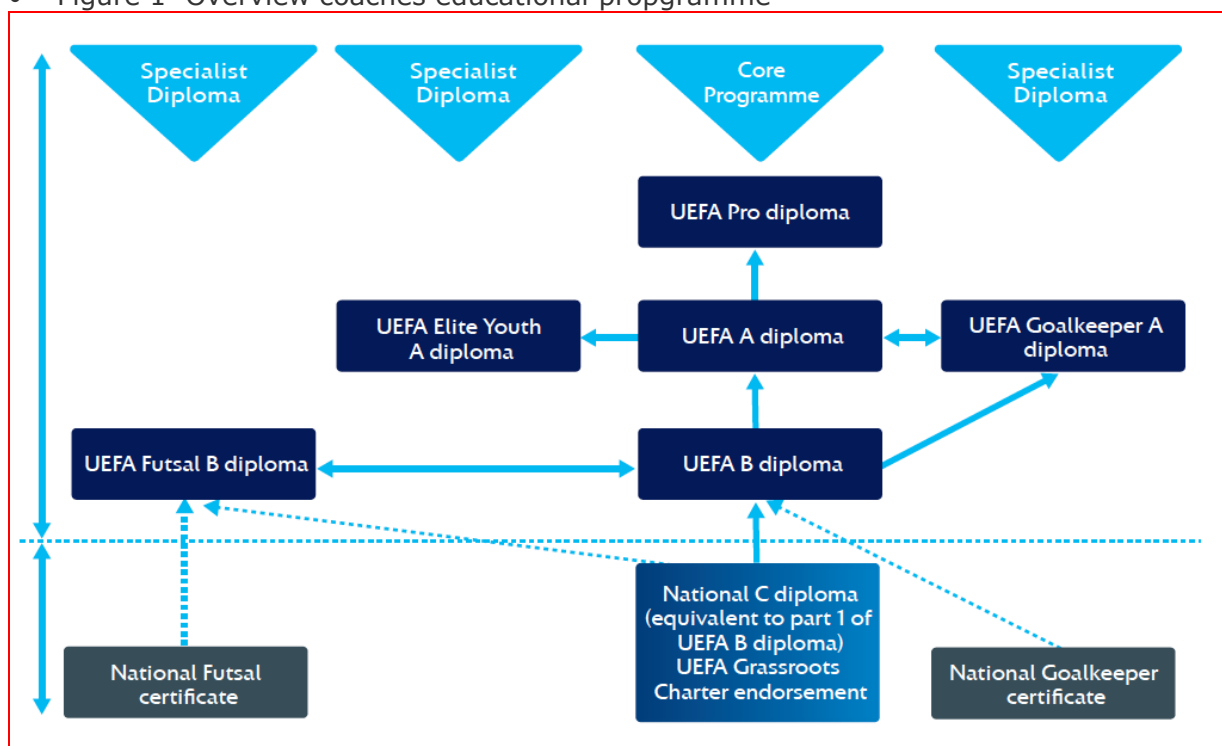
Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	Yes	1. UEFA Pro 2. UEFA A - UEFA A Diploma - Youth Elite A - UEFA Goalkeeper A Diploma 3. UEFA B - UEFA B Diploma - UEFA Futsal B Diploma
Officiating	Yes	Elite Grassroots
Sport management	No formal qualifications	There is a UEFA's Top Executive Programme (TEP)
Sport specific medical staff	No formal qualifications	There is a Football Doctor Education Programme
Other	No	

Coaches

Stages of the qualifications			
<p>The UEFA Coaching Education Programme (CEP) is a two-tier pyramid: the lowest tier of the UEFA CEP pyramid covers the UEFA coaching diplomas and associated minimum requirements. The top tier deals with further education and the second with UEFA coach education diploma courses.</p> <p>The UEFA CEP focuses on the following categories of football:</p> <ul style="list-style-type: none"> Professional Amateur Women's Youth Futsal 			
Standards, certification and qualification	training, and	Positions aimed at	Pre-requisites
Professional level: UEFA Pro diploma,		Professional trainers/coaches	A valid UEFA A licence or equivalent coaching diploma approved by UEFA and at least one year's coaching experience as a UEFA A licence holder and passed the aptitude test set by the convention party Candidates also undergo a competence assessment, which relates to knowledge, skills, attitude and personal qualities.
Advanced level: UEFA A Diploma UEFA Elite Youth A Diploma UEFA Goalkeeper A Diploma		Amateur trainer/coaches	A valid UEFA B licence or equivalent coaching diploma approved by UEFA and at least one year's coaching experience as a UEFA B licence holder. The convention party may further require from a candidate to pass a mandatory aptitude test (physical test, practical football test and theory test)
Basic level: UEFA B diploma UEFA Futsal B Diploma		Amateur trainer/coaches	A preliminary coaching licence if required by the convention party organising the course and at least one year's experience as coach or at least five years'

		experience as player
Further education courses (top tier)	Coach educators, technical directors and coach education directors, which comprise at least 15 hours of training.	
<p>To what extent are the qualifications mandatory: The DTA Committee, supported by the Jira Panel, is responsible for establishing the requirements and the convention parties (national associations) are responsible for their proper implementation and application on their territory.</p> <p>For each UEFA coaching diploma course the following has to be defined: Minimum hours of education in total; Percentage of theory; Percentage of practical teaching; Percentage of work experience; Minimum hours of assessment/examination.</p> <p>Requirements for updating qualifications: Describe if and how updating of qualifications is ensured</p>		

• Figure 1 Overview coaches educational programme



Content of the qualification	
Input-based	Per level/qualification provide the amount of hours/days and the proportion that is mandatory 1. Pro: 240 hours (40% theory, 60% practice) 2. Youth Elite A: 140 hours (40% theory, 60% practice)

	3. UEFA A: 120 hours (40% theory, 60% practice) 4. UEFA B: 120 hours (40% theory, 60% practice)	
Learning outcome based	Qualified coach educators complete an evaluation form for each participant, with the results of the aptitude test and assessments/examinations, an attendance record and the total number of points achieved compared with the maximum available. Per level/qualification provide what learning outcomes (goals/competences) are set. 1..... 2....	
Theory	Sport specific technique: Yes	
	General coaching skills: Yes	
Practice	Sport Specific Technique: Yes	Participants of a UEFA Pro diploma course must complete an internship
	General coaching skills: Yes	
Examination/certification	A convention party may give candidates assessments or examinations on the following topics: a) Practical coaching assignment; b) Theory of coaching/management; c) Laws of the Game; d) Match/training analysis; e) Thesis/special study about child/player development; f) Background report during internship; g) Logbook of coaching activities. The technical director or coach education director, as decided by the convention party organising the UEFA coaching diploma course, sets up an examination board comprising an appropriate number of experts with the necessary coaching qualifications. UEFA recommends that at least five experts be appointed.	
Qualifications of the instructors	The UEFA demands qualification for its coach instructors. All UEFA coaching diploma holders registered with the convention party and to UEFA coaching diploma holders. In order to maintain the credibility of the UEFA Coaching Convention and ensure continual NCEP quality control, each convention party is re-evaluated every three years according to the course calendar as determined by the Jira Panel.	
Relationship to the EQF	The FES Unit authorises the convention parties to issue UEFA B diplomas, UEFA A diplomas, UEFA Elite Youth A diplomas and UEFA Pro diplomas as well as the corresponding licences. The UEFA has also a convention on the Mutual Recognition of Coaching qualifications.	
Role of formal educational institutes	The UEFA has a formal education programme (see above).	
	The UEFA organised several conferences for knowledge sharing and updating knowledge, such as the UEFA's Coach Conferences, Coach Educators Conference, Youth Football Coach Conferences, Technical Directors Conference, etc.	

	<p>The national associations are responsible for organising the coach education. The courses have to be approved by the UEFA (DTA Committee).</p> <p>Over the last few years UEFA has engaged increasingly with the academic community by establishing a series of initiatives that continue to give various concrete benefits to UEFA and European football. The resulted in initiatives like a UEFA Research Grant Programme, various educational programmes in cooperation with universities and a talent programme engaging students of local universities</p>
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<p>The output of the qualification</p> <p>Per level:</p> <ol style="list-style-type: none"> 1. UEFA Pro 2. UEFA A <ul style="list-style-type: none"> - UEFA A Diploma - Youth Elite A - UEFA Goalkeeper A Diploma 3. UEFA B <ul style="list-style-type: none"> - UEFA B Diploma - UEFA Futsal B Diploma <p>The UEFA has also advanced courses for UEFA pro Diploma holders and Coach educators.</p>

Officiating positions

Stages of the standards or qualifications			
<p>The UEFA Referees Committee, aided by the UEFA refereeing unit at the body's headquarters in Nyon, Switzerland, deals with all matters concerning refereeing. The committee members are experienced former international referees themselves. UEFA holds two major referee gatherings each year – the UEFA winter courses at the end of January for newcomers to the FIFA international list and the elite European match officials, and an August event to herald the new season. The UEFA Convention on Referee Education and Organisation, which now has 53 associations as full members and one as a partial member, aims to enhance referee education, promoting the role of the referee and improving refereeing structures and development within Europe.</p>			
Standards, certification and qualification	training, and	Positions aimed at	Pre-requisites
Grassroots referee education programme		National level	None identified
Elite referee education programme		International level	None identified
Talents and mentors programmes		National level	
Referee observer education programme		National / international level	None identified
Instructors education programme		National / international level	None identified
To what extent are the qualifications mandatory:			

Every UEFA member association may apply to become party to the present convention by demonstrating its commitment to and quality of referee education and organisation

Requirements for re-certification:

Describe if and how updating of qualifications is ensured

Content of the standards and qualifications

Input-based	Per level/standard/qualification provide the amount of hours/days and the proportion that is mandatory. Also describe if there are any other input based criteria set. 1.... 2....	
Learning outcome based	Per level/standard/qualification provide what learning outcomes (goals/competences) are set. 1..... 2....	
Theory	Yes	Most programme contains the following elements: Introductory course Seminars Fitness test
Practice	Yes	The courses feature, among other things, fitness tests, analysis of match situations to help referees in the constant search for improvement and consistency in decision-making, and exchanges of experiences and ideas among the refereeing fraternity.
Examination/certification	Examination encompasses	
Qualifications of the instructors	The UEFA has also an Instructors education programme (see above).	
Relationship to the EQF	The UEFA wants to guarantee a unified level of education for match officials and refereeing specialists by setting minimum standards to ensure a comprehensive set of education and development programmes running from grassroots to professional football. (Does UEFA follow FIFA standards?)	
Role of formal educational institutes	Are qualifications provided through the formal education system recognized by the European/international federation?	
	Is there cooperation with the formal education system for this professional standard/qualification?	
	If yes, what is the role of formal educational institutes in: - Design - Courses - Instructors - Certification - Logistics	

The output of the qualification

Per level:

The UEFA has two levels:
Elite (highest level)

Grassroots
The UEFA has the following categories:
Referee
Assistant referee
Referee observer
Referee instructor

Additional information

The UEFA Football Doctor Education Programme (FDEP)

The UEFA Football Doctor Education Programme (FDEP) is a three-part programme teaching doctors from all 54 of UEFA's member associations the key skills of the modern football doctor. The programme adopts a blended learning approach, marrying face-to-face workshops where doctors learn and practise techniques with an online e-learning support platform containing instructional videos, tests of participants' knowledge and process guidelines for doctors to refer to at any time. An online forum is also in operation, allowing course participants to discuss and resolve key issues between themselves outside of the workshops.

The programme offers a unique combination of education and instruction in all key areas of the role of the modern football doctor, including emergency treatment of players, injury prevention, treatment and rehabilitation, the roles and responsibilities of the football doctor and anti-doping.

In order to maintain UEFA's high standards, all cascaded courses must follow the course manual and course structure used for UEFA's own workshop. As regards the educational aspects of the cascaded courses, strict requirements are set by UEFA to ensure that all tutors have the medical specialisms required in order to teach other doctors.

UEFA's Top Executive Programme (TEP)

UEFA's Top Executive Programme (TEP) started in 2005 and operates on the strategic crossroads between football politics and football development. It supports the member associations' top executives in their decision-making role by providing, analysing and discussing relevant facts and figures on strategic issues in order to further develop the game specifically in organisational and business aspects.

The key principles of the programme are that it is fact-based ("know your top executives in their local context"), demand-driven ("we go where the associations take us"), results-oriented (rather than tool-oriented) and its focus is on tangible decisions and development rather than on education.

TEP also organises small discussion platforms, TEP round tables, to listen to the needs and wishes of associations' top management, as well as to give and receive feedback on the follow-up of previous round table discussions. UEFA does not set the agenda for these informal meetings but rather provides the open forum for the participants, the UEFA member associations' presidents and general secretaries, to discuss the latest trends and developments in the world of football.

Sources used (reports and contact person)

UEFA website: www.uefa.com
UEFA Directives governing the UEFA Coaching Convention and the UEFA Coach Education Programme
UEFA Coach Education Structure
UEFA Referee Convention

Golf

✓ PGAs of Europe

<http://www.pgae.com>

The International Golf Federation does not prescribe occupational standards. However, the Professional Golfers' Association (PGA) does provide education, qualifications and standards. The PGAs of Europe act as a standard setting body for PGA Golf Professionals, and operate a programme of recognition for the individual education / training programmes delivered across the territory. Of the 31 European Member Countries, 19 have reached the standard to be granted recognised education status. Although each programme has slightly different content to respect local needs and culture, all recognised programmes fulfil the requirements of The PGAs of Europe content and typically are a mix of classroom based learning, on the job training, formal and informal distance learning and assessment. The exact mix may vary to suit the needs of students and geographical factors; however it is normal that each programme will cover a minimum of 2,000 hours over a period of three years. Some programmes are linked to University level education with the PGA of Great Britain & Ireland graduates gaining a foundation degree or Honours degree on successful completion of their education. The industry standard for Golf Professionals is a qualification from a PGAs of Europe recognised programme. Since 2012 the PGAs of Europe is also offering a 3-month Initial Professional Education Programme in countries with an emerging golf market. This 3-month program should serve as a stepping stone to programs in countries with an established educational golf system. Between 2010 and 2012 the PGAs of Europe, SkillsActive and the European Observatoire of Sport & Employment (EOSO) lead the European Occupational Standard for Golf Project (GOLF STAND). It was a collaboration between different stakeholders and supported by the European Commission. This project set out to produce a range of European occupational standards aimed at defining the competences, skills and knowledge needed for those working in the sector as golf professionals.

The Standards for golf professionals are structured in three Key Areas: 1) developing the sport of golf and participant performance, 2) plan, organise and deliver golf events, 3) manage golf operations. Each area consists of several Key Roles, which in turn consist of the Key Functions that correspond to the Standards.

Multiple actors in the golf community use the Standards. Education providers can map their courses to the Standards, to enable them to identify gaps in provision and so highlight where there is a need to update material to include new areas or remove material which is out of date. New courses can also be developed using the Standards, basing the learning outcomes and the syllabus on the areas of competence in the Standards. The Project developed a guide that helps education providers to develop modules and link learning outcomes and assessment to the Standards. PGAs of Europe will use the Standards in their recognition process for approval of the education programmes of national PGAs. Finally golf professionals can use the standards to inform their own practice and to assist them in making choices about their own continuing education and career pathway.

In addition to the Standards, the GOLF STAND project identified eight occupations in the Golf industry: assistant professional, teaching professional, head professional, director of golf, general manager, golf facility sales & marketing manager, food & beverage manager and the golf course manager. The project developed occupational descriptions for and assigned Standards to each of these eight occupations. This factsheet outlines the occupational descriptions for the assistant professional, teaching

professional, head professional, director of golf, general manager and the golf course manager.

Professional positions and related qualification standards

Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	Yes	Teaching professional
Officiating positions	No	
Sport management	No	Assistant professional Head Professional Director of Golf and General Manager
Sport specific medical staff	No	
Other professions	Yes ²³	Golf Facility Sales & Marketing Manager Food & Beverage Manager

Applicable to all occupations/Golf Professional:

The career pathway for an a Golf Professional will depend on the country in which they work, the professionals' main interests, areas of specialisation and opportunity for career advancement. In some countries advice and support is offered to individuals from their national PGAs, especially those with a dedicated education / training department, although career guidance is not widely available to qualified professionals.

A Golf Professional will likely have recently gained qualification through Initial Professional Education and will be required to continue their education both academically and practically. Such a programme will typically be a mix of, classroom based learning, on the job training, formal and informal distance learning and assessment. It is normal that the programme duration will be a minimum of 2,000 hours over a period of three years.

National PGAs, offer a range of continuing professional development (CPD) opportunities for Teaching Professionals. Such opportunities include seminars, workshops and online courses of various duration. Individuals who engage with such CPD earn points, with assessed courses attracting a higher points value than those which are attendance based. Additionally many PGAs award points for external courses which have been quality assessed, these course are often delivered by approved education providers such as universities, colleges and commercial providers. Often a National PGA may award an advanced title to those individuals who have demonstrated an ongoing commitment to CPD.

National PGAs can cooperate with the formal education system to supply education. Some programmes are even supplied by universities, e.g. the PGA of Great Britain & Ireland offers in conjunction with the University of Birmingham a honors degree in Applied Golf Management Studies.

²³ These other positions are not covered by the initial search criteria and are not covered by the study. The full details of their qualification standards and education programme are publicly available through the PGA Europe website.

Assistant Professional

Description of occupation	
Main tasks and responsibilities	<p>The main tasks are:</p> <ul style="list-style-type: none"> • Organise and conduct effective golf coaching sessions for individuals and groups • Assist in organising and running golf events • Interact with the facilities customers to provide information in response to inquiries relating to the sport of golf, its practice and the facilities • Sell golf products and services - Manage projects and resources - Support health and safety • Facilitate and understand club repairs & custom fitting • Assist with implementing strategy for golf operations • Assist with growing the membership <p>An Assistant Professional often works under a Head Professional and may specialise in one particular area, such as teaching, retailing or custom fitting.</p>
Skills required	<ul style="list-style-type: none"> • Personal: Demonstrate ICT, communication, negotiation, effective listening and reflection skills • Operational: Organise (or assist in organising) events, golf play, customer service, sales/rental of products and services. Assist or facilitate club repairs & custom fitting, and with growing the membership. • Coaching: Plan and conduct effective golf coaching sessions tailored at participants' needs, assist with organising junior golf, develop and manage own coaching practice and client base. • Business management including finance, marketing and customer service: assist and support with marketing and sales, golf operations, customer service. • People: Act as on onsite supervisor (when Head Professional, General Manager or Director are not on duty), allocate and train new staff, establishing effective working relationships. • Playing: Play golf to the standard normally expected of a golf professional
Knowledge required	<ul style="list-style-type: none"> • Operational, including finance & business: Know the principles of business, finance, role of ICT in delivering sales, marketing & customer service. • Selling/Marketing: know customers' needs and behaviour, and how to establish a relationships with customers • Coaching: know the coaching process, the technical aspects of golf (strokes, skills) and the general aspects of coaching (physical conditions, mental skills, nutrition etc). • Playing: know the rules & regulation of golf, the history and common game formats
Qualification / education	<p>The Assistant Professional should ideally be a qualified member of the PGA through a PGAs of Europe recognised initial professional education programme. Such a programme will typically be a mix of, classroom based learning, on the job training, formal and informal distance learning and assessment. It is normal that the programme duration will be a minimum of 2,000 hours over a period of three years.</p>

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Teaching Professional

Description of occupation	
Main tasks and responsibilities	<p>The main tasks are:</p> <ul style="list-style-type: none"> • Be able to play golf to a high level • Interact with the facility's customers to provide information in response to enquiries relating to the sport of golf, its practice and the facilities • Be a qualified coach able to perform a full range of coaching activities ranging from providing an introduction to the sport, to helping established participants reach their potential • Set programme goals appropriate to performance factors and participant needs • Plan and deliver golf coaching programmes to achieve programme goals • Plan the resources needed for golf coaching programmes • Evaluate golf coaching programmes - Plan, market and sell services • Manage the format and results of a golf event • Assist with implementing strategy for golf operations - Work with others to improve customer service <p>An Assistant Professional often works under a Head Professional, General Manager or Board of Directors.</p>
Skills required	<ul style="list-style-type: none"> • Personal: Demonstrate ICT, communication, negotiation, effective listening and reflection skills • Operational: Assist in implementing golf operations, customer service, supervision of the maintenance of golf equipment, the efficient use of resources and build understanding of the market and customer of the golf business. • Coaching: plan, manage and conduct coaching sessions and programmes. Evaluate and develop these programmes. Assist in minimising injury, establishing a safe environment and manage the recovery from injury. • Playing: Play golf to the standard normally expected of a golf professional
Knowledge required	<ul style="list-style-type: none"> • Operational, including finance & business: Know how to assist with implementing strategy for golf operations, how to manage a budget, how to efficiently use resources, how to plan, market and sell services and how to improve customer service. • Coaching: know the coaching process, the technical aspects of golf (strokes, skills) and the general aspects of coaching (physical conditions, mental skills, nutrition etc). Know the tactics of the game, behaviour management and health & safety practice. • Playing: know the rules & regulation of golf, the history and common game formats
Qualification / education	<p>The Teaching Professional should ideally be a qualified member of the PGA through a PGA's of Europe recognised initial professional education programme. Such a programme will typically be a mix of, classroom based learning, on the job training, formal and informal distance learning and assessment. It is normal that the programme duration will be a</p>

	minimum of 2,000 hours over a period of three years.
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Head Professional

Description of occupation	
Main tasks and responsibilities	<p>The main tasks are:</p> <ul style="list-style-type: none"> • Develop and maintain opportunities for participation and progression in golf • Contribute to the development and implementation of policies and procedures for safeguarding children and young people in golf • Plan and deliver a golf coaching programme • Manage the contribution of other coaches and support personnel • Develop, implement and review strategy for golf operations • Develop and implement a strategic business plan • Develop, implement and review operational plans • Plan an effective workforce for golf operations • Provide leadership in golf operations • Provide learning opportunities for colleagues • Promote equality and diversity in golf operations • Ensure health and safety of customers and staff • Support efficient use of resources - Develop and implement marketing plans for golf operations • Manage golf retail operations - Work with others to improve customer service • Manage the finances of golf operations - Interact with the facility's customers to provide information in response to inquiries relating to the sport of golf, its practice and the facilities • Assist in the purchase, marketing and sale of golfing requisites • Advise on all technical matters relating to a participant's selection of suitable golf equipment. • Be competent in the planning, organisation and delivery of golf related events <p>Act as a link between the sportive and auxiliary elements of the sport of golf. A Head Professional reports to a General Manager or Board of Directors.</p> <p>Often the Head Professional will be the first point of contact at the golf facility and as such must be able to direct the customer / client appropriately. The Head Professional will have operational responsibility, the range and scope of which is subject to the type and location of the facility. In many cases the Head Professional will have financial, sales & marketing and membership responsibility, often related, but not limited to the Golf academy / Golf shop operations.</p>
Skills required	A Head Professional must have skills in the following areas: personal, operational including financing & management, buying/stock control, human resources, coaching and playing. The main emphasis is on the operational skills.
Knowledge required	A Head Professional must have knowledge about personal development, operations (including business, finance & management), selling/marketing, coaching and playing. The main emphasis is on operational, sales and marketing knowledge.
Qualification / education	The Head Professional should ideally be a qualified member of the PGA through a PGAs of Europe recognised initial professional

	<p>education programme. Such a programme will typically be a mix of, classroom based learning, on the job training, formal and informal distance learning and assessment. Usually the programme duration will be a minimum of 2,000 hours over a period of three years. Normally a head professional will be able to demonstrate operational / practical experience over and above their qualification.</p>
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Director of Golf

Description of occupation	
Main tasks and responsibilities	<p>The main tasks are:</p> <p>Operate at a tactical and strategic level, managing and continuously developing all aspects of the golf business. This involves providing a clear vision for its strategic direction, whilst ensuring that additional sales and marketing opportunities are identified, customer service excellence is consistently achieved, and revenues and profitability from each revenue stream are maximised.</p> <p>Whilst golf operations will vary depending upon the facility, areas of responsibility are likely to include the golf academy, golf shop, golf course maintenance, locker room, food & beverage, outside golf services, golf specific sales and marketing, the members club and the facilities administration.</p> <p>The Director of Golf will oversee the management of all aspects of the golf operations as well as being answerable to the owner, the General Manager, the board of directors or the Chief Executive Officer of the facility, will manage staff across a number of areas. As such, along with exhibiting excellent management competence, the Director of Golf will also require a good working knowledge of subjects related to golf course maintenance, coaching, events, golf professional's duties and off course activities within the clubhouse and other areas.</p>
Skills required	<p>A Director of Golf must have skills in the following areas: personal, strategic, operational including, people, financial, marketing & customer service. The main emphasis is on the operational skills and over all areas skills are required on a strategic level.</p>
Knowledge required	<p>A Director of Golf must have knowledge about personal development, strategic planning, golf operations, operational (including business, finance & management)</p>
Qualification / education	<p>The Director of golf should be a qualified member of the PGA and should hold at least Bachelor's degree and/ or a minimum of 3 years experience as a Golf Manager, or an equivalent of education and experience. The Director of Golf should also hold an industry recognised management qualification and be IT literate with experience of Microsoft Office applications; Management systems / data storage; computerised POS and tee time systems.</p>

General Manager

Description of occupation	
Main tasks and responsibilities	<ul style="list-style-type: none"> • Take responsibility for all aspects of the day-to-day management of the facility • Recruit & develop team members to work for the business whilst ensuring that each member of the team possesses the levels of expertise and qualifications required for the role they perform • Ensure that team members are inducted and trained to maximise their performance in the delivery of a great member and/or visitor experience • Lead and inspire the team to successfully achieve targets. • Conduct formal performance and development of team members • Review plans with team members in accordance with the Golf management process • Be responsible for all employees, self-employed sub-contracted service providers (e.g.:Golf teaching professionals) and companies contracted to provide services (e.g. a contract caterer or cleaning company)
Skills required	A general Management must have managerial skills in multiple areas: finance, operations, sales & marketing, human resources and strategy. A General Manager must have excellent customer relations skills.
Knowledge required	A general Management must have knowledge about finance, management, how to lead a team, how to plan and set out a strategy and all kind of operational aspects of golf management.
Qualification / education	<ul style="list-style-type: none"> • Certification as a Club Manager ideal but not essential • Sales and marketing experience • Full driving licence • Working knowledge of Microsoft word, excel, membership management, golf management and food & beverage software systems

Golf Course Manager

Description of occupation	
Main tasks and responsibilities	<p>The Golf Course Manager will:</p> <ul style="list-style-type: none"> • Determine policies for the development of the golf course and produce a golf course policy document for use by the club and the membership • Develop a comprehensive Health and Safety plan for the golf course, maintenance facility and greenkeeping activities • Audit and review the Health and Safety plan on a regular basis to ensure that the staff are working within a safe environment and that the club is fully compliant with legislation - Recruit and develop staff to work on the golf course ensuring that they possess the required level of expertise and qualifications for the role in which they are employed • Ensure that staff are inducted and trained to maximise their performance • Provide vision and direction for staff to ensure the production the best achievable playing surfaces • Manage the greenkeeping team and the scheduling of maintenance

	<p>activities</p> <ul style="list-style-type: none"> • Conduct staff appraisals • Manage conflict, discipline and grievance issues within the team - • Manage renovation projects that take place on the golf course - • Manage the design of new golf course features • Manage events that take place on the golf course • Run meetings, team briefings and ensure strong communication with all other departments within the golf club and the membership • Manage agreed budgets for the golf course. • Procure equipment and materials required for the golf course • Manage the use of physical resources for the golf course • Manage the maintenance and servicing of all machinery used on the golf course • Manage the use and maintenance of an irrigation system • Manage the maintenance of the golf course in a sustainable manner • Ensure that the golf course is managed in an environmentally sensitive manner • Plan and manage the control of weeds, pests and diseases • Ensure that all maintenance tasks taking place on the golf course are carried out following correct procedures with minimum disruption to members
Skills required	<p>The person holding the position of Golf Course Manager has to have the required technical knowledge, skills and qualifications to maintain a golf course. They should understand the golf course environment and possess the ability to manage the course in both an environmental and sustainable manner in accordance with the objectives and priorities of the facility. They will also possess the attributes required to manage people, teams, budgets and resources. Communications, office and computer skills will be expected as well as the capability to problem solve and generate ideas for the development of the business.</p>
Knowledge required	<ul style="list-style-type: none"> • The relevant nationally recognised greenkeeping/sportsturf qualification to carry out the role of Golf Course Manager • The appropriate number of years of experiences in the maintenance of a golf course • Supervisory/Management experience - A sound understanding of financial budget structuring, guiding and controlling expenses • Working knowledge of golf rules. • Driving licence • Working knowledge of computer skills including word processing and spreadsheets • Golfing ability
Qualification / education	<ul style="list-style-type: none"> • Certification as for Profession title • in various levels, in conjunction with appropriate years of experiences in the management of golf course maintenance • Working knowledge of golf rules. • Car driving licence • Be educated to the appropriate level and regularly updated through continuous learning, enabling key decision making in golf course management, government policies, and with the game of golf <p>The career pathway for Golf Course Managers will be dependant on</p>

	the individual's career aspirations. Opportunities to move into golf club management exist and qualifications are currently being reviewed to ensure that this career pathway is fully accessible to golf course managers. Some may chose to specialise in specific areas, such as agronomy, where qualifications already exist.
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Sources used (reports and contact person)

Golf-Stand project: <http://www.golf-stand.com/>
 Documents: Occupational Descriptors for the Golf Sector in Europe and Occupational Standards Work based Competence Framework for European Golf Professionals
<http://www.pga.info>
<http://www.pgae.com>

Gymnastics

✓ International Gymnastic Federations
<http://www.fig-gymnastics.com/>

European Union of Gymnastics
<http://www.ueg.org/>

The International Gymnastics Federations (FIG) is the governing body for gymnastics worldwide. The FIG governs seven disciplines: Gymnastics for All, Men's Artistic, Women's Artistic, Rhythmic, Trampoline, Aerobic and Acrobatic Gymnastics. It counts 142 national member federations. The European Union of Gymnastics is part of FIG and follows its regulation. The FIG offers an educational programme for coaches to its member states. However, it does not certify coaches; that is the responsibility of the national federation. The FIG does qualify judges and mandates what judges can work at certain (international) events.

Professional positions and related qualification standards

Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	Only education & training	The FIG Coaches' Academy Program
Officiating positions	Yes	Judges' Brevet
Sport management	No	
Sport specific medical staff	No	
Other professions	No	

Coaches

Stages of the standards or qualifications	
<p>There are 3 levels. Academies are held at the national federations. In principle, Federations and their coaches are eligible to attend the level of Academy that is appropriate for the existing level of coaches' education in that Federation and in the discipline of interest. Exceptions may be made for individual coaches who have immigrated to that Federation from a Federation with higher gymnastics education conditions.</p> <p>Certification is the responsibility of national federations. However, the FIG does provide examination results to the national federation. In addition, the best coaches that pass level 3 receive the FIG Coaching Brevet (recognition).</p>	
Standards, training, certification and qualification	Pre-requisites to apply as federation / Target group
Level 1	Federations with no, or almost no, coaching education programs in the discipline of interest must start at Level 1.
Level 2	Federations with formal coaching education and certification programs in the discipline of interest may apply to begin with Level 2. They would not normally begin with Level 1.
Level 3	<p>Federations with professional and university based coaching degree programs in the discipline of interest may apply to begin with Level 3. They would not normally begin with Level 1 or Level 2.</p> <p>Direct entry into a Level 3 Academy is possible if the Federation and its coaches meet the following criteria:</p> <ul style="list-style-type: none"> • Artistic Gymnastics: Federation has placed among the top 18 teams in the most recent world championships or the federation had an apparatus finalist or the federation has produced a gymnast on the World Class list during the previous 4 years. • Aerobic Gymnastics: Federation has a top 10 Team ranking at the most recent World Championships or had a finalist in any category. • Rhythmic-, Acrobatic-, Trampoline- gymnastics: Direct entry into Level 3 criteria are not yet established
FIG Coaching Brevet (recognition)	<p>The FIG Coaching Brevet examination is available for eligible coaches at the conclusion of Level 3 Academies. The regulations regarding the FIG Coaching Brevet are:</p> <ul style="list-style-type: none"> • The candidate coach must be a currently active coach with gymnasts currently on the federation's Junior or Senior National Team. • The candidate coach must have coaching experience at the International level for at least the previous four years. • The candidate coaches' federation must, in the previous 5-years, have participated at a minimum of two (2) World Championships in the candidate's discipline. • The candidate coach must be specifically nominated by his

	<p>federation a minimum of one-month in advance of the Level 3 Academy. The nomination must be accompanied by the candidate coach's CV. The FIG reserves the right to refuse nominations for coaches who have not achieved the necessary level or experience.</p> <ul style="list-style-type: none"> To qualify for the FIG Brevet, the candidate coach must: Achieve a minimum of 85 % on the combined theory and practical examinations held at the conclusion of the Academies.
To what extent are the qualifications mandatory:	
National federations certify coaches and decide what qualifications are mandatory.	
Requirements for re-certification:	
Responsibility of national federations.	

Content of the standards and qualifications		
Input-based	All courses have a duration of 7 days.	
Learning outcome based	Not specified.	
Theory	Sport specific technique: Yes	One-third theory/8 – 10 theory lectures on biomechanics, anatomy, psychology, planning, training theory, physiology, and sport theory.
	General coaching skills: Yes	
Practice	Sport specific technique: Yes	Two-thirds practical and technical lectures. Emphasis on technique.
	General coaching skills: Yes	
Examination/ certification	Every Academy at every level concludes with discipline specific theoretical and practical examinations and/or assignments. The coach must attend all parts of each lecture and the examinations in order to be acknowledged as having completed an Academy and to receive the Academy participation certificate. The FIG cannot and does not certify or license coaches as this is the specific responsibility of the coach's Federation. For that reason, the FIG does not have a pass-fail status or criteria, but it does provide the full examination results to each coach's Federation for it to use as it deems appropriate. In rare cases, it is possible that the coach's results are so poor that they require that coach to redo a part or all of the examination or to deny that coach the Academy participation certificate, which essentially means that that Academy would have to be repeated. In any case, a coach may not progress to the next Level of the Academy Program unless a minimum score of 60% was achieved in the combined theory and practical examination.	
Qualifications of the instructors	Instructors are FIG Experts. Appointed by FIG on the basis of their expertise and work experience.	
Relationship to the EQF	N/A	
Role of formal educational institutes	Are qualifications provided through the formal education system recognized by the European/international federation? Yes, federation with a formal education system at a sufficient level can start at Academy Level 3.	

	<p>Is there cooperation with the formal education system for this professional standard/qualification?</p> <p>No, although FIG experts may be sport scientists</p>
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<p>The output of the qualification</p> <p>Per level:</p> <p>The FIG does not certify or license coaches. That is the responsibility of each federation. The FIG will provide the examination results to the federation of each participating coach and then the federation must decide what status those results will confer on its coaches.</p> <p>Level 3 candidates who meet special pre-requisites and achieve exceptional examination results are awarded a FIG Coaches' Brevet,</p>

Additional information

1. More than one hundred and ninety-nine (199) multi-country FIG Academies have been held in sixty-three countries across all FIG disciplines. One hundred and nineteen federations have participated with 2978 different coaches who, by attending several levels of the academy program, have participated 5358 times. Two hundred and four experts from forty-one countries have helped to teach at these academies. The FIG Coaching Brevet has been awarded to 334 coaches.
2. Over one 196 multi-country FIG Academies have been held in fifty-six countries across all FIG disciplines.
3. Approximately 20 to 25 academies are held each year around the world. Because the FIG does not have the capacity to teach all coaches in all countries, the FIG Academy Program and all the curriculum materials can be licensed to larger federations which have many hundreds or many thousands of coaches. In this way the FIG Academy content can become a significant part of their coaches' education program and can be taught by the federations' own experts.

Officiating positions

Stages of the qualifications		
To be a judge at an international level, a judge needs to have an international judges' brevet. There are four categories (I is the highest) of this brevet indicating the experience and competence a judge has at international events.		
Qualification	Requirements to obtain category	Requirements to maintain category
Category IV New international judges with no or little international experience or judges who have not reached a higher standard at the examination. They are not used as judges in major competitions.	<ul style="list-style-type: none"> • Must hold highest national brevet • Attend an International Course • Pass the examination with the minimum requirements set out by the Technical Committee concerned 	<ul style="list-style-type: none"> • Attend an International Course • Pass the examination with the minimum requirements set out by the Technical Committee concerned or (if available) have obtained an "Excellent" result in the official FIG Judges' overall evaluation (FIG Judges' Evaluation program

		("Fairbrother"), JEP) of the entire cycle just completed
<p>Category III Experienced judges with good results in Execution and Artistic. They are designated to judge Execution and Artistic in major competitions.</p>	<ul style="list-style-type: none"> • Must hold Category IV • Attend an International or Intercontinental Judges' Course • Pass the examination with the minimum requirements set out by the Technical Committee concerned • Have successfully judged 2 international competitions in the cycle just completed <p>OR (for judges without a Cat. IV Brevet):</p> <ul style="list-style-type: none"> • Pass the examination with the minimum requirements of Category I or II • The judge shall first receive a Cat. IV and after having successfully judged a minimum of 2 international competitions* in the current cycle, the judge shall receive a Cat. III Brevet <p>OR (for judges with a Category in XII Cycle)</p> <ul style="list-style-type: none"> • A judge who obtains the examination result for Category I or II but is awarded Category IV due to an insufficient number of competitions shall first receive Category IV Brevet • After having successfully judged a minimum of 2 international FIG registered competition in the XII and XIII cycles combined, the judge shall receive Category III Brevet ** 	<ul style="list-style-type: none"> • Have successfully judged 2 international competitions* in the cycle just completed • Attend an Intercontinental or International Judges' Course • Pass the examination with the minimum requirements set out by the Technical Committee concerned or (if available) have obtained an "Excellent" result in the official FIG Judges' overall evaluation (JEP) of the entire cycle just completed
<p>Category II Experienced judges with Very Good results in Difficulty. They are designated to judge Difficulty as well as Execution and Artistry. They can also function as Reference Judges</p>	<ul style="list-style-type: none"> • Must hold Category III or IV • Have successfully judged a minimum of 3 international competitions* , (including two of them from group 1-3, in the cycle just completed, except for ACRO) • Attend an Intercontinental or International Judges' Course 	<ul style="list-style-type: none"> • Have successfully judged a minimum of 3 international competitions*, (including two of them from group 1-3, in the cycle just completed, except for ACRO) • Attend an Intercontinental or International Judges' Course

	<p>Course</p> <ul style="list-style-type: none"> • Pass the examination with the minimum requirement set out by the Technical Committee concerned 	<ul style="list-style-type: none"> • Pass the examination with the minimum requirements set out by the Technical Committee concerned or (if available) have obtained an "Excellent" result in the official FIG Judges' overall evaluation (JEP) of the entire cycle just completed
<p>Category I</p> <p>Very experienced judges with Excellency in Difficulty who function as members of the Superior Jury, Chair of Judges' Panel and Difficulty Judges and are also designated to judge Execution and Artistry. They can also function as Reference Judges</p>	<ul style="list-style-type: none"> • Must have held a Category III Brevet for minimum 6 years or be in possession of a Cat. II Brevet • Have successfully judged a minimum of 4 international competitions*, including one of them from group 1-2, in the cycle just completed • Attend an Intercontinental Judges' Course • Pass the examination with the minimum requirement set out by the Technical Committee concerned 	<ul style="list-style-type: none"> • Have successfully judged a minimum of 4 international competitions*, including one of them from group 1-2, in the cycle just completed • Attend an Intercontinental Judges' Course • Pass the examination with the minimum requirement set out by the Technical Committee concerned • Judges Category I who do not take part in the examination shall be downgraded to Category II
<p>To what extent are the qualifications mandatory: FIG mandates which judges may work at certain events (the higher the category, the higher the event level)</p>		
<p>Requirements for re-certification: Judges are assessed at each competition and must periodically renew their Brevet.</p>		

Courses	
<p>As stipulated above, judges need to attend the International Judges' course to receive a Brevet and the Intercontinental Judges' course to proceed to a higher category. National Federations and the Continental Unions may organise an International Judges' Course, if they obtain the permission from the Technical Committee, after having applied in writing to the FIG Secretary General. The Intercontinental Judges' course is carried out each four years for each discipline.</p>	
	Pre-requisites
International Judges' Course	National Federations and the Continental Unions may organise an International Judges' Course, if they obtain the permission from the Technical Committee
Intercontinental Judges' Course Carried out each 4	Only judges of Category III and higher are permitted to participate in the Intercontinental Judges' Course. The registration has to be made by the relevant national federation

years	of the judge and needs the approval of the FIG.
To what extent are the qualifications mandatory: Judges need to follow these courses and conduct an examination to receive a Brevet and be categorised. The Brevet gives access to certain events.	
Requirements for re-certification: Certified judges need to follow courses to keep their knowledge and skills up to date.	

Content of courses		
Input-based	International: +/- 6 days Intercontinental: +/- 6 days	
Learning outcome based	International: The aim of the Intercontinental Judges' Course is: <ul style="list-style-type: none">• To ensure that all participants have a common understanding of the new rules and changes in the Code of Points and the Technical Regulations;• To organise theory and practical examinations so the participants may obtain the judges' categories based on standards, as set by each respective discipline;• To set the minimum score (or deviations allowed) required for each category of result (excellent, very good, good, pass, fail) in the examinations held at the end of each Intercontinental and International Judges' Course; these will be fixed by the Technical Committees at the conclusion of their respective Intercontinental Course. The score, once fixed, will remain unchanged for the remainder of that cycle.	
Theory	Sport specific technique: Yes	Yes
	General skills: Not specified	
Practice	Sport specific technique: Yes	Yes
	General skills: Not specified	
Examination/ certification	There is a theoretical & practical examination. International: Judges will be qualified by category, in accordance with the criteria (e.g. percentage) designated for each category by the relevant Technical Committee. Those who have failed or have been downgraded or wish to improve their Category may repeat the course and the entire examination. Judges will receive the Category corresponding with the second examination percentage (results) achieved. Such repetition is only allowed once per cycle. Intercontinental: All judges who participate in this course must pass an obligatory examination. Exception: Category III and II judges who have obtained an "Excellent" result in the official FIG Judges' Evaluation (JEP, if available) in the overall evaluation of the entire cycle just completed, are exempt from taking the examination, but they must participate in the course to maintain their category. The highest ranked judges of Category I, having shown total integrity during the whole preceding cycle, may be exempted from taking an examination based on approval by the Executive Committee.	

	following a proposal of the Technical Committee concerned.
Qualifications of the instructors	Not specified
Relationship to the EQF	N/A
Role of formal educational institutes	N/A

The output of the qualification

Per level:

The FIG list and database of the international judges, as well as the list of International Judges' Courses are regularly updated by the Technical Committee's, in co-operation with the FIG Office and are published on the FIG website.

Each FIG judge receives a brevet card (or license) signed by the President of the FIG and a judge's logbook which is issued and signed by the Secretary General, as well as the President of the relevant discipline. The brevet contains the name, the date of birth, the nationality of the judge, the year in which the brevet was issued and the discipline. The logbook will be updated at each judges' course and each competition.

Sources used (reports and contact person)

FIG General Judges Rules 2013, retrieved from <http://www.fig-gymnastics.com/site/rules/main>
 FIG Academy Program, retrieved from <http://www.fedintgym.com/site/sites/default/files/fig/aca-policies.pdf>

Handball

✓ International Handball Federation (IHF)

<http://www.ihf.info/>

✓ European Handball Federation (EHF)

<http://www.eurohandball.com>

The EHF is the federation of Europe's National Handball Federations and one of the federations that comprise the International Handball Federation. The IHF statutes and regulations are binding for EHF, whose statutes and regulations in turn are binding for National Handball Federations. Coaching licences for lower categories remain regulated by national federations whereas the highest categories are regulated by the EHF. Higher level coaching is regulated in the EHF by the "RINCK Convention" which is currently developed into a "EHF Coaching Convention".

The IHF's and EHF's aim is to develop and promote handball globally and in Europe, by operating educational facilities and institutionalising education and training programmes, e.g. by offering "Coaching Clinics" to be awarded international licences.

Currently, the EHF in cooperation with the German Sports University Cologne are developing a one-year course to become a "European Handball Manager", which will start in September 2015 (<http://www.dshs-koeln.de/en/departement-of-further-education/master-certificate-programmes/certificate-programmes/european-handball-manager/examination-organisation/>)

Professional positions and related qualification standards

Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	Yes	EHF Coaching Licence C (Category 1) EHF Coaching Licence B (Category 2) EHF Coaching Licence A (Category 3) EHF Master Coach / EHF PRO Licence (Category 4)
Officiating positions	Yes	Level 1 Referee (EHF Young Referee / Referee Candidate) Level 3 Referee (EHF Referee) Level 3 Referee (EHF Perspective Referee) Level 4 Referee (EHF Top Referee)
Sport management	Yes	European Handball Manager (certificate) EHF Delegate
Sport specific medical staff	No	
Other professions	No	

Coaches

Stages of the standards or qualifications

There are four levels of progression starting from amateur level to international competition. After achieving the fourth level it is possible to be recognized as a pro license.

Standards, training, certification and qualification	Positions aimed at	Pre-requisites
Coaching Licence Category 1	Amateur club coach	<ul style="list-style-type: none"> • minimum age: 16 years • 2 years coaching experience
Coaching Licence Category 2	Semi-professional coach	<ul style="list-style-type: none"> • minimum age: 18 years • 2 years coaching experience
Category 3 (A) – EHF Coaching Licence	Coaching national and international teams/competitions	<ul style="list-style-type: none"> • minimum age: 20 years • 3 years coaching experience
Category 4 - EHF Master Coach	Coaching international teams/competitions	<ul style="list-style-type: none"> • minimum age: 23 years • 4 years coaching experience, at least 2 years as head coach • oral entry examination in front of a panel of selected experts
EHF PRO Licence		Automatically awarded to EHF Master Coaches, or can be obtained by Category 3 National coaches who attend EHF led seminars

A EHF Coaching Licence is mandatory for coaching teams/competitions organised by EHF. The EHF mandates the level (Category 3)

Requirements for re-certification:

EHF Master Coach: valid for lifetime

EHF PRO Licence: valid 2 years + 2 years transition, renewal by attending an IHF Coaching Course or an EHF Top Coaches Seminar or a National Coaches' Clinic with EHF/IHF Lecturers

EHF Coaching Licences (limited to the respective competition/season): renewal by new registration/confirmation for the respective EHF competition/season

Content of the standards and qualifications		
Input-based	<p>EHF Master Coach: 160-220 hours (since 2013/14: EHF PRO Coaching Licence) Usually divided into modules at different times of the year and a handball camp. Coaching Licence Category 1: 200 hours Coaching Licence Category 2: 180 hours EHF Coaching Licence (Category 3): 60 hours</p>	
Learning outcome based	<p>Areas of competence are defined: Competition Coaching: analyze the competitive situation (Category 1-4), Formulate goals for the competitive situation (Category 2-4), Coaching during the competitive situation (1-4) Preparative Coaching: Plan the workout (2-4), Prepare the workout (2-4), Conduct the workout (1-4), Instruct during the workout (1-4) Managing and Communicating: Manage in relation to the workout/match (2-4), Co-ordinate in relation to the workout/match (2-4), supervise in relation to the workout/match (3-4), communicate in relation to the workout/match (1-4) Developing and Innovating and Teaching: explore and implement new developments (3-4), Research aspects which are relevant to the practice of coaching (3-4), personal development (1-4) Teaching New Coaches: develop appropriate educational modes in relation to the needs (3-4), provide education to new coaches (3-4), assessment of the competence of new coaches (3-4)</p>	
Theory	Sport specific technique: Yes	EHF Master Coach / PRO Licence: 40%
	General coaching skills: Yes	Coaching Licence Category 1: 50% Coaching Licence Category 2: 50-60% EHF Coaching Licence (Category 3): 30-40%
Practice	Sport specific technique: Yes	EHF Master Coach / PRO Licence: 60%
	General coaching skills: Yes	Coaching Licence Category 1: 50% Coaching Licence Category 2: 40-50% EHF Coaching Licence (Category 3): 60-70%
Examination/certification	A written paper (theses) of 15 to 20 pages has to be defended.	
Qualifications of the instructors	Not specified	
Relationship to the EQF	<p>Is there any relationship to the EQF; has there been any attempt for alignment? No</p>	
Role of formal educational institutes	<p>Are qualifications provided through the formal education system recognized by the European/international federation? No</p>	
	<p>Is there cooperation with the formal education system for this professional standard/qualification? No</p>	

The output of the qualification
Per level: EHF Master Coach: access to international positions & EHF Events

Coaching Licence Category 1: access to sub-national level positions
 EHF Coaching Licence Category 2: access to national positions
 EHF Coaching Licence - Category 3: access to highest national positions

Officiating positions

Stages of the standards or qualifications		
The structure is based on the EHF Referee Education Master plan and has 4 levels, each level corresponding to refereeing at a particular grade.		
Standards, training, and certification qualification	Positions aimed at	Pre-requisites
EHF Young Referee Programme / EHF Referee Candidates	Level 1 Referee	2 option entry system for national federation applicants based on their age and experience 18-24 years for Young Referee Programme, up to 35 for other National Federation applicants
EHF Referees	Level 2 Referee	Level 1 Max. age of 50
EHF Perspective Referees	Level 3 Referee	Most skilful referees of Level 2, according to the EHF Competitions Commission's evaluation. Can stay for 2 years
EHF Top Referees	Level 4 Referee	Most talented among Level 3 referees Max. age of 50
To what extent are the qualifications mandatory: Qualifications are mandatory to referee EHF matches		
Requirements for re-certification: Level 4 referees are qualified to officiate in any EHF competition (e.g. European Championship level)		

Content of the standards and qualifications	
Input-based	Referee Candidates' Courses are carried out by EHF and last for 7 days. EHF Young Referee Programme has a time limit of 3 years in some of the categories.
Learning outcome based	"Basic requirements" include: ability to manage a match on the highest national level in a sufficient way, ability to learn "on the job" and improve, realistic view on his/her actual level of competence and the domains of competency which have to be improved (realistic objectives) "Areas of competence" are defined in general: Theoretical: rule awareness, game assessment, awareness of technical terms, familiarity with tactical game elements Practical: correct rule application, with common sense, knowledge of signs & signals, good language skills Physical: good physical condition, proper nutrition, individual training

	and exercise programme, relaxation techniques Soft skills: ability to decide and execute, fair/neutral/impartial, coherent and consistent decisions, good with managing stress and time, motivated, self-confident, patient, has a good relationship to all team members, resistant to aggressive behaviour, willingness to listen, learn and understand others, polite and open-minded.	
Theory	Sport specific technique: Yes	Theory: 1/3, Practice: 2/3 Focus on rules but also communication skills (English) Topics include: expectations, procedures, refereeing from the coach point-of-view, fair-play-acting
	General coaching skills: Yes	
Practice	Sport specific technique: Yes	Physical condition, match-managing skills,
	General coaching skills: Yes	
Examination/certification	There is 1 rule test and 2 physical tests (Shuttle run test, Cooper test)	
Qualifications of the instructors	European handball specialists from the EHF Member Federations are nominated (16 experts in the field of Coaching, 11 Refereeing experts and 5 Beach Handball experts)	
Relationship to the EQF	Is there any relationship to the EQF; has there been any attempt for alignment?	
Role of formal educational institutes	Are qualifications provided through the formal education system recognized by the European/international federation? No	
	Is there cooperation with the formal education system for this professional standard/qualification? No	

The output of the qualification

Level 1 Referee (EHF Young Referee / Referee Candidate): certificate, access to officiating
 Level 3 Referee (EHF Referee): access to officiating EHF competitions
 Level 3 Referee (EHF Perspective Referee): access to officiating higher level EHF competitions
 Level 4 Referee (EHF Top Referee): access to officiating highest level EHF competitions

Sport Management: EHF Delegate and Handball Manager

Stages of the standards or qualifications			
Standards, certification and qualification	training, and	Positions aimed at	Pre-requisites
EHF Delegate Courses		EHF Delegate	<ul style="list-style-type: none"> nomination by national federation proper command of English knowledge of IHF Rules of the Game and EHF Regulations
European Handball Manager			<ul style="list-style-type: none"> completed university studies OR completed managerial education and worked in a managerial position for at least 2

		years in professional handball • OR at least 5 years of work experience as coach or player in handball
EHF Delegate Course mandatory to fulfil the duties of a Delegate, European Handball Manager not mandatory		
Requirements for re-certification: none		

Content of the standards and qualifications		
Input-based	EHF Delegate Course: duration of 3 days, held once a year for new delegates and in a 3 year cycle on the regional level for experienced delegates	
Learning outcome based	EHF Delegate: Topics: Event Management, Psychology, Refereeing	
Theory	Sport specific technique: Yes/no	13.5 hours theoretical working sessions
	General coaching skills: Yes/no	
Practice	Sport specific technique: Yes/no	6.5 hours practical working sessions and 6.5 hours feedback with the group and lecturers
	General coaching skills: Yes/no	
Examination/certification	EHF Delegate: 1 test on event management and regulations, 1 test on refereeing methods and rules (both with a 75% passing criterion) and 1 communication skill test in the English language, 1 practical test on officiating and feedback European Handball Master: oral and written exam	
Qualifications of the instructors	EHF Delegates: 3 lecturers from the Competitions Commission, lecturer staff, or external specialists and 1-2 administrators from EHF Offices	
Relationship to the EQF	EHF Delegate: No European Handball Manager: no	
Role of formal educational institutes	EHF Delegate: No European Handball Manager: yes, provided by German Sport University Cologne	
	EHF Delegate: No European Handball Manager: yes	
	If yes, what is the role of formal educational institutes: The courses are designed in cooperation with the EHF but provided by the University. EHF is involved in supplying some of the instructors.	

The output of the qualification
Per level: EHF Delegate: access to international position of delegate European Handball Manager: Access professional title (certificate), "prestige"

Sources used (reports and contact person)
http://www.eurohandball.com http://www.dshs-koeln.de/universitaere-weiterbildung/master-zertifikate/zertifikate/european-handball-manager/pruefungen-organisatorisches/

EHF (2011): 2011 EHF Guidelines for Referee Education (Recruitment, Promotion and Advancement on EHF and National Level)
EHF (2014): EHF Coaches Licensing. A Tribute to the Next Generation. Implementation Manual 2014/15
Kovacs, Peter (2015): 2015 EHF "RINCK" Convention Seminar, 13-14 February 2015, Vienna/Austria: 2014 EHF Open Master Coach and Licensing Course (structure, curriculum, theses)

Hockey

✓☐ European Hockey Federation

<http://www.eurohockey.org>

✓☐ International Hockey Federation

<http://www.fih.ch>

The European and the World Hockey Federation does not use any standards or qualifications. However, the FIH (world hockey) is initiating a series of educational programmes under the banner of the FIH Hockey Academy. The programmes are hosted by World Academy of Sport. The aim of the FIH Hockey Academy is to provide a simplified education structure and resource for nations and continents to be able to develop coaches, officials and managers from grass roots through to a high performance / international level. The FIH provides a global certification for coaching levels (FIH Coach).

The European Hockey Federation (EHF) uses the same Education structures as FIH (World Hockey) as their role is to support the FIH programmes. The EHF offers on top of FIH programmes offers workshops and seminars for coaches, umpires and officials. The FIH is also a member of the Association Summer Olympic International Federations (ASOIF). The ASOIF has created six Consultative Groups among other Sports Development and Education Consultative Group. The ASOIF Sports Development and Education Group (ASDEG) is a consultative body of ASOIF which will be responsible for giving expert advice in the area of Sports Development and Education and will also be responsible for ASOIF's engagement and interaction with the International Council for Coach Education (ICCE).

Professional positions and related qualification standards

Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	Accreditation	FIH Coach FIH Senior Coach FIH Master coach
Officiating positions	Accreditation	FIH TD FIH Judge FIH Umpire coach
Sport management	Yes	Management programme
Sport specific medical staff	No	
Other professions	No	

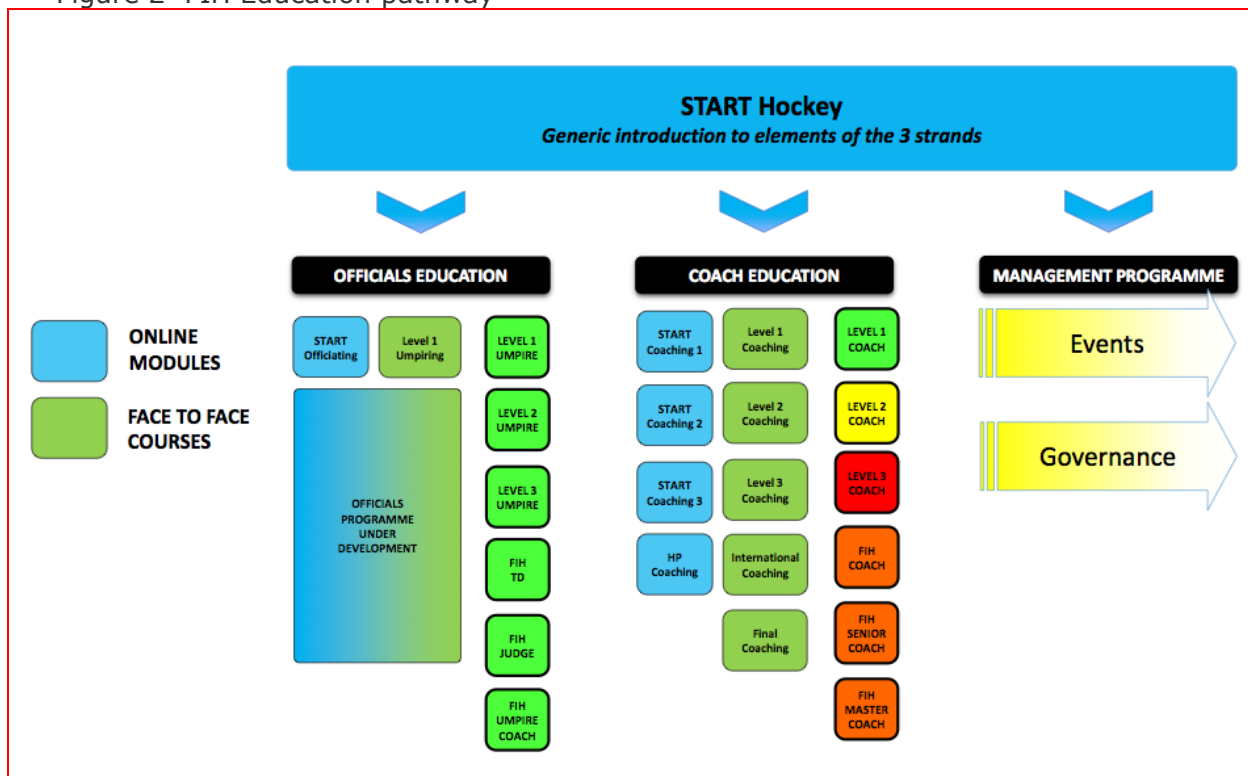
FIH Educational Pathway

The FIH provides an educational pathway. This pathway starts with Start Hockey: an online programme open for anyone who is or wants to be involved in hockey. This pathway will evolve over time, with three strands, for Coaches, Officials and

Managers, with online and face-to-face components that lead to a global certification. At the end of the programme each participant receives a certificate of completion.

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Figure 2 FIH Education pathway



Source: FIH

Educational Pathway for coaches

The FIH pathway for coaches contains two stages; the Start Coaching and the High Performance Coaching.

FIH Start Coaching

This online programme is open for anyone who finished the FIH Start Hockey programme. The programme starts with a level 1 introduction to coaching, playing and umpiring. The next steps in the coach pathway are the Start Coaching 2 and Start Coaching 3 courses. These online programmes are still under development. The Start Coaches courses contain several modules (about the role of the coach, coaching theory, the game and the athlete). Participants have to pass module by answering a series of multiple-choice questions. At the end participant who passes the test will receive a certificate of completion.

FIH High Performance Coaching

High Performance coaching is meant to be coaching of players and teams that consist of skilled players, playing at the highest junior or senior level in developing hockey countries or at a high junior and senior level in developed hockey countries. High Performance is a course for the exchange of opinion, know how and experience of the coaching of high performance hockey. Candidates for participation must be recommended by their NHAs or FIH Accredited Coaches. Participants must hold their country's highest coaching accreditation. The High Performance coaching pathways encompasses two programmes: international coaching and final coaching. The courses contain presentations, match analysis and discussions.

Upon the completion of each Final Coaching Course, the respective Course Conductors will assess the participants in the course and submit their recommendations for **FIH Coach or FIH Coach Grade 1** to the Chairperson of the Development and Coaching Committee. After due consideration of those recommendations the Development and Coaching Committee will submit its recommendations to the FIH Executive Board who will finalise the appointment of the accredited FIH Coaches.

Sports Federation Management programme

The FIH also provide a Sport Federation Management programme. This is an intensive programme for sport managers of National Federations in order to enhance their administrative capability. Topics covered in the programme include: Strategic Planning and Change, Financial Management, Risk Management, Governance, Leadership, Human Resource Management, Anti-Doping and Sponsorship.

In addition the FIH provides a Postgraduate Certificate in Sport Management (PGC). This programme is designed to equip students with the tools and skills for the sport sector.

Sources

European Hockey Federation (<http://www.eurohockey.org> / <http://www.eurohockey.org/education/>)
 International Hockey Federation (<http://www.fih.ch>)
 FIH Hockey Academy (<http://www.fih-hockey.academy/>)
 Association Summer Olympic International Federations (ASOIF) (<http://www.asoif.com/Home/Default.aspx>)

Ice-Hockey

✓☐ International Ice Hockey Federation (IIHF)
<http://www.iihf.com>

The IIHF Sport Development Program was initiated in 1997. It co-operates with member National Associations in a partnership to develop and promote hockey world wide. Within this partnership the IIHF Sport Development Program provides National Associations with the resources to organize and operate the educational programs within their country. There is no European-level federation.

The IIHF has introduced Development Programs which aim at providing international standards for high-quality education and training, and assists National Associations in their training efforts, e.g. by organising "clinics" or providing IIHF Instructors to train national instructors. The IIHF does not certify coaches, this is done by the national associations, only guidelines are provided

Professional positions and related qualification standards

Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	Yes	IIHF Coach Development Program: Introduction to Coaching Level 1 Level 2 Level 3
Officiating positions	Yes	IIHF Official's Development Program: Level 1 Level 2 Level 3 Level 4
Sport management	Yes	Degree Programme in Sports and Leisure Management (Bachelor of Sports Studies) IIHF Administrator Development Program
Sport specific medical staff	No	
Other professions	No	

Coaches

Stages of the standards or qualifications			
There are three stages of progression that run from amateur to international head coach.			
Standards, certification and qualification	training, and	Positions aimed at	Pre-requisites
Introduction to Coaching		Amateur club coach	Not specified
Level 1		Semi-professional coach	Not specified
Level 2		National coach	Level 1
Level 3		International/Head coach	Level 2
Requirements for re-certification:			
Not specified			

Content of the standards and qualifications		
Input-based	Introduction to coaching: 13 hours Level 1: 15 hours Level 2: 18 hours Level 3: 32 hours	
Learning outcome based	Only topics covered are defined.	
Theory	Sport specific technique: Yes	Emphasis on theory during the clinics, topics cover leadership, communication, teaching and learning, organisation and planning, physiology, psychology, technical details, tactical issues, athlete safety and protection, and rules.
	General coaching skills: Yes	
Practice	Sport specific technique: Yes	Every clinic includes on-ice sessions of 2-4 hours
	General coaching skills: Yes	
Examination/certification	Certification is done by the national associations	
Qualifications of the instructors	Instructors are provided by the national associations, for level 3 and 4 associations are encouraged to seek support of IIHF instructors.	
Relationship to the EQF	Is there any relationship to the EQF; has there been any attempt for alignment? No	
Role of formal educational institutes	Are qualifications provided through the formal education system recognized by the European/international federation? No	

	Is there cooperation with the formal education system for this professional standard/qualification? No
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The output of the qualification
Per level: Access to the next highest level of teams/competitions

Officiating positions

Stages of the standards or qualifications			
IIHF Official's Development Program objectives are to standardize the methods and techniques of officiating in both the two, three and four man officiating systems, to acquire uniformity throughout the world with respect to rule interpretation and to offer participants international recognition for their achievements. The recommended 4 level structure can be adjusted based on the needs of the national associations.			
Standards, certification and qualification	training, and	Positions aimed at	Pre-requisites
Level 1		Youth Hockey Competitions	<ul style="list-style-type: none"> • minimum age 15 years (recommended)
Level 2		Junior Hockey Competitions	<ul style="list-style-type: none"> • certified at level 1 • officiate for at least 1 year at level 1 (recommended)
Level 3 - "C" Licence		National Senior Competitions, International Competitions	<ul style="list-style-type: none"> • certified at level 2 • officiate for at least 1 year at level 2 (recommended)
Level 4 - "A" Licence & "B" Licence		Premier International Competitions	<ul style="list-style-type: none"> • certified at level 3
To what extent are the qualifications mandatory:			
For Top international events, A and B Licences are mandatory , they are requested annually by the national associations and reviewed by the IIHF Officiating Committee which has the right to adjust the licence application according to the career path, previous evaluations and supervisor reports.			
Requirements for re-certification:			
Not specified			

Content of the standards and qualifications	
Input-based	Level 1: minimum 10 hours (usually two evenings or one day) Level 2: minimum 12 hours (usually two evenings or one day) Level 3: minimum 14 hours (usually over a weekend) Level 4: minimum 3 days of instruction
Learning outcome based	Level 1: Purpose: "To prepare a young or new official to officiate youth hockey competition, to further enhance the training and skills of youth hockey officials, to enjoy the sport of hockey as a hobby" Level 2: Purpose: "To prepare officials capable of officiating junior hockey competition, top levels of youth hockey, and at an introductory level to national senior competition. To enjoy the sport

	<p>of hockey as a hobby" An official at Level 2 will have a thorough knowledge of the playing rules and the role of an official.</p> <p>Level 3: Purpose: "To prepare officials capable of officiating in national senior competition and of officiating international competition excluding the Olympic Winter Games, World Senior Championship and World Junior Championship U18 and U20, providing that the official has been licensed by the IIHF."</p> <p>Level 4: Purpose: "To prepare competent officials capable of officiating in premier international competition including Olympic Winter Games, World Senior and Junior Championships, providing that the official has been licensed by the IIHF. The game officials shall have received favourable evaluations by IIHF Referee Supervisors in previous IIHF Competitions. The game officials, who have reached this level of competency, should be encouraged to become involved in the development of younger game officials."</p>	
Theory	Sport specific technique: Yes/no	Provide additional information if available: e.g. emphasis on technique/general?
	General coaching skills: Yes/no	
Practice	Sport specific technique: Yes/no	Provide additional information if available: e.g. emphasis on technique/general?
	General coaching skills: Yes/no	
Examination/ certification	<p>Level 1: written national association examination (min. 70%) at the end of the "clinic" & on-ice evaluation by a qualified NA official's Development Program Instructor</p> <p>Level 2: written national association examination at the end of the "clinic" (min. 80%) & on-ice skating evaluation, must be judged capable of officiating junior hockey competitions.</p> <p>Level 3: written national association examination (min. 80%), fitness and skating tests, practical on-ice evaluation</p> <p>Level 4: written national association examination (min 80%), fitness and skating tests, practical on-ice evaluation performed by qualified instructor</p>	
Qualifications of the instructors	Qualified national associations Official's Development Program Instructors, from Level 3 clinics on it is advised to contact the IIHF Sport Development Manager for assistance.	
Relationship to the EQF	Is there any relationship to the EQF; has there been any attempt for alignment? No	
Role of formal educational institutes	Are qualifications provided through the formal education system recognized by the European/international federation? No	
	Is there cooperation with the formal education system for this professional standard/qualification? No	

The output of the qualification

Level 1: access to Youth Hockey Competitions
 Level 2: access to Junior Hockey Competitions
 Level 3: access to National Senior and International Competitions
 Level 4: access to Premier International Competitions

Sport management

Stages of the standards or qualifications			
Bachelor-degree program with optional minor in team and racket sports coaching, ice hockey coaching			
Standards, certification and qualification	training, and	Positions aimed at	Pre-requisites
Degree Programme in Sports and Leisure Management (Bachelor of Sports Studies)		Management and coaching positions in ice-hockey	graduation certificate that allows for university studies
To what extent are the qualifications mandatory: Not mandatory			
Requirements for re-certification: none			

Content of the standards and qualifications		
Input-based	3 to 3.5 year full-time undergraduate degree programme focusing in sport instruction and specialising in ice-hockey coaching. 210 ECTS	
Learning outcome based	<p>Main development streams: personal development and professional growth, coach development, event and organisational management and RDI competences.</p> <p>The key-learning outcomes and learning objectives of the Degree Programme are to equip the students with all the necessary knowledge and competences to successfully persist in demanding working-life situations. During the studies the students have the possibility to either specialize in athlete-centered coaching or in customer-oriented sports services depending on their individual interests and pre-existing knowledge.</p> <p>Through the studies the students’ knowledge will develop from a concrete and factual knowledge towards an abstract metacognitive knowledge. The existing knowledge and the competences of the students will be assessed at the beginning of the studies and are under a constant evaluation process throughout the studies.</p> <p>The programme offers unique opportunities for the students to be actively involved in the sport of their choice on a local, national and international level. Through the close cooperation of the Degree Programme with the International Ice Hockey Federation (IIHF), the Ice Hockey Centre of Excellence (IIHCE) and the Finnish Ice Hockey Association (FIHA) the students are constantly involved in the development of ice-hockey on a world-wide scale.</p>	
Theory	Sport specific technique: Yes	
	General coaching skills: Yes	
Practice	Sport specific technique: Yes	
	General coaching skills: Yes	
Examination/certification	Examinations for individual courses, plus work placement and bachelor thesis	
Qualifications of the instructors	Qualified to teach at university level	
Relationship to the EOF	Is there any relationship to the EQF; has there been any attempt for alignment? EOF Level 6	

Role of formal educational institutes	Are qualifications provided through the formal education system recognized by the European/international federation? Yes
	Is there cooperation with the formal education system for this professional standard/qualification? Yes
	If yes, what is the role of formal educational institutes in: The course has been designed by the university in cooperation with the IIHF. The courses, instructors and certification is done by the University.

The output of the qualification
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Bachelor's degree

Additional information

The IIHF Development Program also foresees Medical and Administrator Development Programmes, no further information on their contents could be accessed until this moment.

Sources used (reports and contact person)
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<p>IIHF (2014): IIHF Official Rule Book 2014-2018</p> <p>IIHF (2009): IIHF Official's Development Program Structure, Section 1</p> <p>IIHF (2007): Structure of the IIHF and the IIHF Sport Development Program</p> <p>http://www.haaga-helia.fi/en/node/83/degree-programme-sports-and-leisure-management-vierumaki-campus-bachelor-education/course</p>
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Speed Skating

✓ International Skating Union
<http://www.isu.org>

The ISU has no standards, courses of qualifications for coaches. The ISU also does not train and educate officiators, but they do certify them. Every year Member federations submit officials for the ISU officiating lists. The lists concern the following positions: Referees, Technical Controllers, Technical Specialists, Judges, Data & Replay Operators, Starters and Competitors Stewards. Officials are classified as either "ISU" or "International". Depending on this qualification, officials are qualified to officiate at certain competitions.

Professional positions and related qualification standards

Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	No	
Officiating positions	Yes	"International" and "ISU" certification exist for officiating positions
Sport management	No	
Sport specific medical staff	No	
Other professions	No	

Officiating positions

Stages of the standards or qualifications			
The ISU does not train and educate officiators on a regular basis, but they do certify them. Every year Member federations submit officials for the ISU officiating lists. The lists concern the following positions: Referees, Technical Controllers, Technical Specialists, Judges, Data & Replay Operators, Starters and Competitors Stewards. Officials are classified as either "ISU" or "International", where the ISU certification is higher. Depending on this qualification, officials are qualified to officiate at certain competitions.			
Standards, certification and qualification	training, and	Positions aimed at	Pre-requisites
International Official		International competitions (and anything below)	<ul style="list-style-type: none"> • Nomination by member federation • Examination <ul style="list-style-type: none"> ◦ Written exam ◦ Practical examination, based on a "competition simulation"
ISU Official		ISU competitions (and anything below)	<ul style="list-style-type: none"> • Nomination by member federation • Examination <ul style="list-style-type: none"> ◦ Written exam ◦ Practical examination, based on a "competition simulation"
To what extent are the qualifications mandatory:			
The ISU mandates what officials can participate in international and ISU competitions.			
Requirements for re-certification:			
The list with officials is reviewed every year.			

Sources used (reports and contact person)
http://www.isu.org/en/about-isu/isu-statutes-constitution-and-regulations Communication & Media department, ISU Communication No.1917,

Swimming

✓ FINA - Fédération Internationale de Natation Amateur
<http://www.fina.org/>

FINA, the international federation has a development programme in which it offers all kind of assistance to member federation and sporters in order to develop the sport. This includes guidance, training material, Training Clinics (at member federations) and certification courses for coaches and officials. FINA mandates which officials may officiate at international FINA competitions using a FINA-list for officials.

Professional positions and related qualification standards

Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	Yes	Coaching Certification Courses (qualification) Coaching Training Clinics for member federation (courses), Coaching Scholarships (funding)
Officiating positions	Yes	Officials Training Clinics for member federation, Officials School Officials FINA-list
Sport management	No	
Sport specific medical staff	No	
Other professions	No	

Coaches

Stages of the standards or qualifications

There are three ways in which FINA supports and sets standard and qualification for coaches:

- 1) FINA Clinics for Coaches are intended to train coaches of all levels. A maximum of Clinics per regional/continental can be organized each year. The Clinics are between 5 to 10 days, include theory and practice and include a certification by the National Federation. FINA provides some funding, a lecturer and materials.
- 2) FINA Coaches Certification Course are intended to offer all swimming coaches around the world the possibility to be acknowledged as certified swimming coaches and to offer recognition for the work they have accomplished. The Course is open to coaches of all levels: from teaching children to swim to coaching elite swimmers. As these course lead to certification from FINA, they are further explained below.

3) FINA Scholarships for Coaches offer coaches access to high-level training, knowledge and experience during a 1 to 3 month training period abroad.		
Standards, training, certification and qualification FINA Coaches Certification Course	Target group	Pre-requisites
Level 1	Coaches whose swimmers are or aiming at participating in National Championships	<ul style="list-style-type: none"> The National Federation must enter the Coach into the course
Level 2	Coaches whose swimmers are or aiming at participating in Continental Championships	<ul style="list-style-type: none"> The National Federation must enter the Coach into the course
Level 3	Coaches whose swimmers are or aiming at participating in World Championships and Olympic Games	<ul style="list-style-type: none"> The National Federation must enter the Coach into the course
To what extent are the qualifications mandatory: Not specified		
Requirements for updating qualifications: Each certificate from the Coaches Certification Course is valid for 4 years.		

Content of the standards and qualifications (for the Officials School)		
Input-based	Level 1: 15 hours of teaching in 3 days Level 2: 13 hours of teaching in 3 days Level 3: 15 hours of teaching in 3 days	
Learning outcome based	Level 1: It is a survey course with significant chapters on biomechanics, basic swim training for new or novice swimmers through intermediate level age group swimmers, and all the fundamental coaching skills of educational skills understanding, communication skills for coaches, and developing philosophies and sport psychology that will allow athletes of all levels to succeed. Level 2: This course focuses exclusively on technique in the swimming strokes, starts and turns. Both scientific background and practical coaching expertise are represented, which include explanations of what world class swimmers today are doing, and specific instruction about teaching these same techniques to young swimmers which will allow them to have success today and in the future. Level 3: Advanced understanding of technique in coaching. The emphasis is on the proper planning and execution of training of elite and near-elite athletes, with the objective of creating training sessions and seasons that will allow for maximum individual performance at the highest levels of our sport. Physiology, Biomechanics, sports psychology, nutrition, and dryland training are all components of this course for the senior coach.	
Theory	Sport specific technique: Yes	Level 1 is focused mainly on general skills, level 2 mainly on technique and level 3 on both.

	General coaching skills: Yes	
Practice	Sport specific technique: Yes	
	General coaching skills: Yes	
Examination/certification	There is a final assessment and certification by FINA.	
Qualifications of the instructors	Not Specified	
Relationship to the EQF	Is there any relationship to the EQF; has their been any attempt for alignment? Not Specified	
Role of formal educational institutes	Are qualifications provided through the formal education system recognized by the European/international federation? Not Specified	
	Is there cooperation with the formal education system for this professional standard/qualification? Not Specified	

The output of the qualification

The participants who successfully pass the final test of a Coaches Certification Course will be allowed to apply to the FINA Office in order to receive the Diploma and ID card as FINA certified swimming coaches (level dependent on course completed). The FINA Office will issue the appropriate certification to each Coach, which will be delivered through to the respective National Federations. Each certification will be valid for a four-year period and can be requested at a cost of USD 30.00 to FINA. In addition these certified coaches are included in FINA's public database of certified coaches.

Sources used (reports and contact person)

<http://www.fina.org/>

Officiating positions

Stages of the standards or qualifications

FINA supports officials education in two ways:

- 1) FINA Clinics for Officials can be requested by national federations through their continental/regional association. These course are 5 to 10 days, cover theory and practise and include a certification from the national federation. FINA provides some funding, lecturer and training material. They may be a maximum of 4 Clinics each per regional/continental area.
- 2) FINA Schools for Officials are organised by FINA. In order to be included in a FINA Officials List and thus take receive qualification to take part in international events, Officials must attend the FINA School and pass the test. Officials that have completed this school can be nominated by their national federation to be a Referee or Starter on the FINA-list for international events.

Standards,	training,	Target	Pre-requisites
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certification qualification	and	group	
Officials (certification)	school	International referee	<ul style="list-style-type: none"> Participants are nominated by national federations.
Referee on FINA-list		International referee	<ul style="list-style-type: none"> Applicants must have officiated as a Referee in at least two National Championships during the last four year Not older than 65 at the end of certification period (4 year period)
Starter on FINA-list		International referee	<ul style="list-style-type: none"> Applicant must have officiated as a Starter in at least two National Championships during the last four year Not older than 65 at the end of certification period (4 year period)
To what extent are the qualifications mandatory: The international federation decides who can officiate at international events.			
Requirements for updating qualifications: Certifications are for a 4-year period and must be renewed at the end of this period. There shall be a maximum number of new applications and renewals of existing certifications, which a federation may file every two years. This is maximum three (3) Referees and two (2) Starters.			

Content of the standards and qualifications (for the Officials School)		
Input-based	2-4 days course	
Learning outcome based	Not specified	
Theory	Sport specific technique: Yes	
	General officiating skills: Yes	
Practice	Sport specific technique: Yes	
	General officiating skills: Yes	
Examination/ certification	There is a final assessment and certification by FINA.	
Qualifications of the instructors	Not Specified	
Relationship to the EQF Role of formal educational institutes	Is there any relationship to the EQF; has their been any attempt for alignment?	
	Not Specified	
	Are qualifications provided through the formal education system recognized by the European/international federation?	
	Not Specified	
	Is there cooperation with the formal education system for this professional standard/qualification?	
	Not Specified	

The output of the qualification

At Olympic Games, World Championships, and all other competitions organised by FINA, only certified officials on the FINA-list may officiate on the deck as Referees, Starters, Stroke Judges and Inspectors of Turns.

Tennis

✓ International Tennis Federation (ITF)
<http://www.itftennis.com/home.aspx>

The ITF offers courses and course materials for coaches (certification done by member federations) and courses & qualifications for officials. The ITF offers member federations different levels of coaches education and also loose modules. Although the ITF does not certify coaches, it does communicate standards for coaches for each level and identifies detailed learning outcomes for each course. The ITF annually reviews with the member federations their educational needs. Subsequently it provides and adjusts its resources. The ITF does certify officials and provides courses. Tennis Europe, the European federation, falls under ITF and does not provide courses and qualification for officials. However, they do provide some assistance to coaches education. They organise conferences for coaches and ad-hoc courses and workshop in conjunction with member federation. In addition they provide a framework of coaching competencies necessary for different levels of coaching.

Professional positions and related qualification standards

Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	No qualification, but guidance for courses	
Officiating positions	Yes	National level, Green Badge, White Badge and International Official level.
Sport management	No	
Sport specific medical staff	No	
Other professions	No	

Coaches

Stages of the standards or qualifications			
ITF provides courses (material, instructors etc.) for coaches. However, the national federations are responsible for the certification. There are three main coaches courses provides: level 1, 2 and 3. Level 1 consists of two parts: Play Tennis and beginner/intermediate coach. Coaches only interested in delivering tennis to beginner players can also only participate in the Play Tennis course. Coaches that are interested in coaching advanced players (aiming to participate in national competitions) can take the level 3 course. The final course is for coaches of professional players. In addition ITF provides training in specific themes; these courses differ in level.			
Standards, certification	training, and	Positions aimed at	Pre-requisites

qualification		
Play Tennis (part of level 1 course)	Physical education school teachers, tennis coaches or officials that aim in delivering tennis to starter players	<ul style="list-style-type: none"> Min 16 years Fitness and health level that enable participates to complete the course
Level 1 Beginner/Intermediate	Physical education school teachers, tennis coaches or officials interested in coaching and promoting tennis at the grass roots levels up to the initial competition stage.	<ul style="list-style-type: none"> Min 16 years Fitness and health level that enable participates to complete the course
Level 2 Advanced	Participants that aim to coach intermediate/advanced players involved in competition	<ul style="list-style-type: none"> Level 1 or equivalent Level of tennis ability (determined by demonstration test)
Level 3 High performance	Participants that aim to coach advanced/professional players involved in national/international competition	<ul style="list-style-type: none"> Level 2 or equivalent High level of tennis ability
Specific theme	Coaches and tennis-related experts nominated by National Associations.	<ul style="list-style-type: none"> Depends on theme
To what extent are the qualifications mandatory: The national federations decide what level the coached per position should be. They also certify the coaches; ITF merely provides the training material, instructors and a certificate of attendance.		
Requirements for re-certification: National federations are responsible for the certification and thus for requirements for re-certification.		

Content of the standards and qualifications	
Input-based	Play tennis: 3 days Level 1: 12 days (3 days Play Tennis + 9 days coaching beginner/intermediate players) Level 2: 12 days Level 3: 14 days Specific themes: 3 days (can be part of level 1, 2 or 3)
Learning outcome based	Play tennis: be able to introduce tennis to starter players Level 1: Have training, organise competitions, management of players and education skills Level 2: Have technical, tactical and safety knowledge, teaching/organisation ability, good playing level and good

	motivations/personal skills. All at the an adequate level for advanced players Level 3: Have technical, tactical, psychology and safety knowledge, teaching/organisation ability, good playing level and good motivations/personal skills. All at the an adequate level for professional players Specific themes: depends on theme	
Theory	Sport specific technique: Yes	Provide additional information if available: e.g. emphasis on technique/general?
	General coaching skills: Yes	
Practice	Sport specific technique: Yes	Provide additional information if available: e.g. emphasis on technique/general?
	General coaching skills: Yes	
Examination/certification	Each level has an assessment consisting of a written test and demonstration of coaching skills (in an individual lesson or group lesson). In addition, attendance is required (a max. of 1 day may be missed).	
Qualifications of the instructors	Instructors are ITF tutors. Some tutors follow a special ITF tutor course and others are admitted directly due to previous experience.	
Relationship to the EQF	No relationship. However, the ITF is not looking into it. This is not easy though as certification is done by member federations and each federation has other needs.	
Role of formal educational institutes	Some member federations recognise education from the formal educational system. Especially in East European countries, the role for universities is large. As the ITF does not certify and merely provides the resources, it does not cooperate direly with formal educational institutes. Universities are often capable of providing necessary knowledge, but are less equipped to provide practical tennis-specific education.	

The output of the qualification

Per level:

The certification obtained at the end of the course is a national certification recognised by the relevant national association. It is not an international coaches qualification recognised by the ITF. The ITF's role is assisting by providing course material and to nominating instructors to conduct the course when requested.

The ITF does not provide equivalence for coaching qualifications across nations. Parties wishing to gain equivalence in a respective country must contact the National Association of the respective nation.

Additional information

In 2011 ITF launched a new project which recognises those national coach education systems that have met certain minimum standards as per criteria agreed by the ITF Coaches Commission. The primary purpose of the recognition process is to ensure that ITF member nations are reaching adequate standards in their Coach Education Programme. These standards are the bare minimum though. Coaching educational systems of national federations in many European countries have a higher standards. The recognition of a nation's Coach Education system, does not however, result in you, as a coach, being ITF certified as the ITF does not certify coaches directly. By the end of 2013, the following tennis nations were recognised by the ITF: Australia,

Austria, Belgium, Brazil, Canada, Colombia, Finland, France, Germany, Great Britain, Italy, Ireland, Portugal, Spain, Switzerland, The Netherlands.

Each year the development officer of the ITF together with national federations performs a SWOT analysis of the federations, including its educational system. From this analysis the needs of national federations are mapped. If there are common issues among multiple federations, the ITF can adjust its educational resources accordingly.

The ITF recognizes the need from some coaches for an ITF certification system. Thus, it is researching the possibilities to do this.

In general, the ITF recognizes that coaches education in some European countries is already advanced and of a good standard. However, other parts of Europe are just beginning to establish a coaching educational system. Thus large differences exist.

Officiating positions

Stages of the standards or qualifications			
TF Officiating provides comprehensive training for those who want to become certified Chair Umpires, Chief Umpires and Referees. At most tournaments an official has the opportunity to be evaluated. A more experienced official is responsible for this. These evaluations will help the official continuing his/her education and career. The ITF, ATP and WTA use one common evaluation form at all professional tournaments for Chair Umpires, Referees and Chief Umpires. All evaluations are reviewed and are used in determining an official's certification and in selecting officials for schools and tournaments.			
Standards, training, and certification qualification	Positions aimed at	Pre-requisites	
National level (set by national federations)			
Level 1 – Green Badge in Officiating	French and Spanish speakers	<ul style="list-style-type: none">Experience at Professional and/or Non-Professional events	
Level 2 – White Badge in Officiating	English speakers	<ul style="list-style-type: none">Experience at Professional events (level 1 not required)	
Level 3 – International Officials after completion. Umpires start at Bronze and are promoted to Silver and Gold following an annual review of their work rate and performance. Referees and Chief Umpires start with Silver and can be promoted to gold.	Officials aiming to officiate at international professional events	<ul style="list-style-type: none">White Badge (Level 2)Experience and knowledge assessed through work record	
To what extent are the qualifications mandatory:			
Explain if the Federation mandates the qualification level per position from level 1. National officials qualifications are certified and regulated by the national federations.			
Requirements for re-certification:			

There is a minimum annual requirement for maintain each level of certification; the higher the qualification, the more work an official is expected to do each year. In addition International Chair Umpires start as a Bronze Badge and can be promoted to Silver and then to Gold following a review of their work rate and performance in the annual review conducted by the ITF, ATP and WTA. International Referees and Chief Umpires start as a Silver Badge and can be promoted to Gold following a review of their work rate and performance conducted annually by the ITF, ATP and WTA.

Content of the standards and qualifications		
Input-based	Not specified	
Learning outcome based	Not specified	
Theory	Sport specific technique: Yes	
	General skills: Not specified	
Practice	Sport specific technique: Yes	
	General skills: Not specified	
Examination/ certification	There is a final examination for all. In addition Chair Umpires also need to do a practical assessment.	
Qualifications of the instructors	Not specified	
Relationship to the EQF	Not specified	
Role of formal educational institutes	Not specified	

The output of the qualification

Per level:

Each qualification gives officials a qualification title (green badge, white badge, international official bronze/silver/gold) and access to work at certain Professional events. The higher the qualification, the higher the events.

Sources used (reports and contact person)

<http://en.coaching.itftennis.com/coach-education/coach-education-programme.aspx>
<http://www.itftennis.com/officiating/home.aspx>

Volleyball

✓Fédération Internationale de Volleyball (FIVB)
<http://www.fivb.com/>

✓European Volleyball Confederation (CEV)
<http://www.cev.lu>

The European Volleyball Confederation (CEV) is the FIVB supporting institution responsible for governing 55 National Federations throughout Europe and is recognized as such by the Fédération Internationale de Volleyball (FIVB). "The CEV shall pursue, in the geographical area that is placed under its authority, the aims of the FIVB to encourage the development and growth of Volleyball and Beach Volleyball in all its forms as set out in the FIVB Constitution." This also includes encouraging the organization of courses and advanced training sessions in both technical subjects and refereeing. FIVB has developed courses and also offers courses and accredits courses.

Professional positions and related qualification standards

Profession	A qualification standard exists through the Federation	Name of the qualification standard
Coach	Yes	CEV: <ul style="list-style-type: none"> • Head Coach • Assistant Coach • Junior League Coach • Scoutman FIVB coaches: Level I Coach Level II Coach Level III Coach
Officiating positions	Yes	International Referee Candidate Courses (IRCC) Refresher Courses (no qualification) (can either be organised by a national or a continental federation, or a development centre)
Sport management	Only a course	'Eventizer' management course
Sport specific medical staff	No	
Other professions	No	

Coaches

Stages of the standards or qualifications		
<p>FIVB Coaches:</p> <p>There are three qualification levels (Level I, II and III) in which separate courses are organized. However, these can be held concurrently on condition that: - Instruction is given separately by two FIVB instructors per level; - Candidates attend only one stage at a time and are only presented for the exam for which they are entered.</p>		
Standards, training, certification and qualification	Positions aimed at	Pre-requisites
FIVB Coaches Course Level I: How to Play	Those who want to become coaches of teams	<ul style="list-style-type: none"> • Candidates should be recommended by their National Federation • They should have experience as Volleyball players, coaches or teachers of advanced level.
FIVB Coaches Course Level II: How to Teach	Active coaches who want to become coaches of advanced level teams	<ul style="list-style-type: none"> • Preferably active candidates of the respective Confederation or region, who have passed the Level I course no more than five years prior to the start of the course. • Participants without the FIVB Level I certificate must present a document certifying that they have national coaching qualification of a corresponding level that can be recognized by the FIVB • Candidates who have graduated from a sport institute as P.E. teachers with Volleyball specialization are also accepted provided that the diploma was obtained no more than seven years prior to the start of the course • Players of high level teams may request to participate at the course, provided that they have an extensive Volleyball experience.
FIVB Coaches Course Level III: How to Coach	Active coaches linked to national programmes or elite division coaches who want to become coaches of high level teams and get involved preparation or direction of national coach	<ul style="list-style-type: none"> • Must be recommended by their National Federation, which guarantees that the candidate has experience and is on the peak of his/her carrier. • Participants cannot be under the age of 25 and over the age of 55 in the year the course is organized. • Preferably active coaches linked to national programmes or elite division coaches that have passed Level II

	programmes	courses minimum two years before the start of the course
To what extent are the qualifications mandatory: Not mandatory, up to the national level		
Requirements for re-certification: Describe if and how updating of qualifications is ensured		

Content of the standards and qualifications		
Input-based	Level I: Minimum 11 days + 1 day rest, in total 88 hours. Level II: Minimum 12 days + 1 day rest, in total 96 hours. Level III: Minimum 8 days, in total 64 hours.	
Learning outcome based	<p>The objectives of the course are as follows:</p> <ul style="list-style-type: none">• To improve the knowledge and competence of coaches and teachers so that they may gain recognition as FIVB coaches.• To present the most recent trends of the modern game of Volleyball• To establish in so far as possible a unified system for training coaches in all zones.• To enable each National Federation to develop national courses and an internal method of training and qualifying coaches and teachers.• To exchange ideas and experiences. <p>Level I: Basic Volleyball techniques and preparation of a team Level II: Coaching of advanced level teams Level III: Coaching of high level teams and preparation or direction of national coach programmes</p> <p>There are no learning outcomes described (only content).</p>	
Theory	Sport specific technique: Yes	Provide additional information if available: e.g. emphasis on technique/general?
	General coaching skills: no	Level I focuses more on sport specific techniques, the other levels focus mainly on coaching skills.
Practice	Sport specific technique: Yes	There is a slight focus on theory compared to practice, and practice as such focuses more on general coaching skills in levels II and III.
	General coaching skills: yes	
Examination/certification	<p>Level I: The practical test consists of four tests aimed at evaluating the basic practical aptitude of the candidates during coaching (coaching skills). Written test The examination consists of a test containing 50 multiple-choice questions, in one of the official course languages</p> <p>Level II: The practical test consists of four tests aimed at evaluating the basic practical aptitude of the candidates during coaching (coaching skills). The examination consists of a test containing 50 multiple-choice questions, in one of the official course languages.</p> <p>Level III: Exam project: The course director sends the individual assignment to each approved candidate via email one month prior to the course. Each participant is required to give an oral presentation of his / her topic to the instructors, including an explanation on his / her approach and the method used to conclude the assignment. Each participant must provide the course director and instructor with a written copy of his / her assignment.</p>	

Qualifications of the instructors	<p>Levels I and II: Two FIVB instructors are needed: one course director assisted by an FIVB instructor, or candidate instructor for 20 participants per level.</p> <p>Level III: Two FIVB instructors are needed: one course director assisted by, at least, one FIVB instructor, plus additional local experts.</p> <p>National or regional experts may be included in the teaching staff or invited as lecturers, with the agreement of the course director.</p> <p>All FIVB activities – Coaches Courses, Technical seminars, special Projects etc – are managed by the FIVB Instructors. They are the most competent Volleyball experts, the best working coaches and world famous specialists.</p>
Relationship to the EQF	Is there any relationship to the EQF; has there been any attempt for alignment?
Role of formal educational institutes	Are qualifications provided through the formal education system recognized by the European/international federation? Courses are offered at 'Development Centres'
	Is there cooperation with the formal education system for this professional standard/qualification? No
	<p>If yes, what is the role of formal educational institutes in:</p> <ul style="list-style-type: none"> - Design - Courses - Instructors - Certification - Logistics

The output of the qualification

Per level:

Each additional level allows for coaching more advanced teams.

Officiating positions

Stages of the standards or qualifications

Courses can be offered internationally or nationally, but only international ones lead to a FIVB certification.

Standards, training, and certification qualification	Positions aimed at	Pre-requisites
International Referee Candidate Courses (IRCC)		<ul style="list-style-type: none"> • age 25 to 41 • medical certificate form • entry test to check Body Mass Index (BMI)

To what extent are the qualifications mandatory:

Requirements for re-certification:

Content of the standards and qualifications		
Input-based	At least 7 days (45 working hours), including one match as a first referee and one match as a second referee during practical sessions.	
Learning outcome based	Only content available: General Organisation of the FIVB • History of Volleyball in the world • System of qualification of referees by the FIVB • Fundamental skills of a referee • Rights and duties of an international referee Theory of officiating Current Official Volleyball Rules • Administration of the matches (FIVB Regulations for official competitions) • Guidelines and Casebook for practical applications of the Official Volleyball Rules • Hand signals for officiating • Psychological requirements of refereeing (for the function of VB referees) • Scoring method Practice of officiating (1st, 2nd referee, scorer, assistant scorer and line judge) Confirmation and investigation of standard of judgement in play • Practice of officiating (1st, 2nd referee, scorer, assistant scorer, line judges) for each participant • Management of special cases, criticism of personal achievement during practice	
Theory	Sport specific technique: Yes	Emphasis on sport specific content
	General skills: Yes	
Practice	Sport specific technique: Yes	Emphasis on sport specific techniques
	General coaching skills: Yes	
Examination/certification	Scoring test, written examination, practical examination during volleyball tournament, oral examination. The Practical score is divided into two portions: Refereeing (80%) and Scoring (20%). The Refereeing score is apportioned as follows: 1st Referee (55%), 2nd Referee (35%) and Line Judge (10%). Scoring is apportioned as follows: Scoring (80%) and Assistant Scoring (20%). Passing performance requires at least a performance of "Good" on one of the criteria (Theoretical and Practical) and at least "Sufficient" on the other criterion.	
Qualifications of the instructors	A Course Director will be nominated by the FIVB Refereeing Commission, together with a Rules lecturer nominated by the FIVB Rules of the Game Commission, at their annual meetings, from among their members.	
Relationship to the EQF	Is there any relationship to the EQF; has there been any attempt for alignment? No	
Role of formal educational institutes	Are qualifications provided through the formal education system recognized by the European/international federation? No	
	Is there cooperation with the formal education system for this professional standard/qualification? No	
	If yes, what is the role of formal educational institutes in: - Design	

	<ul style="list-style-type: none"> - Courses - Instructors - Certification - Logistics
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The output of the qualification

Per level:

FIVB Certificate (Attestation) - only when taking international courses, not at national ones (own diplomas may be delivered in this case)

Additional information

There exists a one day training course for the position of 'eventizer'. The course is aimed at improving event management skills for volleyball tournaments. This course is not obligatory and instead used to boost the professionalization of the events when needed. The course provided takes up one day and consists of theory rather than practice. The materials covered include the processes that are involved in managing an international volleyball event, event advertising, sponsoring, internet streaming and entertainment activities.

Sources used (reports and contact person)

<http://www.cev.lu/CEV-Area/cev.aspx>
<http://www.cev.lu/CoachSearch.aspx>
http://www.fivb.org/en/refereeing-rules/documents/fivb_vb_refereeing_course_regulations_v22.01.2014.pdf
http://www.fivb.org/EN/Technical-Coach/Document/FIVB_Coaching_Courses_Regulations_2014.pdf
<http://www.flvb.lu/online/www/content/flvb/866/FRE/38871.html>
<http://www.fivb.org/EN/Technical-Coach/Document/CoachManual/English/files/assets/downloads/publication.pdf> (p14)
http://www.fivb.org/EN/Technical-Coach/Coaches_Courses_and_Technical_Seminars.asp
<http://www.cev.lu/News.aspx?NewsID=19230>
<http://www.cev.lu/Development-Area/Centres.aspx>

