



Mind the Gap
symposium

Sofie Smismans & Simon Defruyt

Begeleiding van profvoetballers
Good practices





67%

*van de profvoetballers is onzeker over een
tweede, na-voetbal carrière*



Financiële redenen

Sociale redenen

Mentaal welzijn

"This data is a wake-up call to the football industry and shows that we need to do more to assist young men and women to prepare for the moment when they stop playing."

- FIFPRO General Secretary



De holistische ontwikkeling van profvoetballers



Sportief niveau



Psychologisch niveau



Psychosociaal niveau



Academisch/beroepsmatig niveau



Financieel niveau



Wettelijk niveau







GETTING PLAYERS INVOLVED

Proactieve betrokkenheid van spelers in hun holistische ontwikkeling.



WHO AM I?

Spelers ondersteunen in het begrijpen van hun persoonlijkheid, competenties, sterktes en werkpunten.



EDUCATION & DEVELOPMENT

Ontwikkelen van competenties buiten het voetbal via formele en niet-formele opleidingen



CAREER

Spelers aanmoedigen en ondersteunen om zich voor te bereiden op een carrière na voetbal.



WELLBEING

In een prestatiegerichte omgeving spelers proactief en indien nodig ook reactief ondersteunen in hun algemeen welzijn.



FINANCE

Spelers voorzien van passend financieel advies.



ORGANISATION

De organisatie integreert de noodzakelijke aspecten voor een adequate begeleiding van profvoetballers.



GETTING PLAYERS INVOLVED

GOOD PRACTICES

- Fysieke aanwezigheid en zichtbaarheid
- Case studies & rolmodellen
- Social media
- Website
- Magazine
- Newsletter
- TV show



FYSIEKE AANWEZIGHEID & ZICHTBAARHEID

"We gaan elke week naar de clubs in onze regio. Het in en rond de clubs zijn, werkt heel goed voor ons omdat we zichtbaar zijn voor de spelers. Ook de gehele clubomkadering kent ons hierdoor en verleent daarom ook hun steun en appreciatie."

- PFA Denmark

TV SHOW

"We hebben ook een online TV-show. In elke aflevering hebben we een voetballer als gast. Bij elk seizoen van de show komt ook een voetballer die heeft gestudeerd aan bod."

- PFA Cyprus



Tom James
Leyton Orient

October PFA &
Vertu Motors'
League Two Fans'
Player of the Month



Michael Smith
Rotherham United

October PFA &
Vertu Motors'
League One Fans'
Player of the Month



Aleksandar Mitrović
Fulham

October PFA &
Vertu Motors'
Championship Fans'
Player of the Month



Professional
Footballers'
Association



Ella Toone
Manchester
United Women

October PFA &
Vertu Motors'
WSL Fans' Player of
the Month



Professional
Footballers'
Association



Mohamed Salah
Liverpool

October PFA &
Vertu Motors'
Premier League Fans'
Player of the Month





WHO AM I?

GOOD PRACTICES

- Individuele carrièrebegeleiding op maat
- Workshops
- Persoonlijk ontwikkelingsplan



International players - how can we help?

While being a professional athlete in Denmark you might still want to develop personally, do higher education or look to get a job next to the sport.

Furthermore there can be mental strains and/or stress related to your sports career - e.g. performance pressure, injuries, career circumstances, loneliness, loss of identity, gambling etc.

In 4player we've made an overview of our various options for international players in Denmark, and we're ready to help and provide guidance within both education & development, job & career as well as mental health.

Who is 4player?



Education and development



Job and career



Mental health





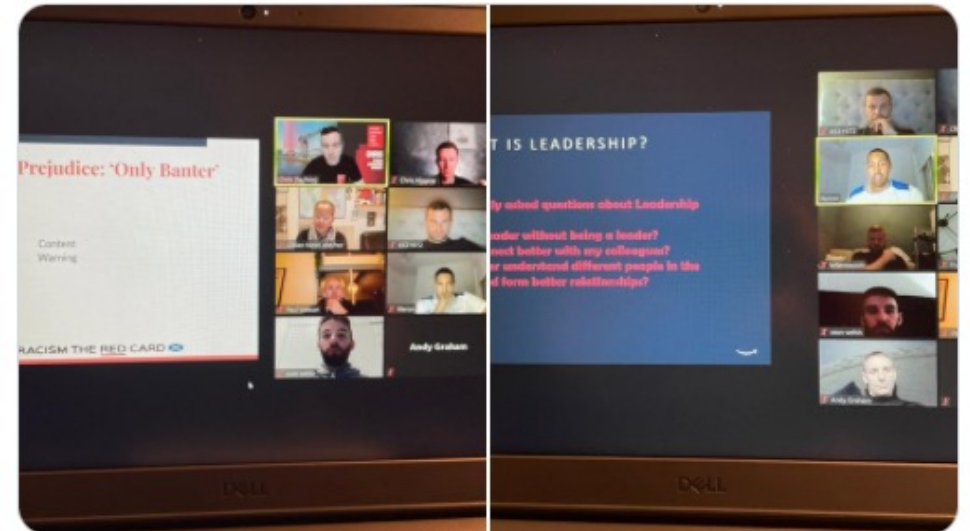
PFA Scotland @PFAScotland · Nov 16

Fantastic to see our club reps getting involved in our Equality & Leadership Workshops 🙌⚽

Huge thanks to @SRtRCSotland @NeishTraining & @KieronAchara for their time.

@PWatson_11 @LeeAshcroft5 @EuanSpark Brian Easton @kevsmith1987 @welshdogg4 Andy Graham

#learning #pfas



Montrose FC and 9 others



7



22





GOOD PRACTICES

- Holistische aanpak
- Flexibele opleidingen op maat
- Dual career tools





< EDUCATION

< COURSES

FIFPRO ONLINE ACADEMY: COMBINE YOUR FOOTBALL CAREER WITH EDUCATION

24 September 2019

FIFPRO organises a Sport Management Bachelor's degree program for professional players with University College Northern Denmark: the FIFPRO Online Academy.

The course is open to players from the European Union, and there are a limited number of places available.

Graduating from this course will mean you are better placed to gain employment when your career as a player finishes. It also helps you to get internships with our network of sports organisations and football clubs.

DUALCAREERTOOLS

DUAL CAREER TOOLS

More then 4000 athletes and 500 dual career support providers
already did the test!

MY REPORTS

HOME

MY REPORTS

KOEN DE BRANDT ▾



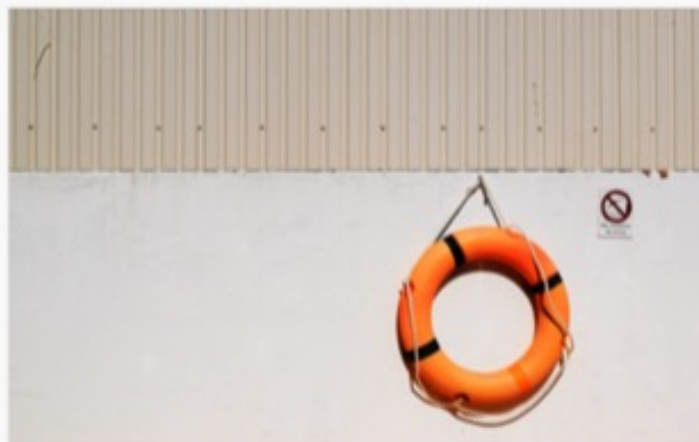
MAKE YOUR CHOICE AND START THE ASSESSMENT



I COMBINE ELITE SPORT WITH EDUCATION

I am a student-athlete and want to discover my competencies required for a successful combination of elite sport and studies

TAKE THE TEST



I PROVIDE SUPPORT TO STUDENT-ATHLETES

I am a dual career support provider and want to discover my competencies required for providing quality support to student-athletes

TAKE THE TEST



I AM PREPARING/MAKING THE TRANSITION FROM ELITE SPORT TO THE JOB MARKET

I am an active or former elite athlete and want to discover my competencies required for optimizing my employability

TAKE THE TEST



DUALCAREERTOOLS

HOME MY REPORTS KOEN DE BRANDT (SUPERADMIN) ▾

DISCOVER YOUR DUAL CAREER COMPETENCIES

2/29 - I make my own responsible choices with regard to my study and sport career

How **important** is this competence for your successful dual career?

☐ Not important at all ☐ Of little importance ☐ Moderately important ☐ Important ☒ Very important

What is your current level of **possession** of this competence?

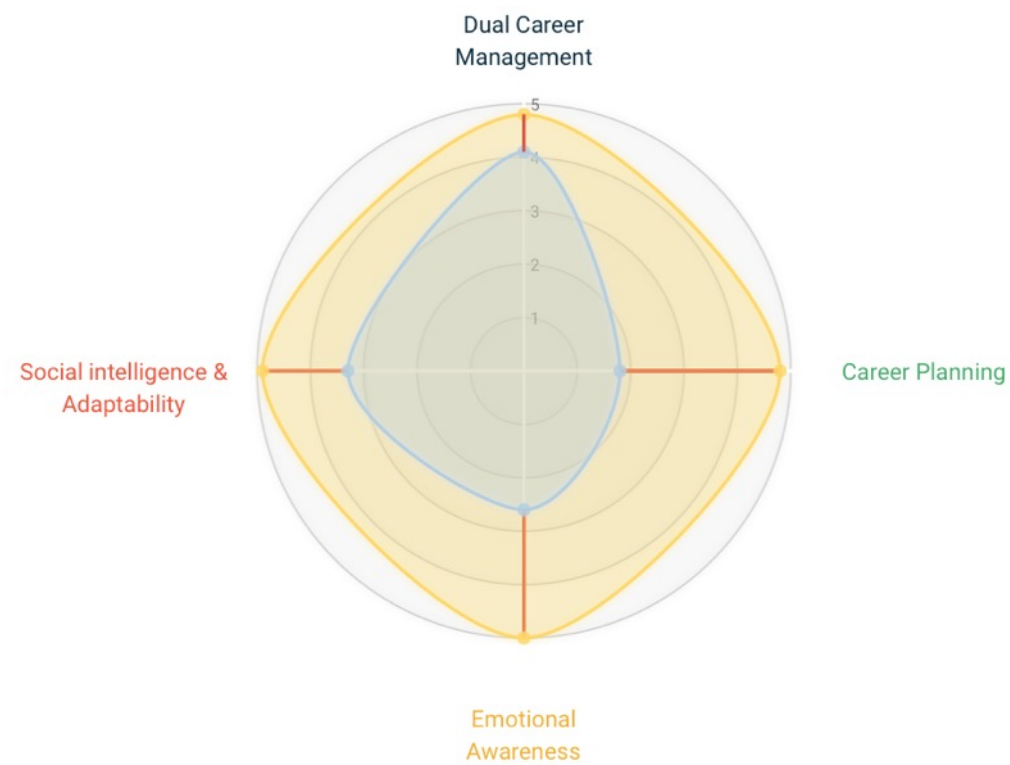
☐ Very poor possession ☒ Poor possession ☐ Average possession ☐ Strong possession ☐ Very strong possession

◀ PREVIOUS

NEXT ▶

YOUR DUAL CAREER COMPETENCY PROFILE

DIAGRAM



Move your mouse over the yellow and blue dots to see your scores. The maximum score is 5.

YOUR DETAILED DUAL CAREER COMPETENCY PROFILE

Competence	Items	Importance	Possession	Gap
Dual Career Management	I create individualized routines for sport and study	5	5	0
	I make my own responsible choices with regard to my study and sport career	4	4	0
	I plan conscientiously in advance	5	4	1
	I prioritize what needs to be done	5	3	2
	I use my time efficiently	5	4	1
	I believe that study and sport can positively complement each other	5	5	0
	I have a clear understanding of what it takes to succeed in sport and study	5	3	2
	I am dedicated to succeed in both sport and study	5	4	1
	I am self-disciplined to manage the demands of my study and sport combination	5	4	1
	I am willing to make sacrifices and choices to succeed in sport and study	4	3	1
Career Planning	I am flexible and change my plans if necessary	4	2	2
	I am curious to explore career plans outside elite sport	4	3	1
	I am prepared for the unexpected and have back up plans	4	3	1

MY FOLLOW-UP

YOUR ACTION POINTS

Now... How can I improve my competencies?

Write down 3 concrete actions that you can take to:

1. Further improve one of your main strengths:

2. Improve one of your main weaknesses:

3. Improve one of your main competency gaps:

HINT: Formulate your actions in a S.M.A.R.T. way! This [video](#) explains you the benefits and steps to make your goals S.M.A.R.T.

CHALLENGE YOURSELF!



Want to challenge yourself in expressing yourself about your Dual Career Competencies?

Take your smartphone and **make a short 1-minute video** about your Dual Career Competencies by answering the following 3 questions:

1. Who are you? (name, sport, studies/school)
2. What did you learn about your Dual Career Competencies?
3. Which concrete actions will you take to improve your Dual Career Competencies?

You can [upload the video to your profile](#) and decide if you want others to see it.

360° EVALUATION



Curious if your coach, parent(s), dual career support provider or fellow student-athletes think the same about your Dual Career Competencies?

Find out by sending [this link](#) to the person you would like to discuss with.

The person in question will be asked to evaluate your Dual Career Competencies, so that you can compare and discuss the results afterwards! The other person will not see your results. We advise that you share your results only after the other person evaluated your Dual Career Competencies.

[Save and continue »](#)



CAREER

GOOD PRACTICES

- CV database
- Dual career tools
- Stages
- Carrièrebegeleiding

“Performance gains occur today when the value placed on an athlete’s holistic development is greater than the pressure to focus exclusively on performance. Better performances in sport will come by providing support in areas such as career transition planning.”

Lavallee, 2018





4players CV-database

CV-databasen er et unikt værktøj til at markedsføre din profil med fokus på de kompetencer, du har opnået i elitesporten.

Dit CV kan give dig et kvalitetstempel og synliggøre dine overførbare kompetencer – eksempelvis viljestyrke, engagement, disciplin, teamwork og udholdenhed. Kompetencer som er særligt interessante for virksomhederne. Databasen formidler desuden almene oplysninger om blandt andet uddannelsesbaggrund og eventuel erhvervserfaring.

OBS! Eneste krav for at kunne oprette dit CV er, at du som nuværende eller tidligere elitesportsudøver er medlem af Spillerforeningen, Håndbold Spiller Foreningen eller Danske Elitesportsudøveres Forening.



TeamNL
@WORK

Een soepele transitie naar jouw volgende carrière

[Wat bieden we?](#)

[Voor wie?](#)

[Hoe werkt het?](#)

[Aanmelden](#)

[Groepsprogramma's](#)

[Mediatheek](#)

[Bedrijvenpool](#)



WELLBEING

GOOD PRACTICES

- Welzijnsnetwerk
- 'Tackle your feelings' programma
- Kennis over mentaal welzijn verhogen

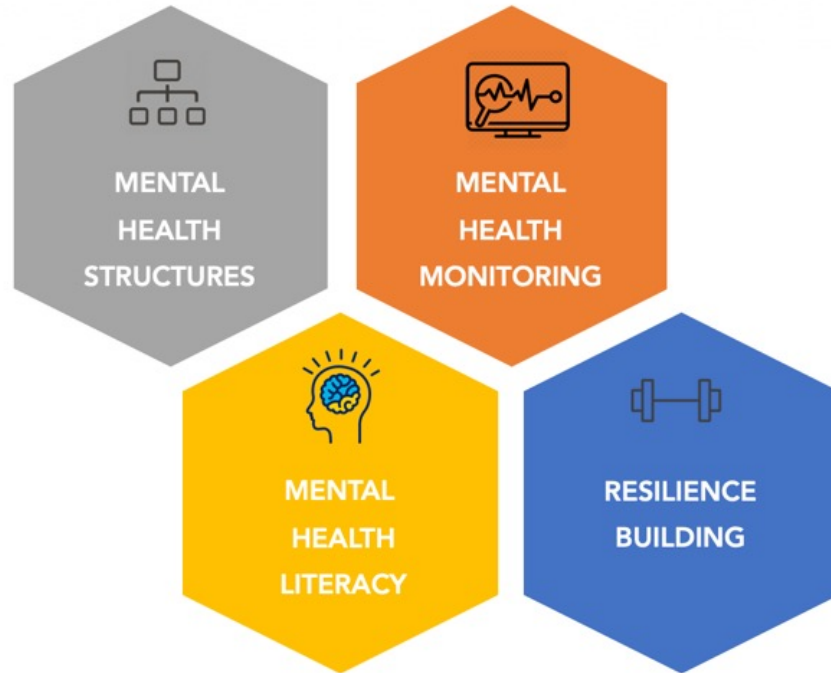


TAKE CONTROL WITH THE NEW TACKLE YOUR FEELING APP

The newly refurbished App will allow you to access all sections from the get go. Proactively work on the area of your wellbeing by choosing from our bank of resources. The App also features videos from some of your favourite rugby stars, who share tips about their own wellbeing.



Dual Careers for Mental Health



UNIVERSITÀ
di **VERONA**

WHO Collaborating Centre
for Research and Training
in Mental Health Services



HALMSTAD
UNIVERSITY



Riksidrottsförbundet
Swedish Sports Confederation

TEAM DANMARK

Univerza v Ljubljani





FINANCE

GOOD PRACTICES

- Financieel boekje voor spelers
- Samenwerkingen met financieel adviseurs
- Financiële ondersteuning voor het volgen van bepaalde opleidingen



Professional Footballers' Association ✓
@PFA



The PFA Charity offers financial assistance to current and former professional football players experiencing times of hardship. Find out if you can apply:

thepfa.com/news/2020/11/6...



4:00 PM · Mar 27, 2021 · Twitter Web App

1 Retweet 13 Likes

My Pro Plan

COVID-19 has highlighted the volatility of a football career and how suddenly a footballer's income can change. Using MyProPlan, you can conduct an audit on your existing finances, discover any shortcomings and highlight areas to concentrate on which will help you identify ways to improve your financial health and wellbeing.

You can enter your details and complete a financial health check and then be able to work out budgets and create savings goals based on your income and aspirations. You can use the tool anonymously but if you're happy for your data to be securely stored, it will give you an easy way to keep track of your financial goals.

START MyProPlan



ORGANISATION

GOOD PRACTICES

- Samenwerkingen
(opleidingsinstututen, financieel
adviseurs, psychologische diensten,
bedrijven)
- Player development programma's
- Monitoring & evaluatie

Pro Sport announced as an Official Partner of the PFA

Pro Sport Wealth Management has today announced it is to team up with the PFA; one of the most important organisations in world sport, in a bid to ensure professional footballers continue living the premier lifestyle long into their retirement.

Pro Sport Wealth Management is the specialist sporting division of Group IFA who have offices in the North West, Leeds and Southampton, advising clients on a national and international scale, specialising in high net worth wealth management, SSAS and SIPP advice, advice in employee benefits and professional sports advice, managing over £650 million of clients assets. By entering into an official partnership with the PFA Pro Sport Wealth Management aim to help current and former players manage their money in the best way possible.

The Professional Football Association is the oldest professional sports union in the world and has a unique place in advising and protecting national and international footballer's interests and rights, and partner with only a small, very select prestigious group of companies in the UK.

Now, Pro Sport Wealth Management will be a crucial part of that team and available to offer personally tailored financial advice to current and former footballers associated with the PFA.





PLAYER DEVELOPMENT MANUAL

INSPIRATION
FOR PLAYER
DEVELOPMENT
MANAGERS



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



MONITORING & EVALUATIE

"We hebben een heleboel gestandaardiseerde tools ontwikkeld. Deze worden gebruikt om op een consistente en onderbouwde manier ondersteuning te voorzien van de voetballer op verschillende vlakken."

- PFA Ireland

"Onze database laat toe de spelers adequaat op te volgen. Bovendien krijgen we meldingen wanneer we bepaalde spelers al een tijdje niet meer gehoord of gezien hebben."

- PFA Finland



News

PFA annual survey reveals A-League players confident in future of careers and competition





67%

*van de profvoetballers is onzeker over een
tweede, na-voetbal carrière*



MEER INFO?



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Q & A