Berlin Network
The 8th Annual EAS Conference

Berlin Network System of Universities and the Olympic Training Centre for Students as Elite Athletes

Andreas Huelsen – Career Adviser, Olympic Training Centre Berlin
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Newcastle/UK – 16. September 2011

Transition management: *Chain of education stages*



Our own depiction (Wenzel/Huelsen/Sek, 2010)

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Activities of Berlin Universities in Support of Students as Elite Atheletes

Andreas Huelsen

Berlin Network

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Overview

1. Support of Berlin Universities for Elite Athletes
2. Range of Services in Support of Students as Elite Athletes
3. OSP Educational Monitoring during the Olympic Cycle of 2004-2008
4. Pilot Project – Management of the Transition from an Elite School of Sports to University

Look to the Future

Project – Programmes for Career Entry

DOSB
DEUTSCHER OLYMPISCHER SPORTBUND
HOCHSCHULE DES SPITZENSPORTS

1. Support of Berlin Universities for Elite Athletes

Eight cooperating universities:

- Hochschule fuer Technik und Wirtschaft Berlin (2001) – formerly FHTW
- Humboldt Universitaet Berlin (2002)
- Beuth Hochschule fuer Technik Berlin (2002) – formerly TFH
- Hochschule fuer Wirtschaft und Recht Berlin (2004) – formerly FHW
- Technische Universitaet Berlin (2005)
- Charité Universitaetsmedizin Berlin (2007)
- Freie Universitaet Berlin (2007)
- Hochschule fuer Gesundheit und Sport (2008)

→ Presently 145 national team members A – C in Berlin

Hochschule fuer Technik und Wirtschaft Berlin:

Hochschule für Technik und Wirtschaft Berlin

University of Applied Sciences

- state university
- founded 1994
- ca. 10,000 students
- ca. 60 courses of study in such fields as engineering, informatics, business, culture and design

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- cooperation with OSP Berlin since 2001
- areas of responsibility: University Sports / support of elite athletes -
  Bernd Sarnighausen, Ramona Schmidt

Humboldt Universitaet Berlin:

partnerhochschule des spitzensports

- state university
- founded 1809
- ca. 29,000 students
- 11 departments with courses of study in such fields as the natural sciences, social sciences, economic sciences, cultural sciences, law and medicine

→

- cooperation via adh-contract with OSP since 2002
- mentor of the cooperation agreement: Vice President
- Elite Sports representative: Martina Rost

2nd place of the DOSB University of Elite Sports 2008

Beuth Hochschule fuer Technik Berlin:

BEUTH HOCHSCHULE
FÜR TECHNIK
BERLIN
University of Applied Sciences

- state university
- founded 1823
- ca. 10,000 students
- 8 departments with courses of study in such fields as economic sciences, the natural sciences, engineering, architecture, informatics, mechanical engineering and electrical engineering

- cooperation with OSP Berlin since 2002
- responsibility for University Sports / mentor of Elite Sports: Gert Wenzel

1st place of the DOSB University of Elite Sports 2007

Hochschule fuer Wirtschaft und Recht Berlin:

Hochschule für
Wirtschaft und Recht Berlin
Berlin School of Economics and Law

- state university
- merger in 2009 of Fachhochschule fuer Wirtschaft (FHW) Berlin and Fachhochschule fuer Verwaltung und Rechtspflege (FHVR) Berlin
- ca. 9,000 students
- courses of study in such fields as economic sciences, law, administration and business informatics

- cooperation with OSP Berlin since 2004
- responsibility for supporting Elite Sports: Werner Kawald

Technische Universitaet Berlin:

partnerhochschule des spitzensports

- state university
- 1770: Bergakademie (joined the university in 1916)
  1879: Technische Hochschule Charlottenburg – merger between the Bau- und Gewerbeakademie [civil engineering and business academies]
  1946: new foundation as the Technicsche Universitaet Berlin
- ca. 30,000 students
- 7 departments with courses of study in such fields as the social sciences, natural sciences, economic sciences, electrical ingineering, architecture and mechanical engineering

- cooperation via adh-contract with OSP Berlin since 2005
- mentor of the cooperation agreement: TU President Dr. Ulrike Gutheil
- responsibility for University Sports: Doris Schmidt

  Representative of Elite Sports: Martin Kiesler

2nd place of the DOSB University of Elite Sports 2008

Charité Universitaetsmedizin Berlin:

- state university clinic
- founded 1710
- ca. 7,500 students
- courses of study in such medical fields as surgical medicine, internal medicine, human medicine, dentistry, neurology, cancer medicine, therapy research

- cooperation with OSP Berlin since 2007
- responsible for supporting Elite Sports: Burkhard Danz

Freie Universitaet Berlin:

- state university
- founded 1948
- ca. 32,000 students
- 12 departments with courses of study in such fields as the natural sciences, social sciences, cultural sciences, arts, political science, law and economic sciences

- cooperation with OSP Berlin since 2007
- mentors of Elite Sports:
  Prof. Dr. Gudrun Doll-Tepper,
  Jörg Förster

Hochschule fuer Gesundheit und Sport:

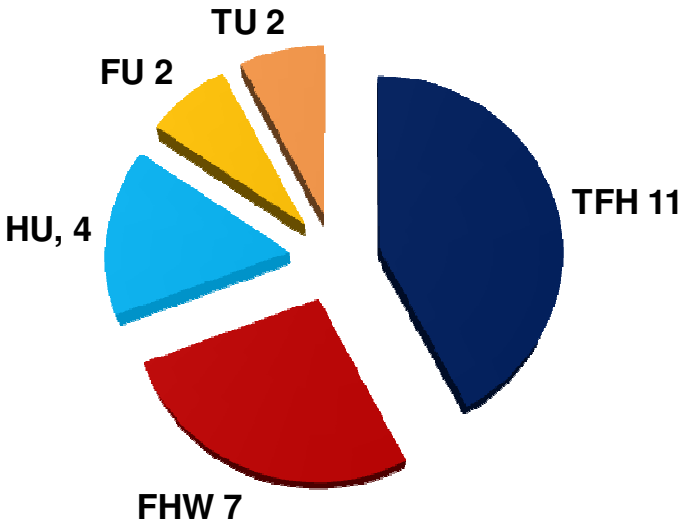
H:G HOCHSCHULE FÜR GESUNDHEIT & SPORT

- private, accredited university
- founded 2007
- courses of study in such fields as sport und training sciences, psychology, complementary medicine and economic sciences (sport and health management), competitive sports (Master of Arts)

- cooperation with OSP Berlin since 2008
- responsibility for Elite Sports: Prof. Dr. Jochen Zinner

Semi-virtual academic programmes

Elite Athletes from Berlin Universities on the Olympic Team in Peking 2008



Olympische Spiele: 21
Paralympics: 2

Source: OSP 7/2008
Three elite athletes are counted twice because they attended a course of study based on courses combined from both universities.

2. Range of Services in Support of Students as Elite Athletes

No study-light

Study à la carte

OSP especially strives to reach the following aims through the existing cooperation agreement between the participating institutions:

- Taking into consideration the particular life circumstances of the student as an elite athlete
- Averting (possible) disadvantages due to one's commitment to competitve sports (compensation for the disadvantages)
- Guidance in the selection of the course of study, throughout one's studies as well as during the transition to the working world
- Continual optimization of the framework conditions at the universities
- Improvement of the circumstances for the athletes in their study and training environment
- Harmonizing the scheduling of dates for training, training and competitions while trying to attend regular classes (studies planned à la carte)

The cooperating universities of the sports metropolis Berlin make every effort within the framework of their legal and actual possibilities to do the following:

- name a central contact person for the participating institutions and an initial contact person for interested elite athletes
- have the student admitted to the desired course of study by means of the university's admissions process
- provide mentors (related as closely as possible to the course of study) who give support to the athletes through continual study guidance and in dealing with conflict situations
- carry out the scheduling of courses as flexibly as possible each semester (studies planned à la carte) as well as throughout one's studies
- support the career-path counselling of the Olympic Training Centre upon successful conclusion of one's studies
- make discretionary decisions in the spirit of the agreement

The series of measures specific to universities includes among other things the following (I):

- Counselling athletes prior to the placing of applications for admission
- Assessment of the selection of the course of study as well as the aptitude of the athlete (“suitability“), especially according to the criteria of the the university‘s own selection process for admission (coordination between OSP and the university)
- Supporting the applications of the athletes (if required) in courses of study with restricted admission. This concerns for example submitting applications regarding compensation for disadvantages (comparable to the ZVS award procedure), assistance with furnishing information regading the relevant selection criteria
- Conducting “workshop discussions“ (upon demand) with the OSP and the athletes who have recently joined the elite group and the OSP
- Making flexible the times of attendance and providing possibilities for making up times of absence

The series of measures specific to universities includes among other things the following (II):

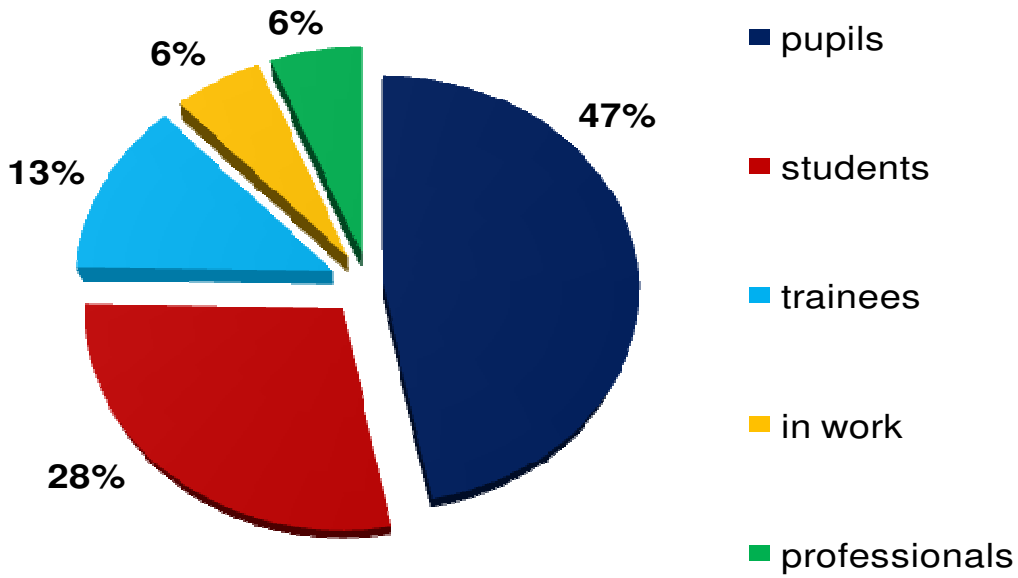
- Individulaization of assignment-submission and examination dates, in some cases with modifications of the examination periods and the duration framework for studying (parttime studies)
- Granting a semeser‘s leave of absence required by the training and competitions of competitive sports
- Individual planning of intenships and participation in excursions and support in the provision of internships
- In individual cases checking on the special support opportunities that are specific to a subject area
- A request to all of its subinstitutions to employ their possibilities specific to their area of expertise in support of the students as elite athletes
- An extensive and continual communication of the content of the cooperation agreement in all suitable media internally and externally

3. OSP Educational Monitoring during the Olympic Cycle of 2004-2008

Quality Management for Keeping Records of the Development of the Studies of Students as Elite Athletes in Berlin, a Seat of Higher Education

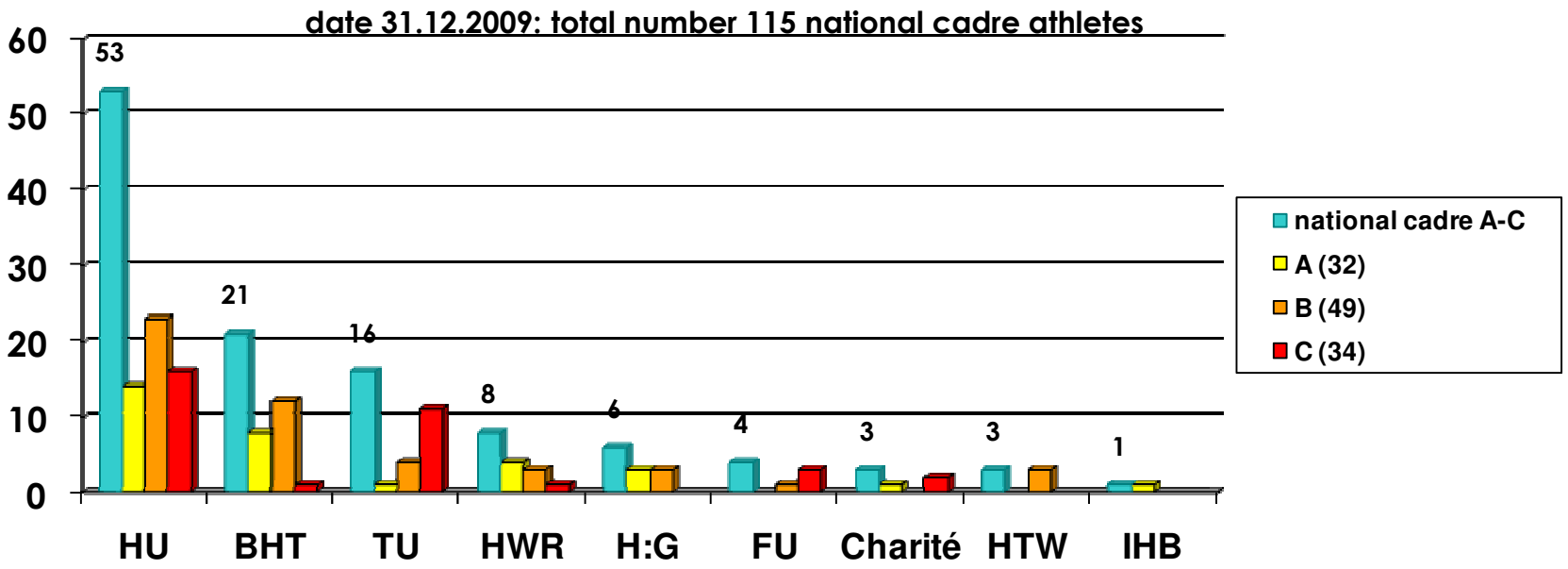
Andy Borchert – Project Assistant Beuth Hochschule für Technik Berlin

Social status of the high-performance athletes in Berlin



reference: OTC – development report, 2009

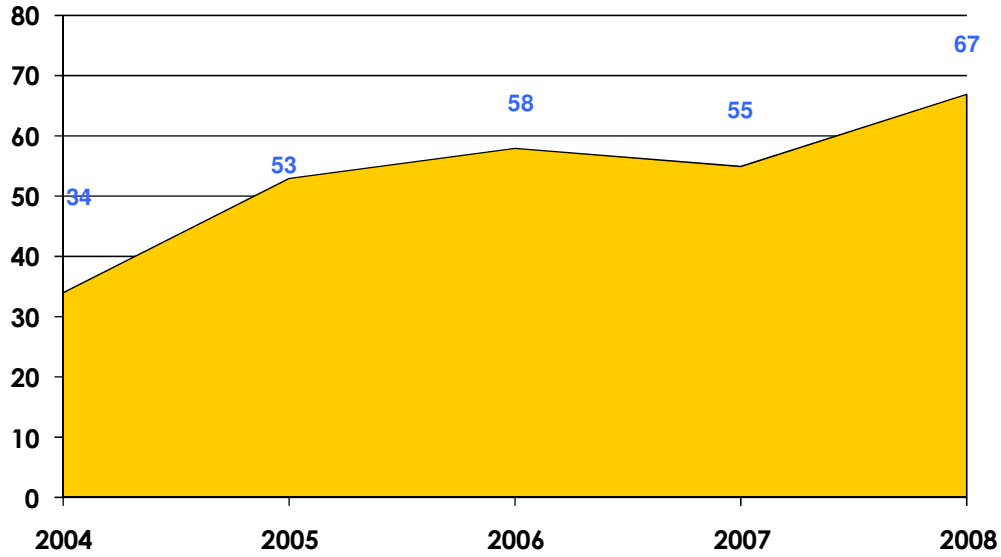
OTC- educational monitoring: Number of students in professional sports (A-C) at universities in Berlin



reference: OTC- university list, 2009

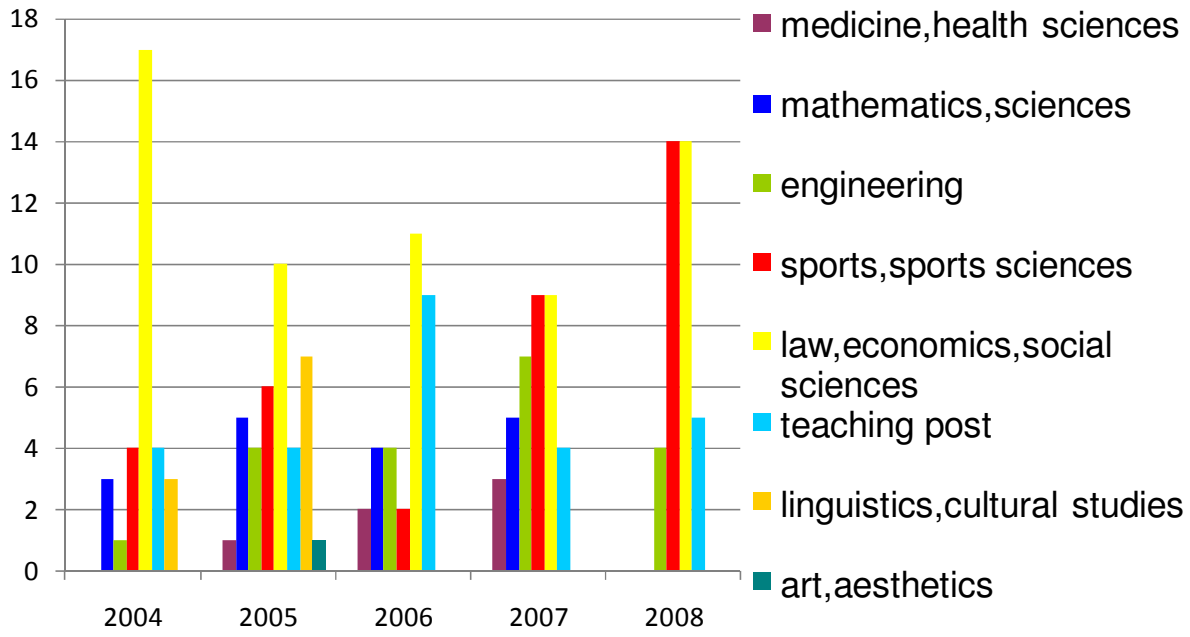
Number of freshmen in the olympic cycle 2004-2008

- **All together 267 freshmen students from SoSe 2004 to WiSe 2008**
  (262 students as students of Berlin universities)



reference: OTC- annual report 2004 to 2008

Freshmen sorted by subjects: National teams A-C + premier league



reference: OTC- university list, 2010

OTC- educational monitoring: Definitions

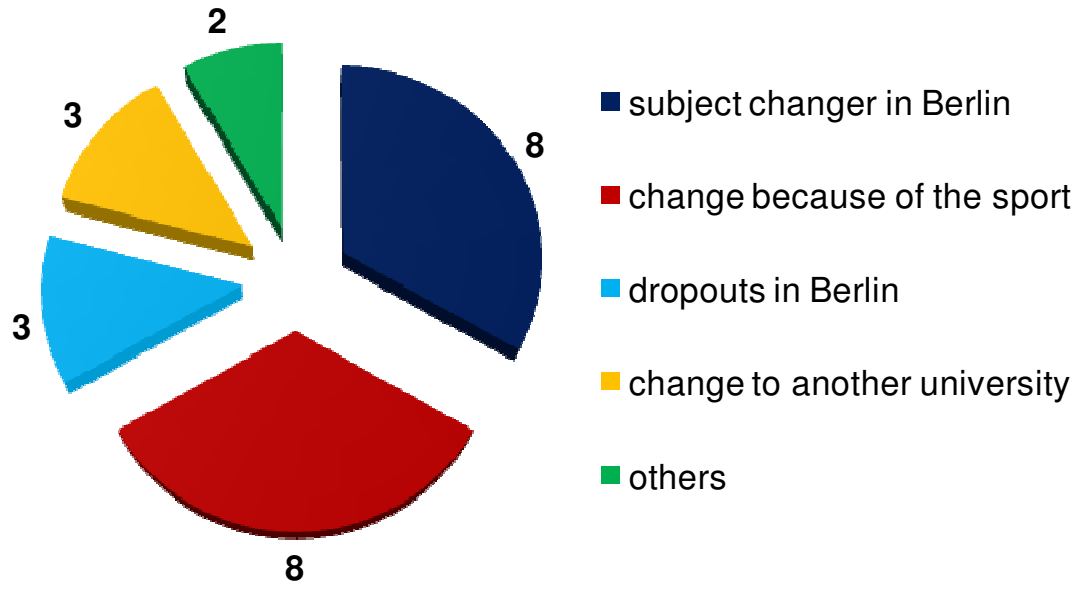
Course of Study changers:
Students/Athletes change their course of study intending to correct a previous (suboptimal) decision.

Dropouts:
Students/Athletes who have finished a first degree without having successfully completed an audit.

Discontinuation of One's Studies to Correct One's Choice of Study - Typology after Dr. Ulrich Heublein (HIS-Kurzinformation, Oct. 1998)

- "Delayed changer of one's course of study"
- "Student shy of science"
- "Student weary of the subject matter"
- "Student weary of studying"
- "Student burdened by family matters"
- "Student who fails exams"
- "Financially weak student"

OTC- educational monitoring WS 04-SS 08: Course of Study changers/Dropouts (national teams A-C + premier league)



reference: OTC- university list, 2010

OTC- educational monitoring: Summary

The change of the course of study indicates the athlete‘s identification with his/her academic education.

The strong regional bond of the professional sports students due to the DOSB concept requires that the athlete remains in one location for his/her education.

The OTC Berlin demonstrably prevents unreflected changes in course of study since there are no late dropouts without reorientation in one‘s professional career path.

„ÜBERGANGSMANAGEMENT ELITESCHULE DES SPORTS - HOCHSCHULE"
DUALE KARRIEREPLANUNG IN DER SPORTMETROPOLE BERLIN



4. Pilot Project – Management of the Transition from an Elite School of Sports to University

Transition management: Aims of the cooperation between OSP – EdS - universities

- Enhance directing athletes into professional education and later assist with integration into the labour market
- Guarantee a smooth transition of an Elite School pupil from a supervised school career to an academic education
- Safeguard the choice of course of study to enable the prevention of premature termination of studies

Transition management: Cooperation between OSP – EdS – universities

- All well-known labour-market forecasts assume there will be increasing demand for high qualified specialists – even if they anticipate different time horizons and various degrees of dynamic in individual economic sectors. This dynamic mainly concentrates on university graduates

- Educational degrees are elementary building blocks for one's later career path. Through counselling the national-team athletes at the Olympic Training Centre Berlin the young upcoming athletes succeed in acquiring direct access to a professional education leading to a degree – without having to sacrifice their career in competitive sports due to incompatibility

- This structural further development of the network system presents model-like testing of counselling regarding university admission and is an extension of the objectives of OSP Berlin: to insure optimal counselling of the national team / upcoming athletes in cooperation with the universities

Transition management: Perspectives

- Expansion of the information chain for compatibility of studies and high-performance sports for parents, teachers and trainers of the elite athlete of EdS through information material suited to the target group and regular information events
- Up-to-date depiction of the study options within the context of a dual career in the sports metropolis of Berlin

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Look to the future:

Project – Programmes for Career Entry

Aims "Sports and Business"

For active elite athletes:

- Organised procurement of internships in preparation for one's profession as well as during elone's studies and education
- Job placements that suit the demands of elite athletes: short-term job-seeking and employment process, flexible presence, regulation, possibility of extended leave periods, reduced working hours
- Advisory support when writing the bachelor's or master's theses

For former elite athletes :

- Post-athletic career guidance through career entrance and trainee programmes.

(Baehr/Lounici/Leukert/Huelsen, 2009)

Why offer career-entrance programmes?

Aims from the company‘s petspective:

- Ensuring long-term availability of skilled personnel and executives
- Placing employees at adequate workplaces that correspond to their skills
- Maintaining and developing the professional skills of employees
- Ascertaining potentials
- Promoting professional expertise and social competence
- Achieving additional professional qualifications for more flexibility
- Recruiting young professionals out of the company‘s own ranks
- Improving communication within the company
- Reducing personnel fluctuation

(Wenzel/Huelsen/Sandrock, 2010)

Why offer career-entry programmes?

Aims from the employees‘ perspective:

- Adjusting one‘s personal qualifications to the requirements of the workplace
- Applying personal expertise and skills that have not yet been utilised
- Acquiring career-related requirements for professional everyday routines
- Improving one‘s career prospects
- Optimising one‘s income, position and prestige
- Increasing one‘s individual mobility in the labour market

(Wenzel/Huelsen/Sandrock, 2010)



“Success only comes to you across the bridge of planning.“

(Adolf Loos)

















