

DUAL EUROPEAN CAREERS OF ATHLETES PROJECT

A GUIDE FOR PROFESSIONAL BASKETBALL PLAYERS

Ulrich Mix | Antonio Sánchez Pato | José Luis Arias Estero
Alejandro Leiva Arcas | Nils Ruttman

EDITORS



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COLECCIÓN INVESTIGACIÓN EN CIENCIAS DEL DEPORTE - FACULTAD DE DEPORTE

| 4 |



UCAM
UNIVERSIDAD CATÓLICA
DE MURCIA



Co-funded by the
Erasmus+ Programme
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Klavs Krastins	Basketball School Keizars Riga, Latvia
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Preface

In recent years, Erasmus+ projects have been an excellent academic platform that are helping to achieve one of the great founding principles of the European Union: the integration of its member states through cultural, social and knowledge exchange. The DECA project - Dual European Careers of Athletes, part of an ambitious idea and unquestionable potential, the union of sports and work careers of young players in a professional context.

The Dual Career has been set as one of the great European sporting horizons for the coming years. Until a few years ago, the professional and academic careers of athletes were presumed to be separate realities. When an elite athlete retired permanently, in many cases the future that lay ahead was not very encouraging. Over time, there has been a growing awareness of the need to support athletes in their academic training and create positive synergies that allow a parallel development of both paths.

The DECA project goes one step further in this philosophy, putting the focus on young basketball players, with their sports careers still in the making. That is, to bet on the model of the dual career from the base, establishing a solid foundation that supports this model of educational and sports development.

The importance of Universities, clubs, sports associations and government institutions having taken part in this project is categorical. The presence of these organizations is a source of guarantees for the project to be executed in a controlled scenario where the main actors –the athletes– can achieve their goals with support and certainty.

This book seeks to set a precedent in the dual career of young basketball players that can be applied to any sporting context. In this work the main lines of execution of the project are described in detail; the role played by each of the partners involved; the strategies of publicity and dissemination of its contents; the assessment and evaluation methods used; testimonies

of the participating subjects and the compilation of the good practices required, as well as aspects of improvement in order that the reader has a complete and faithful picture of the benefits and complexities of executing a project of these characteristics

The DECA project has been, in short, a great two years of work, coordinated between seven institutions of five different European countries and not exempt of difficulties in its development. This project served fundamentally to achieve a valuable and unrepeatable experience that has reported an important knowledge to both its users and members of the staff. The learning that has originated from it, remains forever embodied in this work.

EDITORS

1

INTRODUCTION TO DUAL EUROPEAN CAREERS OF ATHLETES PROJECT

Ulrich Mix



Introduction to Dual European Careers of Athletes project

Since the financial crisis of 2008, the European Union has experienced an unprecedented recession, especially in countries of southern Europe. The effect on young people has been devastating, with youth unemployment percentages over 50% in Spain and 49% in Greece (in 2014). Faced with a lack of career perspectives, many young people under the age of 25 have focused on sports and aspired to become professionals in their discipline.

Basketball, in particular, is a popular sport which is practiced by many young people and that has well-organized competitive structures in many European countries. However, it is difficult for the youth to combine professional athletic training with an academic training that prepares them to develop a profession once their sports careers are finished, especially in southern European countries where employment opportunities are limited. Therefore, this project is aimed at talented basketball players between the age of 18 to 23 who have recently graduated from high school and are aspiring to become professional athletes.

This project brought a total of six athletes from Spain, Italy and Latvia to Bremen and Bremerhaven, Germany, to develop a dual career program, focused on basketball and vocational training (see Annexe 1). Germany is an excellent location for young people to receive this kind of education, as it has high economic growth rates and an effective system for dual training. Germany, in general, and the state of Bremen in particular, have been looking for young motivated employees in recent years, especially in the area of health. This combination of professional basketball and vocational training is an innovative policy that can serve as one of the best practical solution for high youth unemployment, while it can strengthen youth mobility and dual careers of athletes in the field of sport.

The path followed was a vocational training placement through the associated partner “PractiGo”, who collaborates with the program MobiPro EU by the German Federal Ministry of Labour and Social Affairs.

In this program, young Europeans receive language training as part of an internship in Germany.

The other alternative focuses on the athletes to pursue a Bachelor's Degree at the University of Bremen, which offers a variety of courses. It is also a member of the network "Partner University of top-class sport", which helps elite athletes to get a balance between sport and their academic career through mentoring programs and flexible schedule planning. For the partners in educational training, the opportunity to participate in a European project gives them a good chance to work with qualified young employees (see Figure 1).

The objectives of the project fall in the interest of the Ministry of the Interior and of Sport Bremen in that the Ministry who has aimed and enhanced European cooperation with the state of Bremen by pursuing strategies of good governance in the field of sport and youth mobility. Bremen and Bremerhaven represent an optimal environment for young people to live in, because of their plentiful employment opportunities in Bremen's many industries and universities. In addition, the unique German system of dual education, combining vocational training with education, is well known worldwide for its excellent quality. Integrating young Europeans into this system does not only give individual employment prospects, which they might not have in their home countries, but it also serves as a best practice example.

The goals of the Dual European Careers of Athletes Project (DECA) are based on establishing educational partnership with sport clubs from five EU-member countries, through which highly talented basketball players, who have the desire to becoming professionals, will stay in Bremerhaven for three years. During this time, the athletes will be integrated into top German Basketball Leagues, while at the same time, they are receiving a vocational training (see Annexe 2).

The project addresses the European policy objectives for the dual career of athletes in several ways. It gives promising athletes prospects to pursue their athletic careers, while simultaneously providing a vocational training to prepare them for employment after their athletic careers. In addition, the project is an innovative approach to solving the unemployment issue

of youth population in Southern European countries by serving as a best practice example for youth and sport mobility.

Specifically, four are the foundations of this project: (a) the sport training, (b) the basketball practice, (c) the vocational education training, and (d) the dual career model.

The sport training. One of the requirements to achieve the success of the program is to operate a consistent promotion of young talent for a basketball club like Eisbären Bremerhaven. From children to teenagers, the Eisbären Grassroot Academy has been a benchmark in the region, both in terms of sports development and school career. Their philosophy is based on a close partnership and cooperation agreement with the “Basketball Academy North eV” (BAN). Thanks to this, it has been promoted of all aspects of staff development and talent empowerment since 2004. In the athletic field, This concept is built in multiple dimensions. For nationally outstanding talents from all over Germany, the Eisbären are a reliant partner for players and their families, acclaimed for his high social and professional competence in all dimensions of its training philosophy.

The basketball practice. The highly motivated and talented basketball players from the partner countries have been able to find professional basketball training structures in Bremerhaven, as well as qualified training staff. The players have undergone different stages of training in the Eisbären basketball academy, with the final purpose of playing in the highest basketball league.

The vocational education training. The chosen athletes had the opportunity to select between two vocational training courses, according to their strengths and professional interests. The first option was a vocational training placement through our associated partner “Arbeit und Bildung”, who work with the program MobiPro EU by the German Federal Ministry of Labor and Social Affairs. In this program, young Europeans can receive language training and do an internship in Germany, before they are matched with the right employer. Job opportunities are diverse, which gives athletes the possibility to choose between different options within the field of health. The second option offered to the athletes was to pursue a Bachelor’s Degree at the University of Bremen, within its wide range of

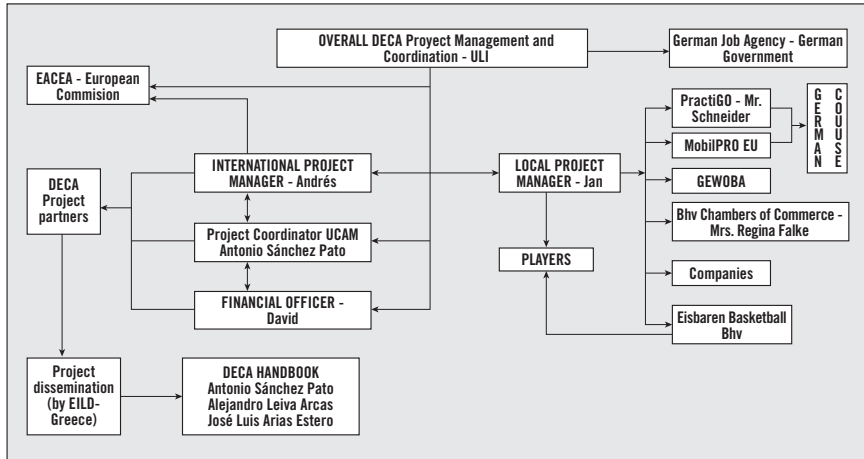


Figure 1. DECA project structure.

available courses. This institution is a member of the network “Partner University of top-class sport”, which helps top athletes to combine both sport and academic career through mentoring programs and flexible schedule organization.

The dual career model. Athletes often face challenges to combine their sporting career with education or work. The aim to succeed at the highest level of a sport demands intensive training and competitions at home or away, which can be difficult to reconcile with the challenges and restrictions in the educational system and the labour market. Not only high levels of motivation, commitment, resilience and responsibility are requested to the athlete, but also special arrangements are needed to avoid the situation where talented (1) and elite (2) sportspeople are forced to choose between education and sport or work and sport. Such ‘dual career’ arrangements should be beneficial for athletes’ sporting careers, allows them to study and work, promote their access to a work reality after the sporting career, while the position of athletes is protected.

2

THE DUAL CAREER EXPERIENCE OF DECA ATHLETES

Ulrich Mix, Nils Ruttmann, Toni Jané, Spartaco Grieco, Antonio Sánchez Pato,
José Luis Arias Estero, Alejandro Leiva Arcas



The dual career experience of DECA athletes

1. Procedures to develop the dual European careers of athletes

Two types of activities were implemented, both focused on the development of the project. The first ones aimed to manage the consortium (Table1), while the second ones were the actions specifically developed to consolidate the dual career of the basketball players. Consequently, A total of 8 activities were developed, described in detail in the following paragraphs.

Stage 1. Scouting, Try-out and selection of participants in Bari, Italy, for the DECA Project. Organised and implemented by DECA Partner Spartaco Grieco, Project Manager from ASD Margherita Sport e Vita Basket, supported from MSV Expert staff Coach Antonio Amatulli; Basketball team MSV Basket, Margherita di Savoia, Italy; Participating DECA Project Coordinator Dr.Uli Mix, Senator for Internal Affairs, Bremen, Germany and Jan Lipke, Eisbären Bremerhaven.

Dates: 12th - 14th of January 2016

Actions: preparation and dissemination via email to all Basketball Sport Clubs of the Apulia region (Middle South Italy), in view of the stage of Try-out with logistics centre in Bari. 179 basketball clubs received the invitation to participate with their athletes under 18 category. From the DECA Partner in Italy, 85 Basketball clubs were selected, applying 1-2 athletes with requirements needed by the DECA project, that was, know how to speak English and be students, athletes, professionals with technical features developing a role in sports club.

At the end, 12 athletes were selected with the corresponding CV. They participated in morning / afternoon sessions where individual and team technical fundamentals were assessed during mini matches. After the Try-out, it was made an offer to the athlete Raúl de la Cruz, who who agreed to be part of the project. Subsequently, after informing the rest of the

Table 1. Management implemented activities.

Type of event	Dates	Short description of event	Results achieved
Kick – Off and 1. Project and Partner - Meeting	28 th – 29 th of January 2016	Presentation of the partner organizations, Presentation of the project expiry, Vocational Training contents, University Study in Bremen, Sport - program Eisbären Bremerhaven, EU Financial management,	Decisions of project expiry and the project organization, clarification of questions on the vocational training and sports career, clarification of financial questions
Project Coordinators` Meeting Collaborative Partnerships and Not-for-Profit EU Sport Events Round 2 2015	22 nd of February 2016	Administrative and Financial issues of the Sport ERASMUS+ Program, Audit – presentation, Dissemination of results, Final conclusions	Discussion and clarification of important questions of the Sport Erasmus + program
2. Partner - Meeting Murcia/ Spain	6 th – 10 th of March 2017	Discussion and Presentation of the current situation of the project and the participants; Evaluation visit review, Financial updates and arrangements	The changes in the DECA project were discussed and analysed. It was agreed to continue the project and to invite two new participants. The EU also agreed to this approach.
Extraordinary Board Meeting Murcia& Alicante/Spain	20 th – 23 rd of March 2018	<p>Current project situation, Sport- and Vocational Training of the participants.</p> <p>Logistic matters in Germany as the mobility of participants after removal the Project – Car.</p> <p>The preparation of the content project report, Requirements by the EU Project implementation and achievements.</p>	<p>It was agreed that only KlavsKrstins would remain in the project.</p> <p>It was agreed that due to the project budget no further car would be rent. The project participants have to travel by public transport or bicycle.</p> <p>The international Manager of the project should organize meaningful contributions by the partners.</p> <p>Budget matters a) Project financial report according EACEA b) last payoff reviews and c) timesheet Management and supporting documents should be organized by UCAM and the partners</p> <p>Remaining activities and outputs: a) Handbook, b) Final Conference in Greece and c) last activities report.</p>

Type of event	Dates	Short description of event	Results achieved
Final Project Partner Meeting Athens, Greece	5 th – 9 th November 2018	Review of the most important activities of the DECA project as described under “B.2.1 Events” and “B.2.2 Main Events” of this Final DECA Report Presentation of the project results Summary of key findings (see B.1., B.3., B.5., B.10.) All matters about the Final Financial Report Results of quality management in the DECA project (see B.6) Dissemination, Handbook, E-Learning Platform (see B. 8.)	There were final reports on project purposes, control implementation, dissemination report, e-learning platform, and handbook about the DECA project.

candidates of the final decision, the specific documentation was collected. The process was disseminated through advertising in local and regional media, as well as through social networks

Stage 2. Scouting, Try-out and selection of participants, organised and implemented by DECA Partner Club Basket Granollers, Spain by Tony Jané and Ramon Maspons, Managers from C. B. Granollers; Participating DECA Project Coordinator Dr.Uli Mix, Senator fürInneres, Bremen, Germany and Jan Lipke, Eisbären Bremerhaven.

Dates: 8th - 12th of March 2016

After confirmation of the date with the Club Try-out Granollers, the selection of participating players was held. Starting the process of diffusion of DECA Project and the C. B. Try-out Granollers through the local media, with the support of the Catalan Federation of Basketball Clubs over the area of Catalonia. Try-out in Granollers initially involved 13 players. After the tests of the first day, a preselection of 10 athletes was made. After the second day, the list was reduced to 7 potential candidates selected to participate in the Project DECA.

On March 14, 2016 the list of selected players was announced by the C. B. Granollers. Participants of the final Try-out List were Arnau Triginer,

Alberto Artiles, Aleix Pujades and Moustapha Barro. In the same way, the waiting list was announced with Andreu Fraga and Jordi Schroeder. On April 1, 2016 the was de deadline for submission of the final documentation by the players in order to be able to register in the German language courses. The participation of one of the players, Moustapha Barro, was put in doubt due to his non-European passport. Finally, the candidate Moustapha Barro could finally be enrolled as a participant in the DECA Project.

Stage 3. Scouting, Try-out and Selection of Participants. Organised and implemented by DECA Partner Fundacion Universitaria San Antonio UCAM in Murcia/ Spain; by David Heiser (UCAM) and Jan Lipke (Eisbären Bremerhaven).

Dates: 2nd - 4th of May 2016

Planning and organising of Basketball Try-out in Murcia, 16 players of the UCAM Basketball Club, from different parts of the Murcia region attended the tests. Numerous prior contacts were made with the players to inform them about the nature of the project, about the required documentation and about the characteristics of the vocational training period. Likewise, information about the DECA project was disseminated through the local press

Finally, 3 players were pre-selected, of which 1 of them became an official part of the project as a representative of the UCAM CB

Stage 4. Scouting, Try-out and selection of participants, organised and implemented by DECA Partner Basketball School Keizars Riga, Latvia for the DECA Project by Janis Butans.

Dates: 9th - 12th of December 2015

The dissemination of the information was developed by press release into Latvian Basketball Federation web page and on main Latvian sport web page, emails to all Latvian basketball coaches and different publications on Facebook. Information was collected from potential candidates to later invite them to Try-outs. They took place two days of Try-outs in Riga, with a total of 14 participants. All of the individual drills and scrimmages

have been recorded. Practice was designed and accordingly planned to see participant's individual technique and skill level, through 1 vs. 1, 3 vs 3 exercises, in order to see how participants make decisions in game like situations, finished it with 5 vs. 5 scrimmages.

After the Try-out it was made an offer to players Kalvis Kirejevs and Arvis Dronka to join the project. The decision was announced and all the necessary documentation was collected. After that, Arvis Dronka and Kalvis Kirejevs decided to withdraw from the project of personal reasons. Other candidate from Try-out Klavs Krastins accepted an invitation to replace ArvisDronka.

Stage 5. Planning, coordination, communication, reorganisation and Implementation of the internal DECA project structures.

Dates: February 2016 - December 2018

Establishment of Project Management structures and coordinating activities between partners through monthly Skype meetings with all partners and weekly arrangements between coordinator, project managers, participants and partners of the DECA project, as well as with the parents, agents, employers, trainers and supervisors of the participants of the DECA project.

For this stage, various members were recruited for the staff: an international Manager (UCAM) and a local Manager (Eisbären Bremerhaven e.V.) in the DECA project. A mentor was also hired in the DECA project based on the model of the UCAM tutoring system for athletes.

Stage 6. Vocational Training of the DECA participants.

Dates: August 2016 - December 2018

Project Year Vocational Training 2016

Eisbären Bremerhaven e. V. committed to educate Arnau Triginer as an Expert in Sport- and Fitness. The other participants started in several internships in Bremerhaven companies:

- Alberto Artiles, Haven Hostel Bremerhaven; Hotel-/Restaurant expert;
- Aleix Pujadas, Parkhaus Vital Club Sport-/Fitness expert;

Parkhaus Vital Club decided not to continue the vocational training of Aleix Pujades because of language barriers, also did Haven Hostel Bremerhaven with the vocational training of Alberto Artiles for similar reasons. After that Klavs Krastin, Aleix Pujades and Alberto Artiles had a job presentation at the company Corpu Sana in Bremerhaven. The CEO of the company, Mr. Kluge, decided after the presentation of the three participants that they could not make a vocational training at this company because of their lack of skills and language. The documents of Klavs Krastins were sent to the companies BLG and a Health Instruments company in Bremerhaven. Both companies decided not to hire him. Thanks to contacts with companies in the area, it was possible to find education places for all participants just in time:

- Klavs Krastins, Haven Hostel Cuxhaven, expert of hotel.
- Aleix Pujadas, Haven Hostel Cuxhaven, expert of hotel.
- Alberto Artiles, Café zur Mühle Sievern, expert of restaurant.

The participants had problems with showing up on time at Berufsschule, companies working times, meetings with the project and language courses. At the 31st of December 2016 Aleix Pujades and Klavs Krastins and at the 30th of January 2017 Alberto Artiles have been dismissed by their employers and took part no longer a vocational training, which was a central part of the project, along with basketball training.

Project year Vocational Training 2017

On the 1st of February 2017, Klavs Krastins started an internship as a restaurant expert at the company Pier 6 in Bremerhaven and was finally offered a job vocational training on 1st of July 2017. Alberto Artiles and Aleix Pujades left the DECA project in Spring 2017. In the whole year 2017, Arnau Triginer was educated on schedule as a fitness expert. In consultation with the EU Commission and after a decision at the second partner meeting in Murcia in May 2017, another Spanish participant from C. B. Granollers was invited to the DECA project, Jordi Schröder, who became a guest student at Bremen University for two German University semester.

Project Year Vocational Training 2018

After the winter break, the three DECA participants Klavs Krastins, Arnau Triginer and Jordi Schröder came from their home countries. Arnau Triginer continued his training until July 2018 as a fitness expert. Klavs Krastins continued his vocational training as a restaurant expert and Jordi Schröder studied at the University of Bremen. They had regular contact and exchange of experience with local manager and mentor in Bremerhaven. In February and May 2018 Arnau Triginer suffered a sport injury at the knee (meniscus) and he did not pass the theoretical intermediate examination of vocational training. Arnau Triginer was very frustrated about this situation and decided to cancel the project because of the second serious knee injury and the failure of the intermediate examination of the training. He sees no athletic professional basketball career in the future. Likewise, he sees no career in the future as a sports and fitness sales representative. Arnau Triginer was operated in Germany and left the DECA project in July 2018. Many discussions were held with Arnau Triginer, the local manager and the mentor. Participant Jordi Schröder got also injured. He attended the University of Bremen in the summer semester 2018. Due to this sport injury, Jordi Schröder aborts the DECA project and returns to his home country. Klavs Krastins was successful in Vocational training in 2018. He completes all exams.

His boss, his mentor, the local manager and his teachers at the vocational training school were very satisfied. Klavs Krastins was also very pleased with his vocational training as part of the dual career in the DECA Project. His goal is to complete the Vocational training with a successful exam in 2019.

Klavs Krastins successfully completed his vocational training until the end of the DECA project in 2018. Arnau Triginer completed 2 years up to his double knee injury his Vocational Training as a sports/fitness expert. Jordi Schröder was a guest student at the University of Bremen for two-university semester 2017/2018. Alberto Artiles and Aleix Pujardes left the vocational training after almost one year.

Stage 7. Basketball Training and competition of the DECA participants.

Dates: August 2016 - December 2018*Basketball Season 2016/2017*

The Eisbären e.V. started Try-outs for the players to test their abilities and the sportive level to decide by the coaches in which team of the club the players will play and practice. The Eisbären e.V. started a cooperation with the Basketball team Red Wide (RW) Cuxhaven for support of young athletes. The coaches decided that the participants from the DECA Project do not have the level of a 1st Bundesliga Basketball player in Germany yet. They were good enough to play at the 1st German Regionalliga level at the cooperation team from RW Cuxhaven. The DECA Participants started the Pre-Season in Cuxhaven and had a good development in their team. Due to illness, Klavs Krastins left RW Cuxhaven in 12/2016 and joined the Eisbären Team II one division lower in 01/2017 after his recovery. The team RW Cuxhaven with the DECA participants became champion and rose to the 2nd German Basketball Bundesliga at the end of the Basketball season 2016/2017. In Arnau Triginer, Aleix Pujades and Alberto Artilles rose up with their team RW Cuxhaven in the 2nd German Basketball Bundesliga. Because Alberto Artilles and Aleix Pujades left their vocational training and did not receive a contract for the 2nd Bundesliga team, they return to their home country and leave the DECA project in April 2017.

Basketball Season 2017/2018

In the new season, 2017/2018 Arnau Triginer trained and played as a member of RW Cuxhaven in the 2nd German Basketball Bundesliga division. Klavs Krastin and Jordi Schröder played and trained in the Basketball team of the Eisbären Bremerhaven in the 2nd German Basketball Regionalliga. They both were leading scorers in the team. Both finished the basketball season. Arnau Triginer suffered from several injuries. One minor injury in August 2017 and one severe knee injury in December 2017. After months of rehabilitation he had to be operated in May 2018. After the operation, he left the project.

Basketball Season 2018/2019

Klavs Krastins was offered being “candidate” in Team RW Cuxhaven once again. After considering earlier expenses in the project, Klavs Krastins turned down the offers and decided to play in the team of Eisbären Bremerhaven II.

All participants improved their sporting skills. Arnau succeeded after a year of promotion to a team of professional German 2nd Basketball Bundesliga. All other players of the DECA project became talented youth players in the junior teams of the Eisbären Bremerhaven.

Stage 8. Language courses.

Dates: May 2016 - December 2018

The participants of the DECA Project received language lessons in their home countries until they arrived in Germany. After their arrival, the participants started with intensive language courses per eight weeks daily in Bremen and Bremerhaven. The two-week language courses were continued when they started vocational training until the end of vocational training in summer 2019.

All DECA participants improved their German language skills. The language levels achieved during the lifetime of the project varied among the participants. Klavs Krastins German language skills were so good that he was able to communicate adequately in German society, in educational and in sporting environments. In the 2nd year of his stay in Germany and in the project, his communication skills improved more. Klavs Krastins was able to take his midterm examine in German language. The other participants in the project had good knowledge of social interaction and sports. However, there was a lack of knowledge for a successful theoretical degree in vocational training.

2. Experience from the successful player point of view

2.1. How the player describe all the process

Testimony of Klavs Krastins:

The first stage was getting used to different culture, country and language. Those were first months. This stage was very hard also, because I was the only Latvian player here, all the other players were Spanish. But that wasn't a big problem, they were good players and helped me a lot. Later the next stage was finding a job (vocational training). This was very hard, because for some time I was the only one without a job. Then, me and other guy started to work in a hotel, but that didn't last long (like 2 months), because all we had to do was just cleaning rooms and toilets. But, of course, that was not the thing that we wanted to do here in Germany. The next stage for me up until now was working in restaurant Pier 6 and playing basketball in Eisbären Bremerhaven youth team. This was a very hard stage for me as well, because it is not easy to do a vocational training, practice, attend school and language courses, but I learned a lot during this time, so it is okay (Figure 1 shows an example of the weekly timetable).

2.2. Positive results and why

For me the biggest positive results were learning language and meeting new people. Also working and earning my own money was cool and something new to me. I really enjoyed being independent and being on my own.

2.3. Difficulties and why

The biggest difficulty for me in the beginning was German language. It caused a lot of problem in the first year, because it was hard to find a job for me. It was little depressing for a while. Later the next difficulty was my vocational training, because it was not my dream profession, but I had to choose it. I had no other options, because of my German skills. Although the working staff was

good, doing the thing that you not enjoy is not that cool. And the last problem that I had was not being able to attend enough basketball practices, because of my work. I had to work in a restaurant, so a lot of evenings I had to work. Also we were supposed to have a car during this time, which we did only for a few months, then the car was taken away. This thing really made my angry, because it would have helped me a lot, because I had to work a lot of times very, very late (1 or 2 at night). And also with car it would have been easier for me to attend more practices, because of my working schedule. And I still don't know the real reason why car was taken away.

2.4. Improvements from a sport, formative, and personal point of view and why

I was not able to improve a lot as a basketball player, because, like I just mentioned, my work was holding me back a lot. Only good thing was that in summer 2018 I was able to practice with some professionals.

2.5. Most important people (and their responsibilities) for you throughout this period and why

Most important people were my basketball coach Majdi Shaladi, DECA coordinator Nils Ruttmann and my employer Steffen Heumann. Basketball coach was very sincere about the fact that I was not able to attend a lot of practices, but anyways he let me play a lot during games. Nils always was ready to help if had some other needs or problems. And my employer was very reasonable about the fact that in the beginning my language skills were not good, but anyways he let work and atleast try to talk with guests.

2.6. Do you think your stay in a new city, team, were good for other people

Well my family were missing me a little bit, but that's understandable. And I think others benefitted from me, because at work I thinks I was pretty good worker and in my basketball team I always tried to do my best.

2.7. Things that you would have done in a different way and why

I would have started learning German earlier, so I would not have so many problems finding job and communicating.

2.8. The three main changes or future changes that this experience could allow you in your future life and career and why

- 1) *Now I have a clearer look what I want to do my future.*
- 2) *I have learned how to survive on my own in a different country that made more self reliant, and I think this skill will help me a lot in the future.*
- 3) *I have gained a lot of contacts all around Europe and this can always help.*

	Montag	Dienstag	Mittwoch	Donnerstag	Freitag	Samstag	Sonntag				
8:00	Work	Berufsschule BSDGG (every other week/alle 2 Wochen)	Work or Off Day (weekly change Thursday - Friday)	Every other week Berufsschule BSDGG or Work	Work or Off Day (weekly change Thursday - Friday)		Work				
9:00											
10:00											
11:00											
12:00											
13:00											
14:00											
15:00											
16:00						15:30 Deutschkurs haben language school			15:30 Deutschkurs haben language school		Game 13:00 - 18:00 (after away match usually no work)
17:00											
18:00		Training 19:30 - 21:30		Training 18:00 - 21:00 (weekly change)	Training 19:30 - 21:30 (weekly change)						
19:00											
20:00											
21:00			Training 20:00 - 22:00			Work					
22:00											

Figure 1. Example of the weekly timetable.

3. Experience from the coach where the players were included point of view

From the coach point of view, there are several conditions that are necessary for a successful dual career.

- There must be a local offer of vocational training places on site that meets the wishes of the athletes. An indispensable part of vocational training is a performance sports-friendly attitude on the part of the employers. This positive attitude of employers must allow deviations from the vocational training standards (e.g. an extension of vocational training). Employers' willingness to respond to increased competition and training requirements with flexible working time regulations for training courses and superregional competitions. According to the findings of the DECA project, there must be a balance between sports education and vocational training in order to achieve a dual career. This is particularly unsuccessful in the private sector if there are no companies, which permit deviations in vocational training. The scope for a balanced relationship in favour of sports education is much narrower than in state police or military vocational training for competitive athletes.
- Vocational training in the private sector and simultaneous sports training to become a top athlete is nearly impossible for reasons of normal standard working time in a private sector company, without deviating from the working norm. The positive DECA project model of the participant Klavs Krastins has shown that although both vocational training and sport on high level are possible, however, with considerable reductions. The same applies to the fact that the successful top sports career can take place after finishing the three-year vocational training.
- The distances between the Sport Training Centres, school, company of vocational training and place of residence of the participant must be short in order to avoid idling.
- Within the scope of vocational training, there must be special regulations for the athlete which take into account the demands of the athlete with regard to his increased training expenditure.

Companies must be found that are exemplary meet the needs of the top sport athletes.

- Theoretical vocational training at a vocational training school (Berufsschule) requires additional support from tutors, tutoring, e learning, and postponement of tests, which specifically work on the material with the athletes in free hours.
- A necessary professional medical and physio technical care is part of the support of a dual career, since the high demands repeatedly lead to injuries. The experiences of the project showed that the young basketball players have to concentrate all their energy on their sporting career in training and competition despite the double burden. This includes regular participation in training, the positive influence of the trainer on the young player as well as the necessary regeneration time after match and training.
- The time balance of the training, the athletic and the personal area of the participant must be recorded in a structured manner and employer, trainer and athlete must be discussed between all participants, agreed and implemented. The professional organization of these processes requires a local manager and/or a mentor on site of the athlete.
- This intercultural project required a high degree of willingness on the part of trainees from other language and cultural backgrounds to adapt to the conditions of the local training market (“do as locals do”). In spite of all the intelligence and willingness of the participants in this project, this was very difficult. Sports training and vocational training which take place in the same cultural and language area as the young athlete has been raised could be more successful. In the DECA Project the young people where sometimes, be overwhelmed and frustrated of the conditions of work, school and language of a foreign country.
- Additional influencing factors in the project that were underestimated when the application was submitted were the roles of the parents. Parents play an important role in decision-making of all kinds and in motivating young people. Parents must be involved in the Dual Career project from the outset and on a permanent basis.

- The agent of the sport athlete must also be involved at an early stage and actively advised by other dual career protagonists such as the project management, mentor and sports club. He must understand and accept the objectives of the dual career project. A premature transfer to another club before the end of the vocational training career should not be the goal of the player's agent. This could be very negative for the dual career of the athlete.
- Patience and discipline in a realistic assessment of the situation, that the road is long and hard, must have all parties involved. The willingness must be there that the athlete's athletic development ability is different and that one has to work towards several goals over several years. A successful vocational training and becoming a professional sport athlete are long-term goals. Setbacks must be anticipated and overcome with the help of the trainer, management and mentor or a sport psychologist. It has to be recognised that there is no guarantee that both objectives in a dual career will be achieved. Participant, sport - club and company should get to know each other during an internship lasting at least 2 weeks and test whether they can work together over a long period.
- There must be needs of willingness of the coach and the management of a sport club to support the players in the dual career according to their role in a three-year vocational training job. All DECA participants were in a team that fought for to rise up to the second German Basketball Bundesliga. This short-term goal was subordinated to other long-term goals, such as the promotion of players in a dual career with a vocational training.
- According to the experiences of the DECA project, a dual career in the private sector and sports training is more difficult than a dual career as a student at a university and sports training. Despite the high demands of university studies, an athlete has more freedom in his studies than an athlete in a vocational training in a private company. For example in the first German basketball Bundesliga are playing many German students in a professional team.

- The involvement in professional basketball from the second league takes up so much time for the participants that it is a professional activity. On the one hand, the commitment to high-performance basketball will only become the main occupation of the project participant or the lack of time to practice the sport due to the professional strain will lead to a lower performance level. There is a lack of time for regeneration and increased training efforts in order to compete with other athletes.
- The conditions for athletes must be further improved so that they can achieve their best performance in their discipline here in basketball, start their professional career and conclude it. All those involved - athletes, employers, vocational schools and sports clubs - must work together in a highly coordinated and communicative manner.
- The results of the DECA project give many hints for the career of top sport athletes, but they cannot be applied to all top sports groups because there are differences between team sport and individual sport.
- During the project stay in Germany, the DECA participants had to deal with the labour market reality of another European country. For all participants these were the first steps into a new world. They learned to act independently and to organise their professional, sporting and personal everyday life. The mentor supported by project management and in a later step them. In addition to the sporting and professional development, all participants improve their linguistic knowledges, which enabled them to communicate in the new language area. During their stay, they also have to know the culture and the people of a European country that was not their home country.
- From the experience of the DECA Project it became clear that despite a good sport and intellectual performance of the participants, not everyone is suitable to meet the requirements of a dual career based on their sport and intellectual personal profile. In addition to the sporting and intellectual requirements for the selection of a dual career, the character, resilience and positive motivation of a personal profile need to be take into account when selecting participants.

- In the DECA Project was a high willingness of cooperation and collaboration of all partners over the entire period. All changes in the course of the project were agreed and implemented at short notice. All project partners were highly motivated to approach each other and to discuss the challenges and problems objectively with each other. All measures were implemented by mutual agreement.
- The compatibility of both components of concentration on top-class sport and vocational training can only succeed if the representatives of the sport, trainers, management of the club, agents, medical care and training, head of the company, management, trainers and the athletes/trainees themselves deal with each other flexibly, disciplined and willing to compromise. The results of the project also permit the question whether a dual career must necessarily take place simultaneously. Since the development to an absolute performance peak takes place over several years. Experts speak of at least 10 years. In a follow-up project, the thesis should be whether the two modules of a dual career should be consecutive. The current approach of the DECA project had a simultaneous approach of sports and vocational training. According to the results of the DECA project, it can only be speculated whether a consecutive course of a dual career is more promising. What should such an approach look like? How will the financing of the athletes take place in this situation?

4. Experiences from the basketball clubs point of view

4.1. Experience from Club Basquet Granollers

Just after the kick-off meeting celebration in Bremen, Club Basquet Granollers (CBG) started to work in the try-out organization in Granollers, which was one of our main tasks as DECA partners. The goal was organizing events with a sufficient number of players, which allowed us select without restrictions. We worked in 4 directions: (a) Select CB Granollers own players, (b) Introduce the project to the main basketball

clubs in Catalonia, (c) Introduce the project to the Federació Catalana de Basquetbol, (d) Introduce the project to basketball agents.

They were very busy days, reaching and talking to many different people, but unluckily we had a poor response from the other Basketball clubs, and although the Federation helped us with publicity of the project, the answers came mainly from personal contacts with players from other clubs and the interest from some agents to include their players.

Finally we managed to have 13 players. Half of them were players from our club (CBG) and the other half players from other origins. The try-out was celebrated during 2 days with the attendance of the Project Coordinator Dr. Uli Mix and Jan Liepke, on behalf of Einsbaren Bremerhaven. After 2 days of court practices and interviews with all participants, it was decided to select 3 players from CB Granollers Try-out. Alberto Artiles, Aleix Pujades and Arnau Triginer. 3 more players were placed in the waiting list, just in case some other selected ones decided to quit.

The workload during next months was very intense, especially in the mediation between DECA directors in Germany and the players and their families in Catalonia. Although in the Project Guide was stated that CBG players would take German courses in their countries, this was not fulfilled and probably it was the starting point of many of the problems coming later. Players arrived in Germany in August with no German knowledge. Just after their arrival in Bremerhaven, problems showed up. Remember many long phone conversations with the families during the evenings and nights during August. To start with, they faced problems with the lodging. They stayed in a hotel for some weeks and at the end of August they were housed in the apartments where they would live during the Project. These apartments weren't finished and prepare to live in. The process to set them up included kitchen installation, lights, electrical appliance, furniture, etc. This was very long and brought many problems with the families.

The second big problem turned up when first payments coming from the Project and Vocational training arrived late. This fact forced the participants to advance their own money and caused more problems with the families.

Regarding the Vocational Training there were different situations and processes amongst the 3 players. Arnau Triginer did his VT test period in the Einsbaren Bremerhaven offices. This process was the easiest because he got a seat in VT with Einsbaren and therefore his labour situation has been always very favourable. First payments arrived late though. Aleix and Alberto situation were not so easy and became worse and worse over time. Aleix started doing a internship in a fitness club, as this was his request (VT in sports). But after the internship period and mainly due to a total ignorance of German language, he finally was not allowed to keep this job. From this point on, more companies related to sport were searched by the Project Directors but they didn't succeed. Finally he started to work in a hotel, but this was very far away from what he wished. Alberto's situation was even worse. No company related to sports was found for him, and he started to work as a cook. At the beginning he was happy, although this was also far away from his wishes. Regarding the sportive situation, the players entered in Cuxhaven, team linked to Einsbaren Bremerhaven and played at the 3rd level in Germany. It seemed to be a very good opportunity; it was a good team, in a suitable level for the CBG players. The problem was the distance (50 km from Bremenhaven), which made it very difficult for them to manage with all the schedule/timetable. They had to work and take their VT lessons, they did German lessons 2 days weekly (insufficient) and although from the Club and in coordination with the Project, a van was offered to them for their transfers, it was very difficult for them to arranged schedules. The players were always very tired and were not in the same conditions as they basketball mates. This fact and also the sportive level caused that they had less minutes in the matches, although they did big efforts, This situation frustrated them a lot. In the meanwhile, the annoyance of the families continued because they were not working in the area they had chosen, specially Aleix. His work, apart from unpleasant, had nothing to do with his degree and was very tough. The situation was even exacerbated due to a communication mistake or a misunderstanding between the DECA coordination in Germany and the hotel where he worked, since he took more days off, that the ones his boss said he must have. This fact together with the low motivation he showed

at work, made that short after coming back from his Christmas holidays, his boss fired him. Other options were offered to him, but he didn't work anymore, and finally quit the project. His attitude probably was not the best one, he was working completely demotivated. In regards to Alberto, in the course of time he was getting also demotivated regarding the jobs he did and again his attitude towards his job was not good, as it was very different from his plans. At last they both decided leave Germany once the season with Cuxhaven was over at the end of May.

Arnau Triginer situation kept going well, in the VT and in the Basket. In March 2017 at the DECA meeting at UCAM and foreseeing the expected project withdrawal from Aleix and Alberto and the complicated situation in terms of continuity of the project this would bring, the idea of joining a new player arose. CBG proposed Jordi Schroeder, who was in the waiting list after the Try-out in Granollers and was very good at German. As they announced some months before, Aleix and Alberto quit DECA Project definitely at the end of May.

After a couple of months of deliberation, the possibility of joining DECA was offered to Jordi. CBG talked to him and he accepted. The player and his family requested that the conditions should be very clear, and therefore the DECA directors allowed that Jordi and his father visit Bremerhaven in June before he joined definitely. He would not do VT, but his Economy degree at the Bremerhaven University, which was one of the possibilities offered by DECA.

Jordi Schroeder travelled to Germany in June and started his project. He lived in a flat shared with other sportsmen, he played at the 2nd Team in Einsbaren Bremerhaven, he was second trainer of a youth team (he had experience at CBG), and took also some German lessons. He started his lessons at the University at the end of October. Arnau's situation was good, both at his job in the Einsbaren offices and at a sports level, until his knee got injured. The lesion seemed not very serious. The players went home to enjoy Christmas holidays with their families.

Things went wrong when they come back. Arnau's injury was worse as it seemed at the beginning and he started thinking of giving the Project up. To make the situation worse, Jordi got injured as well in February. This

was the main reason why he suddenly decide to abandon DECA. He didn't like the university lessons. CBG and the Project director in Germany tried to convince him to reconsider the idea, but we didn't succeed. Jordi gave up at the beginning of March. Arnau's injury didn't improved and he failed the intermediate examination. These two facts made him decide to also quit the Project. We tried to convince him to stay at least until the end of the year, but unsuccessfully. It was decided that he would have his knee surgery in June, and once recovered, he would leave DECA.

From CBG's point of view as partner, DECA Project was a great idea but has been wrongly carried out. It has been a complex project, in which many unexpected events have been constantly appearing. The Project Direction has tried to solve all these problems in the best possible way. Probably the big value of DECA has been the learning from all difficult situations. And likely, this learning will be very appreciated by the European Commission when undertaking other similar projects.

4.2. Experience from Associazione Sportiva Dilettantistica "Margherita Sport e Vita Basket"

In fact, the DECA project started before January 2016 (in an unofficial manner) to plan the preparation activities planned for the selection phase of the athletes candidates. This happened with numerous contacts and management agreements between the DECA Project Coordinator and the MSV Technical staff. It was important to organize the potential candidates in a first phase and to nominate the participants, giving the official start to the DECA project.

The Project Manager MSV Spartaco Grieco, being Regional Councilor of the Regional Committee of the Italian Basketball Federation, in collaboration with the members of the Regional Council, has deliberated the procedure of co-participation of 179 youth basketball clubs in the Puglia region according to the requested target.

This procedure was presented during an official meeting that took place in Bari on 12/15/2015, and then with an e-mail, press release, social media, local TV, MSV Basket website and lastly the portal of the Italian

Basketball Federation. 85 Sport Clubs have joined the pre-selection of the athletes confirming some pre-requisites for the final selection during the Try-outs. The demanded requirements were:

- Candidates academic CV.
- Sports CV in the field of basketball (statistical data, scores achieved, etc.).
- English language proficiency (at least one EU language).

Twelve athletes were selected by the MSV Technical Staff according to the best results in the CV screening phase

From 12 to 14 January 2016, in the presence of the DECA Coordinator Mr. Uli Mix and the Eisbaren Bremehaven Bk Supervisor Jan Lipke, the selections of the 12 finalists were performed according to the following methodology:

- Convening of athletes, place of participation.
- Meeting and explanation of the DECA project.
- Technical training with supervision of individual and group basic fundamentals.
- Match with all athletes over the field Morning / Afternoon.
- Announce decision to candidates (Raul de la Cruz / Simone De Agostino) and collect required documents for project.
- Broadcaster intervention publishing local / regional newspapers, social networks.

After the first 3 months of sports, academic and internship at a selected company, the athlete Raul de la Cruz had to give up for family reasons, confirming the enormous athletic potential would have been a major figure in the DECA project.

4.3. Experience from UCAM Basketball Club

The try-outs at UCAM Basketball Club were developed in three phases. In the first, the procedures and the players' requirements (see Annexe 3) were published throughout three ways: social networks, communication

with other Spanish clubs, and through news published in Spanish press. We had to repeat twice this first procedure because nobody applied after the first call. During the second call, we increased the number of social networks posts, we expand the communication channels, and asked more clubs to join. Thanks to that, we recruited 15 pre-candidates. Once the players were contacted and the necessary documentation was collected, the selection process was carried out for two days. During this period, the UCAM researchers explained the DECA project features and the main goals to achieve. Later, in collaboration with two German basketball coaches from the team in which the players could be enrolled, the DECA staff in Murcia tested the players. The trials consist in several technical and tactical exercises in which the players had to show their skills. Indeed, they were tested in game situations adapted from the real games, in individual and collective game situations. As a registration tool, it was made a a form where the capacities and characteristics of each candidate were assessed (see Annexe 4). The final selection was made jointly between the staff of the UCAM and the German coaches. Finally, two candidates were chosen to be part of the Project

5. Difficulties and changes during the implementation of the DECA project

There were several changes in the referred associated partners, sub – contractors and stakeholders which made a delay in the implementation of some of the activities of the project, planned for 2016. The project structure and organisation had to be redesign several times and extensively due to the special requirements.

- Split of the project Management - Local and international managers. Originally, the project application for 2015 planned to hire a project manager at the Senator for Inneres in Bremen. This was not possible for many different reasons (not suitable candidates for temporary employment, bureaucratic hurdles in government institutions, etc.). Therefore, the partners of the DECA project decided to divide the position of the project manager. After consultation with the EU

- agreed to hire a local project manager by the project partner Eisbären Bremerhaven e.V. and an international project manager by project partner UCAM in Murcia, Spain.
- A local manager in Bremerhaven, Germany, who took care of the needs of the local players. The international manager of the Catholic University of Murcia, Spain took over the role of the organization on an international level between the partners, managers and parents of the participants. The quality management of the project also revealed indications of improvements in the project work.
 - The Project Mentor - a Modell of another ERASMUS+ Project. An additional project mentor was installed in a final step with the approval of the EU. After discussions and review with the partners in spring 2017 at the 2. Project Meeting in Murcia and after leaving two participants of the DECA Project in the beginning 2017, two new candidates from Italy and Spain were selected to take part in the DECA Project. The EU supported this further approach. Unfortunately, the management of the DECA project had to cancel the candidate from Italy, based on the experience with the project in the first year and the expiry of the promotion of vocational training contracts by the German Federal Government.

During the development of the first part of the project, two other figures took relevance in the project, which was previously not included in the scope of the project: the athlete's parents and the sport managers from the origin clubs. In some cases, it made hard to find the balance between the expected results and the on-going reality.

It was designed and applied a success story from another E+SPORT Project, using the UCAM Tutoring System for Athletes to interview personally not only the DECA athletes, but also the mentioned actors. One of the main conclusions from these interviews and evaluation questionnaires was the need of an external figure, a professional with educational and mentoring skills, able to give coherence and acting as nexus between all the involved actors, including those ones not listed in the initial application form.

Actually, the local manager and the PractiGo social worker fulfilled these tasks. In reality, this was not enough, because it created a situation of multi-channel communication, bringing to confusion and leading to the demission of two athletes during the second year of the project. With the recent inclusion of a new athlete, with university student profile, out of the support of the German Partner PractiGo it was clearly needed this Mentor, to strength the developed path to success for the remaining athletes and to facilitate the transition for the new athlete, from his previous environment to the dual career frame.

Finally, the inclusion of this mentor was not new in the E+ Program, so it should be considered as an unexpected result with benefit, to achieve the proposed aims and objectives for the DECA Project. For the remaining duration of the project from 01 December 2017 to 31 December 2018, the local management of the DECA project was assisted by a mentor to support specific tasks.

The mentor was the task of local management who was installed by DECA Project Partner "Eisbären Bremerhaven e. V." in Bremerhaven, Germany. The mentor supports the local management in all tasks in contact with the parents, managers and coaches of the home teams and the management as well as the new requirements arising from the supervision at the university study of the new participant in the DECA project.

No physiotherapy training as planned in the application 2015. A relevant change in the DECA project was the withdrawal of the Health Centre Harlekin, initially committed in the project to provide vocational training in physiotherapy to the participants. The participants of the project were advised about the possibilities of vocational training in Germany. In the project phase of the application, it was assumed that the vocational training should be related to sports and/or physiotherapy. However, this physiotherapeutic training could not be implemented because this vocational training was divided into a theoretical and a practical part. The theoretical part was far removed from the Bremerhaven residential and training location. Therefore, there was no organization possibility to do physiotherapeutic training in the DECA project.

Time delay in the project because of the scheduling of the try-outs. The Scouting, try-outs and selection of the participants took more time than planned in the project proposal. The reason for this was to find a date for candidates, sports clubs, partner organizations, scouts and sports halls in the home countries of the athletes.

Excrete of the subcontractor “Arbeit und Bildung” - Entry of the new subcontractor “PractiGo”. The subcontractor “Arbeit & Bildung” was not able to get any company for the DECA participants and quit the project in spring 2016. After the withdrew of “Arbeit und Bildung” from the DECA project in early spring 2016, a new “carrier” of the program MobiPro had to be found for the vocational training of the participants. Mr Klemm, head of the MobiPro program for North-West Germany of the German Federal Employment Agency, proposed two other organizations as the sponsor of the MobiPro program for the DECA project. The Institute for Consulting / Education and Research BBF-Sustain in Oldenburg and the Institute PractiGo in Bremen. In May 2016, the coordinator of the DECA project held talks on cooperation with the heads of BBF-Sustain in Oldenburg, Mr. Böhle and Mr. Schneider of PractiGo in Bremen. Without a carrier of the MobiPro project, the continuation of the DECA project was not possible. The institute BBF-Sustain refused a cooperation with the DECA project for financial and organizational reasons. PractiGo decided to work together with the DECA project. PractiGo implemented the vocational training via the MobiPro Program, as defined in the project proposal. PractiGo took over the language training, accommodation of the participants and the difficult search for adequate training places in Bremerhaven for the participants.

Personal reasons for leaving the DECA project of one participant. The communication from the Italian participant Raul de la Cruz, who has a child in Italy was at the arrival of the participants to the coordinator and partners of the DECA project. The reason for quitting the project was that the mother of Raul’s wanted to take her son to the USA with her current couple, and Raul did not accept that situation. He decided to go to the Italian Court. His goal was to keep his child in Italy. This situation made it difficult for Raul to stay with the project in Germany. Raul quitted the project and went back to Italy in autumn 2016.

Serious sports injuries lead to leaving the DECA project. In autumn 2017, Arnau injured first time at the knee. The local Manager of the DECA Project discussed with the coach and the management of Rot Weiss Cuxhaven about the future of Arnau Triginer in the team of the 2. Basketball Bundesliga Germany. Arnau Triginer left the team Red White Cuxhaven and trained in the Team Eisbären II. He continued his previous employment.

Arnau Triginer renewed a sports injury at the knee (meniscus) in December 2017. He did not pass the theoretical intermediate examination of the vocational training. In spring 2018, Arnau decided to cancel the project because of the second serious knee injury and the failure of the intermediate examination of the vocational training. The DECA Participant saw no athletic professional basketball career in the future. Likewise, he saw no career in the future as a sports and fitness expert. In June 2018, Arnau Triginer was operating in a German hospital. After that operation, he left the DECA project at the end of June 2018.

6. Quality control during the implementation of the DECA project

The quality control of project implementation was a collaborative task performed by the Project Management Office (PMO) of UCAM through the partners' project managers, under the supervision of the project coordinator. This action is aimed to supervising technical, administrative and financial issues of the project, and monitoring the participation of all the partners and the fulfilment of their assigned tasks. The general monitoring tasks can be described as follows (Figure 2).

Communication. There was continuous communication among partners, by maintaining periodical conference skype call meetings in order to have updated information about the project progress and to ensure that every constraint is sorted out.

Project monitoring. All partners should collect and compile information about project's tasks and activities they carry out on, as well as controlling the use of resources, keeping accurate accounts, supervising project

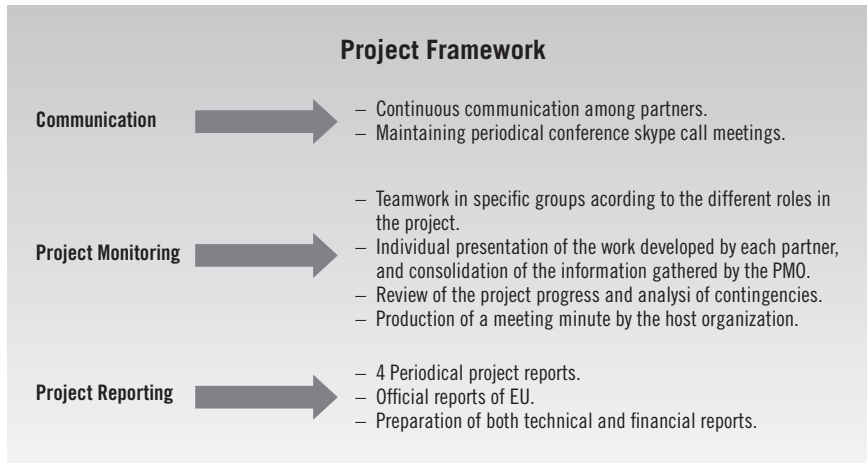


Figure 2. General monitoring tasks.

expenses and funds transfers. This information should be structured in a short and simple manner, easy to understand. There should be one project meeting in the beginning of the project, one after the first year and one after the completion of the project. The goal is to monitor project progress during the first two years linked to the sport training and the vocational training. Activities developed:

- Teamwork in specific groups according to the different roles in the project.
- Individual presentation of the work developed by each partner, and consolidation of the information gathered by the PMO.
- Review of the project progress and analysis of contingencies.
- Production of a meeting minute by the host Organization.

Project reporting. This task should involve review and assessment of project deliverables and achievements against objectives using objectively verifiable project indicators. It also includes both internal and official reports to be submitted to the EC. Activities:

- Four periodical project reports were made individually by partners' project managers, and then consolidated by the PMO at UCAM.

There should be internal reports, to be done after the completion of each semester. Participants: all partners. Dates: May 2016; January 2017; July 2017 and January/October 2018 (Figure 3).

- Official reports. This task involved the elaboration and timely submission of consolidated and final technical and financial reports for the EC (as specified in the Grant Agreement).
- The process for the preparation of both technical and financial reports should involve every single partner to produce individual reports directly submitted to the PMO in Murcia and the project Coordinator for checking and approval.

Furthermore, MSV has followed the strategy to introduce basketball in primary school through extracurricular activities, organizing events aimed at cooperation between schools and sports clubs. For several years, the young teams have participated in important national events, obtaining important success and awards. During various championships, the athletes follow a high technical training with the purpose of being part of the Senior team. The experience of MSV brought a high added value to the growth of new talent in its territory and in the whole Puglia Region (Italy), thanks to the institutional collaboration started with the Italian Basketball Federation, so the MSV team has special expertise and experience regarding the value of training and culture (knowledge and learning of the German language, etc.).

In this sense, Mr Spartaco Grieco was the responsible for implementing the following scheduling:

- First Evaluation Visit: January 2017/BREMEN 9/13 February.
- Second Evaluation Visit: Margherita di Savoia September/October 2018.

The reports progress on the Evaluation visits done were presented as follows:

- First report: second transnational meeting in Murcia (Spain) in March 2017,
- Second report: third transnational meeting in Athens (Greece) in November 2018.

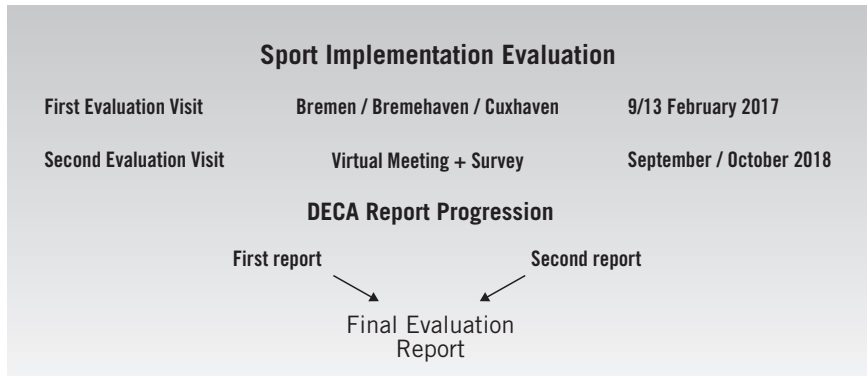


Figure 3. Sport implementation evaluation.

A final report was added to the DECA Project final report for the European Commission. The proposed schedule for the visits is as follows with structure of the interviews plan is so formulated:

- Evaluation visits sport service: once the players were allocated in the Rot-Weiss Cuxhaven Basketball, Mr. Grieco visited the premises of the team and made an interview with the responsible, Mr. Holger Junghans, supported by the DECA Project local project manager, Mr. Jan Lipke (MR. NILS RUTTMANN)
- Evaluation visits sport tutor: in this case, the interview was made to Mr Jan Lipke (MR. NILS RUTTMANN), considering his double role as DECA Project local manager and sport tutor for the players.
- Evaluation visits student/ athletes: questionnaires were sent to players before the visit and then the results and answers will be commented with MrGrieco.
- Evaluation visits VET Provider: interviews and surveys at Head Manager of PractiGo and his staff.
- Evaluation visits at Project Coordinator Mr. Uli Mix, with an interview and surveys with an Analysis on the global vision of the project from the beginning until recent times.
- Evaluation visits at DECA companies' interviews and surveys for evaluate the level of cooperation within DECA Project.

Evaluation material is based on quantitative and qualitative surveys/questionnaires and interview face-to-face meetings with relevant target groups/ stakeholders in Bremen, Bremerhaven and Cuxhaven (Germany), as sports service staff, sport tutors, and student-athletes. The second part of evaluation visit was organized directly without interview front end but through virtual Skype interview with surveys; that was decided from the Project Coordinator for permit a best management of the project.

Because of the Evaluation Visits, Mr. Grieco produced a result analysis evaluation report: a collective result analysis evaluation report highlighting the strengths and weaknesses of the DECA project model within the specific SPORT context. This evaluation and conclusion report with valuable information was presented to the project Promoter and the consortium in the Project Meetings.

As a result of the visits, Europe Community had to elaborate a specific evaluation report of every partner that included the different DECA Project stakeholders' meetings information: (a) Technical info from the surveys; (b) Qualitative info from the interviews; (c) Strengths and weaknesses of the DECA Project model within the specific context; (d) Qualitative global judgement; and (e) Lessons from the visit (three to five bullet points). A global evaluation report was created too and submitted to DECA Project coordinator and UCAM at the conclusion of the whole evaluation.

Finally, a risk mitigation plan was designed to overcome possible problems that could be happened (Table 2).

Table 2. Risk mitigation plan.

RISK	MITIGATION	CLOSEOUT
Project Team members changes	Reserve list of potential replacement people	Notification to Project Coordinator and Financial Officer by email. Submission of new EXCEL file with the current updated team.
Activities delay	Alternative plan of activities.	Informing the Project Coordinator. Implementation of alternative plan of activities, without affecting the initial budget.
Unexpected expenses	Grant review and exchange of amounts between different chapters of the approved grant.	Informing the Project Coordinator and Financial Officer, without incurring in new expenses until the changes are approved by EACEA.
Employers firing players	Intermediation by PractiGO SL. Meeting between Local Project Manager, Player, Employer and PractiGO SL representative.	Signature of the needed documents. Revision if the causes for firing the player were in the commitment letter. Searching for a new contract / job placement.
Players' withdrawal / leaving the project.	Revision of commitment letter.	Reimbursement by player of these expenses referred in the commitment letter. Support in Germany for the period agreed in the commitment letter.
Project partner organizations conflicts.	Notification to Project Coordinator, acting as judge, supported by International Project Manager.	Virtual meeting (SKYPE) between affected parts, decision / solution by Project Coordinator.
Sport injuries	Medical revision of the affected player. Review of potential pathways: Light injury continuity in the project. Severe injury leaving the project, return to origin country.	Based on the diagnosed injury, the Project Coordinator will decide the continuity of leaving of the player. The procedures are described in the above rows.

3

IDENTIFIED GOOD PRACTICES DURING DECA PROJECT IMPLEMENTATION

Ulrich Mix, Andres Abad, Spartaco Grieco



Identified good practices during DECA project implementation

The participant Klavs Krastins from Latvia successfully completed the DECA Project until the end of 2018. In this case, the personal talents and framework conditions required to successfully complete the dual career project could be shown in an exemplary manner.

Local DECA manager, mentor and the boss of Klavs Krastins were very satisfied with the Vocational Training process. Klaus is expected to finish successfully his Vocational Training. Equally satisfied are the Eisbären Bremerhaven Sport Team with the sport athletic perspective of Klavs. He is one of the most important players in the Junior Eisbären Team Bremerhaven. He is very dedicated and motivated. It was elaborated on the conditions and prerequisites that are the basis for the positive development of Klavs in the DECA project.

The reasons for the successful passing of Klavs Krastins, who faced the same challenges as the other participants, were the following:

- Vocational training must meet the wishes and needs of the young athlete and be centrally located close to the company and sports club. After initial scepticism and an internship phase, the training as a hotel and restaurant specialist corresponded to the personal expectations of the DECA participant.
- The living place, the vocational training and the sports training as basketball player were in close proximity in Bremerhaven. With the help of the mentor in the DECA project, the mobile challenges after the loss of the project car were solved with a bicycle. Due to the short distances and the mobile support, Klavs Krastins had enough opportunities to pursue the two components of a dual career.
- The employer's positive attitude towards a sporting career and performance basketball and the need for appropriate training and competition times led to flexible training and time planning. This was constantly adapted to the new conditions.

- A time limit was found for occupational and sporting stress. Through this balance, health problems (“burn out”) could be avoided for the young participant.
- Due to his stable personality, the participant showed a high degree of stamina, discipline and motivation in order to fulfil the sporting and professional expectations.
- Klavs Krastins came from Latvia, which like Bremerhaven belongs to the same northern European cultural area. From the project’s point of view, he thus succeeded in adapting the language, culture and working conditions of the local conditions in Bremerhaven more easily.
- Optimized project structures in the second phase of the project facilitated the support of the participant. There was a close coordination between all actors, sports coach, employer, project management, mentor, etc.
- Further information: Klavs was the only participant in the DECA project without a player agent. His parents supported her son’s career decisions. Klavs became more self-confident and independent in the course of the project and due to the changes made.
- The sports and vocational situation of Arnau Triginer was similar to that of Klavs in the first two years of 2016/2017.
- Arnau Triginer had a high level of stamina, discipline and motivation to meet athletic and vocational training expectations. He was one of the most important players of the team Red White Cuxhaven who reached the championship and promotion to the 2nd Bundesliga.
- The flexible working conditions of his employer brought sport and training into a good balance.
- Only two serious sports injuries in winter of 2017 and spring of 2018 forced him to abandon the project.

The difference that players in a three-year professional training and other players are not in a vocational training and concentrate with all energy on the sport led to considerable tensions with the project participants. This situation led to a reorientation in the DECA project. Dual careers can

only succeed if there is a coordinated realistic sporting concept during the time when the dual career takes place, so that all participants get involved. This was the case with project participant Klavs Krastins from Latvia and with the participant Arnau Triginer in the years 2016/2017. Companies, athletes and sports clubs had entered into an agreement that was beneficial to all participants. The participants played for time in a team from a lower division.

According to the Quality Control Project Implementation procedure (Annexe 5), several are the observations in relation to the good practices during project implementation.

The main challenge to be resolved in DECA was to increase the quality level in understanding the German language; this intervention was a guarantee right away to put the DECA athletes in the best conditions to be able to interact during professional training (basketball training / Vocational Training).

Another important factor was the lack of time and ability to identify companies that intend to join the MobiPRO program in the second phase of the project starting from June 2017.

One of the factors that has led to some negative results was the preparation of knowledge of the German language; Knowledge of a new language implies a lot of time investment, something that should be planned before the beginning of the Sport season / Professional Training, avoiding the gap in the ratio Time / Learning.

Another negative factor has been the time (sometimes long) of the payout procedure for DECA athletes for the payment of overheads (apartment, nutrition, move to Playground and Professional Training). Also, the distance from their home countries and the low availability of returning home during the first year.

No cognitive analysis of prospects and ambitions in the labor market by DECA Staff towards selected athletes. In this way, it was not possible to know with more precision the preferred labor markets of the candidates.

A lack of timing of repayment schedule by participating companies and MobiPRO has resulted in initial instability against participants, creating

negative moods in the organization of daily activities (payment of utilities, feed, public transport, etc.).

The accomplishment of the best DECA project standards would be achieved by planning the following factors:

- The ability to select athletes who are not necessarily professional in basketball, but who may have a position in the Sport Club at a level below the maximum professional championship, with the ultimate goal of having experience during the tournaments with minutes of level played; this will allow a monitoring by the Eisbären Bremerhaven Staff to decide whether to integrate one of the selected players into becoming a professional player;
- The Vocational Training relationship with Companies must be at the same motivational level as Sport Club Training, trying to avoid workplace displacement problems.

A few minutes played by athletes (Alberto and Klavs) except Arnau and Aleix improved during training with the Cuxhaven team. Alberto and Klavs started playing in the second team of Eisbaren Bremerhaven, improving their self-esteem and playing several minutes; negative results, on the other hand, were achieved by Alberto Artilles and Aleix Pujadas (few motivations for the Vocational Training path, negative progress test results in the German language learning program, etc.); despite the negative results achieved in the study and vocational training, the sports activities (Aleix Pujadas / Cuxhaven) (Alberto Artilles / second team Eisbaren Bremerhaven) have shown significant improvements in personal and team fundamentals.

After a slow start-up of Klavs Krastin's project to the initial problems of company participation and Vocational Training, the athlete recovered his self-esteem, although in contrast to the factors related to its limited physical ability to provide good performance both with Eisbaren Bremerhaven and Cuxhaven team; became very well in the second formation of Eisbaren Bremerhaven, guaranteeing good plays and a high number of minutes in the field; the same working condition with the companies it worked on, despite the problems of German language skills, have never shown negative signs in the relationship with the employer.

Despite his young age and ability to adapt to these experiences in the double career of the DECA project, Klavs Krastin showed great maturity; during the evaluation days, he was included as a youth instructor in coordinating the technical activities of youngsters in Eisbaren Bremerhaven, gaining consensus and improving his self-esteem and social relationship with the surrounding people.

Arnau started training in the first Senior Team in Eisbaren Bremerhaven with the concrete chance to take part in the start of the season in 2018-2019. Arnau Triginer was the athlete who has achieved the best results both in Basketball Training Career and in the Vocational Training.

An important condition for the sustainability of the second phase of the DECA project was certainly the improvement of the social conditions that athletes will need to improve; such a kind day event, inviting everyone to attend cinemas in the original German language, cultural venues frequented by local German people, libraries, etc.

An important aspect of the continuity of the project in this last year will be to understand who should do what, when and how within the workgroup in the DECA project. That is, activities outside the program that help them to integrate properly into the local society

Another important aspect during the first months of the start of German language courses was the change of four German-language teachers who changed the teaching mode to each of the players, so there was a difficulty in following the methodologies of each teacher who differed on the other.

In a collective interview, the players were asked to describe the usual (Monday / Friday) habits of a model day; Wake up at 7 am, Breakfast, go to work (3 days a week), Vocational Training (2 days a week). The subjects of study were of advanced level (Marketing, Finance, Commerce, etc.) in German, with the ultimate goal of obtaining a Master of Business. In the afternoon, going to home for lunch and prepare for German language courses or basketball training; the players were able to prepare themselves in the kitchen, wash clothes, etc.

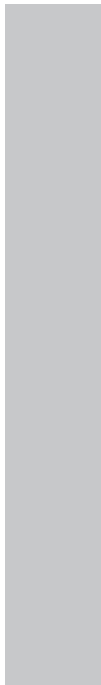
The problems of knowledge of the German language also affected the relationship between the employer and the athletes, often the rules and

schedule of working hours were not clear; the analysis made by Arnau explains the main problem in the organization between the employer and the DECA project, that the companies thought it useful to insert the players through the contribution of MobiPRO but were basically not interested in the dynamics and activities of players involved in the DECA project.

4

AVAILABLE RESOURCES DURING AND AFTER DECA IMPLEMENTATION

Christina Irene Karvouna



Available resources during and after DECA implementation

1. Sources, quantities, and other data from the resources used in DECA

The Table 1 shows the different sources, quantities, and relevant data from the resources used to communicate the processes carried out, as well as the results of these methods. These resources were related with the dissemination procedures developed (see examples in Figures 1 and 2). The DECA project had several target groups that included: sports stakeholders, basketball associations (national and regional), local authorities, chambers of sports, governmental sports agencies, university relative divisions and researchers and media. In this sense, the main objectives of the dissemination strategy were:

1. To build awareness of the project,
2. To lay down the foundations for effective communication of the project's concept and potential benefits to the targeted groups,
3. To communicate research findings to stimulate on-going interest in the work of the project,
4. To build the foundations of an effective dissemination model,
5. To lay the groundwork to establish and reinforce a wide network of potential target groups to receive beneficial impact,
6. To maximize opportunities of the solution throughout and beyond its development. A detail of the dissemination procedures implemented, and a report of the project activities developed can be seen in Annexe 6 and 7, respectively.

The dissemination procedures were the following (see dissemination report in Annexe 7):

- Dissemination and Awareness Raising. The Dissemination and Awareness Raising of the “DECA” project and its activities was addressed to sport associations, local authorities, chambers of sports, national and

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the
PARTNERSHIP

Coordinator
Ministry of the Interior
and of Sport

Eisbären Bremerhaven

Fundación Universitaria
San Antonio (UCAM)

MSV Basket/ASD Margherita
Sport e Vita

European Institute for Local
Development (EILD)

Basketball School KEIZARS

Club Basket Granollers

www.decaproject.eu

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Figure 1. Resources related with the dissemination procedures developed.

- local media, national and local institutions and universities. The “DECA” project was disseminated continuously and according to concrete events.
- E-mailing campaigns. In this context, it was provided e-mail lists of all above listed target groups and will be responsible for the Dissemination of the project, in order to achieve the Awareness Raising of the project through the E-mailing Campaigns. In particular, e-mailing campaigns organized by all the project partners in partner countries. The main concept is each partner create a database containing all the e-mails of the potential project’s stakeholders and target groups in national level, and send them e-mails and present them shortly the main project’s objectives, activities and results and what the project’s contribution would be in their organizations.
 - Telephone campaigns. Furthermore, it was also defined a list of the target group members in order to inform them about the project

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about THE PROJECT

The Ministry of the Interior and of Sport Bremen has developed a strategy for athletic training, youth employment and mobility training in theory and practice. The goal is to have an educational partnership with sport clubs from five to six EU-member countries, in which highly talented basketball players, who have the prospect of becoming professionals, will stay in the state of Bremen for three years. During this time, the athletes will be integrated into the German Premiere Basketball League, the 'Bundesliga', while at the same time, they are given a vocational education or training preferably in the field of health prevention.

OBJECTIVES

The project addresses the European policy objectives for the dual career of athletes in several ways. It gives promising athletes prospects to pursue their athletic careers, while simultaneously providing them with an education and vocational training to prepare them for employment after their athletic careers. In addition, the project is an innovative approach to solving the unemployment of youths in Southern European countries by serving as a best practice example for youth and sport mobility.

EXPECTED RESULTS

- ← Creating a new approach to vocational education and training (results will be found on time balance, intensity of training, communication between athletes and employers).
- ← Innovative redevelopment of the relationship between sport and the economy (employers).
- ← New insights to the limits of young athletes' performance in a setting, where they work and train at the same time. Results on how much can be asked and expected of the athletes.

TRAINING

COACHING, TEACHING, KNOWLEDGE, SKILLS, EXPERIENCE, LEARN, DEVELOPMENT

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Figure 2. Resources related with the dissemination procedures developed.

activities and results by phone conversations, Telephone Campaign. Telephone campaign followed the e-mailing national campaigns. The partners created databases containing the phone numbers of the possible project's stakeholders and target groups and made periodically phone calls to them presenting them the overall project. The main concept for this action was to enhance the e-mailing campaign as the direct contact with them makes the potential target groups to become more interested in the project.

- Project's website. A short description of the project, the partnership, and the Project's Website link will be published in the Projects section of partner's website. Since partners' website have high traffic and are visited by many educational organizations, training institutes, municipalities and other target groups in national and European level, we was able to achieve successful dissemination. Moreover all

dissemination materials (newsletters, leaflets, articles, brochure, flyer and poster) will be published on partners' website, project's website, in concrete events related to the field of "DECA". Furthermore it had been published the news of the "DECA" and the current status of the project in local, national and/or international newspapers, as well as in e-magazines, national and European nonprofit magazines, technical journals, etc. Through this process, associations, local authorities, chambers of sport, national and local media, national and local and NGO'S are able to be aware of the work of "DECA" project. This may be also useful for those target audiences that do not require a detailed knowledge of our work but it is helpful for them to be aware of our activities and outcomes. Pictures from project's activities (workshops, participation in conferences, events, etc.) also uploaded in project's and EILD's websites.

- Dissemination of the Local workshops. Dissemination at local and national level in each of the partner countries was a major part in dissemination. Each project partner approached the target groups and the stakeholders through personal contact, advertisements in popular local and national newspapers, using synergies with seminar providers in the field, and according the dissemination activities described above.
- Dissemination of the Final International Seminar. The Final International Conference that took place at the end of the DECA project in Greece, was addressed to sport organizations and confederations, companies, academic staff, NGOs specialized in sports, sport umbrella organizations, networks, local, regional and national authorities, and all target groups mentioned above. Partners' approach for disseminating the conference and achieve great attendance to it, is its promotion through project partner organizations' websites, creation of conferences leaflets and posters, creation of thematic portals on internet, E-mailing Campaign, snowball effect on E-mailing Campaign, publications in media.
- Social media pages (Facebook, Instagram, LinkedIn and Twitter). It had also been created the project's Facebook, Instagram, Twitter,

- LinkedIn pages entitled: “Dual European Careers of Athletes – DECA”. In DECA’s Social media pages, it had been uploaded photos, videos from events that took place under the project or others, and interesting articles that are strongly related to the subject of the project. The page’s also contains news or any general information related to the project’s goals and objectives. An important activity was that administrators could invite their social media friends to “follow” the DECA pages. This was an easy and quick way to disseminate the project’s news and activities to a great audience. All project partners could also upload news and comments about the project.
- Administrators were continuously monitoring the popularity of the pages weekly. Pictures from the partner meetings, project meetings within the own partner organizations, and project’s activities (workshops, participation in conferences, events, etc.) were also be uploaded in DECA’s Social Media pages. During the project implementation 71 posts have been made in Instagram, 163 posts have been made in Facebook, 36 post have been made in LinkedIn and 125 post have been made in Twitter.
 - Newsletter. During the project, partners publish news and project’s activities in its organization’s newsletter in order to guarantee the fast delivery of information and news on the project activities and results to the target groups. Furthermore 2 DECA’s newsletter had been created and be translated in English. Furthermore it’ has also published in project website, social media, websites, newspapers, magazines. Exactly, the DECA newsletter published and: Sent via e-mail to local producers, companies, associations, local authorities, chambers of Sport, media, institutions and NGO’S, Published in websites and facebook. The contents of the newsletters were: Brief editorial of the events, Summary of the developed activities, Dates of the activities and events scheduled in the following months, Information of general interest.
 - Informational Brochure - Flyer - Poster - Leaflet. The DECA Informational Brochure was created was available in project’s website in English and Greek. It included photos and information for the

project. The Information Brochure- Flyer- Poster- Leaflet published in project's website, seminars, workshops, and/or events. The "DECA" Informational Flyer was uploaded to the project's website and included photos and information about the project. The DECA Poster was available on partners and project's website. Versions in English and Greek (and in the other partner languages) also were created. It was used for seminars, workshops, and/or events. The DECA Leaflet was available in English and Greek in "DECA" project website. It also had been used for seminars, workshops, and/or events.

- Press Release. Stakeholders were continuously updated by Press Releases about the project's implementation progress. To be more specific 7 Press Release was created and published, which was available in English and Greek.
- Project presentation using ICTs. EILD created slide shows regarding the DECA project in Power Point format which had been used in meetings or events that we will participate in, (outside project's scheduled activities).

2. E-learning platform

An e-Learning environment is defined as a system for well-based learning discovers the total architecture for e-Learning, from the e-Learning system itself to administration and arrangement of courses. Learning Management Systems are introduced and widely adopted instructional designers and by institutions, in order to fulfil certain needs and requirements in a field of ever increasing demands for pedagogically improve education and training and for better access despite distance both in time and topography. The contents of DECA e-learning platform are: description, learning outcomes, video, and quiz (see an example in Figures 3 and 4).

The e-learning platform allows the following opportunities:

- Presentation and navigation of the learning material (Multimedia).
- Own development of knowledge as independent student product or as a group work.

Table 1. Available resources during and before DECA implementation.

COMMUNICATION TOOLS				
Kind of publication	Quantity	Short description	Source/ Website address	Date of publication
Publications	1 poster	Include photos and information of the project with link to the project website	Social media (Instagram, Facebook, Twitter) DECA site, EILD site	2016
Publications	1 Newsletter	Events, Regional & National newspapers, Facebook page and websites	Social media (Instagram, Facebook, Twitter) DECA site, EILD site	2017
Publications	1 Interview	Alberto Artilles Interview on a specialized basketball website	https://zonadebasquet.com/2016/09/01/mas-alla-del-metodo-feb-el-deca-une-formacion-ybaloncesto/	09/09/2016
Publications	1 Press Release	Dual career of athletes – Professional basket career and vocational education DECA	Social media (Instagram, Facebook, Twitter) DECA site, EILD site Send in press	03/03/2016
Publications	1 Press Release	Dual European Careers of Athletes Professional Basketball and Vocational Training Project is successfully Ongoing	Social media (Instagram, Facebook, Twitter) DECA site, EILD site Send in press	09/06/2017
Publications	1 Press Release	Final Meeting of the European Project: Dual European Careers of Athletes Professional Basketball and Vocational Training	Social media (Instagram, Facebook, Twitter) DECA site, EILD site Send in press	15/06/2018
Publications	1 leaflet	Create in all partner languages including photos and information of the project with link to the project website	Social media (Instagram, Facebook, Twitter) DECA site, EILD site	2016
Publications	1 Press Release	Press Release: Dual Career of DECA Athletes is successfully on-going in Bremen!	Social media (Instagram, Facebook, Twitter) DECA site, EILD site Send in press	13/10/2017
Publications	1 Press Release	Dual European Careers of Athletes Professional Basketball and Vocational Training Project is successfully Ongoing	Social media (Instagram, Facebook, Twitter) DECA site, EILD site Send in press	12/06/2018
Publications	1 Press Release	“Dual Career of our Athletes in Professional Basketball and Vocational Training is successfully on-going in Bremen”	Social media (Instagram, Facebook, Twitter) DECA site, EILD site Send in press	24/10/2017

DUAL EUROPEAN CAREERS OF PROFESSIONAL BASKETBALL PLAYERS

Kind of publication	Quantity	Short description	Source/ Website address	Date of publication
Publications	1 Press Release	Dual career of athletes successful ongoing	Social media (Instagram, Facebook, Twitter) DECA site, EILD site Send in press	27/06/2017
DVD/CD-ROM	-	-	-	-
Website	1 site	Update with project activities, news, project goals and objectives	http://decaproject.eu	2016-2018
Website	1 site	Short description of the project, the partnership, and the Project's Website link on EILD website.	http://www.eurolocaldevelopment.org/index.php/services-we-offer/291-deca	2016-2018
TV/Radio	1 TV Report	TV report of Deca selection process on a local TV	http://votv.alacarta.cat/granollers/capitol/el-cb-granollers-ha-acollit-dues-sessions-dentrenaments-del-projecte-deca	16/03/2016
TV/Radio	1 TV Report	On German TV: DECA players, Arnau and Klavs in action around minute 16.35.	https://hannover.sat1regional.de/donnerstag.html	17/02/2017
TV/Radio	1 TV Report	The presentation of Deca Project in Spanish TV :	https://www.youtube.com/watch?v=UuGqCEV80YQ&feature=youtu.be	21/03/2017
TV/Radio	1 Radio Interview	Radio - Bremen published about DECA Project and our elite athlete ArnauTriginer	https://www.facebook.com/DECAproject/photos/pcb.2008577952704443/2008576079371297/?type=3&__tn__=HH-R&eid=ARDYS-kq2pyKkffNXC8i5-JU0d_aTaXdOpoo3WUz3S61bNXX6MsYJJSUkDsn9isupm4TEU21BdvzCT&__xts__%5B0%5D=68.ARCWB8bu-KAAZzeDiyahzotMNV5EiRtn6GRebPVQsADk3FUw9wjLgsqlBIF1pQXq-g6f3hpGi26q5K7WNo7-JQfhlwho3i0wjffPuOMV7Wf3jXTtPS7n00ZkdTD2bT2Bti87TujpJbx1G2Cm06cpZnYA7vXmANmgV3jQp8ydmEuRAtgYRy4w_ua	03/10/2017
Newspapers / Magazines	1 article	Spanish press wrote about DECA	https://www.somgranollers.cat/noticia/34971/el-cb-granollers-participa-en-un-projecte-de-formacio-europeu	22/02/2016

Kind of publication	Quantity	Short description	Source/ Website address	Date of publication
Newspapers / Magazines	1 article	German Press "Wirtschaft in Bremen & Bremenhaven" wrote about our athlete Arnau Trigriner.	https://www.handelskammer-bremen.de/blob/hbihk24/Presse/Magazin-WiBB/WiBB_2017/3722308/35a-c76a13655aebd4e5acc05afd5568f/WiBB_05_2017-data.pdf	12/06/2017
Newspapers / Magazines	1 article	German Press refers to DECA Project as a Big Chance and writes about our athlete Klavs Krastins!	https://www.facebook.com/DECAproject/photos/a.1740565789505662/2017343651827873/?type=3&eid=ARAD3kwxuhc7Dh7LhBCOBstQ85ShHSd3wFPxTFBllled4jCC8peXTrm5k_3JEkktcSHX1gax9TFsOPQY&__xts__%5B0%5D=68.ARC9SYQXOpDuwN86P-oX7ylchbV2ez5HawIRx8cDcmdHLeallbJhrkuUJgiuNBwrJpzilxwV4tP5j8JMeOsnpuWRmTewbf5xF60uErTEmwusmdoBc81mM6bUIP8-9G6hM5w5HGS_qU-H28TtaiPoFmJZclRXMIE3wa87qAr5DRpsWaNct2VYnQ&__tn__=EEHH-R	24/10/2017
Newspapers / Magazines	1 Interview	"DECA Project Radio Interview in the "Baltic hour", Redaction "BaltischeStunde" German Radio - Dr. Uli Mix Erasmus+ DECA Project Coordinator and Klavs Krastins, DECA Participant talk about the Project"!	http://baltische-stunde.de/Baltische%20stunde_107_222_DI_2017_06%202017_zweite.mp3	26/10/2017
Social media	1 Instagram page	Update with project activities, news, project goals and objectives	https://www.instagram.com/deca_eu_project_athletes/	2016-2018
Social media	1 twitter page	Update with project activities, news, project goals and objectives	https://twitter.com/DecaOffice	2016-2018
Social media	1 facebook page	Update with project activities, news, project goals and objectives	https://www.facebook.com/DECAproject/	2016-2018
Social media	1 linked in page	Update with project activities, news, project goals and objectives	https://www.linkedin.com/company/18700557/	2016-2018

- Group oriented learning processes.
- Availability in time and space through different forms of communication (text, video, etc.), data network, cloud and so on.
- Adapting the learning system to different national languages.
- Integration with the administrative Information Technology (IT)-systems of an institution.

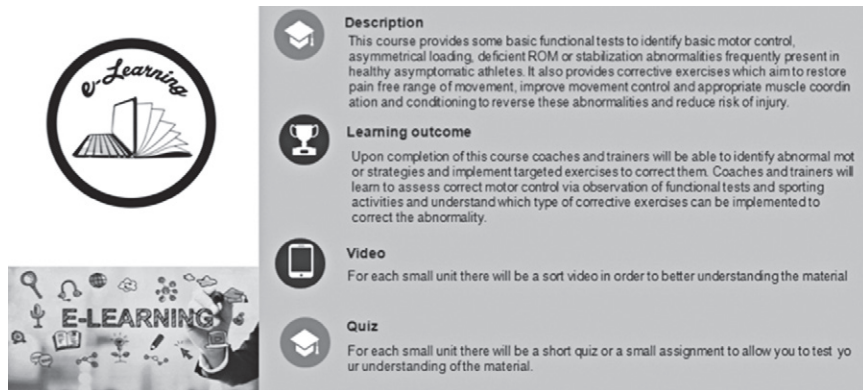


Figure 3. Example of the contents in DECA e-learning platform.

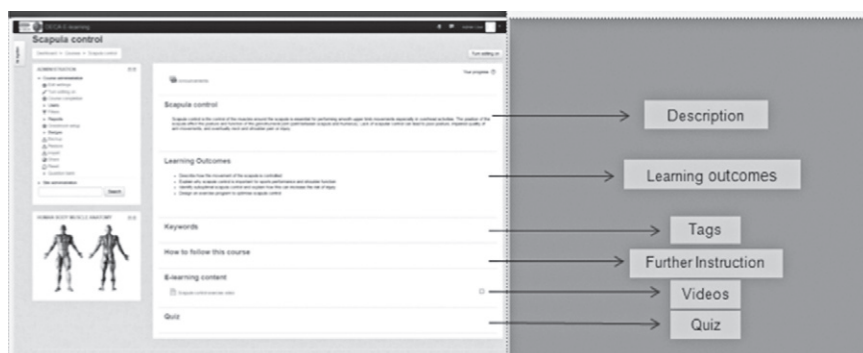


Figure 4. Example of the contents in DECA e-learning platform.

5

RECOMMENDATIONS FOR EUROPEAN UNION ATHLETES AND DUAL CAREER INVOLVEMENT AFTER THE DECA IMPLEMENTATION

Ulrich Mix, Antonio Sánchez Pato, José Luis Arias Estero, Alejandro Leiva Arcas



Recommendations for European Union athletes and dual career involvement after the DECA implementation

The goal of the DECA Project was to develop an educational partnership with sport clubs from EU-member countries, in which highly talented basketball players, who have the prospect of becoming professionals, could stay in the state of Bremen and the City of Bremerhaven. During this time, the athletes have been integrated into top teams of the German Basketball Leagues, while at the same time, they have been receiving a vocational education.

The athletes had to perform training with their teams and compete at a high level. This implies a great organizational effort (for example, the organization of trips for competitions). In addition to this, all aspects of vocational training in German companies must be managed

There was a triple burden for the participants: the time spent in vocational training in the company, at school and in training with the Club. Added to this was the new cultural orientation (language etc.) in a foreign country for the selected boys in the age 18 to 21.

These three landmarks were preceded by the six participants Raul de la Cruz (Italy), Klavs Krastins (Latvia), Arnau Triginer, Alberto Artiles and Aleix Pujades (all Spain) in the EU DECA project in the summer of 2016. They had been selected in several basketball try-outs in their home countries on their high basketball skills and the basis of their academic performance data. Jordi Schröder, Granollers, Spain, was re-nominated in summer 2017 after the departure of two participants in the DECA project.

From the point of view of the impact, we should consider it at different levels, because the DECA project had a meaningful impact not only in the selected basketball players, but in the participating organizations and in the staff belonging to them:

- Impact on the basketball players: for the most of them, it was the first time they should live in a different country, with different language, different culture, different daily habits and even different personal

schedule. It was the first time they should combine, in a balanced way, learning with training with working practice. Learning a new language, German, not so easier for almost all of them, but learning a vocational training career, under a specific German program (MobiPro EU), as well as to train in different level they were used to; and also fitting with the working time, under the same program scheme. It meant, for all of them, a meaningful change in their attitude towards their sport career and their expectations for future, since DECA Project was implemented under the ERASMUS+ Programme (the EU action programme for education, training, youth and sports), matching with two of the main aims (vocational training and sport) established by the Programme, in relationship with the European Union Employment Strategy.

- A second level of impact was to raise awareness of how difficult could be to be simultaneously a professional athlete, a vocational training student and a worker with adult responsibilities not only with their basketball team mates, but the teachers, the trainers, the coaches and the employers. The participant athletes had to learn how to manage professional documents under German law, which is not the usual management an athlete is used to managing when he/she moves abroad for playing with other sport club or team than the one of his/her origin country.
- A third level is provided by sharing living place (an apartment) with other athletes that are not only basketball teammates, but also VET schoolmates and workers in a labour market different from origin countries. For most of them, the experience marked and inflection point since the balance of the daily timing became a personal responsibility, not only in terms of been punctual at VET school, at work and at training place, but to accomplish the daily life tasks in the living place.

These levels of impact were possible to be measured by means of:

- Periodical meetings (weekly in the most of the cases) with the DECA Project Coordinator, Dr. Ulrich Mix, in many cases with the presence

- of the local project coordinator (firstly, Mr. Jan Lipke, then, Mr. Nils Ruttmann) and in the last months with the presence of the mediator, Mr. Frank Weidmann. Dr. Mix and the other attendee, on Skype Partnership Meetings, monthly reported the results of this meeting.
- Periodical assessment of the project, held by Mr. Spartaco Grieco (MSV Margherita, Italy) which has been duly explained before.
 - Periodical contacts between the athletes and their origin country coaches (Mr.Spartaco Grieco, Mr. Toni Jane, Mr. Janis Butans), which contents were reported in the mentioned SKYPE meetings too.
 - Periodical reports provided by all partner organizations and collected in four periodical reports by UCAM international project manager, which helped to follow the progress of the project up.
 - An unexpected factor, the parents and the origin clubs coaches, become an added element for the follow up of the athletes, since there was a permanent communication between them and the project coaches and coordinators, in many cases by phone, in other cases by Skype and email.
 - Finally, the dissemination activities managed by EILD (Greece) involved many times the athletes' contributions and appearances in the mass media and social media, where it was quite easy to realize the evolution of each athlete individually.

In conclusion, there were eight mean results that should be considered in future projects like the present one:

- Multiple challenges. There was a quintuple challenge for the participants: vocational training in the company, vocational school, competitive sport on a high level, language barriers, and a packed weekly schedule all of that while being on their first experiences in life in foreign country. As a result, the participants need the help of a professional full-time mentor every day to learn to act independently and to organise their vocational, sporting and personal everyday life.
- Structure. The time balance of the vocational training, the sport athletic and the personal life of the participant must be recorded in a structured manner. This involves discussions und regulation between

- employers, teachers, coaches and athletes to be implemented in the right way to support the athlete. As a result,
- Distances. The distances between the training facilities, school, company of vocational training, language school and place of residence of the participant must be short in order to avoid time-wasting.
 - Special regulations. Local companies must have a sports-friendly-attitude. This must allow deviations from the vocational training standards an extension of vocational training time, rescheduling of test...), flexible working time regulations. All parties must deal with each other flexibly, disciplined and willing to compromise. As a result, if this cannot be achieved the company should not be considered as a partner for vocational training.
 - Considerable reductions. Vocational training in the private sector and simultaneous sports training to become a top athlete is nearly impossible for reasons of normal standard working time in a private sector company, without deviating from the working norm.
 - Tutoring. Theoretical vocational training at a vocational training school requires additional support from tutors, tutoring, e learning, and postponement of tests, which specifically work on the material with the athletes in free hours.
 - Parents and agents. Parents and agents must be involved during the whole process which also supports the requirement of a local project management.
 - Personal attitude. The recruiting process should be extended: Participant, sports-club and company should get to know each other during an internship lasting at least two weeks and test whether they can work together over a long period.

6

ANNEXES







Annexes

1. Participants description

PARTICIPANTS						
Name of organisation	Country	No. of members	No. of members who participated in this project (total)	No. of women (out of total)	No. of men (out of total)	No. of people with disability (women/men out of total)
Senator für Inneres of the Free Hanseatic City Bremen	Germany	100 employee	1	0	1	0
ASDMargherita Sport e Vita Basket	Italy	90 Basketball Players	2 13 Basketball Players in the Try-out	0	1	0
Fundacion Universitaria San Antonio, Murcia, UCAM	Spain	15.700 Students 1.000 Profs.	5 8 Basketball Player in the Try-out	0	5	0
Eyropaikoinstitoyto Topikhs Anapykshs, Thessaloniki	Greece	50 employee	3	1	2	0
Biedriba Basketbola SkolaKeizars Riga, Riga	Latvia	30 Youth Basketball Player	2 13 Players in the Try-out	0	2	0
Club Basquet Granollers, Granollers	Spain	300 youth Basketball Players 28 Coaches	6 13 Basketball Player in the Try-out	0	67	0
Eisbären Bremerhaven e. V., Bremerhaven	Germany	300 youth Basketball Players	1	0	7	0

2. Consortium description

Partner organization	Country	Description
 <p>Freie Hansestadt Bremen</p>	GERMANY	<p>The Representative Department for European Affairs of the Ministry of Interior and of Sport in Germany is responsible for the coordination of European Affairs for the Ministry. Its aim is to strengthen the international cooperation and create networks by steering international activities and consulting with public agencies. Therefore, it takes over and realizes European projects in the areas of sport and interior.</p> <p>Website: www.bmi.bund.de</p>
 <p>EISBÄREN BREMERHAVEN</p>	GERMANY	<p>From young adults to children, the Eisbären accompany young people from the region to their sport and school career. For nationally outstanding talents from all over Germany, Eisbären is a reliant partner for players and their parents with high social and professional competence in all dimensions of its training philosophy. The Eisbären boarding school takes care of the players' vocational training and offers a healthy and sports-based diet. It, also, performs career guidance with young people for their career after sport.</p> <p>Website: www.dieeisbaeren.de</p>
 <p>UCAM UNIVERSIDAD CATÓLICA DE MURCIA</p>	SPAIN	<p>With a Campus of 15,700 students and around 1,000 professors, UCAM is a private Higher Education & Research Institution with 18 years of history, which offers 26 prominent European official degree studies, 45 Master and 17 PhD programs. The Faculty of Sport consists of 1,200 undergraduate and graduate students, and 64 teachers. Its Sports Center hosts a biomechanic research lab. From this technology, it can acknowledge the validity and reliability of different devices and training methods used in the practice of sports and physical activities.</p> <p>Website: www.ucam.edu</p>
 <p>A.S.D. Margherita Sport e Vita</p>	ITALY	<p>ASD Margherita Sport E Vita Basket was established in 2007 and since then it has increased its number of associated athletes to 90 members. MSV Basketball has seen the first results during various sports tournaments; the same, today, boasts of having entered athletes born in 1994-1995-1996 between the provincial and regional representatives in their respective categories. Among these, it has some athletes who have participated at first category championships.</p> <p>Website: www.msvbasket.it</p>

Partner organization	Country	Description
	GREECE	<p>European Institute for Local Development was founded in 2009 as an independent non-governmental organization. Its mission is to promote experience sharing among its members and partners for sustaining international cooperation, skillful networking and further progress and growth. It participates and leads global actions and initiatives that contribute to regional development across the globe. It, also, contributes to the integration of the entire regions in a more balanced way through economic, social and environmentally beneficial initiatives.</p> <p>Website: www.eurolocaldevelopment.org</p>
	LATVIA	<p>Latvia is known for its basketball scene and the excellent basketball infrastructure provided for the players. With Keizars Basketball School Riga, the project has a professional partner with highly talented young talents. The teams, ranging from youth to senior, play in the highest Latvian leagues. In addition, some of the young basketball players are already learning German, an asset for their vocational training in Bremen.</p> <p>Website: www.keizars.com</p>
	SPAIN	<p>Club Basket Granollers is the official name of the basketball club of the city of Granollers. It was founded in 1932 and it is one of the oldest and most important basketball clubs in Spain. CBG has long and wide experience in collaborating with schools and municipalities in education and social programs. One of the primary goals of the CBG is the social-emotional development of the youth athletes; CBG, also, has a common program with primary and secondary schools at the city for promoting sport and healthy activities.</p> <p>Website: www.cbgranollers.com</p>

3. UCAM Basketball Club try-out requirements

Erasmus + Deporte:

Dual European Careers of Athletes Professional Basketball and Vocational Training (DECA)

1. Objetivo:

Se trata de un proyecto europeo que ofrece la posibilidad de estudiar en Bremen (Alemania) un FP y compaginarlo con la formación como jugador en un equipo profesional de baloncesto, el 'Eisbären Bremerhaven' de la 1ª División Alemana.

2. Requisitos: Jugadores nacidos entre 95-98

- Experiencia en Liga EBA o superiores.
- Preferencia por una carrera de formación profesional del estilo alemán (3 años, con una parte de formación teórica y otra de trabajo práctico en una empresa).
- Se valorará el conocimiento de alemán e inglés.

3. Duración y cuantía:

Comienza en agosto de 2016. Con una duración de 3 años y una remuneración mínima de 818 euros al mes. Incluye dos viajes al año (ida y vuelta) .

4. Tipo de formación profesional:

Se ofrece gran variedad de FPs en diferentes áreas: salud, administración ciencias de la actividad física, finanzas, restauración, etc.

5. Scouting day:

La selección de jugadores se celebrará el 2 y 3 de mayo. Asistirá a la cita, el entrenador y director de Jóvenes del club, Eisbären Bremerhaven y exseleccionador nacional de Alemania, Jan Lipke.

6. Los interesados deben:

- Enviar la solicitud con sus datos.
- Su curriculum vitae.
- Una copia de su certificado de bachillerato.



Alberto Martín

Jugador profesional de UCAM Murcia CB
y estudiante de Psicología de la UCAM

Lunes

2

de mayo
de 17:00h.
a 19:00h.
UCAM Sports
Center

Martes

3

de mayo
de 11:00h.
a 13:00h.
Pabellón de La Flota



UCAM
UNIVERSIDAD CATÓLICA
DE MURCIA

4. UCAM Basketball Club sheet to register players' characteristics



Player Characteristics for DECA Exchange

Name:

Picture:

Firstname:

Country:

Hometown:

Date of Birth (not younger than Year of Birth: 1998, not older than Year of Birth 1995*):

Height:

Weight:

Former Heay Injuriys (For Example: ACL)

Former Teams + Statistics Last Season (can be added to another page):

Selections Played in (National Team aso.)

Average School Graduation:

Vocational Training Aspiration:

Extra Infos:

* to be allowed to play in multiple Teams

5. Quality control project implementation

Quality Control Project Implementation (QCPI)

Project Coordinator(PC)

Mr. Uli Mix

Project Management

Office (PMO)

Andrés Abad (UCAM)

Quality Manager

Sport Implementation (QMSI)

Mr. Spartaco Grieco (MSV)

Program Activities

Bremenhaven/Cuxhaven/Bremen

1. First Evaluation Visit: February 2017

Sub-Tasks completed :

- Evaluation visits service sports
- Evaluation visits tutor sports
- Evaluation visits student athletes

The methodologies approaches was prepared following two different ways :

1. Global meeting on the received test results;
2. Singles personnel meeting for each athletes.

Following the activities responsible and coordinated by Mr. Spartaco Grieco, in line with the quality control of project implementation tasks coordinated by the Project Management Office (PMO) of UCAM through the partners project managers, under the supervision of the project coordinator, we have completed a monitoring plan related to the services that Mr. Grieco needed for the success of his mission.

As a result of the Evaluation Visits, Mr. Grieco will produce a results analysis evaluation report for the First Evaluation Visit: a collective result analysis evaluation report highlighting the strengths and weaknesses of the DECA project model within the specific SPORT context. This first evaluation aims to be a partial monitoring of the state of the art of the DECA project achieved to date. This evaluation and conclusion report

with valuable information will be presented to the project Promoter and the consortium in the next Project Meetings.

The description of the evaluation visit was done according to the following elements:

- Evaluation of questionnaires with personal opinions.
- Interview voice recording individually.
- Video basketball encounters in Cuxhaven and Bremerhaven with technical-tactical evaluation of individual athletes.

ORGANIZATION TIMELINE PLAN MEETINGS COMPLETED

TOPICS	PARTNERS	ORGANIZATIONS	RESULTS
Evaluation Sport Tutor	Nils Ruttmann (since 01/17) Jan Lipke (08/16-12/16)	Eisbären Bremerhaven	Jan Lipke NO Nils Ruttmann YES
VET provider/ language course	Oliver Schneider	PractiGo	YES
	Kerstin Hollwedel		
Evaluation Companies	Nils Ruttmann for Arnau Triginer	Eisbären Bremerhaven	YES
	Guido Kentsch (10/16-12/16) for Klavs Krastins and Aleix Pujadas	havenhostel Cuxhaven	YES
	Andreas Tolle (10/16-01/17) for Alberto Artilles	Cafe zur Mühle	NO
Evaluation Students/ athletes	Klavs Krastins	Athlete	YES
	Alberto Artilles	Athlete	YES
	Aleix Pujadas	Athlete	YES
	Arnau Triginer	Athlete	YES

Date	Time	Location	Evaluation Visit	Persons	Evaluation Visit Role	Activity	Comments
Thu 09 Feb	15.55	Airport Bremen	VET Provider	1 Oliver Schneider 2 Kerstin Hollwedel	PractiGo head	Survey/ interview	Done
Date	Time	Location	Evaluation Visit	Persons	Evaluation Visit Role	Activity	Comments
Fry 10 Feb	9.00-11.00	Ministry of the Interior	Head of project	1 Dr Uli Mix	1 DECA head	Survey/ interview	Done
	11.00-13.00	Eisbären Bremerhaven HQ	Local project managers (Sport Service + Sport Tutor)	1 Nils Ruttmann 2 Jan Lipke	- 1 Local project manager 01/17 – at now - 2 Local project manager 08/16 - 12/16	Survey/ interview	Done
	13.00-15.00	Lunch					Bremerhaven with Nils
	15.00-17.00	Eisbären Bremerhaven HQ	VET Provider VP Provider (Eisbären Bremerhaven: Arnau Triginer)	1 Kerstin Hollwedel 2 Nils Ruttmann	1 PractiGo + language school 2 VP head Eisbären Bremerhaven	Survey/ interview	Done
Date	Time	Location	Evaluation Visit	Persons	Evaluation Visit Role	Activity	Comments
Sat 11 Feb	9.00-12.00	Bremerhaven Athletes's Flat	Athletes (complete, single)	4 athletes	Deca Players	Survey/ interview	Done
	12.00-13.00	Cuxhaven	Companies	1 Klaus Kentsch	1 Head havenhostel Cuxhaven	Survey/ interview	Done
	13.00-15.00	Lunch					Spartaco Grieco
	15.00-16.00	Cuxhaven	Companies	1 Andreas Tolle 2 Klaus Kentsch	1 Head Cafe zur Mühle 2 Havenhostel Cuxhaven	Survey/ interview	1 NO MEETING 2 Mr.Kentsch 2 ^o Part
	16.00-17.00	Bremerhaven Gym	Match with Eisbaren U21 Team	Alberto/ Klavs	Athletes	Match	Done
	18.00-20.00	Rundturnhalle, Cuxhaven	Match Regionalliga Cuxhaven vs Bremen	1 Arnau Triginer 2 Aleix Pujadas	1 Athlete 2 Athlete	Match	Done
	20.00-21.00	Rundturnhalle, Cuxhaven	RW Cuxhaven's Team	1 Holger Junghans 2 Maurice	1 Manager RW Cuxhaven 2 Head Coach	Survey/ interview	Done
	21.00-open	Cuxhaven	Athletes Stay together with Pizza's Time	1 all Athletes	Athletes+ Spartaco	Dinner	Done

Activities	Description	Daily/Activities
Project Sport Monitoring	<p>1) Mr. Spartaco Grieco have met Mr. Oliver Schneider and Miss Kerstin Hollwedel at the Bremen Airport for start the first interview of QCPI, monitoring the state of the art for the objectives achieved during learning activities and their results received until this period. Reporting is working.</p> <p>2) In the first part of morning of 10 Feb. Mr. Spartaco Grieco spoke with Project Coordinator Dr. Uli Mix describing the state of the project so far. They were highlighted the achievements reached and criticality; as a result of this discussion it was decided together with the Project Coordinator Dr. Uli Mix analyze improvements and advance proposals for improvement right away. Predicted a shakedown of the suggestions made during the meeting in Murcia (Spain). Reporting is working.</p> <p>3) Monitoring as Local project managers (Sport Service + Sport Tutor) have described the construction of sports activities planned and supported by the Project</p> <p>DECA local project manager Mr. Jan Lipke (until December 2016) and after introducing Mr. Nils Ruttman through a summary of the activities from the beginning of the DECA project to date. Mr. Jan Lipke wasn't for busy in his job, but will give the Evaluation document very soon(until now never received!). They were highlighted the achievements and reached criticality; as a result of this discussion it was decided together with the Local Project Manager / VET Provider Tutor Mr. Nils Ruttman analyze improvements and advance proposals for improvement right away. In the same period he was discussed with Miss Kerstin Hollwedel as PractiGo referent and the tutor training program on German language; we analyzed the few achievements highlighting the huge problem of the understanding of the German language by determining one of the main negative aspects of the DECA project. In the same way it was decided together with the referent of PractiGo Miss Kerstin Hollwedel analyze proposed improvements right away, bringing a needs analysis within the meetings Murcia (Spain). Reporting is working.</p>	10 hours
Project Sport Monitoring	<p>4) Monitoring as the players are allocated in the Rot-Weiss Cuxhaven Basketball, level emotional and physical state of DECA athletes and the state of the art objectives achieved during Basketball planned training activities.</p> <p>Reporting is working.</p> <p>5) Mr. Spartaco Grieco have visited the premises of the team and Companies interviewing the responsible person Mr. Holger Junghans, Coach Cuxhaven Mr. Moris Hadzija, and Mr. Klaus monitoring the state of the art for the objectives achieved during sports activities planned and the vocational training until this period. During the interview and discussion was launched different interesting proposals for the begin of the second year of the project.</p> <p>Reporting is working.</p>	10 hours

Activities	Description	Daily/Activities
Project Sport Reporting	1) The monitored approached needed results was viewed during the Championship match of Rot-Weiss Cuxhaven Basketball team and Eisbaren U23 in the league, for evaluate following elements: <ul style="list-style-type: none"> - acquisition reading competences and team collaboration; - acquisition fundamentals offensive / defense games; - acquisitions athletic parameters; - acquisition leadership factor and emotional control within the team (pre-match dressing / during basketball match / after the match. Reporting is working.	10 hours
Personnel Athletes Interview	interviews in single mode were carried through frontal interviews and filling out questionnaires through personal description their experience done until now, best practices, bad/good approach, etc.).	8 hours
Preparation Final Report	Report description about activities done	8 hours

VALIDATION & ANALYSIS MEETINGS TECHNICAL PLAN PREPARATION

Meeting PractiGO:

Mr. Oliver Schneider: Mr. **Schneider** reports that the presence of PractiGo has started since July, accumulating a high timing gap over the timeline of the project. In collaboration with the Project Management Office (PMO) Mr. Andres Abad, a supplementary procedure and a quick project address change was initiated in order to retrieve the delay accumulated by the previous partner Arbeit und Bildung e.V. to work together with the MobiPRO ministerial program.

The four-week course in German was not enough (according to Mr Schneider) they generated a low approach by virtue of their relationships with companies in the training course; this negative situation has allowed PractiGO to organize the German Classroom in a timely manner with better results in Bremerhaven and a rescue of the DECA project in complementary services (insurance, healthcare, banking services report, etc.)

Considerations:

The main wager to be resolved in DECA is the increase of the quality level in understanding the German language; this intervention has to be a guarantee right away to put the DECA athletes in the best conditions to be able to interact during professional training (basketball training / Vocational Training).

Another important factor is the lack of time and ability to identify companies that intend to join the MobiPRO program in the second phase of the project starting from June 2017.

Miss Kerstine Hollwedel's Interview:

She started her collaborative career since the beginning of July 2016 by meeting Coordinator Mr. Uli Mix with the DECA project athletes nearly at PractiGo's offices interviewing each one of them based on their aspirations and interests in which course of professional training they wanted to choose.

At first, together with Jan Lipke, Miss Hollwedel have evaluated different Internships, planning the arrangement of apartments originally in Bremerhaven, trying to reduce the distance between the German language schools and their apartments. In the first part, several difficulties have been identified in identifying the structure of Professional Training; the difficulty increased especially as it failed to identify the Partner Health Center Harlekin to which the selected athletes were concerned as a training course.

The presence of Miss Kerstin Hollwedel was very important in this first phase of the DECA project for her multifactorial roles determined by the great needs and difficulties encountered.

Considerations:

One of the factors that has led to some negative results was the preparation of knowledge of the German language; the players currently working and new boys will have to get a much more structured language path to start long before the Sport season / Professional Training, avoiding the gap in the ratio Time / Learning.

Another negative factor has been the time (sometimes long) of the payout procedure for DECA athletes for the payment of overheads (apartment, nutrition, move to Playground and Professional Training).

Another negative factor has been the distance from their home countries is the low availability of returning home during the first year.

Meeting Ministry of the Interior and of Sport, Free Hanseatic City of Bremen

Mr. Uli Mix interview: The meeting took place at the offices of the Ministry of Interior and of Sport, Free Hanseatic City of Bremen, describing the state of the art of the DECA project today, analyzing mainly the results obtained by the 4 athletes selected. Was prepared a Technical Draft Program relative the Murcia Meeting.

The topics discussed mainly were:

- The lack of participation of Arbeit und Bildung and the difficulties encountered in the first part of the project.

- Partner research for the Vocational Training service in collaboration with Eisbären Bremerhaven, PractiGo and Chamber of Commerce Bremen/Bremerhaven; this research activity has not led to excitement as the socio-economic factors of the country, a decrease in the demand/supply of work in the surrounding area, the lack of credibility from the local companies with regard to the sporting achievements of the DECA project context of German territory, the real difficulty of learning German from the 5 boys (athlete Raul dela Cruz abandoned the project for family reasons) did not provide a solid foundation for development for the entire DECA project.

Despite the initial difficulties, in the last 4 months of 2016, the 4 DECA players have started a Vocational Training course in hotel, restaurant and sports facilities.

The three boys involved in this activity were:

- 1) **Alberto Artilles** (Havenhostel Bremerhaven / Café zur Mühle Sievern)
- 2) **Aleix Pujadas** (Parkhausvitalclub / Havenhostel Cuxhaven)
- 3) **Klavs Krastin** (Havenhostel Cuxhaven)
- 4) **Arnau Triginer** (Eisbären Bremerhaven)

The activities and the results of Vocational Training and German language courses continued to slow despite the economic efforts made by the project coordinator DECA Mr. Uli Mix and the collaboration of the Management of the Basketball Team in Cuxhaven (car, fuel budget increase, apartment in Cuxhaven, etc.)

During the various meetings between Co-ordinator Mr. Uli Mix, the new DECA Local Manager (Eisbaren Bremerhaven in place of Jan Lipke), Mr. Nils Ruttmann and the partners of the DECA project, possible conclusions were analyzed which will be described and confirmed at the next meeting In Murcia (March 2017):

- Definitely suspended with returning to Spain for the athlete Alberto Artilles in the March period;
- Possibility (remote) to continue the DECA project with only one

- athlete proposed by Coordinator Mr. Uli Mix (initiated contact with EACEA manager to evaluate the reliability)
- Possibility of insertion at a restaurant (Pier6) without the possibility of financial support from the MobiPRO program; in this regard, Mr. Nils Ruttmann (shared and suggested by Mr. Spartaco Grieco / MSV Basket) has been proposed to involve an athlete as a Youth Instructor, and therefore to pay his Vocational Training as a financial support to project;

Considerations:

- No cognitive analysis of prospects and ambitions in the labor market by Resp. DECA towards selected athletes;
- A lack of timing of repayment schedule by participating companies and MobiPRO has resulted in initial instability against children, creating negative moods in the organization of daily activities (payment of utilities, feed, public transport, etc.);
- The possibility of giving more decision-making power to Mr. Ruttmann in collaboration with Miss Hollwedel regarding the initiatives to be taken at various organizational tasks.

Meeting Eisbären Bremerhaven/DECA Local Project Manager

Mr. Nils Ruttmann Interview - relation from Basketball Training Career: the conversation began by describing the collaboration requested by Project Coordinator Mr. Uli Mix and President of the Eisbären Bremerhaven Club, and Mr. **Nils Ruttmann** in place of his predecessor, Mr. Jan Lipke.

The initial premises of the Eisbären Bremerhaven Club were to train the selected athletes in the DECA project, through preparation work by participating in 2nd regional league championships in collaboration with local Sports Clubs. Their athletes psycho-physical condition did not immediately guarantee their stay in the first team participating in the national Bundesliga. This choice has been matched by the many meetings of the Staff Training Team during the athletes monitoring phases in the first training of the Eisbären Bremerhaven. Choosing to sign a collaboration

with the Cuxhaven Basket has allowed the Deca athletes to grow from a motivational and technical point of view, increasing the number of minutes played during the regional championship games. In January / February 2017, athletes Aleix Pujadas and Arnau Triginer guaranteed individual high-quality performance while gaining presence in the base quintet of the Cuxhaven Basketball Team; this result allowed the Basketball team to be among the top spots in the league rankings. (Is possible look the video of the matches)

The result was the opposite of the athletes Alberto Artiles and Klavs Krastin for the following reasons:

- Limit physical ability below their teammates;
- Lack of basic technical skills - tactics compared to teammates during basketball training;
- The low level of motivation for Vocational Training.

Considerations:

The achievement of the best DECA project standards will be achieved by planning the following factors:

- The ability to select athletes who are not necessarily professional in basketball, but who may have a predilection in the Sport Club at a level below the maximum professional championship, but with the ultimate goal of having experience during the championships with minutes of level played; this will allow a monitoring by the Eisbären Bremerhaven Staff to decide whether to integrate one of the selected boys into becoming a professional player.
- The Vocational Training relationship with Companies must be at the same motivational level as Sport Club Training, trying to avoid workplace displacement problems, German language courses, Basket workouts, etc.

Mr. Nils Ruttmann Interview – relation from Vocational Training (Arnau's position):

The DECA project is a great idea until this point at the same time as we are able to identify a company that believes in the goals of a dual career

and can put athletes in the best conditions for doing good sports practice and more experience in the field of vocational training to which they have been assigned. Inevitably, the issues encountered by Eisbären Bremerhaven Staff to this point have been different:

- project start-up delay in relation to the tasks involved, together with project partners;
- preparatory analysis in identifying companies with which to sign the Vocational Training procedure;
- a set of activities to be carried out;
- lack of partner Arbeit und Bildung e.V. in the initial phase of the project has caused a huge delay on the work timeline.

The strong points of the DECA project within the Eisbären Bremerhaven were surely the ability to daily improve Arnau Triginer's collaborative capacity at Club offices to expand its skills by developing and increasing the organizational and decision-making capacity of the athlete. From the point of view of the sport experience, the constant improvements through the experience of the Cuxhaven Team and during the training sessions in the first team of Eisbaren determined Arnau Triginer's technical psychological approach, confirming a lively interest in participating in the next year in the First Pro Team. (Is possible look the video of matches.)

A negative aspect that was found in the sustainability capacity of the DECA project was the lack of attitudes in daily interaction with the German language; the lack of thorough knowledge of German ways of living, the sharing of lifestyles outside the basketball or workout gymnasium leads to an important social exclusion, leading to weakness in the players's self-esteem.

Considerations:

A few minutes played by athletes (Alberto and Klavs) except Arnau and Aleix improved during training with the Cuxhaven team.

Alberto and Klavs started playing in the second team of Eisbaren Bremerhaven, improving their self-esteem and playing several minutes; negative results, on the other hand, were achieved by Alberto Artiles and Aleix Pujadas (few motivations for the Vocational Training path, negative

progress test results in the German language learning program, etc.); despite the negative results achieved in the study and vocational training, the sports activities (Aleix Pujadas / Cuxhaven) (Alberto Artiles / second team Eisbaren Bremerhaven) have shown significant improvements in personal and team fundamentals. (Is possible look the video recorded during the Matches plays from the players)

After a slow start-up of Klavs Krastin's project two to the initial problems of company participation and Vocational Training, the athlete has recovered his self-esteem, although in contrast to the factors related to its limited physical ability to provide good performance both with Eisbaren Bremerhaven and Cuxhaven team; became very well in the second formation of Eisbaren Bremerhaven, guaranteeing good plays and a high number of minutes in the field; the same working condition with the companies it worked on, despite the problems of German language skills, have never shown negative signs in the relationship with the employer.

Despite his young age and ability to adapt to these experiences in the double career of the DECA project, i think it's possible to continue investing and believing in the Klavs Krastin athlete; during the days of my evaluation, he was included as a youth instructor in coordinating the technical activities of youngsters in Eisbaren Bremerhaven, gaining consensus and improving her self-esteem and social relationship with the surrounding people.

Arnau started training in the first Senior Team in Eisbaren Bremerhaven with the concrete chance to take part in the start of the season in 2018-2019.

Arnau Triginer is the athlete who has achieved good results both in Basketball Training Career and in the Vocational Training (we will talk later on).

An important condition for the sustainability of the second phase of the DECA project is certainly the improvement of the social conditions that athletes will need to improve; such a kind day event, inviting everyone to attend cinemas in the original German language, cultural venues frequented by local German people, libraries, etc. Aspects of social life to increase integration with the site's tissue and improve self-esteem.

An important aspect of the continuity of the project in this last year will be to understand who should do what, when and how within the workgroup in the DECA project.

Meeting Alberto Artiles / Aleix Pujadas / Klavs Krastin / Arnau Triginer

Aleix's interview: Arrived in Germany in the first days of August without any athletic and scholastic training (reference to the German language) he attended an accelerated German-language basic course in Spain of two weeks; the course was interrupted until the Project Coordinator Mr. Uli Mix summoned all athletes to reach Bremen as soon as possible. After being placed in temporary apartments, they started training with the Cuxhaven team's technical staff along with other athletes in training.

Klavs's experience has been a difficult start; for the first 3 months of his arrival he could not find a work placement in line with his expectations, then he started working at Hostel Cuxhaven but after just a month of his departure for Christmas holidays, his "Boss" has fired him (misunderstandings on holiday management and shift work). **Klavs** says he has not had a good relationship with his Boss, complaining about how the players work only in the presence of Mr. Uli Mix and Jan Lipke.

Alberto's work experience at the beginning of his arrival was limited on the first day at an electrical service company but incompatibility with Basketball Training hours did not allow the athlete to follow suitably ordered all the commitments to which it was activated.

Subsequently, it was assigned to a kitchen help mainly with logistic roles (eg cleaning dishes, dishes, pots, etc.).

Despite the tremendous difficulties for **Alberto** to find the right place to work, Coordinator Mr. Uli mix has tried to present a series of job opportunities, but without a specific choice from him.

His skills in the field of biology (he did a school in Spain) guaranteed an activity at a laboratory in the German territory, unfortunately no opportunities were found. He would have expressed the desire to undertake University studies in Bremen also by supporting some enrollment fees, but he was aware that he was not part of the DECA program.

He then joined another Hotel Cuxhaven in the role of Receptionist, but the difficulty of moving between work, his apartment, and basketball activities negatively affected its performance, as well as the costs of moving by public transport.

Alberto, during his stay, he met a German girlfriend.

Arnau started training in the first Senior Team in Eisbaren Bremerhaven with the concrete chance to take part in the start of the season in 2018-2019.

Arnau Triginer is the athlete who has achieved good results both in Basketball Training Career and in the Vocational Training (we will talk later on).

Negative aspects: the first month at a fitness center for **Aleix** was interrupted for problems related to the knowledge of German. Mainly all athletes (including Raul dela Cruz) confirm the same problem along with delays in activities and well-defined initial programming.

Another problem that the players were unprepared for was the lack of adaptive ability during their daily commitments, divided between work, school and basketball workouts, moving from one place to another (using buses and ticket costs) often unsustainable for everyone of them.

The organization of each of the players's home spaces was not optimal, the rooms were very confusing, the living room had shoes, sporting clothes deposited in the corners, the quality of life of each other's spaces was not well organized.

Collective Interview

Relationships with employers / activities carried out:

Often the jobs that the children were entrusted to did not correspond to real growth opportunities that everyone imagined; for example **Alexis** during his use at a fitness gym was responsible for preparing shake proteins, assisting and welcoming practitioners, etc.

Apart from **Aleix** and **Arnau** who liked the job, **Klavs** and **Alberto** did not like the job assigned to Hostel Cuxhaven and the previously too.

Various situations for **Arnau**, engaged at the offices of Eisbaren Bremerhaven, split his working day between managing the activities with the club's technical staff and training activities in schools with children to learn basketball.

Collective Interview

Utility management (apartment, light, water, etc.)

The conditions fix in the DECA project co-ordination attributed to each athlete a one-time refund of approximately € 850.00 obtained on the one hand through the MobiPRO program and, from the other hand, through the remuneration of the company in which they worked.

Objectively, the economic aspect played a crucial role in the economic responsibility of every players, attributing them the organizational ability to manage themselves outside the walls of their own family; on the other side, the quality of life in Germany is very high and having to pay 300,00 € initially each of them, it had a lot of difficulties in arranging the costs of bus ticket, nutrition, water, electricity, gas, etc.

Considerations:

As regard to the topic on Vocational Training / Internship, i consider that it was not the preparation of an initial survey that could analyze the needs and objectives of students / athletes; secondly, it would be very useful to identify a wider range of work opportunities compatible with the objectives of the MobiPRO program, with the DECA project and with the needs and expectations of the growth of players within a well-defined and monitored Timeline .

Another important aspect during the first months of the start of German language courses was the change of four German-language teachers who changed the teaching mode to each of the players, so there was a difficulty in following the methodologies of each teacher who differed on the other.

In a collective interview, boys were asked to describe the usual (Monday / Friday) habits of a model day; Wake up at 7 am, Breakfast, go to work (3 days a week), Vocational Training (2 days a week). The subjects of study were of advanced level (Marketing, Finance, Commerce, etc.) in German, with the ultimate goal of obtaining a Master of Business. In the afternoon, going to home for lunch and prepare for German language courses or basketball training; the players were able to prepare themselves in the kitchen, wash clothes, etc.

The problems of knowledge of the German language also affected the relationship between the employer and the athletes, often the rules and schedule of working hours were not clear; the analysis made by **Arnau** explains the main problem in the organization between the employer and the DECA project, that the companies thought it useful to insert the players through the contribution of MobiPRO but were basically not interested in the dynamics and activities of players involved in the DECA project.

6. Dissemination procedures

DECA dissemination Report Final

January -June 2016

- EILD had designed and sent to all partners the dissemination strategy; it should be followed for the dissemination of the project.

Promotion on website

- Designed and uploaded the project website.
- Publication in DECA's website about the Phase of the selection of the young athletes in order to participate in DECA project.
- Publication in DECA's website about the First Transnational Kick-off meeting in Bremen on 27th-29th January 2016.
- Publication in DECA's website about Dr Ulrich Mix, representing the coordinating organization (Ministry of the Interior Free Hanseatic City of Bremen, Germany) attended at the project coordinators meeting organized by EACEA in Brussels, which took place in at 16th-17 November 2016.
- Publication in DECA's website about Project meeting in Bremen Germany for discussing project updates, which took place at 28th-29th June 2016.

Promotion on Facebook

- Created an official DECA's Facebook page.
- Post in DECA's Facebook page about an article published by the Catalan Basketball Federation (F.C.B.) about the DECA's project.
- Post in DECA's Facebook page about two articles published by two Spanish local Medias about the DECA's project.
- Post in DECA's Facebook page about an article published by a Bremen news site about the DECA's project.
- Post in DECA's Facebook page about the First Transnational Kick-off meeting in Bremen on 27th-29th January 2016.

- Post in DECA’s Facebook page a video from DECA’s Try-out took place in Italy.
- Post in DECA’s Facebook page photos from DECA’s Try-out took place in Italy.
- Post in DECA’s Facebook page the project’s poster.
- Post in DECA’s Facebook page about the SPORT Infoday, which took place in Brussels at 3 March 2016.
- Post photos in DECA’s Facebook page about the successful Tryouts took place In Granollers/Catalunya.
- Post in DECA’s Facebook page about the Coordinators Meeting in Brussels/Belgium with the Staff of the Unit Sport of EACEA with Director Luciano di Fonzo.
- Post in DECA’s Facebook page about a TV report of DECA selection process on a Spanish local TV.
- Post in DECA’s Facebook page photos about DECA Operational Meeting in Bremerhaven, at 29/30 June 2016 with Coordinator Mix, International Manager Andres, UCAM and Local Manager Jan, Eisbären Bremerhaven.

July2016- January2017

Promotion on website

- Publication in DECA’s website about the Monitoring and follow up meeting in Barcelona, Spain.
- Publication in DECA’s website about the arrivals of the player31st July 1 August 2016.
- Publication in DECA’s website a photo about the successful ongoing of the Try-outs.
- Publication in DECA’s website about the UCAM participation in the 2016 annual meeting for the network European Athlete as Student (EAS - European Athletes and students) which held in ROVANIEMI (Finland) from 14 to 17 September 2016.
- Publication in DECA’s website about Presentation of the ERASMUS + DECA Project in Bremerhaven/Germany by Coordinator Uli Mix.

- Publication in DECA's website about the Presentation of the ERASMUS + DECA Project in Brussels/Belgium by Coordinator Uli Mix in the Forum of the Sport Representatives of the German Bundesländer at 21/10/2016.
- Publication in DECA's website a photo about DECA Meeting at Sievern/Bremerhaven.
- Publication in DECA's website a photo of DECA Erasmus+ player Arnau Triginer with his family from Barcelona and Coordinator Mix.
- Publication in DECA's website a photo of Match Bremen Weserstarsvs Rot Weiß Cuxhaven at 6/ 11/ 2016, participating DECA's Players Alberto, Aleix, Klavs and Arnau.
- Publication in DECA's website a photo of the Scouting List of the Match Weserstarsvs Rot Weiß Cuxhaven.

Promotion on Facebook

- Post in DECA's Facebook page photos about Language course took place in Bremen.
- Post in DECA's Facebook page photos about the Basketball match of DECA players at the start of their sport career in Germany.
- Post in DECA's Facebook page about an article published by a German local Media about the DECA's project.
- Post in DECA's Facebook page about Alberto Artiles Interview on a specialized basketball website.
- Post in DECA's Facebook page the Greek Press Release for the Kick off Meeting!
- Post in DECA's Facebook page photo about UCAM participation in the 2016 annual meeting for the network European Athlete as Student (EAS - European Athletes and students) held in ROVANIEMI (Finland) from 14 to 17 September 2016.
- Post in DECA's Facebook page photo about DECA Meeting at Sievern/Bremerhaven.
- Post in DECA's Facebook page photo about Presentation of the ERASMUS + DECA Project in Bremerhaven/Germany by Coordinator Uli Mix.

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- Post in DECA’s Facebook page a photo of Match Bremen Weserstarsvs Rot Weiß Cuxhaven at 6/ 11/ 2016, participating DECA’s Players Alberto, Aleix, Klavs and Arnau.
- Post in DECA’s Facebook page a photo of the Scouting List of the Match Weserstarsvs Rot Weiß Cuxhaven.
- Post in DECA’s Facebook page a photo of DECA Erasmus+ player ArnauTriginer with his family from Barcelona and Coordinator Mix.
- Post in DECA’s Facebook page to increase the popularity of DECA’s Twitter page.
- Post in DECA’s Facebook page a photo about DECA Meeting at Sievern/Bremerhaven.
- Post in DECA’s Facebook page about RW Cuxhaven, which was at the top of the Division.

Promotion on Twitter

- Post in DECA’s Twitter page photos about Language course took place in Bremen.
- Post in DECA’s Twitter page about an article published by a German local Media about the DECA’s project.
- Post in DECA’s Twitter page photos about the Basketball match of DECA players at the start of their sport career in Germany.
- Post in DECA’s Twitter page photo about UCAM participation in the 2016 annual meeting for the network European Athlete as Student (EAS - European Athletes and students) held in ROVANIEMI (Finland) from 14 to 17 September 2016.
- Post in DECA’s Twitter page photo about DECA Meeting at Sievern/ Bremerhaven.
- Post in DECA’s Twitter page about RW Cuxhaven, which was at the top of the Division.

February- July2017

- Presentation on Dissemination Strategy in Partner is Meeting in Murcia on 6-10 /3/2017. EILD attended the Partner’s Meeting.

Promotion on website:

- Publication in EILD’s website DECA’s Newsletter
- EILD promoted the multilingual profile of DECA’s Website.
Creation of a document, including the contents of the Website and sharing with partners.
By using this document, all Partners work on translations, in order to make the DECA Website multilingual in all partner’s languages.
- Publication in EILD’s website DECA’s Press Release in English language, informing the stakeholders and associations of the project about the Project’s outputs entitled: “Dual European Careers of Athletes Professional Basketball and Vocational Training Project is successfully Ongoing”.
- Publication in DECA’s website information and material from the Evaluation Visit of MSV Basket (Italy) Posts in DECA’s Twitter page a Video on German TV: DECA players, Arnau and Klavs in action.
- Publication in DECA’s website information about the purpose of the meeting and related material (pictures) in Murcia on 6-10 /3/2017.
- Publication in DECA’s website about the presentation of DECA Project in Spanish TV by UCAM.
- Publication in DECA’s website DECA’s Newsletter.
- Further development of DECA’s Website. Creation of DECA’s Players Corner, where news about our athletes profiles, articles and progress news about their dual career are continuously uploaded.
- Publication in DECA’s website DECA’s Leaflet.
- Publication in DECA’s website a video created by EILD from Basketball game of the players of DECA project and published it on DECA’s Website and Official Page.
- Translation of the website in Greek Language.
- Publication in DECA’s website DECA’s Press Release in English

language, informing the stakeholders and associations of the project about the Project's outputs entitled: "Dual European Careers of Athletes Professional Basketball and Vocational Training Project is successfully Ongoing".

- Greek version of DECA's Website has been made and uploaded in the Web.
- Publication in DECA's website announcement about DECA website translation in the Greek language.

Dissemination Material

- Designed and presented to all partners Strategy in Partner's Meeting in Murcia on 6-10 /3/2017, Designed and presented to all partners Strategy in Partner's Meeting in Murcia on 6-10 /3/2017, the Newsletter.
- Creation of a new DECA Newsletter and sharing with partners.
- Translation the DECA Brochure in Greek Language in order to reach more stakeholders in National Level.

Press Release

- Creation and Publication of a press Release in order to inform stakeholders for the progress of DECA Project.
- Creation and Publication of a new Press Release in English language, informing the stakeholders and associations of the project about the Project's outputs entitled: "Dual European Careers of Athletes Professional Basketball and Vocational Training Project is successfully Ongoing".
- Creation and Publication of a new Press Release in Greek language, informing the stakeholders and associations of the project about the Project's outputs entitled "Διπλή Ευρωπαϊκή Σταδιοδρομία Αθλητών - Επαγγελματικό Μπάσκετ και Επαγγελματική Κατάρτιση / DECA".

Promotion on Facebook

- Post in EILD's Facebook page DECA's Newsletter.

- Post in EILD's Facebook page DECA's Press Release in English language, informing the stakeholders and associations of the project about the Project's outputs entitled: "Dual European Careers of Athletes Professional Basketball and Vocational Training Project is successfully Ongoing".
- Post in DECA's Facebook page DECA's Newsletter.
- Post in DECA's Facebook page DECA's Leaflet.
- Post in DECA's Facebook page DECA's Italian version of Leaflet.
- Post in DECA's Facebook page about of Presentation of athlete ArnauTriginer, joined "DECA Project".
- Post in DECA's Facebook page about DECA presentation at the Money Show conference in Athens at 8/1/2017.
- Post in DECA's Facebook page about Red White CUX wins Top Match of the League.
- Post in DECA's Facebook page about Red White Cux at the Top Position with the EU ERASMUS+ DECA Players.
- Three Posts in DECA's Facebook page about information and material from the Evaluation Visit of MSV Basket (Italy).
- Post in DECA's Facebook page a Video on German TV: DECA players, Arnau and Klavs in action.
- Post in DECA's Facebook page information about the purpose of the meeting and related material (pictures) in Murcia on 6-10 /3/2017.
- Post in DECA's Facebook page information about the presentation of DECA Project in Spanish TV by UCAM.
- Post in DECA's Facebook page DECA's Press Release in English language, informing the stakeholders and associations of the project about the Project's outputs entitled: "Dual European Careers of Athletes Professional Basketball and Vocational Training Project is successfully Ongoing".
- Post in DECA's Facebook page DECA's new Press Release in Greek language, informing the stakeholders and associations of the project about the Project's outputs entitled "Διπλή Ευρωπαϊκή Σταδιοδρομία Αθλητών - Επαγγελματικό Μπάσκετ και Επαγγελματική Κατάρτιση / DECA".

- Post in DECA’s Facebook page DECA’s announcement about DECA website translation in the Greek language.
- Post in DECA’s Facebook page about a Publication of German Press “Wirtschaft in Bremen &Bremenhaven” regarding our athlete ArnauTriginer.
- Post in DECA’s Facebook page the DECA Brochure translated in Greek Language.
- Post in DECA’s Facebook page 2 article about the dual career of athletes.

Promotion on Twitter

- Post in EILD’s Twitter page DECA’s Newsletter.
- Post in EILD’s Twitter page DECA’s Press Release in English language, informing the stakeholders and associations of the project about the Project’s outputs entitled: “Dual European Careers of Athletes Professional Basketball and Vocational Training Project is successfully Ongoing”.
- Post in DECA’s Twitter page about DECA presentation at the Money Show conference in Athens at 8/1/2017.
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- Posts in DECA’s twitter page a Video on German TV: DECA players, Arnau and Klavs in action.
- Post in DECA’s Twitter page information about the purpose of the meeting and related material (pictures) in Murcia on 6-10 /3/2017.
- Post in DECA’s Twitter page information about the presentation of DECA Project in Spanish TV by UCAM.
- Post in DECA’s Twitter page DECA’s Newsletter.
- Post in DECA’s Twitter page DECA’s Leaflet.
- Post in DECA’s Twitter page DECA’s Italian version of Leaflet.
- Post in DECA’s Twitter page about of Presentation of athlete ArnauTriginer, joined “DECA Project”.

- Post in DECA's Twitter page about the translation of website in the Greek language.
- Post in DECA's Twitter page DECA's Press Release in English language, informing the stakeholders and associations of the project about the Project's outputs entitled: "Dual European Careers of Athletes Professional Basketball and Vocational Training Project is successfully Ongoing".
- Post in DECA's Twitter page DECA's new Press Release in Greek language, informing the stakeholders and associations of the project about the Project's outputs entitled "Διπλή Ευρωπαϊκή Σταδιοδρομία Αθλητών - Επαγγελματικό Μπάσκετ και Επαγγελματική Κατάρτιση / DECA".
- Post in DECA's Twitter page about a Publication of German Press "Wirtschaft in Bremen & Bremerhaven" regarding our athlete ArnauTriginer.
- Post in DECA's Twitter page the DECA Brochure translated in Greek Language.
- Post in DECA's Twitter page 2 article about the dual career of athletes.

Promotion on Instagram

- Post in EILD's Instagram page DECA's Press Release in English language, informing the stakeholders and associations of the project about the Project's outputs entitled: "Dual European Careers of Athletes Professional Basketball and Vocational Training Project is successfully Ongoing".
- Post in EILD's Instagram page DECA's Newsletter.
- Post in EILD's Instagram page DECA's new Press Release in Greek language, informing the stakeholders and associations of the project about the Project's outputs entitled "Διπλή Ευρωπαϊκή Σταδιοδρομία Αθλητών - Επαγγελματικό Μπάσκετ και Επαγγελματική Κατάρτιση / DECA".
- Created an official DECA's Instagram account.
- Post in DECA's Instagram page eight photos of the meeting and related material (pictures) in Murcia on 6-10 /3/2017.

- Post in DECA’s Instagram page DECA’s Newsletter.
- Post in DECA’s Instagram page DECA’s Leaflet.
- Post in DECA’s Instagram page DECA’s Press Release in English language, informing the stakeholders and associations of the project about the Project’s outputs entitled: “Dual European Careers of Athletes Professional Basketball and Vocational Training Project is successfully Ongoing”.
- Post in DECA’s Instagram page DECA’s new Press Release in Greek language, informing the stakeholders and associations of the project about the Project’s outputs entitled “Διπλή Ευρωπαϊκή Σταδιοδρομία Αθλητών - Επαγγελματικό Μπάσκετ και Επαγγελματική Κατάρτιση / DECA”.
- Post in DECA’s Instagram page Brochure.
- Post in DECA’s Instagram page the DECA Brochure translated in Greek Language.

August 2017- September 2018

Promotion on website

- Publication in EILD’s website about the Italian version of DECA Website.
- Publication in EILD’s website the Greek Version of DECA Newsletter.
- Publication in EILD’s website the DECA Poster.
- Publication in EILD’s website the Greek Brochure.
- Publication in EILD’s website about the Greek availability of DECA Website, including the related link.
- Publication in EILD’s website about DECA Project Radio Interview in the “Baltic hour”, Redaction “BaltischeStunde” German Radio”.
- Publication in EILD’s website about German Press refers to DECA Project as a Big Chance and writes about our athlete KlavsKrastins.
- Publication in EILD’s website about the new mentor joining in DECA project.
- Publication in EILD’s website about the Press Release in order to

- inform the stakeholders about the successful progress including information about our athletes: ArnauTriginer and KlavsKrastins.
- Publication in ELD’s website about the Radio - Bremen published about DECA Project and our elite athlete ArnauTriginer.
 - Publication in EILD’s website about the new DECA participantJordi-Schröder, from Granollers.
 - Publication in EILD’s website page about DECA Project Meeting took place on 30 October 2017.
 - Publication in DECA’s website about the Greek availability of DECA Website, including the related link.
 - Publication in DECA’s website about the Italian version of DECA Website.
 - Publication in DECA’s website KlavsKrastin’sCurriculum Vitae.
 - Publication in DECA’s website the Greek Brochure.
 - Publication in DECA’s website the DECA Poster.
 - Publication in DECA’s website the Greek Version of DECA Newsletter.
 - Publication in DECA’s website about the Radio - Bremen published about DECA Project and our elite athlete ArnauTriginer.
 - Publication in DECA’s website about the Press Release in order to inform the stakeholders about the successful progress including information about our athletes: ArnauTriginer and KlavsKrastins.
 - Publication in DECA’s website about the new mentor joining in DECA project.
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 - Publication in DECA’s website about German Press refers to DECA Project as a Big Chance and writes about our athlete KlavsKrastins.
 - Publication in DECA’s website page about DECA Project Meeting took place on 30 October 2017.
 - Publication in DECA’s website about the new DECA participantJordi-Schröder, from Granollers.
 - Publication in DECA’s website about the upcoming meeting in Bremen University and participants’ latest news.

- Publication in DECA’s website about the meeting in Bremerhaven, Germany, on 20 June 2018.
- EILD has published on DECA website about the meeting in Bremerhaven, Germany, on 20 June 2018.

Press Releases

- EILD has created a Press Release on 13/10/2018 in order to inform the stakeholders about the successful progress including information about our athletes: ArnauTriginer and KlavsKrastins.
- EILD has translated the Press Release in Greek Language.
- EILD has created a Press Release on 12/06/2018 in order to inform the stakeholders about the progress of the project.
- EILD has created a Press Release on 15/06/2018 in order to inform stakeholders about the Final Meeting in Athens.
- EILD has translated the Press Release in Greek Language.
- EILD has sent a Press Release in order to inform the stakeholders about the progress of the project and three news websites publish it.

Promotion on Facebook

- Post in EILD’s page about the availability of DECA Website in Greek, including the related link.
- Post in EILD’s Facebook page the Greek Version of DECA Newsletter.
- Post in EILD’s Facebook page 2 articles about the dual career of athletes.
- Post in EILD’s Facebook page about the Radio - Bremen published about DECA Project and our elite athlete ArnauTriginer.
- Post in DECA’s Facebook page the Greek Brochure.
- Post in DECA’s Facebook page about the availability of DECA Website in Greek, including the related link.
- Post in DECA’s Facebook page the minimum quality requirements for Dual Career Services.
- Post in DECA’s Facebook page about the 14th Annual EAS Conference about Dual Career of elite Athletes.
- Post in DECA’s Facebook page the Greek Version of DECA Newsletter.

- Post in DECA’s Facebook page about the Italian version of DECA Website.
- Post in DECA’s Facebook page about the interview of Arnau, talking for his great experience, joining in project.
- Post in DECA’s Facebook page KlavsKrastin’sCurriculum Vitae.
- Post a Press Release in DECA’s Facebook page about the successfully on going of the project, including informations about our athletes: ArnauTriginer and KlavsKrastins.
- Post in DECA’s Facebook page about the Radio - Bremen published about DECA Project and our elite athlete ArnauTriginer.
- Post in DECA’s Facebook page about the new mentor joining in DECA project.
- Post in DECA’s Facebook page about German Press refers to DECA Project as a Big Chance and writes about our athlete KlavsKrastins.
- Post in DECA’s Facebook page about DECA Project Radio Interview in the “Baltic hour”, Redaction “BaltischeStunde”German Radio”.
- Post in DECA’s Facebook page about DECA Project Meeting took place on 30 October 2017.
- Post in DECA’s Facebook page about the new DECA participantJordiSchröder, from Granollers.
- Post 61 article in DECA’s Facebook page about the vocational career of former basketball players.

Promotion on Twitter

- Post a Press Release on EILD’s Twitter page in order to inform the stakeholders about the progress of the project.
- Post in DECA’s Twitter page the Greek Brochure.
- Post in DECA’s Twitter page the English Brochure.
- Post in DECA’s Twitter page the minimum quality requirements for Dual Career Services
- Post in DECA’s Twitter page about the 14th Annual EAS Conference about Dual Career of elite Athletes.
- Post in DECA’s Twitter page about the availability of DECA Website in Greek, including the related link.

- Post in DECA's Twitter page the Greek Version of DECA Newsletter.
- Post in DECA's Twitter page about the Italian version of DECA Website.
- Post in DECA's Twitter page about the interview of Arnau, talking for his great experience, joining in project.
- Post in DECA's Twitter page KlavsKrastinsCurriculum Vitae.
- Post in DECA's Twitter page the Greek Version of DECA Newsletter.
- Post in DECA's Twitter page about the Italian version of DECA Website.
- Post in DECA's Twitter page about the interview of Arnau, talking for his great experience, joining in project.
- Post in DECA's Twitter page KlavsKrastin'sCurriculum Vitae.
- Post a Post a Press Release in EILD's Facebook page about the successfully on going of the project, including informations about our athletes: ArnauTriginer and KlavsKrastins.
- Post in DECA's Twitter page about German Press refers to DECA Project as a Big Chance and writes about our athlete KlavsKrastins.
- Post in DECA's Twitter page about DECA Project Radio Interview in the "Baltic hour", Redaction "BaltischeStunde" German Radio".
- Post in DECA's Twitter page about DECA Project Meeting took place on 30 October 2017.
- Post in DECA's Twitter page about the new DECA participant JordiSchröder, from Granollers.
- Post a photo at DECA's Twitter page from the meeting in Bremerhaven, Germany, on 20 June 2018.
- Post 37 articles in DECA's Twitter page about the vocational career of former basketball players.

Promotion on Instagram

- Post in EILD's Instagram page about the Greek Brochure.
- Post in EILD's Instagram the Greek Version of DECA Newsletter.
- Post in EILD's Instagram about the interview of Arnau, talking for his great experience, joining DECA Project.
- Post in EILD's Instagram page a Press Release about the successful ongoing of the project.

- Post in EILD’s Instagram page KlavsKrastin’sCurriculum Vitae.
- Post in DECA’s Instagram page the Greek Brochure.
- Post in DECA’s Instagram page the Greek Newsletter.
- Post in DECA’s Instagram about the interview of Arnau, talking for his great experience, joining DECA Project.
- Post in DECA’s Instagram page KlavsKrastin’sCurriculum Vitae.
- Post in DECA’s Instagram page about the Radio - Bremen published about DECA Project and our elite athlete ArnauTriginer.
- Post in DECA’s Instagram page about German Press refers to DECA Project as a Big Chance and writes about our athlete KlavsKrastins.
- Post a Press Release in DECA’s Instagram page on 13/10/2018 in order to inform the stakeholders about the successful progress including informations about our athletes: ArnauTriginer and KlavsKrastins.
- Post in DECA’s Instagram page about German Press refers to DECA Project as a Big Chance and writes about our athlete KlavsKrastins.
- Post in DECA’s Instagram page about DECA Project Meeting took place on 30 October 2017.
- Post in DECA’s Instagram page about the new DECA participant JordiSchröder from Granollers.
- Post a photo in DECA’s Instagram page from the meeting in Bremerhaven, Germany, on 20 June 2018.
- Post 33 articles in DECA’s Instagram page about the business success of former basketball players.

Promotion on LinkedIn

- Creation and Promotion on DECA’s LinkedIn page.
- Post 32 articles in DECA’s LinkedIn page about the business success of former basketball players.

7. Dissemination report

Objectives

- To build awareness of the project,
- To lay down the foundations for effective communication of the project's concept and potential benefits to the targeted groups,
- To communicate research findings to stimulate ongoing interest in the work of the project,
- To build the foundations of an effective dissemination model,
- To lay the groundwork to establish and reinforce a wide network of potential target groups to receive beneficial impact,
- To maximize opportunities of the solution throughout and beyond its development.

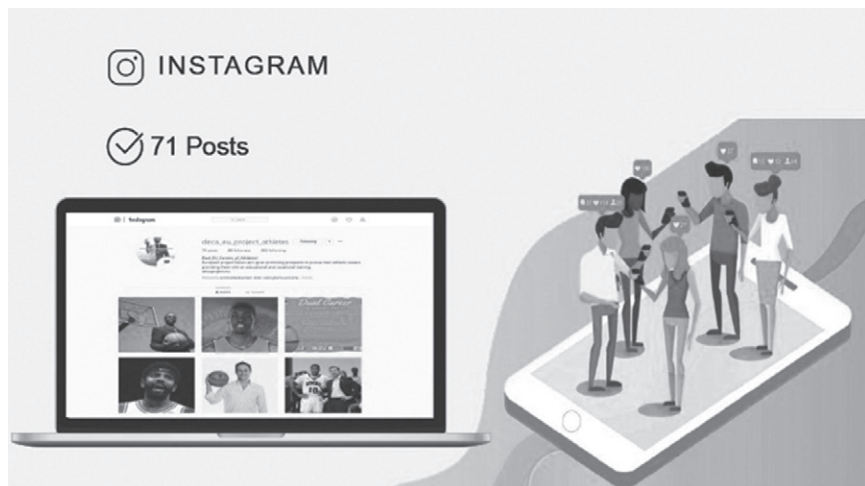
1. Press Releases

03.03.2016	08.06.2017	27.06.2017	13.10.2017	24.10.2017	12.06.2018	15.06.2018
1	2	3	4	5	6	7

2. Social media

Current Followers





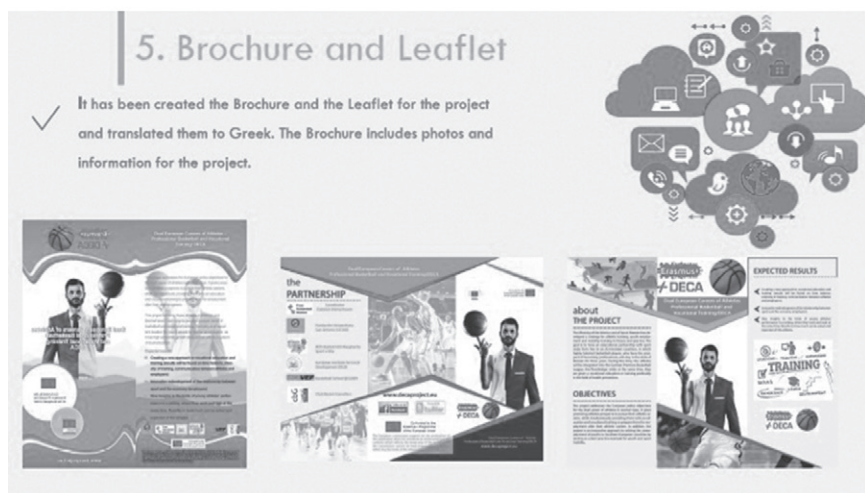


4. NEWS LETTER

The image shows a newsletter layout. At the top, there are two large circular frames containing text and images. Below these, on the left, is a laptop with various social media and communication icons (Twitter, Facebook, LinkedIn, etc.) floating above it. On the right, there is a 3D illustration of a laptop with people icons and social media icons (Facebook, Twitter, LinkedIn, etc.) around it. The text '4. NEWS LETTER' is centered below the circular frames.

5. Brochure and Leaflet

✓ It has been created the Brochure and the Leaflet for the project and translated them to Greek. The Brochure includes photos and information for the project.



The image displays three pages of a brochure and leaflet. The left page features a man holding a basketball. The middle page is titled 'the PARTNERSHIP' and includes logos of various organizations. The right page is titled 'EXPECTED RESULTS' and 'TRAINING' and also features the man with the basketball. A central cluster of icons representing various digital and social media concepts is positioned above the right page. The text '5. Brochure and Leaflet' is at the top, followed by a checkmark and a paragraph describing the creation and translation of the materials.

6. Poster

✓ It has been created a poster about DECA.



7. Power Point Presentation

✓ It has been created a Power Point Presentation for the project and will be used in meetings or events that we will participate in, (outside project's scheduled activities).



8. Report of the project activities



E+SPORT DECA TRY-OUTS IN SPAIN 2016



E+SPORT DECA UCAM BASKETBALL CLUB TRY-OUTS IN SPAIN 2016



E+ SPORT DECA ARRIVED IN BREMEN – GERMAN LESSONS BY PractiGO



E+SPORT DECA PROJECT PRESENTATION IN THE ANNUAL ASSEMBLY 2016 OF THE E.A.S.ROVANIEMI (FINLAND)



E+SPORT DECA ATHLETES PLAYING BASKETBALL IN GERMANY BUDERSLIGA



wird wieder Basketball in der heimischen Rundturnhalle gespielt. Nach nur 5 Tagen Training steht das erste Testspiel bereits auf dem Programm. Beginn des Spiels gegen die Itzehoe Eagles ist um 18 Uhr.

Das lange Zeit ohne Basketball ist passé. Am Sonnabend können alle Fans des orangenen Leders die neuformierte Mannschaft in Augenschein nehmen. Das Team aus der 2. Bundesliga ProB befindet sich bereits seit Anfang August in der Vorbereitung und sind auch deswegen Favorit in dieser Partie.

Für die Rot-Weissen ist es jedoch wichtig erste Spielpraxis zu bekommen. Viele Spieler sind hinzugekommen, da dauert es logischerweise noch bis die Systeme funktionieren und der Spielrhythmus aufkommt. Dafür dienen aber diese wichtigen Vorbereitungsspiele.

Gegner Itzehoe gewann letzten Sonnabend im ersten Testspiel gegen BG Aschersleben Tigers (1. Regionalliga Nord) mit 88:81. Auf einige Spieler musste Trainer Pat Elzie dabei noch verzichten. Die Schleswig-Holsterin sind immer ein gern gesehener Gast in der Rundturnhalle, beide Teams spielen schon seit Jahren in der Vorbereitung gegeneinander. Beide Mannschaften werden beim McDonalds Cup in Stade erneut aufeinandertreffen.

18.08.2016 - Fünf auf einen Streich

Seit Montag sind die Rot-Weissen in der Vorbereitung auf die Basketball Saison 2016/2017. Fünf junge Spieler aus Europa weilen derzeit beim Training in der Rundturnhalle oder auf dem Strichweg Sportplatz und alle sollen dem zukünftigen Kader des Regionalligisten angehören.



Freundlich, offen, sympathisch voller Einsatzbereitschaft, so präsentieren sich de la Cruz, Triginer, Krastins, Artiles und Pujadas in den ersten Trainingseinheiten. Die Spieler sind im Rahmen eines EU-Projekt für drei Jahre in Bremerhaven. Aufgrund der schwierigen Arbeitsplatzsituation in anderen EU-Staaten werden diese fünf in Kürze eine Ausbildung an verschiedenen Arbeitsstätten aufnehmen. Derzeit pauken die jungen Akteure weiter fleißig deutsch, damit sie gut vorbereitet in den Berufsalltag

starten können. Und werden natürlich auch ihrem Hobby dem Basketball nachgehen. Die drei Spanier, ein Italiener und ein Lette sollen möglichst alle im Kader der Rot-Weissen spielen. Jan Lipke, der Koordinator dieses Projektes, und die Kooperation mit den Eisbären Bremerhaven machten diese personellen Alternativen erst möglich.

Raul de la Cruz ist Point Guard, 185cm groß. Der Italiener mit kubanischen Wurzeln ist 22 Jahre alt und spielte in der letzten Saison in der 3. Liga in Italien bei Folio (Serie C). **Arnau Triginer**, Position Small Forward, 197cm, 20 Jahre, letztes Team La Flor de Vimbodi Pardinyes-Lleida ist der erste Spanier. Der zweite heißt **Alberto Artiles**, ebenfalls ein Small Forward, 190cm, 19 Jahre, zuletzt bei CCE Sant Lluís. Letzter von der iberischen Halbinsel ist **Aleix Pujadas**, ein 195cm großer Point Guard, spielte zuletzt bei CB Novaschool Malaga und kommt wie alle aus der EBA Liga. **Klavs Krastins** kommt aus





EVALUATION VISIT BY SPARTACO GRIECO IN BREMEN (GERMANY) 2017



E+S-SPORT DECA PROJECT MEETING IN MURCIA (ES) 2017



WEEKLY MEETING WITH EMPLOYERS AND ATHLETES – MEETING AT PIER6 RESTAURANT (GERMANY)



DECA DISSEMINATION EVENT IN MURCIA (ES) 2018

