



Erasmus+

## ***Application***

### **Collaborative Partnerships**

**Call for proposals 2019**

**EAC/A03/2018**

## **PROJECT DESCRIPTION**

**(To be attached to the eForm)**

## Part D - Organisations and activities

### D.1. Aims and activities of organisations

Please provide a short presentation of your organisation (key activities, affiliations, size of the organisation, etc.) relating to the area covered by the project.

Please provide this information for all organisations participating in the project (coordinator and partners).

#### **Coordinator: Bulgarian Orienteering Federation (BFO)**

BFO was founded in 1993 as NGO. Orienteering in Bulgaria develops since 1954 but at this time under Bulgarian Tourism Union. Bulgaria is member-founder of International Orienteering Federation in 1961.

BFO administers orienteering sports (foot orienteering, ski-orienteering, mountain bike orienteering, trail orienteering, night orienteering, mobile orienteering, marathon orienteering) in Bulgaria. Members of BFO are more than 50 clubs all over the country with more than 1300 registered competitors and more than 3000 participants aged 10-85.

The federation organizes 8 National championships per year and about 100 regional competitions per year. The federation has hosted many international competitions (incl. World- and European Championships and rounds of World Cups, also World Ranking Events) for different age groups incl. Elite, Masters, Juniors and Youth.

The orienteering sport keeps a prestigious reputation in Bulgaria, thanks to BFO. The federation cooperates actively with schools and universities on regional and national level. BFO`s coaches are desired partners at the sport program on primary and secondary schools. In addition, BFO supports variety of open orienteering activities that spread and promote the sport among the citizens. BFO is well aware of the needs of the athletes and coaches in general in regard to their sport specific activities.

BFO also organizes many mass events for schoolchildren and students and for citizens who like outdoor activities in nature and open air.

BFO is very active in supporting the local authorities and public bodies in elaborating policies for health enhancing physical activities, creating sport opportunities for young people on a school level. That is why the BFO is working very actively and has excellent liaisons with the Ministry of Youth and Sport and Ministry of Education), as well as Sofia Municipality and other local authorities.

President of the BFO is prof. Dr. Atanas Georgiev, former Rector of the National Sports Academy Vasil Levski in Sofia, Bulgaria.

BFO has its own administrative capacity for implementing project activities and also a large network of volunteers.

#### **Partners:**

##### **Project partner 2**

**The University of Vienna**, founded in 1365, is an internationally oriented university with long-term experience in research and teaching. Currently, about 93.000 students are enrolled in more than 180-degree programmes. With staff of close to 9.700 employees, 6.900 of which are academic, the University of Vienna is the largest teaching and research institution in Austria. The main task and goal of this University are creating and sustaining top-quality research and teaching. Research and teaching are regarded as one inseparable entity. A strong focus on research, combining fundamental with application-oriented research, makes this University highly attractive for the sharpest minds. The University of Vienna has been taking part in the SOKRATES/Erasmus programmes since 1992. Since then it has been taking an active role in different actions and programmes such as Lifelong Learning Programme, Erasmus Mundus, EU-China Higher Education Cooperation Programme, AlBan, ALFA and Tempus. As a coordinator and partner of numerous European projects within diverse programmes the University has gained substantial experiences in the management of international research projects and co-operations.

**The Centre for Sport Science and University Sports (CSU) of the University of Vienna** is among

one of the 19 faculties/centers of the University of Vienna. It includes the Institute of Sport Science (ISS) representing the scientific sub division and the University Sports Institute (USI), being the central institution for college sports in Vienna. The so-called Study Service Centre takes charge of student and lecturer affairs concerning current study and curricula issues, while the Office of the Centre is responsible for administrative and organizational needs of the CSU. The CSU stands for high-level research and is nationally as well as internationally well-networked. The main focus is set on the following three research areas: "Physical and sport activities in society, in educational institutions, in sports organizations, in working environments and in self organized areas", "Physical and sport activities with age, for specific target groups such as humans with special needs" and "Load, strain and performance in sport as well as effects of movement and sport on the general performance". The researchers of the CSU publish in leading sports science journals and are involved in various EU, FWF and Sparkling-Science (Austrian Science Funds) projects and research platforms. In addition, the CSU offers professional educations and advanced trainings, combining tradition, innovation and future, such as the over 200 sports disciplines offered by the USI. The CSU is part of EU financed projects "IMPALA", "The Voice", Te(a)chIn Sport, Smart Sport and Match Point.

### **Project Partner 3**

The sport club **PSK Zlatovrv** from Prilep, is the oldest mountaineering club in the **Republic of Northern Macedonia**. It was established in 1924. In the 70's the club begins to develop first forms of orienteering and in the 90's already has stable traditions with the orienteering as we know it today.

Orienteering club Zlatovrv is one of the "babies" of PSK Zlatovrv. It was established in 2011 as a strictly orienteering club, mainly with focus on athletics and orienteering.

Today the club counts 100 active members including people involved in administration, logistics and organisation. So far the club has been the most successful club in the country with members from 6 to 66 years of age.

OK Zlatovrv is a proud organiser of MOCPA (Memorial Orienteering Competition Pece Atanasoski) for the last 7 years in a row, hosting competitors from Europe and all around the world. Organisation of active, fun and inclusive games for the pupils and the students is also one of the club assets.

The club management is working hard on promoting sport and health enhancing physical activities for the youth and using orienteering as a cross-curricular activity, complementing subjects such as Maths, Geography, Sport, Biology, Sociology and even learning of foreign languages.

The club has so far a good collaboration with 5 schools from the Prilep municipality.

The mission of orienteering club Zlatovrv is to promote the sport, to customise the orienteering programme according to the age of the athletes and enlarge their experience. The potential for developing orienteering as a sport within schools is great, with progressive orienteering activities that take part in the classroom, in the school yard, in the neighbourhood, city centre or in the nature! Orienteering is also a

### **Project partner 4**

#### **Romanian Orienteering Federation**

The Romanian Orienteering Federation (FRO) is the Romanian national governing body of the sport of orienteering. Active and independent from the old Rock Climbing Federation since 1990, FRO is an organization that supports and implements projects related to development of orienteering as sport.

FRO is a full member of the International Orienteering Federation, the South East European Orienteering Association, an active collaborator of the Romanian National Authority for Sport and Youth and the Romanian Olympic and Sports Committee.

The main activity of FRO is to organize, direct, manage, control and promote the practice of orienteering. With 45 active clubs and associations in its structure, FRO is the key member in the development of orienteering in Romania.

FRO has a vast experience in organizing national and international events for foot orienteering, mountain bike orienteering and ski orienteering, for all ages, from youth, junior and senior to masters.

Such events examples:

- Romanian National Championships and World Ranking Events yearly
- European Youth Orienteering Championships in 2015,
- Junior, Youth, and Masters World Ski-Orienteering Championships and World Cup 3 in 2010,
- Balkan Championships 2003, 2008
- South East European Championships 2013,
- The Latin Countries Cup 2003, 2007, 2013
- World Junior Championships 1996.

One of the biggest recent activities that concerned children and activities in schools was Pierre de Coubertin program. It was a successful activity developed in Oct 2015, by the Romanian Orienteering Federation in

partnership with the Ministry of Youth and Sport and the specialized clubs in Romania. The Pierre de Coubertin Program is part of the European Commission's strategy for sport as strategic objective, to support and develop sports programs proposed by national sports federations for the selection, preparation and realization of competitions of children, in order to obtain performers eventually.

In 2015, 19 sports structures from 16 counties and 20 local authorities participated in the activities of attracting to orienteering of almost 1200 children aged between 10 and 12 years. At the final stage, held in early November 2015 (photos attached), 100 children selected and 25 coaches and officials participated in Băile-Felix resort. The action had a great resonance and created a special image for the Federation in front of governmental authorities, being widely publicized.

The final result of the project was to bring to orienteering 70 new children through the participating sports structures, among some of them were already appearing in the medal rankings of the next year's National Championships.

### **Project partner 5**

#### **Eesti Terviserajad (Estonia)**

Eesti Terviserajad(Health Trails) Foundation was founded in 2005 by Merko Ehitus, Swedbank and Eesti Energia AS. The main activity of the Foundation is advising on the development of Estonian mobility and sports tracks, co-ordinating development activities and contributing to financing.

The aim is to ensure that most of the Estonian population has access to a network of health trails for year-round and free exercise. Currently, there are 100 health trails in Estonia.

Head of the Foundation is Alo Loke.

In 2012, the Estonian Health Trails was awarded from the International Olympic Committee for Sport and Environment. Between 2004 and 2013, over EUR 23 million have been invested in the development of health tracks, including contributions from the Estonian Health Trails, local governments, the Ministry of Culture and the European Union.

Terviserajad mission is to make the health trails available to as many people as possible for the people of Estonia all year round, so that everyone can enjoy the healing movement in the fresh air regardless of the season and time - no matter where in Estonia.

Terviserajad Estonia has well established contacts with most important sports clubs, especially in orienteering in Estonia as well as with main policy stakeholders in sport, health and education.

The NGO has a high expertise in elaboration of health routes and trails in Estonia.

## **D.2. Previous sport projects**

If the applicant organisation has received financial support in the framework of sport preparatory actions (2009-2013) or Erasmus+ Sport calls for proposals, please provide references in the table below.

Please add tables if necessary.

<b>Reference number</b>	
<b>Title of the project</b>	
<b>Project dates (from/to)</b>	
<b>Role of organisation</b>	
<b>Website</b>	

Please provide a short summary of the project outcomes and describe if and how the new proposal seeks to build on them.

*Title of the project / Acronym*

### D.3. Other EU grants

1. Please list the projects for which the applicant organisation has received financial support from the EU programme this financial year.

Please add tables if necessary.

<b>Reference number</b>	
<b>Title of the project</b>	
<b>Beneficiary organisation</b>	

2. Please list other grant applications submitted by applicant organisation this financial year.

Please add tables if necessary.

<b>Key action/ EU programme</b>	National Program for the development of sport for excellence
<b>Title of the project</b>	Support for the Bulgarian Orienteering Federation
<b>Amount requested</b>	

## PART E - Project characteristics and relevance

### E.1. Objectives

Please explain:

- why and how the project addresses the topic you selected in the eForm application (section B.2) and the European policies in the field of sport,
- the genuine and adequate needs analyses,
- the extent to which the objectives address issues relevant to the participating organisations and target groups.

#### Why and how the project addresses the topic you selected in the eForm application (section B.2) and the European policies in the field of sport

The project COMPASS is about a **Creative Orienteering Model for Physical Activity and Science in Schools**. The general objective of COMPASS is to promote education in and through sports with special focus on skills development as well as support the implementation of the EU Guidelines on Dual Careers of Athletes (DCA) by establishing a partnership of key organizations in the field of a/orienteering sport, b/a leading European academic institution and an NGO related to sport activities from 5 organizations in 5 countries. The project will develop, test and evaluate an innovative, **SPORT CLUB - BASED** education and training program **COMPASS** for grassroots orienteering coaches and talented athletes. The network of project partners will force cross-sectorial efforts to elaborate a trans-European program for orienteering **SPORT CLUBS** aimed at raising the coaches' and athletes' sport science knowledge as well as digital, pedagogical and social skills necessary for their career in and after sport.

The new state of the art program will embrace athletes and coaches from 30 orienteering clubs in total in project participating countries. COMPASS will elaborate a new dual career path for athletes and coaches through educating and training them in the latest trends in orienteering covering digital technologies, setting up educational orienteering games and teaching them basic outdoor activities management skills. Thus the project directly supports the EU Dual career of athletes Guidelines. The latest sport technologies, on which the program is based include Intelligent feedback devices (IFD) in orienteering, and smart orienteering games.

The COMPASS will provide also **guidelines** how to use orienteering sport in extra curriculum classes of physical education and natural sciences for adolescents. The program will consist of 4 modules - 1) IFD in Orienteering and Smart Orienteering games with IFD; 2) Orienteering with smart support for COMPASS schools. 3) Digital meets the nature, 4) Outdoor education activity management basics.

COMPASS will highly impact:

1. orienteering coaches and athletes through empowering them with new knowledge and skills such as digital, communication, pedagogical and outdoor education management ones,
2. sport clubs through providing them with a state of the art educational and training program for coaches and athletes to serve as a club-based dual career path;

COMPASS project will disseminate the new program as an open source educational resource.

Within its general objective the project partnership is inspired to help increasing of the sport clubs' and schools' collaboration in regard to providing the students with up-to-date, extra-curriculum and effective sport educational outdoor programs. COMPASS project will support orienteering coaches and athletes with a unique **club - based educational and training orienteering program** aimed at supporting them in delivering orienteering trainings in upper secondary schools as extra curriculum outdoor education activity. COMPASS envisages to pilot the orienteering program in 10 EU upper secondary schools as an extra-curriculum adventure outdoor education program for adolescents – it will amplify the students' physical and natural science non - formal education. During the pilot coaches and athletes will test the acquired knowledge and skills in COMPASS program together with teachers and volunteers thus COMPASS project will directly promote education through sport and will empower the teachers and students with sport related skills and culture.

COMPASS specific objectives (SO) are as follows:

- 1. To explore and disseminate the value of sport as educational tool through studying and sharing good practices in integrating sport courses in national and European school extra curriculums;**
- 2. To study, identify, promote and share good practices in DCA for adolescent and coaches based on CLUB educational and training programs in EU;**
- 3. To raise the digital and social skills, and the awareness about importance of studying, among talented young orienteering athletes and coaches thus promoting the EU Dual career of athletes' guidelines through COMPASS innovative program and e - platform;**
- 4. To elaborate, pilot and disseminate an innovative COMPASS program (tool kit) in EU schools and orienteering clubs based on integration of orienteering sport in physical and science non-formal education, using latest smart sport technologies, gamification and peer-to peer learning;**
- 5. To increase the competences of the European orienteering sport organisations in elaboration of DCA programs;**
- 6. To encourage the cross-sectoral collaboration between EU sport clubs and schools in integration of sports in outdoor education activities for adolescents;**

COMPASS project main added value will come from increasing the European sport clubs' competences and resources in supplying **innovative club-based educational and training DCA programs**. COMPASS main innovation is the program twofold purpose:

- 1) to be used in clubs to raise athletes and coaches digital, social and management skills, as well as preparing them for a concrete new profession after sports (thus promoting education in sport as well as supporting EU Dual careers Guidelines)
- 2) further on to be offered to schools as a sport based outdoor education activity program. (Thus promoting education through sport)

Another important EU added value will come from introducing the use of IFD and smart games like Zone play and Geocaching games as a part of the educational modules. During project implementation the innovative concept "DIGITAL MEETS THE NATURE" will be applied as the program will include orienteering in botanic gardens and parks. COMPASS program will include live lessons as well as video presentations, games and tests and will be uploaded on a new digital COMPASS platform to be available as open source material for orienteering coaches and athletes. All participants and sport athletes taking part in the program will be highly impacted with additional digital and social culture and skills.

Successful project implementation will lead to the following results:

- 1. Elaborated new EU grassroots orienteering club-based model for training and education to serve as dual career path for talented orienteering athletes and coaches;**
- 2. Empowering elite young orienteering athletes and their coaches with new skills and knowledge alongside their sport training, motivating them to keep the optimal balance between the study and competitions;**
- 3. Improved quality of physical and nature sciences' extra-curriculum education programmes in 10 European regular schools and enhanced physical and nature sciences' education teachers' competences and skill levels;**
- 4. Enhanced sport related skills in adolescent students;**
- 5. Raised awareness about the educational potential of sports as well as the importance of education in sports and support of EU Dual careers (DC) of athletes' guidelines;**
- 6. Developing a sense of awareness to the environment in the young people.**

### **Why and How the project addresses the objective above**

COMPASS has twofold general objectives:

- 1) to promote education in and through sport and
- 2) to support EU guidelines of DC of athletes.

### **1.What is COMPASS project about in more details**

The general objective is based on the inspiration to foster synergies between sport and education, herein more specifically sport clubs and schools. COMPASS will create and develop an European network in the field of orienteering sport, education and public sector. The partnership will implement an innovative project aimed at removing the barriers that exist between schools and sport. COMPASS intellectual outputs and all

project activities will thereby provide opportunities for strengthened cooperation among stakeholders, and will foster synergy with, and between, local, regional, national and international policies to promote education in and through sport and to address dual career challenges throughout Europe.

Within the framework of COMPASS the partnership will support the testing and development of new project format and new form of transnational cooperation in the field of sport, more specifically the collaboration between sport clubs and federations on one hand, and academic sector and public organisation on the other, that is likely to further inspire the development, on a larger scale of initiatives supported with national funding schemes or other European funds, such as the European Structural and Investment Funds. In regard of this COMPASS project motivation is to promote education in orienteering clubs as well as orienteering sport in school education. The project also aims to support grassroots orienteering athletes and coaches in developing skills and competences through educational and training program – thus providing a dual career path for them. In contemporary European society, the issue of dual careers represents a very central topic. Nowadays it carries complex demands for quality teaching activities, social and professional placement, and teaching program development (Bastianon, 2014). COMPASS was elaborated in synergy with all European policies and strategies in Dual career of athletes whereas “Dual careers” in sport encapsulates the requirement for athletes to successfully initiate, develop and finalise an elite sporting career as part of a lifelong career, in combination with the pursuit of education and/or work as well as other domains which are of importance at different stages of life, such as taking up a role in society, ensuring a satisfactory income, developing an identity and a partner relationship. (EU Guidelines on Dual Career of athletes).

## 2. Main intellectual outputs of COMPASS

COMPASS main intellectual output will be an innovative **CLUB-BASED DUAL CAREER PROGRAM** (DCP) for athletes and coaches. Career programs are defined as “integrated and comprehensive combinations of workshops, seminars, educational modules, individual counselling, and/or a referral network providing individualized and/or group-oriented multidisciplinary support services to athletes with regard to their athletic participation, developmental and lifestyle issues, and educational and vocational development” (Wylleman et al., 2004).

The heart of the project is the innovative educational and training program COMPASS, consisting of 4 modules. The program content will be elaborated on the basis of evaluation of the needs of the athletes and coaches in regard to raising their basic knowledge in sport and natural sciences, digital and social education as well as based on studying of the European CLUB BASED good practices in DC of adolescent athletes and coaches;

COMPASS DCP will consist of 4 educational modules with newly elaborated content for the coaches and athletes considering their age, education and sport level. The program aims at raising athletes and coaches sport science knowledge, digital and social culture as well as personal and management skills.

Young talented orienteering athletes and coaches are the basic target groups of COMPASS. The project Consortium has identified the main need of targets to increase knowledge and skills not only in orienteering, but in natural sciences, digital technology and personal and management subjects. In “The Road to excellence in Orienteering: An analysis of elite athletes’ life stories<sup>1</sup>” a group of world-class elite athletes from the sport of orienteering shared stories of their journey in order to identify the important factors and conditions that may influence and determine the development and maintenance of excellence in orienteering.

The main study results show that “Achieving excellence is a common ambition whose path is characterised by the development of personal excellence where the performances of other activities for human development are essential.” COMPASS team appreciates that the temps of scientific and technological development nowadays exceed the talented athletes and coaches possibilities to catch up and constantly update knowledge and skills to be successful in 21<sup>st</sup> century. That is why COMPASS innovative dual career program will be elaborated to meet the challenge of closing the gap between science and technology and formal education of athletes and coaches. Through delivering the program in sport clubs COMPASS assures that the talented athletes and coaches will be interested in the program and will take the courses as it will be included in their theoretical education programs.

The four modules of COMPASS DC program are explained below as follows:

Educational online modules concerning **IFD** (intelligent feedback devices) in orienteering will teach coaches and athletes to use smart sport technology during the orienteering training courses. The Erasmus Plus Sport financed project Te(a)chIn Sport has tested the IFD in physical activity lessons of higher education students and based on a HEPA project experiment has suggested guidelines for universities curriculum including the new technology. COMPASS consortium will scale up Te(a)chIn Sport by envisaging the use of **the Mobile**

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<sup>1</sup> The Road to excellence in Orienteering: an analysis of elite athletes’ life stories 2015),DOI:10.7752/jpes.2015.02028;  
*Title of the project / Acronym*



**Motion Advisor (MMA)** in the first educational module. That is a mobile feedback system designed to support athletes by giving them instructions during their physical exercises based on the integration of up-to-date sensors, data transmission and processing technologies to provide optimal training assistance. The unique characteristic of the system is to give individually customized exercise instructions and feedback. As far as foot orienteering includes running and walking the application of MMA will help coaches and athletes receive necessary feedback in real time on preliminary set up indicators for the athlete's physical status and sports achievement. The indicators will examine individual sport performance and individual health status in sports thus the athletes and coaches will be able to acquaint with a new state of the art approach in training related to safety, health and better sport results.

a/ The **first module, IFD in Orienteering and Smart Orienteering games with IFD**, will teach the coaches and athletes how to use IFD in sports, basics of sport science and will teach them in best existing orienteering games which are well used in school and clubs' programs in Europe. It will empower them with knowledge how to invent games using orienteering for adolescence extra curriculum physical education and natural science education using IFD technology.

b/ The **second module Orienteering with smart support** - a course with an accompanying IFD for the promotion of orienteering and the use of digital technology for navigation. Its aim is to enhance the abilities of young people to navigate in cities, in woods and fields as well as to serve as a theoretical base of the COMPASS school experiment in which athletes and coaches will test their knowledge and skills acquired during the first 3 modules.

c/ And the **third module - Digital meets the nature** will propose to coaches and athlete's knowledge how to navigate in botanic gardens and parks using Bio navigator - a mobile APP that will be elaborated under the COMPASS project. The Bio navigator will present additional knowledge on botanical and other nature points of interests – trees, rare plants etc. by giving them scientific and practical information.

d/ The **fourth module - Outdoor education activity management basics** will deliver knowledge about the basic requirements for being outdoor education activity manager – a modern profession nowadays when outdoor education gains much more students' interest and educational authorities' support.

Considering the high educational value of the COMPASS innovative program's four modules, the project partnership will support talented grassroots orienteering athletes and coaches. The program will be club-based as each club will be responsible for the organization of the target groups in participating and taking the program courses through appointing one person as a volunteer program manager in each country. Further on COMPASS will be disseminated around European orienteering sport clubs as a modern educational and training tool to serve as a dual career path for athletes and coaches.

### **3. For whom is COMPASS DCP?**

**Direct target project group are the talented orienteering athletes and coaches from 30 EU clubs. Indirectly COMPASS will also highly impact PE teachers and students from 10 upper secondary schools in Europe.**

COMPASS envisages to support European orienteering sport clubs' coaches and athletes and more specifically talented young grassroots athletes at the age 15-21 starting from their athletic development stage (according to the development model proposed by Wylleman et al. (2012). This model identifies different stages of an athlete's development in a range of sub models, starting with the introduction to a sport and proceeding through talent development to perfection of performance in the mastery stage, followed by the end of the high-level sport career and the search for a new career. COMPASS is deeply inspired from the idea to promote a learning culture for young talented athletes as early as 15 years and onwards **on the opposite of the wide spread Professional sport programs aimed more often at encouraging older (24+) athletes to return to education or vocational training at the back end of their careers.** Researches suggest that, from the sporting perspective, the concept of a dual career should be viewed not only as a means to ensure a career transition out of sport but also as a way to develop an athlete's identity by taking account of all aspects relevant to that (Debois, N., A. Ledon, and P. Wylleman, A lifespan perspective on the dual career of elite male athletes. Psychology of sport and exercise, 2014.) Also "dual pathway of sports and education can be relevant for all levels of education, depending on the stages of specific sports." (Study on the Minimum Quality Requirements for Dual Career Services). COMPASS will engage the talented athletes and coaches with the program content that is connected to their sport type – orienteering, but also adding material that will give them new knowledge and skills in order to raise their education interest and prepare them for future professional development within or after sports. Career assistance is based on a set of principles, such as "a whole career" and "a whole person" approach, a developmental and an individual approach, as well as a multilevel treatment and an empowerment approach (Alfermann & Stambulova,

2007). Current challenges for career assistance include cross-cultural services (e.g., helping athletes to adjust in the new culture), international networks of career consultants, and comprehensive assessment systems reflecting athletes' culturally specific beliefs and values. COMPASS will establish a European network of **COMPASS ambassadors** as one of its dissemination actions, who will promote the program after the project ends as a dual career for European orienteering clubs and their members. The managers of the clubs who will take part in COMPASS will become well aware about EU dual career policies and practices thus they will become a dual career consultants in orienteering for the future.

COMPASS project design holds the sport clubs responsible for assuring the target groups of coaches and athletes as well as supervising their participation on the program and its successful completion. Why COMPASS will be a **club-based program**? – because the project partnership envisages that the sport clubs have direct relation with athletes and coaches and are closest to them. The program could be successfully supervised by club managements and will be disseminated as a new dual career path within European orienteering clubs after the end of the project through **COMPASS ambassadors**. According to the European Elite Athletes Association "All stakeholders in sport, including the federations, clubs, player associations, leagues and government agencies, have a role to play in promoting good career transition for sportsmen and women." (Dual Careers and careers transition for Athletes). Player associations and clubs have direct relationships based on knowledge and trust with their member athletes and are in a unique situation to develop and implement dual career and career transition programs. COMPASS will a) study the needs of talented orienteering athletes in regard to Dual career, b) survey best EU educational and training programs for club-based DC of coaches and adolescent athletes, c) based on the survey of the needs and benchmarking on best existing DCA club based practices will develop new educational and training program for coaches and athletes, d) pilot an outdoor education program based on COMPASS in 10 upper secondary schools in Europe and e) disseminate it around European orienteering sport clubs, players associations, stakeholders in sport, etc. COMPASS will engage all stakeholders (government agencies, sports federations, leagues, National Olympic Committees, clubs and player associations) from project participating countries to work together to support dual career for sportspeople with clearly agreed goals and commitments through disseminating its project results on the project online platform. COMPASS will lead to raising awareness at national and European level about innovative approaches in setting up dual career programs and paths for talented athletes and coaches at the level of their sport organisations.

After successful completion of the COMPASS program by athletes and coaches in orienteering they will test the newly acquired knowledge and skills in an outdoor extra curriculum education activity program for students from upper secondary schools. COMPASS will promote education through sport because the program will be piloted in 10 European schools and will be delivered by coaches and school teachers together with athletes, complementing physical activity and natural science outdoor non-formal education. Through piloting COMPASS in EU upper secondary schools, the project will contribute to promoting education through sport with special focus on skills development. COMPASS will use the educational potential of orienteering to achieve young students' better motivation and interest in physical and nature science education as well as will raise their environmental culture.

Most of the existing DC initiatives at their core are about personal development of the athlete off the field of play. At its best, dual career work usually is exploring an athlete's identity outside the game and their emotional wellbeing. Existing programs involve practical guides in supporting athletes to achieve basic literacy standards, school qualifications, how to write a CV and job application courses, help athletes to achieve selling skills, learn foreign languages, basic computer skills and even receive entrepreneurial support. COMPASS is a unique project aiming to support athletes and coaches with digital, scientific, social and cultural skills along with their sport training, thus supporting them in their future development in and out of sports.

### **Why and how the project addresses the European policies in the field of sport?**

Main EU policy and other documents related to DCA give foundation and guidelines for sport stakeholders and decision-makers (organisational, national and European levels) for DC programs with main objective: to have better services for athletes, which keep them in school, or help them to get in higher and vocational education or to have chance to get jobs. COMPASS is elaborated on the basis of all these European documents in regard to DC domain.

2007 EU White Paper On Sport

(2009 Treaty On European Union And The Treaty On The Functioning Of The European Union)

2011 Commission Communication On "Developing The European Dimension In Sport"

2011 Council Resolution On EU Work Plan For Sport 2011-2014

2012 EU Guidelines On Dual Careers Of Athletes

2013 Council Conclusions On Dual Careers For Athletes

2013 Establishing 'Erasmus+': The Union Programme For Education, Training, Youth And Sport

2014 Report On The Implementation Of The European Union Work Plan For Sport 2011-2014

2014 Council Resolution On EU Work Plan For Sport 2014-2017

2015 Study On Minimum Quality Requirements For Dual Career Services

2017 EU Expert Group Report On State Of Play Concerning The Implementation Of The EU Guidelines On Dual Careers

2017 Work Plan for Sport 2017-2020

COMPASS project concept is based on the collaboration between sport and education whereas **the main focus is supporting DCA as well as skills development in athletes, coaches, students and teachers.**

The **Work Plan for Sport 2017-2020** encourages "to take into account the relationship between education and sport including dual careers" as one of its main objectives. The European Council agreed that Member States and the Commission should prioritise some new topics in the key priorities Sport and Society and Economic dimension of sport. The role of coaches, education in and through sport, and sport and environment, are some of the key topics within the third priority Sport and Society, while within the priority Economic Dimension of sport, the emphasis is given to the innovation in sport and sport & the digital single market. COMPASS multilayer framework envisages: a) to strengthen the role of orienteering coaches through training them in the new program and increasing their coaching network at EU level, b) to promote education in sport through educating and training the talented orienteering athletes in the 4 innovative program modules, c) to develop the target groups' digital and environment culture, thus contributing to reach the European Union objectives within the third priority Sport and Society as well as complementing the priority Economic dimension of Sport of the WP for Sport 2017-2020.

COMPASS is an orienteering sport project targeting the most sensitive European population – young students and talented athletes, age 15-21 years, as well as coaches and teachers. The new European Consensus on Development<sup>2</sup> "Our World, Our Dignity, Our Future" states that "ensuring access to quality education for all is a prerequisite for youth employability and long-lasting development." (The Brussels, 7th of June 2017).

COMPASS will complement the EU upper school extra - curriculum programs as an effective outdoor education in physical activity and natural sciences aiming at creating digital, social and life skills in students and teachers thus answering the European Call for quality education as main preparation for full personal development of the young EU citizens in life. COMPASS project is focused on the education in and through sport of young athletes and students, coaches and teachers, with special focus on skills development as "Young people are agents of development and change and, as such, are essential contributors to the 2030 Agenda, including through their ability to innovate." (the Consensus). The EU focuses on concrete actions to

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<sup>2</sup> THE NEW EUROPEAN CONSENSUS ON DEVELOPMENT 'OUR WORLD, OUR DIGNITY, OUR FUTURE'  
[https://ec.europa.eu/europeaid/sites/devco/files/european-consensus-on-development-final-20170626\\_en.pdf](https://ec.europa.eu/europeaid/sites/devco/files/european-consensus-on-development-final-20170626_en.pdf)

meet the specific needs of youth, by increasing quality employment and entrepreneurship opportunities, supported by effective policies in education, vocational training, skills development, and access to digital technologies and services. COMPASS will contribute to the EU effective policies in education and training aimed at skills development as the project envisages recommendation to all stakeholders in education and sport for including the program both in schools' outdoor activity education and in orienteering clubs. The Consortium will support the young people in gaining knowledge through orienteering as well as will facilitate their access to digital technologies and social and environmental issues through educating them in COMPASS.

COMPASS project main principle is the gender equality. All project activities will be implemented by equal number of girls and boys, as well as people from all social and economic backgrounds, including people with disability and minorities. The orienteering sports organizations from Bulgaria, Romania, Estonia, Macedonia, and Austria will provide 60 young athletes and 30 coaches to be trained in the project innovative program and to deliver it in schools. Main COMPASS priority is promoting the voluntary participation in sport events, programs and initiatives. 10 Volunteers will be invited to help the project multiplier sport events' organization in the five countries.

In its **Recommendations on the contribution of sport to the employability of young people, including young professional sportsmen and women, and the creation of jobs in the sport and sport-related labor market**<sup>3</sup> the Expert Group on Human Resources Development in Sport states: "**Sport has a strong value as an educational context** capable of facilitating the development of certain attributes and skills needed to achieve personal success. It can be used in a wide array of intervention programs aimed at achieving developmental objectives, such as economic and social participation, educational attainment and health outcomes." That is the project team general motive for elaborating of **Creative orienteering model for physical activity and science in schools**. The project will suggest a modern outdoor education program based on orienteering for upper secondary schools and will test it in 10 schools in project participating countries.

The educational role of sports is well recognized by multiple researches. The Societal role is one of the main features of sport, where its educational value is recognized by the European Commission and persists in all main European sport documents. **The New Skills Agenda for Europe**<sup>4</sup> focuses on the need for closer cooperation between education sector and labor market in addressing the existing skills mismatch. It stresses the importance of a holistic approach to education and skills development that embraces dynamic economic and social changes. COMPASS educational and training program will develop new skills for athletes, coaches, students and teachers answering the New Skills Agenda for Europe call for better society.

The Agenda recalls for "significant policy efforts and systemic reforms in education and training" as well as suggests new **teaching standards in settings outside formal education**. While competence for the content of teaching and the organisation of education and training systems lies with Member States, COMPASS project will consolidate efforts to achieve an effective and sustainable new outdoor non-formal education program through sports to serve as a model for sport clubs and schools around Europe. COMPASS project aims at developing digital skills in target group, in line with the Agenda - **"Europe needs digitally smart people who are not only able to use but also to innovate and lead in using these technologies."** COMPASS target group is chosen in sync with the Commission statement: "Early acquisition of these skills is the foundation for the development of higher, more complex skills which are needed to drive creativity and innovation." The project takes into consideration the Council Recommendation<sup>5</sup> of 22 May 2018 on key competences for lifelong learning. The project partners' consortium intends to focus the educational programs to be elaborated on development of communication, basic skills in science, learning to learn, citizenship, digital and transversal skills. The Estonian partner will contribute with experience in social and citizen competence, the Austrian University together with Estonian organization will share experience in developing digital skills, while the Bulgarian, Macedonian and Romanian experts will contribute to the program content in reference with basic skills development for athletes and students, providing for

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<sup>3</sup> <http://ec.europa.eu/transparency/regexpert/index.cfm?do=groupDetail.groupDetailDoc&id=31296&no=1>

<sup>4</sup> COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS {SWD(2016) 195 final

<sup>5</sup> Council Recommendation of 22 May 2018 on key competences for lifelong learning ST/9009/2018/INIT

participants from the target group.

### **Why Orienteering?**

Orienteering requires physical fitness, skills in map reading, compass work, mental alertness and decisiveness. It teaches participants to assess, understand and “read” the countryside, as well as to appreciate the beauty and variety of the terrain to walk over. Orienteering embodies a wide range of physical and mental skills, including: fitting map to terrain and vice – versa, decision making (route choice), determination (sticking to one’s decision), self - confidence (in unfamiliar terrain), planning ahead, adapting the correct navigational technique for the terrain, e.g. aiming off, use of attack points, compass skills, checking distance travelled.

Orienteering provides opportunities to apply syllabus skills and understanding in social context, for example:

Social Studies/ Geography	Maps, plans, contours, and landforms land use, urban and rural surveys
Physical Education and Health	Walking and running, agility running off tracks
Mathematics	Plans, spatial relationships, scales, angles, symbols, time, distance, speed, arithmetic, surveying, estimating
Outdoor Education	An essential introduction to any form of Outdoor Education, allowing students to work independently, without constant instructor supervision
Personal Development	Planning ahead, problem solving and decision making. Develop memory skills, concentration, self-confidence and self-esteem.

Orienteering provides an ideal combination of skill development for health, fitness and intellectual stimulation. COMPASS envisages use of latest technology in sports to harness digital innovation capacity and create opportunities to benefit from technological progress. Its educational resources will include entertainment games in the physical education program such as Zone play, Geocaching, and both clearly align with social studies standards involving the use of maps, but they can tie into other curricular areas as well. Math, reading, and writing are often incorporated into these activities, as are physical education and cooperative learning.

### **Why and how COMPASS project supports the EU Dual career of athletes Guidelines**

Promoting education in sport refers to the challenge of combining a sporting career with studies or work, which remains a source of concern for most high-performance athletes. The issue of athlete ‘dual careers’ in elite sport and education or work has received increasing attention over recent years from a whole range of stakeholders. The European Commission has engaged in research and dialogue with a range of stakeholders over the past decade, fueled in part by the development of a ‘soft’ competence in sport in Article 165 of the Treaty of Lisbon which came into effect in December 2009. COMPASS project is inspired to assist 15 to 21-years-old orienteering athletes and their coaches to achieve a new successful dual career pathway through elaborating and implementing innovative educational and training program for them aimed to be piloted in upper secondary schools outdoor education. Bringing together educational experts, sport practitioners and renowned dual career researchers from 5 EU countries COMPASS project will provide for the proper mixture of needed expertise, professional approach and transnational experience in tackling the matter with young

orienteers' and coaches' new dual career program.

The EU policy in the field of DC of athletes became a priority when in 2011 the EU Communication "Developing the European Dimension in Sport"<sup>6</sup> recognized the importance of a dual career in the education and training of athletes as main priority of the Commission. In that respect the EU Commission in the Communication emphasizes the importance of "ensuring that young high-level athletes are offered quality education in parallel to their sport training." COMPASS project takes into consideration the importance of Dual career arrangements for talented athletes and coaches in orienteering at national and EU level and suggests an action aimed at improving their education, sociability and future employability. The project consortium will carry out educational activities in orienteering sport clubs in the project participating countries aiming to empower the athletes and coaches with new educational and digital skills.

COMPASS team considers that many top-level athletes face an uncertain future at the end of their sporting career due to lack of time for education. Assuming that "whereas it is essential to prepare such athletes for their career change by enabling them to receive general education or vocational training alongside their sports training (Resolution on the European Dimension of Sport). COMPASS project will combine efforts and knowledge at European level to provide an effective dual career path for athletes and coaches based on training them in implementing a modern educational program.

COMPASS will definitely contribute to fulfilment of EU DCA Guidelines Call as follows:

Guideline 12 – Public authorities and stakeholders should develop a framework for dual careers in sport and vocational education and training (VET) institutes in which specific arrangements (e.g. flexibility, adapted curriculum, e-learning, supplementary tutoring, the use of facilities and sport services and supporting services) are included.

COMPASS will elaborate an educational and training program to complement the formal education of athletes and coaches as a dual career club-based model to be further on disseminated around Europe.

Guideline 14 - Educational and sports authorities should encourage stakeholders in sport and institutes of higher education to develop and implement dual career pathways, including the content of the curriculum and the use of facilities and supporting services.

COMPASS academic partner the University of Vienna will take the lead on elaboration of two of the modules of the project educational and training program thus a leading educational institution will help the European orienteering clubs with an effective educational resource to be used to further educate their athletes and coaches. Project dissemination will facilitate further the benefits of such collaboration, e.g. between sports and high education to elaborate educational courses for European sports people.

The Council Conclusions On Dual Careers For Athletes (2013) clarifies " the term 'dual career' should be understood to mean that an athlete can combine, without unreasonable personal effort, their sporting career with education and/or work in a flexible way through high-quality training in order to protect their moral, health, educational and professional interests, without compromising either objective, with a particular focus on the continued formal education of young athletes. COMPASS Dual career model will compliment the athletes' formal education through innovative program including modules about the use of latest technologies in orienteering, bionavigator, and outdoor education programs management.

COMPASS project design includes transnational network of partners to make joint actions aimed at "safeguarding the development of young athletes" (EU Guidelines on DC of athletes) and coaches. COMPASS applies a transnational approach in setting up innovative dual career path in orienteering envisaging that exchange of good practices, innovative solutions and valuable experience of the partners from 5 EU countries will lead to sustainable project results with high European added value. One of the guiding objectives of The New **Work Plan for Sport 2017-2020 is to address transnational challenges using a coordinated EU approach.** Every national policy address issue related to education and sport in different manner and by different means and tools. Different EU communications, work plans, guidelines suggest that some problems can be more easily solved by joining international forces. By exchanging international information, the project consortium will identify more clearly the different aspects of the topic, strengths and weaknesses of the methods used in tackling the issues, and the practices that will have most effective solutions.

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<sup>6</sup> COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS Developing the European Dimension in Sport /\* COM/2011/0012 final \*/

Considering that "Cooperation between sport organizations and educational institutes is beneficial for both sectors and can be supported by universities" COMPASS project addresses the issue "Education, training and qualifications in sport" (Art. 2.3) 'Developing the European dimension in sport' (COM(2011) 0012).

**Establishing a cross-sectoral cooperation network** under the project is crucial for the successful implementation of activities. Separately the sports and educational organizations can contribute slightly to the dual careers, but combination of expertise and long-term experience will provide a synergy between education and sport. EU Guidelines for Dual Careers of Athletes recognize the role cross-sectoral cooperation and innovative partnerships plays for spreading good practices and raising awareness at national and international level.

COMPASS foresees study of best practices and raising awareness about dual career of adolescent athletes as defined in SO2.

COMPASS will elaborate its intellectual outputs based on **cross - sectoral cooperation** between sports, education and public domains as recommended in Guideline 14 - "Educational and sports authorities should encourage stakeholders in sport and institutes of higher education to develop and implement dual career pathways, including the content of the curriculum and the use of facilities and supporting services."

COMPASS focal point is raising the educational and digital skills of elite athletes and coaches in grassroots orienteering sport through giving them the knowledge and tools a/to deliver the new educational modules in upper secondary schools in Europe together with school teachers and b/apply an innovative peer-to peer approach in educating.

COMPASS program of 4 modules will raise the athletes' and coaches' life and digital competences due to the program innovative content in 3 traditional school subjects - biology, geography and PE. The project experts will train athletes and coaches who will take part in piloting the new program in schools. COMPASS foresees establishing of a network of local orienteering clubs from 5 EU countries, one national orienteering federation, one educational institution and an NGO in sports providing for a **transnational and cross - sectoral approach** in program elaboration, piloting and evaluation. The inclusion of different level sport stakeholders - (clubs, federation, a policy maker (Ministry of youth and sports), supporting COMPASS and NGOs, supporting sport will provide for **bottom up approach** in tackling dual career of athletes as well as useful collaboration in sharing European most efficient practices and policies in dual career. The prevailing participation of sport stakeholders is in sync with the Commission recommendation that "Sport organizations (federations, associations, clubs) which still have a tendency to focus on the organization of competitions should define or review their policies and require the development of dual career programs." (EU Guidelines on Dual Careers of Athletes). The Guidelines recommend that "National sport bodies could promote and support the inclusion of the concept of dual careers in the various activities of their member sport organisations, taking into account the position of athletes, a long-term strategic approach to dual career arrangements and the availability of supporting services and facilities." At international level the Guidelines point out that "the IOC recently has included in its evaluation of international federations an assessment of athletes' career programs, which should integrate the dual career approach. This represents an important step since, as it is identified as a must-do, international federations will have to contribute to the whole process."

COMPASS focuses on coaches as given the fact that "Coaches play a crucial role at the start of a potential elite career in the identification (together with special scouts and parents), guided improvement and development of the talents of the young athlete". The Commission recommends that "...coaches' role suggests the need for a 'dual career' approach for coaches, including specific employment arrangements that are commensurate with the intensive nature of their role in supporting talented and elite athletes." (EU Guidelines on Dual Careers of Athletes.) COMPASS targets coaches in orienteering in line with that recommendation.

The project is relevant to the priorities in the topic of dual career set by main EU policies as all its objectives and activities contribute to better implementation of the Guidelines, elaboration of new practices, tools and even policies in the range of dual career domain.

Indirectly COMPASS will contribute to reaching the targets set by the European Union in the strategic framework for European cooperation in education and training (ET 2020), which is a forum allowing Member States to exchange best practices and learn from each other, as follows:

1. to reduce the early leavers from education and training below 10% (SDG 4)
2. to reduce the underachievement in reading, math's and science below 15%

3. to reach the employment rate of recent graduates of 82%

#### **Genuine and adequate needs analyses**

**COMPASS is a project aimed to answer the needs of the project main target groups: grassroots orienteering athletes and coaches, their sports organisations – sport clubs and federations, as well as sport stakeholders. COMPASS team has studied preliminary these issues and drafted a project in line with the special needs of the project target groups and interested parties in line with all European sport policies and strategies in sport, mainly EU Dual career of athletes' guidelines, etc.** Recently published "Guidebook of best practices in Dual Career" (2019, Stephan Hakkers) as a project result of Innovative clubs for Dual Career, serves as a workable guide for COMPASS team how to develop the orienteering clubs dual career policies and practices in line with already existing good examples of successful club based DCP for athletes.

#### **Needs of the target group of talented young orienteering athletes**

One of the most important intangible project results will be the young talented orienteering athletes and coaches empowerment with quality education alongside their sport training, helping them to both study and compete through acquainting and training them in the content of the new COMPASS program. Young talented athletes and coaches need to know about the **benefits of education for further success in life**. The challenge of combining elite sport and education into a dual career pathway remains to be a source of concern for many high-performance athletes. (A new perspective on adolescent athletes' transition into upper secondary school: A longitudinal mixed methods study protocol AU - Ryba, Tatiana V.) Despite education is considered a crucial process for a sound development of youth athletes and for their future opportunities to enter the labor market (Stambulova and Alfermann, 2009), difficulties in combining sport and education are often present, especially when high training and competition commitments are necessary for top-level athletic performances (Alfermann and Stambulova, 2007; Aquilina, 2013). COMPASS target group includes talented orienteering athletes who are not elite and professional, but it is important to provide dual career model for them both to keep them in sport longer and to prepare them for life after sport.

In most of the European countries a system of sport schools has been developed allowing for young athletes to combine their athletic and educational pursuits. In regular schools rarely there are special arrangements for talented athletes despite the need for their committed participation in both domains. International research findings are consistent, suggesting that talented and elite athletes who continue into upper secondary and higher education find it challenging to reach their potential simultaneously in two areas of achievement (Christensen & Sorensen, 2009 Christensen, M. K., & Sorensen, J. K. (2009), Sport or school? Dreams and dilemmas for talented young Danish football players, Stambulova, Engström, Franck, Linnér, & Lindahl, 2015, Searching for an optimal balance: Dual career experiences of Swedish adolescent athletes. Psychology of Sport and Exercise, 21, 4–14.10.1016/j.psychsport.2014.08.009). In fact, athletes experiencing athletic success increase their training schedule to compete in sport events organized at national and international levels, parallel to sport, educational demands increase from the elementary school to high school and university. The White paper on Sport is the first to suggest actions to be taken to meet the need to provide "dual career" training for young sportsmen and sportswomen at an early stage of their sporting career in order to ensure their reintegration into the labor market after sporting careers. By eliminating the need to choose between sports career and enjoy the full value of education the project will encourage more students to engage in sporting career and enjoy the benefits that dual careers provide, which in turn will promote the contribution of sport to the employability of young people, including young professional sportsmen and women.

Provided with tools to coordinate sporting career and education the young orienteering athletes will avoid the situation to choose between education and sport. The lack of time for studying has been identified as the main reason behind withdraw from sports by one-third of all participants between the ages of 10 and 17. (EU Guidelines on DCA). In this regard the project will enhance the efforts needed to keep talented young people in sports and educational systems and make them aware of the benefits of a dual career, suggested in The Guidelines.

COMPASS educational program will be disseminated as an open educational resource for distance learning, shared with other Member States, thus answering the need to allow student-athletes to opt for the European curriculum or even remain part of their national education system while training and competing internationally. (EU Dual career of athletes' Guidelines).

COMPASS project results will lead to the following benefits for the young talented orienteering athletes (as compared with athletes experiencing a lack of coordination between sport and education) that are well described in multiple research as main needs of elite grassroots sports people at adolescent age.



- Developmental benefits (e.g. better conditions to develop life skills applicable in sport, education and other spheres of life, development of personal identity, positive effects on athletes' self-regulation abilities);
- Social benefits (e.g. positive socialization effects such as expanded social networks and social support systems and better peer relationships);
- Prevention of identity crisis
- Enhanced future employment prospects (e.g. higher employability and access to well-paid jobs).

### **The needs of target group of the coaches**

Main project result will be the orienteering coaches in the project participating sport clubs and organizations to be empowered with quality education alongside their sport training, helping them to both study and compete through acquainting and training them in the content of the new COMPASS program.

COMPASS project envisages training the coaches how to deliver the program in schools thus answering the need "Coaches and other performance team members, either professional or volunteer, are in need of further education once they are qualified and at work, not only because of new methods of training but also in the perspective of a changing sport environment and the concept of lifelong learning should be implemented in sport coaching and guidance, and dual career topics should be included. (EU Dual career of athletes guidelines)

COMPASS project will help coaches acquire better pedagogical skills as well as will raise their communication and digital skills thus allowing for preparing them to raise their qualification as coaches. Through raising their awareness about EU dual career policies COMPASS will prepare them for dual career consultants at sports club level to help the athletes with dual career arrangements and development.

COMPASS specific objectives are elaborated on a deep study of the need to successfully 'promote education in and through sport and support EU Guidelines on Dual career of athletes'.

**SO1** To explore and disseminate the value of sport as educational tool through studying and sharing good practices in integrating sport courses in national and European school extra curriculums is in accordance with the following needs:

The European Commission has acknowledged that the quality of physical education programmes and the qualifications of the teachers and trainers involved are a concern in a number of Member States.

More extensive interaction between sport and education across Europe is needed to promote the mutual sharing of best practice and help to improve the quality of physical education programmes and enhance teachers' competences and skill levels.

Many orienteering clubs identified the need to invest in developing tools, techniques and training to alleviate workloads and make events simpler to run and reduce non-event volunteer effort. For some years EU school teachers in project countries have organized different outdoor activities as a part of formal and informal educational process. These efforts to use outdoor learning methods haven't been constant and haven't been summarized. The system of using these activities and methods in curricular and extracurricular activities has not been created yet. This project will help to summarize and create methodological descriptions and recommendations how, where and when to use outdoor teaching methods for schools.

**COMPASS Activity (WP2)** envisages to carry out a study on good practices in integrating sport courses in national and European school extra curriculums aiming to explore and further on to disseminate the value of sport as educational tool.

Developing the European Dimension in Sport (in 2011) is underlining attempts to modernise teacher training, improve health-enhancing physical activity at school, two EU-wide studies, addressing the training of young sportsmen and sportswomen in Europe and the education of young sportspeople, were commissioned to provide young sportspeople with information on how they could prepare for a new career once they retired from professional sports.

COMPASS will propose a model for orienteering sport and natural science activities for upper secondary European schools to be applied as extra curriculum educational activities program as experiment.

Extracurricular activities (ECA) are activities in which students participate and that are not a part of the basic school curriculum (Massoni, 2011). **Sports are only one of the various forms in which ECA can exist.** Massoni (2011) asserts that ECA have many positive effects on education, particularly on students' behaviour

and grades as well as on the probability of completing school and acquiring the skills to become successful adults. ECA also bring social benefits and promote a positive bond between students and their school. According to the **Extracurricular sports in European schools' study (A descriptive study, Adilson Marques, Martin Holzweg, Claude Scheuer and authors)** all countries, except for Finland, identified that ECA are taught by PE teachers within the school. However, the Latvian and Swiss responses noted that ECA can also be taught by PE teachers from outside of the school; and those from the United Kingdom, Netherlands and the Czech Republic indicated that they could also be taught by sports coaches external to the school. The average number of hours provided for ECA per week is 3.1 at the secondary level. Slovenia and the United Kingdom reported the lowest values and Italy, Sweden and Switzerland the highest. Through **proposing to upper secondary schools a model of ECA in sports and natural science based on orienteering as a pilot test of COMPASS club based educational and training program, the project will explore** and disseminate the value of sport as educational tool. **Activity 1 will lead to elaborating a study of European best practices in that respect to serve as a sound base for the Consortium in drafting COMPASS model for upper secondary schools.**

COMPASS will also be used in outdoor education activities in upper secondary schools. According to Higgins & Loynes (1997) Outdoor Education is an educational approach which can permeate many curricular subject areas and at the time satisfy those supporting outdoor recreation, awareness and protection of the environment and personal and social development. Outdoor Education is "an approach not a subject drawing on three integrated areas of outdoor activities, environmental education and personal and social development" (Higgins & Loynes 1997, p. 6). It is expected that outdoor educators will be focusing attention on one or other of these areas, but all experience must take place within a framework of safety.

Outdoor education is on the rise in Europe and there is an emerging trend in integrating outdoor learning activities in formal education and bringing the outdoors indoor. Not only outdoor education helps the students to become tune with their surroundings and gain as appreciation for the natural world, it also plays an important part in bringing what they can learn in the classroom into the real life through application and observation and highly contribute to their personal and social development. **COMPASS model for extra curriculum sport and natural science activities in schools will contribute to increasing of the application of the outdoor learning approach in Europe which is highly recommended for successful education through sports in upper EU secondary schools.**

COMPASS will promote informal learning skills development across European schools and clubs. The HLG (high level group) on grassroot sport underlined that sport clubs, associations and fitness facilities used as educational settings, as well as participation in grassroots sports themselves, can make a strong contribution to informal learning and development of transversal skills, such as discipline, teamwork, leadership, problem solving, etc. Additionally, voluntary and professional roles in grassroots sport are increasingly providing opportunities to develop IT, marketing, management and communications skills. Thus, grassroots sport can have a positive impact on decreasing the high numbers of (youth) unemployed by offering opportunities to develop skills and overcome skills gaps.

This is in line with the Council conclusions of May 2015 on maximising the role of grassroots sport in developing transversal skills, especially among young people, that outline the educational potential of grassroots sport. The Council emphasised the work with local structures and the support of amateur sport infrastructures to help disadvantaged youth to find their place in society. Grassroots sport could contribute by using its social and educational potential to promote tolerance, mutual understanding and European values.

**The overall need to** "explore and disseminate the value of sport as educational tool through studying and sharing good practices in integrating sport courses in national and European school extra curriculums" comes from the needs of the European sport to be better integrated in EU education/schools system as advised by the European Commission.

Trough **activity 2.1 in WP2** the project team will identify and share good practices and ideas on the values of practicing outdoor activities and how they complement the school curriculums in different countries, #1 SURVEY: Best practices for integrating sport courses in national and European school extra-curriculums, using the value of sport as educational tool will be elaborated.

Activity 2.3 includes two days seminar on exchange of good practices in Estonia where presentation of the results from the survey on the good educational practices in using sport/orienteering in education (with Bulgarian Orienteering Federation (BFO) – presenting the Bulgarian model on establishing school sport clubs) will be done. All project dissemination activities in WP5 will meet the challenge to share and disseminate best practices as well as raise awareness about the benefits of better integration of sport in schools using its educational values.

**SO2 To study, identify, promote and share good practices in DC of adolescent athletes and coaches based on CLUB educational and training programs in EU**

The European Commission has acknowledged that interaction between sport and education across Europe is needed to provide young high-level athletes with quality education alongside their sport training, helping them to both study and compete and boost qualifications and their transparency and recognition for staff in the sports sector.

**COMPASS is about Dual career of orienteering coaches and talented athletes at the age of 15 - 21 years old.**

**COMPASS will elaborate, test and evaluate an educational and training program for athletes and coaches from European Orienteering clubs to serve as a new dual career model for club-based DCA in Europe.**

**The main need for action is the need to support EU DCA Guidelines and more specifically to support sport clubs and organisations in providing athletes and coaches with DC support as talented sports people usually spend more time in sports clubs than in education.**

Through studying and identifying, good practices in DC of adolescent athletes and coaches based on sports CLUB educational and training programs in EU COMPASS project will have sound theoretical base to prepare its educational and training program as an effective dual career path upgrading on the previously financed Erasmus Plus projects in DCA such as ISDC, etc.

Through promoting and sharing these practices Compass will directly answer the need to support EU Dual careers of athletes Guidelines as most of the European grassroots sport clubs are not aware of what they can do in regard to DC of athletes and coaches.

COMPASS will answer the need **to apply transnational approach in supporting DC of athletes' guidelines referring to promoting education in sport set by the European commission as a necessary approach in multiple documents.** The EU Commission also calls for *better participation of sport organisations and other relevant organisations from various Programme Countries in enhanced networks* as a need to tackle European wide issues in sports such as Dual career of athletes and coaches. COMPASS will join relevant sport organisations from 3 EU countries in enhanced network with academic institution and NGO active in sports to meet the needs of trans European and cross sectorial approach in tackling such an important issue as dual career of athletes and support the EU Guidelines on DCA.

COMPASS promotes the creation and development of a trans European network, providing opportunities for cooperation among stakeholders in sport and education thus meeting the challenge to increase the **exchange and transfer of knowledge and know-how in DCA and promoting of education in sports.** The COMPASS cooperation will notably have positive effects in developing the potential of young athletes and coaches thus answering the need *to develop the Europe's human capital by helping reduce the social and economic costs of physical inactivity.* Through COMPASS survey on the good practices in DC of adolescent athletes and coaches based on CLUB educational and training programs in EU, the project will answer the need specified by EU Commission to strengthen the evidence base for policy making in regard to DC of athletes and coaches.

Main need for action is the lack of information about sport club based DC programs **for adolescent talented athletes, coaches (except of sport schools). The main aim of club based dual career programs is to combine a successful educational and sporting career of athletes by bringing them the right supporting services from their own clubs, and hence contributing that at a later stage of life they keep a balance between sports training and employment. COMPASS key target is to get the athletes and coaches to have better social and digital culture and skills as well as to raise their motivation and interest in studying. The project will bring impact for orienteering coaches and athletes off the field of track during and after their career as an elite athlete. COMPASS acknowledges that Dual career support needs to be a major area of focus for all sport clubs and sport organisations** This will bring many benefits to the sport associations including better relations with sports stakeholders; improved engagement and communication with athletes and coaches; and better support from members. It is also one of the major influences in how athletes adapt to their life after sport and the contribution they go on to make to society. Dual career is a relatively new area for many professional sports but an exciting one which offers many challenges and opportunities. COMPASS project is developed to help make sure that EU orienteering clubs will lead the way in developing and delivering best practice for the benefit of the talented orienteering athletes and coaches in Europe.

**To study, identify, promote and share good practices in DC of adolescent athletes and coaches based on CLUB educational and training programs in EU** will lead to **raised awareness of the European sport clubs and organisations about the importance of Dual career of athletes and will provide them with theoretical and practical guide how to further on develop their policies and practices in DCA domain.**

Trough **activity 2.2 in WP2** the project team will identify and share best DC practices of adolescent athletes and coaches based on CLUB educational and training programs in EU; where and how outdoor activities complement dual careers, a #2 STUDY will be elaborated about that. Activity 2.3 includes two days seminar on exchange of good practices in Estonia where good practices for DC of adolescent athletes and coaches based on CLUB educational and training programs in EU will be presented. All project dissemination activities in WP5 will meet the challenge to share and disseminate best club-based practices in DC of adolescent athletes and coaches as well as to raise awareness about the importance of Dual career of athletes and EU policies and strategies covering the matter, mainly EU Dual career of athletes Guidelines and its successful implementation at EU sport clubs.

**SO3** To raise the education and digital and social skills as well as the awareness, about the importance of studying, among talented young orienteering athletes and coaches thus promoting the EU Dual career of athletes' guidelines through COMPASS innovative program and e - platform;

One of the first steps in reaching SO3 will be to raise motivation of athletes and coaches for the importance of their own further education and skills development through workshops to be held in each project participating country at which best practices and live stories of talented athletes will be presented.

In pursuing both educational and sport paths (i.e., dual career), the athlete's motivation, attitudes, and capabilities are crucial (Guidotti, Minganti, Cortis, Piacentini, Tessitore and Capranica, 2013). Although some studies investigated the athlete's motivation toward educational and sport career (Guidotti et al., 2013; Lupo et al., 2015), career development and transitions (Stambulova and Ryba, 2014; Wylleman and Reints, 2010), and development (Henriksen, Larsen and Christensen, 2014), **little information is available on the student-athletes' perceptions of their own** (Kinesiologia Slovenica, 22, 2, 31–48 (2016)). COMPASS will meet the challenge to raise awareness of the athletes and coaches in the importance of their knowledge and skills increase thus contributing to supporting their own perception and acceptance for dual career programs as a successful way in and out of sports.

Along with its main aim **to promote education in sport with special focus on skills development and support the EU Dual career of athletes guidelines** COMPASS program for European orienteering clubs will raise the target groups digital, social and educational skills.

The main need for action is to enhance the efforts, of sport clubs and all stakeholders in sport and education of athletes and coaches, needed at local and European level to keep talented young people in sports and educational systems and make them aware of the benefits of a dual career, suggested in the Guidelines for DCA. In the times when technology is rapidly changing our world it is necessary to adapt and raise digital knowledge and skills in order to meet the challenge of better professional and personal adequate development. COMPASS innovative dual career program is based on digital technologies in sport and will raise not only the digital skills of the target groups but science knowledge and social culture.

Through activities planned in WP 2.4 – multiplier workshops in 5 project participating countries organised by country project coordinators where best practices in DC of athletes and live meetings with elite athletes who will share their stories about DC will take place – COMPASS will raise motivation of athletes and coaches about the importance of education and raising skills for their future. Through activities planned in WP 3 and WP 4 encompassing the preparation and implementation of COMPASS innovative dual career program the project team will raise the target groups knowledge, digital and social culture thus reaching the SO3.

COMPASS will carry on **awareness raising activities in WP 5** aimed to influence directly the target groups of **talented young orienteering athletes and coaches about the importance of education and digital and social skills development.**

The project well planned disseminated activities will raise also the awareness of families, educational bodies and macro and policy stakeholders in sport about the need for effective dual career of athletes and coaches

programs in regard to skills development.

**SO4** To elaborate, pilot and disseminate an innovative COMPASS program (tool kit) in EU orienteering clubs and schools based on integration of orienteering sport in physical and science non-formal education, using latest smart sport technologies, gamification and peer-to peer learning;

The **elaborating, piloting and disseminating of the innovative COMPASS program (tool kit) in EU orienteering clubs** and schools aims at promotion education in and through sports which is in line with European sport policies nowadays. **The main need for action is the lack of DC programs for adolescent talented athletes and coaches not only at the level of sport organization but overall Europe. Also nevertheless there already exist a number of sport programs in schools non formal education there is still a need of inventing more appropriate, easy to learn and amusing educational sport programs for students. COMPASS program will include games and technologies along with science content thus attracting better the interest of students both in sport and education.**

The needs of the project target groups as well as the European policies in DCA are the main justification for the action.

The need to pilot COMPASS in upper secondary schools comes from the need to test the newly acquired knowledge and skills of athletes and coaches in real environment. The pilots will be carried on with the help of teachers and according to preliminary elaborated safety instructions agreed between the sport clubs and schools.

**The successful program implementation and testing will impact sport organisations by empowering them with new educational and training resources to support athletes and coaches in their dual careers and overall development in life. Also direct result from the program will be raising of target groups' digital, scientific and social skills. School teachers will be as well impacted by raising their educational, scientific and digital knowledge and skills. The students will be better motivated for sports. The program will be tested in schools as an outdoor education activities. COMPASS will bring students outside the class rooms thus raising also their environment and citizens culture as an indirect result from action.**

**Through activities planned in WP4 AND WP5 COMPASS will successfully reach the above mentioned project results as well as SO4.**

**SO5** To increase the competences of the European orienteering sport organisations in elaboration of DC of athletes programs;

COMPASS will increase **the competences of the European orienteering sport organisations in elaboration of DC of athletes programs through providing them with an unique educational and training program of 4 modules touching the sport and natural sciences, digital technologies in sport and school outdoor programs managing knowledge and skills.** In Europe sport is generally organized in private settings (e.g., sport clubs, sport federations) with little or no relationship with the education system, which is ruled by governmental and institutional policies. This organizational separation between sport and education often poses European athletes at risk of sport or educational dropout (Conzelmann and Nagel, 2003; Wylleman and Reints, 2010). Although actors belonging to the family, to the sport, and to the educational environments have direct relationships with the athlete, the actors belonging to the sport (e.g., national sports federations/clubs, EU Athlete organizations), **could present strongest connections with the athlete.** That is why COMPASS will be implemented at the level of the sport organisations and its specific aim is **To increase the competences of the European orienteering sport organisations in elaboration of DC of athletes programs.**

**The clubs form the foundation of the pyramid of sport organization in Europe.** They offer everyone the possibility of engaging in sport locally, thereby promoting the idea of «sport for all». They also foster the development of new generations of sportsmen/women. Volunteering is very popular in sports club management and organization activities. At this level unpaid participation is particularly important and beneficial to the development of European sport. In Portugal, for example, there are about 70 000 unpaid coaches and 40 000 unpaid board and committee members.

**Referring the above there is a strong need to support the sport clubs with educational and training resources in order to empower them to provide adequate dual career activities for their athletes and coaches.**

**Through activities in WP4 AND WP5 all these results will be successfully reached and through activities in WP 5 – successfully disseminated.**

**SO6** To encourage the cross-sectoral collaboration between EU sport clubs and schools in integration of sports in outdoor education activities for adolescents;

Cross - sectorial collaboration in promoting education in and through sport and supporting the EU Dual career of athletes' guidelines is highly recommended by the European Commission as neither of the both sectors of education and sport can not do much alone in the domain of DCA.

Sport club – school links are not very well developed in Europe. Working together both type of organisations can: Meet the needs of young people in sports, Provide new and varied opportunities for the students and athletes to develop sport related skills and acquire new knowledge through sports.

Club – School links aim to create innovative practices for young people to take part in sport inside and outside of school. Formal links between sports clubs and schools can be a great way to encourage children to continue playing sport after school and also create a pathway toward competitive and elite sport. COMPASS envisages to support **the cross-sectoral collaboration between EU sport clubs and schools in integration of sports in education through its awareness and dissemination activities of the project results aimed at creation of** mutually beneficial partnership between schools and community sport clubs in project participating countries.

The need for action is to increase club - school links thus to provide a pathway from school sport to club sport, to enable young people to actively engage in sport in both environments as participants, volunteers, coaches and/or officials. The successful project results in that respect will bring the following results: more intensive club – school links providing to increasing the interest of the students in sport club activities as well as encouraging athletes to keep their interest in education and studies.

Through all project activities in WP 2,3,4,5 this specific objective will be successfully reached as sport clubs will work closely with schools and intensify their connections related to better integration of sports in schools and of education in sport clubs.

**The extent to which the objectives address issues relevant to the participating organisations and target groups.**

#### **COMPASS Sport organisations**

The EU Guidelines on Dual Careers appeal to the sport sector own responsibility to contribute to the Dual Career of their sport talents. Sport organizations (federations, associations, clubs) which still tend to focus on the organization of competitions should define or review their policies and require the development of dual career programs. National sport bodies could promote and support the inclusion of the concept of dual careers in the various activities of their member sport organizations, taking into account the position of athletes, a long-term strategic approach to dual career arrangements and the availability of supporting services and facilities. COMPASS sport clubs need to be better aware of DC domain as well as EU policies and best programs about it. COMPASS innovative DCP will be a strong resource for the sport clubs in the future in regard to delivering quality education and training to their talented athletes thus keeping them in sport without risking their education. COMPASS federations will distribute the innovative DCP and all project results to all their members – clubs in their countries and abroad through their social networks and at international conferences and events. COMPASS SO5 **"To increase the competences of the European orienteering sport organisations in elaboration of DCA programs; "** is highly relevant to the needs of the sport clubs and federations as in the countries, participating in the project, there is a lack of DCA and competences at the level of sport organisations. COMPASS SO 6 **"To encourage the cross-sectoral collaboration between EU sport clubs and schools in integration of sports in outdoor education activities for adolescents;"** is also relevant for the sport organisations as they have already working with schools in outdoor programs which partnership needs to be intensified and further on developed with new innovative approaches and programs.

#### **COMPASS Academic Partner**

Its main responsibility in the project will be 1) Preparation and developing of the educational curricula of the online module concerning **IFD** (intelligent feedback devices) in orienteering for athletes and coaches as well as Orienteering with smart support for COMPASS schools' experiment. University of Vienna will also evaluate the training programme's methodology and interim and final implementation as well as the experiment in upper secondary schools in orienteering with IFD. COMPASS objectives address issues relevant to the

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academic project partner as the project Innovative DCP for athletes and coaches is an educational program and its content should be developed by academic staff with proper methodology, evaluation and valorisation.

### **COMPASS NGO**

Terviserajad Estonia is an Estonian association active in sports and health sector with well established contacts with most important sports clubs, especially in orienteering in Estonia as well as with main policy stakeholders in sport, health and education. The NGO has a high interest in elaboration of health routes and trails in Estonia. It is active in promotion of sports activity in Estonia through sport events and social networks in Europe. The project objectives directly refer to the Terviserajad main activities as one of it is to promote sport in education as well. As a strong supporter of sports, the organisation has relation and interests to dual careers. COMPASS will be a priority project for the Estonian partner as through the project the organisation will be able to realise its main objectives.

### **TARGET GROUPS**

Direct project target groups are talented orienteering athletes and coaches in grassroots orienteering. Both target groups have relevant issues to COMPASS general and specific objectives:

#### **1. Target group of talented athletes**

COMPASS partnership has identified that talented adolescent orienteering athletes are a special target group, the main one in COMPASS, which to the greatest extend will benefit from the project outputs and intangible results. Talented grassroots athletes need:

- to be motivated to study in order to succeed in education and lifelong career;
- to continue to sport as they are talented athletes and should not drop out of sports;
- to develop educational, personal, digital skills as it is well known that especially adolescents who are talented athletes prefer usually to spend more time in sports;
- to receive new knowledge in sport and natural sciences;
- to be aware of European policies, especially EU Guidelines on Dual career of athletes, in the domain of dual career and its benefits for talented sports people;
- to be involved in networks, social and others with peers from other European countries in order to develop their trans European culture and values as well as to be updated with latest trends in sports and education;
- to try a dual career path elaborated by their own club or other sport organisation for future benefits;

Due to all that needs of the target group COMPASS project considers them as a relevant target group.

#### **2. The target group of orienteering coaches**

Direct project target group will be the group of orienteering coaches that will be trained in COMPASS innovative DCP and will take part in all project activities.

Reasons:

- The coaches are the closest people to talented athletes and their role for developing and keeping talents in sports is the most essential one;
- The coaches need to be aware of best practices in using sports in schools thus they will be able to contribute to elaboration of new outdoor education activities programs for the students;
- The coaches need to be better aware of Dual career practices and policies in Europe, as so they will be able to take part in elaboration and dissemination of Dual career programs based at the sport-clubs in Europe;
- The coaches need to be part of trans European network of sport coaches in order to exchange experience, knowledge and ideas in promoting education in and through sports and support EU DCA Guidelines;

Indirect target group of physical education (PE) teachers will benefit of digital and educational skills raising as well as new knowledge about modern teaching outside of the class room. COMPASS identified that physical education teachers have a proved necessity to further develop their basic skills and tools to lead a range of group exercises and challenges, problem solving games, experiential activities in the nature, on school sites, in local parks and botanic gardens as well as in urban settings using latest smart sport technologies, gamification and peer-to peer learning.

**The adolescent students need to develop better sport related skills. COMPASS will do that through attracting them in an interesting educational outdoor program based on digital technologies. It will help develop better sense and knowledge for environment which is one of the priorities of the European policies in 21st century.**

## E.2. Innovative aspects

Please describe to which extent is the proposal innovative.

1. COMPASS education and training program will be club based and grassroots oriented and this is a real innovation in European sport scenery where only the big sport clubs and sport excellence centers , such as CTO Papendal and others, offer dual career assistance and programs for their elite athletes. Only recently some sports clubs developed better organized dual career strategy and policy resulted in effective programs, such as the clubs taking part in ICDC project, financed by Erasmus Plus Sport.

COMPASS is a project aiming to support regular grassroots sport clubs, talented athletes and coaches and their dual career, more specifically in orienteering sport. The recent evaluation of the EU Guidelines on Dual Careers show that the sport sector still lags in comparison to the educational sector concerning the implementation of policy on Dual Career. The innovative character of the COMPASS program lies **in the focus on the sport clubs** and the part they play in the general development of their young talents mainly through dual career programs. Usually the sport clubs in Europe are in close cooperation with the schools and universities in their surroundings and more often their programs for athletes come from their joint efforts to provide complimentary educational courses for sports people alongside the sports. Also a routine European practice is Dual Career services to be closely related to High Performance Centres, **but less at club level**. Hence, an innovation coming from this project is **to define sports clubs as subjects providing this sort of services to its own athletes** a coach. As orienteering is a specific sport where services provided by High Performance Centres do not matter, COMPASS will be a first of a kind project to empower the sport clubs with sustainable education and training resources to serve as a dual career model for talented orienteering athletes and coaches in Europe.

2. The content of Compass innovative program is totally innovative. For the first time there is a **comprehensive educational and training proposal** for talented athletes and coaches based at their sport clubs, in the field of **sport and natural science, intelligent feedback devices in sport, and outdoor education management, devoted to supporting of their dual career and fostering their employability**.

COMPASS will suggest a state of the art program for athletes and coaches based on latest digital technologies in orienteering. Provided with tools to coordinate their sporting career and education the young orienteering athletes will avoid the situation to choose between education and sport. Technology plays a huge part in orienteering today. The focus on **orienteering with IFD (intelligent feedback devices)** is an important innovative concept that will bring **benefits to the student athletes** (which will have the unique opportunity of testing the acquired knowledge in the COMPASS school experiment), but also to the **clubs** as they will be supported with a state of the art new tool in education and training of their own athletes. The main objective of COMPASS first module IFD in Orienteering and Smart Orienteering games with IFD, is to create a course for coaches and athletes in orienteering on technology. The course will consist of a number of digital learning objects (videos, reading material, interactive questions, tasks). It will focus on the technology used for orientation as well as basics of smart phones and related technology. The coaches and athletes will gain a better understanding on how navigation technology such as satellite based navigation (e.g. GPS) works. Mathematical backgrounds as well as applications will be discussed. Furthermore, a module of the course is dedicated to the use of IFD and other technology in sport. This module will also include material on the use of the IFD in sports and basics of sport science. Athletes and coaches will test their knowledge and digital and scientific skills acquired through the program during the pilot in upper secondary schools in the COMPASS final stage. COMPASS modules "2) Digital orienteering in nature and Outdoor education activity management basics, also represent an innovation in education of athletes and coaches in sport clubs. Usually theoretical preparation of athletes at sport clubs includes training material related to the sport and its specificity. COMPASS program modules will be totally innovative due to its cross-sectoral contend – for example Digital orienteering in nature will be prepared based on the cross section between biology and orienteering, science and sports. Bio navigator will be invented as an ultra innovative mobile app to be used in orienteering clubs after the project end. The third module Outdoor education activity management basics will embeds the athletes' perspective within the outdoor activities management, leading to a **ultimate legacy of project dual career actions for athletes and coaches**.

We have all seen major changes over the past twenty years with the emergence of electronic punching, GPS tracking, mapping software, online analysis tools, and much more. Meanwhile communication between clubs

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and their members, and with the wider public has been revolutionized through social media. We have all seen major changes over the past twenty years with the emergence of electronic punching and tracking systems, mapping software, and online analysis tools. Communication between clubs and their members, and with the wider public has been revolutionized through social media. COMPASS Orienteering project will use the technology gifts to continue to exploit these opportunities and provide **seed capital for sport clubs innovation**. COMPASS online educational and training program envisages the use of modern software for cartography and mapping, such as OCAD, modern course setting software as Purple Pan and Open Orienteering Map, online coaching software such as Elevate, route analysis software such as Route gadget v2 as well as GPS track websites (not specific to orienteering but heavily used by orienteers) such as Garmin Connect and Strava Smartphone apps for running orienteering events such as the Map Run app.

3. COMPASS educational and training program for talented athletes and coaches in orienteering include gamification foreseeing that a pilot experiment will be carried out in EU upper secondary schools with orienteering as an outdoor education activity program.

COMPASS team has accepted the definition of gamification as “the application of gaming mechanics to non-gaming environments”, and the qualification: “to make difficult tasks more palatable”. What we mean by this is that gaming mechanics – points, levels, awards – help make boring tasks more fun. COMPASS will offer an online educational and training course for athletes. Online learning has its own set of requirements that dictate whether or not the learning will be effective. Most learning management systems will give you the ability to add content and organize learners and their reporting tools give visibility over who is doing what. The trouble with traditional education models is that they usually comprise of a lengthy period of learning leading up to a final exam. This leaves the learner with no visibility over their progress and thus, no opportunity to correct their course. Although this is an issue that online learning was meant to address, some learning managers are still too attached to tradition. By adding gamification to an online learning platform, the extra functionalities (like badges, quizzes and challenges) make it possible to regularly test the learner on what they’ve learned so far and provide regular feedback. A game-based system lets learning managers focus their general message throughout every element, and it lets them reward learners for behaving in an ideal way – not just for answering questions correctly. A gamified learning platform also offers unique options for structuring the training curriculum. Games build team spirit and games are interactive. Gamification gives the learner a chance to push buttons, answer questions, and apply their knowledge at regular intervals. Aside from engaging the learner, it also lets them learn at a pace that suits them.

Content is improved - A gamified system rewards the learners for rating content and leaving comments, meaning there’s a much better chance that truly exceptional (or not!) content can really stand out.

Costs are cut - The point of investing in an online learning solution is to deliver essential training to employees. This should ensure that they do their jobs in the most effective way, thus reducing overall business costs. The engagement boost created by gamification helps that training stick better and go further and ultimately generate a better return.

Future proof - By 2020, the global workforce will be dominated by millennials who grew up playing and speaking the language of games. As more businesses realise the benefits of gamification, it’s being applied in many areas outside of learning, from enforcing speed limits to encouraging healthy living. Committing to a gamified learning solution now prepares your organisation (and your learners) for a future in which gamification is recognized as a standard.

4. COMPASS will carry out an experiment “orienteering with IFD in EU upper secondary schools” which will be an innovative school outdoor activity course. Schools will supported in the delivery of the PE and Biology curricula, through Outdoor Learning Fieldwork and Adventurous Activities, including the provision of a school-specific orienteering map, staff training and resources. COMPASS will provide that students should be taught to take part in outdoor and adventurous activity challenges both individually and as part of a team. Teachers and students will be taught how to use IFD in orienteering and will raise their overall digital knowledge through the sports orienteering outdoor activity.

### E.3. EU added value

Please describe the project's added value at EU level through results that would not be attained by activities carried out solely at national level.

1 Many aspects of **dual careers have an EU dimension** (2012 EU Guidelines on Dual Careers). As stated in these guidelines, “lack of cooperation between sport federations and educational institutes **at European level** often makes the combination of education or vocational training with sports training or participation in sports competitions very challenging”. To this end, COMPASS is a specific response to this challenge identified at EU level: the whole training programme and the rest of complementary activities have been conceived from a EU perspective. It is a close **cooperation programme between educational and sporting organizations** aiming at enhancing and facilitating the education of talented and elite athletes, so as they can fulfil their dual careers, especially in school outdoor education sport management. In this sense, a training programme with an individual local approach could not satisfy athletes’ and coaches’ needs.

2. Main EU added value will come from the elaboration of **EU club - based dual** career program for talented orienteering athletes and coaches to serve as **a European model of club based DCA** after the project end. COMPASS project experts will join efforts to elaborate an educational and training program based on necessities of the talented athletes and coaches in 5 European countries. The new state of the art program will target grassroots coaches and talented orienteering athletes from 30 European orienteering clubs in project participating countries. It will provide **a new dual career path** for them through educating and training them in the latest trends in orienteering with digital technologies, setting up educational orienteering games and teaching them basic outdoor activities management skills. Thus the project directly supports the EU Dual career of athletes Guidelines. It is known that in Europe only the big sport clubs offer dual career programs and services for talented athletes. No one of the regular sport clubs, participating in the project or a member of the federations in COMPASS, has resources to provide its own dual career path for athletes. In this sense COMPASS will meet the challenge to help the sport clubs in elaborating an European dual career path for orienteering athletes and coaches which is not possible only if approached locally.

3. Another **EU added value** will come from the disseminating **COMPASS new program as an open source educational resource**. All EU sports clubs in orienteering can use the online educational module Orienteering and IFD, as well as the other program courses as they will be shared via the COMPASS e – platform.

4. The European Commission has acknowledged that the quality of physical education programmes and the qualifications of the teachers and trainers involved are a concern in a number of Member States. The COMPASS will provide guidelines how to use orienteering sport in extra curriculum classes of physical education and natural sciences for adolescents. Based on activities in WP 4 the project team will be able to evaluate the experiment with orienteering in schools as outdoor education activities. Based on the evaluation guidelines will be issued for European schools and sport orienteering clubs – how to use orienteering in schools in-formal learning outdoor activities. The Guidelines will provide project legacy and will be well disseminated around education and orienteering sport organisations in Europe.

3. Both surveys elaborated in the frame of COMPASS project will be carried out in all project participating countries and widely disseminated around Europe bringing added value to common European research of best practices concerning promoting education in and through sports as well as supporting EU Guidelines on DCA. COMPASS will create enhanced network of European sport and education organisations which is a well proved EU added value by all previously financed projects in Erasmus Plus Sport program. COMPASS network will work during and after the project end on matters concerning education and training of grassroots athletes and coaches as well as will continue to further develop the club-school links and promote sport in education.

## Part F - Quality of the project design and implementation

### F.1. Project design

Please describe a clear and complete work programme, including appropriate phases for preparation, implementation, monitoring, evaluation and dissemination. Describe the proposal (on the basis of the main activities planned) and where and how it will be implemented.

The work program of **COMPASS** project envisages appropriate phases of planning, research and preparation, test/implementation, monitoring, evaluation and dissemination of results. They are combined in the most adequate way, which guarantees the sustainability of project results.

All the activities are linked by key elements needed for reaching COMPASS overall objective to promote the education in and through sports and support the EU Guidelines on DCA through innovative approaches. Drawing upon surveys on the best practices in promotion of sport as educational tool and in DCA at the level of sport organization COMPASS network of partners will elaborate a highly innovative program for coaches and talented athletes in European orienteering clubs, and pilot it in 10 upper secondary schools. After the program test in schools is finished COMPASS consortium will evaluate and disseminate the program as an effective dual career tool for talented athletes and coaches as well as an innovative model for outdoor education activity for schools.

During the preparation phase of the project proposal elaboration a set of activities has been considered and approved among the partners. They are structured in a way to reach the project general and specific objectives in a cost effective manner. These activities are grouped logically and assure better monitoring and evaluation of results and explained further. All activities will be implemented in regard to support European policies in Gender equality as well as with the help of volunteers.

## **WP 1: PROJECT MANAGEMENT AND COORDINATION**

***This activity will be led by the Bulgarian Orienteering Federation.***

Objective: To put in place the structure, resources and quality control measures in order to ensure high quality implementation of all project activities financially and technically.

The sub-activities here include:

- 1.1 Elaboration of a coordination and review procedures. Establishing a STEERING COUNCIL with 1 member from each partner.
- 1.2 On - going risk monitoring
- 1.3 Budget monitoring and control in order to ensure cost efficiency and proper budget allocation
- 1.4 Elaboration of subcontracting procedures and their management – terms of reference, draft contracts for subcontracting
- 1.5 Proper technical and financial filing of the project
- 1.6 Four transnational project management team meetings vis-a-vis at different crucial stages of the project activities implementation. The rest of the communication will be online.

### **Deliverables:**

- 4 Agendas and 4 minutes of the 4 Transnational project meetings of the Steering council
- One final report
- Proper project dossier

## **WP 2: RESEARCH & PREPARATION FOR ELABORATING THE COMPASS PROGRAM**

**This activity will be lead from BFO with support of all partners.**

Objective: 1) To explore **EU good practices in integrating sport courses in national and European school extra-curriculum**s, using the value of sport as educational tool; 2) To study, identify, promote and share **good practices in DC of adolescent athletes and coaches based on CLUB educational and training programs** in EU. This WP corresponds to SO1 and SO2 as stated above.

### **Activities:**

- 2.1 During this WP the educational and sport organizations will identify existing sport club-based methods for education in and through outdoor sport activities in schools in their countries. The project experts will join efforts to carry on a survey on EU good practices in integrating sport in national and European school extra-curriculum, using the value of sport as educational tool - every partner will carry out a survey in its country about how sports is integrated in educational school outdoor activities and will present a report. The focus here will be to learn from the most successful sport related outdoor

educational activities for schools especially from the ones where orienteering is used. Cross sectoral connections between orienteering, physical education and nature sciences will be in the focus. Every partner will carry out a standardized survey about interdisciplinary connections between orienteering and nature sciences (e.g. biology and geography). All partners will gather the information from different kind of other institutions/organizations that implement or have implemented such initiatives in a survey. All these studies will enable COMPASS researchers to include such elements in programs for clubs and to disseminate best practices of using the sports as an educational tool thus reaching the project general objective. Best DC practices of adolescent athletes and coaches based on CLUB educational and training programs in EU; where and how outdoor sport activities complement dual careers;

2.2 Project experts will share good practices in DC of adolescent athletes and coaches based on CLUB educational and training programs in EU. Each partner will carry on a quality survey based on literature review, desk work, meetings with stakeholders and expert interviews to identify dual career programs for athletes and coaches at the level of sport organisations in their country. Upon finishing the local survey each partner will present the report to COMPASS team.

2.3 Two days seminar on exchange of good practices in Estonia will include:

- Presentation of the results from the surveys on the good educational practices in using sport/orienteering in education with Bulgarian Orienteering Federation (BFO) – presenting the Bulgarian model on establishing ***school sport clubs***.
- Presentation of good practices for DC of adolescent athletes and coaches based on CLUB educational and training programs in EU
- Bulgarian orienteering federation (a role model person) will present own experience in balancing an orienteering career with education.
- Other partners` presentations

2.4 National multiplier events - workshops in 5 project participating countries organised by country project coordinators at which athletes and coaches from local orienteering clubs will be invited and acquainted with the results of research activities as described above. During the workshops special attention will be given to the best practices in DC of athletes in European sports clubs as well as live stories of elite athletes will be shared with the target groups. Famous elite athletes will be invited by the workshops organisers to tell in person their stories to the athletes and coaches. Photos, video materials and press publications will be made. The multiplier events will be used to recruit the best suitable orienteering athletes and coaches (120 from all countries – 30 clubs X 2 athletes and 2 coaches) in all partner countries to participate at the COMPASS program.

#### **Deliverables:**

- **#1 SURVEY:** Best practices for integrating sport courses in national and European school extra-curriculums, using the value of sport as educational tool and **# 2 SURVEY:** Good practices in DC of adolescent athletes and coaches based on CLUB educational and training programs in EU, combined in **ONE INTEGRATED SURVEY REPORT;**
- **One transnational project meeting** for presenting the results and preparation of the program development – **one agenda** and **minutes of meeting**
- **5 national multiplier sport events in all partner countries**
- **List of 120 interested athletes and coaches to participate at the COMPASS program in all partner countries**

### **WP 3: DEVELOPMENT OF THE COMPASS PROGRAM**

**This activity will be led by the Centre for sport sciences @ University of Vienna supported by the Eesti Terviserajad, Estonia**

**Objective:** To provide orienteering athletes and coaches as a target group with basic skills and tools to lead a range of group exercises and challenges, problem solving games, experiential activities in the nature, on school sites, in local parks and botanic gardens as well as in urban settings using latest smart sport technologies, gamification and peer-to peer learning. This work package corresponds to SO3 and SO4 as stated above.

Thanks to this WP COMPASS program will empower talented young orienteering athletes and their coaches with new skills and knowledge alongside their sport training, motivating them to keep the optimal balance between the study and competitions.

This work package envisages enough time to prepare all intellectual outputs needed for the dual career path establishment.

The COMPASS PROGRAM development will take **12** months.

The education and training program aims to provide talented athletes and coaches with new knowledge and skills in matters related to sports as well as other matters such as digital technologies in sports, sport science basics and natural science, and outdoor education activity basics.

The program will benefit also other participants, with tools and ideas as well as practical experience and first-hand knowledge on how to integrate outdoor activities in non-formal education.

The program will serve as a sustainable dual career path for talented orienteers in Europe. COMPASS dual career innovative program will foster excellence and innovation in education and training by equipping the talented athletes and coaches as well as PE teachers (on a later stage of the experiment) with the basic knowledge and skills to integrate outdoor education activities further in their education programmes and upgrade the existing physical education curriculums in upper secondary schools by adding innovative tools.

The program will consist of four modules –

1) Using of **IFD in orienteering and smart orienteering games** - use of **the Mobile Motion Advisor (MMA)** - a mobile feedback system designed to support athletes by giving them instructions during their physical exercises based on the integration of up-to-date sensors, data transmission and processing technologies to provide optimal training assistance.

2) **Orienteering with smart support** – an educational module with main objective to create and deliver to orienteering athletes and coaches a course with an accompanying IFD to be used for promotion of orienteering. Course is presumed to be taught in vivo with focus on use of digital technology for navigation. After it, participants will have the teaching tools to enhance abilities of young people to navigate in cities as well as in woods and fields. A game based on the orienteering concepts will be created. In it students are assigned to a route based on their physical capabilities thus making the competition more interesting to less sportive students. The rough outline of the course is as follows (each unit lasts about 2 hours):

- Practical introduction to using IFD in orienteering for students
- Orienteering with the IFD game
- Small orienteering competition
- Small competition with the IFD game

3) **Digital meets the nature** will propose to coaches and athlete's knowledge how to navigate in botanic gardens and parks using a **Bio navigator** - a mobile APP that will be elaborated under the COMPASS project. The Bio navigator will present additional knowledge on biology and nature points of interests – trees, rare plants etc. by giving them scientific and practical information.

4) **Outdoor education activity management basics** will deliver knowledge about the basic requirements for being outdoor education activity manager – a modern profession nowadays when outdoor education gains much more students' interest and educational authorities' support. Elite orienteering athletes will be empowered with digital, pedagogic, management skills necessary for a future career after sports such as outdoor education activity organizers or a profession in sport technology sector.

#### **Deliverables:**

- **Four** education modules with participants' teaching materials
- **One** mobile App **Bio navigator**

#### **WP 4: DELIVERY OF THE PROGRAM TO THE TARGET GROUP. EXPERIMENT WITH ADOLESCENT VOLUNTEERS**

**This activity will be led by the Romanian Orienteering Federation with the support of the Centre for sport sciences @ University of Vienna and Bulgarian Orienteering federation, as well as all partners**

**Objectives:** a/to pilot and test the program in real learning and training club environment, improve the skills of the athletes and coaches. b/To test acquired skills during COMPASS, supported by PE school teachers through experiment in upper secondary schools. Each club will be responsible for the organization of the target groups in participating and taking the program courses by providing for **internal program coordinator** on a volunteer basis, who will care for logistics, time schedule and target group motivation. He/she will support further the target group during the experiment in schools. The WP corresponds to SO 4, 5, 6.

**After the development** phase, the **delivery** of the COMPASS program to the target group is the part of the project activities of utmost importance.

**4.1.** As 120 participants from 30 clubs are envisaged to be trained, 2 trainers from each country will take part prior to the training at an **international "training the trainers" workshop**, delivered by Centre for sport sciences @ University of Vienna and supported by the Eesti Terviserajad, Estonia. On this workshop

teaching methodology will be discussed and also content of the trainings to the target group. All partners have undoubtedly very high qualified teachers, who will deliver the trainings to the target group afterwards. The trainers will prepare a time plan for the delivery of the COMPASS program to the target group and begin with it right after their return home.

**4.2.** After the training of trainers, the delivery of the COMPASS program to the target group begins. It will take 4 months. The program will be taught by athletes and coaches online. On the project platform the modules will be uploaded by the Austrian partner in the form of power point & mp3 video materials. The delivery of the COMPASS program will provide the target group of athletes and coaches with basic skills and tools to lead a range of group exercises and challenges, problem solving games, experiential activities in the nature, on school sites, in local parks and botanic gardens as well as in urban settings using latest smart sport technologies, gamification and peer-to-peer learning. By doing so the COMPASS program will empower talented young orienteering athletes and their coaches with new skills and knowledge alongside their sport training, motivating them to keep the optimal balance between study and competitions.

**4.3. After the target group has participated in the COMPASS program** an experiment will be piloted in 10 European schools by coaches and PE school teachers together with athletes. This experiment will aim to complement physical activity and natural science outdoor non-formal education. A time schedule and a clear methodology for the experiment will be elaborated.

- Before starting the experiment, the orienteering coaches, club athletes and the teachers will exchange know-how, knowledge and ideas about evaluation and improvement of the program courses taken. After evaluation revisions will be done to the program if needed.
- The experiment phase envisages as a first task identifying volunteers – school students and school students-athletes for participation in it for 4 months:
  - 20 students 15 years old, 20 students 16 years old, 20 students 17 years old = 60 students per school (at least 2 schools from a partner country) = On total: 5 countries x 120 = 600 school students for the tests. The students will be recruited on the **first come first served** principle. The opportunity for participating at the implementation will be widely promoted through the social media and through the networks of the partner organizations – federations and clubs. There will be a strive for appr. equal number male and female participants.
  - Experimenting for 4 months, done by the target group participants – orienteering athletes and coaches and with PE teachers – they will test the acquired skills in the frame of the COMPASS program to adolescents in upper secondary schools. The program will be tested in 10 upper secondary schools from all 5 partner countries. Main leading actors in the experiment will be the orienteering federations and clubs. The orienteering federations of Bulgaria and Romania will use the International Orienteering Federation (they are its members and it supports the project) network of clubs all over Europe.
- Gathering lessons learned and evaluation of the experiment results are next steps. The partners will analyse the pilot delivery of the program based on satisfaction questionnaires and local evaluation reports. The evaluation will take one month.

**4.4. Project meeting in Romania** to exchange experience and know - how in delivery and experimenting with the program. Evaluation will be discussed.

- Developing final guidelines for further implementation of the COMPASS program, containing results from the evaluation of the students, resources needed to deliver it further to athletes and coaches, advices for future multipliers of the COMPASS program.

#### **Deliverables:**

- **One** international “training the trainers” workshop in Prilep, Northern Macedonia with 10 trainers
- Delivered COMPASS program to 120 orienteering athletes and coaches for 4 months
- 600 volunteers for the experiment recruited from 10 schools in the partner countries
- Elaborated 4 months experiment program with guidelines for implementation
- One transnational project meeting in Romania for evaluation of delivery and experiment – agenda and minutes of meeting
- One evaluation report

#### **WP 5 AWARENESS RAISING, COMMUNICATION AND DISSEMINATION**

**This WP will be led by the Eesti Terviserajad, supported by all partners**

**Objectives:**

- a. To raise awareness on the values of the COMPASS program and promote education in and through sport.
- b. To raise the awareness on the project results and encourage multipliers in the field of sport and education to use and apply the results developed under the project

This WP corresponds to all specific objectives.

- Organization of 5 national Open-door days at the date of the **International orienteering day** in May 2021 in the orienteering sport clubs in all partner countries where the program is delivered to promote its ability to change career paths and present DC opportunities for athletes to parents, students and sport stakeholders. promote cross-sectoral partnerships between the fields of sport and education, to highlight the advantages and values of sport in tackling educational and dual career for athletes' issues, and to promote the concept and benefits of education in and through sport. The events will present the project results to educational and sport institutions, local and national authorities. They will include demonstration of the new COMPASS program by the athletes and coaches and students that took part in the testing program and orienteering demonstrations.
- Elaboration of e-platform which will contain the four educational modules and the information concerning the project and where also project activities and results will be promoted. The platform will be updated with additional educational sources and a blog. Its development will take 8 months.
- Organization of 6 press-conferences, including one during the kick off meeting
- 1 transnational seminar for overall evaluation of project results with special focus on the multiplier events in the countries - in Vienna, Austria. Setting guidelines for further dissemination of project results through clubs.

**Deliverables:**

- One e-platform
- Five open door days
- Six press conferences
- 1 final transnational project meeting for evaluation of project results – 1 agenda and minutes from the meeting
- Guidelines for further dissemination of project results in clubs

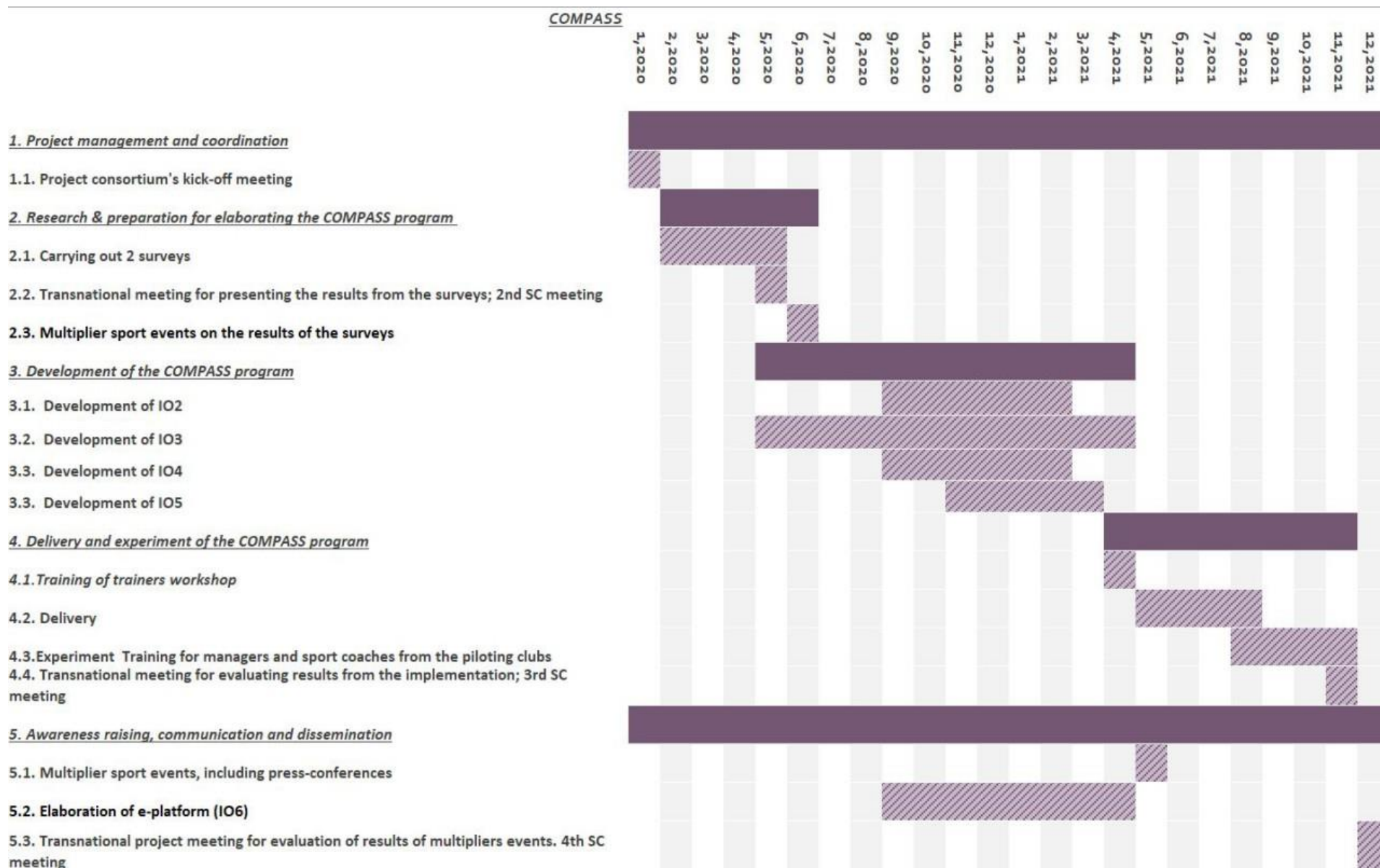
**F.2. Methodology**

Please describe:

- the quality and feasibility of the methodology proposed,
- the consistency between project objectives, methodology, activities and budget proposed,
- the existence and quality of management arrangements (well defined and realistic timelines, organisation, tasks and responsibilities).

The Project management includes different processes and phases, following one after another in a clear sequence (preparation phase – research and development of COMPASS program, implementation phase – delivery to target group and experiment with adolescents, awareness raising, communication and dissemination). All phases will be implemented following the methodologies described below:

- **Project time management** - with a view to carrying out the project activities and tracking the progress of the project, a Schedule Control System will be implemented. It will be monitored for the duration of the activities and in case of delays or unsatisfactory performance corrective actions will be taken in order to go back to the original project schedule dates and deadlines, and project schedule will be updated or activities smarten up. The following Gantt diagram presents the tasks dependencies, activities and time schedule.



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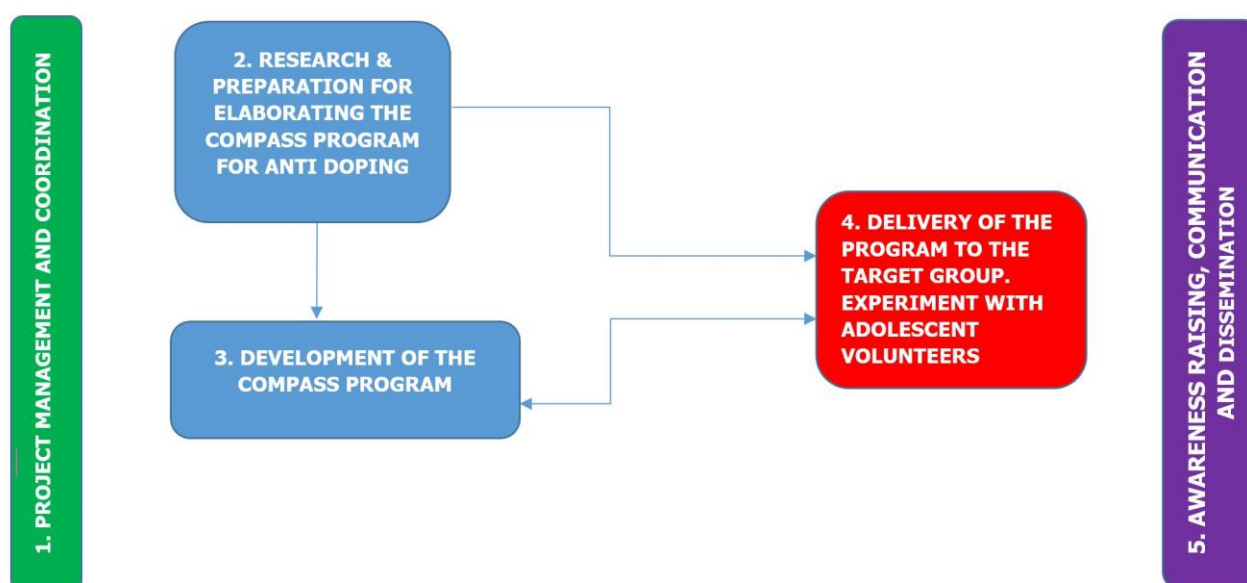


- **Project cost management** - This process' methodology aims at preventing cost overruns and control the expenses within the project. It will be performed by the Steering Council of the project, led by the Project Manager. The expenses will be strictly controlled in accordance with the approved budget in order to prevent cost overruns.
- **Project quality management** - The process methodology is described in F.3. Quality control during project implementation and H.1. Quality control of final outcomes.
- **Project communications management** - The project will disperse information to keep the project stakeholders informed of the project's health, status, and pending actions. As a result of dispersing information, the project manager will keep in touch with all stakeholders (Steering Council, sports organizations from the partner countries, universities, media partners, subcontractors etc.) in order to receive timely information and minimize risks. All means of communication will be used - including phone, email, VOIP, social media, personal meetings etc. The Plan for dissemination of project outcomes will be elaborated and adopted as described in "H.3 Dissemination of project proposal" on the kick-off meeting in Sofia. The Plan will be elaborated and proposed by the project manager and approved by the Steering Council.
- **Project risk management** - The risks will be managed and controlled in accordance with the described in "F.3. Quality control during project implementation".
- **Project team management** - Provision is made for bi-monthly regular project team meetings via skype for discussing the progress of the project. Performance will be measured based on regular reports. The project Kick-off meeting will set the base for the future team management process. The project team will work continuously during the whole project on fixed amount per organization according to the Erasmus + SPORT financial regulations until its closure and final reporting.
- **Subcontracting** - subcontractors will be selected for activities only which are beyond independent execution by the Applicant and will be based on real costs.

Preliminary work towards providing a **relevant number of participants** from target group will be the most challenging task. Athletes and coaches' interests are the most crucial element of the project as well as the involvement of relevant stakeholders, sport professionals interested in dissemination and implementation of the project results. That is why they will be carefully selected in such a way, in order to ensure that there is a match between their technological skills and knowledge and the Innovative DC COMPASS Program content.

A crucial moment will be also the proper training of the trainers for delivering the COMPASS program to the target group. Enough time has been planned for this delivery.

The interconnection between all activities is displayed on the following scheme:



Legend: Management – Green Preparation -Blue Implementation - Red Awareness raising, communication and dissemination -Purple

Project management activities (1) and Awareness raising, Dissemination and Communication Activities (5) continue through the whole project life cycle. Activities 2 and 3 belong to the preparatory phases of the project. They are crucial for the target group attraction and the proper elaboration of the project core – the Innovative COMPASS program. Activity 4 is directly linked to the implementation phase.

In the following figure we illustrate how the activities above contribute to the achievement of the specific objectives:

	Specific Objectives (SO)	SO1	SO2	SO3	SO4	SO5	SO6
Work packages (WP)							
WP1		X	X	X	X	X	X
WP2		X	X				
WP3				X	X		
WP4					X	X	X
WP5		X	X	X	X	X	X

### F.3. Quality control during project implementation

Please describe:

- the existence and relevance of quality control measures to ensure that the project implementation is of high quality, completed in time and on budget,
- how the results will be achieved in the most economical way and on time,
- the coherence between the project activities and the use of budget,
- any potential risks involved in the implementation, how they might affect the objectives and results of activities and how they could be mitigated.

#### **Quality control measures to ensure that the project implementation is of high quality, completed in time and on budget,**

In order to ensure, that the project implementation is of high quality, completed in time and on budget, following measures are envisaged:

1. Establishing a clear and simple Project management structure - Clear task distribution between partners and role assigned to each partner – every partner will consider the fulfilment of its task in terms of time, costs/budget, workload and risks. The overall health of the project in term of achieving objectives and results in due time will be monitored by s Steering council (SC). It will consist of 1 representative from each partner organization. BFO as a project coordinator will chair the SC. It will appoint a project manager, who will be the operational manager of the project.
2. One kick-off meeting at the beginning of the project is envisaged. The SC will meet physically once per semester at different project locations and discuss the progress of project activities. The minutes of 4 meetings of the SC produced will feed the interim reports and the final report. The two seminars on sharing results from the surveys (Estonia) and evaluation after implementation of the COMPASS program (Austria) will be merged with the SC meetings dates in order to be cost effective and more efficient – the duration of stay of the project partners' representatives will be prolonged with 1 day for the SC meeting.
3. Every 2 months skype conferences will be scheduled ahead in order to raise issues and discuss schedule, work spread, estimate planned and actual costs, gauge the level of potential risks. Measuring, inspecting, and communicating with the SC to ensure that the project plan is followed

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will be used. All variances to the plan are reported, and responses will be expedited.

### **Achievement of results in most economical way and on time**

Partnership agreements will be signed between the Project Coordinator and all partners. They will support the effective implementation and sound financial management of the project. All payments will be specified there – advanced and interim. Only eligible and actual costs will be reimbursed to project partners once per semester after receiving interim reports by the project partners.

The financial management is a sole responsibility of the Project Coordinator. It will be fully inline with the Grant agreement.

All budget modifications and transfers between budget sectors, if any, will be made after proper notification of EACEA.

The Quality control process will focus on monitoring the project work for variances, changes and discrepancies so that corrective actions will be used to ensure that the project continues to move towards its successful completion.

Measuring, inspecting, and communicating with the SC to ensure that the project plan is followed will be used. All variances to the plan will be reported, and responses will be expedited with no delays.

### **Coherence between the project activities and the use of budget**

Quality metrics and indicators were created in order to measure all processes, activities and work results during the project. At the end of every semester deliverables with quantifiable terms and values will be created in order to measure the results of the activities (they were summarized in PART H). The Project manager will prepare checklists (list of activities that will be checked off as each task is completed) for every party involved in the execution of the different phases (key experts for elaboration of the intellectual outputs, steering council, stakeholders interested, athletes attracted etc.) to ensure that work is completed according to the quality policy.

An operation plan for implementation of the project activities will be discussed in details and adopted at the kick-off meeting. A detailed activity program for each semester per partner and deliverables for each partner and scheduling control will be elaborated. Qualitative and quantitative indicators for assessment of current activities under the project, described in H.1 Quality control of final outcomes will be used.

### **Potential risks and their mitigation**

The risks during implementation of the project will be reduced to a minimum by constant communication with all stakeholders, their timely identification and strictly monitoring. Preliminary risk categories were identified during project proposal preparation and a risk breakdown structure were made using brainstorming, root cause identification and SWOT analysis and presented here.

RISK CATEGORY	DESCRIPTION	PREVENTIVE MEASURES
Risks related to the target groups and stakeholders of the project	a/Athletes and coaches are not interested in participating at the project - providing a relevant number of participants and the finalization of their study. This participation is the core of the project. Athletes and coaches interests are the most crucial element of the project.	Orienteering federations and clubs are included as project partners. Their big task will be to attract and recruit athletes and coaches among their members, ready to participate at the project activities – online courses, international seminars.
	b/The innovative sports technologies, smart games and mobile application included in the COMPASS Program require too high level of technological skills	A very comprehensive content will be elaborated by the Austrian and Estonian partner, which have the educational and practical knowledge on the methodology with the concordance of the sporting organizations, participating at the project – they have

	<p>c/ Stakeholders not interested in disseminating and implementing the COMPASS program</p> <p>d/ Safety risks – injuries, accidents</p> <p>e/ risk connected to presence of minors (16 - 18 years old)</p>	<p>the practical liaison with the athletes and coaches.</p> <p>Active work with the orienteering clubs and federations and the IOF participating at the project – as a renowned institutions with good liaisons to clubs</p> <p>Assistance in terms of security and safety in sport will be granted during implementation. First aid will be provided.</p> <p>There will be special tutors during the implementation phase who will be responsible for minors. The tutors will be carefully selected.</p>
Project management risk	<p>Unsuccessful allocation of time, human resources, and scheduling; bad communication within the team and with the stakeholders</p> <p>Volunteers needed for the implementation work package – not interested</p>	<p>Right project management planning during all the project phases; proper task distribution in the planning phase, quality control and monitoring during project implementation;</p> <p>Contacting special volunteering organizations and school related NGOs for good planning in advance the implementation</p>
Technical risks	Subcontractor delays	Support to the subcontractors if needed, application of quality and deadlines guarantees; excellent preparation of terms of reference for executing all subcontracting activities.

All other relevant risks during project implementation, if any, will be recorded, regardless of their size and impact on the project and throughout the project, the risk categories will be revised to update and reflect the current status of the project.

The project will use unit costs for all travel and subsistence costs and all these costs are associated in the budget with the relevant meetings – local and transnational.

Separate participants list for local meetings under Multiplier sport events and transnational meetings will be prepared for the purpose of better review and clear reporting.

#### F.4. Transnational project meetings

Please justify:

- the need for the meetings in terms of number of meetings and participants involved.

Please copy-paste the table as many times as necessary.

NOTE: Travel distances must be calculated using the distance calculator supported by the European Commission (see the link in the detailed budget table template).

<b>Meeting number</b>	1
<b>Dates and venue</b>	January 2020, Sofia, Bulgaria
<b>Description of the meeting (including</b>	Kick off meeting - to provide project management and overall project coordination. The meeting is needed to produce and discuss the detailed activity plan with exact

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<b>the need for the meeting)</b>	dates, evaluation plan, quality assurance plan, budget coordination and interim reporting procedures, risk log, dissemination plan, exit/sustainability plan. Establish Steering council.
<b>Hosting organisation and the number of participants</b>	Bulgarian Orienteering Federation (BFO) President of BFO, General secretary of BFO, Chief Accountant of BFO and Project manager – 4 participants.
<b>Justify the need for the given number of participants and specify the role of each of them</b>	President of BFO will open officially the project activities and take part at a publicity and information event about the project during the first day.  General Secretary and Chief accountant will actively discuss all issues related to the start of the project activities, due to the fact, that they are decision makers at the BFO or liaise with media and stakeholders. Participation at the kick-off meeting of project manager will guarantee the transparency and proper operational planning of all project activities and their right communication to the community and stakeholders. The participation of the above mentioned will ensure for a successful attracting and recruiting the right athletes and coaches.
<b>Participating organisations and the number of participants per each of them</b>	5 participating organizations – Centre for sport sciences, University of Vienna, Austria;  Terviserajad, Estonia;  Orienteering Club Zlatovrv, Northern Macedonia;  Romanian Orienteering Federation  2 representatives per organization – 8 participants in total
<b>Justify the need for the given number of participants and specify the role of each of them</b>	One coordinator from each partner organization and one expert, related to Intellectual outputs will participate in order to ensure cost effectiveness. These persons will take part at the planning and coordination of the respective project partner organization activities.

<b>Meeting number</b>	2
<b>Dates and venue</b>	May 2020, Tallinn, Estonia
<b>Description of the meeting (including the need for the meeting)</b>	A workshop for the project participating organizations on presenting results from the surveys and exchanging experience and know-how for CLUB educational and training programs in EU as well as good educational practices in using sport/orienteering in education. The Bulgarian Orienteering Federation (BFO) will present the Bulgarian model on establishing <b><i>school sport clubs</i></b> . Bulgarian orienteering federation (a role model person) will present own experience in balancing an orienteering career with education.  The steering council will meet for the second time.
<b>Hosting organisation and the number of participants</b>	Terviserajad, Estonia – project coordinator, 2 researchers, 2 sport/education stakeholders.  1 representative for the steering council meeting.  6 representatives in total.
<b>Justify the need for the given number of participants and specify the role of each of them</b>	All researchers participating at the surveys will present their work – challenges and results, approaches and athletes' and coaches' aptness; Questions and answers, discussion with other participants at the meeting. Gathering of information about the elaboration of the Bio navigator mobile app.  This is a crucial moment for discussing the preparation and development of the

	COMPASS program.
<b>Participating organisations and the number of participants per each of them</b>	<p>4 participating organizations – Centre for sport sciences, @ University of Vienna, Austria;</p> <p>Bulgarian Orienteering Federation, Bulgaria;</p> <p>Orienteering Club Zlatovrv, Northern Macedonia;</p> <p>Romanian Orienteering Federation</p> <p>2 representatives per organization – 8 participants in total</p>
<b>Justify the need for the given number of participants and specify the role of each of them</b>	<p>All researchers participating at the surveys will present their work – challenges and results, approaches and athletes and coaches' aptness; Questions and answers, discussion with other participants at the meeting. Gathering of information about the elaboration of the COMPASS Program.</p> <p>1 representative per country for the steering council meeting.</p> <p>14 participants in total.</p>

<b>Meeting number</b>	3
<b>Dates and venue</b>	April 2021, Prilep, Northern Macedonia
<b>Description of the meeting (including the need for the meeting)</b>	An international 3 days "training of trainers" workshop is envisaged for all high qualified trainers from the partner organizations, who will deliver the COMPASS program to the target group of athletes and coaches.
<b>Hosting organisation and the number of participants</b>	<p>OK Zlatovrv, Prilep, Northern Macedonia.</p> <p>2 trainers</p>
<b>Justify the need for the given number of participants and specify the role of each of them</b>	2 trainers from each country will take part prior to the delivery of the COMPASS at an international "training the trainers" workshop. It will be powered by Centre for sport sciences @ University of Vienna supported by the Eesti Terviserajad, Estonia. On this workshop teaching methodology will be discusses and also content of the trainings. All partners have undoubtedly very highly qualified trainers, who will deliver the trainings to the target group afterwards.
<b>Participating organisations and the number of participants per each of them</b>	<p>4 participating organizations –Terviserajad, Estonia;</p> <p>Bulgarian Orienteering Federation, Bulgaria;</p> <p>Centre for sport sciences @ University of Vienna;</p> <p>Romanian Orienteering Federation</p> <p>2 trainers per country, 2 teachers from Centre for sport sciences @ University of Vienna and the Eesti Terviserajad, Estonia</p> <p>10 participants in total.</p>
<b>Justify the need for the given number of participants and specify the role of each of them</b>	A crucial moment for the project implementation will be this proper training of the trainers for delivering the COMPASS program to the target group. Enough time and resources have to be planned for this delivery.

<b>Meeting number</b>	4
<b>Dates and venue</b>	November 2021, Ilfov, Romania
<b>Description of the meeting (including the need for the meeting)</b>	<p>A workshop for the project participating organizations on evaluating the COMPASS program implementation.</p> <p>The steering council will meet for the third time – after the end of the COMPASS program testing, an evaluation and discussion are needed to follow up on how the target group is perceiving the program and what is the feed back from it in every country.</p>
<b>Hosting organisation and the number of participants</b>	<p>Romanian Orienteering Federation</p> <p>6 athletes and coaches with feedback from the program, 6 volunteers from schools.</p> <p>2 Researchers and 1 representative for the steering council meeting after the international workshop.</p> <p>15 participants in total</p>
<b>Justify the need for the given number of participants and specify the role of each of them</b>	<p>This is a crucial moment for the project implementation – the evaluation of the COMPASS program and feedback from participants will outline next steps for its revision (if needed) and dissemination, as well as eventual policy recommendations for using the COMPASS as a club-based program and a tool for improving education through sport in the same time.</p> <p>Representatives of target group and volunteers will give feedback from the period of implementation.</p> <p>Further measures for dissemination among European orienteering federations and clubs will be suggested, as well as policy recommendations.</p> <p>1 coordinator will participate at the steering council meeting.</p>
<b>Participating organisations and the number of participants per each of them</b>	<p>4 participating organizations –Terviserajad, Estonia;</p> <p>Bulgarian Orienteering Federation, Bulgaria;</p> <p>Orienteering Club Zlatovrv, Northern Macedonia;</p> <p>Centre for sport sciences@ University of Vienna, Austria;</p> <p>2 representatives from the target group per country and 1 participant at the steering council meeting.</p> <p>9 participants in total.</p>
<b>Justify the need for the given number of participants and specify the role of each of them</b>	<p>This is a crucial moment for the project implementation – the evaluation of the COMPASS program and feedback from participants will outline next steps for its revision (if needed) and dissemination, as well as eventual policy recommendations for using the COMPASS as a club-based program and a tool for improving education through sport in the same time.</p> <p>Representatives of target group and volunteers will give feedback from the period of implementation.</p> <p>All participants will discuss and suggest further measures for dissemination among national clubs, as well as policy recommendations.</p> <p>1 coordinator will participate at the steering council meeting.</p>

<b>Meeting number</b>	5
<b>Dates and venue</b>	December 2021, Vienna, Austria

<b>Description of the meeting (including the need for the meeting)</b>	<p>Evaluation of the results of the multiplier sport events in all participating countries will be carried out. Attitude of the sport stakeholders and the wide public will be presented.</p> <p>The steering council will meet for the fourth (last) time.</p>
<b>Hosting organisation and the number of participants</b>	<p>Centre for sport sciences@ University of Vienna, Austria;</p> <p>4 participants from the target group and volunteers in the project will be present, as well as sport stakeholders and orienteering clubs representatives.</p> <p>8 participants in total.</p>
<b>Justify the need for the given number of participants and specify the role of each of them</b>	<p>A final event of the project of utmost importance for the sustainability and transferability of results.</p> <p>Further steps on implementing the COMPASS and policy changes recommendations will be assessed and suggested. Action plans for further implementation of the COMPASS will be drawn up.</p> <p>Final meeting of the steering council – preparation of the partners for the project reporting.</p>
<b>Participating organisations and the number of participants per each of them</b>	<p>Romanian Orienteering Federation</p> <p>Bulgarian Orienteering Federation</p> <p>Terviserajad, Estonia;</p> <p>Orienteering Club Zlatovrv, Northern Macedonia;</p> <p>2 representatives per country, 8 participants in total.</p>
<b>Justify the need for the given number of participants and specify the role of each of them</b>	<p>All participants take part at this important final event of the project of utmost importance for the sustainability and transferability of results.</p> <p>Further steps on implementing the COMPASS and policy changes recommendations will be assessed and suggested. Action plans for further implementation of the COMPASS will be drawn up.</p> <p>Final meeting of the steering council – preparation of the partners for the project reporting.</p>

<p><b>F.5. Intellectual outputs</b></p>
<p>Please describe:</p> <ul style="list-style-type: none"> <li>each tangible deliverable of the project separately (such as guidelines, pedagogical materials, open educational resources (OER), IT tools, analyses, studies, peer-learning methods, surveys, reports, inventions, etc.).</li> </ul> <p>Please copy-paste the table as many times as necessary.</p> <p>Please make sure that the same numbers of outputs are stated in the detailed budget table (excel) by each budget line.</p> <p>Note: small scale learning/teaching/training materials, tools, approaches, etc. as well as information, promotion and dissemination (e.g. brochures, leaflets, web information, etc.) <b>DO NOT</b> belong to this category. They are supported via the budget category 'Project Management and Implementation'.</p>

<b>Output number</b>	1
<b>Output's title and</b>	<b>Integrated Survey Report on:</b>

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<b>type</b>	<p><b>#1:</b> Best practices for integrating sport courses in national and European school extra-curriculums, using the value of sport as educational tool</p> <p><b># 2:</b> Good practices in DC of adolescent athletes and coaches based on CLUB educational and training programs in EU;</p>
<b>Start and end date</b>	February 2020 - May 2020
<b>Leading organisation</b>	Bulgarian Orienteering Federation
<b>Participating organisation(s)</b>	All partner organizations
<b>Language(s)</b>	English, translation of summarized results in all 5 partner languages
<b>Output description (including its form, impact and transferability)</b>	<p>During this WP the educational and sport organizations will identify existing club-based methods for education in and through outdoor activities in their countries. Project experts will carry out 2 surveys:</p> <ul style="list-style-type: none"> <li>- on EU good practices in integrating sport in national and European school extra-curriculums</li> <li>- on best DC practices of adolescent athletes and coaches based on CLUB educational and training programs in EU; where and how outdoor activities complement dual careers;</li> </ul>
<b>Please describe the <u>tasks</u> leading to the production of the intellectual output and the applied methodology.</b>	<p>Every partner will carry out a survey in its own country about how sports is integrated in educational school outdoor activities and will present a report. The focus here - to learn from the most successful sport related outdoor educational activities for schools especially from the ones where orienteering is used.</p> <p>Every partner will carry out a standardized survey about interdisciplinary connections between orienteering and nature sciences (e.g. biology and geography).</p> <p>All partners will gather the information from different kind of other institutions/organizations that implement or have implemented such initiatives.</p>
<b>Number and profile of staff involved ('manager', 'teacher/trainer/researcher', 'technician', 'administrative staff'). Please justify it and link it to concrete tasks.</b>	<p>1 WP manager from BFO – giving methodological instructions on the report preparation</p> <p>Integrating all the country reports and examinations in one.</p> <p>1 researcher from each partner country – examining initiatives and best practices through expert interviews vis-a-vis, desk research, internet research.</p>
<b>Media</b>	Pdf file, power point presentation of summarized results

<b>Output number</b>	2
<b>Output's title and type</b>	<b>IFD in orienteering and smart orienteering games</b> Online course
<b>Start and end date</b>	September 2020 – February 2021
<b>Leading organisation</b>	Centre for Sport Science and University Sports@ University of Vienna
<b>Participating organisation(s)</b>	Eesti Terviserajad, Estonia
<b>Language(s)</b>	English, translation in all 5 partner languages

*Title of the project / Acronym*

<b>Output description (including its form, impact and transferability)</b>	<p>The main objective of this module is to create a course for coaches and athletes in orienteering on technology. The course will consist of a number of digital learning objects (videos, reading material, interactive questions, tasks). It will focus on the technology used for orientation as well as basics of smart phones and related technology.</p> <p>The coaches and athletes will gain a better understanding on how navigation technology such as satellite based navigation (e.g. GPS) works. Mathematical backgrounds as well as applications will be discussed. Furthermore, a module of the course is dedicated to the use of technology in sport. This module will also include material on the use of the IFD in sport science.</p> <ul style="list-style-type: none"> <li>• Course</li> <li>• Course material</li> </ul>
<b>Please describe the tasks leading to the production of the intellectual output and the applied methodology.</b>	Experts from the University of Vienna will identify relevant material to be included in the course. Researchers will then develop learning objects (videos, animations, etc.) These objects will then be assembled into an online course and implemented in a learning management system such as Moodle.
<b>Number and profile of staff involved ('manager', 'teacher/trainer/researcher', 'technician', 'administrative staff'). Please justify it and link it to concrete tasks.</b>	<p>WP Manager from Centre for Sport Science and University Sports@ University of Vienna</p> <p>2 researchers with expertise in teaching and technology</p> <p>2 researchers with expertise in teaching and technology from Eesti Terviserajad</p>
<b>Media</b>	Digital videos, pre-recorded PowerPoint presentations

<b>Output number</b>	3
<b>Output's title and type</b>	Orienteering with smart support for COMPASS schools (educational course)
<b>Start and end date</b>	May 2020 – April 2021
<b>Leading organisation</b>	Centre for Sport Science and University Sports@ University of Vienna
<b>Participating organisation(s)</b>	BFO, Eesti Terviserajad, OK Zlatovrv, Macedonia, Romanian Orienteering Federation
<b>Language(s)</b>	English and 5 partners languages
<b>Output description (including its form, impact and transferability)</b>	<p>The main objective of this module is to create and deliver to the orienteering athletes and coaches a course with an accompanying IFD to be used for promotion of orienteering and use of digital technology for navigation. After participating at the course the participants (athletes and coaches) will have the teaching tools to enhance the abilities of young people to navigate in cities as well as in woods and fields. A game based on the concepts of orienteering will be created. In this game students are assigned to a route based on their physical capabilities thus making the competition more interesting to less sportive students. The rough outline of the course is as follows (each unit lasts about 2 hours):</p> <ul style="list-style-type: none"> <li>• Practical introduction to using IFD in orienteering for students</li> <li>• Orienteering with the IFD game</li> <li>• Small orienteering competition</li> <li>• Small competition with the IFD game</li> </ul>

	<p>At the end of the course the participants will have</p> <ul style="list-style-type: none"> <li>• Prototype IFD</li> <li>• Ethics approval for the experiments in the schools</li> <li>• Course material in digital and printed form</li> <li>• Educational material for teachers in digital and printed form</li> <li>• Report templates about the experiments in digital form</li> <li>• Accompanying web platform with results and material</li> </ul> <p>The education materials will be uploaded on a web platform and used by other orienteering clubs as open educational resource.</p>
<b>Please describe the <u>tasks</u> leading to the production of the intellectual output and the applied methodology.</b>	<p>3.1 Creation of the IFD: Programming and testing of the system.</p> <p>3.2 Identifying local partner schools and organisations: In order to be able to successfully conduct the experiments interested schools and NGO's have to be identified in each country.</p> <p>3.3 Finalising the plan for experiments: In accordance with all partners the plan for the experiments is finalised. In this task the methodology is fixed in accordance with the local constraints of all partners. This will involve fixing time schedules and fixing the experiment plan.</p> <p>3.4 Getting (ethics) approval for the experiments: In order to be allowed to carry out the experiments several approvals have to be obtained from local governing bodies. This involves approvals to be allowed to carry out experiments in schools as well as getting an approval from an ethics committee in order to be allowed to publish the data from the experiments.</p> <p>3.5 Creation of course material: For each unit of the course detail instructions are created. These instructions are tailored for students and will include explanations on how to use the IFD as well as information about orienteering and how to read a map. This material will be used by athletes and trainers and will be delivered by them.</p> <p>3.6 Creation of teacher education material: In order to educate all people involved in the project additional material for teachers is created. It will contain in-depth instructions on how the devices must be used as well as trouble shooting guidelines. Furthermore, examples for games with the devices are included and guidelines on how to invent new games will be given.</p>
<b>Number and profile of staff involved ('manager', 'teacher/trainer/researcher', 'technician', 'administrative staff'). Please justify it and link it to concrete tasks.</b>	<p>For each country</p> <ul style="list-style-type: none"> <li>1 researcher/technology expert responsible for setting up the devices and assisting with the usage of the IFDs.</li> <li>1 researcher responsible for the local coordination of the scientific part of the project</li> <li>1 researcher/teacher responsible for the course in the school, including preparation</li> <li>2 trainers/athletes from the orienteering club on a volunteer basis</li> </ul> <p>In Austria additionally</p> <ul style="list-style-type: none"> <li>1 programmer/researcher (FTEs) responsible for the creation of the IFD and the accompanying web platform</li> <li>1 technician: Coordinating the tasks for the experiment in all countries for 5 months</li> </ul>
<b>Media</b>	Digital videos, pre-recorded PowerPoint presentations

<b>Output number</b>	4
<b>Output's title and type</b>	<b>Digital meets the nature</b> program including Bio Navigator
<b>Start and end date</b>	September 2020 – February 2021

<b>Leading organisation</b>	Eesti Terviserajad
<b>Participating organisation(s)</b>	Bulgarian Orienteering Federation, Romanian Orienteering Federation, Orienteering club Zlatovrv
<b>Language(s)</b>	Estonian, English, partner languages.
<b>Output description (including its form, impact and transferability)</b>	<p>A special educational module for nature outdoor activities, including Bio Navigator will be developed as one of the main outputs of the project. The navigator will enhance the learning experience of the students during the experimental phase in WP4. Students will be able to navigate around a certain area (e.g. a botanical garden or a park or a forest track), find targets set by teachers and answer quiz-type of questions proposed by teachers. For example, it is possible to display a picture of a plant or a tree and give background information about it. The app will control, if the player has been close to the plant. It will also display quiz type of questions when a young player has come to a location. Bio Navigator will help for sports to become more interesting for young people by helping them to learn new information and by competing with their peers in quizzes as well as in sports. Bio Navigator helps students to understand how to enhance their knowledge with the help of digital tools. International use of the Bio Navigator will create positive effects of scale in topics which would be the same in different countries.</p>
<b>Please describe the tasks leading to the production of the intellectual output and the applied methodology.</b>	<p>1. Research about mobile applications used for nature science education. Most needed and relevant topics and instruments.</p> <p>The tasks of development the <b>Bio Navigator</b> are:</p> <p>2. Research on Bio Navigator. Research will be conducted to put together the concept of the Bio Navigator – which inputs to use, which way these differing inputs will be displayed to users, content development;</p> <p>3. Development of Bio Navigator/technical completion. Developing a Bio Navigator, which will work both on mobile phones and via the internet is a complex task, which requires using experienced developers/IT-researchers. This task will be outsourced to a specialized company and it will be funded under exceptional costs budget line.</p> <p>4. Translation. Bio Navigator will be translated into all partner languages.</p>
<b>Number and profile of staff involved ('manager', 'teacher/trainer/researcher', 'technician', 'administrative staff'). Please justify it and link it to concrete tasks.</b>	<p>- Researchers: Eesti Terviserajad and Bulgarian Orienteering Federation, Romanian Orienteering Federation, Orienteering club Zlatovrv</p> <p>- Translation costs</p>
<b>Media</b>	Power point and pdf, Bio Navigator

<b>Output number</b>	5
<b>Output's title and type</b>	<b>Outdoor education activity management basics</b>
<b>Start and end date</b>	November 2020 – March 2021
<b>Leading organisation</b>	Eesti Terviserajad, Estonia

<b>Participating organisation(s)</b>	Bulgarian Orienteering Federation, Centre for Sport Science and University Sports@ University of Vienna Romanian Orienteering Federation Orienteering club Zlatovrv
<b>Language(s)</b>	Estonian, English, partner languages.
<b>Output description (including its form, impact and transferability)</b>	<p>This outdoor education course for athletes and coaches aims to provide participants with tools, ideas and best practices as well as practical experience and first-hand knowledge on how to integrate outdoor education in formal education.</p> <p>The general aim of this course is to foster excellence and innovation in education by equipping teachers and education staff with the basic knowledge and skills to integrate outdoor education as a new way of teaching in vocational schools, training centers, adult education schools, higher education, kindergarten and NGOs.</p> <p>Thanks to this course the participants will:</p> <ul style="list-style-type: none"> <li>• Get acquainted the key elements and growing trends related to outdoor education and teaching outside the classroom;</li> <li>• Learn and discuss the principles and the cultural aspects of outdoor education;</li> <li>• Learn how to design, plan and deliver inspirational outdoor education activities;</li> <li>• Experience and practice environmental and outdoor education working methods and approaches;</li> <li>• Get to know and experiment practical</li> <li>• Learn how to use outdoor education for personal, social activities and group games that could be used and integrated in a real course and relational development (e.g. self-confidence, team building, leadership...);</li> <li>• Exchange best practices and share experiences about outdoor education with teachers and education staff coming throughout the partner countries;</li> </ul> <p>The final deliverable will be a teaching book with tools (games and methods, approaches).</p>
<b>Please describe the <u>tasks</u> leading to the production of the intellectual output and the applied methodology.</b>	<p>The tasks of are the following:</p> <ol style="list-style-type: none"> <li>1. Background research on Outdoor Activities, which could be most liked by target group. Idea competition in participating countries, which encourages young people to use creative thinking to come up with interesting outdoor activities and games (potentially with a digital aspect) which would appeal to them.</li> <li>2. Development of Outdoor education activity programs – this will be a material for trainers for outdoor activities, which provides information on how to conduct and motivate young people for fun outdoor activities with and without the help of digital devices.</li> <li>3. Translation. Outdoor education activity learning materials will be translated to all partner languages of the consortium.</li> </ol>
<b>Number and profile of staff involved ('manager', 'teacher/trainer/researcher', 'technician', 'administrative staff'). Please justify it and link it to concrete tasks.</b>	<ul style="list-style-type: none"> <li>- IO Manager from Eesti Terviserajad</li> <li>- Researchers: 2 from Terviserajad, one from each other country.</li> <li>- Translation: All partners – subcontracting</li> </ul>
<b>Media</b>	Outdoor Education Activity Learning material will be available on the e-platform in all partner languages. It will be promoted through internet-based tools. Metric for understanding the user interest is number of user visitors to the site.

<b>Output number</b>	6
<b>Output's title and type</b>	e- platform
<b>Start and end date</b>	September 2020 – April 2021
<b>Leading organisation</b>	Bulgarian orienteering Federation
<b>Participating organisation(s)</b>	Eesti Terviserajad, OK Zlatovrv, Macedonia, Romanian Orienteering Federation
<b>Language(s)</b>	English and 5 partners languages
<b>Output description (including its form, impact and transferability)</b>	The e-Platform will be elaborated allowing for the athletes and coaches to use the open resources, meet and connect online, in order to learn, exchange practices, support one another by sharing resources.
<b>Please describe the tasks leading to the production of the intellectual output and the applied methodology.</b>	The e-platform will be developed on own PHP framework for more in-depth and specific to the requirements integration and accelerated development of basic functionalities. The framework provides high efficiency, for high volume of visitors and fast data delivery to achieve the objectives. The configuration will go through several stages: basic configuration database (MySQL, Postgres or ORACLE), automated scripts for uploading and processing of tenders, data integrity, access control, information and notification, sport/athletes' profiles, business profiles, etc.
<b>Number and profile of staff involved ('manager', 'teacher/trainer/ researcher', 'technician', 'administrative staff'). Please justify it and link it to concrete tasks.</b>	The elaboration of this output will be subcontracted to external organization after careful elaboration of terms of reference. technicians – from BFO, FRO and OK Zlatovrv will be responsible for the content management. BFO will provide for IO manager.
<b>Media</b>	Internet

## F.6. Multiplier sport events

Please describe:

- each multiplier sport event separately (national and transnational conferences, seminars, events sharing and disseminating the intellectual outputs implemented by the project).

Please copy-paste the table as many times as necessary.

Please make sure that the same numbers of events are stated in the detailed budget table (excel) by each budget line.

Note: transnational project meetings (consortium meetings and meetings between project partners hosted by one of the participating organisations for implementation and coordination purposes) DO NOT belong to this category. They are supported via the budget category 'Transnational Project Meetings'.

<b>Event number</b>	1
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<b>Event's title and type</b>	Presenting the results of COMPASS research activities
<b>Start and end date</b>	One day event in June 2020
<b>Venue</b>	Bulgaria, Sofia
<b>Leading organisation</b>	Bulgarian Orienteering Federation
<b>Participating organisation(s)</b>	Clubs of Bulgarian Orienteering Federation Representatives of sport stakeholders, journalists Athletes and coaches
<b>Intellectual output(s) covered</b>	IO 1 – Surveys Future COMPASS program, e-platform
<b>Event description</b>	Organization of 5 uniform workshops in 5 project participating countries organised by country project coordinators at which athletes and coaches from local orienteering clubs will be invited and acquainted with the results of COMPASS research activities as described above. During the workshops special attention will be given to the best practices in DC of athletes in European sports clubs as well as live stories of elite athletes will be shared with the target groups. Some famous elite athletes will be invited by the workshops organisers to tell in person their stories to the athletes and coaches. Photos, video materials and press publications will be made.
<b>Media</b>	National TVs, Radio Stations' interviews, most popular sports news sites, and partners websites and Facebook profiles as well.

<b>Event number</b>	2
<b>Event's title and type</b>	Presenting the results of COMPASS research activities
<b>Start and end date</b>	One day event in June 2020
<b>Venue</b>	Austria, Vienna
<b>Leading organisation</b>	Centre for sport sciences @ University of Vienna
<b>Participating organisation(s)</b>	Austrian Orienteering Federation And its clubs, athletes and coaches Sport stakeholders, journalists
<b>Intellectual output(s) covered</b>	IO 1 – Surveys Future COMPASS program, e-platform
<b>Event description</b>	Organization of 5 workshops in 5 project participating countries organised by country project coordinators at which athletes and coaches from local orienteering clubs will be invited and acquainted with the results of COMPASS research activities as described above. During the workshops special attention will be given to the best practices in DC of athletes in European sports clubs as well as live stories of elite athletes will be shared with the target groups. Some famous elite athletes will be invited by the workshops organisers to tell in person their stories to the athletes and coaches. Photos, video materials and press publications will be made.
<b>Media</b>	National TVs, Radio Stations' interviews, most popular sports news sites, and partners websites and Facebook profiles as well.

<b>Event number</b>	3
<b>Event's title and type</b>	Presenting the results of COMPASS research activities
<b>Start and end date</b>	One day event in June 2020
<b>Venue</b>	Tallinn, Estonia
<b>Leading organisation</b>	Terviserajad, Estonia;
<b>Participating organisation(s)</b>	Estonian orienteering clubs Sport stakeholders, journalists Athletes and coaches
<b>Intellectual output(s) covered</b>	IO 1 – Surveys Future COMPASS program, e-platform
<b>Event description</b>	Organization of 5 workshops in 5 project participating countries organised by country project coordinators at which athletes and coaches from local orienteering clubs will be invited and acquainted with the results of COMPASS research activities as described above. During the workshops special attention will be given to the best practices in DC of athletes in European sports clubs as well as live stories of elite athletes will be shared with the target groups. Some famous elite athletes will be invited by the workshops organisers to tell in person their stories to the athletes and coaches. Photos, video materials and press publications will be made.
<b>Media</b>	National TVs, Radio Stations' interviews, most popular sports news sites, and partners websites and Facebook profiles as well.

<b>Event number</b>	4
<b>Event's title and type</b>	Presenting the results of COMPASS research activities
<b>Start and end date</b>	One day event in June 2020
<b>Venue</b>	Prilep, Northern Macedonia
<b>Leading organisation</b>	Orienteering Club Zlatovrv, Northern Macedonia;
<b>Participating organisation(s)</b>	Macedonian Orienteering Federation  And its clubs, athletes and coaches Sport stakeholders, journalists
<b>Intellectual output(s) covered</b>	IO 1 – Surveys Future COMPASS program, e-platform
<b>Event description</b>	Organization of 5 workshops in 5 project participating countries organised by country project coordinators at which athletes and coaches from local orienteering clubs will be invited and acquainted with the results of COMPASS research activities as described above. During the workshops special attention will be given to the best practices in DC of athletes in European sports clubs as well as live stories of elite athletes will be shared with the target groups. Some famous elite athletes will be invited by the workshops organisers to tell in person their stories to the athletes and coaches. Photos, video materials and press publications will be made.
<b>Media</b>	National TVs, Radio Stations' interviews, most popular sports news sites, and partners websites and Facebook profiles as well.



<b>Event number</b>	5
<b>Event's title and type</b>	Presenting the results of COMPASS research activities
<b>Start and end date</b>	One day event in June 2020
<b>Venue</b>	Ilfov, Romania
<b>Leading organisation</b>	Romanian Orienteering Federation
<b>Participating organisation(s)</b>	Orienteering clubs Sport stakeholders, journalists And their clubs, athletes and coaches
<b>Intellectual output(s) covered</b>	IO 1 – Surveys Future COMPASS program, e-platform
<b>Event description</b>	Organization of 5 workshops in 5 project participating countries organised by country project coordinators at which athletes and coaches from local orienteering clubs will be invited and acquainted with the results of COMPASS research activities as described above. During the workshops special attention will be given to the best practices in DC of athletes in European sports clubs as well as live stories of elite athletes will be shared with the target groups. Some famous elite athletes will be invited by the workshops organisers to tell in person their stories to the athletes and coaches. Photos, video materials and press publications will be made.
<b>Media</b>	National TVs, Radio Stations' interviews, most popular sports news sites, and partners websites and Facebook profiles as well.

<b>Event number</b>	6
<b>Event's title and type</b>	<b>Uniform Open door days in all partner countries</b>
<b>Start and end date</b>	One day event in May 2021 during the international Orienteering day
<b>Venue</b>	Varna, Bulgaria
<b>Leading organisation</b>	Bulgarian Orienteering Federation
<b>Participating organisation(s)</b>	Orienteering clubs, athletes and coaches Sport stakeholders and journalists
<b>Intellectual output(s) covered</b>	COMPASS program, e-platform (IO 2-6)
<b>Event description</b>	Organization of 5 uniform national Open door days at the date of the International orienteering day in May 2021 in the orienteering sports clubs in all partner countries where the program will be delivered. The event will promote COMPASS' ability to change career paths and present Dual career opportunities for athletes to parents, students and sport stakeholders, promote cross-sectoral partnerships between the fields of sport and education, to highlight the advantages and values of sport in tackling educational and dual career for athletes issues, and to promote the concept and benefits of education in and through sport. The events will present the project results to educational and sport institutions, local and national authorities. They will include demonstration of the new COMPASS program by the athletes and coaches and students that took part in the testing program and orienteering demonstrations.

<b>Media</b>	National TVs, Radio Stations' interviews, most popular sports news sites, and partners websites and Facebook profiles as well.
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<b>Event number</b>	7
<b>Event's title and type</b>	<b>Uniform Open door days in all partner countries</b>
<b>Start and end date</b>	One day event in May 2021 during the international Orienteering day
<b>Venue</b>	Vienna, Austria
<b>Leading organisation</b>	Centre for sport sciences @ University of Vienna
<b>Participating organisation(s)</b>	Orienteering clubs, athletes and coaches Sport stakeholders and journalists
<b>Intellectual output(s) covered</b>	COMPASS program, e-platform (IO 2-6)
<b>Event description</b>	Organization of 5 uniform national Open door days at the date of the International orienteering day in May 2021 in the orienteering sports clubs in all partner countries where the program will be delivered. The event will promote COMPASS' ability to change career paths and present Dual career opportunities for athletes to parents, students and sport stakeholders, promote cross-sectoral partnerships between the fields of sport and education, to highlight the advantages and values of sport in tackling educational and dual career for athletes issues, and to promote the concept and benefits of education in and through sport. The events will present the project results to educational and sport institutions, local and national authorities. They will include demonstration of the new COMPASS program by the athletes and coaches and students that took part in the testing program and orienteering demonstrations.
<b>Media</b>	National TVs, Radio Stations' interviews, most popular sports news sites, and partners websites and Facebook profiles as well.

<b>Event number</b>	8
<b>Event's title and type</b>	<b>Uniform Open door days in all partner countries</b>
<b>Start and end date</b>	One day event in May 2021 during the international Orienteering day
<b>Venue</b>	Tallinn, Estonia
<b>Leading organisation</b>	Terviserajad, Estonia;
<b>Participating organisation(s)</b>	Orienteering clubs, athletes and coaches Sport stakeholders and journalists
<b>Intellectual output(s) covered</b>	COMPASS program, e-platform
<b>Event description</b>	Organization of 5 uniform national Open door days at the date of the International orienteering day in May 2021 in the orienteering sports clubs in all partner countries where the program will be delivered. The event will promote COMPASS' ability to change career paths and present Dual career opportunities for athletes to parents, students and sport stakeholders, promote cross-sectoral partnerships between the fields of sport and education, to highlight the advantages and values of sport in tackling educational and dual career for athletes issues, and to promote the concept and

	benefits of education in and through sport. The events will present the project results to educational and sport institutions, local and national authorities. They will include demonstration of the new COMPASS program by the athletes and coaches and students that took part in the testing program and orienteering demonstrations.
<b>Media</b>	National TVs, Radio Stations' interviews, most popular sports news sites, and partners websites and Facebook profiles as well.

<b>Event number</b>	9
<b>Event's title and type</b>	<b>Uniform Open door days in all partner countries</b>
<b>Start and end date</b>	One day event in May 2021 during the international Orienteering day
<b>Venue</b>	Prilep, Northern Macedonia
<b>Leading organisation</b>	Orienteering Club Zlatovrv, Northern Macedonia;
<b>Participating organisation(s)</b>	Orienteering clubs, athletes and coaches Sport stakeholders and journalists
<b>Intellectual output(s) covered</b>	COMPASS program, e-platform (IO 2-6)
<b>Event description</b>	Organization of 5 uniform national Open door days at the date of the International orienteering day in May 2021 in the orienteering sports clubs in all partner countries where the program will be delivered. The event will promote COMPASS' ability to change career paths and present Dual career opportunities for athletes to parents, students and sport stakeholders, promote cross-sectoral partnerships between the fields of sport and education, to highlight the advantages and values of sport in tackling educational and dual career for athletes issues, and to promote the concept and benefits of education in and through sport. The events will present the project results to educational and sport institutions, local and national authorities. They will include demonstration of the new COMPASS program by the athletes and coaches and students that took part in the testing program and orienteering demonstrations.
<b>Media</b>	National TVs, Radio Stations' interviews, most popular sports news sites, and partners websites and Facebook profiles as well.

<b>Event number</b>	10
<b>Event's title and type</b>	<b>Uniform Open door days in all partner countries</b>
<b>Start and end date</b>	One day event in May 2021 during the international Orienteering day
<b>Venue</b>	Ilfov, Romania
<b>Leading organisation</b>	Romanian Orienteering Federation
<b>Participating organisation(s)</b>	Orienteering clubs, athletes and coaches Sport stakeholders and journalists
<b>Intellectual output(s) covered</b>	COMPASS program, e-platform
<b>Event description</b>	Organization of 5 uniform national Open door days at the date of the International orienteering day in May 2021 in the orienteering sports clubs in all partner countries

	where the program will be delivered. The event will promote COMPASS' ability to change career paths and present Dual career opportunities for athletes to parents, students and sport stakeholders, promote cross-sectoral partnerships between the fields of sport and education, to highlight the advantages and values of sport in tackling educational and dual career for athletes issues, and to promote the concept and benefits of education in and through sport. The events will present the project results to educational and sport institutions, local and national authorities. They will include demonstration of the new COMPASS program by the athletes and coaches and students that took part in the testing program and orienteering demonstrations.
<b>Media</b>	National TVs, Radio Stations' interviews, most popular sports news sites, and partners websites and Facebook profiles as well.

<p><b>F.7. Exceptional costs</b></p> <p><i>(to be filled in only if applicable)</i></p>
<p>If you include any 'Exceptional costs' items (e.g. subcontracting or purchase of goods and services) in the detailed budget table, please justify all of them here in this section and link each of them to the respective project activity they have to support/fulfil.</p>
<p>Exceptional costs are planned only for activities, for which the project partners do not have the expertise and technical resources to provide them and related to the elaboration of the e-platform, the Bio navigator Mobile App, as well as translation costs.</p> <p>Exceptional costs are provided for subcontractors which will be selected in compliance with the principles for transparency and equality as per EC Regulations. They are based on real costs.</p> <p>Elaborated will be terms of reference for each task to be assigned. Beforehand will be published a Method statement for assessment of the proposals from all subcontractor applicants. The candidate offering best value for money will be selected, ensuring that there is not a conflict of interest and that documentation is retained in case of audit.</p> <p>Budgeting of all costs is preceded by project cost estimation and investigation of market prices for relevant services.</p>

## F.8. Overview of all activities

Please make sure that the same numbers of activities are stated in the detailed budget table (excel) by each budget line.  
Please add lines if necessary.

No.	Activity (including Transnational Project Meetings, Intellectual Outputs and Multiplier Sport Events)	Venue (including Transnational Project Meetings, Intellectual Outputs and Multiplier Sport Events)	Start date	End date	Target group(s)	Description of activity
1	<b>PROJECT MANAGEMENT AND COORDINATION</b>	Bulgaria, Austria, Estonia, North Macedonia, Romania	01.01.2020	31.12.2021	All partners	<p>The activities for project management and coordination are part of WP 1 and aim at ensuring a proper administrative and financial management of the project, according to the provisions in the Grant agreement. This activity will be led by the project coordinator during the whole lifetime of the project. Under this activity the coordinator will:</p> <ul style="list-style-type: none"> <li>- establish and maintain communication with all project partners and the European Commission / EACEA;</li> <li>- Produce Consortium Agreement;</li> <li>- Monitor activities;</li> <li>- Maintain the sound financial management of the project;</li> <li>- Coordinate 4 consortium`s meetings;</li> <li>- Ensure the proper technical and financial filing of the project;</li> </ul> <p>Produce reports, keep proper project dossier.</p>
1.1.	Project consortium's kick-off meeting (1 <sup>st</sup> transnational meeting, establishment of SC)	Sofia, Bulgaria	30.01.2020	31.01.2020	All partners	<p>A 2-day kick-off meeting will officially launch the project. All members of the project team will participate in the meeting. 1 Coordinator from each partner country will be appointed to monitor and report the activities in the relevant country. He/she will be responsible for the communication and financial aspects under the project. Heads of BFO will be present. The Project kick-off meeting will end with an Opening Press Conference for the media. Press releases will be prepared and distributed.</p>

2	<b>RESEARCH &amp; PREPARATION FOR ELABORATING THE COMPASS PROGRAM</b>	<i>All partnering countries</i>	01.02.2020	31.05.2020	Experts and sport stakeholders	During this WP partners will identify and share good practices and ideas on: - the values of practicing outdoor activities and how they complement the school curriculums in different countries; - best DC of adolescent athletes and coaches based on CLUB educational and training programs in EU; - where and how outdoor activities complement dual careers;
2.1.	<b>Carrying out 2 surveys (IO1)</b>	<i>All partnering countries</i>	01.02.2020	20.05.2020	Experts and sport stakeholders	Studying on: a/ Best practices for integrating sport courses in national and European school extra-curriculums, using the value of sport as educational tool b/ Good practices in DC of adolescent athletes and coaches based on CLUB educational and training programs in EU
2.2.	Transnational meeting for presenting the results from the surveys; 2 <sup>nd</sup> steering committee meeting	Tallinn, Estonia	29.05.2020	30.05.2020	Experts and sport stakeholders	Workshop on presenting the results from the surveys; discussion on the best ways for developing the COMPASS program and answering needs of the target groups;
2.3.	Multiplier sport events on the results of the surveys; recruitment of athletes and coaches for participation at the COMPASS program	All partner countries	June 2020	June 2020	Experts and sport stakeholders Orienteering clubs, journalists	National workshops in 5 project participating countries organised by country project coordinators at which athletes and coaches from local orienteering clubs will be invited and acquainted with the results of COMPASS research activities as described above. During the workshops special attention will be given to the best practices in DC of athletes in European sports clubs as well as live stories of elite athletes will be shared with the target groups. Some famous elite athletes will be invited by the workshops organisers to tell in person their stories to the athletes and coaches. Photos, video materials and press publications will be made. Recruitment of best suitable athletes and coaches for participation at the COMPASS program.
3.	<b>DEVELOPMENT OF THE COMPASS PROGRAM.</b>	Austria, Estonia	May 2020	April 2021	Trainers and athletes, PE teachers, sport stakeholders from partner countries	The program will consists of four modules – 1) Using of IFD in orienteering - use of <b>the Mobile Motion Advisor (MMA)</b> - a mobile feedback system designed to support athletes by giving instructions during physical exercises with sensors, data transmission and processing technologies; 2) <b>Smart Orienteering games with IFD</b> 3) <b>Digital meets the nature</b> using <b>Bio navigator</b> - a mobile APP that will present additional knowledge on biology and nature points of

						interests. Elaboration of <b>Bio navigator</b> mobile App. will be subcontracted. 4) <b>Outdoor education activity basics</b> will deliver knowledge about basic requirements for being outdoor education activity trainer. Elite orienteering athletes will be empowered with digital, pedagogic, management skills necessary for a future career after sports such as outdoor education activity organizers or a profession in sport technology sector.
3.1.	<b>IO 2</b> Using of IFD in orienteering	Austria, Estonia	September 2020	February 2021	Trainers and athletes, PE teachers, sport stakeholders from partner countries	Using of IFD in orienteering - use of <b>the Mobile Motion Advisor</b> (MMA) - a mobile feedback system designed to support athletes by giving instructions during physical exercises with sensors, data transmission and processing technologies;
3.2.	<b>IO3</b> Smart Orienteering games with IFD	Austria, Estonia	May 2020	April 2021	Trainers and athletes, PE teachers, sport stakeholders from partner countries	<b>Smart Orienteering games with IFD</b>
3.3.	<b>IO4 Digital meets the nature</b> including Bio navigator	Austria, Estonia	September 2020	February 2021	Trainers and athletes, PE teachers, sport stakeholders from partner countries	<b>Digital meets the nature</b> using <b>Bio navigator</b> - a mobile APP that will present additional knowledge on biology and nature points of interests. Elaboration of <b>Bio navigator</b> mobile App. will be subcontracted. Research about mobile applications used for nature science education will prescind the elaboration of the App. Most needed and relevant topics and instruments. Research on Bio Navigator. Research will be conducted to put together the concept of the Bio Navigator – which inputs to use, which way these differing inputs will be displayed to users, content development; Bio Navigator technical completion.
3.4.	<b>IO5</b> Outdoor education activity basics program	Austria, Estonia	November 2020	March 2021	Trainers and athletes, PE teachers, sport stakeholders from partner	<b>Outdoor education activity basics</b> will deliver knowledge about basic requirements for being outdoor education activity trainer. Elite orienteering athletes will be empowered with digital, pedagogic, management skills necessary for a future career after sports such as outdoor education activity organizers or a profession in sport technology sector.

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					countries	
3.1.	One international 2 days "training of trainers" workshop for teachers delivering to the target group COMPASS program	Prilep, Northern Macedonia	March 2021	March 2021	Teachers from the partnering organizations	2 trainers from each country will take part prior to the delivery of the COMPASS at an international "training the trainers" workshop. It will be powered by Centre for sport sciences @ University of Vienna supported by the Eesti Terviserajad, Estonia. On this workshop teaching methodology will be discusses and also content of the trainings.
4.	<b>DELIVERY OF THE COMPASS PROGRAM TO TARGET GROUPS. EXPERIMENT WITH ADOLESCENT VOLUNTEERS</b>	<u>All partnering countries</u>	March 2021	June 2021	Coaches and PE school teachers together with athletes and volunteers	<p>The COMPASS program will be piloted in 10 European schools and will be delivered to them by coaches and PE school teachers together with athletes and volunteers.</p> <p>The program will be club-based as each club will be responsible for the organization of the target groups in participating and taking the program courses.</p> <ul style="list-style-type: none"> <li>• Before starting the implementation of the program, the orienteering coaches and the teachers will exchange know-how, knowledge and ideas about the teaching of the program in the country.</li> <li>• Identifying volunteers – school students and school students-athletes for participation in the program test battery: 20 students 15 years old, 20 students 16 years old, 20 students 17 years old = 60 students per school (at least 2 schools from a partner country) = On total: 240 school students and school students-athletes for the tests.</li> </ul> <p>Implementation of the program for 4 months on the target groups – orienteering athletes and coaches and PE teachers will deliver the COMPASS program. Main actor in the testing will be the international orienteering federation through its network of clubs all over Europe.</p>
4.1.	Transnational project meeting for evaluating the results from the implementation; 3 <sup>rd</sup> steering committee meeting	Ilfov, Romania	June 2021	June 2021	All partners, athletes, coaches volunteers, program coordinators	<p>International workshop on presenting lessons learned and evaluation of results.</p> <p>Exchange experience and know - how in implementing the program.</p> <p>The partners will analyse the pilot delivery of the program.</p> <p>Developing guidelines for implementation of the program, containing results from the evaluation of the students and target group, resources needed to deliver the program, advices for future multipliers (events and clubs) of the COMPASS program</p>
5.	<b>AWARENESS RAISING, COMMUNICATION</b>	<u>All partnering countries</u>	01.01.2020	31.12.2021	Sport stakeholders, athletes and	The activities will raise awareness on the values of the COMPASS program and promote education in and through sport, as well as on the project results and encourage multipliers in the field of sport and

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	<b>AND DISSEMINATION</b>				coaches, educational institutions, schools, public bodies	education to use and apply the results developed under the project. They will promote COMPASS' ability to change career paths and present Dual career opportunities for athletes to the parents, students and sport stakeholders. promote cross-sectoral partnerships between the fields of sport and education, to highlight the advantages and values of sport in tackling educational and dual career for athletes' issues, and to promote the concept and benefits of education in and through sport.
5.1.	Multiplier sport events, including press-conferences	<i>All partnering countries</i>	15.05.2021	21.05.2021	All partners	5 uniform multiplier events in all partner countries for spreading the word and information about COMPASS and project results at the date of the International orienteering day in May 2021 in the orienteering sports clubs in all partner countries where the program will be delivered. The events will present the project results to educational and sport institutions, local and national authorities. They will include demonstration of the new COMPASS program by the athletes and coaches and students that took part in the testing program and orienteering demonstrations.
5.2.	Elaboration of e-platform <b>IO 6</b>	Bulgaria	October 2020	May 2021	All athletes, coaches and PE teachers, other sport stakeholders	Will be subcontracted. Contains the four educational modules and the information concerning the project and where also project activities and results will be promoted. The platform will be updated with additional educational sources and a blog.
5.3.	Transnational project meeting for evaluation of results of multipliers events. 4 <sup>th</sup> steering committee meeting	Vienna, Austria	October 2021	October 2021	All partners	Evaluation of the results of the multiplier sport events in all participating countries will be carried out. Attitude of the sport stakeholders and the wide public will be presented.  The steering council will meet for the fourth (last) time.

----- intellectual outputs

----- transnational project meetings

----- multiplier sport events

## PART G – Quality of the project team and cooperation arrangements

### G.1. Project team

Please describe:

- the participation of people with expertise in appropriate fields such as sport policy and/or practice (training, competitions, coaching, etc.), with academic expertise as well as their ability to reach out wider audiences,
- the division of their responsibilities and tasks.

Please list all the staff involved.

Prof. Dr Atanas Georgiev – IO manager and trainer  
Konstantin Koynov – Researcher/trainer  
Korneliya Naydenova – Researcher/trainer  
Zshivka Zsheliaskova-Koynova - Researcher/trainer  
Kristiana Kazandzhieva - researcher

Univ.-Prof. Dipl.Eng. Dr. Arnold Baca – IO manager  
Dipl. Eng. Martin Dobiasch, Bakk., M.Sc. – Researcher/Head programmer  
Dipl. Eng. Dr Philip Kornfeind - Researcher  
Seraphina Stöger, M.Sc. – Technician  
Additional researchers will be attracted after the conclusions from the surveys (IO1).

Alo Lööke – IO manager  
Eero Elenurm - researcher  
Kristi Vikman - researcher

Mario Koteski – Researcher/trainer  
Meri Chkripeska - Researcher/trainer  
Talija Petreska - Researcher/trainer

Tamas Bogiya - Researcher/trainer  
Yana Bogiya - Researcher/trainer  
Natalia Deconescu - Researcher/trainer  
Patras Jonut - Researcher/trainer

### G.2. CVs of the key project team members

Please copy-paste the table as many times as necessary.

<b>Position in project</b>	IO1 Manager, Researcher IO 3
<b>Surname, First name</b>	Georgiev, Atanas

*Title of the project / Acronym*

<b>Organisation</b>	Bulgarian Orienteering Federation		
<b>Position/ Category</b>	President		
<b>Telephone</b>	++359/878498017		
<b>Email</b>	naskoag@abv.bg	<b>Website</b>	http://orienteering.bg

<b>WORK EXPERIENCE</b> (please include all relevant positions):			
<b>1992-1994, 1997-2000</b> Deputy Minister of Youth and Sports.			
<b>2000-2006</b> Chief adviser of Commission for Children, youth and sport of 38, 39 и 40 of Bulgarian Parliament.			
<b>2003 till now</b> President of Bulgarian Federation of orienteering			
<b>2010-2014</b> Vice President of Bulgarian Sport for All Association			
<b>2017 till now</b> Council Member of Bulgarian Association of University Sports "Akademic"			
<b>2005 till now</b> Editor -in-chief of Bulgarian Orienteering magazine			
<b>2006-2013</b> Head of Department of Theory and methodology of Physical Education of Southwest university in Blagoevgrad.			
<b>2011 till now</b> Professor of Southwest university in Blagoevgrad. 1999-2011 Associate Professor of the same university. 1980-1999 – Assistant Professor, Senior Assistant Professor and Head Assistant Professor at the same university. Teaches Theory and methodology of sport training; Management of Physical education and Sports. Director of student practice of Hiking, orienteering and camping and Ski courses of Southwest university in Blagoevgrad.			
<b>1999 till now</b> Invited lecturer of National Olympic Academy at Bulgarian Olympic Committee and National Sports Academy.			
<b>1974-1980</b> teacher of orienteering and psychology at High School of Physical Education and Sports in Pravets.			
<b>1974-1990</b> Head coach of Bulgarian national orienteering teams (Juniors and Men and Women – Elite)			
<b>PROJECT EXPERIENCE</b>			
<b>2016,2017,2018</b> Project Leader (Bulgaria) of World Orienteering Day			
<b>2004 till now</b> Project Leader of Financing Projects of Bulgarian Orienteering Federation under the Program for development of High-performance sport of Ministry of Youth and Sports			
<b>2005 Project Leader</b> – Map of Vitosha mountain			
<b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):			
<b>1974</b> – M.A., Higher Institute of Physical Culture, Sofia (now National Sports Academy)			

<b>Position in project</b>	Technician IO 3, Manager IO 6		
<b>Surname, First name</b>	Koynov, Konstantin		
<b>Organisation</b>	Bulgarian Orienteering Federation		
<b>Position/ Category</b>	Secretary General		
<b>Telephone</b>	++359 887995331		
<b>Email</b>	k.koynov@mail.bg	<b>Website</b>	http://orienteering.bg

*Title of the project / Acronym*

<b>WORK EXPERIENCE</b> (please include all relevant positions):
<b>1997 till now</b> – Secretary of Bulgarian Federation of Orienteering
<b>1996 till now</b> – part-time assistant in National Sports Academy, Chair of Tourism, alpinism and orienteering
<b>2005 till now</b> - Executive Editor of the journal "BG Orienteering", published by Bulgarian Orienteering Federation
<b>2009 till now</b> – President of NGO "Pushkin 133" for school sports and tourism in 133 School "A.S. Pushkin"
<b>1993 till now</b> – Teacher of Physical Education (1993-1994 – in 39 High school "P. Dinekov", 1995 till now – in 133 High School "A.S. Pushkin", Sofia
<b>1989-1995</b> - President of the Club of Teachers-tourists at the Teachers' Central House, Sofia
<b>1989-1993</b> – Teacher-Methodologist, Central Sport Department of Ministry of Education
<b>1988-1989</b> – Orienteering Coach in orienteering Club "Lyulin" – town Bankya
Author of the "Steep path", Bulgarian Tourist Union, 2006 (print- and CD- edition) – Methodology of module education of Tourism and orienteering in High Schools.
<b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):
<b>1996-1997</b> - Central Institute for Teacher's Qualification at Sofia University, First Class Qualification
<b>1994-1995</b> – Central Institute for Teacher's Qualification at Sofia University, Second Class Qualification
<b>1985-1989</b> – Higher Institute for Physical Education and Sport, M.A.
<b>1979-1983</b> – High School for Physical Education and Sport, Pravets

<b>Position in project</b>	Researcher IO3
<b>Surname, First name</b>	Naydenova, Korneliya
<b>Organisation</b>	National Sports Academy „Vassil Levski“
<b>Position/ Category</b>	lecturer
<b>Telephone</b>	++ 359 892299811
<b>Email</b>	Knaidenova.nsa@gmail.com
<b>Website</b>	www.nsa.bg

<b>WORK EXPERIENCE</b> (please include all relevant positions):
16.02.2015 -2019 - National Sports Academy „Vassil Levski“, Sofia, Bulgaria Chief Assistant at the Department „Theory of Physical Education“, Lectures and seminars with students from the Bachelor's degree program, Master's degree in the field of "Theory and methodology of physical education". Mentor of 7 diploma works with students from both educational and qualification degrees. Leading lecturer of modules "Introduction to Physical Education Theory" and "Interactive Methods of Training and Assessment in Physical Education and Sports" at the PhD Students from the Professional Course "Pedagogy of Physical Education"
2017 UNTIL NOW - Goalkeeper`s coach at FC „NSA“
2016 and 2017 - Goalkeeper`s coach at FC“Mizia“ Knezha
01.02.2010 - 15.02.2016 - National Sports Academy "Vassil Levski" Assistant in "Theory and Methodology of Physical Education", teaching and research in the field of physical education theory, work with scientific and methodological literature
2014-2016 - Anglo-American school in Sofia, Soccer coach – girls 6-12 years old
2012 until now - Private Professional Sport`s Collage „Bio Fit“, lecturer of "Theory and Methodology of Physical Education"
15.09.2006 - 20.01.2007 - Private School „Meridian 22“, Physical Education and Sport Teacher and Soccer coach
15.09.2005 - 30.06.2006 - II English Languish School „Thomas Jeferson“, Physical Education and Sport Teacher

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Project experience
2010 – Project of Ministry of Education and Science - Development of a quality assessment system for secondary education
2014 - Project of Ministry of Education and Science - Optimization of the national curricula of Physical Education and Sport in secondary education
2016 - Project of Ministry of Education and Science - Development of national curricula in profiled education
2017 - Project of National Sports Academy - Exploring the effect of the application of an experimental method of teaching in the field of the theoretical disciplines on motivation, learning strategies and learning outcomes in students from Teacher`s and Trainer`s Faculty of National Sports Academy” (application of retrieval practice)
2018 – Erasmus +Project – Against Match Fixing
<b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):
<b>2012-2015</b> - National Sports Academy "Vassil Levski", PhD Degree, Professional Area 1.3. Pedagogy of physical education, PhD dissertation thesis "Advanced methodology for football training of pupils in Primary School
<b>2005-2006</b> - National Sports Academy "Vassil Levski", Master Degree, Specialty "Sports at School and Leisure Time"
<b>2001-2005</b> - National Sports Academy "Vassil Levski", Bachelor Degree, Specialty "Physical Education Teacher" and „Soccer coach“

<b>Position in project</b>	Researcher IO5, technician IO6		
<b>Surname, First name</b>	<b>Zsheliaskova-Koynova, Zshivka</b>		
<b>Organisation</b>	National Sports Academy „Vassil Levski“		
<b>Position/ Category</b>	Associate Professor		
<b>Telephone</b>	++ 359 892299850		
<b>Email</b>	zshivka@gmail.com	<b>Website</b>	www.nsa.bg

<b>WORK EXPERIENCE</b> (please include all relevant positions):
<p><b>Since 2005 Associate Professor</b> - Department Psychology, pedagogy and sociology. Lectures and seminars with students from the Bachelor's, Master's- and Doctoral degree programs. Academical Advisor of 5 PhD students, 7 M.A. students and 2 B.A. students. Teaches Psychology with Sport Psychology (in Bulgarian and English); Psychology of Youth; Educational Psychology in Physical Education; Positive Youth Development; Intelligence and Creativity in Sports; Methods of study and development of cognitive skills in sports; Psychological skills and sport performance; Mental training, sport performance and personal development in sports; Qualitative and mixed methods in sport psychology research; Theories of Motor Control and Motor Learning in Physical education and sports.</p> <p><b>1985-2005</b> - National Sports Academy „Vassil Levski“, Sofia, Bulgaria (Assistant Professor 1985-1988, Senior Assistant Professor 1988-1991, Head Assistant Professor 1991-2005)</p> <p><b>PROJECT EXPERIENCE</b></p> <p><b>International Projects</b></p> <p><b>2009-2010</b> ERASMUS Intensive Program “Introducing Pan eurhythm: Fit, Creative and Social with the Bulgarian System for Recreation” (2009-2010 - scientific and educational project) – expert  <a href="http://www.ip-recreation.eu/index.php/en/ip-project">http://www.ip-recreation.eu/index.php/en/ip-project</a></p> <p><b>2010</b> International Project of the Bulgarian Ski Federation “Psychological Preparation of Skiers (11-15 years old): Mental Training” (2010) - expert</p> <p><b>National Projects</b></p> <p><b>2018</b> National Project of Bulgarian Ski Federation “Be active, be outdoor, be free from addictions” (under the National Program of Ministry of Youth and Sport) – expert</p> <p><b>1985-1990</b> National Project “Complex Study on Human and his Brain” - expert</p> <p><b>1984-1985</b> National Project “Study on Artistic Creative Personality” (Research Institute on Youth) - researcher</p> <p><b>Institutional Projects</b></p> <p><b>2017 - Project</b> of National Sports Academy - “Exploring the effect of the application of an experimental method of teaching in the field of the theoretical disciplines on motivation, learning strategies and learning outcomes in students from Teacher`s and Trainer`s Faculty of National Sports Academy” (application of retrieval practice) - Director of the Project</p>

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<b>2013-2015</b> "Psycho-pedagogical Dimensions of Sportsmanship" – Director of the Project
<b>2013-2015</b> "Learning Motivation and Learning Strategies of NSA students" – Director of the Project
<b>2015</b> "Selection of Biochemical Markers for Adequate Estimation of Overtraining in Combat Sports" - expert
<b>2013</b> "Studying Anticipation in Handball Game through Interactive Video Tests" (2013) – Director of the Project
<b>2012</b> "Non-invasive Biochemical Indicators of Emotional Stress in Athletes of Collective and Individual Sports" - expert
<b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):
<b>1998-2000 - National Sports Academy "Vassil Levski", PhD Degree</b> , Professional Area 05.07.05 Theory and methods of Physical education and sports training (incl. methods of kinesiotherapy) and doctoral dissertation "Styles of coping with competitive advantage".
<b>1979-1985 – Sofia University</b> , Philosophical Faculty, Specialty <b>Psychology</b> , MA & BA (combined program) M.A. thesis: "Value orientations, self-concept and locus of control in creative high school students"
<b>1975-1979 Russian</b> Language High School, Yambol
<b>Languages:</b> Bulgarian, Russian, English, German, Spanish

<b>Position in project</b>	Researcher/surveys IO1		
<b>Surname, First name</b>	Apostolova Kristiana		
<b>Organisation</b>	Bulgarian Orienteering Federation		
<b>Position/ Category</b>			
<b>Telephone</b>	++ 359 888 844269		
<b>Email</b>	Kristiana.kazandzhieva@gmail.com	<b>Website</b>	

<b>WORK EXPERIENCE</b> (please include all relevant positions):
2017 – up to now – researcher at SMART SPORT project of the Bulgarian Olympic Committee
2016 – 2018 – Project Coordinator at the Te(a)chIn Sport project of the Sofia University, Bulgaria.
2001 – 2015 AGENDA European Projects, Varna, Bulgaria, Executive Director, project elaboration and management in the frame of PHARE Program, all National Operational Programs in Bulgaria 2007 – 2013 and 2014 - 2020.
1996 – 2000 – Varna Trade Armenia LTD, Yerevan, Armenia – tour operator and travel agency – Marketing and Sales Director
1993-1996 – Grand Hotel Varna, Varna, Bulgaria – Manager of Pricing policy Department
1992 – 1993 – Ministry of Regional Development, Expert International Department and Protocol Duties for the Minister
<b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):
1986 – 1991 – University for National and World Economy – Sofia, Master degree in International Economic Relations
1999 – 2000 – Master degree from the Bournemouth University in European Tourism Management

<b>Position in project</b>	Intellectual outputs – IO2 and IO3 Manager		
<b>Surname, First name</b>	Univ.-Prof. Dipl.-Ing. Dr. Baca, Arnold		
<b>Organisation</b>	Vienna		
<b>Position/ Category</b>	Head of the Institute of Sport Science at the University of Vienna		
<b>Telephone</b>	+43-1-4277-488 82		
<b>Email</b>	<a href="mailto:arnold.baca@univie.ac.at">arnold.baca@univie.ac.at</a>	<b>Website</b>	<a href="https://institut-schmelz.univie.ac.at/en/subunits/biomechanics-kinesiology-and-computer-science-in-sport/">https://institut-schmelz.univie.ac.at/en/subunits/biomechanics-kinesiology-and-computer-science-in-sport/</a>

<b>WORK EXPERIENCE</b> (please include all relevant positions):
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Head of the Centre for Sport Science and University Sports and the Institute for Sport Science at the University of Vienna, Austria.
Full Professor at the Section of Biomechanics, Kinesiology and Applied Computer Science (Department of Sport Science) at the University of Vienna (since 2008).
Editor in Chief of the e-Journal "International Journal of Computer Science in Sport" and reviewer of numerous national and foreign scientific journals, such as Journal of Biomechanics, Medicine and Science in Sports and Exercise, European Journal of Applied Physiology and IEEE Transactions on Reliability.
Over 80 publications in the areas of Computer Science Applied to Biomechanics, Feedback Systems in Sports, Multimedia and Information Systems in Sports, Biomechanics of Rowing Analysis in Game Sports etc.
Principal Investigator and co-investigator of European and national funded projects (Erasmus+, Austrian Science Fund, Sparkling Science, etc.)
<b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):
Engineering Diploma in Computer Science in 1984
Ph.D. (Thesis: "Variance-reducing techniques for simulation methods in system reliability analysis" in 1986 from the Technical University Vienna
Habilitation in "Applied Computer Science in Biomechanics and Kinesiology" from the University of Vienna in 1998

<b>Position in project</b>	Intellectual output IO3 – Local Coordinator / Researcher, IO5 researcher		
<b>Surname, First name</b>	Dr. Ing. DI <sub>(FH)</sub> Dr. Philipp Kornfeind		
<b>Organisation</b>	University of Vienna		
<b>Position/ Category</b>	Scientific Employee		
<b>Telephone</b>	+43-1-4277-488 84		
<b>Email</b>	<a href="mailto:philipp.kornfeind@univie.ac.at">philipp.kornfeind@univie.ac.at</a>	<b>Website</b>	<a href="https://institut-schmelz.univie.ac.at/en/subunits/biomechanics-kinesiology-and-computer-science-in-sport/">https://institut-schmelz.univie.ac.at/en/subunits/biomechanics-kinesiology-and-computer-science-in-sport/</a>

<b>WORK EXPERIENCE</b> (please include all relevant positions):
Development of feedback systems in sports, collaboration projects with many national sport federations (rowing, table tennis, Nordic skiing, pool billiard) at the Section of Biomechanics, Kinesiology and Computer Science in Sport, Department of Sport Science, University of Vienna, Austria, 2006-2019.
Research and analysis of sport movements in many kinds of sports using different measurement systems (motion capturing, dynamometers, load cells, electromyography, plantar pressure distribution, ...) at the Section of Biomechanics, Kinesiology and Computer Science in Sport, Department of Sport Science, University of Vienna, Austria, 2006-2019.
Development of multimedia content in the funded project "SpInSy" (Sport Information System) at the Section of Biomechanics, Kinesiology and Computer Science in Sport, Department of Sport Science, University of Vienna, Austria, 2001-2003.
Operative management of the research project "MMA" (Mobile Motion Advisor, funded) at the Section of Biomechanics, Kinesiology and Computer Science in Sport, Department of Sport Science, University of Vienna, Austria, 2009-2011.
Operative management of the follow-up research project "MMA 2.1" (Mobile Motion Advisor, funded) at the Section of Biomechanics, Kinesiology and Computer Science in Sport, Department of Sport Science, University

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of Vienna, Austria, 2012-2015.

Country Coordinator of Erasmus+-project "TeachIn", 2017-2018.

Contract Research for the evaluation and development of sports equipment (shoe insoles, running shoes) and technical consulting for sports industries, 2005-2019.

Numerous publications and presentations related to feedback systems in sports and movement science in international journals (mostly ranked) and international conferences, 2003-2019.

University lecturer for "Engineering of Sports Equipment" and "Applied Engineering of Sports Equipment" at the Section of Biomechanics, Kinesiology and Computer Science in Sport, Department of Sport Science, University of Vienna, Austria, 2006-2019.

**EDUCATIONAL BACKGROUND** (please detail all relevant studies):

1999 High School Diploma Electronics / Biomedical Engineering, Technical High School, Vienna, Austria

2006 Master Diploma Sports Equipment Technology, University of Applied Sciences, Vienna, Austria

2018 PhD, Thesis: "Performance behaviour of the m. quadriceps femoris during maximal isokinetic knee extension: observations of elastic vs. direct force transmission", Faculty of Sport Science, University of Vienna

<b>Position in project</b>	Intellectual output IO3 – researcher/head programmer		
<b>Surname, First name</b>	Dipl.-Ing. Martin Dobiasch, Bakk., M.Sc.		
<b>Organisation</b>	University of Vienna		
<b>Position/Category</b>	Scientific Employee		
<b>Telephone</b>	+43-1-4277-488 99		
<b>Email</b>	<a href="mailto:martin.dobiasch@univie.ac.at">martin.dobiasch@univie.ac.at</a>	<b>Website</b>	<a href="https://institut-schmelz.univie.ac.at/en/subunits/biomechanics-kinesiology-and-computer-science-in-sport/">https://institut-schmelz.univie.ac.at/en/subunits/biomechanics-kinesiology-and-computer-science-in-sport/</a>

**WORK EXPERIENCE** (please include all relevant positions):

Researcher / head programmer Erasmus+-project "TeachIn", 2017-2018.

Researcher Erasmus+-project "Mach point", 2018-

2018 – 2019 Project leader "FOVEX". Development of a system for the automatic detection of functional overreaching.

University lecturer for "Computer Science in Sports and Statistics", "Fundamentals of Computer Science in Sports – Technologies for Physical Education" and "Specialization Course Information Technology" at the Section of Biomechanics, Kinesiology and Computer Science in Sport, Department of Sport Science, University of Vienna, Austria, 2016-2019.

Programmer in several small and large scale projects

Project management expertise

**EDUCATIONAL BACKGROUND** (please detail all relevant studies):

2011 – 2014 MSc Computational Intelligence. Technical University of Vienna.



2011 – 2014 MSc, Informatics Didactics. Technical University of Vienna & University of Vienna. Austria
2009 – 2011 BSc, Informatics management. Technical University of Vienna & University of Vienna. Austria

<b>Position in project</b>	Intellectual output IO2 – Technician, IO 5 - researcher		
<b>Surname, First name</b>	Stöger Seraphina, MSc		
<b>Organisation</b>	University of Vienna		
<b>Position/Category</b>	Scientific Employee		
<b>Telephone</b>	+43-1-4277-59125		
<b>Email</b>	<a href="mailto:seraphina.stoeger@univie.ac.at">seraphina.stoeger@univie.ac.at</a>	<b>Website</b>	<a href="https://institut-schmelz.univie.ac.at/en/subunits/biomechanics-kinesiology-and-computer-science-in-sport/">https://institut-schmelz.univie.ac.at/en/subunits/biomechanics-kinesiology-and-computer-science-in-sport/</a>

<b>WORK EXPERIENCE</b> (please include all relevant positions):			
<ul style="list-style-type: none"> <li>Since 03/2019 Project Assistant Match Point (Erasmus+, EU-Project), department of Biomechanics, Kinesiology and Computer Science in Sport, University of Vienna Developing of multimedia teaching contents: working with Moodle, H5P and Power Point.</li> <li>Since 10/2018 Project Assistant Smart Sport (Erasmus+, EU-Project), department of Biomechanics, Kinesiology and Computer Science in Sport, University of Vienna Developing of multimedia teaching contents: working with Moodle, H5P and Power Point.</li> <li>09/2014-09/2018 Student Assistant, department of Biomechanics, Kinesiology and Computer Science in Sport, University of Vienna Assistance in research and teaching: research, development and conveying of teaching contents; mentoring of the platform Moodle; literature research</li> <li>09/2016-02/2018 Project Assistant FEM-Sports-Bra (Sports bra optimization by Finite Element simulation of interaction between textile and female breast tissue), department of Biomechanics, Kinesiology and Computer Science in Sport, University of Vienna Research award for the most interesting new area of research at the 11<sup>th</sup> international INSHS Sport Scientific conference for presenting "An evaluation method of the damping behaviour of the female breast"</li> <li>2013-2018 Member of the students' committee of Sports Science, University of Vienna Participation in developing and improving curricula for Bachelor, Master and PhD studies of Sports Science; student counselling</li> </ul>			
<b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):			
2018 Master of Sports Science at the University of Vienna (MSc)			
2016 Bachelor of Sports Science at the University of Vienna (Bakk.rer.nat.)			

<b>Position in project</b>	Manager IO4 and Manager IO5		
<b>Surname, First name</b>	Lõoke Alo		
<b>Organisation</b>	Estonian Health Trails Foundation		
<b>Position/Category</b>	CEO		
<b>Telephone</b>	+3725253801		
<b>Email</b>	<a href="mailto:alo@terviserajad.ee">alo@terviserajad.ee</a>	<b>Website</b>	<a href="http://www.terviserajad.ee">www.terviserajad.ee</a>

<b>WORK EXPERIENCE</b> (please include all relevant positions):
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*Title of the project / Acronym*

<p>Estonian Health Trails Foundation / SA Eesti Terviserajad  Manager May 2016 - Present  <a href="http://www.terviserajad.ee">www.terviserajad.ee</a></p> <p>Estonian National Opera  Advertising manager May 2013 - June 2015</p> <p>University of Tartu Narva College  Director for Academic Affairs  September 2011 – March 2013</p> <p>University of Tartu Faculty on Social Sciences and Education,  Pedagogic  Senior Specialist of Public Affairs  May 2009 – September 2011</p>
<p><b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):</p> <p>University of Tartu  BA Economics  2003 – 2007</p> <p>University of Tartu  MA School Management  2008 - 2019</p>

<b>Position in project</b>	Researcher IO1, IO3		
<b>Surname, First name</b>	Elenurm, Eero		
<b>Organisation</b>	Eesti Terviserajad		
<b>Position/Category</b>	Country Manager / Researcher		
<b>Telephone</b>	+372 51 78 667		
<b>Email</b>	Eero@elenurm.ee	<b>Website</b>	www.terviserajad.ee

<p><b>WORK EXPERIENCE</b> (please include all relevant positions):</p> <p>Eero Elenurm is Chairman of the Council of YSBF and he is active in managing various projects in YSBF. Eero has been managing an IT-company called Interest Marketing, which has served clients in 27 countries and also worked as an Adviser to the Minister of Finance of Estonia as well as Head of Development in Estonian Vehicle Registry. Eero is also currently leading several activities and projects at YSBF. He has been actively involved in lecturing about innovation and creativity. Eero has been an entrepreneur for more than 20 years and currently owns significant stakes in several companies.</p>
<p><b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):</p> <p>Eero holds Master of Science degree in international business from Helsinki School of Economics (currently Aalto University) and CEMS MIM degree from Erasmus University Rotterdam Eero majored in International Business with minors in Finance, Marketing and English Business Communication.</p>

<b>Position in project</b>	Researcher IO 3, researcher IO5
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*Title of the project / Acronym*

<b>Surname, First name</b>	Vikman, Kristi		
<b>Organisation</b>	www.terviserajad.ee		
<b>Position/Category</b>	Teacher and project coordinator		
<b>Telephone</b>	+372 51 78 667		
<b>Email</b>	Kristi.vikman@ysbf.org	<b>Website</b>	www.terviserajad.ee

<b>WORK EXPERIENCE</b> (please include all relevant positions):  Since 2017 – Researcher at Youth in Science and Business Foundation, YSBF. Project coordinator at Eesti Terviserajad (part time)
<b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):  Kristi holds a Bachelor of Arts degree in Teaching Humanities and Social Subjects in Basic School from University of Tartu where she also minored in Social Work and Politics. Kristi has taken part of different Erasmus + programmes – such as European Voluntary Service in Bulgaria, Erasmus + Student Exchange in Cyprus and Erasmus + Internship in Spain. For the 30th anniversary of the Erasmus + programme in partnership with the International Relations Department of the University of Liege, she travelled through 16 European countries to gather students' view on Europe and Erasmus.

<b>Position in project</b>	Researcher IO3		
<b>Surname, First name</b>	Koteski Mario		
<b>Organisation</b>	OK Zlatovrv		
<b>Position/Category</b>	Member		
<b>Telephone</b>	+389 77 953 840		
<b>Email</b>	kotesky12@gmail.com	<b>Website</b>	/

<b>WORK EXPERIENCE</b> (please include all relevant positions):  <b>Assistant</b> MOCPA - International Orienteering Competition (each year few days) 2016 – Present *control setting, logistic, trainings  <b>Project coordinator</b> Project: Joint Forces for Common Interests – funded by the European Union Aug 2017 – Aug 2018 *marking cycling/trail path in nature, in the centre of Macedonia of 84km  <b>Orienteer</b> OK Zlatovrv / MOF 2012 – Present *National competitions, International competitions, Training camps, 2 times EYOC participant  <b>Speleologist</b> SK Zlatovrv 2015 - Present
<b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):  <b>B.A. of Geography</b> University of Ss. Cyril and Methodius – Skopje Faculty of natural sciences and mathematics Institute of geography – Geographical Information System

\*cartography, geology, geoinformatics, digital cartography  
Sep 2014 – Present

<b>Position in project</b>	Researcher IO1, technician IO3 and IO6		
<b>Surname, First name</b>	Chkripeska Meri		
<b>Organisation</b>	OK Zlatovrv		
<b>Position/Category</b>	President		
<b>Telephone</b>	+389 76 299 161		
<b>Email</b>	meri_ckripeska@yahoo.com	<b>Website</b>	www.zlatovrv.mk

**WORK EXPERIENCE** (please include all relevant positions):

**Sports Coach**

OK Zlatovrv  
Jun 2018 – Present  
\*athletics  
\*orienteering  
\*healthy lifestyle coach

**Freelance Translator and Proof-reader**

freelance  
Jan 2014 – Present  
\*Translating: English to Macedonian  
\*Translating: Serb/Croatian to Macedonian  
\*Translating: Dutch to Macedonian  
\*Proofreading: Macedonian language

**Selector**

Macedonian Orienteering Federation  
Mar 2013 - Present  
\*selector of the youth and junior national team

**President**

Sport club OK Zlatovrv  
Feb 2011 – Present  
\*athletics, orienteering

**Assistant Producer**

Macedonian National Television  
Dec 2012 – Jul 2013  
\*assistant producer in sport department

**Director**

MOCPA - International Orienteering Competition (each year few days)  
2012 – Present  
\* planning, marketing, course setting, control setting, logistic, trainings

**Mentor coordinator**

Project: Joint Forces for Common Interests – funded by the European Union  
Aug 2017 – Aug 2018  
\*marking a cycling/trail path in the nature, in the centre of Macedonia with length of 84km

**Orienteer**

OK Zlatovrv / OK Trol / MOF  
1999 – Present  
\*National competitions, International competitions, Training camps, 2 times WOC participant

**EDUCATIONAL BACKGROUND** (please detail all relevant studies):

*Title of the project / Acronym*

<b>B.A. in Production</b> University of Ss. Cyril and Methodius – Skopje Faculty of Dramatic Arts Department of production *management, marketing, media  <b>Elite Orienteering Coaching Seminar</b> Hestourex EXPO 2017, Antalya – Turkey *coaching techniques for orienteers  <b>IOF Global Development Conference</b> Prague 2018 *Providing a platform for networking of people working with regional and youth orienteering development and best practice exchange	
<b>Position in project</b>	Researcher IO3, IO5
<b>Surname, First name</b>	Petreska Talija
<b>Organisation</b>	OK Zlatovrv
<b>Position/ Category</b>	Member
<b>Telephone</b>	+389 71 226 443
<b>Email</b>	taliya13@yahoo.com <b>Website</b> /

<b>WORK EXPERIENCE</b> (please include all relevant positions):
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<b>Expert</b> Project: Joint Forces for Common Interests funded by European Union within the IPA Civil Society Facility Jan 2015 – Aug 2018 *marking a cycling/trail path in nature, in the centre of Macedonia of 84km <b>Project coordinator</b> Project: Internship supported by UNDP Apr 2014 –Apr 2015 *actively involved in presentations to high school population for volunteering and internship <b>Project coordinator</b> Project: Juveniles and their rights in educational institutions funded by the German Federal Foreign Office and the Institute for Foreign Cultural Relations Nov 2011 – Dec 2012 <b>Project coordinator</b> Project: Children's rights on the internet – safe ad protected May 2018 <b>Organiser</b> MOCPA - International Orienteering Competition (each year few days) 2013 – Present *marketing, logistic, trainings  <b>Orienteer</b> OK Zlatovrv / MOF 1996 – Present *National competitions, International competitions, Training camps, 2 times JWOC participant
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<b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):
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<b>B.A. in law</b> University Ss. Cyril and Methodius Skopje – Faculty of law Justinian's Primus Sep 2001 – Jun 2005 <b>Advances monitoring and evaluation training</b> May 2007 <b>New development in fiscal frame for NGO</b>
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*Title of the project / Acronym*

Feb 2008
<b>Training financial management for non – financial managers</b>
Apr 2008
<b>Administrative and financial work training</b>
Apr 2008
<b>Project cycle management training</b>
May 2008
<b>Training on project reporting for IPA Grant beneficiaries</b>
Nov 2015
<b>EU financial assistance workshop</b>
Sep 2018
<b>Training seminar on financial management for IPA beneficiaries</b>
Dec 2018

<b>Position in project</b>	Researcher IO1, Technician IO3		
<b>Surname, First name</b>	Bogya Tamas		
<b>Organisation</b>	Romanian Orienteering Federation (FRO)		
<b>Position/Category</b>	Manager		
<b>Telephone</b>	+40721431951		
<b>Email</b>	bogya_tamas@yahoo.com	<b>Website</b>	www.my-run.ro

**WORK EXPERIENCE** (please include all relevant positions):

Present: - Member of the Directors Board of the Romanian Orienteering Federation - Owner of Sports Management & Sports Timing company - IOF Advisor Past: - Romanian orienteering and athletics national team member for over 20 years - Several conferences about Orienteering - Several times Sports Venue Organizer in Orienteering, Mountain Running, Mountaineering in Europe - Employed in the Romanian Army with several sports achievements for 8 years - International map maker
<b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies):
- Babes Bolani University – Cluj-Napoca - Master Degree – Sports Venue Organizer & Manager

<b>Position in project</b>	Researcher IO3, Technician IO6		
<b>Surname, First name</b>	Bogya Yana		
<b>Organisation</b>	Romanian Orienteering Federation (FRO)		
<b>Position/Category</b>	Manager		
<b>Telephone</b>	+ 40735546940		
<b>Email</b>	yana.sandieva@gmail.com	<b>Website</b>	www.my-run.ro

**WORK EXPERIENCE** (please include all relevant positions):

Present: - Account Payable clerk - Genpact - Sport Ident Operator Past: - Bulgarian Orienteering Federation Secretary - Several conferences about Orienteering - Several times Sports Venue Organizer in Orienteering, Mountain Running, Mountaineering in Europe - Sport Ident Operator at several international competitions <b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies): - Coach of Orienteering and teacher of Physical education - National Sport Academy - Master Degree – Sports Management
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<b>Position in project</b>	Researcher IO3, IO5		
<b>Surname, First name</b>	Natalia Deconescu		
<b>Organisation</b>	Romanian Orienteering Federation (FRO)		
<b>Position/Category</b>	Manager		
<b>Telephone</b>	+ 40740827621		
<b>Email</b>	deconati01@gmail.com	<b>Website</b>	www.fro.ro

<b>WORK EXPERIENCE</b> (please include all relevant positions):
---

Present: - President of Romanian Orienteering Federation - Retired Past - Doing orienteering since 1974 - Course setter and orienteering event director for many local and national orienteering events in Romania and USA. - Romanian orienteering national elite team for 15 years 1974-1989 - Orienteering coach for Rm. Valcea's Children and Students Club, Romania 1984-1998 - President of Romanian Orienteering Federation 1994-1998 - President of JWOC 1996 Organizing Committee - Mining electromechanical engineer, working for Romanian Dam Construction Company - High school professor engineer 1984-1998 - Design engineer for Siemens Building Technologies (1990-2007), and Underwriters Laboratories (2007-2017) in USA <b>EDUCATIONAL BACKGROUND</b> (please detail all relevant studies): - Mining Technical University in Petrosani, Romania - Romanian University of Physical Education and Sport – Orienteering Coaching - Truman College in Chicago, USA – Computers and English language - Master of Sport in Orienteering - Master degree in mechanical engineering
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<b>Position in project</b>	Researcher IO5
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<b>Surname, First name</b>	PATRAS Ionut		
<b>Organisation</b>	Romanian Orienteering Federation (FRO)		
<b>Position/Category</b>	Manager		
<b>Telephone</b>	+ 40767639259		
<b>Email</b>	patras_ionut@yahoo.com	<b>Website</b>	www.fro.ro

#### **WORK EXPERIENCE** (please include all relevant positions):

Present:

- President of orienteering club Altius, city of Roman, Romania
- Vice-president of Romanian orienteering federation
- Delegate of FRO in the South-East European Orienteering Association

Past

- Romanian orienteering national team for several years in the past
- Several press conferences about Orienteering
- Member of Romanian orienteering federation executive board
- Technical manager of National Night-Orienteering and Park-O Tour Round 4 in 2014 in Roman, Romania
- Route planner for recent Sprint and Indoor Orienteering Races, near Bucharest and several military national championships
- Route planner for recent national team qualification tournament
- Map maker of several orienteering maps, including sprint maps

#### **EDUCATIONAL BACKGROUND** (please detail all relevant studies):

- University of Civil Engineering –Bucharest
- Master Degree – Design of Civil and Industrial Buildings in Seismic High-Risk Areas - University of Civil Engineering – Constructions in Bucharest
- Real Estate authorized Valuation Expert
- PhD – Mining and Petroleum University, Petrosani – in progress

### **G.3. Cooperation arrangements**

Please describe:

- the involvement of an appropriate mix of complementary participating organisations with the necessary profile, experience and expertise to successfully deliver all aspects of the project,
- why the selected partners are best suited to participate in this European project,
- the distribution of responsibilities and tasks demonstrating the commitment and active contribution of all participating organisations.

The COMPASS partnership, comprising of 5 members, has been organized selecting those partners that can contribute in the best way to the project objectives. In general terms, we can classify them in the following categories:

#### **• Academic organizations**

They are in charge of development and delivery of the COMPASS program to the project target group of 120

*Title of the project / Acronym*



athletes and coaches. The academic partner will appoint 4 academic experts. They will integrate all the knowledge and experience of the project, which is going to deal with the educational part of the project.

COMPASS academic partner is the:

- **Centre for Sport Science and University Sports at the University of Vienna** - Its main responsibility in the project will be the development of the COMPASS program IO2 and IO3 for athletes and coaches as well as COMPASS schools experiment. This partner will also evaluate the training programme's methodology and interim and final implementation as well as the experiment in upper secondary schools. COMPASS objectives address issues relevant to the academic project partner as the project Innovative DCP for athletes and coaches is an educational program and its content should be developed by academic staff with proper methodology, evaluation and valorisation. The subject of Dual Careers is included in the partner's educational institution's vision, strategy and policy. For example the University of Vienna works with their state agency KADA on dual careers of athletes. The institution encourages and supports blended learning using new technologies, social media, etc. The Austrian partner, University of Vienna, has a year-long experience in creating e-learning material (Navigate platform; Maringer, Baca & Kolb, 2014), online courses (University Degree Table Tennis Study Program) as well as international joint programmes (European master's in health and Physical Activity).

## SPORT ORGANIZATIONS

COMPASS sport organizations are:

- **Bulgarian Orienteering federation** - Drawing upon the BFO good relations with its sport club members as well as with schools BFO will be able to participate in all COMPASS research/study activities. It possesses the resources and expertise to provide experts, more specifically coaches and sport practitioners together with sport educators, to give its input in COMPASS program elaboration and delivery. BFO has a serious experience in practicing orienteering in schools as outdoor education activity program and that is why BFO can share its practice with the other COMPASS partners who lack that experience. BFO hosts a large number of regional and international sport events which provides for its well proved role of a good project results' disseminator. **As a member of IOF BFO will use their contacts to better communicate and disseminate COMPASS results around Europe for contributing to its sustainability.**
- **Romanian Orienteering Federation (FRO)** is an organization that supports and implements projects related to development of orienteering as sport. **FRO will contribute to successful COMPASS implementation with its experts' excellent sport related expertise as well as with its experience in orienteering projects and programs. FRO will take active part in SO1,2,3 as there are 45 active clubs and associations in its structure. The Romanian project experts will provide a consistent information about the needs of the target groups, athletes and coaches regarding new knowledge and skills helping them develop both in sport and education. Also, the Romanian project partner will study the sport integration in Romanian schools and deliver useful resources for COMPASS research outputs. Due to its well-developed strategies to promote orienteering sport at national and international level FRO will well disseminate the project results among its 45 active sport club members. COMPASS will be well disseminated during national and international events like:**
  - Romanian National Championships and World Ranking Events yearly
  - European Youth Orienteering Championships in 2015,
  - Junior, Youth, and Masters World Ski-Orienteering Championships and World Cup 3 in 2010,
  - Balkan Championships 2003, 2008
  - South East European Championships 2013,
  - The Latin Countries Cup 2003, 2007, 2013
  - World Junior Championships 1996.
- **OK Zlatovrv, Northern Macedonia** - **PSK Zlatovrv can contribute to disseminating of project**

results and their successful use in Macedonia through sharing the COMPASS innovative Dual career program, as well as all the project outputs with peer clubs thus promoting the EU policies in Dual career of athletes and supporting the orienteers in their development like persons as well. More than that about 100 members of the club will be directly impacted by COMPASS implementation. So far PSK has been the most successful club in the country. Organisation of active, fun and inclusive games for the pupils and the students is also one of club's assets. Being experts in games for students will help the COMPASS implementation in the subject of preparation smart games with IFD. The club will share its expertise with the other project partners in work with youth and students as well as in promoting the sport and customising the orienteering programmes according to their age and experience. The club will take part in all research activities foreseen by COMPASS and will give a valuable contribution to the project team about the needs of orienteers and coaches in one of the candidate countries.

**These partners are the link with the project's target group, and will be in charge of promoting COMPASS among its athletes and coaches in order to select those persons that better fit the training programme. They will choose the participants for the COMPASS program and after the project finish will guarantee further dissemination and transferability of the program and all project results to support the further COMPASS program implementation.**

• **EESTI TERVISERAJAD (HEALTH TRAILS) project partner**

**This partner is working on developing orienteering sport and outdoor activity education, organizing sports events, carrying out sports activities and projects and providing education in sports.**

It is an NGO very active in sports and health sector with well established contacts with most important sports clubs, especially in orienteering in Estonia as well as with main policy stakeholders in sport, health and education. The NGO has a high expertise in elaboration of health routes and trails in Estonia. In 2012 Estonian health routes awarded the International Olympic Committee for Sport and Environment award. Between 2004 and 2013, over € 23 million were invested in the development of health paths in Estonia, including contributions from Estonian health paths, local authorities, the Ministry of Culture and the European Union.

**The distribution of tasks and participation of partners per work package is displayed in the following table:**

	Project partners	Coordinator	PP2	PP3	PP4	PP5
<b>Work packages</b>						
<b>WP1</b>		X	X	X	X	X
<b>WP2</b>		X	X	X	X	X
<b>WP3</b>			X			X
<b>WP4</b>		X	X	X	X	X
<b>WP5</b>		X	X	X	X	X

#### **G.4. Partner Countries**

***(to be filled in only if applicable)***

If applicable, describe the extent to which the involvement of participating organisation from a Partner

*Title of the project / Acronym*

Country<sup>7</sup> brings an essential added value to the project.

NOTE: please note the difference between the Partner Countries and partner organisations. Please read the footnote 1 (below) thoroughly.

**NOT APPLICABLE**

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<sup>7</sup> For the definition of Partner Countries, please see the Erasmus+ Programme Guide, Part A, 'Eligible Countries': [http://ec.europa.eu/programmes/erasmus-plus/resources/programme-guide\\_en](http://ec.europa.eu/programmes/erasmus-plus/resources/programme-guide_en)

## PART H – Impact and dissemination

### H.1. Quality control of final outcomes

Describe the measures planned for evaluating the project outcomes and ensuring the quality of project (including indicators).

In order to report the project and assess the quality of implementation, specific indicators are established to be strictly monitored to facilitate target results.

At the end of every project phase deliverables will be created. The table below illustrates the indicators for implementation and target outcomes to be achieved upon finalization of the project, based on the deliverables of every phase.

QUANTITATIVE INDICATORS			
IMPLEMENTATION INDICATORS		OUTCOME INDICATORS	
Indicator	Measurement (number)	Indicator	Measurement (number)
Number of educational modules for training of orienteering athletes and coaches as IOs	4	Established tools for partnering amongst different EU countries on Dual Career for athletes issues	2
Number of studies for best practices on Dual Careers and effective systems for athletes as intellectual output ready to be used	2		
Number of athletes and coaches, participating at the COMPASS Program	120 (30 clubs x 4 athletes and coaches)	Number of skilled athletes with increased education background and technological skills	120
Number of athletes, coaches and sport professionals in all partner countries to benefit from the COMPASS program	700	Number of European platforms presenting initiatives, assistance programs and counselling on DC for athletes and coaches in the partner countries	1
Number of multiplier events/ attendants	10/625 (5x25 per country and appr 100 at the OPEN-DOOR DAYS in each country) participants at the meetings and press conferences	Informed media and sport stakeholders about the project results and opportunities of the COMPASS dual career program	400
Number of Volunteers participating in the project	600	European network of <b>COMPASS ambassadors</b>	1
number of information materials and press releases	48		
INTANGIBLE RESULTS			
Increased project management skills for large international projects			

*Title of the project / Acronym*

Increased knowledge about Dual careers policies for athletes
Acquired knowledge and understanding of the life integration problems faced by athletes after the sporting career
Raising awareness of Stakeholders – Sport organizations, Clubs, Universities, Ministries, Agencies, local authorities about need of Dual Careers for athletes
Pan-European partnership in the field of education in sport.
Enhanced cooperation between state institutions and organizations working in the field of sport and Dual Careers for athletes
Increased knowledge of stakeholders about life and technological skills of athletes
Changed attitude towards skills and labor market aptness of athletes
Increased digital, pedagogical, communication skills of participants, sport educators and project management team

Assessment of final results from the project will be made on 2 levels – internal and external.

**Internal** – by the steering council. When assessing the results of the project, the following elements will be affected and answers related to them will be given:

- Targets – based on the outcomes and results determined at the project planning phase - to what degree are accomplished the assigned general and specific tasks. Will be measured based on the project deliverables and the project indicators after the end of the project.
- Working plan – is the project finalized in due course, was the project management structure adequately established and does it comply with project targets?
- Outcomes - what is the influence of the project on the leading applicant and partners, target groups and all stakeholders, participating therein? Will be evaluated after three years each year.
- Satisfaction of participants and target groups – to what degree the participants in the project and the events organized as a part thereto are satisfied.
- Applicability of extracted good practices, evaluation tools, motivation models etc. – to what degree the good practices extracted in the course of the project will be applicable to the future activity of the participating organizations.

**External** – external assessment will be made by participants in international workshops and seminars, in national multiplier events by filling in questionnaires for satisfaction. External assessment and scoring of project will also follow the presentation of the final technical report.

## H.2. Expected impact of the project

Please describe:

- the potential impact of project on participants and participating organisations
  - during the project lifetime,
  - after the project lifetime,
- the potential impact of project outside the organisations and individuals directly participating in the project, at local, regional, national and/or European level,
- how will you measure the previously mentioned impacts (including indicators).

The successful reach of COMPASS general and specific objectives will have long-lasting impact on participants and participating organisations during the project lifetime as well as after the project's closing. The main reason for that is the strong intervention logic of the activities planned.

### A) Impact During the project timeline on:

#### 1. Target group of young talented orienteering athletes

1.1. Impact on talented athletes in relation with their personal development

COMPASS project results will bring benefits to the young talented orienteering athletes as follows:

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- Developmental benefits (e.g. better conditions to develop life skills applicable in sport, education and other spheres of life, development of personal identity, positive effects on athletes' self-regulation abilities);
- Social benefits (e.g. positive socialization effects such as expanded social networks and social support systems and better peer relationships);
- Prevention of identity crisis;
- Enhanced future employment prospects (e.g. higher employability and access to well-paid jobs).

COMPASS project will impact talented athletes in all the key life skills across existing perspectives. Through engaging athletes in a Trans-European project, they will socialize with their peers from other countries in social networks and through COMPASS multiplier sport events, workshops and awareness raising activities. Through implementation of COMPASS educational and training program the athletes will develop skills to cope with learning and training targets, issues and goals. The knowledge received from COMPASS program will contribute to their well-being and healthy development as sport science and Intelligent feedback devices in sports, both are directly related to proper and healthy manners of sports. The fact that the COMPASS educational modules will be developed especially for orienteering will impact the orienteering athletes as they will acquire sports specific skills related to health and better achievements. **BIONAVIGATOR** will increase the overall education level of athletes as well as will empower them with new knowledge about nature and biology through innovative approach. Outdoor education basics module will impact athletes with developing better communication, and pedagogic skills. COMPASS experiment will give the athletes practical skills and will prepare them for a new profession thus enhancing their future employability. Moreover, the whole participation of athletes in COMPASS will engage them in an interesting education and training process which will prevent possible adolescents' identity crisis. All the skills that athletes will acquire through the project will be transferable and applicable to multiple life domains.

#### 1.2. Impact on young talented athletes related to development of their educational and digital skills

COMPASS will develop educational and digital skills in athletes as they will be engaged in taking an online educational course in IFD and orienteering. Athletes' digital culture will be developed not only due to the online manner of learning but also to the content itself – as it will cover the use of latest technologies in orienteering and sports as well. The skills and knowledge acquired during the educational program and experiment, both will highly increase their overall sport, scientific and digital culture which undoubtedly will give them a solid base for future development in education, sports and life.

#### 1.3. Impact on young talented athletes related to European policies and strategies in Dual career domain

COMPASS will highly impact the target group of talented athletes in regard to increasing of their awareness about Dual career in sports. The athletes will be better acquainted with sport clubs dual career programs and practices through COMPASS workshops where project experts will disseminate the results of COMPASS research. Athletes will be introduced with best DC practices at level of sport organisations, especially at sport clubs level, but also with best practices of using sports in education. They will be trained in real learning environment to be outdoor education managers in schools through COMPASS experiment. As a conclusion COMPASS will provide a unique dual career path for the talented athletes along with raising their awareness for European Union, EU Dual Career of athletes Guidelines and all current strategies and policies in that domain.

- Target group of coaches

#### 2.1. Digital and educational skills raised

COMPASS will include coaches in the target group of project participants who will take the online and live educational and training modules of the program. Through delivering the program to coaches they will learn how to teach athletes in sport science basics theory and how intelligent feedback devices can be used in orienteering for better sport performance and health related benefits. COMPASS experiment will help coaches develop practical skills in teaching talented athletes in a new profession – how to become outdoor education experts in schools. COMPASS will highly impact the coaches through training them in a modern digital online method of learning. Most of the coaches are experts in their sports but lack digital culture and skills which COMPASS will help them develop and use in future life. COMPASS educational and training

program will include elements of using digital technology in coaching – as BIONAVIGATOR will be a mobile app which will be used by coaches to train athletes to navigate in parks and botanic gardens, gathering knowledge about nature sciences.

2.2. Raised awareness about dual career of athletes as a main European priority in sports policies and the importance of coaches as closest persons to athletes in motivating them to follow dual career paths;

As a conclusion for the purpose of this project the impact on the target groups of athletes and coaches during the project timeline can be summarized as follows:

1. The increased knowledge of possibilities that Dual Careers gives
2. The increased motivation for participation at innovative DC educational programs
3. The acquiring of new skills to use state of the art technologies in sports
4. The received insights from best EU practices in Dual Careers for athletes and effective systems on that
5. The new professional and friendly network participation
6. The better understanding of EU sports values, policies and EU Guidelines on Dual Careers for athletes
7. The cross-sectoral multicultural relations with other nations project participants
8. The improved personal development through increased skills leading to higher employability

B) For the project participating organizations:

1. Their teams will increase project management skills;
2. The development of innovative approaches and contents for training for athletes will give them a new perspective for educating possibilities;
3. The development of cooperation with other similar organizations, embracing the idea and values of the Dual Careers for athletes
4. The improving of relations, better team work and communication between education and sport, and public organizations;
5. The financial impact due to higher awareness of the importance of the Dual careers for the overall quality of the athletes' life;
6. The increased financial support and involvement of local institutions and authorities, local companies, in sport organizations activities;
7. The strengthening of the EU dimension in sports and its further development;

C) For stakeholders, related to DCP participating in the project multiplier and transnational events:

1. Acquiring better knowledge on athletes' motivation for further education (including online) and employability;
2. Receiving better knowledge on EU strategies in Dual Careers for athletes;
3. The increased communication skills;
4. The creation of strong bonds with partners' country coaches, school sport teachers in professional network;
5. The improvement of the society attitude towards athletes and their aptness for life after sport career – project activities will lead to creation of better connections between, educators and sport organizations communities where all athletes, students, young people and coaches will be drawn together by common goals and values;

#### **After the project lifetime:**

A. Athletes and coaches will be highly impacted in regards with the following:

1. Better understanding of the personal potential and personal development possibilities outside sport career leading to better life skills;
2. Higher educational achievements;
3. Higher employability and professional performance;
4. Higher social networking participation;
5. Better understanding of the use of sports in school outdoor education programs so higher chances in getting better work in sports/education systems;

B. Stakeholders related to DCP will be highly impacted in regard to the following:

1. Higher involvement in constant improving of educational and training programs for talented athletes;
2. Higher motivation for work with athletes and coaches;

3. Increased contacts with sport and education sector in support of dual career of athletes;
4. Increased integration of sports in school non formal learning and outdoor education programs;

C. The participating organizations will be highly impacted regarding the following:

1. The favorable organization environment - main factor for creating best conditions for life long education of athletes by their organizations and public support for successful transition from sport to work within sport and high technologies;
2. Acceptance of progressive and innovative education models for online trainings independent from place and time;
3. Ready to use research on all club -based best practices and effective systems in Dual careers for athletes;
4. Developed synergies with local, regional and national authorities in recognising the emerging need for support in education for athletes after sport career
5. The evaluation of achieved results requires data to be collected from the participants in the future in order to assess constantly and update educational and training models for athletes in sport clubs;

The impact of the project outside the organisations and individuals directly participating in the project, at local, regional, national and/or European level is the following:

#### **1. At local level**

Municipalities and municipal sport organizations will benefit from increasing of the employment perspectives of athletes in the sport and education labour market as a sequence of COMPASS project in the years after the project timeline.

Thus, the economic and social impact for the local communities will increase. On the other hand, the municipalities will benefit on the high sports results of their local athletes due to not drop out of sport when they are in a suitable Dual Career program. Developing economy, social life, sports and technology will be a strong project impact on the local authorities.

#### **2. At regional level**

Regional cooperation between institutions and authorities in regard to DC of athletes policies and practices will further develop 1) due to the project created DC transnational network of stakeholders in sport and 2) The research of existing EU **club based** DC policies and practices as well as on the integration of sports in schools;

The regional sport associations will be able to help sport clubs and other organisations from the region to arrange their elite athletes for a participation in a suitable DCP. Regional sport associations will grow stronger and be able to further raise awareness about EU Guidelines on Dual Careers for athletes' importance and EU policies in Sport among the region.

Regions will cooperate in further developing initiatives and practices in regard with DC of athletes as well as promoting sports in schools. The sports development attracts investors, thus the economy grows and on the other hand the sports improves overall the social life. By supporting the elite athletes, regions will have continuous prosperity with overall impact on the people in the region.

#### **3. At national level**

The project transnational network of stakeholders will be increased further after the project end with many organisations dealing with elite athletes and their DC programs and paths, as well as educational institutions interested to integrate sports in schools.

In the countries where no sport clubs' developed Dual career programs are available, policies about their development could be suggested.

In the countries whit such DC club based programs will benefit from the elaborated program in the frame of the project and will offer it to elite athletes in orienteering, as well as in other sports with additional elaboration of sports specific theory and practice)

#### **4. At EU level**

The COMPASS INNOVATIVE DCP will open doors of TALENTED ORIENTEERING ATHLETES from the whole EU to study, sport and work in the EU thus increasing the EU dimension in sport. The higher knowledge of talented sports people, their higher employability, the increased EU countries' awareness about the importance and implementation of the EU Guidelines on DC of athletes will bring the EU:

- better developed policy in DC of athletes in The EU countries

*Title of the project / Acronym*



- lower level of unemployment, particularly among young people
- better developed technology at EU level, sport technology
- raised competitiveness of EU business regarding technology
- development of new initiatives and practices in DC of athletes
- more independent bodies in EU countries dealing with DC of athletes
- better educated elite sports people
- more champions and excellent results in EU sports, increased EU dimension in sports
- better social environment
- improved economy
- healthier, smarter and more intelligent EU population

All the previously mentioned **impacts will be measured by following indicators:**

During project timeline:

- **Establishment of one Compass e-Platform on club based dual careers of athletes and promotion of sports in schools.**

As a direct result of the project there will be a platform for information sharing, experience exchanges and development of new projects ideas devoted to support athletes' dual careers through educational and training courses thus contributing directly to their training and employability. It will be open to the integration of new sport clubs and educational organizations.

**We predict that at least 15 EU new organizations** will be interested to join the platform through the current project, requesting Letters of Intent as a commitment proof.

- 120 European athletes successfully complete the COMPASS program on dual careers (training – in outdoor education programs management with orienteering in schools)
- 30 sport clubs connected through a network of European coaches in orienteering to further exchange practices and methods related to sports training but also from human resources management and cultural diversity perspective, to better coach athletes in their dual career pathways.
- COMPASS educational material  
COMPASS innovative program including 4 modules has been developed and is ready to be transferred and disseminated to other European stakeholders interested in adopting a similar approach (for instance to those interested in joining the e-Platform on dual careers).
- 2 surveys  
Conclusions extracted from the surveys will facilitate the sport clubs, stakeholders in sport and education in Europe, in their communication of creating better links clubs/schools as well more effective dual career of athletes programs.
- **One tested and evaluated outdoor education program for orienteering in schools to be validated and ready to be implemented**

The project includes COMPASS Experiment during which athletes and coaches will test their knowledge and acquired skills in IFD AND ORIENTEERING. Thus an innovative outdoor school education program will be piloted and further on evaluated. COMPASS outdoor education program for schools in orienteering will include delivering of knowledge about new technology in sports. The program will be validated by the experts provided by the partnership, and will have a clear impact in terms of potential employability among athletes in the mid and long-term.

**After the project timeline:**

1. 2000 **European athletes trained on COMPASS innovative educational and training program**  
athletes from the partner countries sport clubs will be trained in the COMPASS program on dual careers including the Experimental part, e.g. training – in outdoor education programs management with

orienteering in schools in the next 5 years;

2. Enlarged dual career in orienteering clubs' platform – COMPASS e platform will be enlarged further on with new EU orienteering clubs, as well as coaches and athletes participation to work together on the DC domain and support EU DC of athletes Guidelines;

### H.3. Dissemination

Please describe:

- the dissemination plan and measures aimed at sharing the outcomes of project within and outside the participating organisations,
- the plans for ensuring the sustainability of project showing its capacity to continue having an impact and producing results after the EU grant has been used up,
- if relevant, the extent to which materials, documents and media produced will be made freely available and promoted through open licences.

The dissemination plan of COMPASS will be created and led with the support of the International Orienteering Federation, which declared high interested in the project.

It will coordinate the dissemination measures which will be implemented and will ensure the visibility of the results in and outside the participating organisations. The dissemination plan will be developed at the beginning of the project and implemented throughout the whole project. The dissemination plan, all communication materials and accompanying activities will strictly obey to the requirements listed in the practical guide for beneficiaries for dissemination and exploitation of results under Erasmus + Programme.

The dissemination plan will aim at:

- Spreading the word about the COMPASS success, results, lessons learned and outcomes among organizations, not part of the project, in order to share the work done under the project and enable wider community to benefit from it.
- Providing information on the contribution of Erasmus + programme and initiatives supported by it to key actors in order to attract more organizations to contribute to the achievement of the Erasmus + objectives
- Facilitating the communication and collaboration between the project partners and stakeholders interested in the project activities and outcomes
- Mainstreaming and multiplication of COMPASS's results

In addition the dissemination activities under the project will aim to:

- Raise the awareness on the added values of DCA and orienteering
- Raise awareness about EU Dual career of athletes Guidelines
- Raise awareness on the benefits of education in and through sport

Target groups for the dissemination plan include:

- Participating organizations and their networks and members, sports clubs and federations
- Students
- Decision-makers from local, national and European authorities in the field of sports and health policies
- Press and media;
- Parents of athletes

All partners have the necessary expertise and technological means available – computers, internet provision, skilled media experts so that all communication activities have been carefully planned according to this expertise. The IOF will receive the support from all partner country coordinators on the project. The successful dissemination will count also on multidisciplinary teams of young volunteers in each participating country. These teams will allow a viral communication enhancing the effectiveness of different communication tools.

During the project implementation communication and dissemination strategy will aim at informing about

activities, disseminating results, and improve awareness about DCA and education through sport. Following dissemination channels will be used:

Communication of activities and dissemination of results will follow the methods listed below:

- via the project platform, with the information being presented in English and national languages. This platform will act as a dissemination platform, as through using it the information about the project and its aims will be spread throughout Europe;
- via Erasmus+ Project Results platform for inspiring other sport organizations.
- via web pages of participating organizations, as well as their network organizations
- In the course of working meetings, working with volunteers
- At the press conferences supporting the project activities.
- Via social media – mostly through Facebook, creation of special Facebook event sites, links on the sites of participating organizations.

Two main types of communication will be used:

Non-media communication: includes participation at opening and closing conferences, multiplier sport events – the national Open door days. An audience of approximately 1000 participants will be reached.

Media communication: electronic media will be used (mainly Internet and social media). Large audiences can be reached in a short period of time through this type of channels and it is more appropriate for the target group of the athletes and coaches.

Special banners and links will be included on the websites of all participating organizations.

Special media will be engaged for this project for a constant coverage of the project activities and for support in promoting the different activities – previews, press releases, video materials and pictures from the different events.

Special attention will be paid to the newly developed by the International Orienteering Federation LIVE Orienteering platform, where project events can be broadcasted.

COMPASS will establish a European network of **COMPASS ambassadors** as one of its dissemination actions, who will promote the program after the project ends as a dual career for European club orienteers. At the final transnational project meeting a strategy and action plan of this network will be presented after input from all partners.

### **Evaluation (impact assessment of the dissemination strategy)**

Each dissemination and communication activity will be evaluated to measure how much it contributed to the pre-defined goals.

Information will be gathered by the partners by tracking visits to the project platform. The partners will apply a measure to define the website audience. Tools such as Google Analytics will be used.

During the multiplier sport events volunteers - interviewers will hand out, collect and then summarize the results of written surveys among the participants in these events.

The results of the project will serve as a basis for the establishment of sustainable dual career programs Europe wide for the dissemination of DCA benefits and the provision of conditions for it.

Most important evaluation measure will be the feedback gathered in written through mails or letters with compliments or complaints from the audience. This feedback will be assessed for further dissemination and presented to all partners.

### **Sustainability**

In terms of long-term sustainability - COMPASS innovative club based DCA model will be transferred and replicated in at least 100 EU sport clubs around Europe with the help of International orienteering federation, whose members the BFO and FRO are. COMPASS will facilitate the European athletes' dual careers by enhancing their skills and capacities and preparing them for developing new business initiatives in the field of MANAGEMENT OF SPORT OUTDOOR EDUCATION SCHOOL PROGRAMS. In this sense, impact goes beyond the EU-funded project and foresees the implementation of at least 100 new club/school collaborations which will employ the targeted 600 athletes and coaches.

On the other side, the idea of this pilot test is to replicate it throughout Europe, for those interested educational and sporting organizations, using the methodology proposed under this project. To this end, a

first step of identifying 15 new members to join the COMPASS e - Platform of organizations on dual careers is envisaged during project lifetime, to strengthen the network and ensure its long-term continuity. However, it is worthy to stress that the geographic scope could be modified and embrace other regions or areas of interest for the Dual career in European sport community.

Developing guidelines for implementation of the program, containing results from the evaluation of the students and target group, resources needed to deliver the program, advices for future multipliers (events and clubs) of the COMPASS program will be an additional guarantee for sustainability.

## CHECK LIST

Before submitting your application form online, please make sure it fulfils the eligibility criteria listed in the Erasmus+ Programme Guide and check that:

- ✓ you have used the official sport application form (eForm + 3 compulsory annexes, namely the Project Description, Detailed Budget Table and the Declaration of Honour).
- ✓ all relevant fields in the application form have been completed.
- ✓ the application form has been completed using one of the official languages of the Erasmus+ Programme Countries and the whole application form is submitted in one language only.
- ✓ you have annexed all the relevant documents:
  - ✓ the Declaration of Honour signed by the coordinator's legal representative mentioned in the application.
  - ✓ the Detailed Budget Table.
  - ✓ the Project Description.
- ✓ all participating organisations have uploaded the documents to give proof of their legal status in the Participants' Portal (for more details, see the section "Selection Criteria" in Part C of the Erasmus+ Programme Guide).
- ✓ you are complying with the deadline published in the Erasmus+ Programme Guide.
- ✓ you have saved or printed a copy of the completed form for yourself.

**NOTE: using own templates/documents is forbidden and can result in the rejection of the whole application. You can only use the**

**templates published with the concrete sport call for proposals for the respective year.**