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Institute for Physical
Education & Sport

 ESLP
Co-funded by the
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European Sport Leadership Programme (ESLP) – Workshop 1

The Institute for Physical Education and Sport held its first European Sport Leadership Programme Workshop entitled 'Training the Sport Leaders', on Friday, 11 May 2018.

This workshop aimed at introducing the project and its objectives to the Sport Leaders, explaining their roles and discussing various ways to ensure the success of the ESLP project.



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European Sport Leadership Programme (ESLP) – Workshop 2

Sports Leaders and Employer Mentors were invited for the second workshop.

- In this Workshop held at the University of Malta on 27 July 2018, entitled 'Careers Action Planning Session with the Sport Leaders', the following main objectives were outlined by Dr Andrew Decelis:
- Introduction, information and discussion on the employer mentor scheme.
- The skills, attributes and personal factors employers are looking for in graduates, particularly sports graduates.
- The job market in sport, finding a job, writing a CV and a covering letter.
- Personal reflections on the skills, knowledge, personal factors and wider graduate attributes were discussed, and how to develop an action plan to develop personal and professional factors.



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European Sport Leadership Programme (ESLP) – Workshop 3

The Institute for Physical Education and Sport held its third European Sport Leadership Programme Workshop entitled 'Sport Leaders Action Plan', on Thursday, 4 April 2019. This workshop primarily focused on the following:

- Preparing the sport leaders for a job interview
- Developing key job competencies
- Competencies and graduate employment
- Progress in the project and challenges encountered
- Action planning



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European Sport Leadership Programme (ESLP) – Workshop 4

The Institute for Physical Education and Sport held its fourth and final European Sport Leadership Programme Workshop entitled 'Review and Final Action Planning'.

This workshop was delivered on Friday, 27 March 2020 via the video conference platform Zoom and primarily focused on the Final Reflections on Work Skills, Abilities, Competencies and the Way Forward.



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European Sport Leadership Programme (ESLP) Multiplier Event

The Institute for Physical Education and Sport held the *European Sport Leadership Programme* on-line multiplier event on Monday, 22 May 2020. All local stakeholders in sport attended this dissemination meeting including representatives from the Parliamentary Secretariat for Sport & VO, SportMalta, Malta Olympic Committee, National Sport School, MEDE Centre for Physical Education, various sports associations and foreign participants.

For further information, kindly visit the following link below.
um.edu.mt/ipes/projectsandoutreach/projects



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**EUROPEAN
SPORT LEADERSHIP
PROGRAMME (ESLP)**

f @ESLP @ESLP



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www.europeansportleadershipprogramme.eu

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L-EDUKAZZJONI FIZIKA U L-ISPORT BĦALA KARRIERA

DR ANDREW DECELIS -

Direttur tal-Istitut tal-Edukazzjoni Fizika u Sport fl-Università ta' Malta u senior lecturer fl-istess istitut u fil-Fakultà tal-Edukazzjoni. Huwa kellu diversi rwoli fl-isport, inkluż ta' plejer tal-futbol u l-futsal, kowċ, kif ukoll amministratur. Huwa għallem l-Edukazzjoni Fizika fl-iskejjel Maltin għal 10 snin sħaħ u huwa l-President tal-Assoċjazzjoni Maltija tal-Edukazzjoni Fizika. Dr Decelis huwa wkoll il-Viċi President tal-Assoċjazzjoni Maltija tal-Handball, u membru f'diversi għaqdiet Ewropej dwar l-Edukazzjoni Fizika, l-attività fizika u l-isport. Huwa kien Chairman ta' diversi kummissjonijiet dwar l-isport, u introduċa diversi inizjattivi li jkattu kultura t'attività fizika u sport f'Malta. Dr Decelis għandu Masters fl-Edukazzjoni Fizika u l-Isport mill-Università ta' Malta, u Dottorat fl-Eżerċizzju u s-Saħħa mill-Università ta' Bristol fl-Ingilterra, fejn haqam ukoll bħala riċerkatur. Ir-riċerka tiegħu tiffoka fuq l-attività fizika u l-obeżità fit-tfal Maltin u l-fatturi assoċjati magħhom.

X'inhu l-għan prinċipali tal-Istitut tal-Edukazzjoni Fizika u l-Isport?

Il-viżjoni tal-Istitut tal-Edukazzjoni Fizika u l-Isport fl-Università ta' Malta hija li tiżviluppa aktar nies kwalifikati għall-impjegji fl-isport. Dan qed isir bl-għan li jżied in-numru ta' nies kwalifikati li jistgħu jagħtu s-servizz tagħhom f'kull qasam tal-isport u attività fizika u b'hekk jistgħu jintlaħqu aktar partecipanti ta' kull età u abbiltà. Dan għandu jsarraf f'titjib fis-servizz li jingħata lill-isportivi, li għandu jwassal biex joghla l-livell tal-isport f'Malta.

X'inhuma l-oqsma differenti fl-edukazzjoni fizika u l-isport li l-istitut ikopri?

Għal hafna snin, il-preparazzjoni tal-għalliema tal-Edukazzjoni Fizika kienet il-prijorità f'dan il-qasam u l-Fakultà tal-Edukazzjoni ilha mill-1978 tipprovdi dawn il-korsijiet. Però l-għan li għalih twaqqaf l-Istitut, kien li nilhqu wkoll oqsma oħra fl-isport. L-istitut jipprovdi kors ta' Baccellerat fix-Xjenza (B.Sc) fl-Isport u l-Attività Fizika full-time, u part-time (li ma jiftaħx kull sena), li jipprepara l-istudenti fl-oqsma kollha relatati mal-isport li jinkludu l-Kowċing, l-Amminis-

trazzjoni, il-Psikologija, is-Socjologija u l-Filosofija, ix-Xjenza Sportiva, in-Nutrizzjoni, il-Midja u t-Teknologija, l-Inkluzjoni, il-Pedagogija, il-Promozzjoni ta' stil ta' saħħa san, u r-Riċerka, fost oħrajn. Dan il-kors jinkludi wkoll placement ta' kull sena, fejn l-istudenti jkollhom ċans japplikaw dak li jingħallmu b'mod prattiku fi klabbs u assoċjazzjonijiet sportivi u b'hekk ikunu ppreparati ahjar għad-dinja tax-xogħol.

Wara li jattendu għal dan il-kors, l-istudenti jistgħu jagħzlu li jispeċjalizzaw f'diversi Masters. Fost dawn, matul din is-sena stess, se jibda jiġi offrut il-Masters in Teaching and Learning fl-Edukazzjoni Fizika mill-Fakultà tal-Edukazzjoni, li se jiehu l-post il-kors B.Ed (Hons).

Qed naħdmu wkoll biex noffru Masters oħra f'diversi oqsma bħall-Masters in Sports Management, b'kollaborazzjoni mal-Fakultà tal-Ekonomija u l-Management. Il-pjan hu li nifitħu Masters f'kull qasam tal-isport, u wara noffru programm ta' Dottorat ukoll.

Għal dawn l-aħħar 13-il sena, l-Istitut ipprovda wkoll kors kull sena fil-kowċing, li jinkludi units fix-xjenza u l-pedagogija tal-is-

port bil-hsieb li barra dan l-assoċjazzjonijiet jipprovdu korsijiet oħra fit-teknika u t-tattika tal-isport rispettiv tagħhom. Matul is-sena li għaddiet, hadna dan il-kors Għawdex għall-ewwel darba u kien suċċess.

Bhalissa qeghdin naħdmu wkoll biex noffru korsijiet oħra ta' introduzzjoni, pereżempju Certifikat fl-Amministrazzjoni u l-Management tal-Isport u iehor fil-Midja tal-Isport, fost hafna oħrajn. Għal dan tal-aħħar, diġà qed niddiskutu mal-Għaqda Gurnalisti Sport f'Malta.

L-Istitut kemm qiegħed jghin lil min hu kwalifikat diġà biex iżomm ruhu aġġornat mal-aħħar informazzjoni?

F'kull qasam tal-edukazzjoni, mhuwiex biss importanti li ggħib kwalifika, imma trid iżżomm ruhek aġġornat. Għal dan il-għan, qeghdin noffru sensiela ta' seminars ta' sagħtejn kull wieħed dwar suġġetti varji ta' interess għal kull min jahdem fl-isport jew għandu interess fl-isport. L-assoċjazzjonijiet qed jżaw dawn is-seminars bħala mod kif jagġornaw lill-kowċis u n-nies li jahdmu magħhom u f'certi kazi anke biex igeddulhom

il-licenzja.

Hemm biżżejjed regolarizzazzjoni f'Malta għal dawk involuti fl-isport? Għandu jingħata xi tip ta' warrant biex tassikura aktar professionalità?

F'Malta hawn diversi assoċjazzjonijiet li għandhom struttura organizzata ta' regolarizzazzjoni. Però, hafna assoċjazzjonijiet oħra għad m'għandhomx riżorsi biżżejjed biex jorganizzaw korsijiet u joħolqu struttura ta' livelli ta' kwalifika u licenzji. Il-kors fil-kowċing li semmejt qabel, inholq proprju għal dan il-għan. Il-bżonn li f'Malta jiġi regolarizzat il-qasam tal-isport, kif qed isir fl-impjegji kollha, ilu jinhass, u saru diversi diskussjonijiet biex dan il-proċess jibda.

Sfortunatament, l-ewwel haġa li jwaqqfu t-tfal waqt l-eżamijiet, huwa l-isport. X'jista' jsir biex tinbidel din il-mentalità?

Il-kultura f'Malta qiegħda tinbidel, però għad hawn ġenituri li jahsbu li l-isport se jtellef l-itfal mill-istudju, jew li l-iskola

biss hija importanti, jew li t-tfal jistgħu joqogħdu bil-qiegħda jistudjaw tul il-gurnata kollha. Tajjeb nifhemu però, li mhux it-tfal kollha kapaci jqassmu l-hin sew biex ilaħhqu, u li mhux kollha għandhom bżonn l-istess sigħat ta' studju, jew kapaci jaqilbu minn haġa għal oħra faċilment, u rridu ngħinuhom jitgħallmu jqassmu l-hin. Hemm ukoll atleti li anke ta' età żgħira jiddedikaw hafna sigħat għall-isport tagħhom, pereżempju l-għawwiema, li anke jkollhom zewġ sessjonijiet ta' tahrig kuljum, u għal dawn l-isfida li jibbilancjaw il-hin hija ikbar. Però, l-isport jghin biex l-istudenti kollha jmorru ahjar fl-iskola u biex jiffokaw iktar. Fi studju li għamilt riċentament, għart informazzjoni mingħand l-istudenti tal-Year 6 u l-istess tfal meta waslu f'Year 10 (Form 4) biex nara jekk ir-riżultati (fl-eżami tal-Benchmark u tal-aħħar tal-Year 10) tat-tfal li huma attivi u sportivi humiex differenti minn tal-oħrajn, u qed nippjana li nippublika dawn ir-riżultati fil-futur qrib. Diversi kulleggi u skejjel oħra qed jiffokaw ukoll fuq id-du-al career tal-istudenti atleti u qed jagħtuhom hafna sapport.

L-Università ta' Malta qed taħdem bis-sħiħ ukoll biex tgħin



lill-istudenti li huma wkoll atleti. Din is-sena gie varat programm li fih kull student-atleta ghandu sport mentor, lecturer fil-fakultà rispettiva biex jiggwidah/a f'dak li jkun hemm b'zonn. L-Università ta' dem ukoll biex tara li l-eżamijiet ma jahbtux ma' xi avveniment sportiv importanti.

X'inhuma l-kummenti tieghek dwar il-protezzjoni tat-tfal fl-isport?

Kull tifel u tifla ghandhom id-dritt li jippartecipaw fl-isport u fl-attività fizika minghajr ebda riskju ta' abbuż ta' ebda tip, li jigu mharrġa minn nies kwalifikati u li jiehdu pjaċir f'ambjent sportiv. Xi snin ilu, flimkien ma' rappreżentanti minn kull qasam tal-protezzjoni tat-tfal f'Malta, hloqna dokument, li wara gie ppubblikat bhala linja gwida. F'dan id-dokument, wiehed jista' jara x'inhu aċċettabbli u x'mhuwiex fl-isport, u x'ghandu jsir f'kaz ta' suspetti ta' abbuż. Fl-IPES, l-istudenti jigu mharrġa wkoll dwar dan is-sugġett. F'diversi pajjiżi oħra, qabel ma tkun irċevejt taħriġ dwar il-protezzjoni tat-tfal, ma tibdiex tikkowċja, u f'Malta ghandu jsir l-istess.

X'kollaborazzjonijiet ghandu l-Istitut ma' entitajiet oħra biex jippromwovi l-attività fizika u l-isport?

L-Istitut jahdem regolarment ma' diversi skejjes, klabbes, assoċjazzjonijiet u anke kunsilli lokali biex jippromwovi kultura ta' attività fizika u sport. Waqt il-kors, diversi studenti jorganizzaw attivitajiet sportivi u ta' attività fizika fl-iskejjes, fil-komunità, u anke fi djar tal-anzjani. Nahdmu wkoll ma' xi assoċjazzjonijiet u klabbes fl-organizzazzjoni ta' korsijiet għall-kowċis tagħhom, jew xi lectures dwar xi sugġett tal-ghazla tagħhom. Isiru wkoll diversi taħditiet għall-ġenituri fuq stedina tal-klabbes.

L-Istitut jikkollabora wkoll ma' diversi universitajiet oħra fl-Ewropa u jipparticipa f'diversi proġetti tal-Erasmus. L-aħhar proġetti li hadna sehem fihom kienu dwar leadership training u dwar is-sapport li ghandhom jinghataw studenti universitarji li huma atleti. Bhalissa għaddej proġett European Sport Leadership Programme fejn, flimkien ma' erba' universitajiet oħra qed niżviluppaw sport leaders biex iħarrġu studenti oħra ġewwa l-università f'diversi sports, fil-waqt li jkollhom ukoll is-sapport ta' mentors mill-kamp tax-xogħol biex jghinuhom jizviluppaw il-kapaċitajiet li ghandhom b'zonn biex jahdmu.

X'ghandu jkun l-irwol tal-ġenituri fl-iżvilupp sportiv ta' wliedhom?

Fil-waqt li hemm ġenituri li jinvolvu ruhhom hafna hemm oħrajn li ma tantx jappoggjaw jew jagħmlu kuragg lil uliedhom. Nishaq dwar l-importanza li ġenitur jitellem mat-tfal dwar l-involvement tagħhom fl-isport. Huwa importanti li t-tfal mhux biss jiehdu pjaċir iżda li jinsistu u jirnexxu. Madankollu kull ġenitur irid joqgħod attent li bl-imġiba u bl-aġir tiegħu ma jnaffarx lit-tfal mill-isport. Pressjoni żejda twassal għal ansjetà u stress. U dan iwassal sabiex l-istess tfal ma jhossuhomx komdi, ma jehdux aktar pjaċir u jispicċaw biex jieqfu milli jipprattikaw l-isport. Nenfazizza wkoll b'mod partikolari, l-importanza ta' komunikazzjoni pożittiva bejn il-ġenituri u l-kowċis rispettivi dwar x'inhu l-aħjar għat-tfal.

Xi wħud jistgħu jhossu li dan il-qasam ta' edukazzjoni mhux importanti għax mhux relatat ma' sugġett tradizzjonali u ma jwasslek imkien hlief għal dawk li jixtiequ jsiru għalliehma. X'tahseb?

Huwa fatt li l-maġġoranza tal-impjegati relatati mal-isport f'Malta huma fl-iskejjes bhala għalliehma tal-Edukazzjoni Fizika. L-għalliehma jużaw l-isport bhala għodda biex jedukaw lit-tfal u biex irawmu fihom kultura sportiva u attiva u hajja sana. It-tfal kollha obbligati jattendu l-iskola, u allura hemm l-ikbar numru ta' klijenti regolari. Però, diversi assoċjazzjonijiet u klabbes qed jimpjegaw persuni full-time biex imexxu b'mod aktar professjonali. Hemm b'zonn li aktar persuni kwalifikati jigu impjegati full-time f'kull qasam ieħor, kemm bhala sport development officers fil-kunsilli, jew f'kull regjun, kif ukoll biex imexxu l-faċilitajiet sportivi, għall-kowċing, u fiċ-ċentri ta' fitness.

X'inhuma l-pjanijiet tal-Istitut għall-futur għall-korsijiet u r-riċerka?

L-iskop tal-istitut hu li jkollu korsijiet f'kull livell. L-ewwel f'livell ta' B.Sc, u wara f'livell ta' Masters f'diversi oqsma relatati mal-attività fizika u l-isport, kif ukoll programm ta' PhD biex tizzied ir-riċerka fl-isport u l-attività fizika lokali. Nixtiequ wkoll nibqgħu noffru korsijiet part-time kemm f'dawn il-livelli, kif ukoll korsijiet ta' introduzzjoni, biex nolqtu persuni li diġà għandhom xogħol full-time.

Bhalissa, diversi lecturers fl-istitut qed jirriċerkaw oqsma differenti bhall-Psikologija tal-Isport, is-Socjologija, it-tagħlim tul il-hajja, l-attività fizika u l-obezità u oħrajn. Qed nipplanaw li l-oqsma tar-riċerka jizziedu u jkollna aktar studenti

jirriċerkaw dwar l-isport.

Min jista' japplika għall-korsijiet tagħkom?

Kull min ghandu l-kwalifici necessarji biex jidhol l-Università jista' japplika, imma interess u passjoni lejn l-isport huma importanti hafna. Persuni li japplikaw għall-korsijiet tagħna normalment ikunu attivi u involuti f'xi sport bhala atleti, kowċis jew amministraturi. Studenti li għandhom il-fuq minn 23 sena u

m'ghandhomx il-kwalifici kollha necessarji, jistgħu japplikaw bhala studenti maturi, u l-kwalifici fl-isport u l-esperjenza li għandhom jistgħu jigu kkunsidrati wkoll.

Kif jista' l-isport jghin lill-persuna holistikament?

Il-partecipazzjoni fl-isport għandha hafna benefiċċji. L-isport jghin fl-iżvilupp tas-saħħa fizika, soċjali, mentali, u emozzjonali. Min hu attiv, normalment kapaċi jahdem ahjar fi grupp,

kapaċi jsolvi l-problemi ahjar, ibati inqas minn ansjetà, u jkollu aktar kunfidenza fih innifsu. Għalhekk, huwa importanti li t-tfal kollha jinghataw l-opportunità li jkunu attivi u li jilagħbu xi sport li jippreferu biex jizviluppaw f'adulti maturi u persuni li kapaċi jagħtu kontribut akbar lis-soċjetà.

Min irid aktar informazzjoni jista' jzur is-sit elettroniku tal-Istitut www.um.edu.mt/ipes jew jibgħat email fuq l-indirizz ipes@um.edu.mt.



Jobsplus permit no 219/2018

Malta Air Traffic Services Ltd (MATS), the Air Navigation Service Provider for Malta, invites applications from interested individuals to fill the post of Air Traffic Control Officer Trainees with the Company.

Academic Qualifications

Applications will be considered from individuals who satisfy the following minimum academic qualifications:

- A Matriculation certificate awarded of grade C or higher, or,
- 2 A levels and 4 intermediates at grade C or higher, or,
- A Higher National Diploma (MQF 5) awarded.

Age

For licensing purposes, applicants for the post of ATCO must be at least 18 years of age at the time of application.

Assessment test

Applicants who fulfill the academic criteria must attend for an assessment test. This test will be based on the First European ATCO Selection Test (FEAST). Candidates sitting for this assessment will be deemed successful if they obtain an average stanine level 5 or higher and grades of not lower than 4 in any one test.

"Candidates who fail FEAST are allowed to re-apply for the position of Air Traffic Control Officer Trainee and retry the FEAST test only after the lapse of (24) twenty-four months from the date that they have done the initial test. Applicants who apply before the lapse of (24) twenty-four months will not be considered."

Language proficiency

Applicants must attain at least a level 4 in Maltese and English language proficiency as dictated by CAD-TM (the regulator) leading to the qualification of ATCO 1

Medical Fitness

Applicants must be medically fit in accordance with regulatory requirements for duty as air traffic controller (Medical Class 3). Medical examinations will be carried out by a medical officer who is duly qualified to certify air traffic controllers. The result of the medical examination conducted by the said medical officer will be final.

Interview

Successful candidates will proceed for an interview with an interviewing board of selection appointed by the Company.

Candidates must succeed in every part of this selection process as any part is considered as a pass/fail module.

Probation and Training

Applicants who are selected will be engaged by MATS on a definite contract of 15 months during which they will be required to attend and successfully complete the BASIC course and the Rating course. Both courses may be held in Malta or abroad at a training institution selected by MATS.

Candidates who quit any one of the courses will be liable to pay MATS the costs incurred for the course.

On successful completion of the Basic and Rating course, candidates will undergo a period of on-the-job training, followed by a Competency Check for the issue of an Air Traffic Control Officer license.

Candidates who are successful in all the phases mentioned above including the Competency Check, will be awarded an indefinite contract and promoted to an Air Traffic Control Officer.

Those satisfying the experience and qualification criteria, and who are interested in filling these posts, are to send a motivational letter with their updated curriculum vitae (in pdf format) via email to our H.R. section on vacancies@maltats.com by not later than Friday the 15th of March 2019.

Interested parties are invited to visit our careers section on <http://maltats.com> for a more detailed description of this vacancy.

SOCIETY AND PEOPLE

Assisting threatened Christians

Aid to the Church in Need releases annual report detailing 2019 projects

Aid to the Church in Need (ACN) last year funded the rebuilding of 2,086 homes on the plains of Nineveh in Iraq. These homes were among those destroyed under ISIS or IS's regime of massacre and terror targeting Christians in the Middle East.

This figure was revealed in ACN's annual report released last week. It details projects carried out in 2019 by its 23 national offices, including ACN (Malta).

Altogether, the charity sponsored 5,230 projects, providing humanitarian assistance for a wide range of needs in 139 different countries, mainly in Africa and the Middle East. Priority countries in Africa included Nigeria, Cameroon, Burkina Faso and Democratic Republic of Congo, where Islamic fundamentalism and jihadist terrorism are wreaking havoc among the faithful.

In addition, ACN has spoken up for persecuted Christians before international organisations such as the UN and the EU, and published reports on the situation of these suffering Christians, using national and international media. It has also invited victims to speak at international meetings, events and conferences enabling them to give personal witness to the situations, which are often unknown or ignored in Europe.

For 2020, and despite the critical economic consequences of the COVID-19 pandemic, the ACN foundation looks to keep up the level of support to priests and religious people and those they



A displaced Christian family in Mzaineh village in Syria who received ACN emergency help in 2019.

serve in some of the poorest countries and remote mountainous and forest regions. Additionally, the charity has organised other emergency aid programmes for suffering Christians, notably in Pakistan.

Apart from sustaining the faith, the circumstances demand that these priests and religious develop other skill sets to assist in community building,

teaching writing and reading, and instilling human values and dignity in the young for the future.

Sometimes, these unique and committed individuals also use their knowledge and experience to help a community in need of building infrastructure or administrative systems.

They also become a point of reference for the poor and the afflicted who have

FACTS AND FIGURES

During 2019, ACN also provided the following aid:

- 266 motor vehicles, 119 motorbikes, 266 bicycles, four buses, three trucks and 12 small vessels for the facilitation of the pastoral and humanitarian missions in remote regions;
- 452 radio and television broadcasts, produced in various languages;
- 1.7 million religious books, produced and distributed;
- supported the mission of 40,096 missionary priests, that is 10 per cent of priests around the world;
- supported 13,862 religious sisters in their mission work;
- supported 16,206 seminarians in their priestly formation: one in every seven seminarians worldwide.

no one else to turn to. In most cases, priests operate on their own while in some instances, they are supported by dedicated lay persons that carry out part of their social workload.

The main pillars of ACN's mission include the financial support for various aid projects, providing information about the situation of Christians in various different countries, and projects focused on emergency and survival aid, especially in Syria and Iraq.



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European Sport Leadership Programme (ESLP) Multiplier Event

The Institute for Physical Education and Sport held the European Sport Leadership Programme on-line multiplier event on Monday, 22 May 2020. All local stakeholders in sport attended this dissemination meeting. These included representatives from the Parliamentary Secretariat for Sport & VO, SportMalta, Malta Olympic Committee, National Sport School, MEDE Centre for Physical Education, various sports associations and foreign participants.

The aims of the ESLP project were to improve the governance of University sport across European Universities, to increase student sport participation and to raise awareness of outcomes from the added value of sport and physical activity on the personal and professional development of students, specifically to help enhance graduate employability factors. During this project, five sports were selected and delivered by ten sport leaders, aiming to provide new recreational activities for the university students and targeting those who were either new to that sport, inactive or semi-active.

In this project, Sport Leaders formed part of a Careers and Mentoring programme aimed to enhance their personal and professional development. Training was delivered during four workshops which included preparation for an interview, writing a CV and a covering letter and attending a mock interview. Employer mentors also supported the sport leaders in the different phases of the project. This project was coordinated by Dr Andrew Decelis and Mr Oliver Mallia.

For further information, kindly visit the following link below.
<https://www.um.edu.mt/ipess/projectsandoutreach/projects>