

Features of the demand for specialists in the labor market in the sphere of physical education and sports of the Russian Federation

Sergei Alexeevich Vorobev¹, Anna Vladislavovna Tsareva^{1,1}, Natalia Andreevna Breider^{1,2}

¹Saint-Petersburg scientific-research institute for physical culture, St. Petersburg, Russian Federation

²Lesgaft National State University of Physical Education, Sports and Health, St. Petersburg, Russian Federation

Abstract The present investigation aims to evaluate the labor market indicators and qualitative characteristics of the need for specialists in the physical culture and sports industry of the Russian Federation. This study based on the analyze of official government statistics about staff persons in the physical culture and sports and data gathered from a questionnaire survey of organizations operating in the physical culture and sports in 59 regions of the Russian Federation. “Saint-Petersburg scientific-research institute for physical culture” (SPbNIIFK) carried out the survey in 2023 with the participation of 674 state and municipal organizations. The survey conducted using specialized software and a survey web service created by SPbNIIFK’s employees to collect, process, and analyze the data. The research revealed regional differences and indicators of the labor market with the identification of trends in demand for specific qualifications. The collected data may be used to support government and municipal management on personnel policy issues, to create suggestions for employers on attracting skilled personnel, inform job seekers and employees in the physical education and sports about trends in demand for various specialties, and to improve their market labor competitiveness.

Keywords: staffing of physical culture and sports, competition in the labor market, demand for specialists.

Introduction

Solving current and long-term problems in the development of physical culture and sports requires special attention to determining quantitative and qualitative indicators that reflect the state of this industry and the possibility of its changes in the different prospects. Indicators of the personnel status of the industry include the structure and volume of personnel supply and demand, the number of vacancies published by organizations of various types, the number of resumes submitted by applicants, the salary range, requirements for the level of education and qualifications in various specialties, etc. Targets presented in the Strategy for the Development of Physical Culture and Sports in the Russian Federation for the period till 2030 show a need to

¹ Corresponding author: art-comm05@yandex.ru

significant increase in the number of people systematically engaged in physical culture and sports for almost all groups of the population: middle-aged (women 30-54 years old, men 30-59 years old) - up to 70%, children and youth (aged 3-29 years old) - up to 90%, older age (women 55-79 years old, men 60-79 years old) – up to 45%, persons with disabilities-up to 30% [1]. One of the main conditions for achieving these goals is the timely provision of the industry with a sufficient number of staff with appropriate qualifications and educational training.

Staffing and filling vacancies for specialists in various organizations in physical culture and sports is a part of a comprehensive process that reflects the balance of supply and demand in the labor market, the competence of applicants, the characteristics of positions, areas of activity, organizations and institutions, the distribution of human resources in different regions, etc. An important aspect of effective staffing is a collaboration between job seekers and employers. Characteristics and competitiveness of an employee in the labor market include not only educational and qualification characteristics and work experience, but also the so-called "soft skills", including sociability, stress tolerance, the ability to act in conditions of uncertainty, retrain, etc. It increases the lack of workers with enough experience and education in sports and validity of job seekers at any kind of organizations. As outcome, we fixed the importance to search in the field of investigation of qualitative and quantitative points of orders and interest around all involved organizations.

Methods and organization

The aim of this study is to analyze of qualitative and quantitative points of orders and interest around sport's companies with different directions of development. Our research had following main tasks:

- Collection of data, which shows important values of cooperation between sport's organizations;
- Collection of sociological data and practical knowledge about the development of staff recruitment in different regions of Russian Federation.

Changes of social-economic situation during last years after the CoVID pandemic situation and special military operation followed by decreasing of international cooperation's level. It affected to the economic situation in dynamic's indicators for staff recruitment all-around Russian companies. According to state statistical database of Russian Federation, which shown in Unite cross-department informational statistics system (EMISS) [2], through the 2023 year in the sport and physical activity we determined a valued increasing of interest to hire new highly-skilled workers in different areas. In the comparison with the beginning of 2023, using EMISS database, total amount of interest for main vacancies of 4th quarter increased around 13,9% (Table 1). The highest indicators of the need to fill vacancies noted in the 2nd quarter of 2023, almost all areas of activity, except for fitness clubs, where the demand decreased slightly. The largest increase in the demand for new specialists in the fourth quarter shown by the activities of sports clubs and "other sports activities" (31% and 32% respectively compared to the first quarter of 2023). A smaller but also significant increase observed for the indicators of physical culture and recreation organizations, educational institutions in the field of sports and recreation (15% and 13% respectively). The lowest increase in requests recorded in the activities of sports facilities (0.09%) and fitness centers (1%).

Table 1. The number of employees required on the payroll for vacant jobs at the end of the reporting quarter of 2023.

Areas of activity of the physical culture and sports	Number of employees required according to data for the quarter (people)				Demand growth (in % relative to Q1 data)
	I	II	III	IV	
Sports activities (in general)	12201	15027	14018	13891	13.85
Activities of sports facilities	7037	7929	7823	7101	0.09
Activities of sports clubs	1308	2252	1543	1716	31.19
Activities of fitness centers	60	57	52	65	1.08
Other sports activities	3796	4789	4600	5009	31.95
Sports and recreation activities	374	621	525	429	14.71
Sports and recreation education	3358	3944	3580	3796	13.04

Source: EMISS

A special group of employees represented by organizations that related to the executive bodies of state authorities at various levels of physical culture and sports. In July 2023, specialists of the SPbNIIFK conducted a questionnaire survey within the framework of a comprehensive monitoring study of the demand for specialists in physical culture and sports [3] in order to identify qualitative and quantitative characteristics of the demand for specialists in physical culture and sports, as well as features of industry demand for professional groups of employees in accordance with specialization, experience and education. The possibility of hiring new specialists is closely interrelated with the infrastructural capabilities and the specifics of the material security of organizations. Within the framework of this article, we presented two indicators: an assessment of the possibility of developing and expanding the organization in a five-year perspective until 2030 and priorities of the demand for various specialties. The procedure for collecting information carried out using special software and a web-based survey service developed by specialists of the SPbNIIFK. Representatives of management and HR departments from 647 physical culture and sports organizations in 57 regions of the Russian Federation participated in the study.

Results

The surveyed representatives of organizations have a positive assessment of the prospects for organizational development: 43.5% of respondents answered in the affirmative to the question whether the organization plans to hire new specialists in the period 2024-2030. Regarding the prospects for infrastructure expansion, 29.8% of organizations answered in the affirmative to the question of planning the construction or reconstruction of infrastructure in 2024-2026. According to the survey, organizations have the highest demand for coaching professions. The most popular professional category is "Coach, coach-teacher in a sport", which was identified by 55.4% of respondents. Also among the most popular professions are "Instructor-methodologist" (49.10%) and "Sports instructor, physical education instructor" (29.90%). The group of professions of average demand for organizations (from 5 to 29%) includes such categories as "Head of a structural division of the organization", "Repairman of flat sports facilities", "Organizer of sports events", "Coach, teacher of adaptive physical culture", "Teacher of additional education". Low demand (less than 5%) noted for such categories as "Anti-doping support specialist", "Specialist in scientific and methodological support of athletes' training", "Analyst by group of sports". The least popular professions (less than 1%) were "Student Sports Club Specialist", and "Instructor-guide". We noted that assigning professions to the categories of low and minimal demand by state and municipal organizations does not mean reducing their importance for the industry, but it implies special

attention to ensuring communication between applicants for positions and organizations interested in these specialties for the most effective hiring for vacancies.

Discussion

A review of diverse methodological approaches, methodologies, analytical reports and information systems that collect various groups of employment monitoring data in various sectors of the economy and the social sphere indicates that at the moment there is no single universal approach to determine the quantitative and qualitative recruitment needs at different levels of management [4, 5, 6, 7, 8, 9, 10, 11, 12, 13]. Each method is important to use for different categories of workers, because of unique implementation for different parts of this system. It depends from tasks and aims from organizations. Using of unique methods helps to create and solve the staff need in different regions of Russia. We received a positive impact of using monitoring of actual data [14].

The analyze in quantitative and qualitative values of needs to hire workers in sport of Russian Federation is extremely important in 2022-2023 caused by the current situation and the fixed level of unemployment shown in the same time with increasing of interest to hire high-quality workers. In addition, it is important to work with main tasks of development and a building the new infrastructure, education of workers, media coverage and development of university's level all-around Russia in sports [15].

The important task to solve this situation is the search of effective forms of cooperation between workers and administration, taking into account local and national differences. It shows also the need to develop of media and monitoring tools to understand a current situation in sports. We want to use these tools in the future investigations to make a positive impact to the current cooperation system.

Conclusion

This research and survey of workers in sports and analyze of state statistical database EMISS discovered different indicators to know the value and level of changes for the interest to hire workers in sports during 2023. By these results, we got the plan to increase the level of hiring in more than 50% of organizations by 2030. At the same time, there is a significant difference in the volume of demand both in organizations of different types of activities and in the categories of individual professions. Given the heterogeneity of the collaboration situation, the gap between the demand of certain types of professions or skills in the labor market and the available supply of employees with appropriate qualifications makes it necessary to take into account competitive requirements and requests, depending on the types of activities. Thus, an important component of the competitive process of filling vacancies in the labor market is the possibility of effective communication between applicants and employers, as well as the possibility of professional development to follow the requirements of the vacancy, which is especially important when hiring young professionals.

Authors ' contributions:

All authors made equivalent contributions to the publication.

The authors declare that there is no conflict of interest.

References

1. Rasporyazhenie Pravitel'stva RF ot 24 noyabrya 2020 g. № 3081-r Ob utverzhdenii Strategii razvitiya fizicheskoy kul'tury i sporta v RF na period do 2030 goda [Order of the Government of the Russian Federation of November 24, 2020 No. 3081-r On approval of the Strategy for the development of physical culture and sports in the Russian Federation for the period until 2030]. Accessed on: February 20, 2024. [Online]. Available: <http://government.ru/docs/all/131173/>
2. Chislennost' trebuyemykh rabotnikov spisochnogo sostava na vakantnye rabochie mesta na konets otchetnogo kvartala, EMISS, Gosudarstvennaya statistika [The number of required employees on the payroll for vacant jobs at the end of the reporting quarter]. Accessed on: February 27, 2024. [Online]. Available: <https://www.fedstat.ru/indicator/57768>
3. S.A. Vorobev, M.Y. Shchennikova, N.A. Breider, M.S. Mairygina & A.N. Shchennikov, Physical education and sports sector specialists: supply and demand situation analysis and forecast, *Theory and Practice of Physical Culture*, 8, 59-61 (2021)
4. Prikaz Ministerstva truda i sotsial'noy zashchity Rossiyskoy Federatsii ot 15 avgusta 2018 g. № 527n "Ob utverzhdenii metodiki opredeleniya potrebnosti sub'yektov Rossiyskoy Federatsii, otrasley ekonomiki i krupneyshikh rabotodateley v professional'nykh kadrakh na srednesrochnuyu i dolgosrochnuyu perspektivu". [Order of the Ministry of Labor and Social Protection of the Russian Federation dated August 15, 2018 No. 527n "On approval of the methodology for determining the needs of the constituent entities of the Russian Federation, economic sectors and largest employers for professional personnel in the medium and long term"]. Accessed on: February 06, 2024. [Online]. Available: <https://www.garant.ru/products/ipo/prime/doc/71981040>
5. Prikaz Ministerstva zdravookhraneniya Rossiyskoy Federatsii ot 29 noyabrya 2019 g. № 974 «Ob utverzhdenii metodiki rascheta potrebnosti vo vrachebnykh kadrakh». [Order of the Ministry of Health of the Russian Federation dated November 29, 2019 No. 974 "On approval of the methodology for calculating the need for medical personnel"]. Accessed on: February 06, 2024. [Online]. Available: <http://docs.cntd.ru/document/564053311>
6. Prikaz Ministerstva zdravookhraneniya Rossiyskoy Federatsii ot 14 fevralya 2018 g. № 73 "O metodike rascheta potrebnosti v spetsialistakh so srednim professional'nym (meditsinskim) obrazovaniyem". [Order of the Ministry of Health of the Russian Federation dated February 14, 2018 No. 73 "On the methodology for calculating the need for specialists with secondary vocational (medical) education"]. Accessed on: February 06, 2024. [Online]. Available: <https://www.garant.ru/products/ipo/prime/doc/71803476>
7. K.G. Hrabov, Zarubezhnyy opyt prognozirovaniya sprosa na trudovyye resursy [Foreign experience in forecasting demand for labor resources], *Professional education in Russia and abroad*, 3, 136-139 (2014).
8. S. Junankar, O. Lofsnaes, Ph. Summerton. MDM-E3: A short technical description. (Cambridge Econometrics: Working Paper, March, 2007)
9. A.L. Ishkova, V.A. Gurtov, S.V. Sigova. Zarubezhnyy opyt i otsenka vozmozhnosti yego primeneniya v prognozirovanii potrebnosti rynka truda v Rossii [Foreign experience and assessment of the possibility of its application in forecasting the needs of the labor market in Russia], In *Supply and demand in the labor market and the market of educational services in the regions of Russia: Collection of reports based on the materials of the V All-Russian Scientific and Practical Conference* (Petr.GU Publishing House, Petrozavodsk, 2008)
10. Ye.A. Nigay, T.S. Boyko, Instrumentariy otsenki i prognozirovaniya potrebnosti organizatsiy v nayemnom trude [Tools for assessing and forecasting the needs of organizations for hired labor], In *Supply and demand in the labor market and the market of educational services in the regions of Russia: Collection of reports based on the materials of the IX All-Russian Scientific and Practical Conference* (Petr.GU Publishing House, Petrozavodsk, 2012)

11. A.N. Kozitsina, I.V. Filimonenko, Informatsionnaya model' prognozirovaniya kadrovoy potrebnosti regiona (na primere Krasnoyarskogo kraya) [Information model for forecasting the personnel needs of the region (using the example of the Krasnoyarsk Territory)], Vestnik Kras.GAU, 7, 36-41 (2013)
12. I.A. Voloshina, L.V. Kozlova, P.N. Novikov, Model' vyyavleniya vostrebovannosti professiy: klyuchevyye parametry i nekotoryye osobennosti [Model for identifying the demand for professions: key parameters and some features], Social and Labor Research, 4(37), 106-119 (2019)
13. I.A. Voloshina, V.I. Dzhuma, I.I. Mukhina, Spros na rabochuyu silu i vostrebovannost' professiy v 2021–2022 gg.: rezul'taty analiza vakansiy [Demand for labor and demand for professions in 2021–2022: results of vacancy analysis], Social and Labor Research, 3(48), 118-130 (2022)
14. G.I. Abdrakhmanova, G.G. Kovaleva, Kontsepsiya statisticheskogo monitoringa razvitiya rossiyskogo segmenta seti Internet [Concept of statistical monitoring of the development of the Russian segment of the Internet] (Nats. issled. un-t «Vysshaya shkola ekonomiki», Moskow, 2017).
15. Vremya sobirat' kamni. Bol'shoye interv'yu ministra sporta Rossii Olega Matytsina [Time to collect stones. Great interview with Russian Minister of Sports Oleg Matytsin], Bol'shoy Sport, 2(150), (2022) (№150). Accessed on: February 01, 2024. [Online]. Available: <https://bolshoisport.ru/articles/vremya-sobirat-kamni>.