

# Additional demand for specialists in physical culture and sport

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**Abstract.** Modern accents in the development of regions of the Russian Federation for the period up to 2030 in terms of improving the quality of life of the country's population, expanding opportunities for the implementation of health-saving technologies in organizations implementing activities in the field of physical culture and sport have been reflected in the results of a survey of the information-analytical system "SM KADRY-FKiS" and survey web-service created by the St. Petersburg Research Institute of Physical Culture (St. Petersburg). The priority of such specialties as "coaching teacher", "instructor", "instructor-methodist", "coaching teacher in adaptive physical culture and adaptive sports" for employing organizations in the regions of the Russian Federation became obvious. The interest of the respondent organizations in employees with higher education in the field of physical culture and sports is determined. The article presents examples of additional demand for expanding the range (list) of specialties (positions) in the field of physical culture and sports, primarily related to the increase in the number of new sports facilities in the regions or reconstructed facilities, which in turn require the formation / expansion of the staff number of employees. All the peculiarities identified in the regions of the Russian Federation will entail changes in the regulatory and legal support of this industry both at the regional and federal levels.

**Keywords:** healthy lifestyle, coach, coaching teacher, positions, personnel potential, personnel demand

## 1 Introduction

Today improve the quality of life, to increase the number of people systematically engaged in physical culture and sports, as well as to expand the range of methods and means for the formation of a healthy lifestyle of the Russian population to increase the average life expectancy in Russia from 73 years to 78+ by 2030 are among of the top-priority tasks voiced in the Address of the President of the Russian Federation to the Federal Assembly on February 29, 2024 [1].

Despite the positive trend of increasing the number of citizens engaged in physical culture and sports, quite a lot of efforts are required to increase this indicator, including the

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development of human resources. The demand in new personnel is conditioned by the construction of additional sports facilities, including fast-erecting grounds, sports facilities in rural areas and small regions, and the ongoing and planned measures of capital repair of sports facilities in educational organizations at various levels [2, 3]. To ensure the quality of exercise, there are restrictions on increasing the ratio of the number of participants per 1 worker of physical culture and sports.

According to Rosstat by 2030 in our country there will be 8.3 million citizens aged 20 to 24 years, and in 2035 – already 9.7 million, 2.4 million more than now, which is a clear result of demographic measures of previous years.

The need to develop human resources potential is reflected in the launch of the new “Personnel” national project in the Russian Federation, within the framework of which it is necessary to implement the necessary measures to meet the staffing needs of economic sectors and the social sphere of the Russian Federation.

The relevance of research on monitoring the demand for personnel of various qualifications is due to the contradiction between the demand of the labor market for specialists capable of achieving national development goals and the lack of systematized knowledge about the qualification characteristics of in-demand workers.

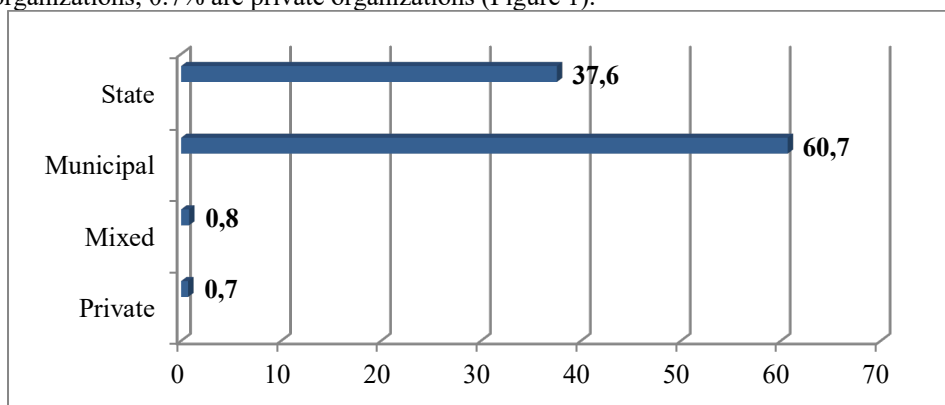
**Study objective:** identifying employers’ opinions on the demand for personnel of various qualifications for physical education and sport in the medium term.

## 2 Materials and methods

As part of the research work the labor market in 2023 was monitored based on the information-analytical system “SM KADRY-FKiS” and survey web-service created by the Federal State Budgetary Institution St. Petersburg Research Institute of Physical Culture. The respondents were representatives of organizations that carry out activities in the field of physical culture and sports (hereinafter – organizations).

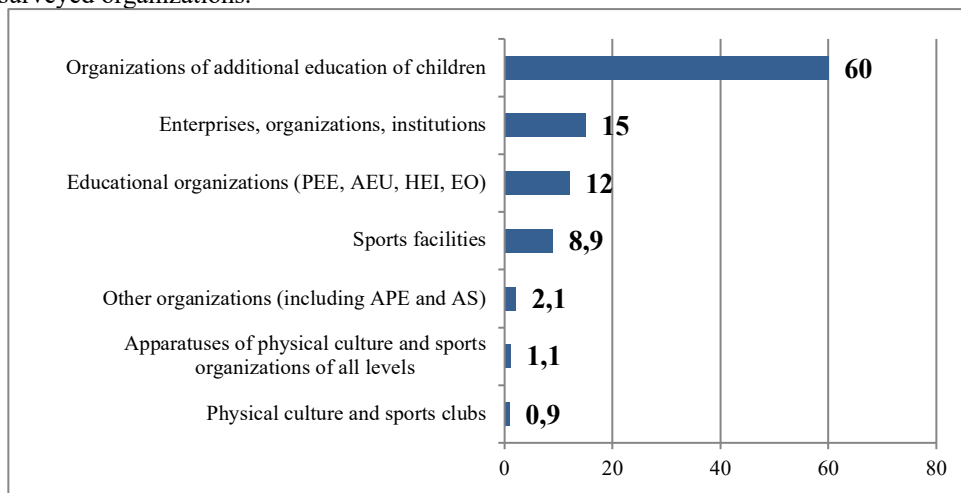
## 3 Results

The survey was taken by **685 organizations from 59 constituent entities** of the Russian Federation. Out of those 60.7% of organizations are municipal organizations by type; 37.6% are state organizations of the constituent entities of the Russian Federation; 0.8% are mixed organizations; 0.7% are private organizations (Figure 1).



**Fig. 1.** Distribution of respondents by form of ownership (%).

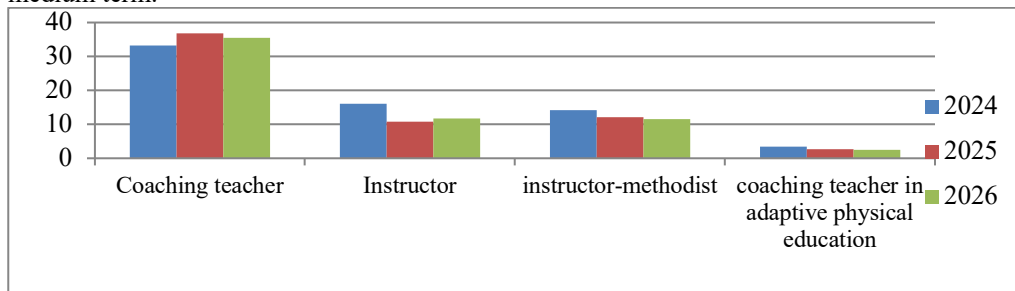
Systematization of respondent organizations by types was carried out based on the structure of the form of federal statistical observation 1-FK. Among the respondents 60% were organizations of additional education, Figure 2 shows the general picture of the surveyed organizations.



**Fig. 2.** Distribution of respondents by types of organizations (%).

Sports training programs are designed to solve a wide range of tasks aimed at identifying and supporting talented children, as well as at forming motivation for systematic exercise, healthy lifestyle culture, moral qualities and patriotism of the younger generation. The efficiency and quality of the training process are closely interconnected with the availability of qualified personnel of organizations in all regions of the country [2, 4].

Current and prospective demand of organizations of additional education for employees revealed the highest level of additional need in such specialists as “coach, coaching teacher for specific sport”; “instructor”; “instructor-methodist”; “coach, coaching teacher in adaptive physical education” (Figure 3). On the part of the respondent organizations, it is noted that the annual additional need for personnel of these qualifications will be maintained in the medium term.



**Fig. 3.** Additional demand of organizations for specialists in the field of physical culture and sport for the period from 2024 to 2026 (%).

All of respondents interact with the education system to improve the process of staffing. Out of them 69.4% take part in the development of educational programs together with educational organizations, and the cooperation is revealed both with educational organizations located in the same region with the respondent organization and in other regions. The respondents give priority to cooperation with universities of physical culture and sports.

The tendency of recent years is the expansion of requirements to the level of education of specialists with secondary vocational education. Thus, “Coach” and “Coaching Teacher” professional standards have established the possibility for graduates of professional educational organizations to work with athletes at all stages of sports training. From 2013 to 2023, the share of graduates of educational organizations with secondary vocational education increased from 25% to 65% for educational programs in the field of physical culture and sports.

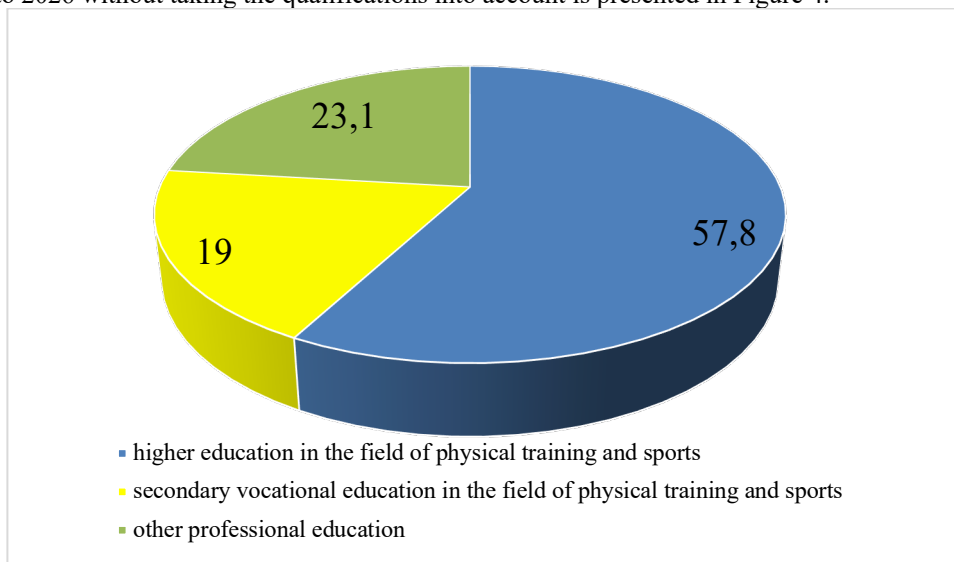
The analysis of answers to the question regarding the interest of organizations in employees (specialists) with different levels of education revealed that respondents want to see in their staff:

- “coach, coaching teacher in specific sport” with higher education in the field of physical culture and sport – 46.5% of respondents; “instructor-methodist” – 15.5%; “sports instructor” – 9.5%;

- “coach, coaching teacher in specific sport” with secondary vocational education in the field of physical education and sport – 26%; “instructor in sport” – 21%; “instructor-methodist” – 14.1%.

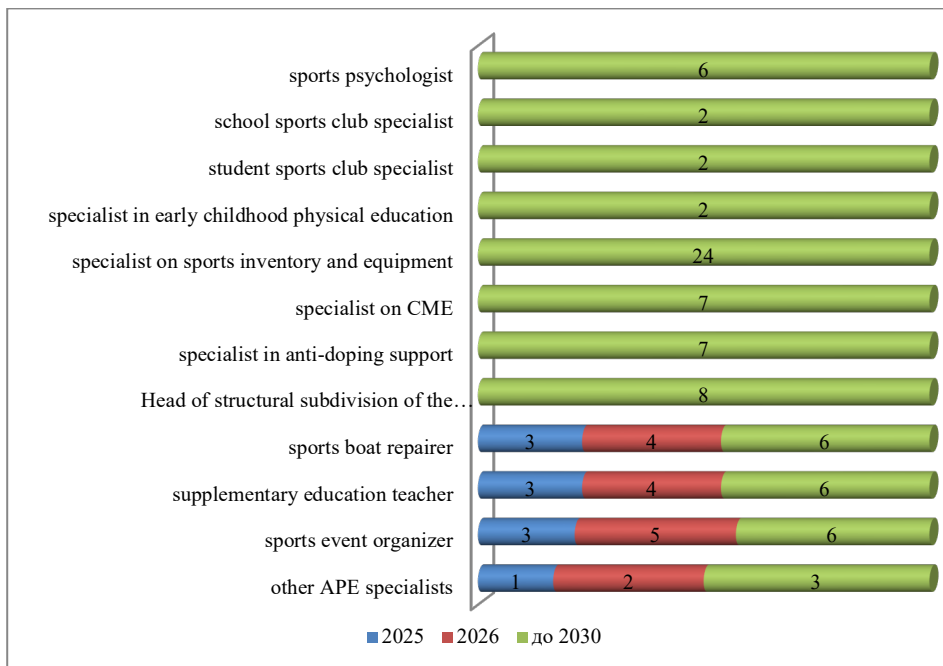
In terms of having a specialist with other professional education, 16.2% of employers see “coach-teacher in adaptive physical culture and adaptive sports”; while 14.2% see “instructor-methodist”.

The need for specialists with different levels of professional education for the period up to 2026 without taking the qualifications into account is presented in Figure 4.



**Fig. 4.** Demand for specialists with different levels of education up to 2026 (%).

The analysis of the demand for specialists with different qualifications in the context of regions revealed that employers are forming an understanding of the need to expand the range of qualifications of specialists in the future to expand the range of forms of physical culture and sport with a reliance on specialized competencies of employees. The results of the survey of the Komi Republic organizations are an example of the Russian regions’ focus on expanding the range of qualifications of physical education and sports workers. Thus, there is an increase in demanded qualifications from 4 in 2024 to 12 in 2030 in the region, including such qualifications as “specialist in sports equipment”, “sports psychologist”, etc. (Figure 5).



**Fig. 5.** The demand of the Komi Republic region for the expansion of specialties (positions) until 2030 (people).

## 4 Conclusion

Significant trends in the field of additional staffing needs for the period up to 2030 were identified during the survey of organizations implementing various types of activities in the field of physical culture and sports from 59 regions of the Russian Federation and the analysis of the obtained data. Preservation of the annual additional demand for coaching teachers in sports determines the need to maintain the volume of training of such personnel in the main professional educational programs, which are key for the training of specialists of this qualification.

The employers' focus on specialists with higher education reflects the domestic traditions of training in physical culture and sport. Along with the priority of employers' interaction with universities of physical culture and sports, characterizes the trust in the system of training of coaching teachers in sports.

The focus of some organizations in the regions of the Russian Federation on the prospective expansion of the range of positions in the field of physical culture and sport has been revealed. It sets the task of expanding the range of additional professional programs taking into account the directions of development of physical culture and sport in strategic planning documents.

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