

The realistic constraint and relief paths of retired athletes transforming school coaches

Chang Wu*, Meiping Liu

Department of Physical Education and Military Teaching, Jingdezhen Ceramic University, Jingdezhen, China

**Corresponding author*

Abstract: *Under the background of the new era, the school has set up a special coach position, which has expanded the career choice of re-employment of outstanding retired athletes from the top-level design. It is a major innovation of Chinese school sports reform under the background of sports and education integration. Using the methods of literature, field investigation, logical analysis and expert interview, this paper explores the survival status of athletes after retirement, and provides reasonable and substantive suggestions according to the practical problems of retired athletes transforming school coaches. It aims to give full play to the competitive advantages of retired athletes, build a multi-campus sports teaching staff, better help high-level athletes achieve career transformation, and promote the long-term development of China's sports industry.*

Keywords: *retired athletes, career transition, integration of sports and education, school coaches*

1. Introduction

Athletes have long maintained high-intensity physical training, and various sports injuries have forced athletes to end their careers prematurely. Therefore, it is of great significance for athletes to re-employ after retirement. In recent years, the number of retired athletes to be resettled has been on the rise. China has transformed from the initial policy resettlement of retired athletes to encouraging athletes to start their own employment and entrepreneurship and serving as school coaches. In January 2023, Article 31 of Chapter III of the newly revised "Sports Law of the People's Republic of China" indicates that schools give priority to recruiting outstanding retired athletes who meet the relevant conditions to engage in school physical education teaching and training activities. In February 2023, the General Administration of Sports of the People's Republic of China, the Office of the Establishment Committee of the Central Organization, the Ministry of Education, and the Ministry of Human Resources and Social Security issued the "Implementation Opinions on Setting up Coaches in Schools," pointing out that school coaches are openly recruited for retired athletes who have achieved the technical level of athletes at or above the first level. The above legal provisions provide a strong guarantee for high-level retired athletes to carry out school physical education. Under the background of promoting the construction of a strong sports country and a healthy China, the coaches of the retired athletes' transformation schools meet the essential requirements of the integration of sports and education in the new era and the construction of reserve talents for competitive sports. They can effectively give full play to the professional superiority of retired athletes, transform special sports skills into various fields of school physical education, improve the competitive level of sports events, fill the gap between school coaches and compound sports talents, and finally provide theoretical support and practical guidance for optimizing the channels of coaches in the transformation schools of retired athletes.

2. The realistic dilemma of retired athletes transforming school coaches

2.1 Diploma hinders career development

The biggest obstacle to the transformation of coaches in the current retired athletes is the limitation of their own academic qualifications. Under the dual influence of "taking the body as the big" and "the contradiction between learning and training," the competitive ability and sports performance of athletes are often at the expense of the cost of education time. During the training period, the athletes

are separated from the education system and biased towards competitive training, resulting in most athletes not receiving systematic cultural courses. Some high-level athletes will choose to continue their studies after winning the competition results, but retired athletes who enter colleges and universities in the form of special enrollment are still short in their basic education knowledge, and more efforts are needed to obtain a diploma. As the cornerstone of retirement transformation, cultural and educational improvement is of great significance to the improvement of athletes' comprehensive quality^[1]. Many retired athletes are not qualified for school coaches, largely because their qualifications narrow the space and choice for career development. On the one hand, the school's employment conditions have increased the academic requirements for retired athletes. Nowadays, schools have clear academic requirements for the recruitment of coaches. In addition to special majors, many schools require coaches to have a bachelor's or master's degree related to physical education. For retired athletes without relevant qualifications, only the experience of sports events and sports competitions is not enough to support finding a coach job in school. On the other hand, academic qualifications are an important indicator to measure individual learning ability. The lack of athletes' learning ability leads to the inability to obtain academic qualifications on schedule. The lack of academic qualifications will ultimately affect the career development of retired athletes and become an external motivation to limit the career transformation of retired athletes. It is not conducive to solving the practical problems of retired athletes' transformation and employment.

2.2 There are differences in educational concepts

The teaching objectives of each age group of students are inconsistent. The main responsibility of school coaches in the compulsory education stage is to impart basic sports ability and health care knowledge to help students develop good habits of lifelong sports. In high school, it focuses on professional skills training, organization competition and sports club construction. Retired athletes have long been in a closed training environment, and it is difficult to obtain a sense of belonging and identity after retirement, and lack the necessary information and resource acquisition channels^[2]. Blindly entering school to teach leads to the dilemma of being out of touch with society. Severe teaching methods will affect students' personality development. First of all, the teaching methods are not comprehensive. Retired athletes often use their own cognition and personal experience to guide students' training, which does not meet the requirements of the times to promote the overall development of students at this stage. The educational environment of the school needs to adopt a variety of teaching methods to meet the needs of students at all stages. Secondly, the concept of education is not mature enough. Retired athletes lack a comprehensive understanding of students, including the cultivation of life ability, teamwork spirit and social responsibility. It is easy to ignore the cultivation of students' overall quality only at the level of sports level. Again is the lack of analysis ability, correlation analysis ability and mobility is a necessary prerequisite for retired athletes to enter the campus teaching. Whether it is physical education or free activities on campus, students' sports injury is an inevitable problem. In case of emergency, they need to use their professional knowledge and analysis ability to judge the symptoms of students' injury and assist in the treatment in time. Retired athletes may cause secondary injury by providing wrong information because they have no relevant experience. Finally, the lack of communication ability, the lack of good communication ability of retired athletes will bring fuzzy guidance and feedback to students. The transformation of school coaches for retired athletes is not only to complete the transformation of professional identity, but also to complete the transformation of thinking mode and educational concept.

2.3 Physical education qualification restrictions

With the deepening of the reform of basic education curriculum, new regulations have been made on the teaching ability and scientific research ability of school educators. China has fully implemented the teacher qualification system. Qualification of teaching qualification certificate is a prerequisite for professional access. Those who fail to pass the examination are not allowed to engage in corresponding education work, which means that retired athletes must pass the national unified examination before transforming school coaches. The qualification system ensures the professional quality and team quality of educators to some extent. However, due to the lack of theoretical knowledge of physical education or training certification, retired athletes have become a mountain that hinders retired athletes from entering the education industry, resulting in waste of human resources. In September 2020, the State General Administration of Sport and the Ministry of Education jointly issued the 'Opinions on Deepening the Integration of Sports and Education to Promote the Healthy Development of Adolescents', proposing to explore the provisions of training after induction. Although there is national

policy support, retired athletes do not receive relevant teacher training, and it is difficult to adapt to the work positions of school coaches, resulting in unsatisfactory teaching results. The improvement of athletes' comprehensive quality and professional ability is limited, which requires a long process of professional adaptation^[3]. Some schools will require retired athletes to pass some examinations of education and training courses before entering the school, and receive training and guidance from the education system to ensure that they have the necessary knowledge and skills to be competent for the post. Long-term teaching and training have caused great pressure on retired athletes.

2.4 The public has cognitive bias

A qualified school coach needs to master the systematic knowledge of different disciplines such as pedagogy, physiology, psychology and sociology. Retired athletes lack social experience corresponding to school teaching. Incorrect teaching concepts may run counter to school teaching objectives and curriculum plans, affect students' learning and training effects, and even become the trigger of teaching accidents. Retired athletes have experienced many battles in the field of sports, and there is no doubt about their competitive level. However, special ability alone cannot be used as an indicator to evaluate whether retired athletes can transform school coaches. Coaches need to coordinate their work in the school team and cooperate with other coaches, parents and students to meet students' needs and organize sports activities, such as formulating teaching plans, diagnosing students' problems, and making reasonable evaluations. These are the teaching abilities required for school education. Lack of these skills will directly affect their performance in school teaching and will not be recognized by families, schools and the public. Athletes have long-term closed training, lack of necessary interpersonal skills, low degree of socialization, weak professional knowledge and other issues, it is difficult to meet the actual needs of employers, so that retired athletes in the employment competition in a very passive position^[4]. In addition, at this stage, parents and schools mainly focus on entrance and examination for students' education. For retired athletes who are not special in track and field and large and small ball sports, entering the school to teach is even less advantageous. The lack of 'home school community' trinity collaborative support makes it difficult for retired athletes to transform school coaches.

3. The importance of retired athletes transforming school coaches

3.1 Broaden the re-employment channels of elite athletes

Retired athletes play a unique role in promoting the development of sports, improving physical activity and spreading the spirit of sports struggle. The transformation of professional identity from retired athletes to school coaches is an ideal choice for the development of the current era. School coaches can transform their experience and knowledge accumulated in special fields into helping students realize their own sports dreams, and can also provide retired athletes with a new career development path. Athletes have professional sports knowledge and skills after retirement. The transformation of school coaches is a gradual transformation of career direction, which is conducive to alleviating the employment pressure of retired athletes. The participation of retired athletes in school physical education can enable athletes to improve their self-efficacy, self-confidence and self-affirmation in the new professional field. The coach profession also provides them with a relatively stable employment opportunity, so that retired athletes can better adapt to the society and serve the society. Incorporating outstanding retired athletes into the school sports work system can help students grow healthily in an all-round way, improve the re-employment channels of retired athletes, and continue their professional life. It is the further development and efficient use of China's sports human resources.

3.2 Filling the shortage of sports coaching talents

From the perspective of deepening the integration of sports and education, there is a serious shortage of sports teachers in China^[5]. The country's "double reduction" policy and the full implementation of the physical education examination have made physical education a third major subject. At the same time, the task of front-line physical education workers is increasing. Many grass-roots schools lack physical education teachers, especially professional coaches, and the shortage problem is particularly prominent. Even in some rural primary and secondary schools, teachers of other subjects also serve as physical education teachers. At present, the physical education teaching in

schools at all levels in China is in a period of rapid development. Physical education teaching and sports competition have been paid attention to by the state, which has also led to a great increase in the demand for sports professionals. Because of personal characteristics and special expertise, retired athletes can better meet the needs of schools for sports professionals. On the basis of solving the problem of teachers, the introduction of retired high-level athletes into the school as sports coaches can substantially fill the gap sports coaching talents, provide rich professional sports teaching methods, and improve the overall quality of sports teaching. This is an important channel to solve the current shortage of sports professionals in China.

3.3 Improve the sports reserve personnel training system

It is the primary responsibility of school coaches to carry out physical training and sports reserve talent selection. The establishment of coach positions in schools means that the selection and cultivation of professional athletes will be gradually integrated into the basic education system from independence. School coaches are different from school physical education teachers. School coaches are better at identifying students with sports talents and flexible bodies on campus, and then carry out targeted training to ensure students' right to receive complete full-time education and achieve comprehensive improvement of physical quality and cultural literacy. At the same time, physical education has its own particularity. The specialization and specialization of teaching are the general trend. To enable students to master one or two sports skills, it is necessary for school coaches to participate in the whole process and build a sports interest and special ability-oriented physical education system, including the popularization and teaching of special skills, quality training, event organization, sports injury and rehabilitation. The transformation of athletes into school coaches after retirement can further discover more excellent student athletes, improve the training system of Chinese sports reserve talents, and continuously expand the competitive sports population, thus promoting the in-depth development of the country's sports industry.

3.4 Special skills reflect self-worth

The professional quality of school coaches is the key to affecting students' whole-stage learning and practice, and can have a positive impact on improving students' physical health. Retired athletes have received professional physical training, mastered a higher level of special skills and scientific training methods, can show students high-quality motor skills, correct students' wrong posture in time, effectively improve the quality of school physical education teaching, so that retired athletes can continue to shine in the process of re-employment. The teaching work after induction is mainly completed on campus, which is conducive to deepening the advanced concept of "sports people." On the one hand, for students, retired athletes transform school coaches to help stimulate students' sports enthusiasm and competitive awareness in teaching and guidance, and explore students' competitive sports potential. This will not only help students form a healthy lifestyle, but also help them establish a positive sports outlook and values, improve their learning ability, social communication ability and teamwork spirit. On the other hand, for retired athletes, the systematic training methods and the experience of major events are not available to many physical education teachers. The teaching of school sports can formulate more reasonable pre-school tests, curriculum objectives and assessments. Teaching content such as evaluation can effectively enhance the overall image of retired athletes and enhance social identity and status. The change of professional role is very important for athletes to realize their self-worth and social value after retirement, which is in line with the development needs of Chinese society and the development direction of sports.

4. The Relief Paths for Coaches of Retired Athletes Transforming School coaches

4.1 Vocational transformation level: strengthen cultural education and vocational training

At present, many athletes in China are facing such problems. During the training period, they did not think about the development of re-employment after retirement. It is too late to wait until retirement for career planning. The level of education does not represent the full ability of retired athletes, but the level of education can measure the level of individual education, but also one of the important factors for successful career transformation. To expand the advantages of athletes entering school teaching, it is necessary to strengthen the cultural education and vocational training of athletes throughout the whole process of athletes' career. We should not only attach importance to cultural education, but also

to vocational education. First, school education. In the stage of compulsory education, the education system accepts various cultural basic courses, and finds talents with sports potential by participating in competitions inside and outside the school. Athletes learn the courses of general knowledge, discipline and skill quality according to their personal characteristics, and strengthen the theoretical knowledge of sensory understanding and practical operation ability^[6]. In the high school stage, the athletes' assessment standards are clarified, and the athletes with excellent performance are recommended to enter the professional teams above the provincial and municipal levels for professional training. For the athletes with general performance, they are assisted to enter the higher vocational schools for learning, and the athletes are assigned. For excellent athletes with learning ability and conditions, guide them into colleges and universities to continue to study relevant academic qualifications, minor courses in literature, art, history, etc., improve their cultural literacy, and lay a solid foundation for coaches in transition schools. Through the above measures, the cultural and vocational curriculum education is infiltrated into all stages of athlete training. Second, vocational education. Participating in vocational training courses is an important way to learn and improve the vocational skills and experience accumulation of retired athletes. These trainings include industry professional training, vocational skills training, personnel management training, and on-the-job practice training. Third, self-learning. Retired athletes enrich their knowledge reserves by improving their self-ability, reading books, online courses and other forms. The coaches of the transition school for retired athletes need to have open thinking and constantly update their concepts in physical education. The relevant departments should also pay full attention to the vocational education of athletes, adjust measures to local conditions, and promote the smooth implementation of the plan of 'sports professionals entering the campus'.

4.2 Skill teaching level: to become a double-qualified sports professional talents

Under the background of the integration of sports and education, as a school coach with all-round development in the new era, retired athletes should pay attention to the continuous improvement of sports skills and teaching ability after entering the school, and shoulder the heavy responsibility of sports for complete personality education. Establish the access system of 'double-qualified' physical education teacher qualification certification standards, attract high-quality talents to invest in school physical education, and solve the problems of physical education teachers lacking industry background and rich physical education practical experience, as well as the structural shortage of physical education teachers^[7]. Construct the curriculum system of athletes' quality education, promote 'competition' with 'teaching', and integrate 'teaching' with 'competition' to promote the professional transformation of excellent athletes^[8]. The responsibility of school coaches is no longer limited to teaching sports skills and tactics. It is necessary to improve the guidance of school physical education curriculum. Retired athletes can apply to schools and educational institutions for teaching practice, voluntary teaching, after-school counseling and other work. Through practical experience, they can gradually improve their teaching skills and become double-qualified sports professionals. Retired athletes should participate in various educational training and research activities, change the idea of simply completing teaching tasks, understand the latest trends and hot spots related to physical education, pay equal attention to theory and practice, knowledge and ability, improve the rationality of the construction of double-qualified sports professional talents on campus, and incorporate double-qualified teachers as soon as possible.

4.3 Social security: enhancing social competition and adaptability

The sports department and the education department work together to strengthen the leading position of the government and social organizations, formulate policy documents with the reemployment of retired athletes as the core, and timely carry out transformation training courses to help them adapt to the new professional environment, and form the most valuable human capital, enhance their social core competition and adaptability. Do a good job in the recruitment of school sports coaches, provide financial guarantee for holding formal school and off-campus sports competitions, and set up special posts. After the release of the "double reduction" policy, schools and society have higher and more demand for sports coaches, constantly promote retired athletes to enter schools, improve supporting policies and innovative mechanisms, and better integrate the training and academic education of professional athletes. It can also organize retired athletes to participate in various social practical skills training. All regions should actively explore, formulate a school physical education working mechanism and a school coach title evaluation standard system in line with local reality, create a talent training model combining production, learning, research, training, training and competition, and develop and introduce a teacher guarantee mechanism. Practice the concept of "

double career development " of athletes, and coordinate the balance between sports training, cultural education and career development^[9]. Through the implementation of the 1 + X certificate system, we can help retired athletes to obtain relevant levels of teaching certificates, social sports instructors and school coaches. For those who have not yet obtained academic qualifications, we should appropriately reduce the threshold for excellent retired athletes to enter the school, implement the talent introduction policy, select the best employment, and clarify the legal status of retired athletes.

5. Conclusions

Attracting more excellent athletes with professional competition experience to join the school physical education teaching team and incorporate them into professional and technical positions for management means that the transformation from retired athletes to school coaches will have a positive impact on the future school physical education work. However, as a school coach, after entering a new role, retired athletes urgently need to strengthen vocational training, improve their cultural level and education and teaching ability, and maintain a lifelong learning state, so as to achieve the goal of personal career development and work together to promote the deep integration of sports and education.

References

- [1] Jiang L P, Xi T F. *Quantitative Research on the Retirement Policy of Chinese Athletes - Based on Nvivo12 Policy Text Analysis [J]*. *Zhejiang Sports Science*, 2022, 44 (5): 26-29+46.
- [2] Zhang X L, Zhang Y X, Dong L H, et al. *Construction of theoretical system of influencing factors of social integration of retired Chinese athletes based on grounded theory [J]*. *Journal of Xi 'an Institute of Physical Education*, 2022, 39 (6): 574-583.
- [3] Zhao B, Wu S J, Yang Y F, et al. *Research on the career planning and employment guidance system of elite athletes in China [J]*. *Journal of Beijing Sport University*, 2015, 38 (2): 87-94.
- [4] Li G, Zhang H J. *Research on reemployment vocational training of retired athletes in China [J]*. *Journal of Adult Education College of Hebei University*, 2020, 22 (3): 67-72.
- [5] Li L H, Wang J, Gao K T, et al. *The realistic dilemma and path selection of school sports governance in China under the background of deepening the integration of sports and education [J]*. *Journal of Tianjin Institute of Physical Education*, 2021, 36 (5): 520-527.
- [6] Xiao X X, Zhou W J. *Research on the mode of vocational education for retired elite athletes [J]*. *Journal of Guangzhou Sport University*, 2013, 33 (1): 119-123.
- [7] Dan Y F, Liu M Y, Jing Y, et al. *Research on the concept, mechanism and path of collaborative training of physical education teachers from the perspective of integration of sports and education [J]*. *Journal of Shandong Institute of Physical Education*, 2022, 38 (4): 94-102.
- [8] Pan H B, Yang Y, Zhang J. *The actual dilemma and ought-to-be path of athletes ' retirement transformation under the theory of sustainable development [J]*. *Sichuan Sports Science*, 2021, 40 (4): 20-24.
- [9] Zou D X, Zheng X, Li Y J. *The impact of endogenous capital and safeguard policies on the employ ability of retired athletes [J]*. *Journal of Nanjing Institute of Physical Education*, 2022, 21 (5): 8-13+2.