#BEACTIVE

YOUTH LABS 2026



SPORT AUSTRIA
BUNDES-SPORTORGANISATION

Kofinanziert von der
Europäischen Union

#BEACTIVE
YOUTH LABS 2026

THE PROJECT

The #BeActive Youth Labs are a participatory innovation format organised as part of the European Week of Sport. Bringing together young people aged 18–29, the Labs address current challenges in organised sport, exploring them through collaborative analysis and creative development processes.
At the heart of the format are young people's perspectives and active involvement in shaping the future of sport. Together, participants develop new ideas, explore innovative approaches and create prototypes that respond to existing challenges and contribute to making sport more inclusive, accessible and relevant for future generations.



SPORT AUSTRIA
BUNDES-SPORTORGANISATION
Kofinanziert von der Europäischen Union

#BEACTIVE
YOUTH LABS 2026

A DIVERSE PARTICIPANT GROUP

The #BeActive Youth Labs brought together 11 young talents from a wide range of sporting and professional backgrounds, selected through a transparent application and selection process. This diversity is reflected not only in the types of sports represented but also in the variety of perspectives they contributed to discussions and workshops. Such diversity plays a crucial role in developing innovative ideas and solutions that address different societal groups and meet a broad spectrum of needs.



SPORT AUSTRIA
BUNDES-SPORTORGANISATION
Kofinanziert von der Europäischen Union

#BEACTIVE
YOUTH LABS 2026

THE OBJECTIVE

Developing Future Role Profiles
Developing recommendations and practical prototypes to help Austrian national sport federations and umbrella organisations rethink and adapt their structures, organisational cultures and governance processes.
The aim is to make voluntary leadership and governance roles more transparent, accessible and inclusive by addressing the lack of clearly defined role profiles, suitable organisational frameworks, accessible nomination and election procedures, and effective approaches to reaching and engaging a wider range of people through appropriate networks and communication channels.



SPORT AUSTRIA
BUNDES-SPORTORGANISATION
Kofinanziert von der Europäischen Union

#BEACTIVE
YOUTH LABS 2026

THE PROCESS



KICK-OFF
Online
31. August 2026
9-12 Uhr

EXPLORATIONS-PHASE
Selbstorganisierte Arbeitsphase in Peer-Gruppen
September 2026
Aufwand: ca. 5 Std.

KREATIV-WORKSHOP
Präsenz, Wien
29. Sept. 2026: 12 -18 Uhr
30. Sept. 2026: 9 -15 Uhr

CONNECT & MOVE
optional
Matching der letzten Jahrgänge der #BeActive Youth Labs
Sportprogramm
30. Sept. 2026: 19 -21 Uhr

The #BeActive Youth Labs run from late August to the end of September. Throughout this period, participants work together in a hybrid process combining online sessions, a phase of independent and structured work in small groups based on clearly defined tasks, and on-site creative workshops. These workshops provide the space to explore, refine and jointly develop ideas. Additional optional activities and insights are offered to those wishing to explore the topic further, including behind-the-scenes insights into organised sport and access to selected events and decision-making spaces that are rarely visible in everyday life.

SPORT AUSTRIA
BUNDES-SPORTORGANISATION

Kofinanziert von der Europäischen Union

#BEACTIVE YOUTH LABS 2026

Phase 1 - Kick-off
Online I 31 August 2026 I 3 hours
The kick-off brought participants together, established the peer groups and introduced the Austrian organised sport system and its voluntary leadership structures.

Key activities:

- Getting to know each other and building the peer groups
- Introduction to the Austrian organised sport system and its governance structures
- Insights into existing voluntary leadership and governance roles at national level
- Initial target group mapping: identifying people from participants' everyday lives who would be ideally suited to voluntary decision-making roles in sport, but would never consider taking on such a position
- Developing initial persona sketches to explore their backgrounds, skills, experiences and potential contributions

SPORT AUSTRIA
BUNDES-SPORTORGANISATION
Kofinanziert von der Europäischen Union

#BEACTIVE
YOUTH LABS 2026

Phase 2 - Exploration Phase
Independent peer-group work I September 2026
Participants worked in three thematic working groups, each exploring a different perspective on access to voluntary leadership and governance roles in organised sport.

UNDERSTAND - Exploring existing pathways
Conducting three online interviews (one hour each) with Austrian voluntary sport leaders (federation presidents); Exploring personal backgrounds, career paths, experiences and competencies; Understanding actual responsibilities, tasks and requirements associated with existing roles; Identifying common patterns, established pathways and potential gaps in representation

CHALLENGE - Looking beyond organised sport
Researching good practices from non-profit organisations and other relevant sectors; Exploring how other organisations attract, recruit and retain a diverse range of volunteers in leadership positions; Assessing the potential transferability of these approaches to organised sport

REIMAGINE - Exploring new target groups
Building on the initial target group mapping from the kick-off; Developing initial potential personas, exploring their backgrounds, everyday lives, interests, skills and experiences

SPORT AUSTRIA
BUNDES-SPORTORGANISATION
Kofinanziert von der Europäischen Union

#BEACTIVE YOUTH LABS 2026

Phase 3 - Creative Workshop Days
On-site in Vienna I 29-30 Septebmer 2026

The two-day workshops brought together the findings from the exploration phase and translated them into practical approaches for making voluntary leadership and governance roles more inclusive and accessible.

Key activities:

- Sharing insights: Presenting and discussing the findings from all three exploration groups
- Mapping existing roles: Exploring common voluntary positions, grouped into leadership, administrative and supervisory, and specialist and participatory roles
- Developing future role profiles: Rethinking selected roles from the perspective of the newly identified potential target groups
- Redesigning access and conditions: Exploring responsibilities, requirements, nomination and election procedures, organisational frameworks, onboarding and support structures
- Developing communication prototypes: Creating initial approaches to making voluntary roles more visible, understandable and attractive to a wider range of people



SPORT AUSTRIA
BUNDES-SPORTORGANISATION

Kofinanziert von der Europäischen Union

#BEACTIVE
YOUTH LABS 2026

NEXT STEPS

The Sport Austria team will now build on the insights gained during the #BAYL to develop inclusive role profiles for common voluntary leadership and decision-making positions at national level. These profiles will encourage sport federations and umbrealla organisations to document their own key roles, including their responsibilities and working conditions, making the actual scope and requirements of each position more transparent. As a next step, an AI-powered chatbot is envisaged to help sport organisations assess the inclusiveness of their existing role profiles and organisational practices, including language, meeting cultures and other working conditions. It will provide practical recommendations on how to improve accessibility and create more inclusive environments, enabling federations to reach and engage potential volunteers from target groups that are currently underrepresented in their structures.



SPORT AUSTRIA
BUNDES-SPORTORGANISATION

Kofinanziert von der
Europäischen Union

#BEACTIVE
YOUTH LABS 2026

This project was funded by the European Union. The views and opinions expressed are, however, those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor the EACEA can be held responsible for them.



SPORT AUSTRIA
BUNDES-SPORTORGANISATION

Kofinanziert von der Europäischen Union