

Spencer Moore – Director of Development

Career Progression

Who are we:

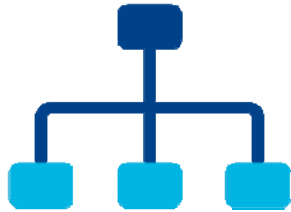
- Launched in 2011, from the merger of ISRM,ISPAL & NASD - CIMSPA is the professional development body for the UK's sport and physical activity sector.
- CIMSPA was awarded chartered status by the Privy Council, which came into effect at the start of January 2012.
- CIMSPA long term vision is to provide:
 - Professional pathways, career support and empowerment for professionals working in sport and physical activity
 - Opportunities for young people entering our sector to help them develop and succeed

CIMSPA's professional development strategy...

“A highly skilled workforce, with employers in the driving seat”

Making this a reality involves some “key asks” from employers...

“Key asks” from employers



To create a single qualification / apprenticeship structure led by employers



To support a single organisation for endorsement of quality assured training



To use the single vehicle to establish a network of training providers for delivering of training



To ensure that the continuum of training provision is extended into higher education and further education with graduates possessing the correct skills for the workplace

DCMS Sport & PA Strategy

- Sport England will develop a workforce strategy in 2016 and will work with CIMSPA towards greater professionalisation of the sport sector with a clear skills framework including good quality CPD provision.
- Sport England will support the Chartered Institute for the Management of Sport and Physical Activity (CIMSPA), in developing and implementing a single, clear and rigorous set of standards for all sport and exercise professionals, with a similar clear and rigorous system for assessment, and awarding and validating qualifications, starting in January 2016

Sport and physical activity skills matrix

	Community sport	Performance & Sport Administration	Leisure operations	Exercise and fitness	Physical activity
Leadership and Management	<p>INVOLVES Involves activities that have a degree of physical exertion and skill within a rules structure that takes place in a local geographical community setting e.g. school/college or local sports club.</p>	<p>INVOLVES Involves activities that have a degree of physical exertion and skill with competitive outcome. within rules structure.</p>	<p>INVOLVES Involves the provision of resources in order to provide products and services to enable individuals to undertake Sport, Fitness or Physical Activities.</p>	<p>INVOLVES Involves activities that have a degree of physical exertion that is planned, structured, and repetitive.</p>	<p>INVOLVES Involves activities that produce bodily movement resulting in energy expenditure that do not fall into the Sport or Exercise & Fitness sub sectors.</p>
Support Services	<p>MOTIVATION The primary motivation for those working in community sport is to improve the fitness and social wellbeing of the individuals partaking in the activity.</p>	<p>MOTIVATION The primary motivation for those working in performance sport is to improve the sporting performance of the individuals partaking the activity</p>	<p>MOTIVATION The primary motivation for those working in leisure operations is to enable Sport, Fitness or Physical Activities to take place</p>	<p>MOTIVATION The primary motivation for those working in exercise and fitness is an improvement of physical fitness of individuals partaking in the activity</p>	<p>MOTIVATION The primary motivation for those working in physical activity is to improve the Fitness and social wellbeing of the individuals partaking the activity.</p>
Technical					

Professional Recognition

	Role							
Level 7 and 8	Senior Practitioner							Senior Manager
Level 5 and 6		Specialist Practitioner					Middle Manager	
Level 3 and 4			Practitioner			1st line manager		
Level 2				Operational (instructor / Coach)	Aspiring Manager			
CIMSPA Membership	Charter Practitioner (Senior)	Chartered Practitioner (Specialist)	Registered Practitioner	Affiliate	Associate	Member	Chartered Member	Chartered Fellow
Job Bands	G	F	E	D		C	B	A

Key Partnerships

WHAT CIMSPA NEEDS FROM THE SECTOR...

EMPLOYERS to work with CIMSPA to:

- Define job roles and career pathways within the sector
- Agree a timetable for the development of single set of employer standards (knowledge / skills and behaviours) which will feed into new any apprenticeship and technical qualification development
- Develop knowledge, skills and behaviours for each job role to include any approach to common units
- To agree a timetable of review for all employment standards
- Commit to sourcing training from CIMSPA skill development partners which is awarded by CIMSPA endorsed awarding organisations

AWARDING ORGANISATIONS to work with CIMSPA to:

- Only use the employment standards to develop qualifications and apprenticeships
- To ensure that CIMSPA endorsed skills development partners adhere to delivery and assessment standards set out in the employment standards

TRAINING PROVIDERS to work with CIMSPA to:

- On the delivery of endorsed qualifications in our sector
- To deliver CPD that is aligned to CIMSPA

UNIVERSITIES to work with CIMSPA to:

- Develop degrees that enhance the employability of their students and can be mapped to the employer led standards

COLLEGES to work with CIMSPA to:

- Develop learning programmes that enhance the employability of their students and can be mapped to the employer led standards

Key Partnerships

AND IN RETURN...

CIMSPA will:

- Only work with employers who are committed to professional development of their staff
- Only endorse awarding organisations who can demonstrate they have appropriate sector knowledge and have the expertise and resources to ensure robust delivery and assessment
- Only endorse training providers who can demonstrate they have appropriate delivery, assessment and quality assurance expertise and who can demonstrate that they invest in both their workforce and resources
- Work with universities and colleges who are committed to delivering learning programmes / degrees that enhance the employability of their students



CIMSPA
PARTNER

Employer partner



Key benefits



- Use of the CIMSPA partner logo
- Discount on first-year membership fee for your employees*
- Public recognition in our partnership directory
- Employer partner certificate for public display
- Discounted access to selected events
- CIMSPA recruitment advertising discount
- Support in hosting work placements and managing apprenticeship recruitment.
- Participation in employer consultations