



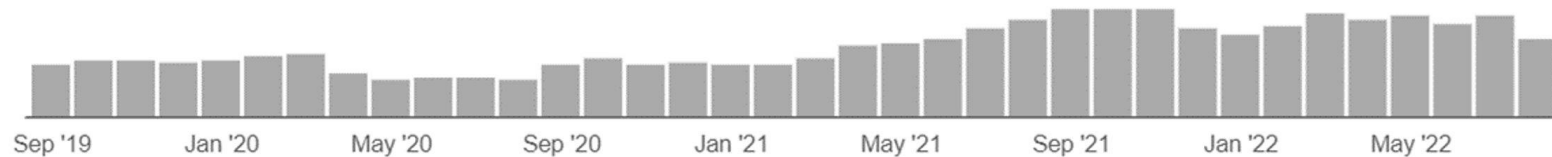
Workforce: “The art of the possible”

Clare Dunn

Head of Partnerships and Local Delivery

What's the problem we're solving?

58,938 active job postings across all sport and physical activity occupations within a recent 6-month period.



Top job posting

- Personal Training
- Coaching / Swimming Teacher
- Fitness Instructor
- Leisure Attendant / Lifeguard
- Leisure Manager

Skills and Post 16 Education act

- Placing employers at the heart of the skills system.
- Making it easier for people to access the skills to secure well paid jobs in industries with skills gaps (levelling up opportunities).
- Employers, colleges and training providers must work together to identify the skills needed locally and address the gaps.
- It is a legal requirement for colleges and training providers in England to work with employers to develop skills plans.
- Adult skills funding is being devolved positioning the policy funding to align to skills plans and employer identified priorities.

So, what does it mean for us?

- Estimated £1.1B spent in our sector of education and training
- Graduates leaving Colleges and Universities not work ready
- Colleges and Universities not delivering the right curriculum for the changing needs of our sector
- Chronic skills shortages across the whole sector
- Hard to fill roles in core roles
- New emerging jobs in the sector (e.g. cancer rehab)
- The need for a clear career pathway
- The need to harness funded provision

What have we done so far?

- Developed a single set of professional standards with employers for all existing and emerging jobs in our sector – these will underpin of curriculum delivery
- CIMSPA is the advisory body for OFQUAL, IFATE and the Office for Student on qualification, apprenticeships and degrees.
- Undertaken multiple pilots across the country to engage employers in understanding their skills needs and setting up employer skills boards
- An official government pilot for the LSIP in Leicestershire
- Begun the redevelopment the curriculum offer in FE colleges

How do we see this in practice?

- Creating local skills plans to ensure that we are developing skills in their geographical areas by responding to local economic need.
- Bring together employers and educational establishments of all sizes to meet local skills needs.
- Refocus existing skills investment and drive new Investment into the sector.
- Upskill our existing and future workforce to meet the demands of an ever-changing sector.

Our skills strategy ecosystem

Local Strategies
WORKING TO CREATE
National Impact

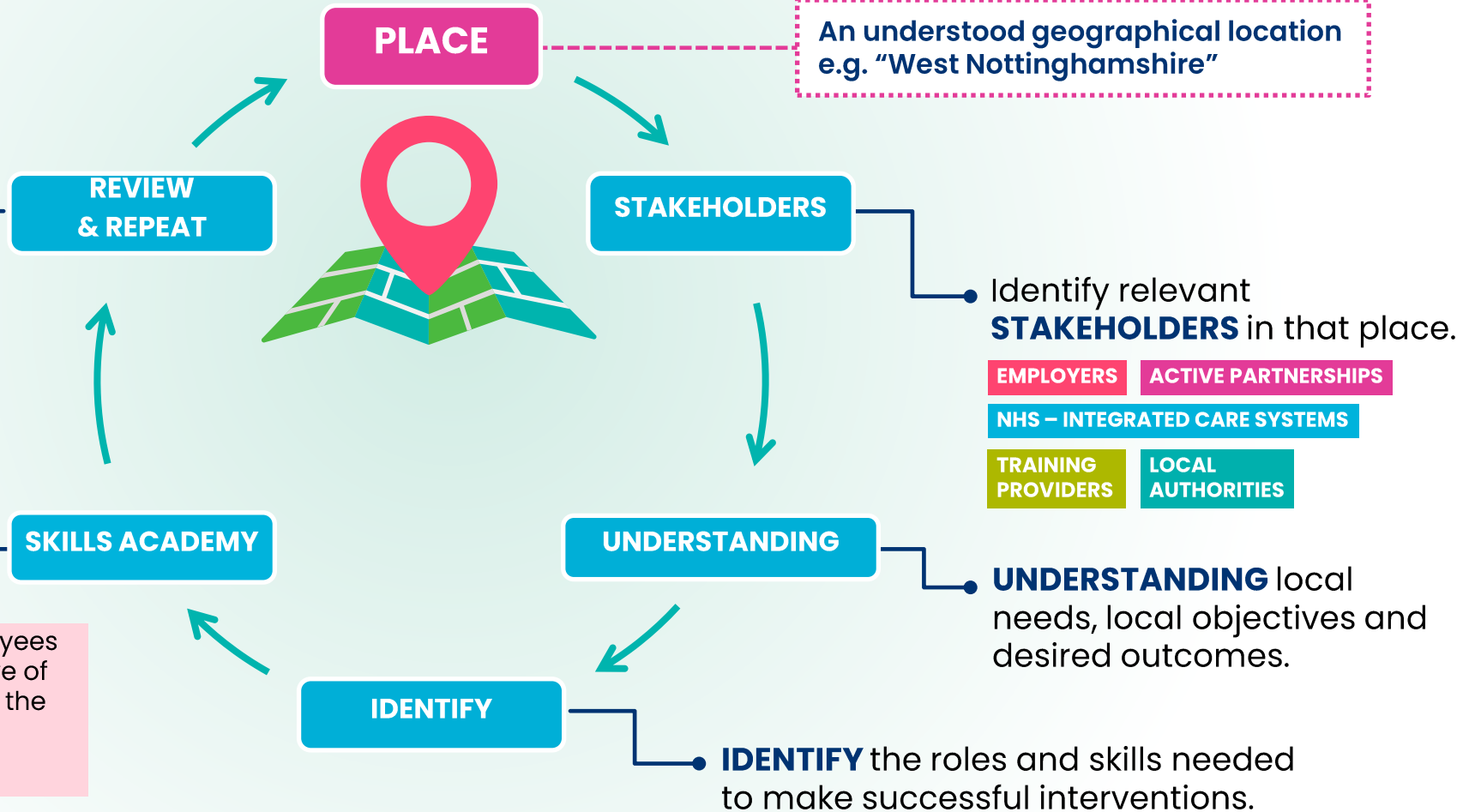
Measure impact
Review improvements
Repeat cycle

Work with CIMSPA National Skills Academy

Work with providers to **MEET LOCAL SKILLS NEEDS** – colleges devise **SPECIFIC CURRICULA** with CIMSPA for that place.

Colleges get funding based on meeting employer led needs through their courses.

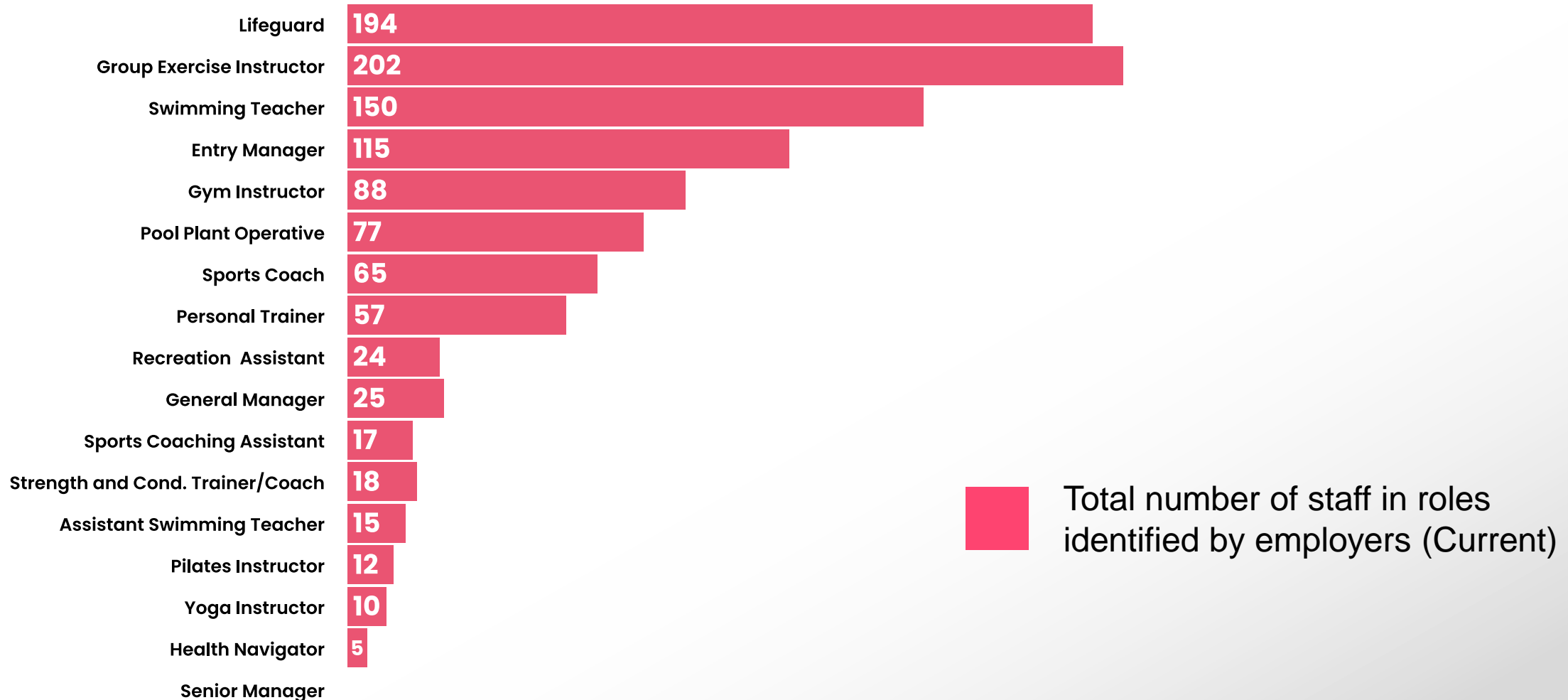
Learners and employees will be representative of the demographic of the place they will be deployed.



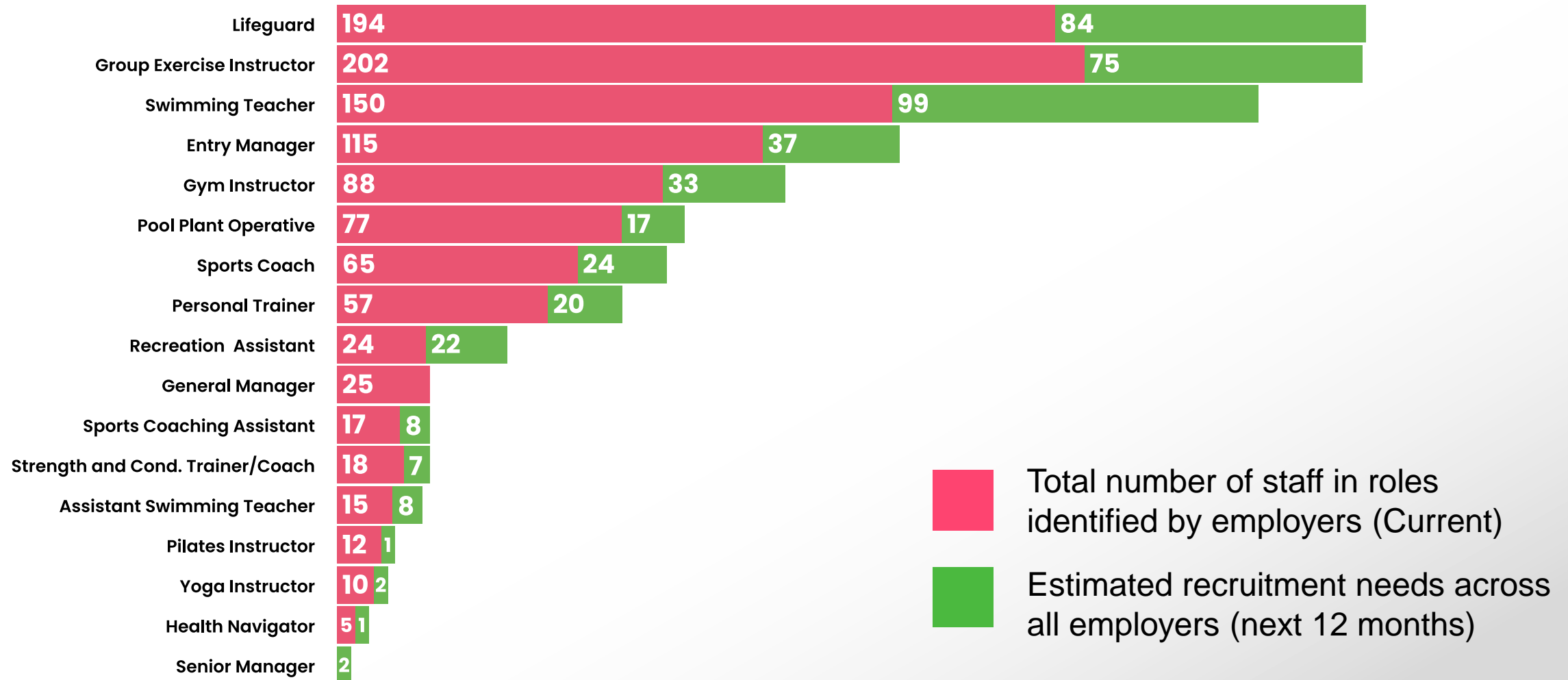
What we've learned from our skills pilots...

- Leicestershire Skills Pilot
- West Nottinghamshire Skills Pilot

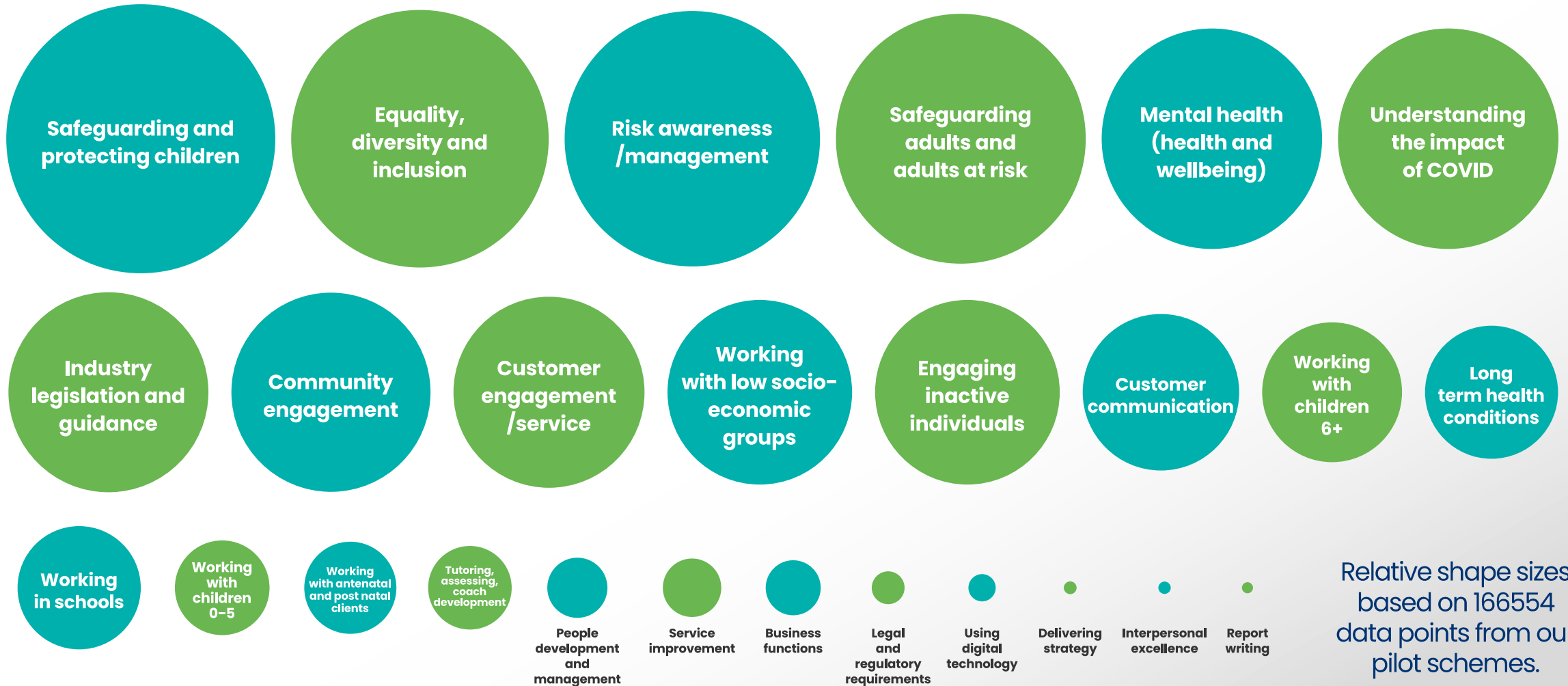
Pilot data – Employment: **NOW**



Pilot data – Recruitment needs: **NOW** / **NEXT YEAR**



Training needs most sought after...



So what?

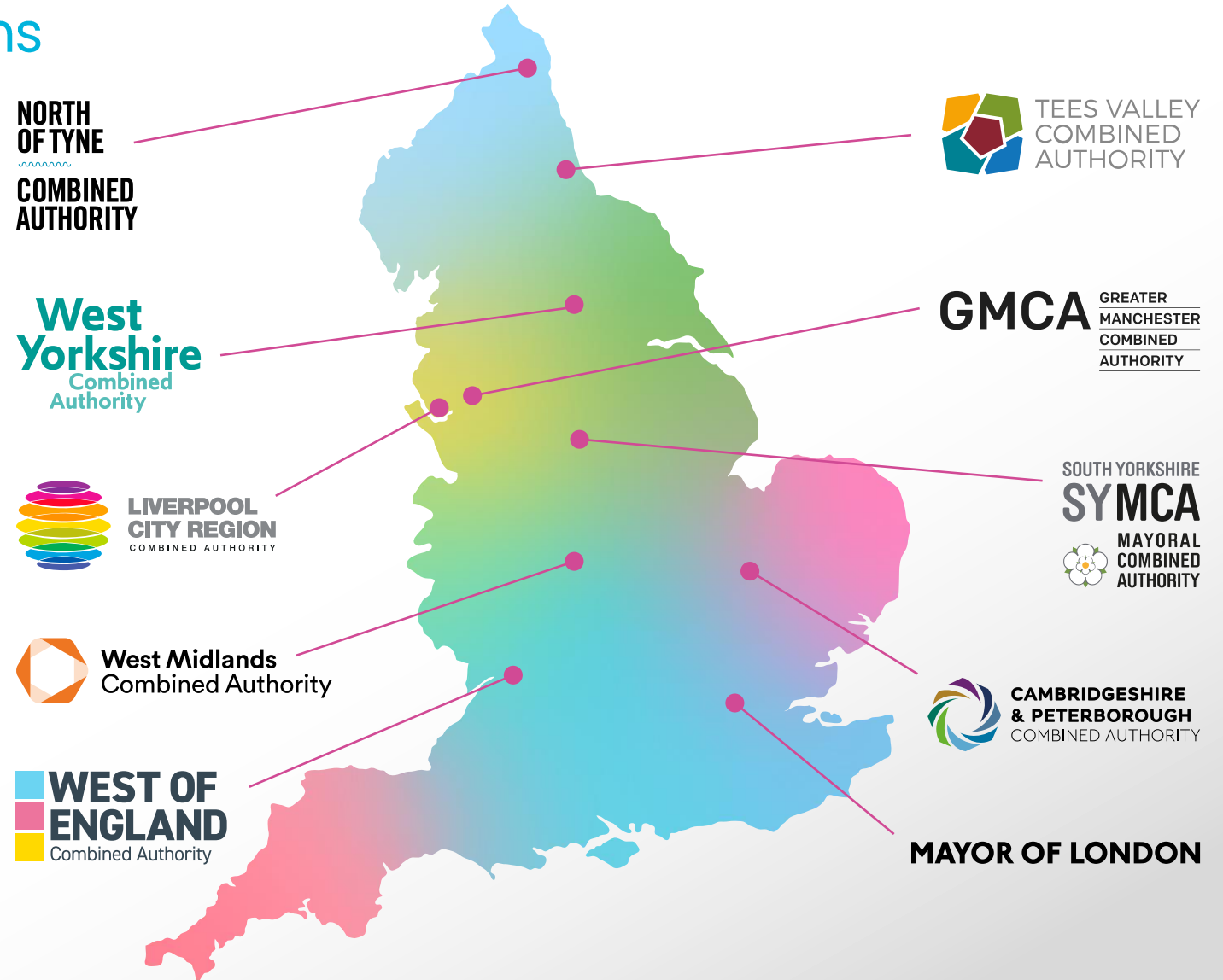
The background features a light blue gradient on the left side. On the right side, there are three overlapping geometric shapes: a pink triangle at the top right, a teal triangle at the bottom right, and a white curved shape that overlaps both the pink and teal triangles.

Local Skills Improvement Plans

Rollout

PART 1

- Employer representative bodies appointed to lead a cross-sector Local Skills Improvement Plan (LSIP).
- LSIPs will mirror boundaries of combined and mayoral combined authorities. Or LSIPs will reflect LEP boundaries.
- Within a combined or mayoral combined authority there will be significant devolution of adult education and skills budgets.





Our vision

Shaping a **recognised, valued** and **inclusive** sport and physical activity sector that everyone can be a part of.