



CIMSPA

Standards
Professionalism
Advocacy

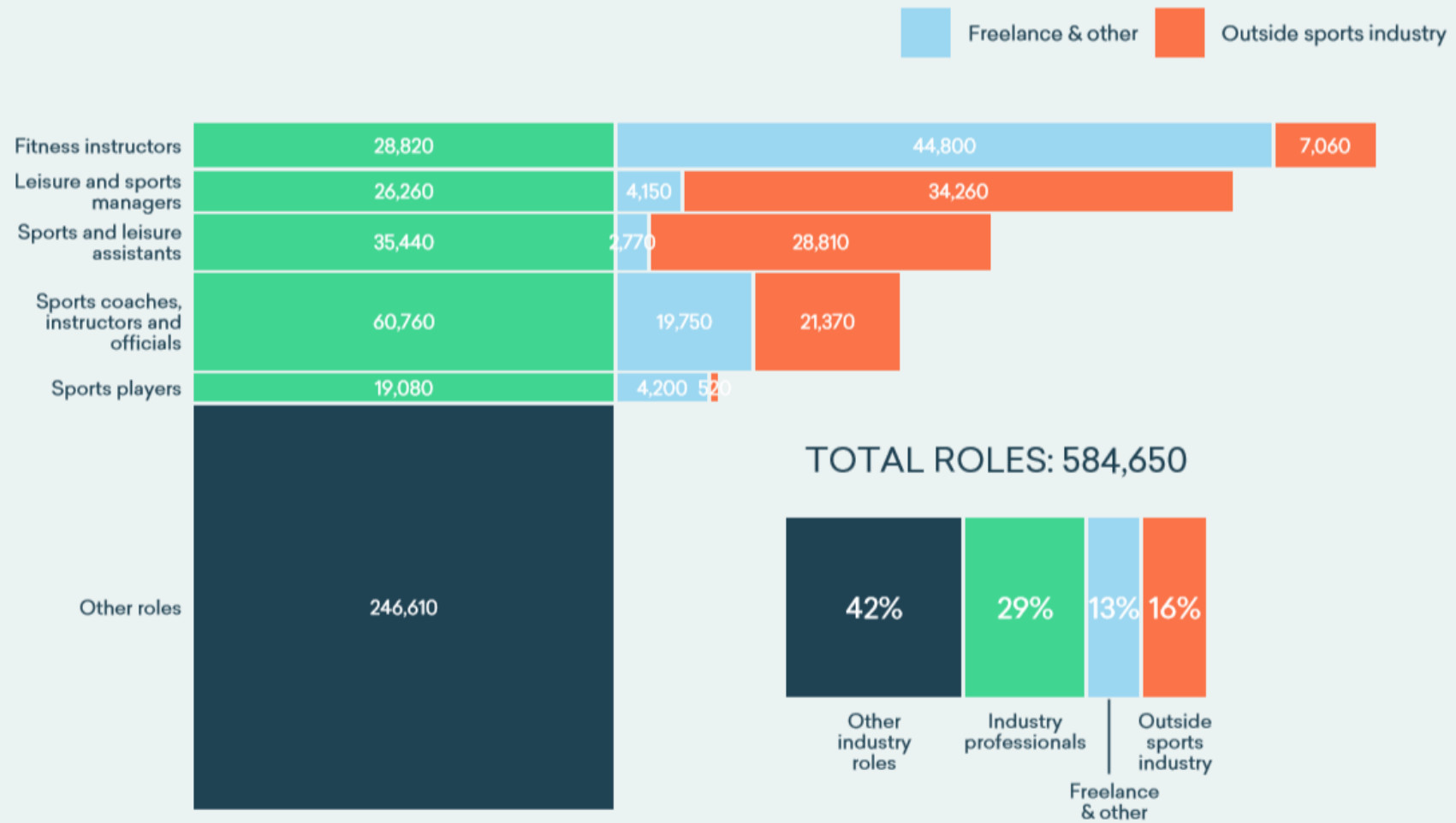
Enthusing the workforce

Recruitment, training, future skills and investment

Spencer Moore Director of Strategy

Mapping the sports labour market

A full accounting of professionals in and out of the industry, and other roles



Data: Emsi 2020.1 and analysis of ONS Annual Population Survey via Nomis



September 2020 – 2022

- £147,783 job advertised on the web – 50% attrition
- Number of jobs advertise almost double in 21-22
- Top job posting
 - Personal Training
 - Coaching / Swimming Teacher
 - Fitness Instructor
 - Leisure Attendant / Lifeguard
 - Leisure Manager

Skills & Post 16 Education Act

- The Skills act sets out Government plans to transform further education so it supports people to get the skills our economy needs throughout their lives, wherever they live in the country.
- Focusing post-16 skills on this core mission will increase productivity, support growth industries, and give individuals opportunities to progress in their careers.
- It is intrinsically linked to Levelling up and Devolution in England

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?

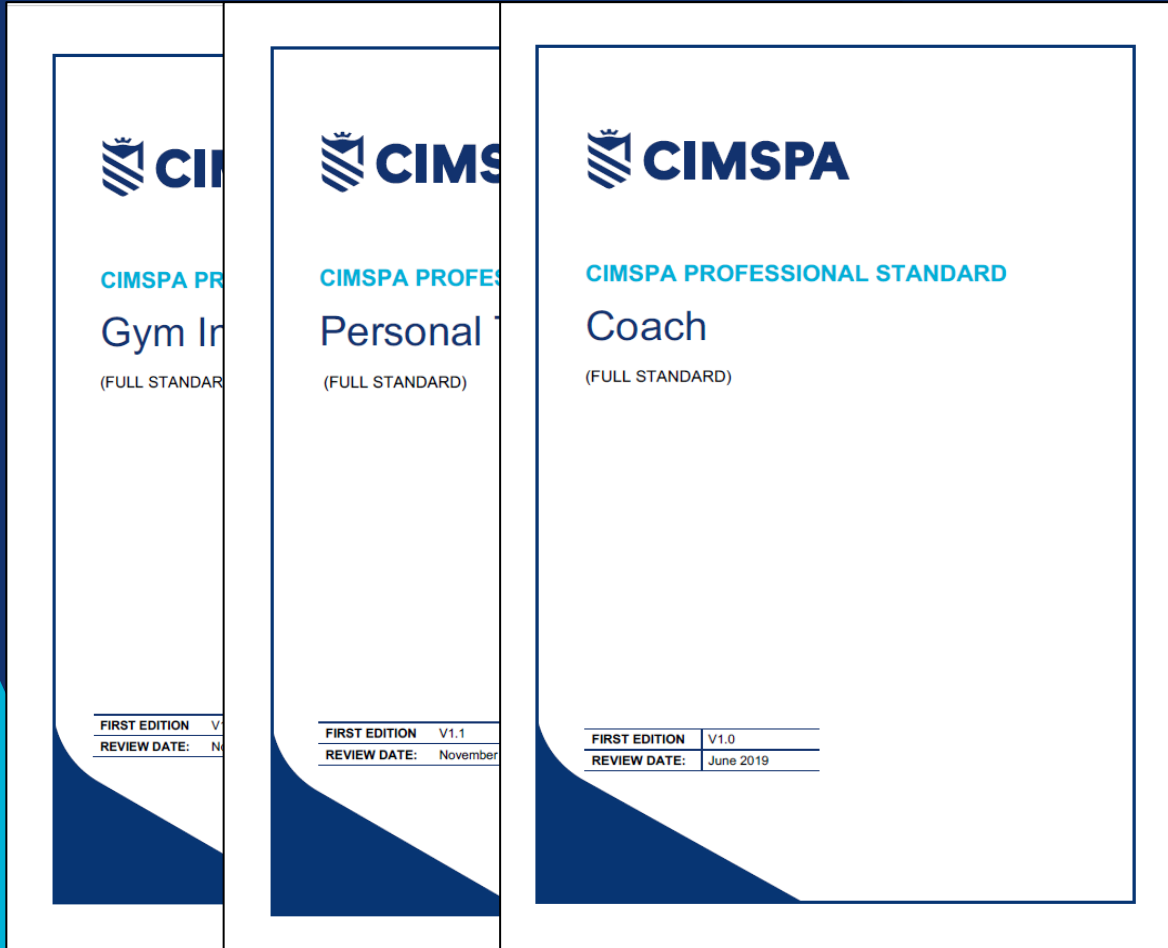
- Developed a single set of professional standards with employers for all existing and emerging jobs in our sector – these will underpin of curriculum delivery
- CIMSPA is the advisory body for OFQUAL, IFATE and the Office for Student on qualification, apprenticeships and degrees.
- Undertaken multiple 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

Professional Standards

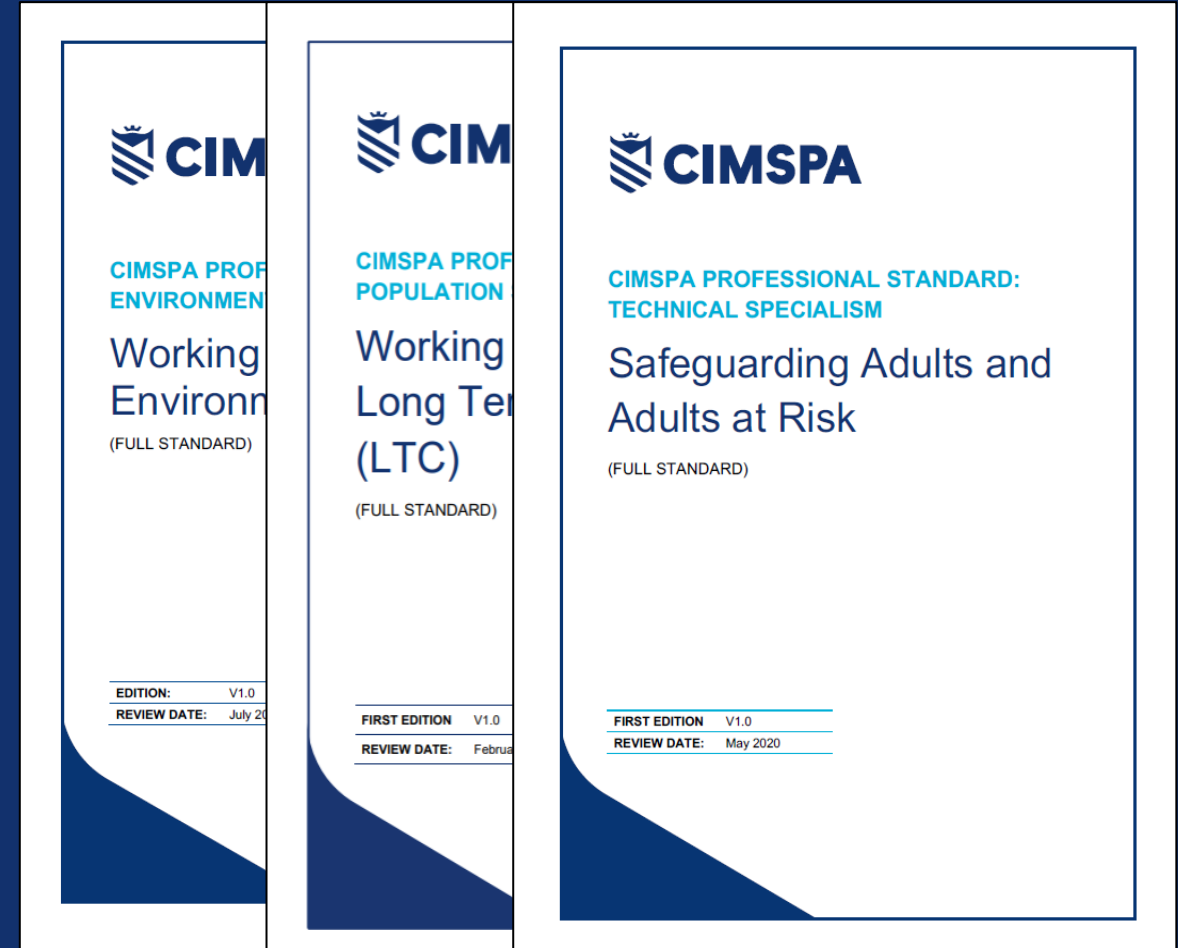
- Define the knowledge and skills an individual must understand and demonstrate to undertake a particular role.
- Are developed in line with employer needs.
- Provide a consistent framework that can be used to underpin all career pathways.
- Are not developed to meet the business needs of education providers.



Professional Standards



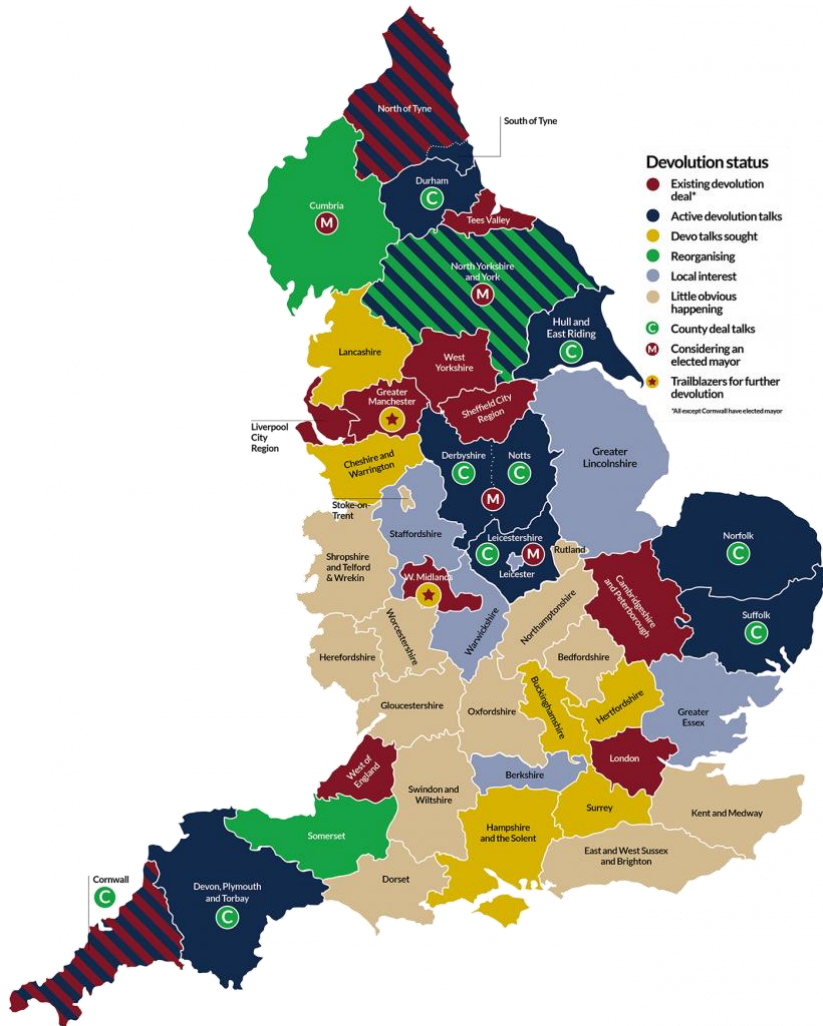
Specialisms



Local Skills Plans: A blueprint for the future

- 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

How do we think it will work

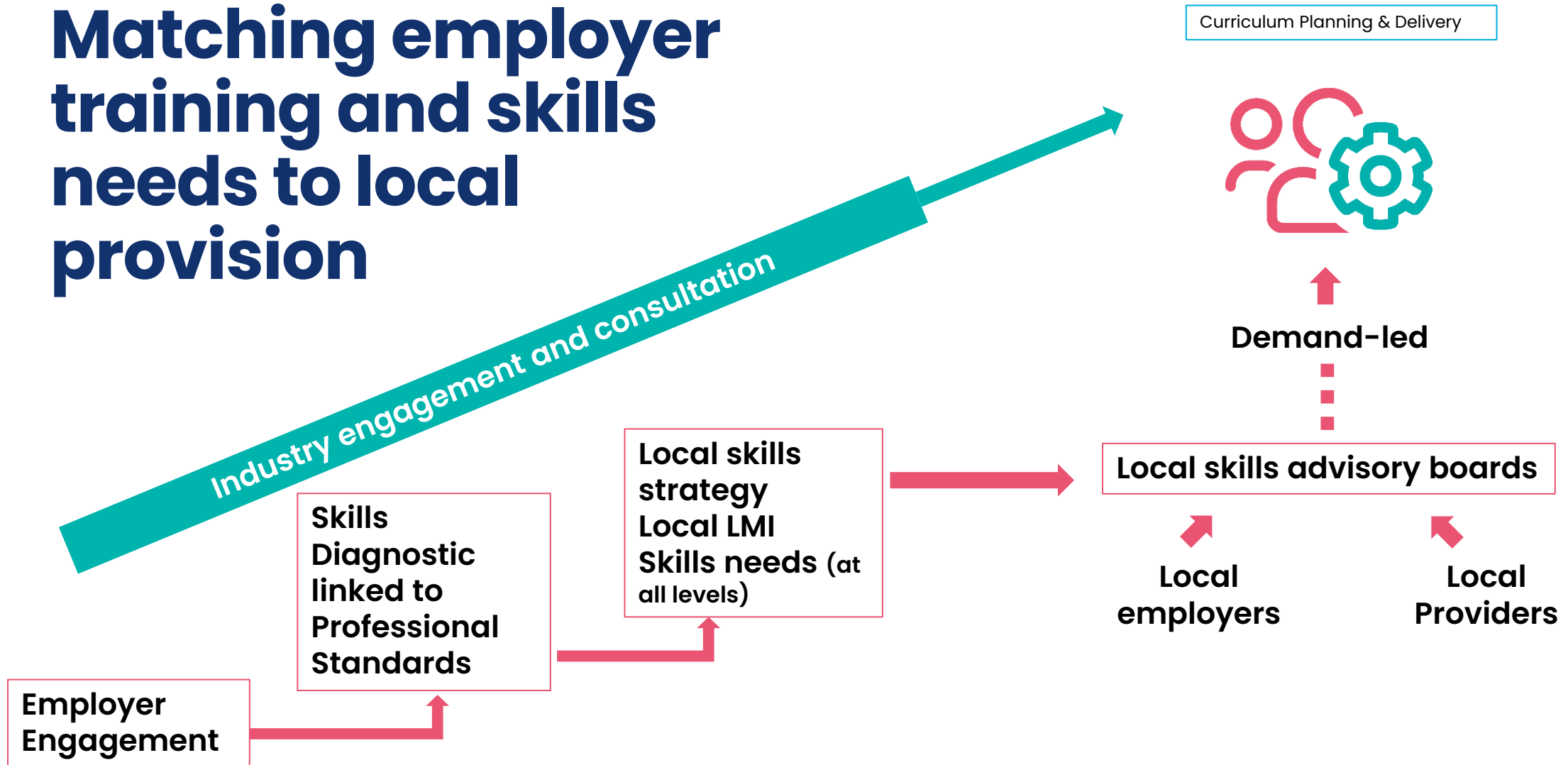


- Employer representative bodies appointed to lead a cross sector Local Skills Improvement Plan (LSIP)
- LSIPs will mirror current and future boundaries of combined and mayoral combined authorities, where these don't exist LSIPs will largely follow LEP geographies
- Where an LSIP sit within a of combined or mayoral combined authorities there will be significant devolution of adult education and adult skills budgets

How do we think it will work

- Each LSIP will be supported by an employer board and multiple sub-sector boards
- The LSIP will inform local FE colleges and other education partners on their curriculum delivery and direct funding
- FE colleges and other providers will be held to account on how their curriculum delivery is meeting local skills needs and supporting local and jobs and the economy

Matching employer training and skills needs to local provision





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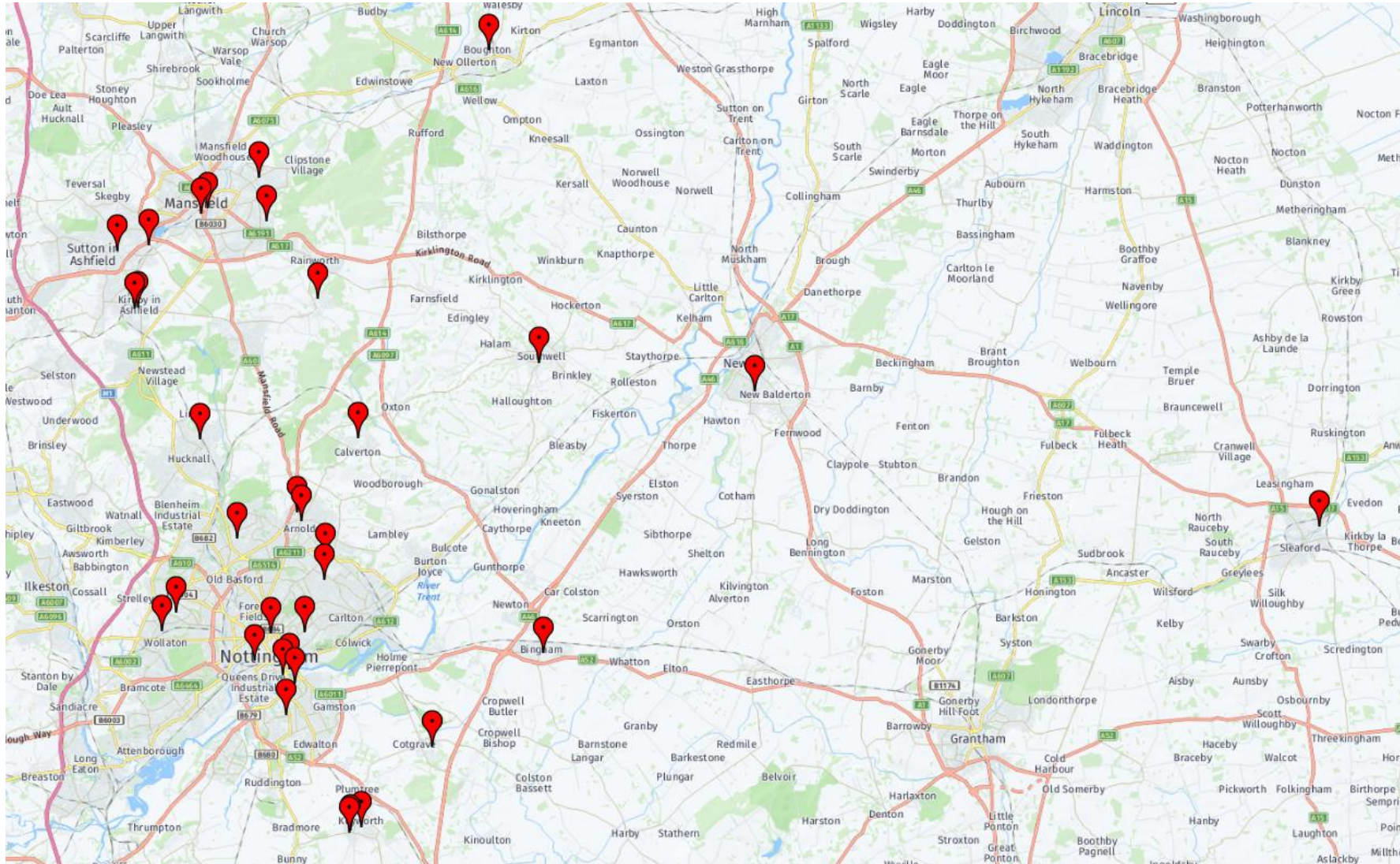
<Employer Partner> Skills Diagnostic Summary



**SPORT
ENGLAND**

FUNDED PARTNER

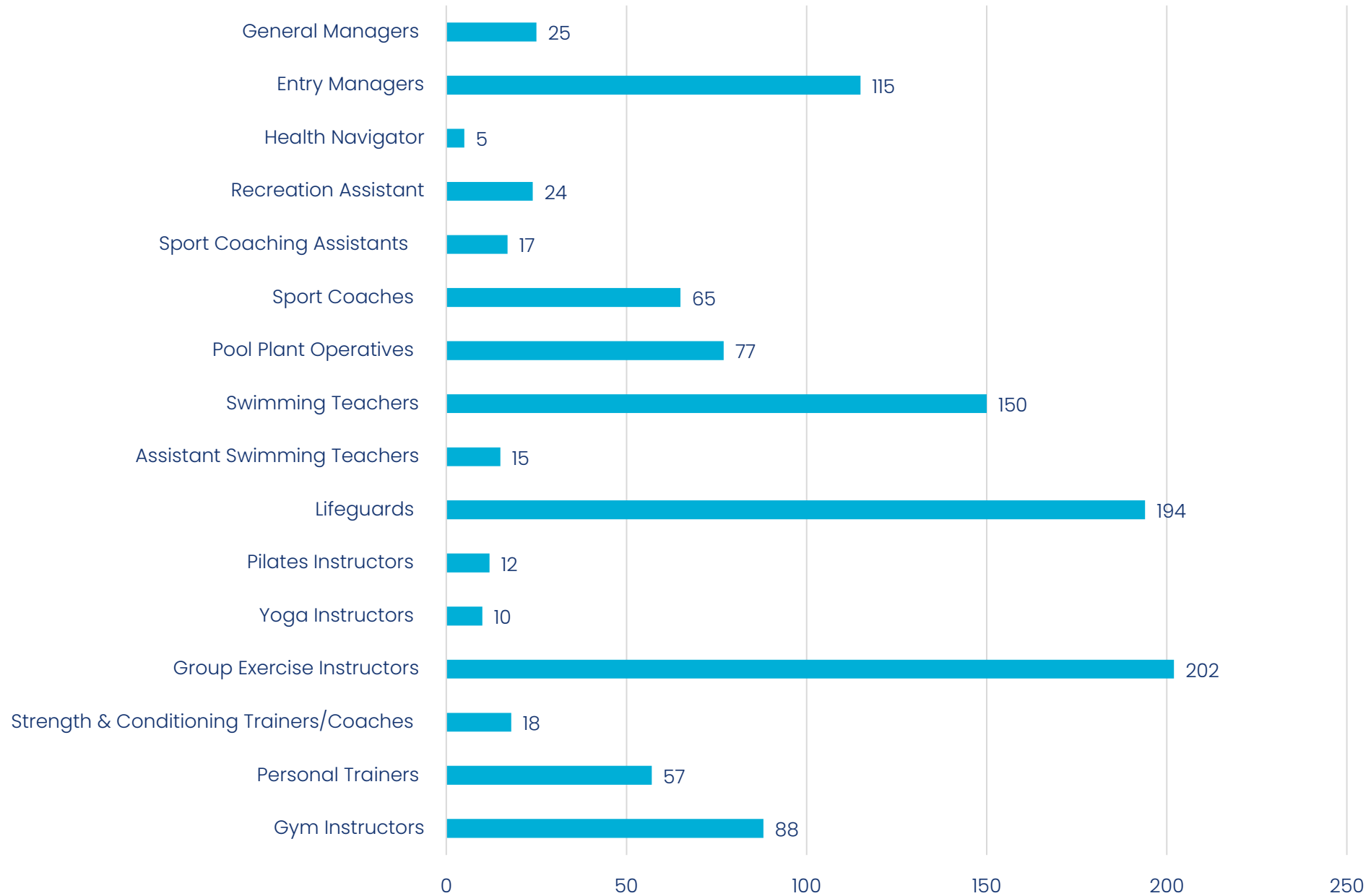
Where are organisations based?



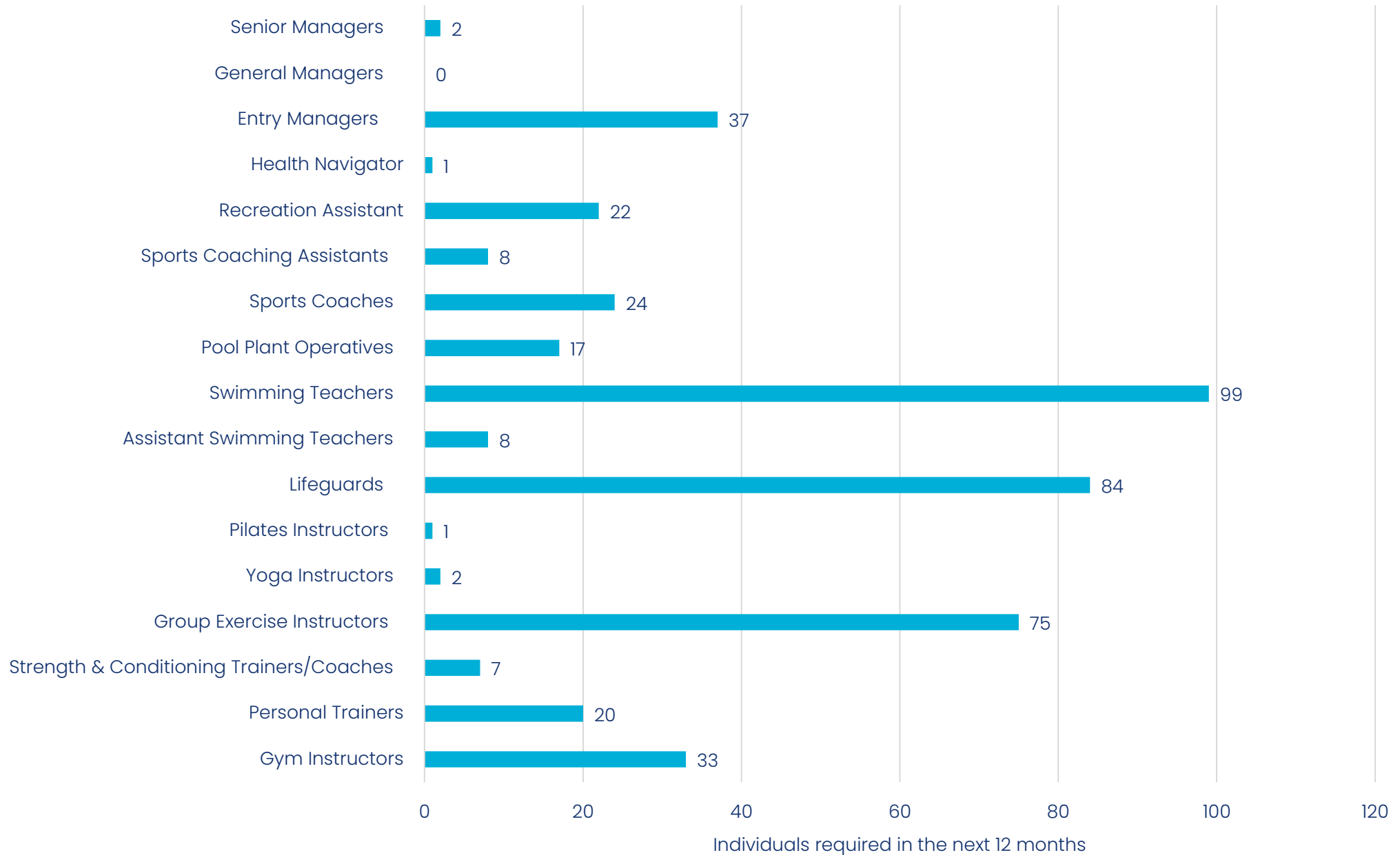
This map shows the base locations of each organisation/site that has completed the Skills Diagnostic survey.



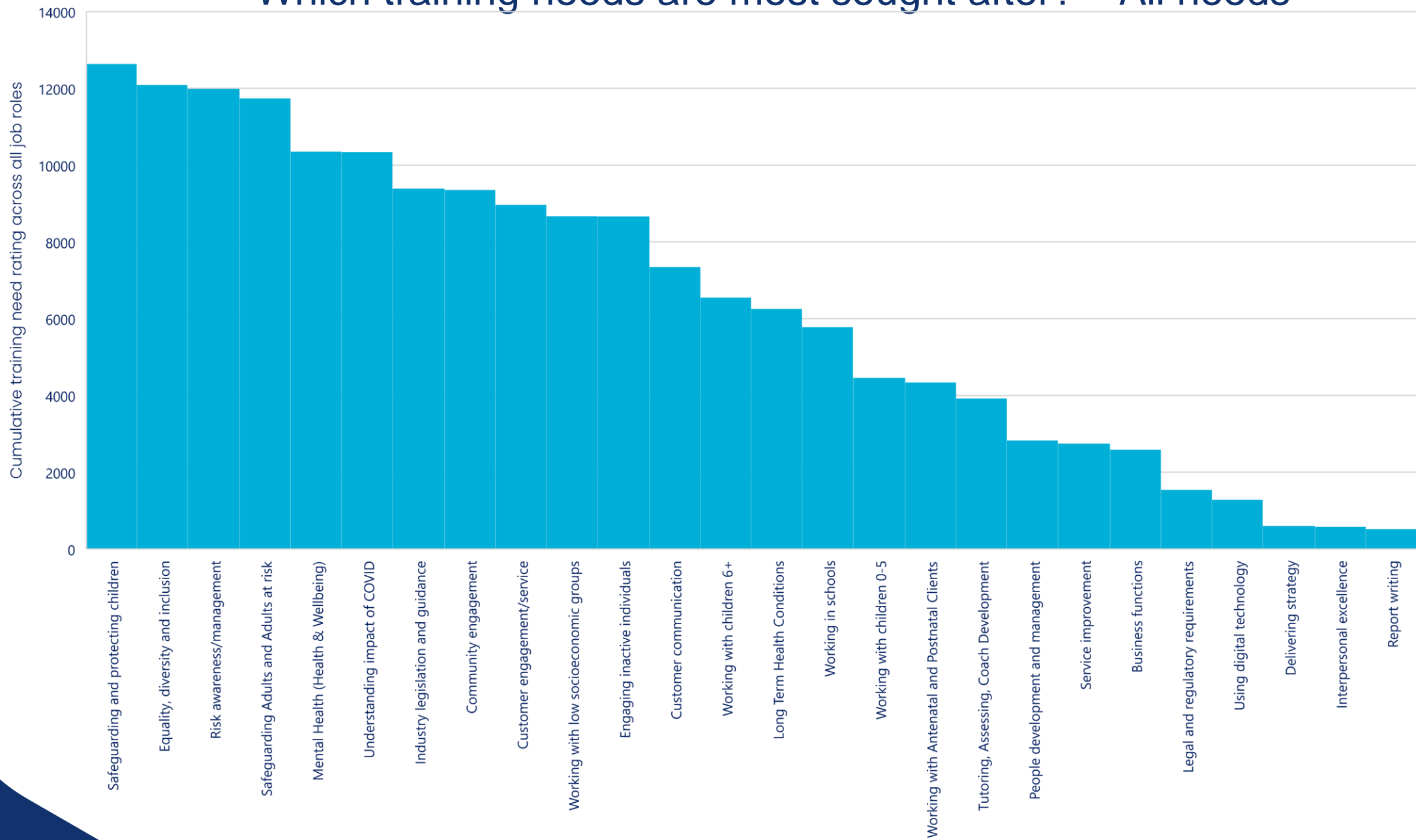
Total number of roles identified by employers



Estimated recruitment needs across all employers



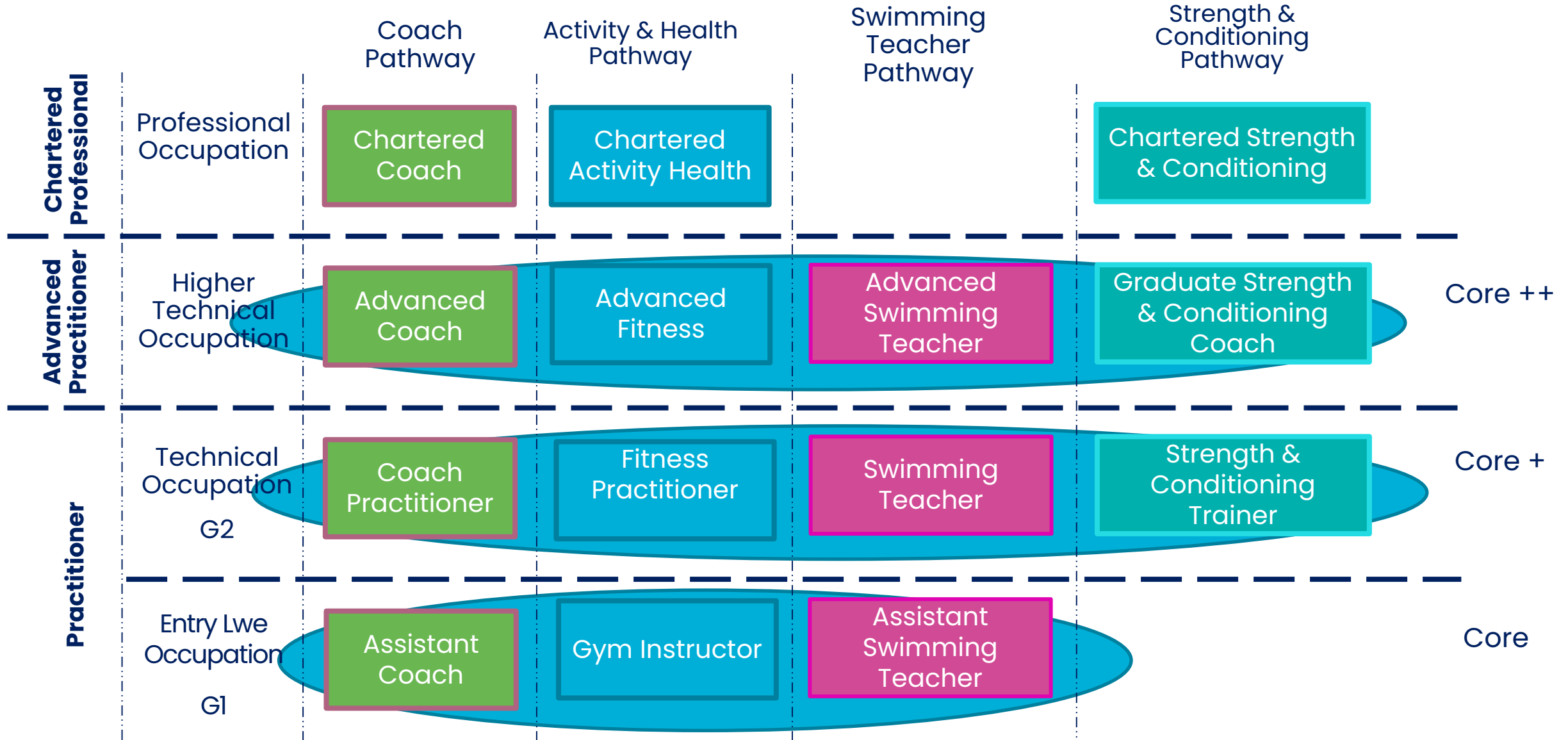
Which training needs are most sought after? – All needs



Training Need



Technical/ Practitioner route



Delivery model

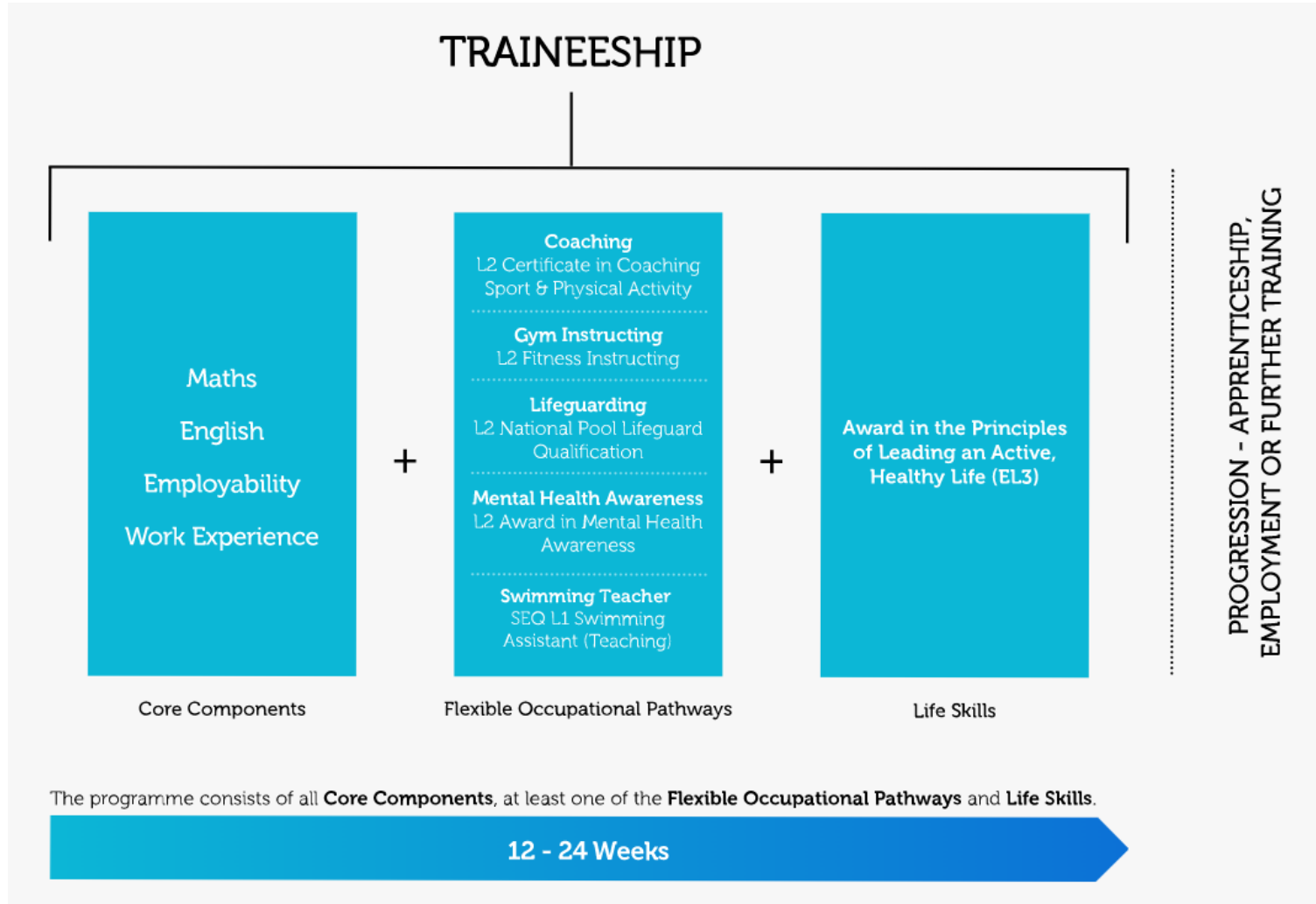
	Micro-Credentialing	Standalone	Academic	Work based	
Chartered Practitioner	Professional Occupation	Micro-Credentials	Standalone Quals	Degree/ Chartered	Degree Apprenticeships
	Higher Technical Occupation	Micro-Credentials	Standalone Quals	HTQ/ FD	Higher Apprenticeships
Advanced Practitioner	Technical Occupation G2	Micro-Credentials	Standalone Quals	A-Levels/ T-Levels	Apprenticeships
	Entry Level Occupations	Micro-Credentials	Standalone Quals	Study Programme	Traineeships

Intermediate Practitioner Qualification -Leisure Fitness / Coaching pathways

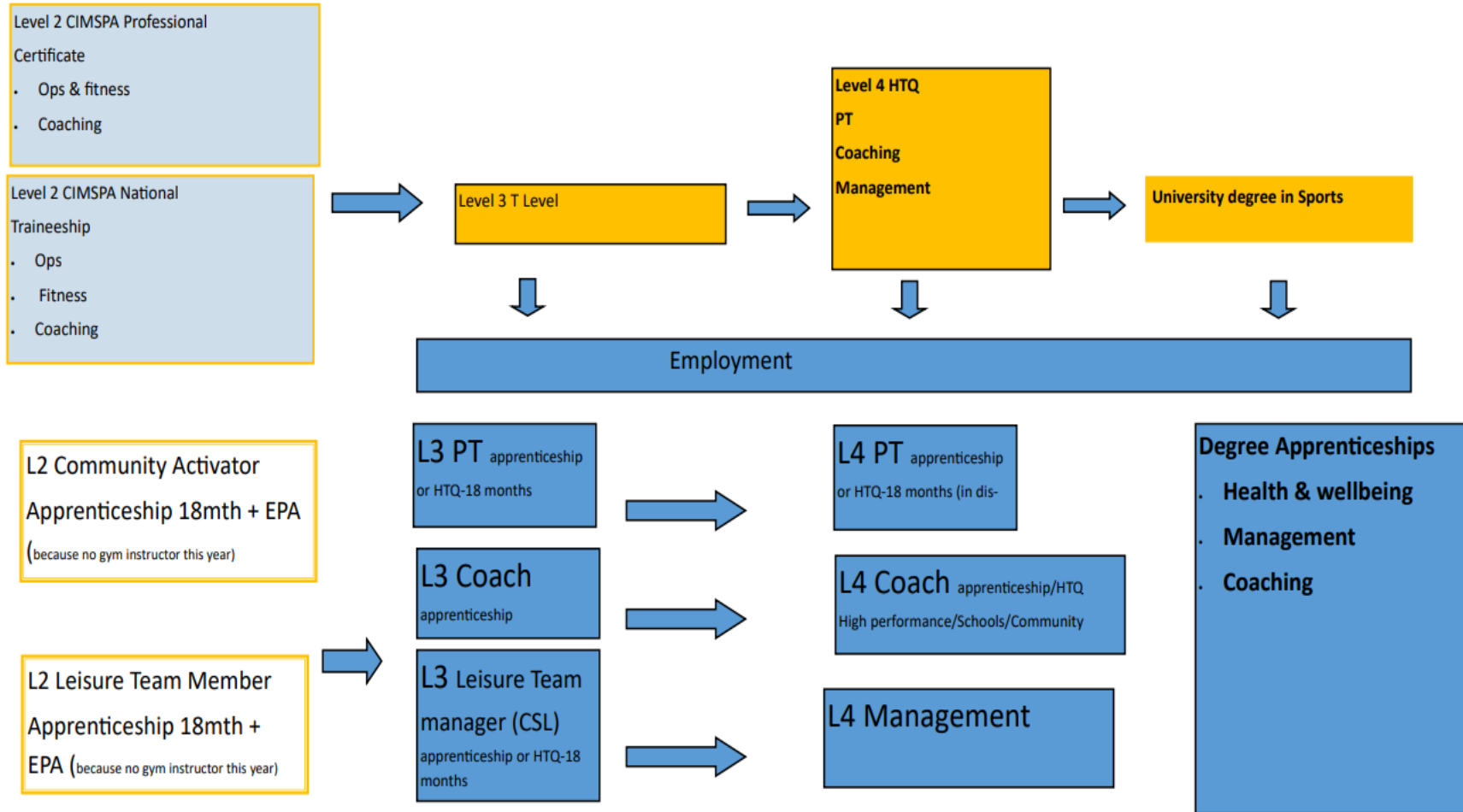
- Customer Service
- 1st Aid
- Lifeguard
- Swimming Teacher
- Fitness Instructor
- Food Hygiene
- Maths / English

- Customer Service
- 1st Aid
- Multi Skills Coach
- NGB Coaching Qualification
- Coaching in Schools
- Coaching Children
- Maths / English

Traineeships



Funded Training Routes





Welcome to the new world!