

A reminder of why we are where we are...

PROFESSIONALISING THE WORKFORCE MATTERS

- It's never been more important than now.
- The spotlight is shining on sport and physical activity as never before via the government and Sport England strategies.
- CIMSPA can deliver the workforce improvements Sport England needs as a baseline for their own strategy success – a quality workforce underpins the ambitions of “Towards an Active Nation”.

This time last year we agreed a plan...

CIMSPA HAS BEEN TASKED TO DELIVER

“Standards for **ALL** sport
and activity professionals”

We committed to five key work streams in 2016

Government support
for comprehensive
workforce agenda



Establish working forum
between our sector and
health care profession



Establish clear goals
with HE and FE
linked to our sector



Set up employer-led
Professional
Development Board



5 employer-led committees
to begin standards
matrix development



All underpinned by support (via strategy) and investment (via funding)
From Sport England



Robust, inclusive governance

Governance structure is employer-driven: members will be able to channel their expertise into ensuring all job standards meet employability needs.



2016

Big differences in 2016

OUR KEY CHANGES/DRIVERS:

Employer partnership

CIMSPA
PARTNER

The keystone of the whole offer – this “seals the commitment” that employers:

- Put their staff into CIMSPA membership
- Only use CIMSPA-recognised training

It is “their side of the bargain” and a commitment which employers **MUST** make if a self-sustaining training and qualification ecosystem is to embed.

Employers already committed include:

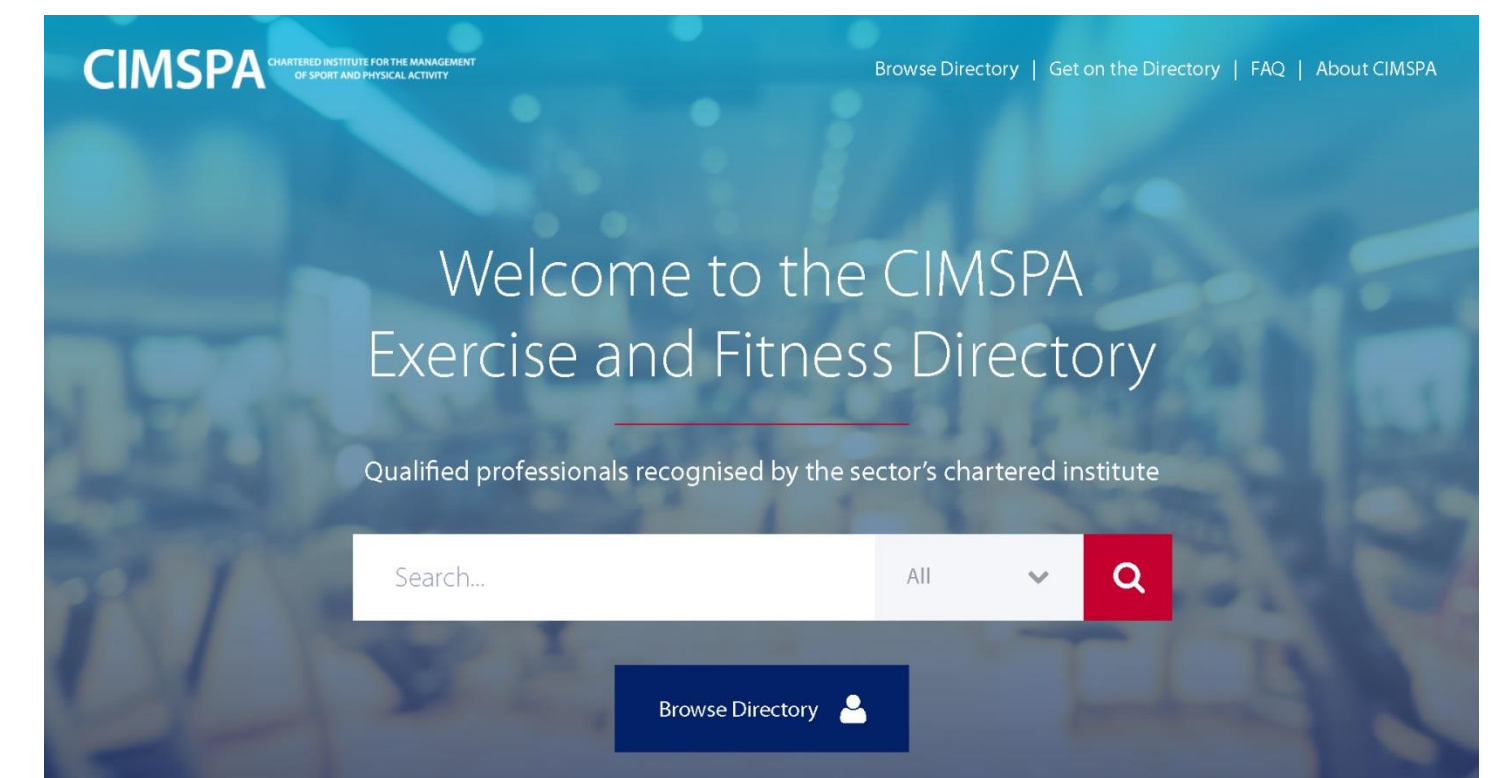


**OVER 60 PARTNERS
REPRESENTING 63000+
STAFF NOW ON BOARD**

A credible REPs alternative

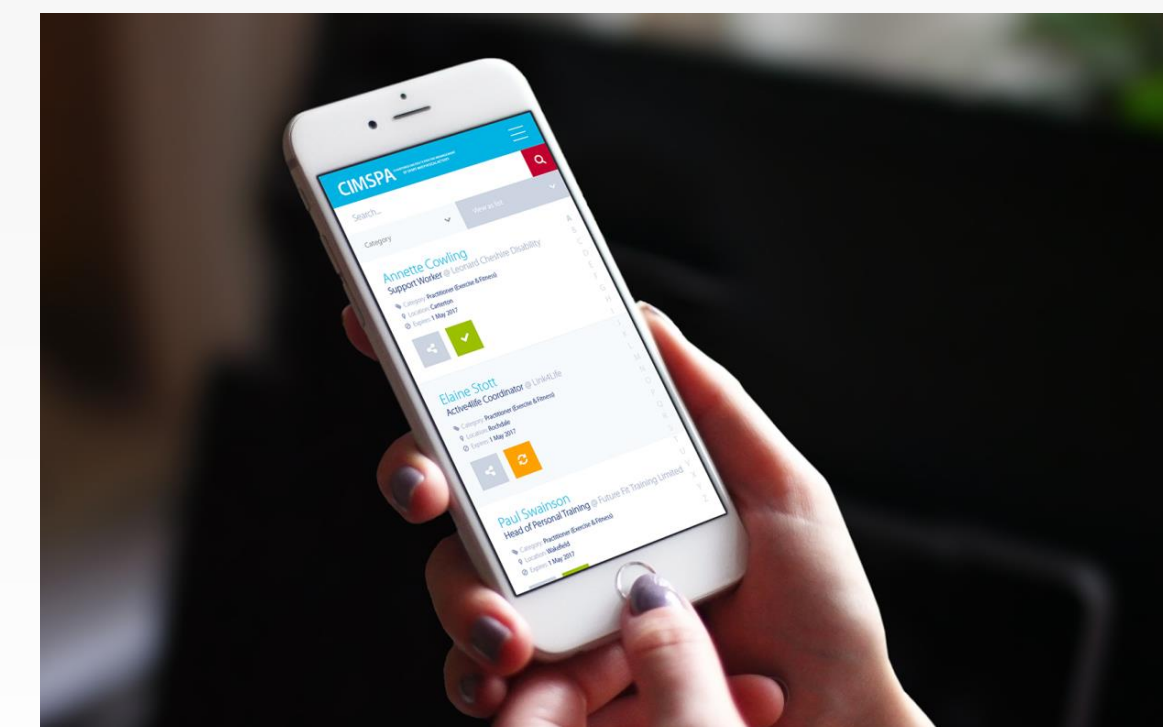
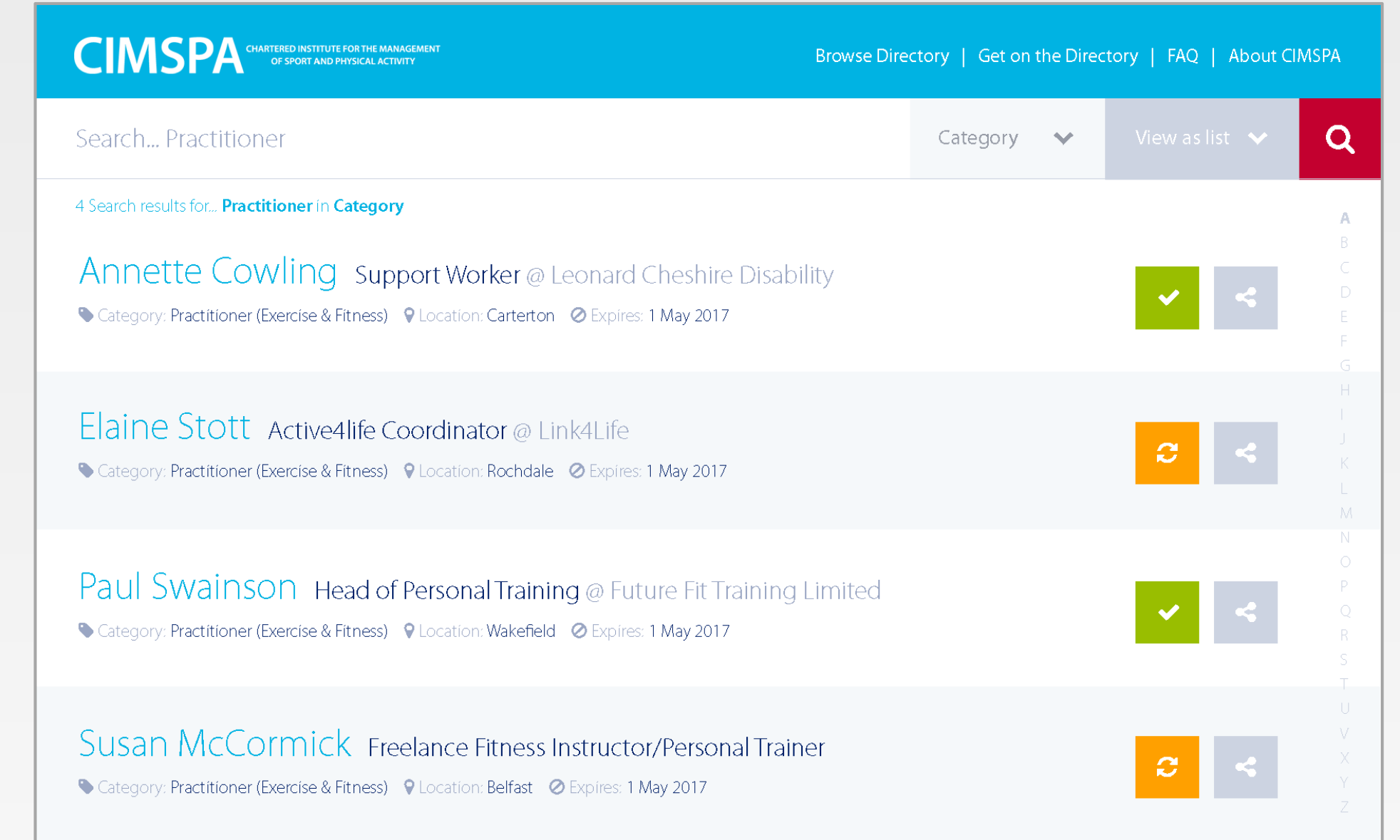
Frustrated by the variable quality of REPs-accredited staff, employers asked CIMSPA to provide an alternative and we created membership routes for exercise and fitness staff, who are now listed on the CIMSPA Exercise and Fitness Directory

- This directory provides a sector-wide **SINGLE** competency register for employers to benefit from.
- Exercise and fitness is just one of 5 sector industries
CIMSPA will work with.



2016

“One sector – one directory”



DIRECTORY WENT LIVE SUMMER 2016

See it at: www.cimspa.directory

Professional standards matrix

A comprehensive framework which informs:

The knowledge, skills and behaviour required to undertake a specific core function e.g. first line manager.

The professional standards required to progress from one job role to the next.

The identification of common standards to allow the transfer of existing standards to sector industries.

How individuals can map their own “career pathway” both within and across the 5 sector industries.

The matrix will be the FOUNDATION of CIMSPA’s work, and will inform the development of qualifications, training, further education programmes, apprenticeships and CPD.

2016

The whole sector signs up to our model

To create the exercise and fitness membership pathways, CIMSPA has stepped outside a narrow “leisure operations” mindset.

CIMSPA has defined the sector into 5 industries which will all eventually have a pathway to chartered recognition – not just for managers, but also for skilled practitioners.



CIMSPA – the sector's custodian



All maintained and co-ordinated through CIMSPA

A single unified voice

Employers
Education providers
Landscape partners

Partnerships

Employers
Education providers
To develop a culture of professional development

Endorsement

Apprenticeships
Degrees
Qualifications
CPD

Career pathways into and through the sector

Linked to professional membership
Leading to chartered status

SINGLE PROFESSIONAL STANDARDS MATRIX

“Don’t sweat
the small stuff”

**THERE WERE A FEW
OTHER THINGS GOING ON...**