

Sport and physical activity sector local skills plan

Hertfordshire: 2026–2029

CREATED BY

Sport and Physical Activity Sector
Local Skills Accountability Board –
Hertfordshire





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CIMSPA would like to thank Herts Sport and Physical Activity Partnership for their support in sourcing photographs for this skills plan.

Introduction and context

The Sport and Physical Activity Sector Local Skills Accountability Board – Hertfordshire

About the board

Chair: Amanda Washbrook, Deputy Principal, West Herts College

Vice Chair: Stewart Hunt, Director, Apex 360 Ltd

The board would like to thank Professor Michael Callan PhD FRSA, Professor of Judo Education, University of Hertfordshire, who chaired the board until October 2025 and gave significant time to ensure that this skills plan had a strong foundation to build on and develop.

Board executive

- Herts Sport and Physical Activity Partnership
- West Herts College
- Apex 360

Board member organisations

- Active in the Community
- Dacorum Borough Council
- Hertfordshire Chamber of Commerce
- Hertfordshire County Council (Public Health department)
- Hertfordshire FA
- Hertfordshire Futures
- Hertfordshire Sports Village
- Herts Disability Sports Foundation
- Oaklands College
- Stevenage Borough Council
- UK Coaching
- University of Hertfordshire

Hertfordshire – geographical area

The Hertfordshire Local Skills Accountability Board encompasses all 10 districts and boroughs within the county:

- Broxbourne
- Dacorum
- East Hertfordshire
- Hertsmere
- North Hertfordshire
- St Albans City and District
- Stevenage
- Three Rivers
- Watford
- Welwyn Hatfield



CIMSPA and local skills

The right training, delivered in the right place, at the right time.

Our collaborative local skills project is bringing together employers, education providers and employability-focused organisations to effectively and efficiently match supply and demand.

CIMSPA – the Chartered Institute for the Management of Sport and Physical Activity – is the chartered professional body for the sport and physical activity sector workforce.

In 2023 the Department for Culture, Media and Sport published “Get Active: A strategy for the future of sport and physical activity”. This strategy explicitly backs CIMSPA’s rollout of local-based skills and training: “We will support CIMSPA in the development of local skills improvement plans with full national coverage.”

In line with its “Uniting the Movement” strategy, Sport England have commissioned CIMSPA to help accelerate local-focused skills improvements within the sport and physical activity workforce.

CIMSPA have already deployed a complete delivery team of multiple workforce development managers working at a local level across England, Wales and Scotland.

The CIMSPA workforce development manager within Hertfordshire works with stakeholders in the local area, carrying out skills diagnostics and helping to deliver the recommendations within this local skills plan.

Funding and support

Our local skills work to engage with employability-focused organisations and build a representative sport and physical activity sector workforce is funded and supported by Sport England and the National Lottery.



Get involved

To learn more about this local skills plan or the work of your local skills accountability board, please contact CIMSPA who will connect you with the workforce development manager for Hertfordshire.

partners@cimspa.co.uk

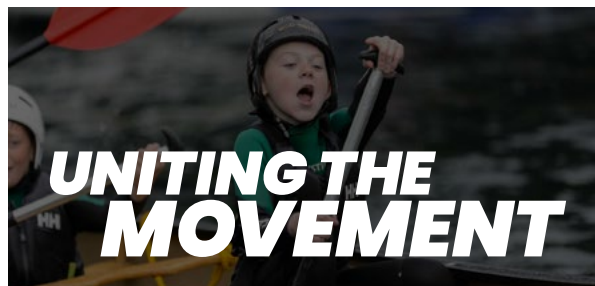
[LOCAL SKILLS ACCOUNTABILITY BOARD WEBSITE PAGE](#)

National context



DCMS strategy context

In August 2023, the Department for Culture, Media and Sport published “Get Active: A strategy for the future of sport and physical activity”. This strategy explicitly backs CIMSPA’s rollout of local-based skills and training: “We will support CIMSPA in the development of Local Skills Improvement Plans with full national coverage.”



Sport England strategy context

In 2021, Sport England launched Uniting the Movement, a 10-year strategy outlining the importance of the workforce in driving change to transform lives and communities through sport and physical activity.

Uniting the Movement strategic priorities include:

- Unleashing the power of diversity
- Ensuring people have access to help from those who relate to their experiences
- Training and qualifications fit for the future
- Better career choices
- Organisations contributing more to the social fabric of their communities

With this, the sector’s workforce must be representative of the community it serves, creating sustainable careers, placing local employer and individual need at the heart of training and development. There is a collective responsibility to ensure the sport and physical activity sector is a valued and accessible career choice with progression for individuals.



Local Skills Improvement Plan context

Introduced via the Skills and Post-16 Education Act 2022, Local Skills Improvement Plans (LSIPs) are designed to ensure that education, funding and workforce development match the hiring and operational needs of local employers. They bring together employers, education providers and other stakeholders to directly shape where local economic efforts are targeted.

Initially, focus primarily lay on sectors such as healthcare and construction. However, since the roll-out of the initial 38 plans in 2023, the sport and physical activity sector has supported their implementation through sector-specific local skills plans. With the launch of the new cycle of LSIPs in 2026, the sector is being increasingly prioritised as a catalyst for health and wellbeing and thereby economic activity across many localities.

Local context

Hertfordshire Local Skills Improvement Plan 2026–2029

The Hertfordshire Chamber of Commerce's Local Skills Improvement Plan (LSIP) sets out a shared set of priorities. Employers, education providers, local authorities and wider partners can use these to work together to strengthen skills development, workforce participation and recruitment across the county.

Developed through engagement with more than 1,600 employers, the LSIP reflects the priorities and evolving workforce needs of Hertfordshire's business community. The plan identifies six county-wide priorities:

- Health and social care
- Construction and green skills
- Digital and artificial intelligence
- Access for small and medium-sized enterprises (SMEs)
- Mid-level technical skills
- Participation and inclusion

The LSIP also recognises sport and physical activity as a cross-cutting 'incubator' sector that makes an important contribution to wider economic and social priorities through:

- supporting the delivery of health and social care priorities
- developing transferable employability and leadership skills for young people.

The inclusion of health and social care as a priority sector, alongside the recognition of sport and physical activity as an incubator sector, presents a significant opportunity to strengthen links between the sport and physical activity workforce and health and care services. This supports the development of a more integrated skills system across Hertfordshire, contributing to prevention-focused approaches, improved population health outcomes and reduced demand on health and care services.

Thinking beyond these direct outcomes, the sector can make a meaningful contribution to economic growth by reducing economic inactivity, supporting those who are NEET and promoting a healthier, more productive workforce.

The Hertfordshire Local Skills Accountability Board has established a relationship with the Hertfordshire Chamber of Commerce to ensure alignment between local education, skills and workforce priorities.

This partnership supports a coordinated county-wide approach to opportunity creation, strengthens collaboration across sectors and promotes the sharing of best practice between education providers, employers and strategic partners across Hertfordshire.

**HERTFORDSHIRE LOCAL SKILLS
IMPROVEMENT PLAN** [↗](#)

Themes, recommendations, partners and stakeholders

Themes

This plan has four themes.



Recommendations

This plan has three headline recommendations:

Support career entry

1

Enhance awareness and accessibility of sector career pathways by strengthening and optimising connections between sector stakeholders.

Develop workforce capacity

2

Address workforce capacity and training needs by developing and promoting targeted training programmes that enhance community health.

Lead with insight

3

Collect data, share resources and measure impact to effectively identify and respond to sector needs.



Partners and stakeholders

CIMSPA will work collaboratively with a range of partners and stakeholders to deliver on the actions that underpin this plan's recommendations.

These include:

Education and training providers

Those delivering accredited training – both sector/occupation-specific training and training around basic skills, knowledge and behaviours – for example, further education colleges and higher education institutes.

Skills and sector partners

Those with knowledge and understanding of the sport and physical activity sector, with expertise to support both employers and training providers, Active Partnerships, national governing bodies of sport and other system partners.

Employers and deployers

For example, leisure providers, coaching companies and gym owners.



Recommendations and actions

RECOMMENDATION 1

Support career entry: Enhance awareness and accessibility of sector career pathways by strengthening and optimising connections between sector stakeholders.

Theme(s)	No.	2026–2029 actions	What does success look like?	How will it be measured?*
RECRUIT	1a	Improve awareness and visibility of sector career pathways.	<ul style="list-style-type: none"> ▶ More employers attending Herts Futures careers events ▶ Employers present realistic and engaging sector opportunities at careers events ▶ Increased awareness of the sector career opportunities and resources promoted on the Hertfordshire Opportunities Portal ▶ Employers and sector stakeholders actively showcase the benefits of the sport and physical sector to careers advisors from Hertfordshire secondary schools ▶ Local education providers and careers advisors are aware of and use the CIMSPA Careers Hub to educate learners on sector career opportunities ▶ Case studies are shared with education providers and learners ▶ More career explorers are aware of sector career pathways 	<ul style="list-style-type: none"> ▶ Number of sector employers in attendance at careers events ▶ Number of schools/ careers advisors presented to ▶ CIMSPA Careers hub data ▶ Hertfordshire Opportunities Portal data ▶ Local documentation and reporting
RECRUIT TRAIN	1b	Strengthen industry and education collaboration to improve career entry opportunities.	<ul style="list-style-type: none"> ▶ More local employers engage with colleges to support skills planning, training and learner transition to employment ▶ Education providers use employer insight to inform curricula ▶ Employers and education providers collaborate to develop work placement opportunities ▶ Local qualifications effectively respond to industry skills demand ▶ Employers report job applications from candidates with skillsets aligned with their needs 	<ul style="list-style-type: none"> ▶ Workforce Development Tool data ▶ Number of employers offering work placements ▶ Qualitative data ▶ Local documentation and reporting

*See glossary below for more information on specific terms.

RECOMMENDATIONS AND ACTIONS

RECOMMENDATION 1 (continued)

Theme(s)	No.	2026–2029 actions	What does success look like?	How will it be measured?*
RECRUIT SUPPORT	1c	Ensure that people who are not in employment, education or training (NEET) or at risk of becoming economically inactive are aware of and can access sector careers.	<ul style="list-style-type: none"> ▶ A specialist task-and-finish group is created to better connect organisations across Hertfordshire and share best practice and feedback ▶ Stronger partnerships established between employers, education providers, DWP, youth services and community organisations ▶ Employability programmes direct individuals to the CIMSPA Careers Hub for information about sector careers ▶ Increased awareness of sport and physical activity career opportunities among NEET and at-risk individuals ▶ Sustainable referral pathways established between Hertfordshire youth support services and sport and physical activity employers ▶ Increased uptake of apprenticeships and entry-level roles within the sector by young people who were previously NEET or identified as at risk 	<ul style="list-style-type: none"> ▶ CIMSPA Careers Hub data ▶ Number of referrals from youth support services to sector employers ▶ Employer recruitment data ▶ DWP and youth service data ▶ Local documentation and reporting

To achieve recommendation 1, we must build strengthen employer and education partnerships through aligned qualifications, networks, apprenticeships, career fairs and sector promotion that will close skills gaps and inspire future talent.

*See glossary below for more information on specific terms.

RECOMMENDATIONS AND ACTIONS

RECOMMENDATION 2

Develop workforce capacity: Address workforce capacity and training needs by developing and promoting targeted training programmes.

Theme(s)	No.	2026–2029 actions	What does success look like?	How will it be measured?*
TRAIN SUPPORT RETAIN	2a	Raise awareness of high-quality workforce development opportunities.	<ul style="list-style-type: none"> ▶ Local employers access workforce development support through CIMSPA employer partnership ▶ Local employers are aware of and use the University of Hertfordshire (UoH) Enterprise Hub facilities for workforce development ▶ Local employers are aware of and use the CIMSPA Endorsed Training Directory and Herts Sport and Physical Activity Partnership training resources to find workforce training ▶ Employers provide CIMSPA membership for employees to support continuing professional development ▶ Sector employees complete more high-quality training ▶ Employers report a reduction in skills gaps 	<ul style="list-style-type: none"> ▶ UoH Enterprise Hub data ▶ Number of CIMSPA employer partners ▶ Number of CIMSPA members ▶ Herts Sport and Physical Activity Partnership data ▶ Workforce Development Tool data
TRAIN SUPPORT RETAIN	2b	Ensure that workforce development opportunities are high-quality, relevant and support retention.	<ul style="list-style-type: none"> ▶ More local training is endorsed by CIMSPA ▶ Local training meets employer needs that have been identified through the CIMSPA Workforce Development Tool ▶ The local workforce is equipped with relevant skillsets ▶ Employees report feeling supported to develop ▶ Employers report a reduction in skills gaps ▶ Employers report improved workforce retention 	<ul style="list-style-type: none"> ▶ Number of local CIMSPA-endorsed courses ▶ Workforce Development Tool data ▶ Employee satisfaction data

*See glossary below for more information on specific terms.

RECOMMENDATIONS AND ACTIONS

RECOMMENDATION 2 (continued)

Theme(s)	No.	2026–2029 actions	What does success look like?	How will it be measured?*
TRAIN SUPPORT	2c	Equip the workforce to support community healthcare through targeted training.	<ul style="list-style-type: none"> ▶ A version of the Finding Your Feet judo-based safer falls programme is approved for non-judo workforce members to deliver ▶ Education providers are supported to deliver the safer falls training programme ▶ More workforce members are trained to deliver safer falls programmes for older adults ▶ More safer falls programming is available to Hertfordshire residents ▶ Data and insight that captures programme impact is used to justify extended adoption of the programme 	<ul style="list-style-type: none"> ▶ UoH programme approval data ▶ Number of people trained ▶ Number training courses delivered ▶ Local documentation and reporting

To achieve recommendation 2, we must deliver ensure that high-quality training is available, accessible and targeted to meet employer needs.

*See glossary below for more information on specific terms.

RECOMMENDATION 3

Lead with insight: Collect data, share resources and measure impact to effectively identify and respond to sector needs.

Theme(s)	No.	2026–2029 actions	What does success look like?	How will it be measured?*
SUPPORT	3a	Increase and standardise use of data and insight for decision-making and monitoring impact.	<ul style="list-style-type: none"> Employers complete CIMSPA Workforce Development Tool surveys regularly Resources such as the S+PA Workforce Observatory, university research institutions and local insight are used to identify trends and needs Trend and needs data is used for top-level decision-making in sector organisations Social value measurement tools are used to quantify programme impact such as NHS cost savings Case studies of success stories are used to capture impact and share best practice examples 	<ul style="list-style-type: none"> Workforce Development Tool data S+PA Workforce Observatory user data University of Hertfordshire social value tool user data Number of case studies recorded Local documentation and reporting
SUPPORT	3b	Expand local sector networks to better share information, resources and opportunities.	<ul style="list-style-type: none"> More local sector organisations are part of the Herts Leisure Operators and CIMSPA Network More local sector organisations attend networking events Networking events are used to share and analyse key workforce development trends Sector organisations use networking events to share strategic updates and stay informed of local industry news Available resources, funding, training opportunities are highlighted and shared between sector stakeholders 	<ul style="list-style-type: none"> Number of organisations within the network Number of organisations attending network events Local documentation and reporting

To achieve recommendation 3, we must gather robust data, use research and diagnostic tools to spot trends and share insights widely to inform strategy and drive continuous improvement across the sector.

The board has used these overarching recommendations to create a granular action plan. This specifies board actions over and above the work of individual organisations.

*See glossary below for more information on specific terms.

Data and insight that have informed this work

Physical activity in Hertfordshire

Hertfordshire is widely recognised as a prosperous county. However, this headline picture can mask significant inequalities in health, wellbeing, skills and economic opportunity experienced by some communities. While many residents enjoy positive outcomes, there are areas where levels of disadvantage and deprivation remain persistent, resulting in poorer health, employment and social outcomes.

This local skills plan aims to look beyond county-wide averages and highlight the variations in need that exist across Hertfordshire. By adopting a targeted, collaborative approach, the sport and physical activity sector can play a vital role in addressing these inequalities, supporting improved health and wellbeing, enhancing employability and creating pathways to education, training and employment for those communities where the need is greatest.

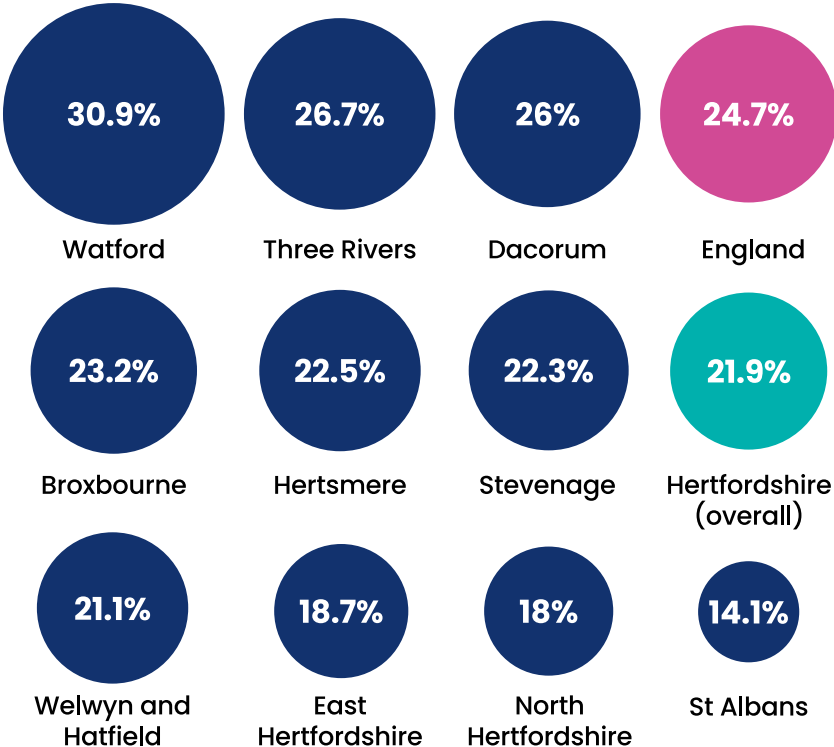
Adults

Although Hertfordshire’s inactivity rate remains below the England average, significant variation exists across the county. Inactivity ranges from 14.1% of the population in St Albans to 30.9% in Watford, with Three Rivers (26.7%) and Dacorum (26.0%) also experiencing higher levels of inactivity. These disparities highlight the importance of developing a skilled, diverse and locally representative sport and physical activity workforce that can engage communities experiencing the greatest barriers to participation.

Source: Active Lives Online, Sport England, 2025

ACTIVE LIVES ONLINE [↗](#)

Hertfordshire adult inactivity rates (with comparisons)



Children

- 52% of children meet physical activity recommendations. This is greater than national levels of 49%.
- In children, the percentage of active individuals in high affluence families is 59% but only 45% in less affluent families. Physical activity levels have risen over the last eight years in Hertfordshire for low affluence families, but levels for their wealthier peers have risen faster, widening the inequality between them.

Source: Active Lives Online, Sport England, 2025

[ACTIVE LIVES ONLINE](#)

Health in Hertfordshire

Data from the NHS Hertfordshire and West Essex Integrated Care Board region, 2024–2025

- Emergency hospital admissions due to falls were 2,128 per 100,000 residents aged 65 and over – this is above the national average of 1,958.
- 585 in every 100,000 people aged 65 and over reported hip fractures – this is above the national average of 536 in 100,000.

This data correlates with Hertfordshire having a higher-than-average life expectancy. While residents are living longer, the gap between life expectancy and healthy life expectancy remains substantial.

Source: Fingertips public health profiles, Department of Health and Social Care, 2025

[FINGERTIPS PUBLIC HEALTH PROFILES](#)



Education and unemployment

Although Hertfordshire performs comparatively well against national measures of NEET and youth unemployment, significant disparities remain across the county.

Economic inactivity

Economic inactivity among residents aged 16–64 is significantly lower in St Albans than in Stevenage. When compared with the East of England average, this highlights a marked difference in labour market participation and employment opportunities across the county.

St Albans	Stevenage	East of England
14.5%	26.3%	19.4%

Source: Labour market overview, local, Office for National Statistics, 2024

[OFFICE FOR NATIONAL STATISTICS](#)

Risk of NEET

Within Hertfordshire, Stevenage has also been identified as an area with a higher risk of young people becoming not in education, employment or training (NEET), reinforcing the need for targeted interventions to improve engagement, skills development and progression opportunities.

The below risk scores indicate how likely a young person is of becoming NEET. A higher score indicates a higher chance.

St Albans	Stevenage	Hertfordshire
-18.6	5.7	-2.1

Source: NEET Dashboard, Youth Futures Foundation, 2026

[NEET DASHBOARD, YOUTH FUTURES FOUNDATION](#)

An overview of CIMSPA Workforce Development Tool findings

To strength the evidence base for this local skills plan, between May and August 2026 CIMSPA surveyed employers across Hertfordshire. This captured up-to-date and representative insights into the challenges and opportunities experienced by sector employers in the region.

The findings included the following highlights:

- Consistent with data collected in 2024, in 2026, lifeguards remain the most in-demand role. Employers reported a need for over 30% more staff in key operational roles such as lifeguarding, swimming instruction, group exercise and coaching.
- 91% of employers identified salary and pay levels as the biggest barrier to retaining staff.
- 75% of employers said they already support, or would be willing to support, work placements.

For a more detailed insight into the findings from the Workforce Development Tool, please refer to the plan's appendices.

Source: CIMSPA Workforce Development Tool data from 43 employers in Hertfordshire, 2026

[HERTFORDSHIRE 2026 WORKFORCE DEVELOPMENT TOOL DATA](#)



The scope of the sport and physical activity sector

Sector and industries definitions

The sport and physical activity sector:

“Everyone working in the sport and physical activity workforce in the industries and occupations detailed below and overleaf.”

Sector industries

Industry definitions from CIMSPA for the purpose of this strategy are shown in the table (right).

Paid/voluntary workforce

This sport and physical activity sector local skills plan aims to be broad enough in its outcomes to not need to be separated by employment/deployment status.

Industry	Definition
Exercise and fitness	Services, activities and venues that predominantly improve participant physical fitness.
Community sport	Sport/skill-based services, activities and venues that increase participation and develop skill, sometimes targeting under-represented groups and inequalities.
Leisure operations	Services, activities and venues that predominantly improve participation in physical activity.
Health and wellbeing	Holistic services and activities that promote improvements across all aspects of health, sometimes involving health care and other non-sector professionals.
Adventure sport	Activities, services and venues both indoor and outdoor improving participation in sport perceived as having a high level of risk.
Performance sport	Competitive sport and activities including those in which athletes receive payment for their performance; professional, semi-professional and grass roots sport.

Occupations

Introduction

“Occupations” are a standardised set of job roles that cover the whole of the sport and physical activity sector. For example, what some operators might call a “leisure attendant” is considered to be part of the “recreation assistant” occupation.

Definitions

- Frontline – occupations in sport and physical activity directly servicing the needs of the participant.
- Support chain – occupations in sport and physical activity servicing the needs of the front line and/or the facilities.
- Extended workforce – enablers and influencers of sport and physical activity who are not part of the sector workforce.

Frontline occupations

Sector workforce Occupations aligned with CIMSPA professional standards	Gym Instructor, core group exercise instructor, coach, coaching assistant, personal trainer, strength and conditioning trainer, pilates based matwork instructor, yoga instructor, aspiring manager, entry manager, health navigator, swimming teacher, lifeguard, recreation assistant, assistant swimming teacher, sports therapist*, nutritionist*, sport nutritionist*, physiotherapist*. *Occupations supported directly by other professional bodies
Broader workforce	Receptionist, bar staff, kitchen and catering assistant, waiting staff, cleaning assistant, domestic assistant, sales and retail assistant, chef.

Support chain occupations

Sector workforce Occupations aligned with CIMSPA professional standards	Entry manager, general manager, senior manager, tutor, assessor, coach developer, health navigator, pool plant operative.
Broader workforce	Sport development officer, researcher, teacher, administrative occupations, finance occupations, health and safety, quality manager, environmental manager, auditor, sports media and reporters, general assistant, maintenance operative (examples).

Extended workforce

Enablers Enablers of sport and physical activity who don't necessarily hold a CIMSPA-recognised professional qualification	Primary school teachers, teaching assistants, PE teachers, childcare workers, carers, sport event staff/volunteers, activity group leaders (e.g. scouts, guides etc), officiating.
Influencers Influencers of sport and physical activity who don't necessarily hold a sector-specific professional qualification	Parents, sport role models, sport and fitness models, sport and fitness social media influencers.

Glossary

Business skills diagnostic

CIMSPA has developed and launched a business diagnostic process through its workforce development team.

Sole traders and micro-enterprises of fewer than 10 employees make up 89% percent of the businesses in our sector, including over 73,000 freelancers and sole traders.

The diagnostic focuses in particular on this business type – building an understanding of their business needs and exploring how we can position our product offer and partner support to meet these.

In 2026, the Workforce Development Tool replaced the local workforce skills diagnostic and business skills diagnostic processes.

CIMSPA Data Lens

The CIMSPA Data Lens is a real-time intelligence dashboard for the UK's sport and physical activity sector.

The Data Lens system uses web-scraping APIs to open access data and machine learning, all segmented through real-world definitions specific to the sport and physical activity sector.

It can be interrogated specifically in niche areas such as exercise and fitness or community sport, or even specific geographies at a county or town level.

[DATA LENS](#)

Local documentation and reporting

Throughout the lifespan of this local skills plan, CIMSPA and the local skills accountability board will look to incorporate any new sector-specific data created by local stakeholders that helps us understand the impact of our actions.

For example – employability and skills reports, survey results and impact reports.

Local skills accountability board (LSAB)

A group of local education and training, skills/employability, health and employer stakeholders across a region and within the sport and physical activity sector.

LSABs are co-ordinated and managed by CIMSPA, enabled by Sport England and National Lottery funding.

Local skills improvement plan

Local skills improvement plans (LSIPs) provide an agreed set of actionable priorities that stakeholders in a local area can get behind to drive change.

LSIPs:

- place employers at the heart of local skills systems
- facilitate direct and dynamic working arrangements between employers, providers and local stakeholders
- help learners gain the skills they need to get good jobs and increase their prospects.

Each LSIP has a designated Employer Representative Body (ERB), appointed by the Department for Education.

This document is **NOT** an LSIP.

Local workforce skills diagnostic data

CIMSPA has a team of local workforce development managers working across England, Scotland and Wales.

These workforce development managers are engaged in collecting workforce skills intelligence directly from employers in their local area, through a detailed and standardised workforce skills diagnostic survey.

This data can then be segmented at the level of the local skills accountability board for use in better understanding local workforce needs and in monitoring the success of workforce improvement initiatives.

In 2026, the Workforce Development Tool replaced the local workforce skills diagnostic and business skills diagnostic processes.

Professional status

Professional status is a defined understanding of the level at which an individual can apply their skills, knowledge and experience to working in the sport and physical activity sector. Professional statuses are issued by CIMSPA as a chartered professional body and recognised regulator.

Qualitative data

Qualitative data is non-numeric, descriptive information that gathers experiences and perceptions. It includes case studies, feedback via surveys and forms, and interviews.

Sport and physical activity sector local skills plan

This document is a sport and physical activity sector local skills plan. It is a local skills plan specific to the sport and physical activity sector in a specific region.

The plan has been created by the local skills accountability board (see above), coordinated and managed by CIMSPA.

Workforce Development Tool

The Workforce Development Tool, based on the sector's employer-led professional standards which are managed by CIMSPA, is an employer-focused online suite of surveys.

The tool has been developed by CIMSPA to capture workforce insights from organisations operating in the sport and physical activity sector. It explores and supports recruitment, retention, training and workforce planning by gathering data on current workforce structure; skills gaps; recruitment practices; training and development needs; diversity and inclusion; and volunteer engagement.

Local workforce development managers use the Workforce Development Tool to collect data from sport and physical employers across each region of the UK.

This data will help inform each region's local skills plan, identifying current skills within the workforce and gaps that need to be filled based on demand in the area.



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