



Skills Accelerator Programme

Leicester, Leicestershire and Rutland complete dataset

Captured data relating to training budgets, non-sport & physical activity roles, recruitment/training, placements and skills needs per job role.

Data gathered up to May 2022.



Contents

<u>What data has been collected?</u>	3
<u>Local authority areas</u>	4
<u>Area map</u>	5
<u>Organisation breakdown</u>	6
<u>Number of roles</u>	7
<u>Recruitment data</u>	8
<u>Multi-role individuals</u>	9
<u>Additional Info</u>	10
<u>Headline data</u>	11-17
<u>Role specific training need trends</u>	18-28
<u>Summary</u>	28-30

What data has been collected?

Total TNAs completed: 119

(Note: 16 organisations completed a TNA for more than 1 organisation at the same time, due to the nature of their role)

Which colleges are employers interesting in linking with?

- Loughborough College - 70
- Leicester College - 42
- SMB Group - 25
- North Warwickshire & South Leicestershire - 30

How many are interested in a local skills board?

- Yes - 53
- No - 29
- Maybe - 21

What sort of organisation are the employers?

- Organisation - 84
- Sole trader/self-employed - 19



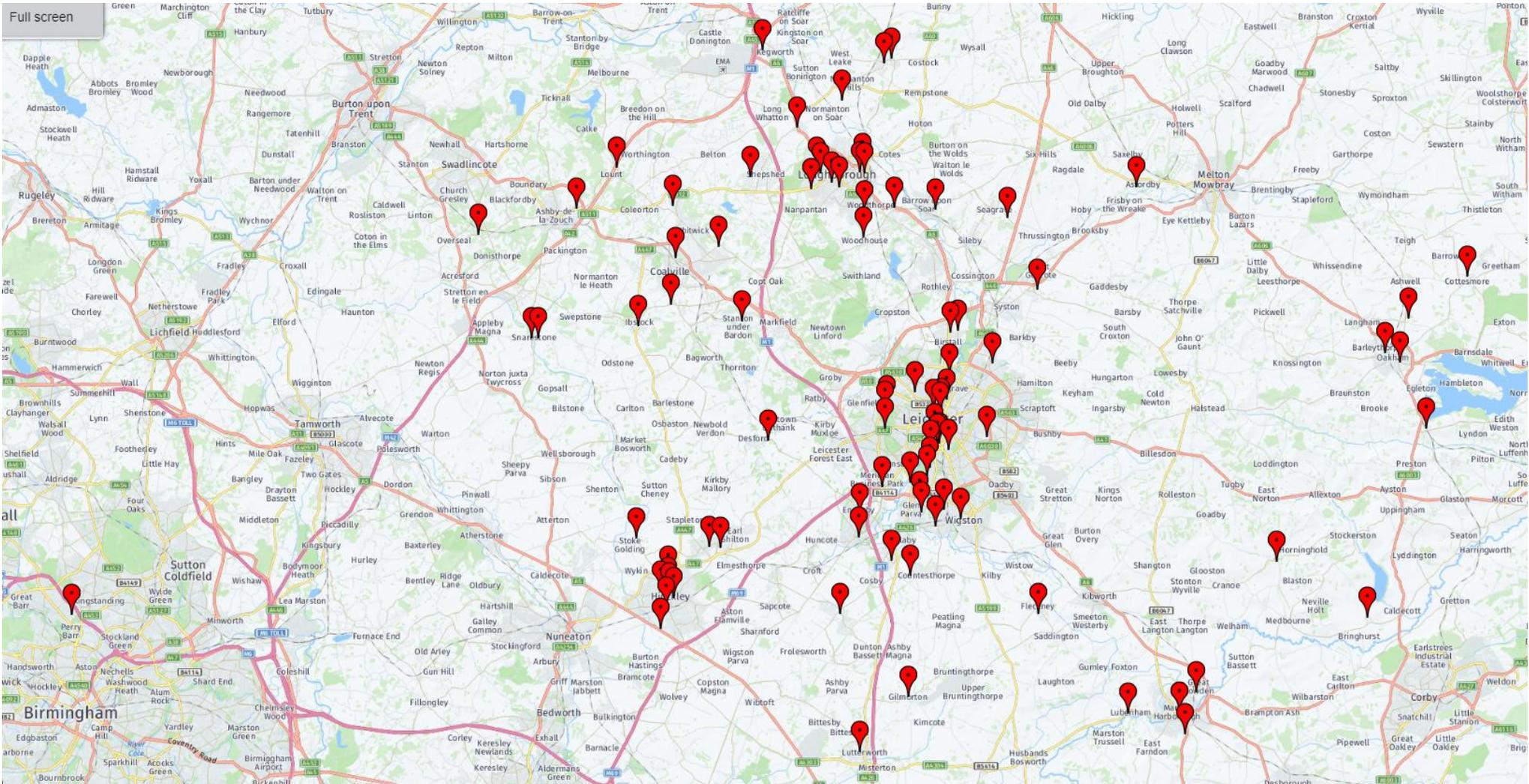
What local authority area(s) did each organisation indicate they operate within?



Leicester city - 43
Rutland - 26
Blaby - 27
Oadby & Wigston - 24
NW Leicestershire - 35
Charnwood - 42
Melton - 21
Harborough - 30
Hinckley & Bosworth - 32
Other (counties/rest of UK) - 38



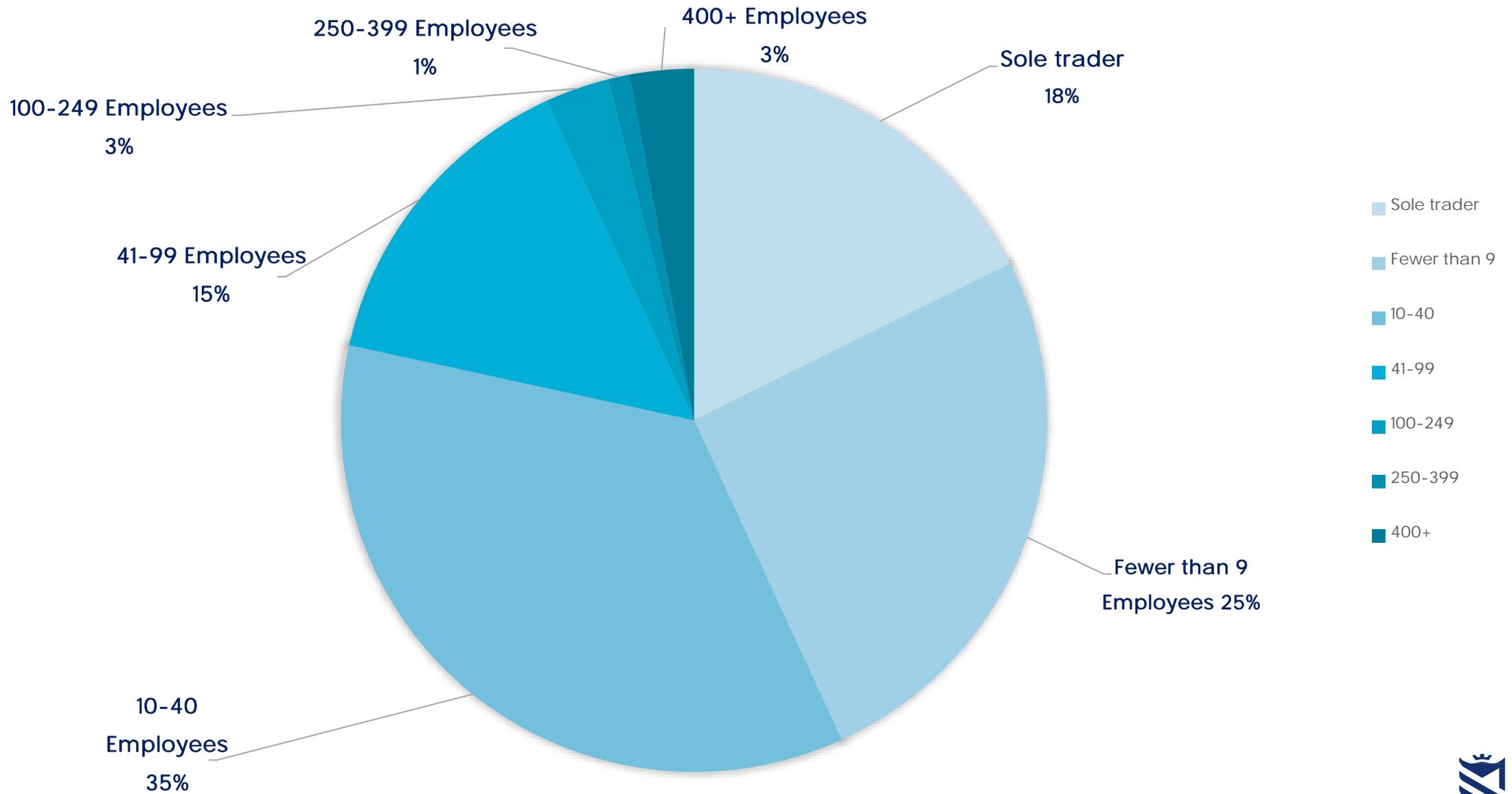
Where are organisations based?



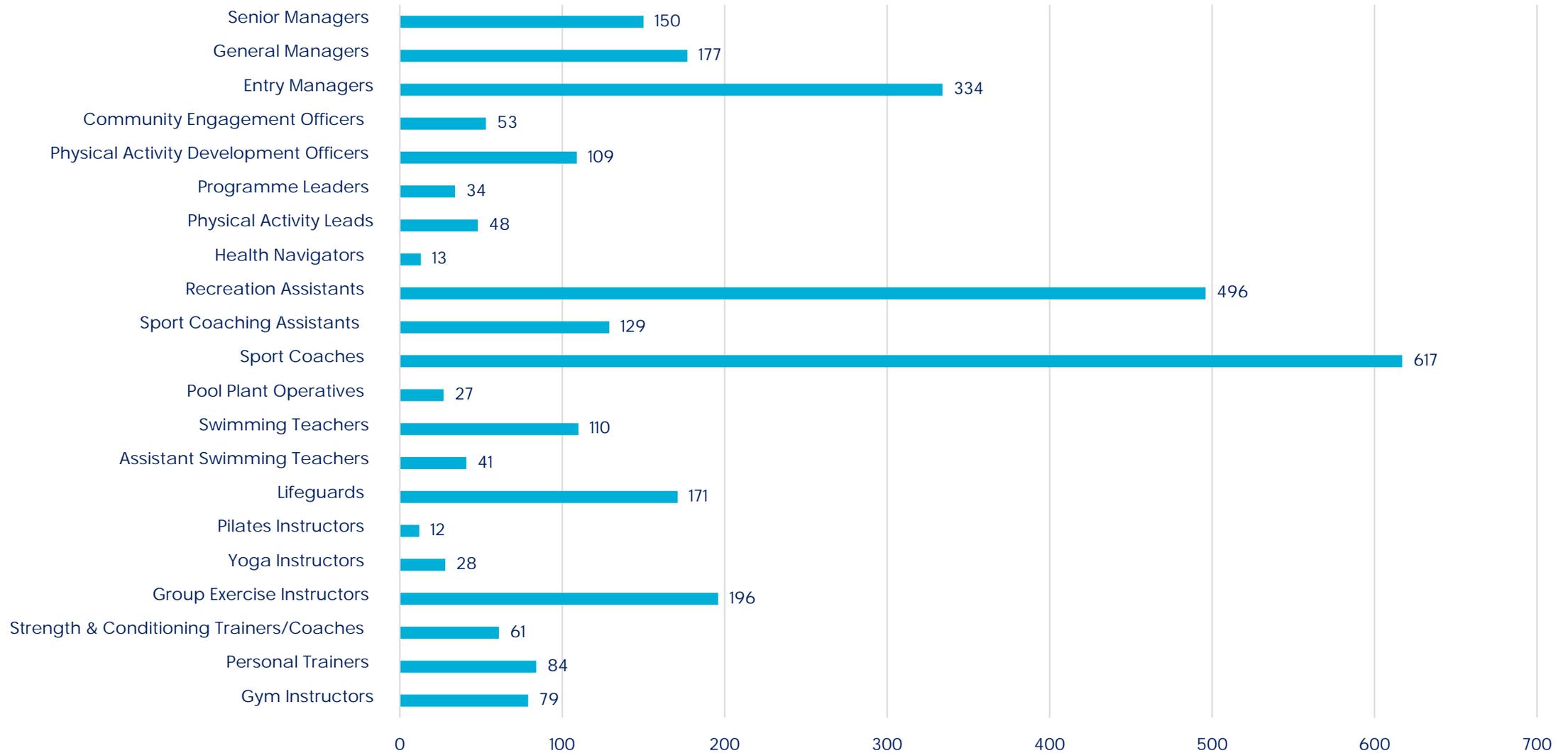
This map shows the base locations of each organisation that has completed the OTNA (organisational training needs analysis).



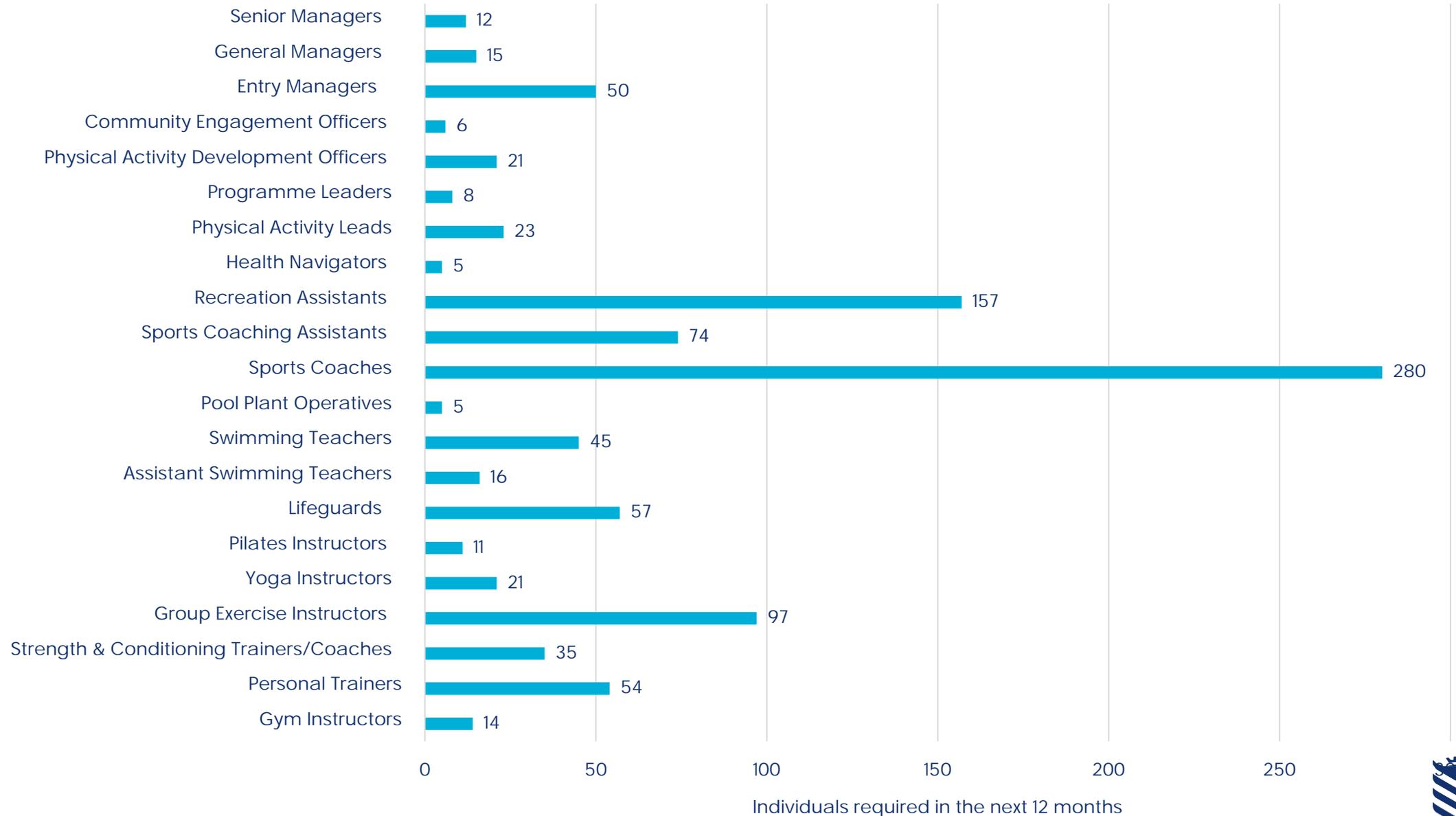
Number of employees in the organisations



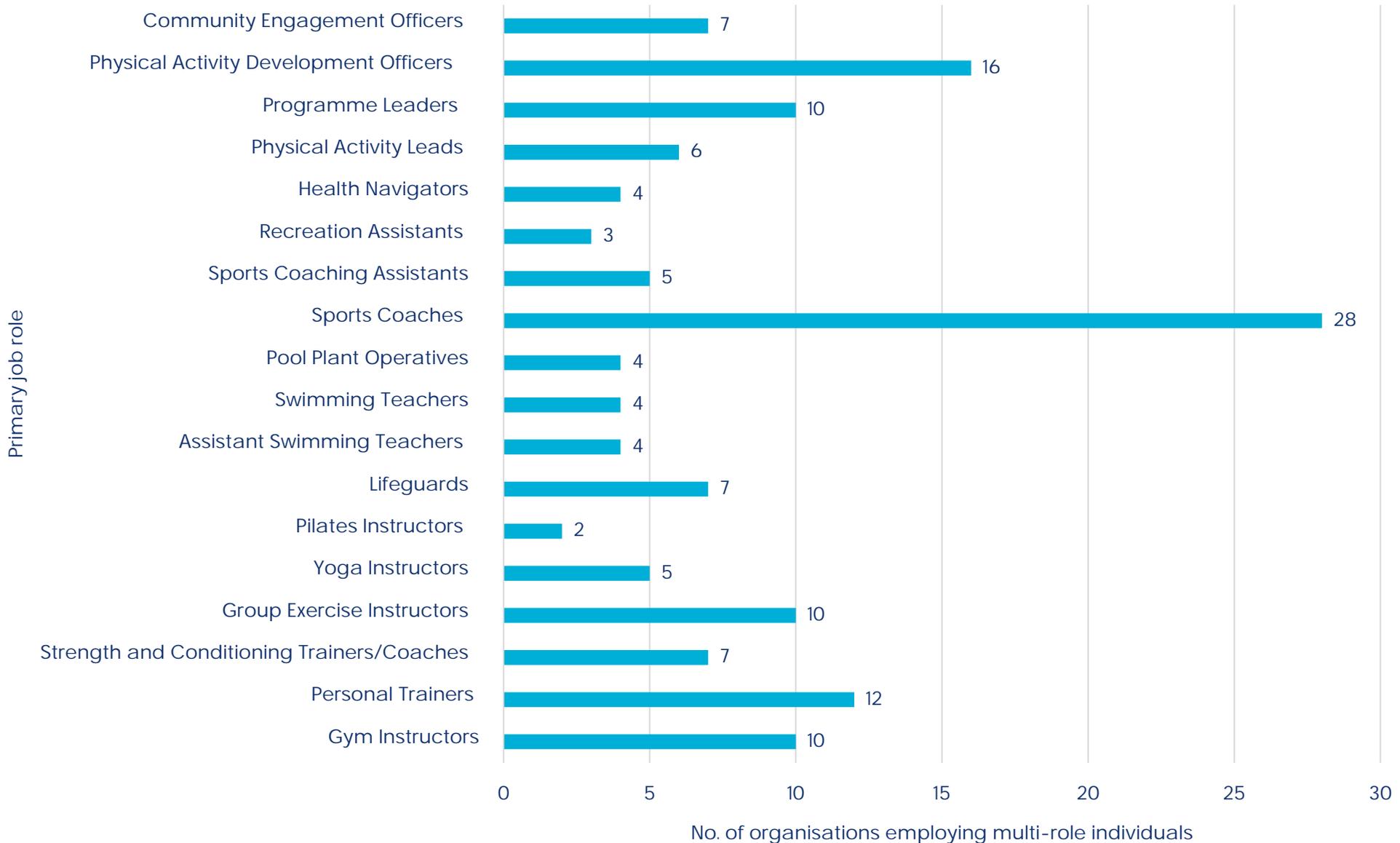
Total number public facing roles identified by employers



Estimated recruitment needs for public facing roles across all employers



Multi-role individuals in public facing roles employed



Additional information on role specific training needs

The potential categories to rate each training need were:

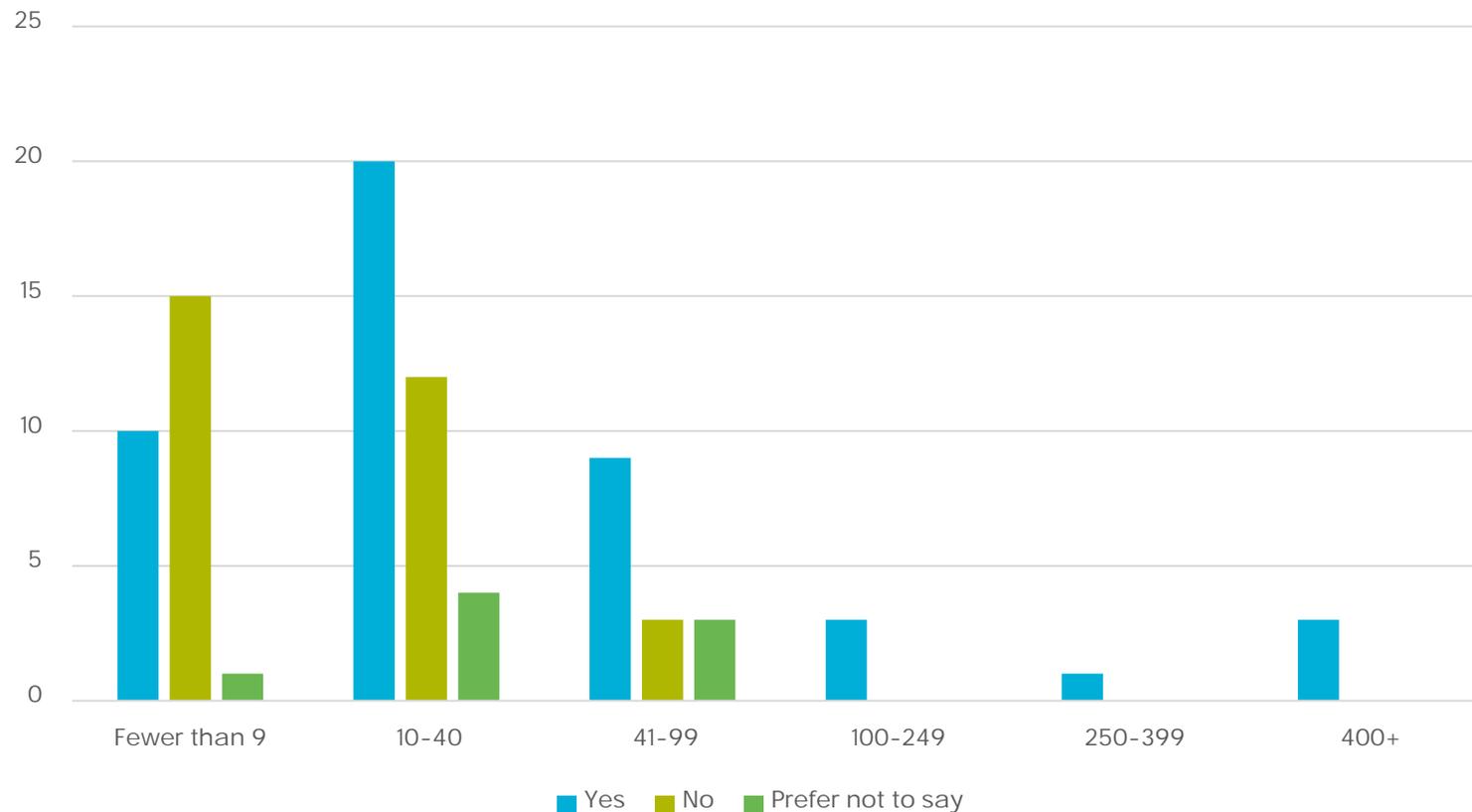
- 1 - Not a priority
- 2 - Low priority
- 3 - Medium priority
- 4 - High Priority
- 5 - Essential
- Mandatory

The 'average rating' on the graphs is the average of all responses collected for that training need in that specific role. Mandatory was given the value of 5 in order to represent its necessity in line with the other categories.



Training budget

Organisation size vs Training budget

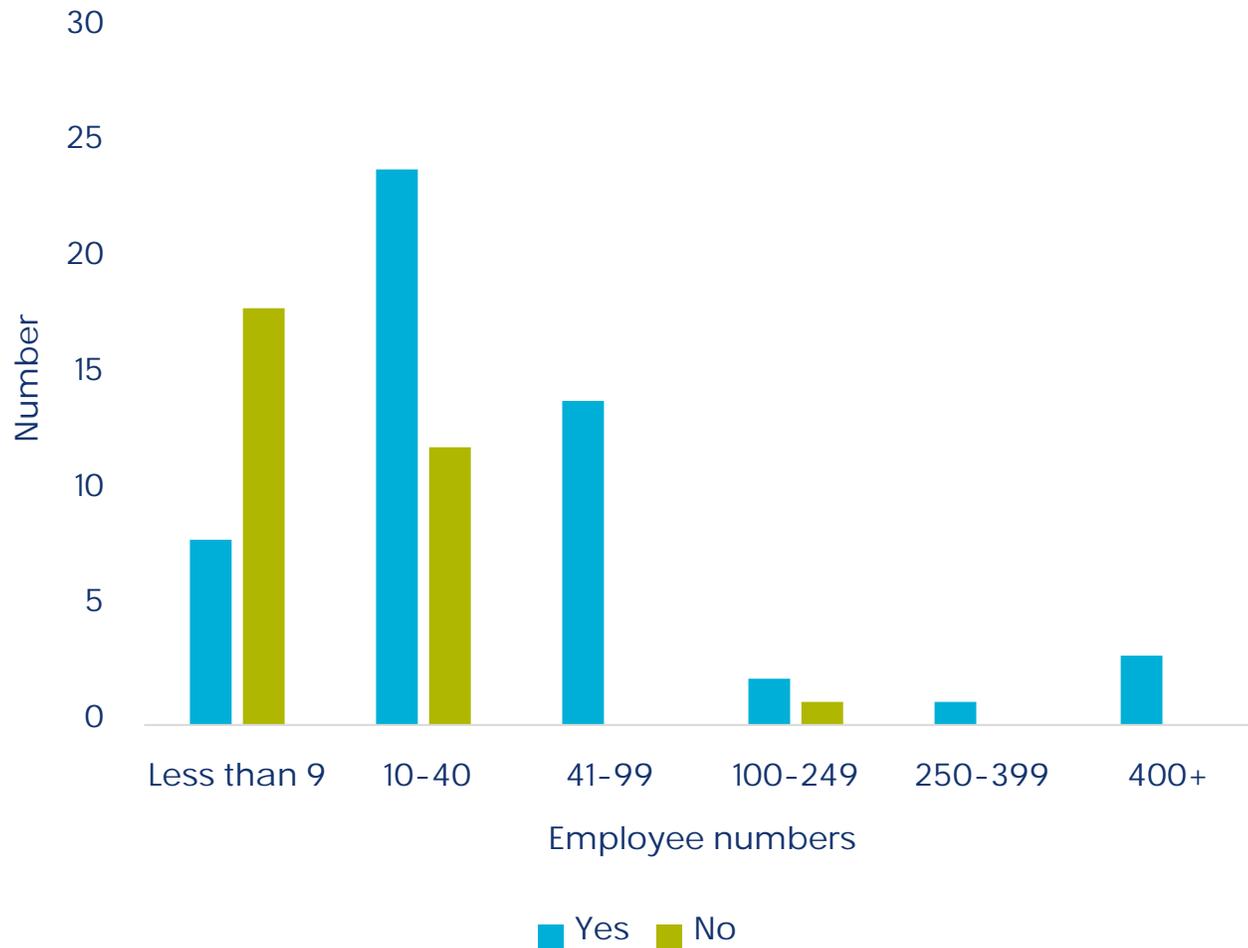


The graph shows the size of organisation against whether they have a training budget for training and upskilling their workforce.

Just under 50% identified that they had a training budget.



Non-Sport & Physical Activity roles

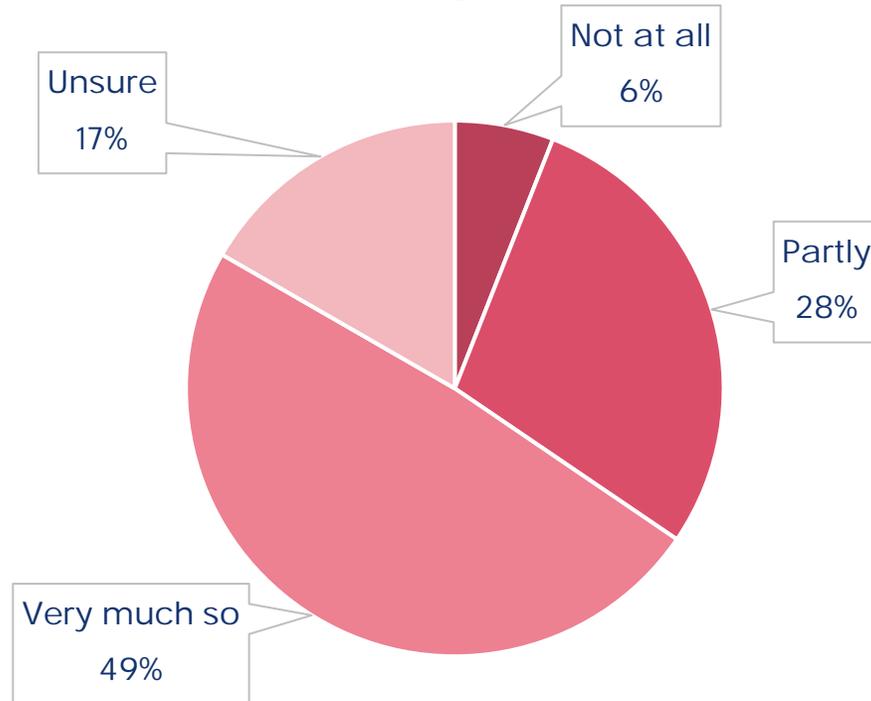


Of roughly 100 responses 83 filled out this section. Of those 83, 52 (63%) indicated that they did employ some non-sports and physical activity roles within their organisation. It was typically seen that as the size of the organisation grew, it was more likely to employ other roles, as is to be expected.



Diverse recruitment

Business model allowing for diverse recruitment



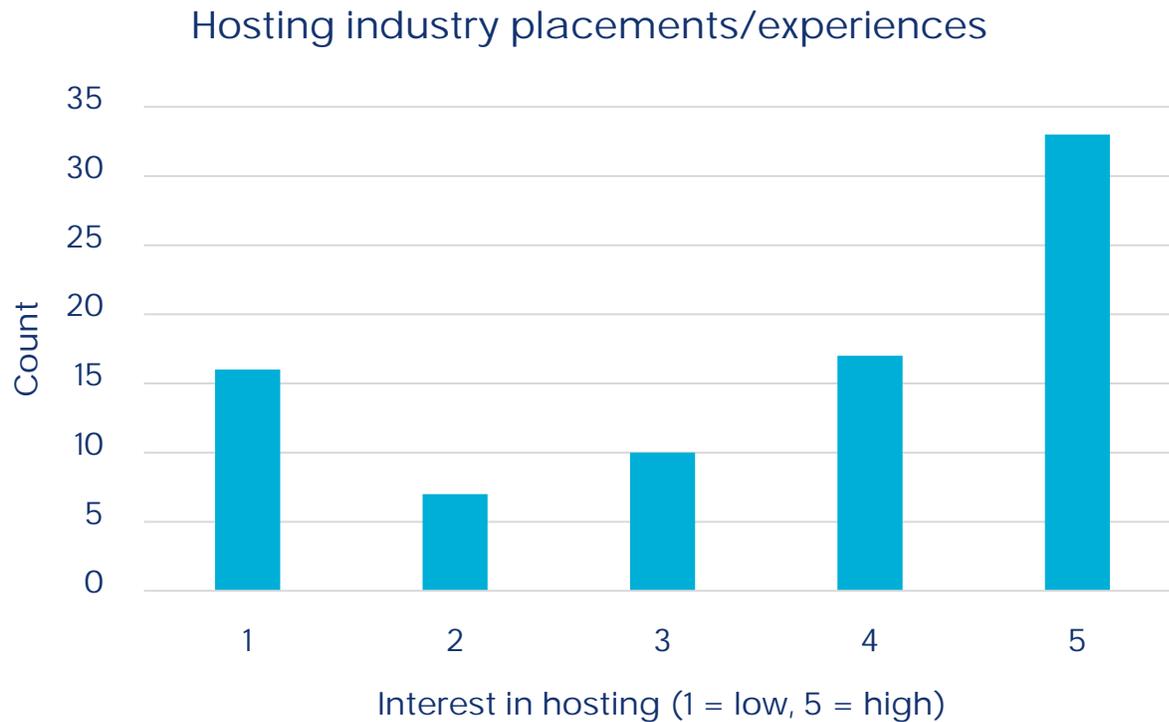
Nearly 50% of the organisations report that their business models allow for recruitment from diverse communities, whilst 6% report their model does not allow this.

Many organisations listed specialist recruitment sites as their method of ensuring fair and indiscriminate recruitment.

The reasons for any 'not at all' responses ranged from 'Due to review this further' to 'We recruit purely based on skills and are open to all'.



Hosting placements



Of the 80 organisations that answered the question on hosting placements - 72% showed an interest in hosting work placement opportunities for students.



Apprenticeships

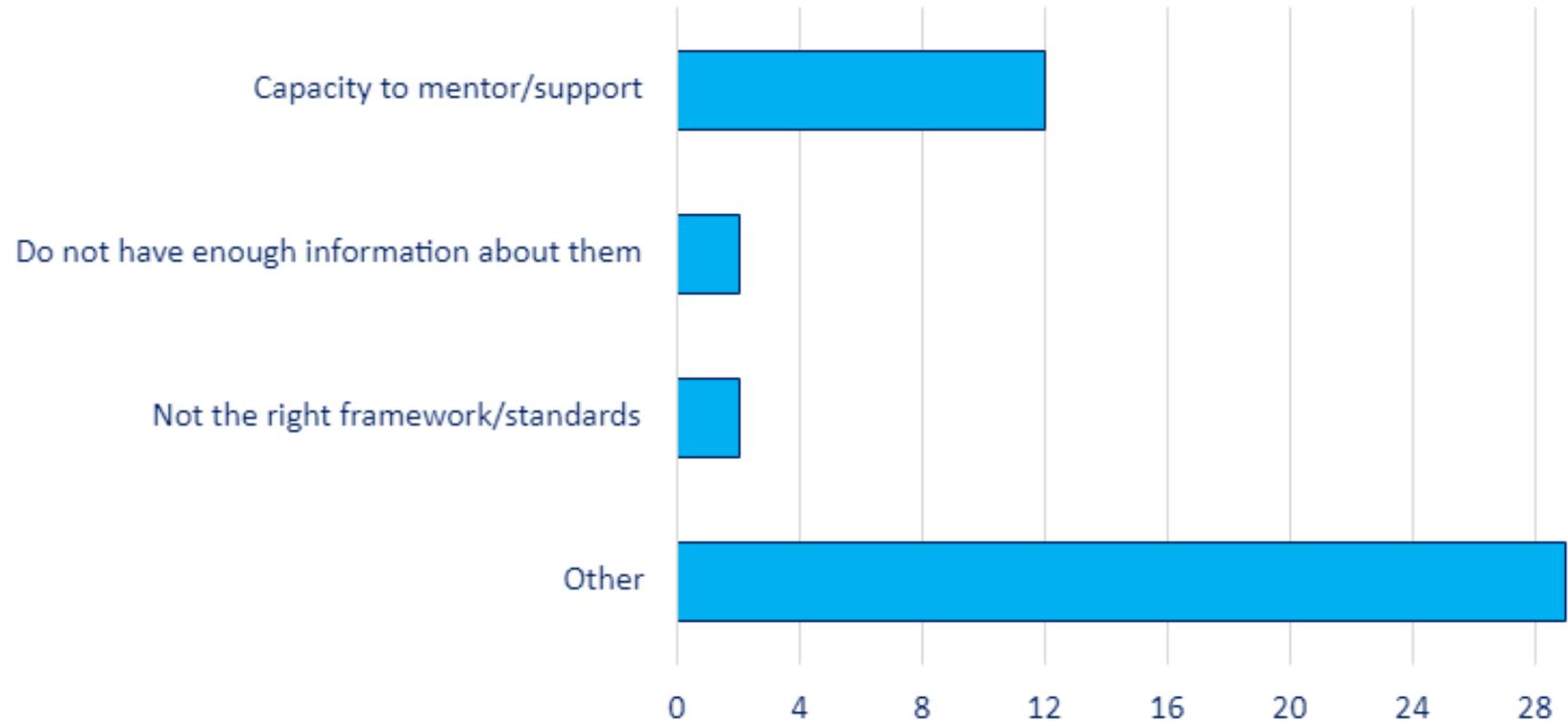
46% (39/84) employers reported having apprenticeships as part of their recruitment/staff development strategy.

Of the 54% (45) employers that don't have apprenticeships as part of their recruitment/staff development, strategy 27% reported capacity was the main barrier. 64% cited other barriers.

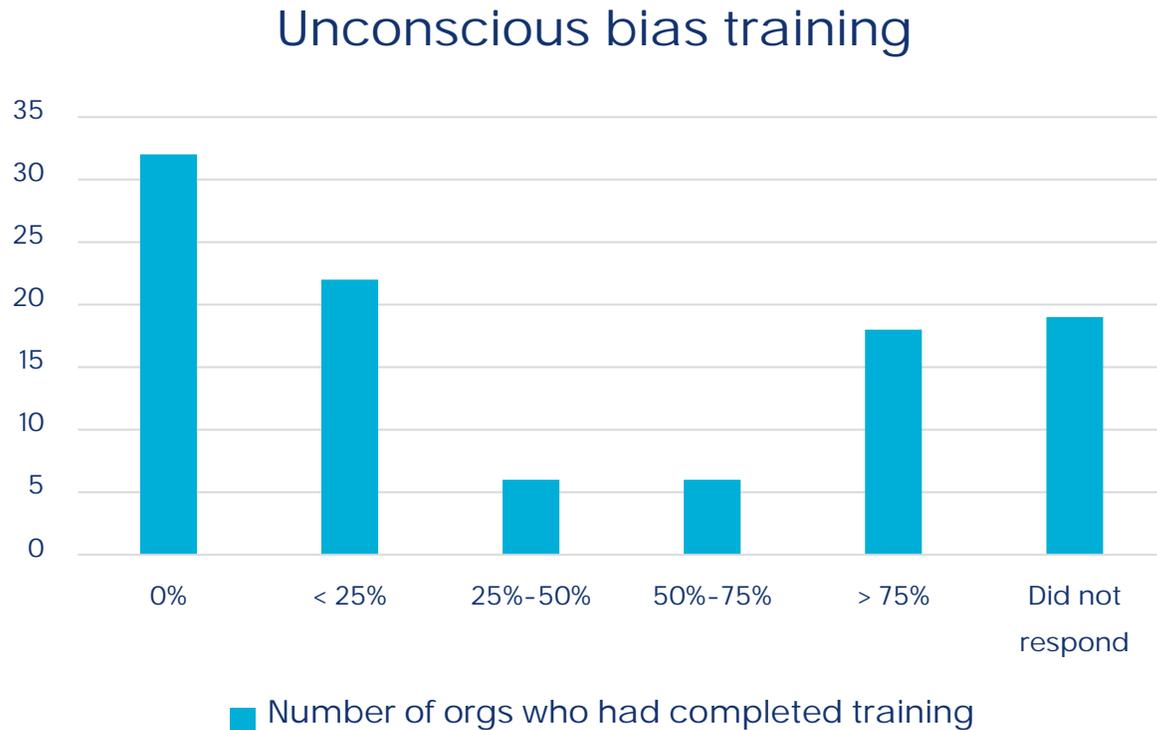
The most common 'other' barriers

- Financial
- Already using graduate/work placements
- Early stages of business planning
- Poor previous experience

What are the current barriers to offering apprenticeship opportunities?



Unconscious bias training

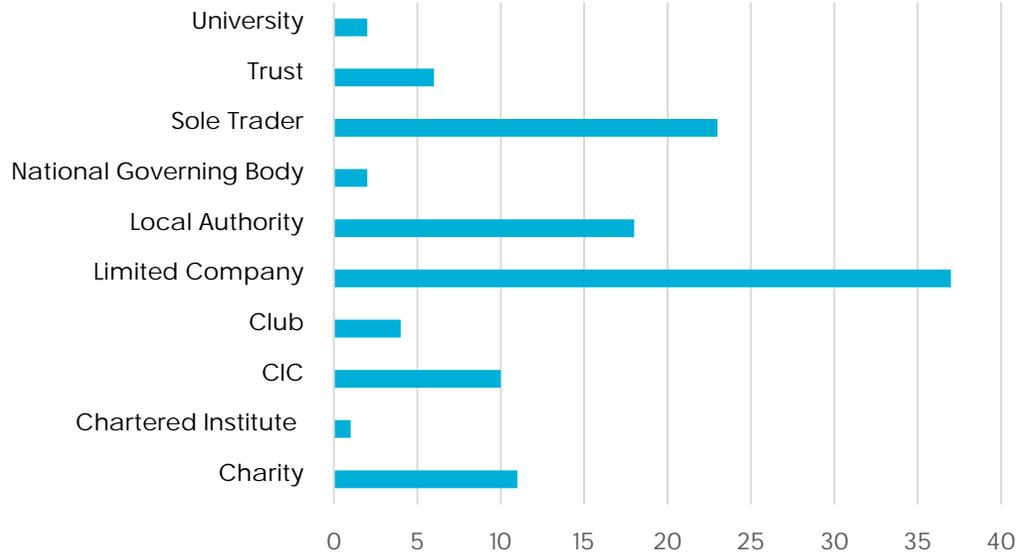


Of the 84 organisations who answered this question, 64% identified that less than 25% of employees had completed unconscious bias training.



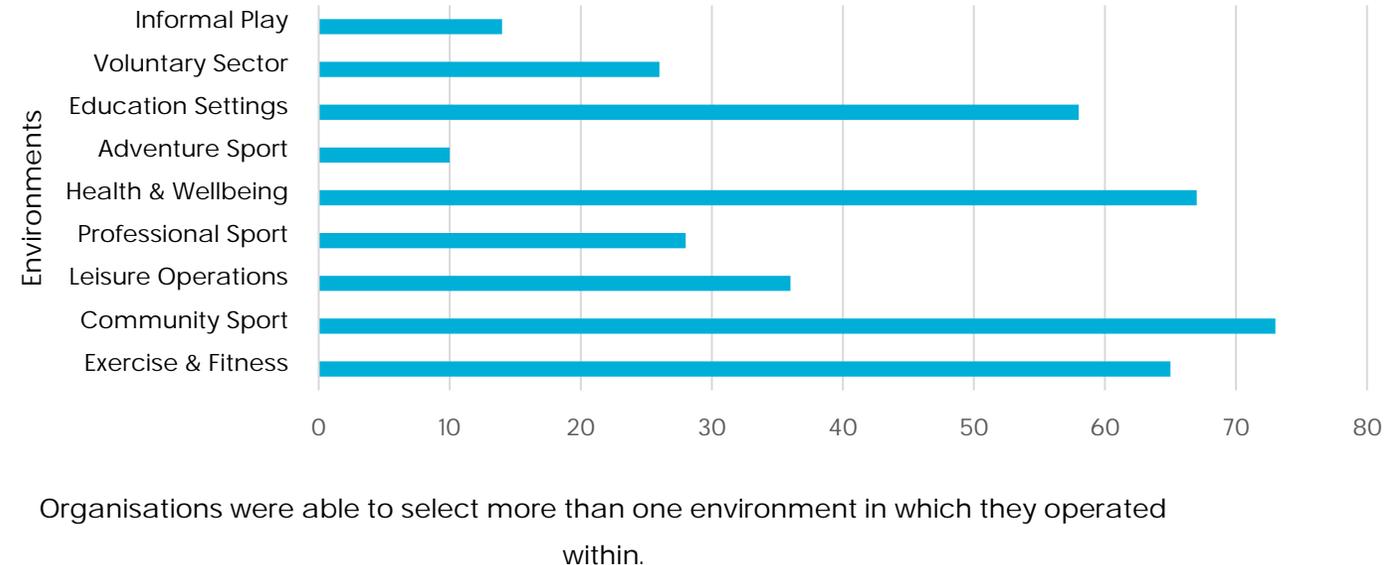
Types of organisation vs environments they operate in

Which of the following best describes your organisation?



The graph shows the type of organisation that engaged with the training needs analysis. 31% of these were limited companies, with 23% being sole traders.

Which environments do you/your organisation operate within?

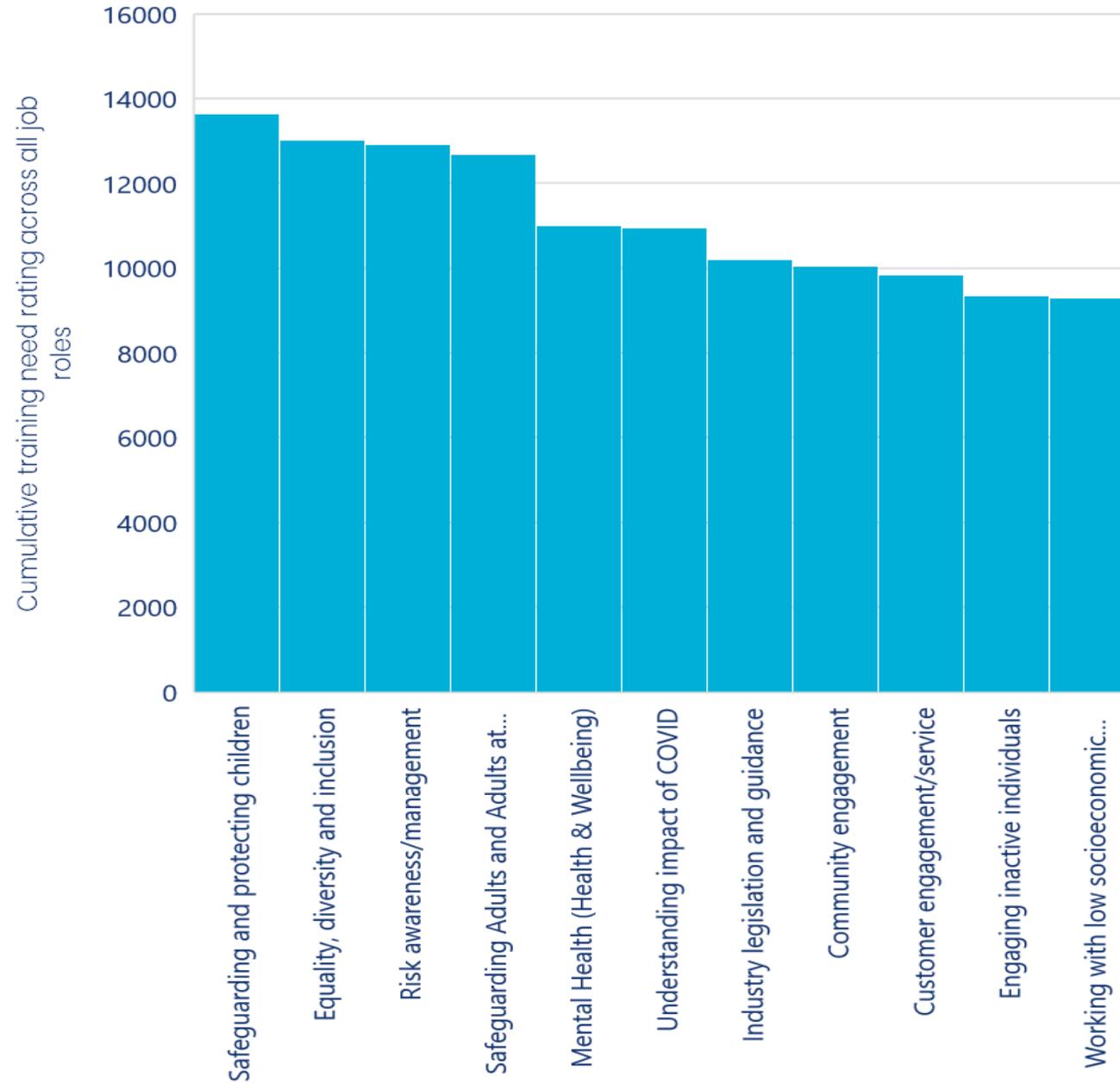


The graph shows the environments that organisations operate in. Organisations were able to select more than one option. The most popular environment was Community Sport where 61% of organisations operated in, closely followed by Health & Wellbeing at 58%.



Which training needs are most sought after? - All needs

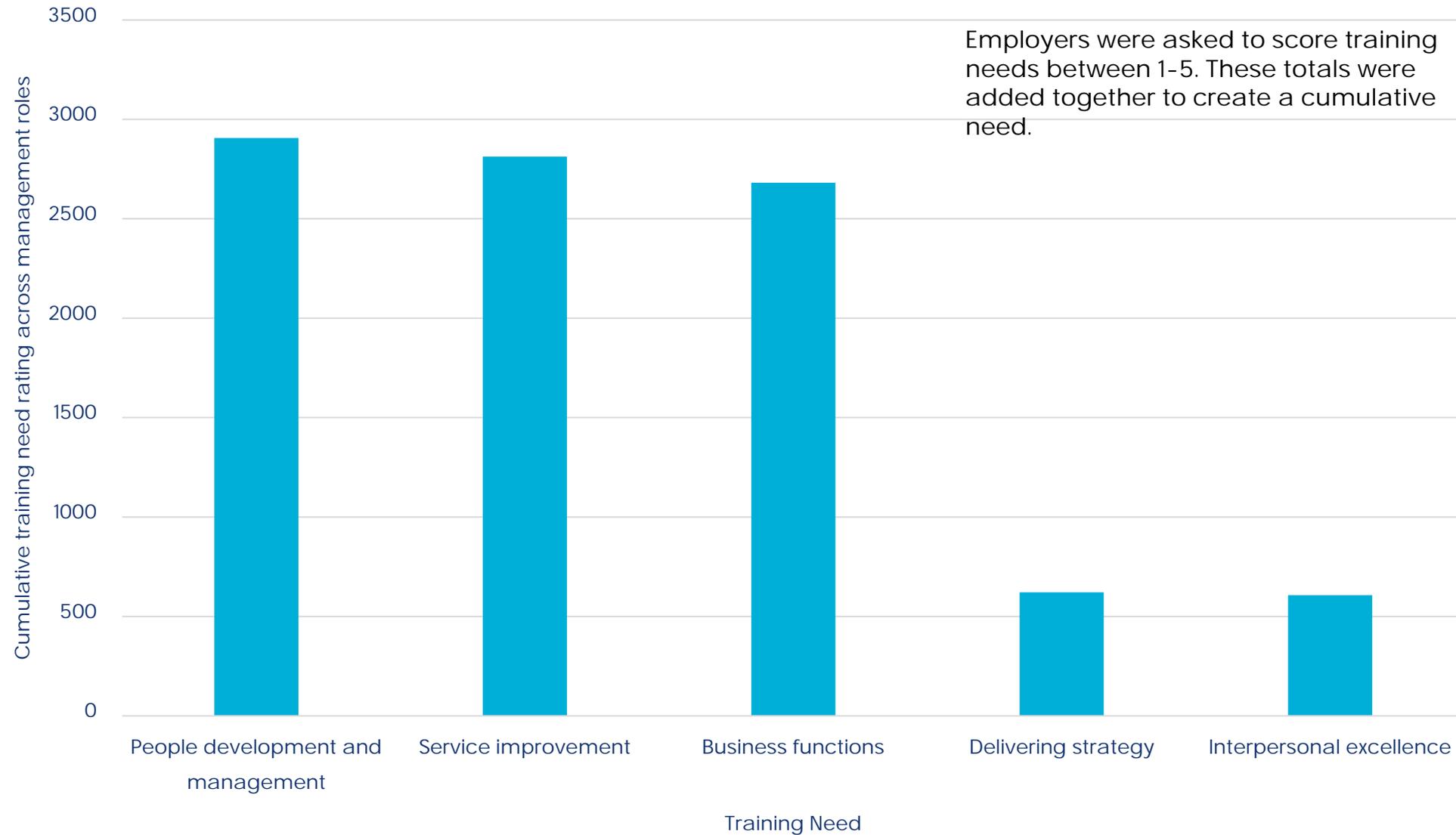
This includes mandatory and non-mandatory training



Employers were asked to score training needs between 1-5. These totals were added together to create a cumulative need. The top scoring training needs were displayed.



Which training needs are most sought after? - Management specific



Identified Specific Training Needs

The following slides shows the top highlighted identified specific training needs for jobs roles which have been group together:

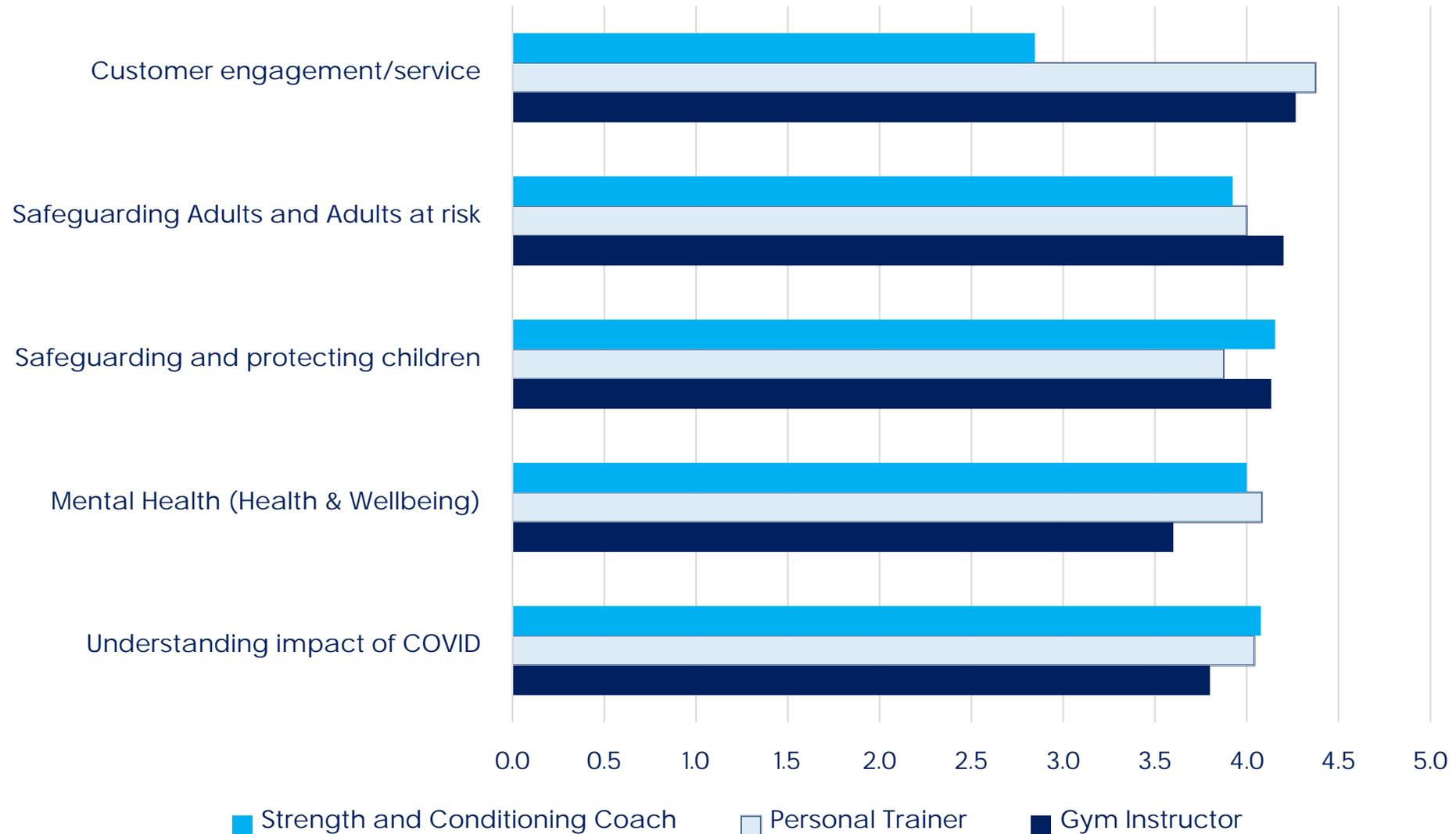
- ❑ Fitness instructor - Strength & conditioning Coach, Personal Trainer, Gym Instructor
- ❑ Class Based Instructor - Pilates, Yoga and Group Exercise Instructor
- ❑ Swim Teacher - Swimming and Assistant Swim Teacher
- ❑ Lifeguard
- ❑ Pool Plant Operative
- ❑ Health Programme Lead - Community Engagement Officers, Programme Leader and Health Navigator
- ❑ Physical Activity Lead - Physical Activity Development Officer and Physical Activity Lead
- ❑ Management - Senior Manager, General Manager, Entry Manager

Employers were asked to rate skill needs between 1-5 in terms of importance and from these averages were worked out. The trained needs displayed on the charts are the top ones for the different specific roles. There were some close comparisons, and they also show the differences between the top identified skills needs of the different roles by group.



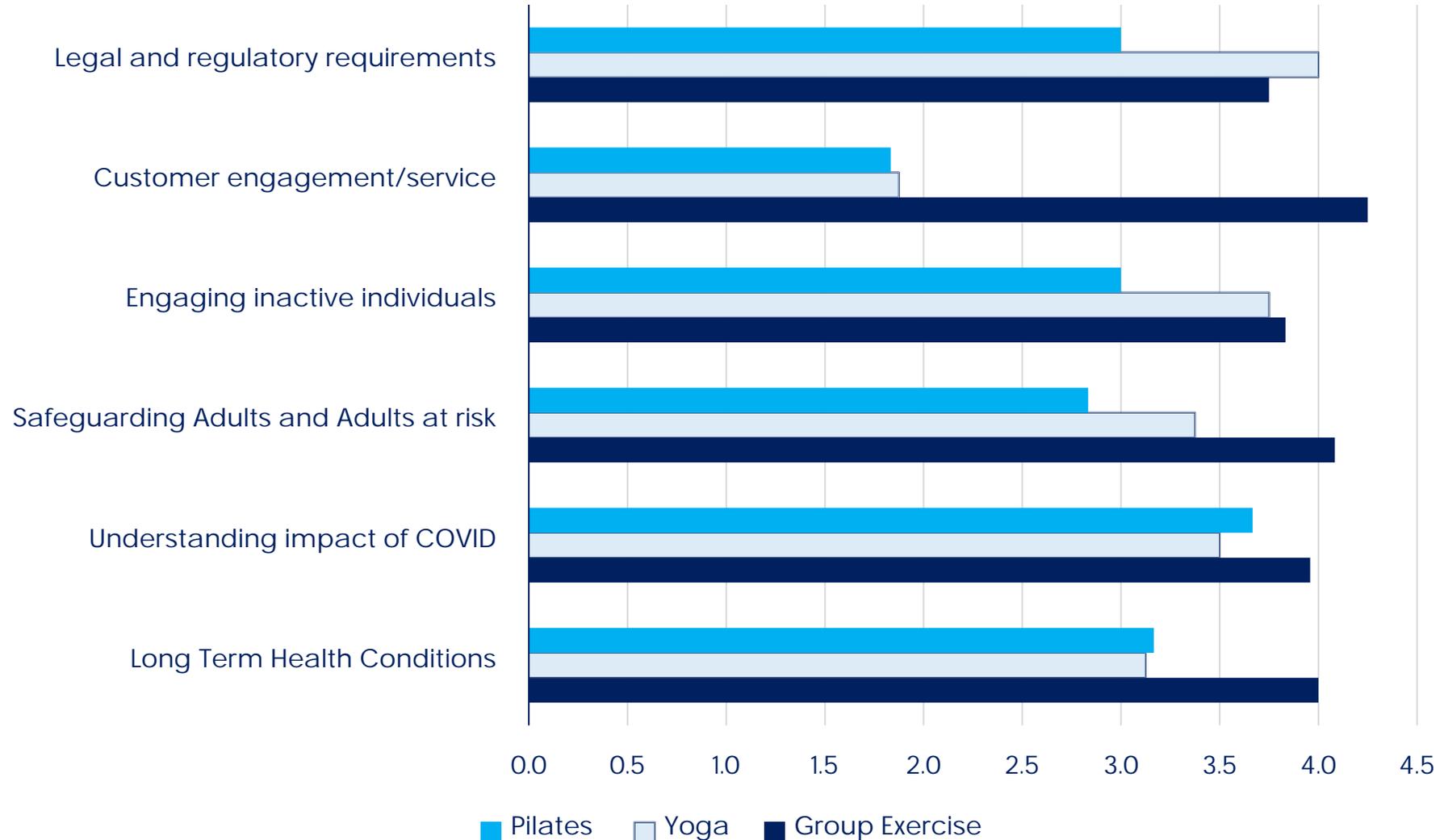
Fitness Instructor - Identified Specific Training Needs

- Includes Strength & Conditioning Coach, Personal Trainer and Gym Instructor



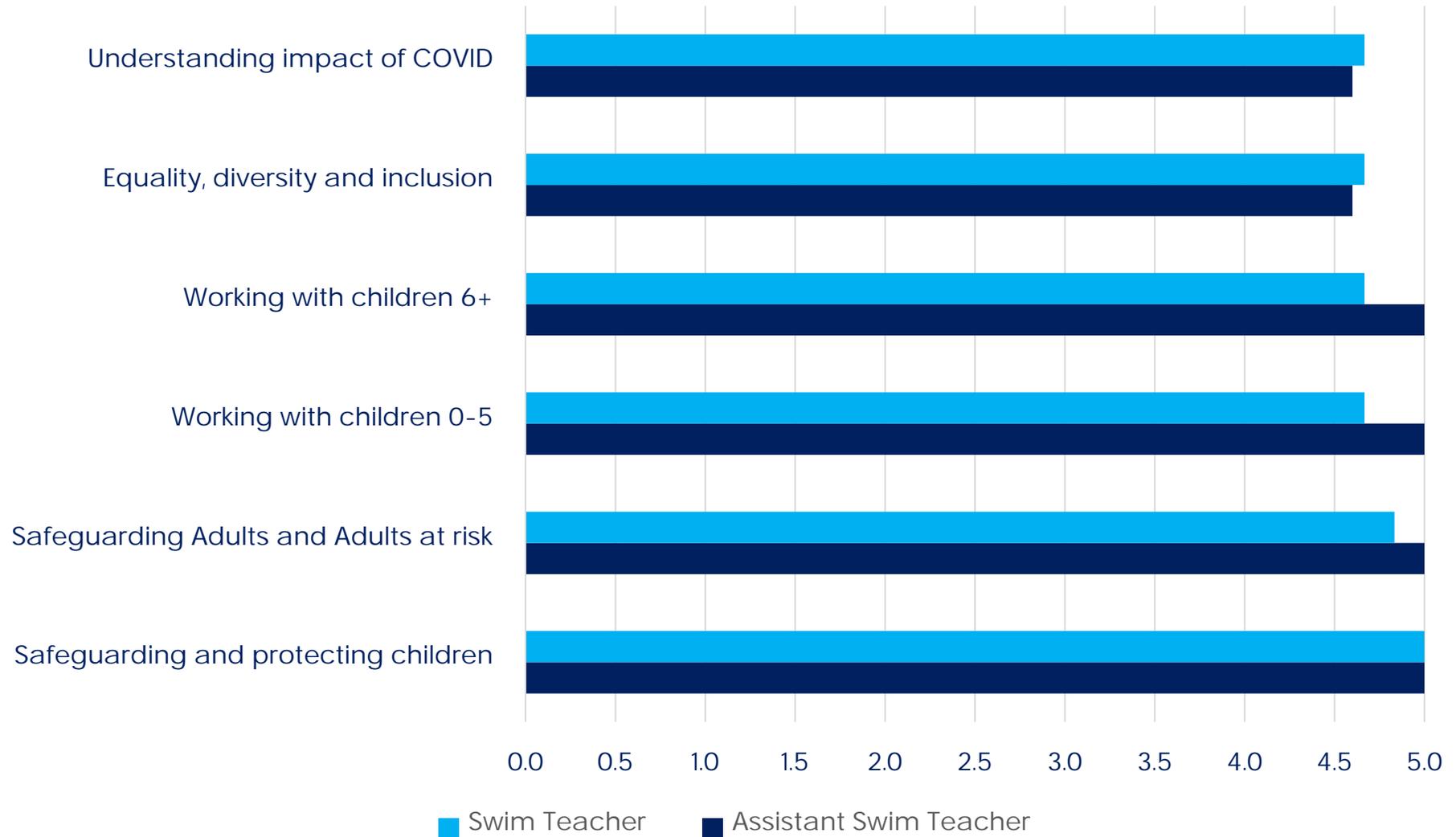
Class Based Instructor - Identified Specific Training Needs

- Includes Pilates, Yoga and Group Exercise Instructor

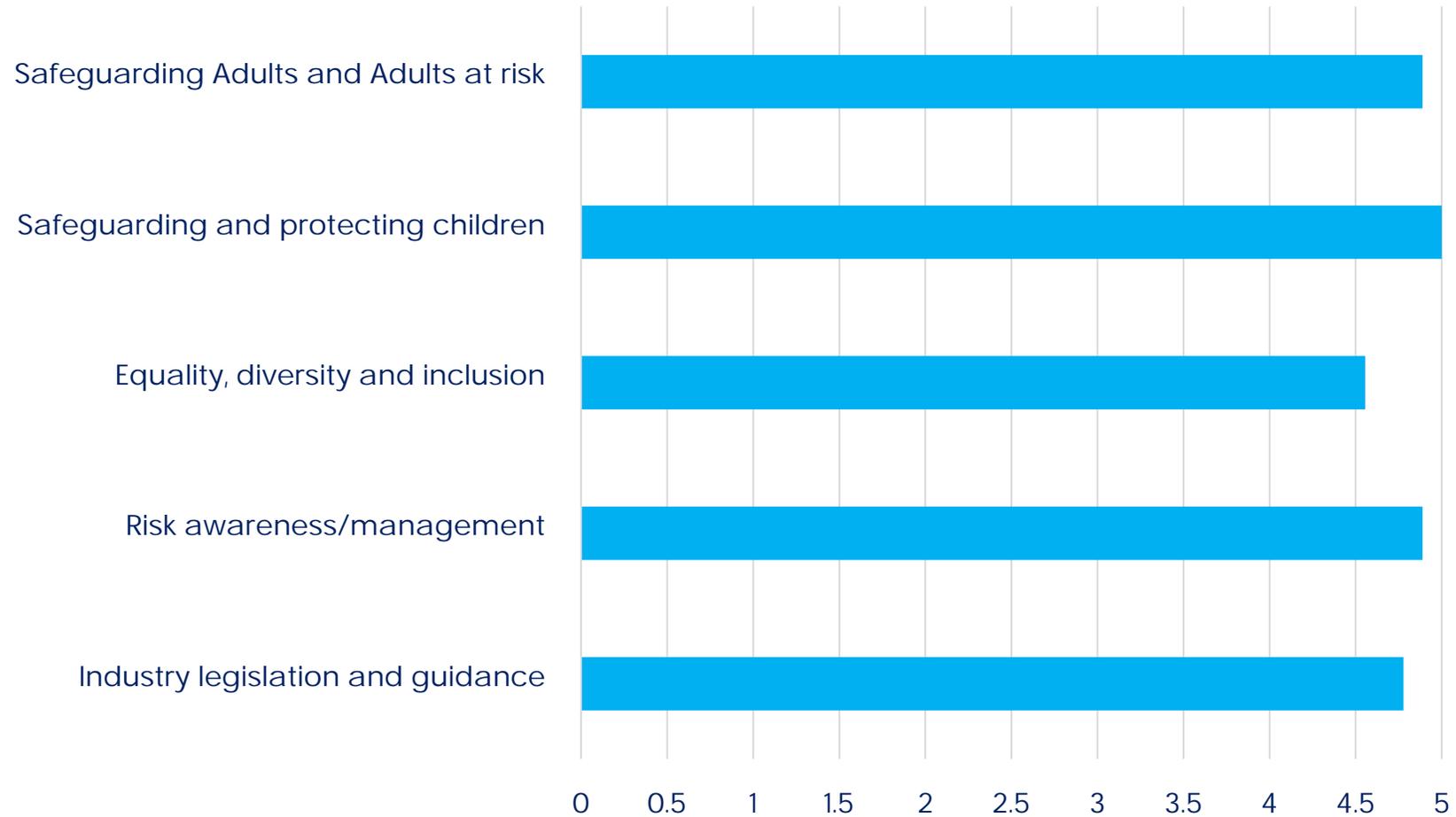


Swim teacher - Identified Specific Training Needs

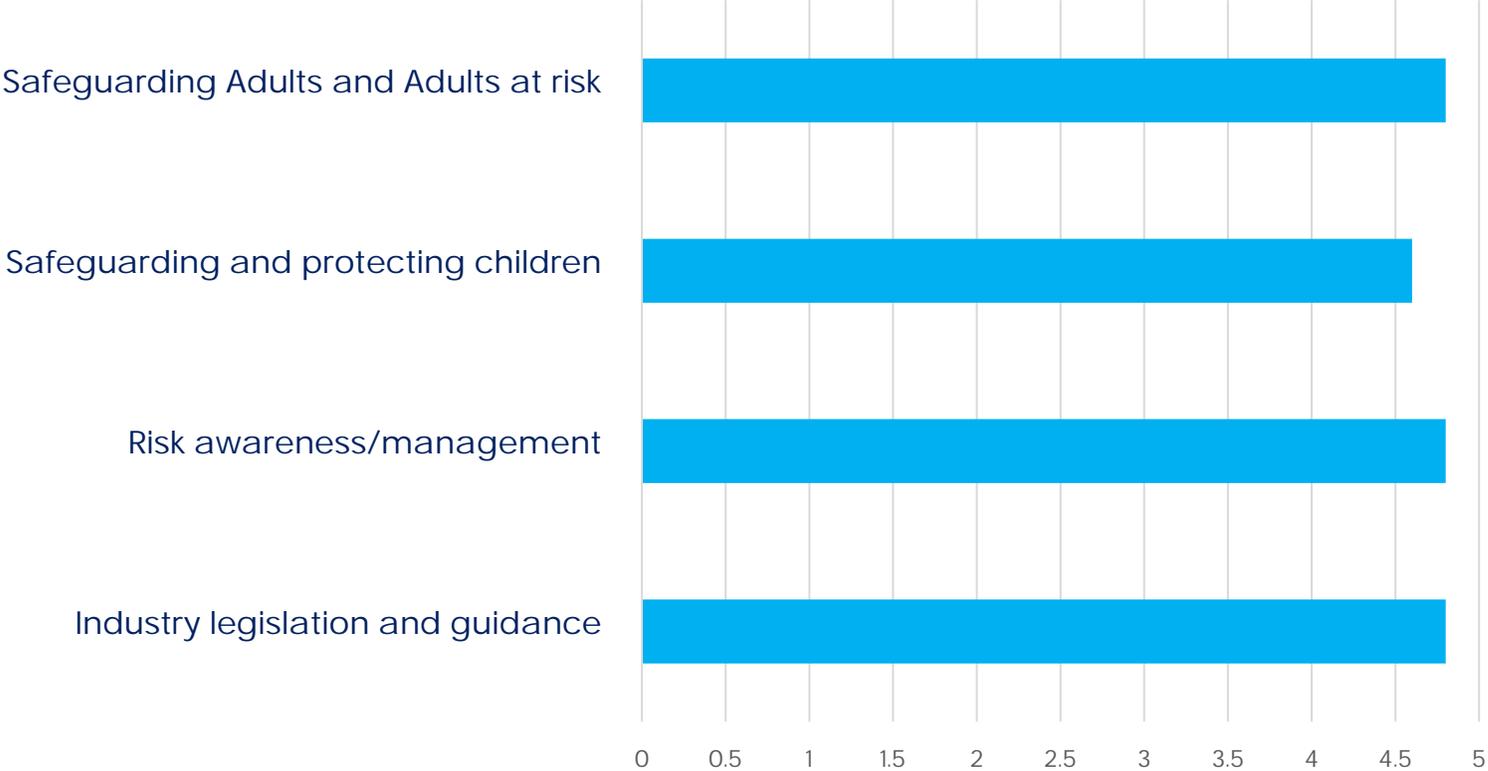
- Includes Swim Teacher and Assistant Swim Teacher



Lifeguard - Identified Specific Training Needs

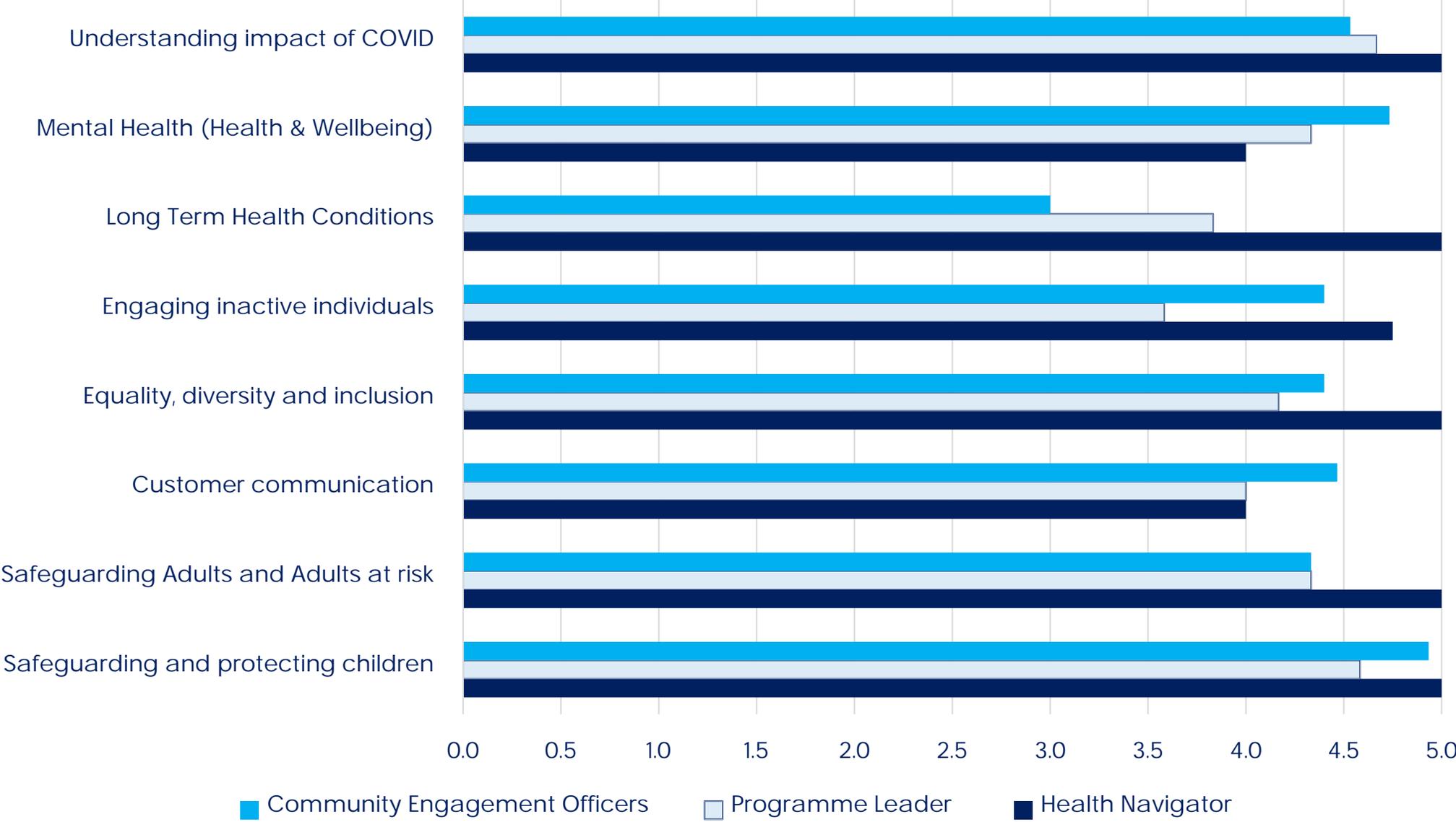


Pool Plant Operative - Identified Specific Training Needs



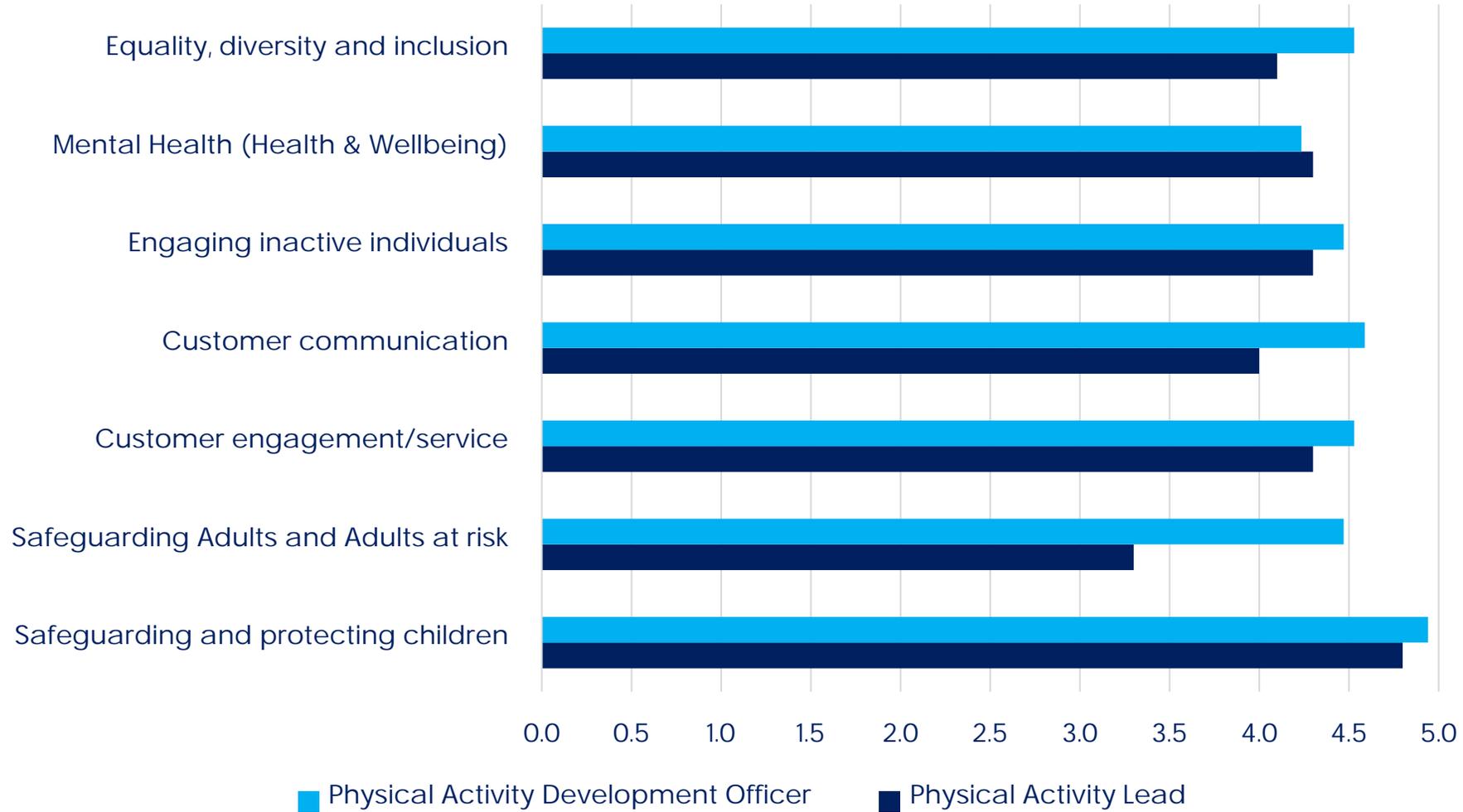
Health Programme Lead - Identified Specific Training Needs

- Includes Community Engagement Officers, Programme Leader and Health Navigator



Physical Activity Lead - Identified Specific Training Needs

- Includes Physical Activity Development Officer and Physical Activity Lead



Summary

The most sought-after training needs across all roles are:

- Safeguarding and protecting children
- Equality, diversity and inclusion
- Risk awareness/management
- Safeguarding adults and adults at risk

One point to note is that the number of recreation assistants includes roughly 400 from one organisation as sporting stewards, explaining the anomalously high figure.

These slides give headline data. The CIMSPA Skills Hub Manager has access to the full dataset. Please contact your local Skills Hub Manager if you'd like additional information, specific to roles.



Management - Identified Specific Training Needs

- Includes Senior Manager, General Manager, Entry Manager



Summary - Management

The most sought-after training needs for management roles are:

- Safeguarding
- People development and management
- Equality, diversity and Inclusion
- Risk management

This data gives a better indication of which management-specific needs are most required in the sector.

