

Sport and physical activity sector local skills plan

North of Tyne: 2025–2028

CREATED BY

Sport and Physical Activity Sector
Local Skills Accountability Board –
North of Tyne



Contents

Photo credits:

CIMSPA would like to thank Northumberland College, Smile Through Sport and Northumbria Healthcare NHS Foundation Trust for their support in sourcing photographs for this skills plan.

Introduction

The Sport and Physical Activity Sector Local Skills Accountability Board – North of Tyne

About the board

Chair: Mandy Bennett, Leisure and Wellbeing Team Leader, North Tyneside Council

Vice Chair: Eileen Baron, Director, Eclipse Training

The board would like to thank David Johnson, former Managing Director of Physical Education & Active Kids, who chaired the board until December 2024 and gave significant time to ensure that this skills plan had a strong foundation to build on and develop.

Board member organisations

- Coach Core Foundation
- Elswick Community Pool and Gym
- GLL
- Newcastle City Council
- Newcastle College
- Newcastle Rugby Foundation
- Newcastle United Foundation
- North Tyneside Council
- Northumberland College
- Northumbria Healthcare NHS Foundation Trust
- Northumbria University
- Places Leisure
- PureGym
- Rise North East
- Smile Through Sport
- Tyne Coast College

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 link you with their workforce development manager for North of Tyne.

partners@cimspa.co.uk

[LOCAL SKILLS ACCOUNTABILITY BOARD WEBSITE PAGE](#)

North of Tyne – geographical area

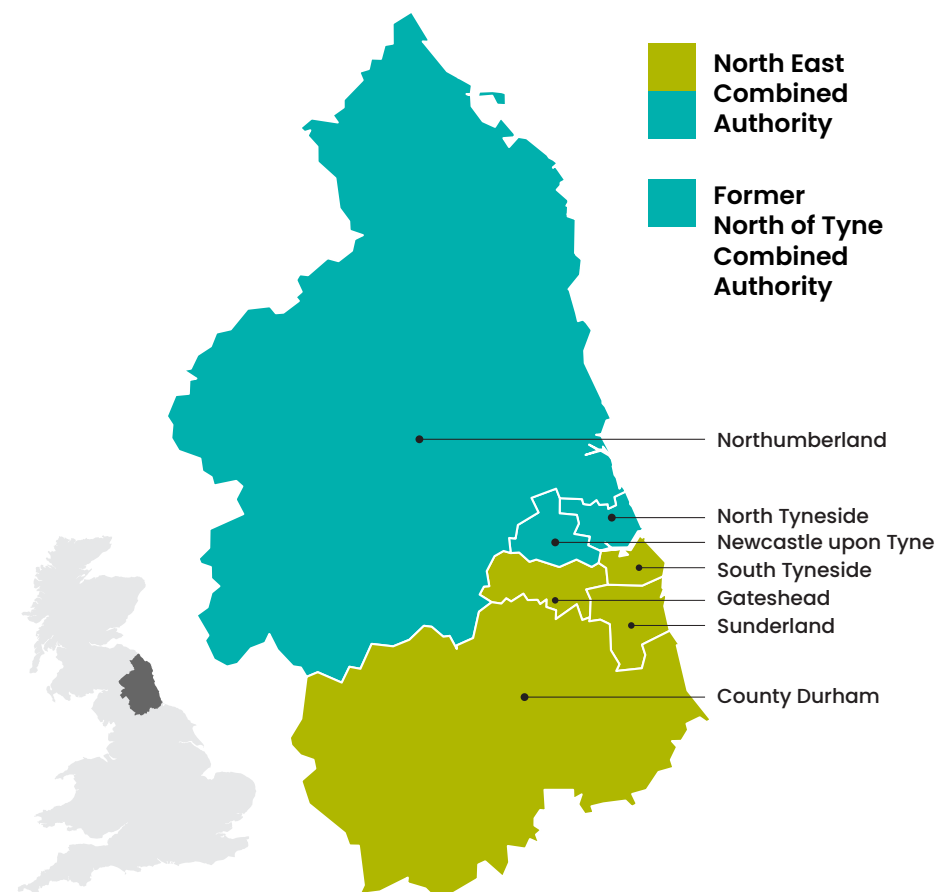
The North of Tyne Local Skills Accountability Board encompasses the following:

- Newcastle-upon-Tyne metropolitan borough
- North Tyneside metropolitan borough
- Northumberland non-metropolitan county

The North of Tyne Local Skills Accountability Board covers the geographical area of the North of Tyne Combined Authority.

In May 2024, the first term of the North of Tyne Combined Authority concluded and it was absorbed into new North East Combined Authority.

The North of Tyne Local Skills Accountability Board will ensure its ongoing work aligns with and reflects the skills and careers-related goals of this new combined authority.



Foreword

With a strong industrial base in Newcastle and North Tyneside complemented by the natural beauty and rural charm of Northumberland, the North of Tyne boasts a range of well-established sectors. It also, however, faces economic challenges such as skills shortages, an ageing workforce, low business density and struggles to recruit and retain workforce in its rural areas.

Since the North of Tyne Local Skills Accountability Board was created, it has enabled us to share the issues we are facing, collaboratively problem-solve and exchange ideas and resources.

Board members now regularly attend college employer advisory boards: an opportunity to reflect on and feed into current curriculum being delivered, ensuring our future workforce is being taught the skills that employers need.

The board's member organisations are also offering more opportunities for learners to access work placements, mock interviews and general employability support.

We have seen greater collaboration in these early stages, sharing of resources and more

joined-up working to ensure the sector is better connected and moving in the same direction.

This collective approach has fostered a strong partnership among stakeholders, all united by a common goal: to create a more skilled, inclusive and resilient workforce. By working together, we are better equipped to address the challenges within our sector and region to drive positive change for the communities in the North of Tyne.

In this local skills plan, the North of Tyne Local Skills Accountability Board will focus on recommendations and actions that promote the growth of underrepresented occupations within the sector. We will also prioritise providing targeted support to ensure that the sport and physical activity workforce can access the necessary skills, knowledge and behaviours required to best serve the communities we engage.

Jonathan Rees

Director of Faculty at Newcastle College



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 has commissioned CIMSPA to help accelerate local-focused skills improvements within the sport and physical activity workforce.

CIMSPA has 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 North of Tyne works with the area’s local skills accountability board and with other organisations, carrying out skills diagnostics and helping to deliver the recommendations within this local skills plan.

[LOCAL SKILLS ACCOUNTABILITY BOARD
WEBSITE PAGE](#)

Vision and context

Vision

The vision of this sector local skills plan is to:

“Empower a thriving sport and physical activity sector in the North of Tyne region through collaboration and innovation.”

Our mission is to create a dynamic network of sport and physical activity organisations across the North of Tyne that facilitates the sharing of knowledge and best practices. We are committed to connecting stakeholders, enhancing the workforce and showcasing the value of careers in sport and physical activity for a healthier community.

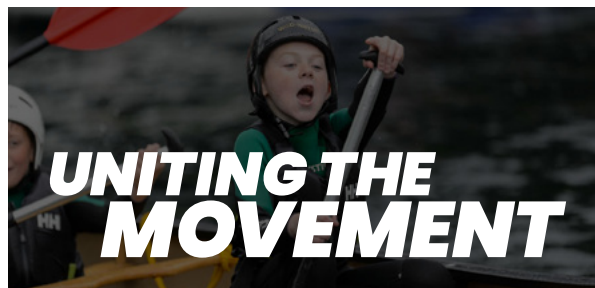


National context



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.



The Skills and Post-16 Education Act 2022 context

The passing into law of the Skills and Post-16 Education Act 2022 places employers at the heart of the skills system, making it easier for people to access the skills required to secure well paid jobs in industries with skills gaps.

Employers and training providers must work together to identify the skills needed locally and address the skills gaps. For further education colleges and training providers who access funding to deliver their training, it is now a legal requirement to work with employers to develop skills plans. Adult skills funding is being developed, and funding must align to the employer-identified priorities.

Local context

The North East Chamber of Commerce launched the North of Tyne Local Skills Improvement Plan in May 2023. Its aim is “to ensure that the right people with the right skills are available at the right time to fill current and future job vacancies over the next three years”.

Alongside identifying key sectors to target, the plan also highlights the following areas to address to equip workforces with the required knowledge to fill existing vacancies:

- Basic and softer skills
- Digital skills
- Specialist skills
- Partnership between industry and post-16 education
- Employer support of programmes

While the sport and physical activity sector is not directly referenced, the plan’s cross-cutting themes of professional development and employability are universal. As a result, our board has aligned the priorities of its own work and this local skills plan with these themes in order to work constructively alongside the local skills improvement plan and be in a position to collaborate further in the future.

[NORTH OF TYNE LOCAL SKILLS IMPROVEMENT PLAN](#)



Themes, recommendations, partners and stakeholders

Themes

This plan has four themes.



Recommendations

This plan has three headline recommendations:

Create networks

1

Create and promote opportunities for sport and physical activity organisations and professionals across the region to meet, learn and share best practices with their peers.

Boost recruitment and retention

2

Harness local workforce data to tackle recruitment and retention challenges as well as promoting routes into in-demand sector roles.

Promote learning opportunities

3

Use an informed approach to signpost to relevant, high-quality learning and development opportunities for both career explorers and existing sector professionals.



Partners and stakeholders

CIMSPA and the local skills accountability board 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, actions and milestones

RECOMMENDATION 1

Create networks: Create and promote opportunities for sport and physical activity organisations and professionals across the region to meet, learn and share best practices with their peers.

Theme(s)	No.	2025–2028 actions	What does success look like?	How will it be measured?*
RECRUIT SUPPORT	1a	Use research and insight to develop themed networking events that will provide opportunities for workforce recruitment and upskilling.	▶ Local workforce skills diagnostic data and national insight are used to create valuable and impactful themes that will support employers and education providers ▶ The experience and skills of current workforce members are used to deliver events ▶ Meaningful interactions between sector organisations and professionals foster learning and development opportunities	▶ Local workforce skills diagnostic data ▶ CIMSPA Data Lens ▶ Qualitative data
TRAIN SUPPORT RETAIN	1b	Host networking events across North of Tyne for sport and physical activity sector organisations, accommodating for transport and travel links in rural areas.	▶ Organisations within the region are more connected and supported ▶ Best practices for retention and training are effectively shared across regional organisations ▶ A collaborative approach to developing sport and physical activity career opportunities ▶ A minimum of two networking events are hosted across the region each calendar year	▶ Networking event registration data ▶ Event participant feedback ▶ Local documentation and reporting
RECRUIT RETAIN	1c	Use events to showcase and celebrate the region's sport and physical activity sector workforce and career opportunities.	▶ The value that sector professionals provide to their local community is recognised and celebrated ▶ Career explorers are more aware of sport and physical activity career opportunities in the region ▶ Career explorers are aware of local further education courses available that feed into sector careers ▶ An annual careers event with secondary and further education providers	▶ Event participant feedback ▶ Traffic to local further education college websites ▶ Qualitative data

*See [glossary below](#) for more information on specific terms.

RECOMMENDATIONS, ACTIONS AND MILESTONES

Theme(s)	No.	2025–2028 actions	What does success look like?	How will it be measured?*
SUPPORT TRAIN RETAIN	1d	Encourage meaningful interactions between sector organisations and professionals to foster support and promote development opportunities.	▶ Sector professionals establish relationships through a range of development-focused systems such as leadership and peer-to-peer support groups, mentoring and coaching ▶ Experienced sector professionals provide guidance to those starting or looking to progress their career ▶ Organisations share resources and opportunities to increase efficiency of workforce upskilling, for example offering available course places ▶ Sector organisations and professionals are aware of and engage with CIMSPA and its resources as the sector's professional development body	▶ Local workforce skills diagnostic data ▶ Qualitative data

*See [glossary below](#) for more information on specific terms.

RECOMMENDATION 2

Boost recruitment and retention: Harness local workforce data to tackle recruitment and retention challenges as well as promoting routes into in-demand sector roles.

Theme(s)	No.	2025–2028 actions	What does success look like?	How will it be measured?*
RECRUIT SUPPORT RETAIN	2a	Understand local workforce recruitment and retention, identify barriers and their impact, then support local employers to tackle these.	▶ Employers are able to make informed decisions to improve recruitment and retention ▶ Reduced staff turnover ▶ Best practice and strategies for recruitment and retention are shared across the network	▶ Business diagnostic data ▶ Qualitative data ▶ Local documentation and reporting
RECRUIT TRAIN SUPPORT RETAIN	2b	Use the skills diagnostic insight to inform how best to support sector employers in their recruitment, training and retention activities.	▶ Continued evolution of the CIMSPA skills diagnostic process maximises local employer involvement and data capture ▶ The North of Tyne LSAB is supported by CIMSPA to use skills diagnostic insight to effectively align its work to local employer needs ▶ A clear understanding of upcoming workforce challenges and opportunities in the LSAB area ▶ Further education curriculum design is influenced by local workforce skills diagnostic data	▶ Local workforce skills diagnostic participation data ▶ Qualitative data ▶ Local documentation and reporting
RECRUIT SUPPORT	2c	Promote meaningful interactions between employers and education providers to showcase career routes in the sport and physical activity sector.	▶ Employers support education providers to deliver career talks, guidance and work placements through regular engagement and interaction ▶ Efficient communication between employers and education providers ▶ Students understand career opportunities in sport and physical activity ▶ More young people are interested in working in sport and physical activity ▶ More education leavers enter sector roles	▶ Number of employer visits to education providers ▶ Local workforce skills diagnostic data (increase in employers offering work placements) ▶ Qualitative data (student feedback) ▶ Sport and physical activity course destination data from education providers

*See [glossary below](#) for more information on specific terms.

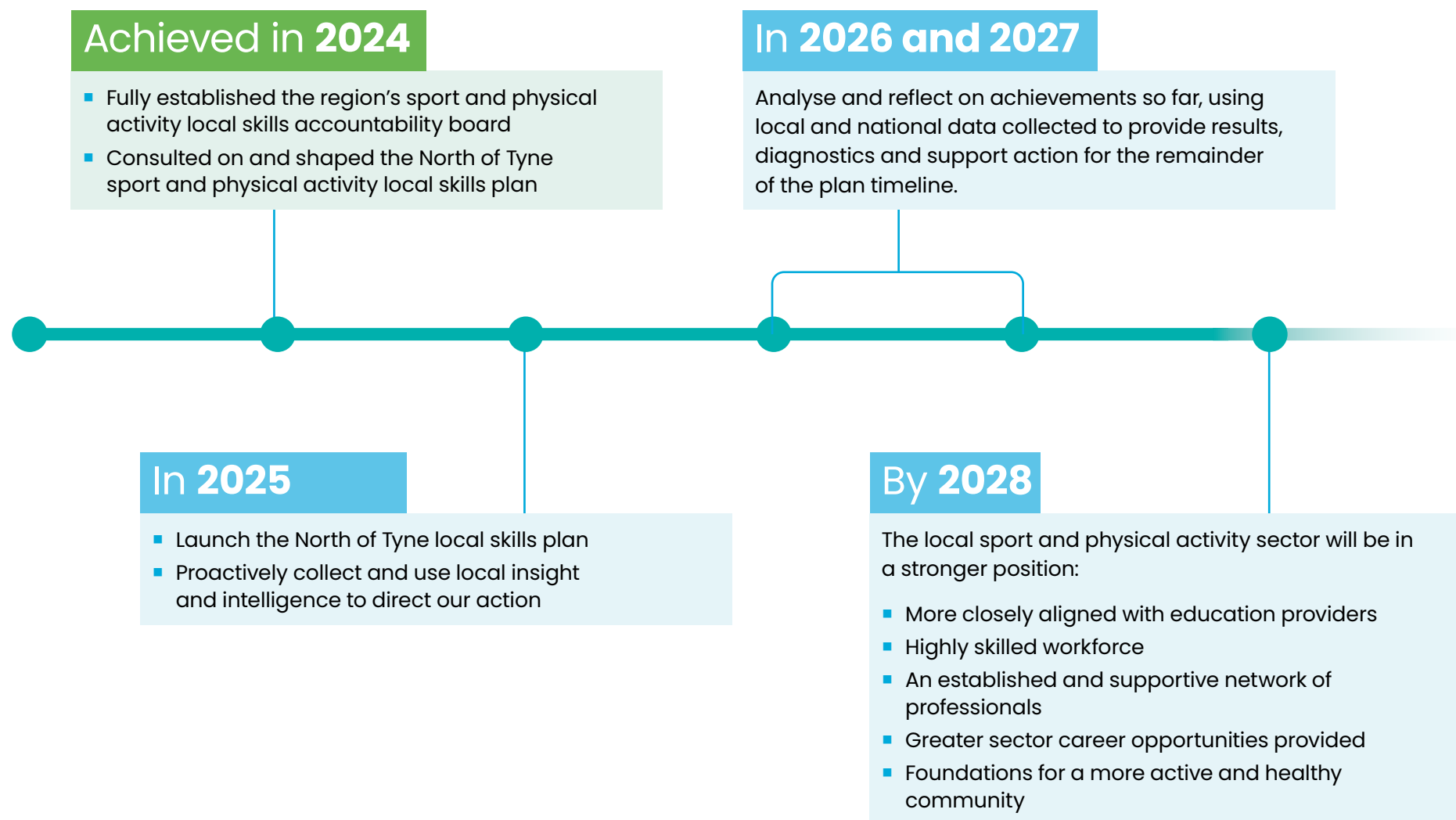
RECOMMENDATION 3

Promote learning opportunities: Use an informed approach to signpost to relevant, high-quality learning and development opportunities for both career explorers and existing sector professionals.

Theme(s)	No.	2025–2028 actions	What does success look like?	How will it be measured?*
RECRUIT TRAIN SUPPORT	3a	Understand and improve local sector learning and development opportunities.	▶ A clear and informed overview of the learning and development opportunities available in the region ▶ Learning and development opportunities are available for both career explorers and established professionals ▶ Skills and training mismatches are identified ▶ Local and national education partners are engaged to resolve these	▶ Local workforce skills diagnostic data ▶ Training Academy data
TRAIN SUPPORT RETAIN	3b	Increase the number of trusted sources of quality-assured and endorsed learning and development opportunities in the North of Tyne region.	▶ Employers in the North of Tyne region are able to refer to and rely on the CIMSPA endorsed training directory and Training Academy for Sport and Physical Activity as their one-stop shop for meeting sector-specific learning and development needs ▶ A central point of information directs the region's professionals to the CIMSPA endorsed training directory and Training Academy for Sport and Physical Activity	▶ Training Academy data ▶ Careers Hub data ▶ Qualitative data
TRAIN SUPPORT	3c	Understand and explore diversification of funding to support the upskilling of existing workforce.	▶ The LSAB and local employers understand available funding opportunities ▶ The LSAB and local employers succeed in accessing funding to support workforce upskilling ▶ The workforce is upskilled through funded training	▶ Local documentation and reporting
RECRUIT TRAIN SUPPORT RETAIN	3d	Use research and insight to inform learning and development curricula and delivery so that our best practitioners can gain the skills to effectively work with specialist populations and environments.	▶ A data-led approach effectively highlights sector specialist training needs ▶ Increased availability of specialist sector training in the region ▶ Current workforce upskilled to work with specialist populations (e.g. cancer rehabilitation) ▶ More practitioners deployed in specialist roles with a higher professional status	▶ Number of specialist education opportunities available ▶ CIMSPA professional status data

*See [glossary below](#) for more information on specific terms.

Milestones



CASE STUDY

“What good looks like” – Smile Through Sport

Board member organisation Smile Through Sport are a charity that provides sport and physical activity events for people with special educational needs and disabilities as well as education about inclusivity across North East England. This includes:

- Care home and residential activities
- Community outreach
- Sessions in schools and colleges
- Inclusivity training courses and CPD for businesses
- Inclusivity consultation services for businesses

The charity’s work provides essential sport and physical opportunities that allow many underrepresented groups to enjoy physical activity and consider a career in the sector. By educating businesses on best practices for inclusivity, they are also able to support employers to recruit a more diverse workforce.

Through the LSAB’s strong network, Smile Through Sport have been able to increase awareness of their services. Since linking with local further education colleges, the organisation has been able to run several events for students and offer input into inclusive curriculum content.

Looking ahead, Smile Through Sport are planning to trial a collaborative project to rewrite and pilot a level one coaching qualification. This will be delivered as part of a college course to support budding sector professionals in working with people with special educational needs and disabilities, offering them increased employability.

Smile Through Sport also employs an adapted approach to recruitment. By assessing an individual’s skills in a practical environment, they offer increased opportunities to those who struggle with traditional CV and interview formats. With the board’s recommendation to focus on improving sector recruitment in the region, Smile Through Sport are able to contribute valuable advice to local employers on ways to increase the interest and success of diverse applicants, leading to a more representative workforce.

“Smile Through Sport are able to contribute valuable advice to local employers on ways to increase the interest and success of diverse applicants, leading to a more representative workforce.”



Wider alignment with local skills work

Rise North East

Board member organisation Rise North East is 1 of 42 Active Partnerships across England and a key partner of Sport England, supporting their “Uniting the Movement” strategy.

Their vision is to “transform lives through the power of physical activity”.

The charity works closely with partners across health, education, transport and more to show how movement and physical activity can tackle inequalities and help solve some of the biggest issues affecting the region’s communities. Rise focuses on:

- improving mental and physical health and wellbeing
- creating healthy and sustainable places in which to live and work
- supporting our NHS with improving, managing and preventing a range of conditions
- nourishing the health and wellbeing of the workplace.

RISE NORTH EAST [↗](#)

North of Tyne local skills plan alignment

The North of Tyne Local Skills Accountability Board is keen to complement and enhance work happening in sport and physical activity in the region such as that of Rise North East through ensuring that the sector workforce is connected, trained and prepared to support such initiatives.



Active North Tyneside



Active North Tyneside is a council-run service funded by North Tyneside Public Health. Its aspiration is to support all residents of the area in “feeling the benefits of being active”.

To achieve this aim, Active North Tyneside offers a variety of physical activity programmes that are free or low cost to encourage greater participation and get more people moving.

They provide a range of activities, projects and programmes to cater for all age groups, including Beginners Running, The Walking Dad, Healthy for Life and Mini Movers.

ACTIVE NORTH TYNESIDE [↗](#)

North of Tyne local skills plan alignment

Initiatives such as this one demonstrate the need for the North of Tyne Local Skills Accountability Board, cementing the importance of upskilling and developing a diverse workforce that is adaptable to the multifaceted nature of the sport and physical activity sector.



Data and insight that have informed this work

This section outlines the data and insights that have informed this work, with a focus on how we are building a robust and representative evidence base within the sport and physical activity sector. We will continue to draw on evidence-based data, incorporating information on both current employment types and future roles. This will ensure that our understanding extends well beyond the initial data collection to capture a broader picture of the changing local skills across the North of Tyne.

Through this ongoing data collection, we aim to generate meaningful insights that supports the planning of a professional and thriving workforce.

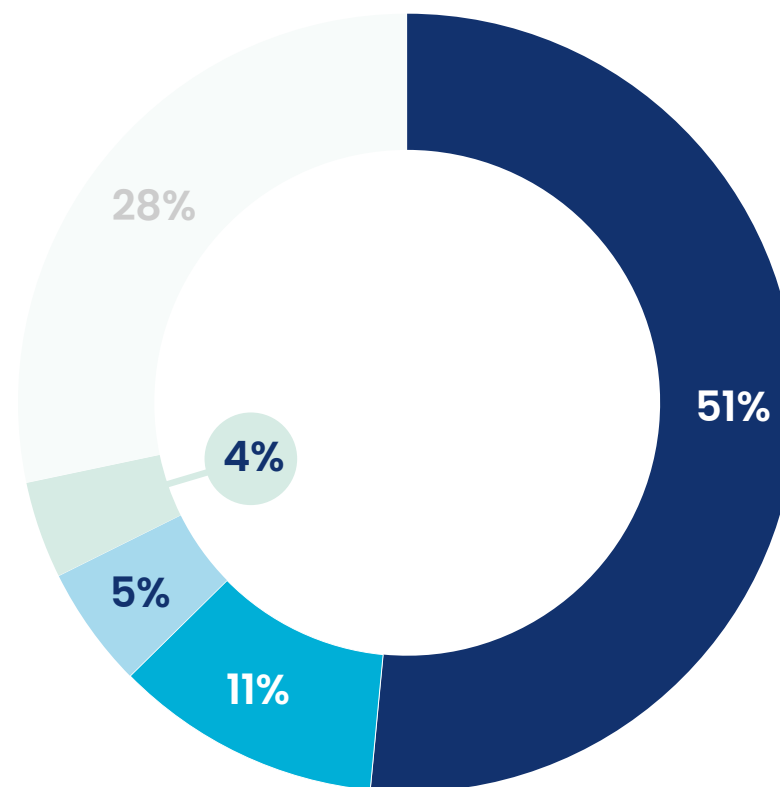
Businesses in the region – size

Source: North of Tyne 2024 CIMSPA Regional Datapack

This chart shows that the North of Tyne sport and physical activity sector is heavily occupied by micro-enterprises and SMEs. The conversations and information gathered by the board suggests that these organisations require greater support to understand the business, training and recruitment options that are available.

- 51% micro-enterprises
- 11% small enterprises
- 5% medium enterprises
- 4% large enterprises
- 28% businesses unaccounted for

28% of sport and physical activity businesses within North of Tyne are not accounted for here due to either no company financials being available or 0/an unknown number of employees within the business, meaning that they cannot be categorised by business size. The total percentage in this chart sums to 99% because the individual values were rounded down for clarity.



Current employment by role type

This cohort includes major employers in the LSAB area, encompassing the majority of public leisure facility operators and the city's Football Foundation.

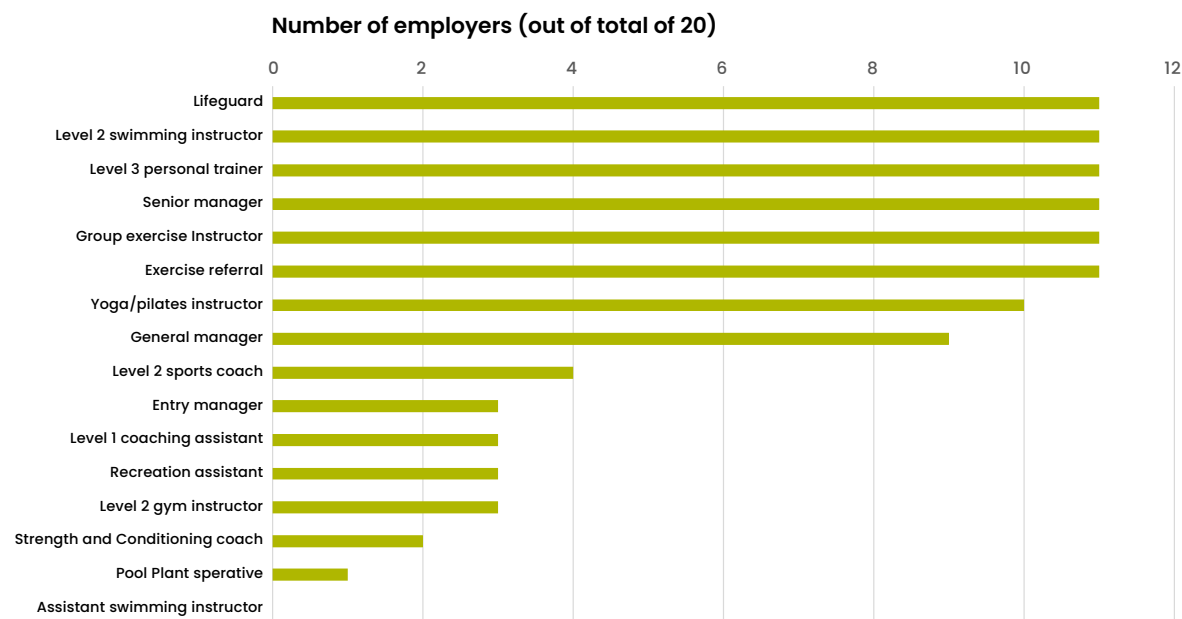
The data sample shows that local sport and facility providers employ a typical mix of the exercise, fitness and leisure operations roles needed to deliver a conventional range of sport and physical activity experiences.

There is an absence of performance sport-focused capacity – for example, none of the providers surveyed employ strength and conditioning specialists.

Note that the majority of organisations employ yoga and Pilates instructors, which may reflect the growing importance of wellbeing opportunities to participants.

Additionally, with half of the responding organisations employing exercise referral specialists, it also shows that the local sport and physical activity sector is progressive and building its capacity to be part of a health prevention agenda.

Source: CIMSPA workforce surveys completed by 20 local skills accountability board member organisations, June 2024 – September 2024. (Note: The sports coach role represents a small geographical area that a large employer operates from)

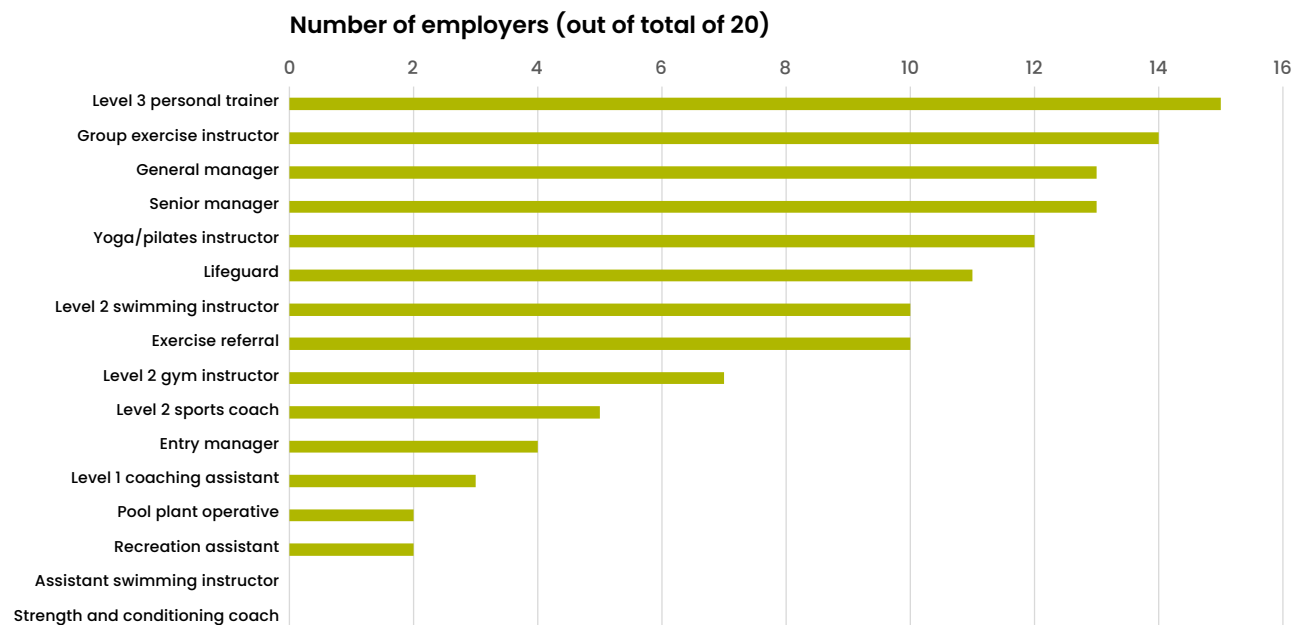


Future job role requirements

The graph demonstrates that over the next 12–24 months, sport and physical activity sector businesses in the region are planning for major growth, almost doubling in numbers.

This information supports the need for the board to ensure that we are working collaboratively to upskill, train and recruit employees who add value to the sector. This potential growth will allow the region and the systems partners who operate across it to make a positive impact on employment levels and their aspirations to get more inactive people active.

Source: CIMSPA workforce surveys completed by 20 local skills accountability board member organisations, June 2024 – September 2024.



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*.
Broader workforce	Receptionist, bar staff, kitchen and catering assistant, waiting staff, cleaning assistant, domestic assistant, sales and retail assistant, chef.

*Occupations supported directly by other professional bodies

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.

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 

CIMSPA workforce survey

In some cases, a shortened version of the CIMSPA local workforce skills diagnostic survey –entitled the CIMSPA workforce survey – has been used to gain a smaller snapshot of key data from employers in order to inform this local skills plan.

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. An LSAB is collectively responsible for the creation, implementation and renewal of a sport and physical activity sector local skills plan.

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.

Micro-enterprises

Micro-enterprises are very small organisations with 1–9 employees and a turnover or balance sheet total of less than €2 million.

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.

SME (small- and medium-sized enterprises)

An SME is any organisation that has fewer than 250 employees and a turnover of less than €50 million or a balance sheet total less than €43 million.

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.

The Sport and Physical Activity Sector Local Skills Accountability Board – North of Tyne



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