

apprenticeship FRAMEWORK

Activity Leadership (Wales)

IMPORTANT NOTIFICATION FOR ALL APPRENTICESHIP STARTS FROM 14 OCTOBER 2016

Modifications to SASW came into effect on 14 October 2016. These changes relate to the **Essential Skills and Employer Rights and Responsibilities** requirements of a framework and they **ONLY** apply to new Apprenticeship starts on, or after, 14th October. Apprenticeship starts before this date must continue to meet the 2013 SASW requirements for Essential Skills and Employer Rights and Responsibilities.

For more details of the changes and how they will affect new apprenticeship starts, please read the following preface page to the framework document. NB: Please check the "Revising a Framework" section for information on any additional changes that may have been made to this framework.

Latest framework version?

Please use this link to see if this is the latest issued version of this framework:

afo.sscalliance.org/frameworkslibrary/index.cfm?id=FR03874

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CHANGES TO REQUIREMENTS FOR APPRENTICESHIP STARTS FROM 14TH OCTOBER 2016

These changes relate to the Essential Skills and Employer Rights and Responsibilities requirements of a framework and they ONLY apply to new Apprenticeship starts on, or after, 14th October 2016. Apprenticeship starts before this date must continue to meet the 2013 SASW requirements for Essential Skills and Employer Rights and Responsibilities.

Alternatives for Essential Skill qualifications

Foundation apprenticeships (Level 2): Where Essential Skills qualifications are specified in a foundation apprenticeship framework (Level 2), the apprenticeship framework must specify as a Welsh certificate requirement, the acceptance of one of the following recognised proxy qualifications.

For Communication:

- a. GCSE or iGCSE qualification in English language or literature to at least grade G (Level 1 equivalent); or
- b. O Level qualification in English language or literature to at least grade E; or
- c. A/AS Level qualification in English language or literature to at least grade E; or
- d. SCQF Level 4 – Communication Core Skills (Oral communication and written communication); or
- e. SQA National 4 English; or
- f. Functional Skills or Key Skills literacy qualifications in English provided the proxy qualification(s) attained are at Level 1 or above.

For Application of Number:

- a. GCSE or iGCSE qualification in Mathematics to at least grade G (Level 1 equivalent); or
- b. O Level qualification in Mathematics to at least grade E; or
- c. A/AS Level qualification in Mathematics to at least grade E; or
- d. SCQF Level 4 – Numeracy Core Skill (Graphical Information and using number); or
- e. SQA National 4 Mathematics ; or
- f. Functional Skills or Key Skills numeracy qualifications in Mathematics provided the proxy qualification(s) attained are at Level 1 or above.

Apprenticeships (Level 3): Where Essential Skills qualifications are specified in an apprenticeship framework (Level 3), the apprenticeship framework must specify as a Welsh certificate requirement, the acceptance of one of the following recognised proxy qualifications.

For Communication:

- a. GCSE or iGCSE qualification in English language or literature to at least grade C (Level 2 equivalent); or
- b. O Level Qualification in English language or literature to at least grade C; or
- c. A/AS Level qualification in English or literature to at least grade E; or
- d. SCQF Level 5 – Communication Core Skills (Oral communication and written communication); or
- e. SQA National 5 English; or
- f. Functional Skills or Key Skills literacy qualifications in English provided the proxy qualification(s) attained is at Level 2 or above.

For Application of Number:

- a. GCSE or iGCSE qualification in Mathematics to at least grade C (Level 2 equivalent); or
- b. O Level Qualification in Mathematics to at least grade C; or
- c. A/AS Level qualification in Mathematics to at least grade E; or
- d. SCQF Level 5 – Numeracy Core Skill (Graphical information and using number); or
- e. SQA National 5 Mathematics; or
- f. Functional Skills or Key Skills numeracy qualifications in Mathematics provided the proxy qualification(s) attained are at Level 2 or above.

Higher Apprenticeships (Levels 4-7): Essential Skills requirements are as for an apprenticeship frameworks at Level 3.

CHANGES TO REQUIREMENTS FOR APPRENTICESHIP STARTS FROM 14TH OCTOBER 2016

Employer Rights and Responsibilities (ERR)

The final modification to SASW is to Employer Rights and Responsibilities (ERR) which is no longer compulsory in frameworks. Please refer to the Employer Rights and Responsibilities section within the framework document to confirm specific requirements.

Additional Information

It should be noted that SASW has also been modified to reflect existing improvements to Essential Skills Wales Qualifications. These improvements to ESW qualifications were signalled by the revised names:

- Essential Skills Wales Communication is now Essential Communication Skills (still 6 credits in size)
- Essential Skills Wales Application of Number Skills is now Essential Application of Number Skills (still 6 credits in size)
- Essential Skills Wales Information Communication Technology Skills is now Essential Digital Literacy Skills (still 6 credits in size)

Whilst there have been some amendments to the content of ESW qualifications, the most significant change has been to the assessment methodology for these qualifications.

From 1 January 2016, all new starts have had to follow the revised Essential Skill qualifications.

The updated version of SASW, and guidance documents, can be accessed here:

<http://gov.wales/topics/educationandskills/skillsandtraining/apprenticeships/providers/?lang=en&dgd>

Over the coming months, the Essential Skills section within AFO will be amended to reflect the SASW modifications and all current frameworks will be updated and reissued to incorporate these changes. In the meantime, if you are in any doubt as to the requirements of any framework then please contact the relevant Issuing Authority.

Activity Leadership (Wales)

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Framework summary

Activity Leadership

Foundation Apprenticeship in Activity Leadership

Pathways for this framework at level 2 include:

Pathway 1: Outdoors

Competence qualifications available to this pathway:

C1 - Level 2 NVQ Certificate in Activity Leadership

Knowledge qualifications available to this pathway:

K1 - Level 2 Certificate in Coaching Water Skiing/Wakeboarding

K2 - BTEC Level 2 Award in Skills and Activities for Sport and Active Leisure (Outdoor Education)

K3 - BTEC Level 2 Certificate in Sailing and Watersports

K4 - BTEC Level 2 Extended Certificate in Skills and Activities for Sport and Active Leisure (Outdoor Education)

K5 - BTEC Level 2 Subsidiary Certificate in Sailing and Watersports

K6 - Level 2 Certificate in Outdoor Activity Leadership

K7 - Level 2 Certificate in Coaching Orienteering

K8 - Level 2 Award in Introductory Work in the Outdoors

K9 - Level 2 Certificate in Equestrian Riding

K10 - Level 2 Certificate in Introductory Work in the Outdoors

K11 - Level 2 Award in Assisting Basic Expedition Leadership

K12 - Level 2 Certificate in Coaching Cable Wakeboarding

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 2: Exercise and Fitness

Competence qualifications available to this pathway:

C1 - Level 2 NVQ Certificate in Activity Leadership

Knowledge qualifications available to this pathway:

K1 - Level 2 Certificate in Fitness Instructing

K2 - Level 2 Certificate in Increasing Participation in Sport and Active Leisure in Community Settings

K3 - Level 2 Certificate in Leading Health Related Activity Sessions

K4 - Level 2 Diploma in Exercise, Health and Fitness Studies

K5 - Level 2 Diploma in Active Leisure (Group C + one of D, E, F or G OR Group S OR Group L or Group M)

K6 - BTEC Level 2 Award in Exercise and Fitness Instruction

K7 - Level 2 Certificate in Coaching Strength and Conditioning for Sport

K8 - Level 2 Certificate in Fitness Walking

K9 - Level 2 Diploma in Health, Fitness and Exercise Instruction
K10 - Level 2 Certificate in Instructing Pre-designed Exercise Sessions
K11 - Level 2 Award in Increasing Participation in Sport and Active Leisure in Community Settings
K12 - Level 2 Diploma in Increasing Participation in Sport and Active Leisure in Community Settings
K13 - Level 2 Certificate in Fitness Instructing (Water Based Exercise)
K14 - Level 2 Certificate In Fitness Instruction and Self Development in Active Leisure
K15 - Level 2 Diploma In Health and Fitness
K16 - Level 2 Diploma in Promoting Health and Wellness
K17 - Level 2 Certificate In Instructing Circuit Training Sessions
K18 - Level 2 Certificate In Instructing Parkour/ Freerunning Fitness Training
K19 - Level 2 Certificate in Delivering Behaviour Management and Physical Activities to Children Under 5
K20 - Level 2 Diploma in Active Leisure for Exercise Professionals
K21 - Level 2 Certificate in Coaching Weight Lifting
K22 - Level 2 Diploma in Fitness Instructing, Sales and Business Skills

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 3: Coaching

Competence qualifications available to this pathway:

C1 - Level 2 NVQ Certificate in Activity Leadership

Knowledge qualifications available to this pathway:

K1 - Level 2 Certificate in Coaching Football
K2 - Level 2 Certificate in Coaching Angling
K3 - Level 2 Certificate in Coaching Cycling
K4 - Level 2 Certificate in Coaching Gymnastics
K5 - Level 2 Certificate in Coaching Hockey
K6 - Level 2 Certificate in Coaching Judo
K7 - Level 2 Certificate in Coaching Netball
K8 - Level 2 Certificate in Coaching Orienteering
K9 - Level 2 Certificate in Coaching Rounders
K10 - Level 2 Certificate in Coaching Rowing
K11 - Level 2 Certificate in Coaching Rugby League
K12 - Level 2 Certificate in Coaching Rugby Union
K13 - Level 2 Certificate In Coaching Strength and Conditioning for Sport
K14 - Level 2 Certificate In Coaching Table Tennis
K15 - Level 2 Certificate in Coaching Tennis
K16 - Level 2 Certificate in Coaching Triathlon
K17 - Level 2 Certificate in Coaching Water Skiing/Wakeboarding
K18 - Level 2 Certificate In Coaching Equestrian Driving
K19 - Level 2 Certificate In Coaching Equestrian Riding
K20 - Level 2 Certificate In Coaching Equestrian Vaulting

K21 - Level 2 Certificate in Coaching Handball
K22 - Level 2 Certificate in Coaching Lacrosse
K23 - Level 2 Certificate in Coaching Parkour/Freerunning
K24 - Level 2 Certificate in Coaching Swimming
K25 - Level 2 Certificate in Coaching Synchronised Swimming
K26 - Level 2 Certificate in Coaching Diving
K27 - Level 2 Certificate in Coaching Water Polo
K28 - Level 2 Certificate in Teaching Aquatics
K29 - Level 2 Certificate in Swimming Teaching
K30 - Level 2 Certificate in Coaching Bowls
K31 - Level 2 Certificate in Coaching Fives
K32 - Level 2 Certificate in Coaching Volleyball
K33 - Level 2 Certificate in Coaching Wrestling
K34 - Level 2 Certificate in Coaching Young People and Adults Cricket
K35 - Level 2 Certificate in Coaching Performance Motorsport
K36 - Level 2 Certificate in Coaching Participation Motorsport
K37 - Level 2 Certificate in Coaching Boccia
K38 - Level 2 Certificate in Coaching Children's Cricket
K39 - Level 2 Certificate in Coaching Cable Wakeboarding
K40 - Level 2 Certificate in Coaching Squash and Racketball
K41 - Level 2 Certificate in Coaching Weight Lifting

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 4: Leadership

Competence qualifications available to this pathway:

C1 - Level 2 NVQ Certificate in Activity Leadership

Knowledge qualifications available to this pathway:

K1 - Level 2 Certificate in Supporting Learning in Physical Education and School Sport
K2 - Level 2 Award in Leadership through Football
K3 - Level 2 Award in Leadership through Rugby Union
K4 - Level 2 Certificate in Leading Health Related Activity Sessions
K5 - Level 2 Certificate in the Principles and Preparations for Coaching Sport
K6 - Level 2 Award in Community Sports Leadership
K7 - Level 2 Certificate in Increasing Participation in Sport and Active Leisure in Community Settings
K8 - Level 2 Award in Increasing Participation in Sport and Active Leisure in Community Settings
K9 - Level 2 Certificate in Leadership through Sport
K10 - Level 2 Diploma in Leadership through Sport
K11 - Level 2 Diploma in Active Leisure (Group S)
K12 - Level 2 Diploma In Health and Fitness (Group Q)
K13 - Level 2 Award in Leadership through Gymnastics

K14 - Level 2 Certificate in the Principles and Practices for Coaching Sport

K15 - Level 2 Diploma in Increasing Participation in Sport and Active Leisure in Community Settings

K16 - Level 2 Diploma in Fitness Instructing, Sales and Business Skills

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Framework information

Information on the Publishing Authority for this framework:

SkillsActive

The Apprenticeship sector for occupations in sports coaching, active leisure, hairdressing and beauty (also includes fitness, stewarding, outdoors, playwork and sporting excellence).

Issue number: 3	This framework includes:
Framework ID: FR03874	Level 2
Date this framework is to be reviewed by: 31/12/2017	This framework is for use in: Wales

Short description

This is a multi pathway framework, catering for the UK outdoors sector as well as providing opportunities for development of fitness leaders, coaches and activity leaders.

Contact information

Proposer of this framework

SkillsActive

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Revising a framework

Contact details

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Why this framework is being revised

This framework has been updated with newly accredited competence and knowledge qualifications, as well as newly accredited ERR qualifications.

Summary of changes made to this framework

This framework has been updated with newly accredited competence and knowledge qualifications, as well as newly accredited ERR qualifications.

Qualifications removed

The following qualifications have been removed from the framework:

OUTDOORS PATHWAY

- 1st4sport Level 2 Certificate In Introductory Work in the Outdoors 600/5482/7
- AIM Awards Level 2 Certificate in Introductory Work in the Outdoors 600/6604/0
- 1st4sport Level 2 Award In Employment Awareness in the Outdoors 600/1328/X
- NOCN Level 2 NVQ Certificate in Activity Leadership 600/7970/8
- NOCN Level 2 Award in Introductory Work in the Outdoors 600/3356/3
- NOCN Level 2 Certificate in Introductory Work in the Outdoors 600/5627/7
- EDI Level 2 Award In Employment Awareness in Active Leisure and Learning 600/4424/X

EXERCISE AND FITNESS PATHWAY

- Active IQ Level 2 Certificate in Delivering Physical Activities to Children Under 5 600/6111/X
- NOCN Level 2 NVQ Certificate in Activity Leadership 600/7970/8
- EDI Level 2 Certificate in Fitness Instructing 500/8478/1
- EDI Level 2 Award In Employment Awareness in Active Leisure and Learning 600/4424/X

COACHING PATHWAY

- 1st4sport Level 2 Certificate in Coaching Badminton 501/2306/3
- NOCN Level 2 NVQ Certificate in Activity Leadership 600/7970/8
- EDI Level 2 Award In Employment Awareness in Active Leisure and Learning 600/4424/X

LEADERSHIP PATHWAY

- NOCN Level 2 NVQ Certificate in Activity Leadership 600/7970/8
- EDI Level 2 Award In Employment Awareness in Active Leisure and Learning 600/4424/X

Qualifications added

The following qualifications have been added to the framework:

LEADERSHIP PATHWAY

- Focus Awards Level 2 Certificate in Supporting Learning in Physical Education and School Sport 601/8047/X

Qualifications that have been extended

N/A

Purpose of this framework

Summary of the purpose of the framework

The Foundation Apprenticeship in Activity Leadership is designed for those individuals who wish to gain a broad, but solid foundation to allow them to follow a career in the outdoor sector or in the active leisure sector as fitness leaders, coaches and activity leaders.

In the outdoors, at Level 2, roles will tend to be working with straight-forward groups in less hazardous activities, often in controlled environments.

In active leisure, roles covered by this framework tend to be more of a community focus, and apprentices tend to be employed in community settings as activity leaders, sports coaches and fitness leaders.

Aims and objectives of this framework (Wales)

The active leisure, learning and well-being sector as a whole had an estimated UK gross value added (GVA) output of £8.7 billion in 2008, accounting for 0.9% of the whole UK economy. The SkillsActive sector impacts on tourism (a new Welsh priority sector), events, retailing, manufacturing and construction, and outperformed the UK four-fold in direct employment from 1999 to 2004. The Gross Value Added (GVA) output of sport, fitness, the outdoors and the caravan industry in Wales in 2008 equalled £225 million, accounting for 0.9 per cent of total Wales output. The Welsh Government's Economic Renewal Programme (2010) cites sport as a vibrant sector within the Welsh economy.

Estimates suggest that the SkillsActive sector employs circa 32,000 people in Wales. The workforce in Wales accounts for four per cent of the sector's UK employment. Sport, fitness and the outdoors is by far the largest of the sub-sectors, accounting for 62 per cent of sector GVA and 71 per cent of employment.

The Welsh Government's Economic Renewal Programme highlights a commitment to the continuous development of the apprenticeship model as a flagship vocational training option.

The provision of recreational, sport and fitness facilities is a key element in the drive to improve the active lifestyles of individuals across all strata of the population. As outlined in *Creating an Active Wales*, regular engagement with physical activity has additional benefits to the wider economy. The report highlights that those who are physically active have as much as a 50 per cent reduced risk of developing major health related diseases in later life.

Improvements to the number of people engaged in physical activity could therefore have long term bearings on health expenditure. Estimates suggest that physical inactivity costs the Welsh economy around £650 million per year.

The Welsh Health Survey 2009 suggests that around 57 per cent of adults are classified as overweight or obese (21 per cent are obese). Additionally, Wales records the highest levels of childhood obesity compared with the other Home Countries at 19 per cent. There is continued commitment to improve participation in sport and physical activity in Wales. Creating an Active Wales is the Welsh Government's plan for improving levels of physical activity in Wales (launched in 2009). The report outlines the need to increase participation in physical activity to ensure improvements in health and wellbeing and sets out a range of targets to increase activity levels.

Activity Leadership in the outdoors context

The UK outdoors sector covers a wide-range of leisure, learning and well-being activities undertaken within the natural environment. The sector encompasses private, public, charitable/ not for profit and voluntary operations. It also has an equally mixed range of participants and activities.

The outdoors sector can play an important part in delivering government policies. Concern over the state of the Welsh population's health is focusing attention on those industries that are placed to promote both health and well-being through participation in healthy activity. 2011 saw the set up of the Wales Outdoor Health Forum which acts as a connective gateway for health, wellbeing and the environment. Part of this group's function will be to help fulfill targets set out within the 'Creating an Active Wales' action plan.

The outdoors also supports society through its contribution to areas such as education, rural regeneration, tourism (announced as a Welsh priority sector in 2011), employment and social cohesion.

Difficulties associated with identifying the outdoors sub-sector in national statistics make it a challenge to estimate, let alone accurately calculate the total 'size' of the outdoors industry. Statistics suggest that Wales accounts for 5% of the total UK outdoor workforce (the latest official data suggests that there are around 26,400 employees working in the sector across the UK). However, these figures are felt to underestimate the size of the workforce. Unfortunately, there is no definitive baseline evidence as to the true size of the sector at a national level. Estimates using known figures as a foundation suggest a potential total workforce figure of between 60,500 and 88,000 inclusive of volunteers - this would equate to approximately 3,000 to 4,500 for Wales.

Other supporting anecdotal data suggests that the workforce has a slightly higher proportion of males than females, and a younger than average profile.

Age is a particular issue for the sector at both ends of the spectrum. Historically, employers have not employed those under the age of 18. Despite this, the sector is popular with young adults; the seasonality prevalent in the sector may account for this. The sector sees a

significant drop-off as workers age, and this 'time bomb' may have an important impact on skills and experience retained within the sector.

The outdoors is difficult to define economically. Widely accepted figures suggest the sector contributes a gross value added output of £430million; this number is believed to be conservative. The outdoors also makes a substantial indirect contribution to the UK economy, for instance, through adventure tourism and through retail spending on outdoor equipment and clothing. It has been estimated that 50% of the UK population takes part in some form of active recreation whilst on holiday; their spending was estimated to be around £2 billion. Wales has a unique natural environment, and this coupled with its ease of accessibility provides a world class setting for outdoor recreation & education.

The outdoors sector is one of growth; it has consistently outstripped whole economy growth from 1999 to date. Growth is currently believed to be in the positive despite the recent recession. Future growth can only be sustained if suitably qualified and skilled staff are available to support it.

Although a passion for the outdoors is never in short supply from those entering the sector, valuable experience often is. Employers can often struggle to find the right mix of technical skills, people skills and experience.

The aim of this apprenticeship is to meet the needs of employers for an expansion of funded training programmes, to widen recruitment and improve retention, to improve the experience base at lower levels of the sector as well as to provide progression opportunities to and within the outdoors sector at both foundation and higher levels.

The framework will contribute towards:

- meeting the generic skills priorities for the sector including communication, team working, customer services and employability skills;
- addressing sector specific skills gaps in order to provide a quality, welcoming, safe and engaging environment in which participants can enjoy adventurous activities as a medium for recreation, education or development. This environment is only possible with the appropriate leadership and support of properly qualified staff;
- business sustainability by increasing the number of staff holding level 2 qualifications;
- offering clear progression pathways beyond level 2 within the outdoors as well as across the whole of the active leisure and learning sector;
- offering the opportunity for level 2 staff to further develop their skills by engaging in further training at level 3 and above.

How will the framework achieve the above objectives?

- The framework will address the issue of generic skills priorities as these are contained within essential parts of the framework elements. Apprentices will develop these skills through the study and practice of the competence and knowledge elements of the

programme.

- The framework allows the employer to tailor training programmes to particular needs through the additional employer's requirements thus allowing apprentices to gain additional technical skills.
- Due to austere economic times, it is important that the sector recognises the value of apprenticeship programmes in up skilling the outdoors workforce and the value of apprentices to their businesses. Having a workforce grown internally via apprenticeship programmes ensures that businesses are supplied with a workforce with both the soft skills and specific technical skills to work and progress within the sector. This benefits the apprentice, the employer and the end-user of the employer's services. Ensuring 'leaked' skills and experience at the older end of the workforce is matched by an in-flow of suitable talent at entry levels helps to maintain equilibrium within the overall skills and experience pool.
- Provision of a clear and logical progression onto appropriate higher level apprenticeship programmes.

The framework can help to instill the value of development and encourage the learner to seek out further relevant learning opportunities.

Activity Leadership in a coaching, fitness and leadership context

There is an estimated 51,900 full and part time staff directly employed in the sport and recreation industry and some of these employees will work as activity leaders in a setting outside of health clubs and gyms. The purpose of the framework is to offer a structured training programme for those who already work in these settings and wish to gain further skills and knowledge to progress their careers, however entry is available to those who newly enter the sector as a career change or without any previous experience.

Employers in the sport and recreation industry have worked hard to establish an industry governed register which clearly defines entry point and progression routes which are recognised and understood by employers, employees and prospective entrants into the sector. The Register of Exercise Professionals (REPS) has been established by employers and allows instructors, coaches, trainers and teachers to know they are operating at the highest standards of professionalism. Registration is achieved and maintained through the gaining of qualifications and training which are endorsed by industry experts and nationally recognised. Qualifications which allow entry onto the register include both competence and knowledge qualifications. All the fitness related qualifications within this apprenticeship framework allow entry onto the register giving the apprentice a solid and rounded understanding of the industry as well as the opportunity to gain employment and further skills.

In addition to fitness qualified professionals, coaches and leaders also play a major part in sustaining participation rates as well as helping develop elite performance not only across sports but also in fitness. There are approximately 1,177,000 practicing coaches and leaders in the UK in a wide range of settings such as schools, youth clubs, leisure centres, and sport

settings. Wales accounts for around five per cent of coaches in the UK (circa 54,000). The coaching workforce in Wales is expected to grow by around eight per cent to around 58,770 coaches in 2016/17. Evidence from across the UK suggests that the majority of coaches continue to work on a voluntary basis (70 per cent). Overall, just seven per cent of UK coaches are estimated to work in a full-time paid capacity. Only around a half of these hold an up to date qualification, thus highlighting the need to provide a sound apprenticeship framework that will give the qualifications for coaches and leaders entering the sector or already practicing. There is a continued employer demand for qualified coaches and leaders as our most recent research documents confirm due to the ever increasing popularity of sport and fitness throughout the UK.

Customer handling, team working and technical and practical skills have been identified by 17 per cent of the employers in the sector as skills that are lacking or need improving among their active leisure staff. Communication, health and safety and first aid skills were also cited as skills needed by staff.

Employers require more clarity when it comes to the key qualifications that support their workforce. The Activity Leadership apprenticeship programme will provide this clarity through a defined route to employment in the sector, and a foundation for progressing within it. The generic skills gaps that have been identified in this sector e.g. customer handling, technical and practical skills, communication, team working and problem solving, are addressed in the programme. Additionally, the technical knowledge and skills required in the activity leader roles are also provided for.

The Activity Leadership apprenticeship programme will provide individuals with the skills, knowledge and competencies required to deliver high level customer care, coupled with the technical ability to deliver the active leisure activities their customers require. It will serve to sign-post potential entrants to the industry, along with giving those in employment the skills basis for developing their careers within the sector. The programme will also support the employer aims of improving the soft skills of their workforce, and identifying a unified qualification structure that can be adopted by the broad industry.

This framework will contribute towards:

- Meeting the generic skills priorities for the sector which includes communication, team working, customer services and employability skills
- Addressing sector specific skills gaps in order to provide a quality, welcoming, safe and motivating environment to provide a quality service in a range of sport and recreation settings
- Bringing about a more diverse workforce which reflects the community and customers they serve

How will the framework achieve the above objectives?

- The framework will address the issue of generic skills priorities as all of these skills from customer services to communication and team working are an essential part of the framework elements and apprentices will be required to learn, use and practice these skills by obtaining essential skills qualifications and studying for both the competence and knowledge elements of the programme.
- The qualifications contributing to a better skilled workforce within the sector will not only be the competence and the knowledge elements but also the additional employer requirement which will give a great opportunity to tailor apprentices' training programme to the employers / customers particular needs and for apprentices to gain additional technical skills.
- Due to the recession, it is important that the sector recognises the value of apprenticeship programmes in up skilling the health and fitness workforce and the value of apprentices to their businesses. Having a workforce grown internally via apprenticeship programmes ensures that business are supplied with a workforce who will have not only the soft skills but also the specific technical skills to work and progress within the industry making a successful business for the employer and a quality experience for the customers.
- SkillsActive will encourage employers to recognise the additional value of the full apprenticeship programmes for getting their workforce qualified as this will equip the apprentices with not only all the essential generic skills but also the sector specific technical skills.

All pathway contexts

The Foundation Apprenticeship in Activity Leadership will provide a workplace focused training route to complement other Welsh programmes such as the Pathways To Apprenticeships scheme.

This framework will also contribute to the priorities of the Welsh Government set out in Skills That Work for Wales (2008) in particular:

Preparing Young People for the Future by:

- Developing a combination of technical occupational skills and generic work related skills.
- Providing a pathway from school and the Welsh Baccalaureate to employment.
- Requiring apprentices to obtain an understanding of the sector and its career pathways so that they can make informed choices about their future.

Investing in Apprenticeships by:

- Providing a comprehensive suite of apprenticeship frameworks, of which this is one, covering all of the main occupations in the active leisure, learning and well-being sector.
- Providing a framework that meets the requirements of the Specification of Apprenticeship Standards for Wales, that can integrate with the Welsh Baccalaureate and help end the separation between vocational and academic qualifications.

- Supporting the implementation of new QCF qualifications included in the framework.

Getting the basics right by:

- Supporting learners, who have not achieved basic skills during their schooling to obtain literacy, numeracy and ICT skills with Essential Skills Wales accreditation. This will help reduce the 25 per cent of adults in Wales who do not have Level 1 literacy skills and the 53 per cent who do not have Level 1 numeracy skills.

Entry conditions for this framework

This Foundation Apprenticeship in Activity Leadership is designed for those individuals who are looking to develop their knowledge and skills in order to progress their careers, although entry to the sector can also be possible at other levels.

It is good practice that apprentices are interviewed by both their employer and training provider and undergo a centre devised initial assessment, testing their literacy and numeracy skills as well as their attitude to the workplace and customers.

Potential apprentices should have a positive, motivating, can do attitude and be willing to work both as part of a team or on their own. They should be motivated to succeed in the sector and be willing to work shifts, sometimes unsociable hours and travel between sites. Potential apprentices are expected to have the skills to work with and motivate a variety of different clients they will work with. Apprentices might also need to undergo police checks for example when working with vulnerable adults and children. Apprentices will be given the opportunity to gain literacy and numeracy qualifications alongside their industry related skills and qualifications.

It is not a mandatory part of this framework to achieve ICT qualifications, although apprentices are encouraged to take every opportunity to broaden their skills base.

Level 2

Title for this framework at level 2

Foundation Apprenticeship in Activity Leadership

Pathways for this framework at level 2

Pathway 1:	Outdoors
Pathway 2:	Exercise and Fitness
Pathway 3:	Coaching
Pathway 4:	Leadership

Level 2, Pathway 1: Outdoors

Description of this pathway

Apprentices on this programme will achieve a minimum of 58 credits in total.

- 30 credits for competence - Level 2 NVQ Certificate in Activity Leadership
- 10 credits for knowledge - Level 2 Award in Introductory Work in the Outdoors (being the smallest knowledge qualification option on the framework)
- 12 credits for transferrable skills - 6 credits per transferrable skill
- 6 credits for ERR - Level 2 Award in Employment Awareness in Active Leisure and Learning

Entry requirements for this pathway in addition to the framework entry requirements

The UK outdoors sector is a vibrant, exciting and growing one to work in. It is particularly suited to those with a passion and enthusiasm for working both with people and in the outdoors. Although gusto for adventurous activities is a must, it must be remembered that 'activity leadership' is actually about people leadership in activities!

The Foundation Apprenticeship in Activity Leadership is designed for those individuals who wish to gain a broad, but solid foundation to allow them to follow a career in the outdoor sector. At Level 2, roles will tend to be working with straight-forward groups in less hazardous activities, often in controlled environments. This includes the following sub-sectors:

- o Outdoor recreation / adventure tourism
- o Outdoor education
- o Outdoor development training
- o Expeditions
- o Outdoor sport development

Other areas of the outdoors such as adventure therapy and bush craft are not specifically catered for by this apprenticeship programme, but the skills, knowledge and competences that

will be developed are transferable to many areas of the sector.

Job title(s)	Job role(s)
Activity leader	Prepare, lead, conclude and review appropriate outdoor activity sessions in a safe, engaging and inclusive manner for a range of participants. Other duties could include areas such as basic equipment maintenance and care.
Outdoor Instructor	Prepare, lead, conclude and review appropriate outdoor activity sessions in a safe, engaging and inclusive manner for a range of participants. Other duties could include areas such as basic equipment maintenance and care.
Assistant & trainee variations	Prepare, lead, conclude and review appropriate outdoor activity sessions in a safe, engaging and inclusive manner for a range of participants. Other duties could include areas such as basic equipment maintenance and care.
Activity specific titles, for example Climbing Wall Instructor	Prepare, lead, conclude and review appropriate outdoor activity sessions in a safe, engaging and inclusive manner for a range of participants. Other duties could include areas such as basic equipment maintenance and care.

Qualifications

Competence qualifications available to this pathway

C1 - Level 2 NVQ Certificate in Activity Leadership					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	500/9806/8	Active IQ	30	224	N/A
C1b	500/9125/6	City&Guilds	30	224	N/A
C1c	501/0082/8	Pearson Edexcel	30	224	N/A
C1d	501/0241/2	IAO	30	224	N/A
C1e	600/0347/9	YMCA Awards	30	224	N/A
C1f	600/0413/7	NCFE	30	224	N/A
C1g	600/0382/0	VTCT	30	224	N/A
C1h	600/1201/8	1st4sport	30	224	N/A
C1i	600/6212/5	IQ	30	224	N/A
C1j	601/7077/3	Agored Cymru	30	224	N/A
C1k	601/4886/x	Focus Awards	30	224	N/A

Knowledge qualifications available to this pathway

K1 - Level 2 Certificate in Coaching Water Skiing/Wakeboarding					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	501/0611/9	1st4sport	17	81	N/A
K2 - BTEC Level 2 Award in Skills and Activities for Sport and Active Leisure (Outdoor Education)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	500/8433/1	Pearson	10	60	N/A
K3 - BTEC Level 2 Certificate in Sailing and Watersports					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	500/6727/8	Pearson	30	180	N/A
K4 - BTEC Level 2 Extended Certificate in Skills and Activities for Sport and Active Leisure (Outdoor Education)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K4a	500/8436/7	Pearson	30	180	N/A

Knowledge qualifications available to this pathway (cont.)

K5 - BTEC Level 2 Subsidiary Certificate in Sailing and Watersports					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K5a	500/6521/X	Pearson	20	160	N/A

K6 - Level 2 Certificate in Outdoor Activity Leadership					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K6a	600/0414/9	NCFE	22	174	N/A

K7 - Level 2 Certificate in Coaching Orienteering					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K7a	600/0064/8	1st4sport	17	77	N/A

Knowledge qualifications available to this pathway (cont.)

K8 - Level 2 Award in Introductory Work in the Outdoors					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K8a	600/2685/6	1st4sport	10	57	N/A
K8b	600/6603/9	AIM Awards	10	57	N/A
K8c	600/4517/6	City&Guilds	10	57	N/A
K8d	600/5042/1	NCFE	10	57	N/A
K8e	601/2265/1	Active IQ	10	57	N/A
K8f	600/9530/1	YMCA Awards	10	57	N/A
K8g	600/8018/8	OCNWMR	10	57	N/A

K9 - Level 2 Certificate in Equestrian Riding					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K9a	600/0654/7	EQL	18	93	N/A

K10 - Level 2 Certificate in Introductory Work in the Outdoors					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K10a	600/5129/2	YMCA Awards	14	77	N/A
K10b	600/6302/6	NCFE	14	77	N/A
K10c	601/2340/0	Active IQ	14	77	N/A
K10d	600/8081/4	OCNWMR	14	77	N/A

Knowledge qualifications available to this pathway (cont.)

K11 - Level 2 Award in Assisting Basic Expedition Leadership					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K11a	600/4320/9	Sports Leaders UK	10	57	N/A

K12 - Level 2 Certificate in Coaching Cable Wakeboarding					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K12a	601/3196/2	1st4sport	17	81	N/A

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

K1-K12 provide the underpinning knowledge and understanding for C1.

There is a range of qualifications with a variety of credit values so the learner and employer could chose the ones most suited to the learner's needs and job roles.

For guidance in selecting the most appropriate knowledge qualification, providers and employers are welcome to contact SkillsActive on an individual learner basis / case.

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	1	6
Application of numbers	1	6
IT	N/A	N/A

Progression routes into and from this pathway

Progression into this Foundation level programme

There are no pre-defined entry routes, however learners wishing to progress into this apprenticeship programme could come from a variety of backgrounds with a variety of qualifications. These might include diplomas, GCSEs, A levels or vocational training routes such as Pathway To Apprenticeships or other vocational qualifications and work experience.

Learners can also progress into this apprenticeship if they are already employed in the sector and wish to develop their knowledge and skills to progress their careers.

Learners can also progress into this programme from employment in a different sector as a career change.

Progression from this Foundation level programme

Successful completion of the Foundation Apprenticeship in Activity Leadership can open doors to a wide range of progression opportunities within the sector. Typically, employers like to recruit staff with a mix of two or three National Governing Body qualifications plus relevant workplace experience – completion of an apprenticeship is a good stepping stone towards meeting these needs. Of course, looking at progression into a level 3 apprenticeship is one obvious route to take, but there are others including into other areas of the active leisure, learning and well-being sector.

With an appropriate level of experience, more advanced people skills and a greater portfolio of technical NGB qualifications, a wider range of roles will become accessible. These are likely to involve more demanding adventurous activities, working in more remote settings or with more challenging groups of participants, such as corporate groups or the socially disengaged. For those looking to work in an educational setting, there is normally a need for appropriate

teaching qualifications which can include a degree.

Looking beyond an outdoor instructor role, career development can often lead to significant elements of leadership and management within roles. Promotion or progression into roles such as a Chief Instructor or Centre Manager are quite possible.

A career in the outdoors can develop an impressive tool box of transferable skills. A range of opportunities are available to those who are willing to work towards and gain the experience and qualifications needed to work successfully within the sector. Whichever path the apprentice takes, this framework offers a sound initial platform to work from.

Please also check the SkillsActive Careers site for further information on progression opportunities and more detailed information on available job roles in the sector.

www.skillsactive.com/careers

Employee rights and responsibilities

In the Active Leisure, Learning and Well-being sector the employee rights and responsibilities requirement of the apprenticeship programme will be met by all apprentices completing an externally assessed and verified qualification covering all nine national outcomes of the employee rights and responsibilities listed below:

- Employer and employee statutory rights and responsibilities under Employment Law
- Procedures and documentation in their organisation which recognises and protects their relationship with their employer/ health & safety and equality & diversity training must be an integral part of the apprentice's learning programme
- The range of sources of information and advice available on employment rights and responsibilities
- The role played by this occupation within the organisation and industry
- Types of career pathways open to the apprentice
- Types of representative bodies and an understanding of their relevance to the industry and organisation and their main roles and responsibilities
- How and where to get information and advice on the industry, occupation, training and careers
- The organisation's principles and codes of practice
- Issues of public concern that affect the organisation and industry

It is a mandatory outcome of the apprenticeship programme that all apprentices complete one of the qualifications listed below covering all nine national outcomes of the employee rights and responsibilities listed above:

- YMCA Awards Level 2 Award in Employment Awareness in Active Leisure and Learning 500/6534/8
- City& Guilds Level 2 Award in Employment Awareness in Active Leisure and Learning 500/6581/6
- 1st4sport Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7337/0
- VTCT Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7393/x
- Active IQ Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7367/9
- IAO Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7237/7
- Edexcel Level 2 Award in Employment Awareness in Active Leisure and Learning 500/9273/X
- NCFE Level 2 Award in Employment Awareness in Active Leisure and Learning 501/1810/9
- NCFE CACHE Level 2 Award in Employment Awareness in Active Leisure and Learning 600/1331/x
- IQ Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4709/4
- SQA Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4939/x
- HABC Level 2 Award in Employment Awareness in Active Leisure and Learning

600/4477/9

- NOCN Level 2 Award in Employment Awareness in Active Leisure and Learning

600/8097/8

- Focus Awards Level 2 Award in Employment Awareness in Active Leisure and Learning

601/4968/1

Please note the above qualifications account for 6 credits towards the framework.

Evidence of achievement of ERR will be a copy of the achievement certificate for one of the above listed qualifications.

Level 2, Pathway 2: Exercise and Fitness

Description of this pathway

Apprentices on this programme will achieve a minimum of 58 credits.

- 30 credits for competence - Level 2 NVQ Certificate in Activity Leadership
- 10 credits for knowledge - Level 2 Award in Exercise and Fitness Instruction Settings (being the smallest knowledge qualification option on the framework)
- 12 credits for transferrable skills - 6 credits per transferrable skill
- 6 credits for ERR - Level 2 Award in Employment Awareness in Active Leisure and Learning

Entry requirements for this pathway in addition to the framework entry requirements

As described in framework entry conditions.

Job title(s)	Job role(s)
Fitness Instructor	Prepare for, plan, deliver and evaluate exercise and fitness sessions for a variety of apparently healthy groups of people
Activity Leader	Prepare, plan, deliver and evaluate activity sessions to a variety of clients

Qualifications

Competence qualifications available to this pathway

C1 - Level 2 NVQ Certificate in Activity Leadership					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	500/9806/8	Active IQ	30	224	N/A
C1b	500/9125/6	City&Guilds	30	224	N/A
C1c	501/0082/8	Pearson Edexcel	30	224	N/A
C1d	501/0241/2	IAO	30	224	N/A
C1e	600/0347/9	YMCA Awards	30	224	N/A
C1f	600/0413/7	NCFE	30	224	N/A
C1g	600/0382/0	VTCT	30	224	N/A
C1h	600/1201/8	1st4sport	30	224	N/A
C1i	600/6212/5	IQ	30	224	N/A
C1j	601/4886/x	Focus Awards	30	224	N/A
C1k	601/7077/3	Agored Cymru	30	224	N/A

Knowledge qualifications available to this pathway

K1 - Level 2 Certificate in Fitness Instructing					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	500/9459/2	ITEC	23	157	N/A
K1b	500/8269/3	YMCA Awards	23	157	N/A
K1c	500/8048/9	City& Guilds	23	157	N/A
K1d	500/8722/8	VTCT	23	157	N/A
K1e	500/8756/3	Active IQ	23	157	N/A
K1f	500/8309/0	IAO	23	157	N/A
K1g	500/8513/x	NCFE	23	157	N/A
K1h	600/4355/6	Pearson BTEC	23	157	N/A
K1i	601/6790/7	1st4sport	23	157	N/A
K1j	601/5883/9	Focus Awards	23	157	N/A

K2 - Level 2 Certificate in Increasing Participation in Sport and Active Leisure in Community Settings					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	501/0097/x	City& Guilds	30	236	N/A

Knowledge qualifications available to this pathway (cont.)

K3 - Level 2 Certificate in Leading Health Related Activity Sessions					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	601/3891/9	Active IQ	15	107	N/A
K4 - Level 2 Diploma in Exercise, Health and Fitness Studies					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K4a	600/8631/2	VTCT	43	310	N/A
K5 - Level 2 Diploma in Active Leisure (Group C + one of D, E, F or G OR Group S OR Group L or Group M)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K5a	600/8160/0	Active IQ	60	390	N/A
K6 - BTEC Level 2 Award in Exercise and Fitness Instruction					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K6a	500/8430/6	Pearson	10	60	N/A

Knowledge qualifications available to this pathway (cont.)

K7 - Level 2 Certificate in Coaching Strength and Conditioning for Sport					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K7a	600/0200/1	1st4sport	19	118	N/A

K8 - Level 2 Certificate in Fitness Walking					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K8a	600/6203/4	YMCA Awards	18	124	N/A

K9 - Level 2 Diploma in Health, Fitness and Exercise Instruction					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K9a	600/6744/5	YMCA Awards	58	398	N/A

K10 - Level 2 Certificate in Instructing Pre-designed Exercise Sessions					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K10a	600/2823/3	Active IQ	22	155	N/A

Knowledge qualifications available to this pathway (cont.)

K11 - Level 2 Award in Increasing Participation in Sport and Active Leisure in Community Settings					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K11a	501/0098/1	City& Guilds	11	93	N/A

K12 - Level 2 Diploma in Increasing Participation in Sport and Active Leisure in Community Settings					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K12a	501/0099/3	City & Guilds	40	320	N/A

K13 - Level 2 Certificate in Fitness Instructing (Water Based Exercise)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K13a	600/8162/4	ASA	25	162	N/A

K14 - Level 2 Certificate In Fitness Instruction and Self Development in Active Leisure					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K14a	601/0298/6	Active IQ	25	164	N/A

Knowledge qualifications available to this pathway (cont.)

K15 - Level 2 Diploma In Health and Fitness					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K15a	600/9561/1	Active IQ	63	463	N/A

K16 - Level 2 Diploma in Promoting Health and Wellness					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K16a	601/0191/X	YMCA Awards	49	350	N/A

K17 - Level 2 Certificate In Instructing Circuit Training Sessions					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K17a	601/0485/5	YMCA Awards	24	159	N/A

K18 - Level 2 Certificate In Instructing Parkour/ Freerunning Fitness Training					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K18a	601/1696/1	YMCA Awards	27	172	N/A

Knowledge qualifications available to this pathway (cont.)

K19 - Level 2 Certificate in Delivering Behaviour Management and Physical Activities to Children Under 5					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K19a	601/3869/5	Active IQ	16	104	N/A

K20 - Level 2 Diploma in Active Leisure for Exercise Professionals					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K20a	601/3720/4	IAO	60	387	N/A

K21 - Level 2 Certificate in Coaching Weight Lifting					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K21a	601/5280/1	1st4sport	17	108	N/A

K22 - Level 2 Diploma in Fitness Instructing, Sales and Business Skills					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K22a	601/6069/X	Active IQ	73	467-515	N/A

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

K1-K22 provides the underpinning knowledge for C1 in a fitness and physical activity focused setting.

A range of qualifications with a variety of credit values are available, learners and employers should chose the ones most suited to the learner's needs and job roles. For example if an apprentice works in a community setting and is responsible for community based activities then the appropriate choice could be the Level 2 Award or Certificate in Increasing Participation in Sport and Active Leisure in Community Settings. For those apprentices working with people with disabilities or elderly groups in community settings, the recommended choice would be the Level 2 Certificate in Instructing Exercise to Music to Older Adults and People with Disabilities. For guidance in selecting the most appropriate knowledge qualification, providers and employers are welcome to contact SkillsActive on an individual case / basis.

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	1	6
Application of numbers	1	6
IT	N/A	N/A

Progression routes into and from this pathway

Progression into this Foundation level programme

There are no pre-defined entry routes, however learners wishing to progress into this apprenticeship programme could come from a variety of backgrounds with a variety of qualifications. These might include diplomas, GCSEs, A levels or vocational training routes such as Pathways to Apprenticeships or other vocational qualifications and work experience.

Learners can also progress into this apprenticeship if they are already employed in the sector and wish to develop their knowledge and skills to progress their careers.

Learners can also progress into this programme from employment in a different sector as a career change.

Progression from this Foundation level programme

On completion of this foundation level apprenticeship, learners can progress onto a specialist role in teaching exercise to children, or onto the Advanced Fitness Apprenticeship and progress to roles which are more specialist and require greater technical knowledge and skill, for example Studio Coordinator, Assistant Manager etc.

They can also progress onto a variety of vocational qualifications offered by private providers or FE colleges allowing them to gain further knowledge in any of our subsectors, for example they can become Personal Trainers by completing an apprenticeship in Advanced Fitness or Centre Managers by progressing onto a Leisure Management programme.

Further information on qualifications and progression guidance within health and fitness can be found at www.exerciseregister.org

Please also check the SkillsActive Careers site for further information on progression

opportunities and more detailed information on available job roles in the sector
www.skillsactive.com/careers

Employee rights and responsibilities

In the Active Leisure, Learning and Well-being sector the employee rights and responsibilities requirement of the apprenticeship programme will be met by all apprentices completing an externally assessed and verified qualification covering all nine national outcomes listed below:

- Employer and employee statutory rights and responsibilities under Employment Law
- Procedures and documentation in their organisation which recognises and protects their relationship with their employer/ health & safety and equality & diversity training must be an integral part of the apprentice's learning programme
- The range of sources of information and advice available on employment rights and responsibilities
- The role played by this occupation within the organisation and industry
- Types of career pathways open to the apprentice
- Types of representative bodies and an understanding of their relevance to the industry and organisation and their main roles and responsibilities
- How and where to get information and advice on the industry, occupation, training and careers
- The organisation's principles and codes of practice
- Issues of public concern that affect the organisation and industry

It is a mandatory outcome of the apprenticeship programme that all apprentices complete one of the qualifications listed below covering all nine of the national outcomes of the employee rights and responsibilities listed above:

- YMCA Awards Level 2 Award in Employment Awareness in Active Leisure and Learning 500/6534/8
- City& Guilds Level 2 Award in Employment Awareness in Active Leisure and Learning 500/6581/6
- 1st4sport Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7337/0
- VTCT Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7393/x
- Active IQ Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7367/9
- IAO Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7237/7
- Edexcel Level 2 Award in Employment Awareness in Active Leisure and Learning 500/9273/X
- NCFE Level 2 Award in Employment Awareness in Active Leisure and Learning 501/1810/9
- NCFE CACHE Level 2 Award in Employment Awareness in Active Leisure and Learning 600/1331/x
- IQ Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4709/4
- SQA Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4939/x
- HABC Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4477/9

- NOCN Level 2 Award in Employment Awareness in Active Leisure and Learning
600/8097/8
- Focus Awards Level 2 Award in Employment Awareness in Active Leisure and Learning
601/4968/1

Please note the above qualifications account for 6 credits towards the framework.

Evidence of achievement of ERR will be a copy of the achievement certificate for one of the above listed qualifications.

Level 2, Pathway 3: Coaching

Description of this pathway

Apprentices on this programme will achieve a minimum of 65 credits in total.

- 30 credits for competence - Level 2 NVQ Certificate in Activity Leadership
- 17 credits for knowledge - Level 2 Certificate in Coaching Triathlon (being the smallest knowledge qualification option on the framework)
- 12 credits for transferrable skills - 6 credits per transferrable skill
- 6 credits for ERR- - Level 2 Award in Employment Awareness in Active Leisure and Learning

Entry requirements for this pathway in addition to the framework entry requirements

In addition to the framework entry conditions, apprentices on this pathway should show passion and interest in a specific sport and it might be advantageous to have experience in the choice of sport or hold a level 1 qualification in the context of that sport, however this is not mandatory.

Job title(s)	Job role(s)
Community Sports Coach	Plan, prepare, deliver and evaluate the coaching programme to develop participants of the given sport
Activity Leaders	Plan, prepare, deliver and evaluate activity programmes for a variety of clients when participating in a given sport

Qualifications

Competence qualifications available to this pathway

C1 - Level 2 NVQ Certificate in Activity Leadership					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	500/9806/8	Active IQ	30	224	N/A
C1b	500/9125/6	City&Guilds	30	224	N/A
C1c	501/0082/8	Pearson Edexcel	30	224	N/A
C1d	501/0241/2	IAO	30	224	N/A
C1e	600/0347/9	YMCA Awards	30	224	N/A
C1f	600/0413/7	NCFE	30	224	N/A
C1g	600/0382/0	VTCT	30	224	N/A
C1h	600/1201/8	1st4sport	30	224	N/A
C1i	600/6216/5	IQ	30	224	N/A
C1j	601/4886/x	Focus Awards	30	224	N/A
C1k	601/7077/3	Agored Cymru	30	224	N/A

Knowledge qualifications available to this pathway

K1 - Level 2 Certificate in Coaching Football					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	501/1627/7	1st4sport	20	113	N/A
K2 - Level 2 Certificate in Coaching Angling					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	600/0057/0	1st4sport	17	90	N/A
K3 - Level 2 Certificate in Coaching Cycling					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	501/1872/9	1st4sport	17	30	N/A
K4 - Level 2 Certificate in Coaching Gymnastics					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K4a	600/0487/3	1st4sport	18	53-92	N/A

Knowledge qualifications available to this pathway (cont.)

K5 - Level 2 Certificate in Coaching Hockey					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K5a	601/6288/0	1st4sport	13	25-51	N/A

K6 - Level 2 Certificate in Coaching Judo					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K6a	501/2224/1	1st4sport	17	40-97	N/A

K7 - Level 2 Certificate in Coaching Netball					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K7a	501/2229/0	1st4sport	17	45-108	N/A

K8 - Level 2 Certificate in Coaching Orienteering					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K8a	600/0064/8	1st4sport	17	77-105	N/A

Knowledge qualifications available to this pathway (cont.)

K9 - Level 2 Certificate in Coaching Rounders					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K9a	501/2227/7	1st4sport	17	28-108	N/A

K10 - Level 2 Certificate in Coaching Rowing					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K10a	600/0499/X	1st4sport	18	42-108	N/A

K11 - Level 2 Certificate in Coaching Rugby League					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K11a	501/2225/3	1st4sport	18	32-107	N/A

K12 - Level 2 Certificate in Coaching Rugby Union					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K12a	501/1858/4	1st4sport	17	35-108	N/A

Knowledge qualifications available to this pathway (cont.)

K13 - Level 2 Certificate In Coaching Strength and Conditioning for Sport					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K13a	600/0200/1	1st4sport	19	118	N/A

K14 - Level 2 Certificate In Coaching Table Tennis					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K14a	600/0493/9	1st4sport	18	32-108	N/A

K15 - Level 2 Certificate in Coaching Tennis					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K15a	600/0489/7	1st4sport	18	107	N/A

K16 - Level 2 Certificate in Coaching Triathlon					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K16a	501/2326/9	1st4sport	17	77	N/A

Knowledge qualifications available to this pathway (cont.)

K17 - Level 2 Certificate in Coaching Water Skiing/Wakeboarding					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K17a	501/0611/9	1st4sport	17	81	N/A

K18 - Level 2 Certificate In Coaching Equestrian Driving					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K18a	600/0653/5	EQL	18	93	N/A

K19 - Level 2 Certificate In Coaching Equestrian Riding					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K19a	600/0654/7	EQL	18	93	N/A

K20 - Level 2 Certificate In Coaching Equestrian Vaulting					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K20a	600/0655/9	EQL	18	93	N/A

Knowledge qualifications available to this pathway (cont.)

K21 - Level 2 Certificate in Coaching Handball					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K21a	600/1541/X	1st4sport	17	85-108	N/A

K22 - Level 2 Certificate in Coaching Lacrosse					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K22a	600/3331/9	1st4sport	17	25	N/A

K23 - Level 2 Certificate in Coaching Parkour/Freerunning					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K23a	600/1885/9	1st4sport	18	108	N/A

K24 - Level 2 Certificate in Coaching Swimming					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K24a	600/2013/1	ASA	17	143	N/A

Knowledge qualifications available to this pathway (cont.)

K25 - Level 2 Certificate in Coaching Synchronised Swimming					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K25a	600/2017/9	ASA	17	143	N/A

K26 - Level 2 Certificate in Coaching Diving					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K26a	600/2015/5	ASA	17	143	N/A

K27 - Level 2 Certificate in Coaching Water Polo					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K27a	600/2016/7	ASA	17	143	N/A

K28 - Level 2 Certificate in Teaching Aquatics					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K28a	600/2075/1	ASA	17	143	N/A
K28b	601/2727/2	STA	17	143	N/A

Knowledge qualifications available to this pathway (cont.)

K29 - Level 2 Certificate in Swimming Teaching					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K29a	600/3057/4	STA	17	135	N/A

K30 - Level 2 Certificate in Coaching Bowls					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K30a	600/6090/6	1st4sport	17	108	N/A

K31 - Level 2 Certificate in Coaching Fives					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K31a	600/3895/0	1st4sport	18	108	N/A

K32 - Level 2 Certificate in Coaching Volleyball					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K32a	600/4495/0	1st4sport	17	108	N/A

Knowledge qualifications available to this pathway (cont.)

K33 - Level 2 Certificate in Coaching Wrestling					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K33a	600/4339/8	1st4sport	18	108	N/A

K34 - Level 2 Certificate in Coaching Young People and Adults Cricket					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K34a	601/1093/4	1st4sport	18	108	N/A

K35 - Level 2 Certificate in Coaching Performance Motorsport					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K35a	601/1857/X	1st4sport	17	108	N/A

K36 - Level 2 Certificate in Coaching Participation Motorsport					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K36a	601/1787/4	1st4sport	17	108	N/A

Knowledge qualifications available to this pathway (cont.)

K37 - Level 2 Certificate in Coaching Boccia					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K37a	601/1191/4	1st4sport	17	108	N/A

K38 - Level 2 Certificate in Coaching Children's Cricket					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K38a	601/1072/7	1st4sport	18	108	N/A

K39 - Level 2 Certificate in Coaching Cable Wakeboarding					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K39a	601/3196/2	1st4sport	17	81	N/A

K40 - Level 2 Certificate in Coaching Squash and Racketball					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K40a	601/3843/9	1st4sport	18	108	N/A

Knowledge qualifications available to this pathway (cont.)

K41 - Level 2 Certificate in Coaching Weight Lifting					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K41a	601/5280/1	1st4sport	17	108	N/A

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

K1-K42 provide the underpinning knowledge for C1 in a coaching context.

A range of coaching qualifications with a variety of credit values are available, the learner and employer should choose the qualifications most suited to the learners' needs and specific job roles. For example, for an apprentice working in a setting where they are responsible for planning and delivering badminton sessions to participants, the most appropriate selection would be the Level 2 Certificate in Coaching Badminton.

For advice and guidance on selecting the most appropriate knowledge qualification, providers and employers are welcome to contact SkillActive on an individual learner basis / case.

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	1	6
Application of numbers	1	6
IT	N/A	N/A

Progression routes into and from this pathway

Progression into this Foundation level programme

There are no pre-defined entry routes, however learners wishing to progress into this apprenticeship programme could come from a variety of backgrounds with a variety of qualifications. These might include diplomas, GCSEs, A levels or vocational training routes such as Pathways To Apprenticeships or other vocational qualifications and work experience.

Learners can also progress into this apprenticeship if they are already employed in the sector and wish to develop their knowledge and skills to progress their careers.

Learners can also progress into this programme from employment in a different sector as a career change.

Progression from this Foundation level programme

Successful completion of the Foundation Apprenticeship in Activity Leadership can open doors to a wide range of progression opportunities within the sector. Typically, employers like to recruit staff with a mix of two or three appropriate qualifications plus relevant workplace experience – completion of an apprenticeship is a good stepping stone towards meeting these needs.

Progression into a level 3 apprenticeship is one obvious route to take, but there are others including into other areas of the active leisure, learning and well-being sector. With an appropriate level of experience, more advanced people skills and a greater portfolio of technical NGB qualifications, a wider range of roles will become accessible.

For those looking to work in an educational setting, there is normally a need for appropriate teaching qualifications which can include a degree. Looking beyond a coaching role, career development can often lead to significant elements of leadership and management within roles.

Promotion or progression into roles such as a Sport Development Officer or Manager as well as Community Sports Development Manager is also a possibility on completion of this apprenticeship programme and after having worked in the sector for some time.

A career in the coaching can develop an impressive tool box of transferable skills. A range of opportunities are available to those who are willing to work towards and gain the experience and qualifications needed to work successfully within the sector. Whichever path the apprentice takes, this framework offers a sound initial platform to work from.

Please also check the SkillsActive Careers site for further information on progression opportunities from coaching and more detailed information on available job roles in the sector.
www.skillsactive.com/careers

Employee rights and responsibilities

In the Active Leisure, Learning and Well-being sector the employee rights and responsibilities requirement of the apprenticeship programme will be met by all apprentices completing an externally assessed and verified qualification covering all nine national outcomes listed below:

- Employer and employee statutory rights and responsibilities under Employment Law
- Procedures and documentation in their organisation which recognises and protects their relationship with their employer/ health & safety and equality & diversity training must be an integral part of the apprentice's learning programme
- The range of sources of information and advice available on employment rights and responsibilities
- The role played by this occupation within the organisation and industry
- Types of career pathways open to the apprentice
- Types of representative bodies and an understanding of their relevance to the industry and organisation and their main roles and responsibilities
- How and where to get information and advice on the industry, occupation, training and careers
- The organisation's principles and codes of practice
- Issues of public concern that affect the organisation and industry

It is a mandatory outcome of the apprenticeship programme that all apprentices complete one of the qualifications listed below covering all nine of the national outcomes of the employee rights and responsibilities listed above:

- YMCA Awards Level 2 Award in Employment Awareness in Active Leisure and Learning 500/6534/8
- City& Guilds Level 2 Award in Employment Awareness in Active Leisure and Learning 500/6581/6
- 1st4sport Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7337/0
- VTCT Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7393/x
- Active IQ Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7367/9
- IAO Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7237/7
- Edexcel Level 2 Award in Employment Awareness in Active Leisure and Learning 500/9273/X
- NCFE Level 2 Award in Employment Awareness in Active Leisure and Learning 501/1810/9
- NCFE CACHE Level 2 Award in Employment Awareness in Active Leisure and Learning 600/1331/x
- IQ Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4709/4
- SQA Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4939/x
- HABC Level 2 Award in Employment Awareness in Active Leisure and Learning

600/4477/9

- NOCN Level 2 Award in Employment Awareness in Active Leisure and Learning

600/8097/8

- Focus Awards Level 2 Award in Employment Awareness in Active Leisure and Learning

601/4968/1

Please note the above qualifications account for 6 credits towards the framework.

Evidence of achievement of ERR will be a copy of the achievement certificate for one of the above listed qualifications.

Level 2, Pathway 4: Leadership

Description of this pathway

Apprentices on this programme will achieve a minimum of 58 credits in total.

- 30 credits for competence - Level 2 NVQ Certificate in Activity Leadership
- 10 credits for knowledge - for example Level 2 Award in Sports Leadership (being one of the smallest knowledge qualification option on the framework)
- 12 credits for transferrable skills - 6 credits per transferrable skill
- 6 credits for ERR - Level 2 Award in Employment Awareness in Active Leisure and Learning

Entry requirements for this pathway in addition to the framework entry requirements

As described in framework entry conditions.

Job title(s)	Job role(s)
Activity Leader	Prepare, lead, conclude and review appropriate activity sessions in a safe, engaging and inclusive manner for a range of participants. Other duties could include areas such as basic equipment maintenance and care.

Qualifications

Competence qualifications available to this pathway

C1 - Level 2 NVQ Certificate in Activity Leadership					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	500/9806/8	Active IQ	30	224	N/A
C1b	500/9125/6	City& Guilds	30	224	N/A
C1c	501/0082/8	Pearson Edexcel	30	224	N/A
C1d	501/0241/2	IAO	30	224	N/A
C1e	600/0347/9	YMCA Awards	30	224	N/A
C1f	600/0413/7	NCFE	30	224	N/A
C1g	600/0382/0	VTCT	30	224	N/A
C1h	600/1201/8	1st4sport	30	224	N/A
C1i	600/6212/5	IQ	30	224	N/A
C1j	601/4886/x	Focus Awards	30	224	N/A
C1k	601/7077/3	Agored Cymru	30	224	N/A

Knowledge qualifications available to this pathway

K1 - Level 2 Certificate in Supporting Learning in Physical Education and School Sport					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	600/0463/0	1st4sport	18	158	N/A
K1b	601/8047/X	Focus Awards	18	158	N/A
K2 - Level 2 Award in Leadership through Football					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	500/8161/5	1st4sport	10	62	N/A
K3 - Level 2 Award in Leadership through Rugby Union					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	501/1126/7	1st4sport	10	62	N/A
K4 - Level 2 Certificate in Leading Health Related Activity Sessions					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K4a	601/3891/9	Active IQ	15	107	N/A

Knowledge qualifications available to this pathway (cont.)

K5 - Level 2 Certificate in the Principles and Preparations for Coaching Sport					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K5a	600/2718/6	1st4sport	13	93	N/A
K5b	501/1151/6	NCFE	13	93	N/A
K5c	600/8098/X	NOCN	13	93	N/A

K6 - Level 2 Award in Community Sports Leadership					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K6a	601/5263/1	Sports Leaders UK	10	42	N/A

K7 - Level 2 Certificate in Increasing Participation in Sport and Active Leisure in Community Settings					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K7a	501/0097/x	City& Guilds	30	236	N/A

Knowledge qualifications available to this pathway (cont.)

K8 - Level 2 Award in Increasing Participation in Sport and Active Leisure in Community Settings					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K8a	501/0098/1	City& Guilds	11	93	N/A

K9 - Level 2 Certificate in Leadership through Sport					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K9a	600/5697/6	Pearson BTEC	30	180	N/A

K10 - Level 2 Diploma in Leadership through Sport					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K10a	600/5698/8	Pearson BTEC	50	300	N/A

K11 - Level 2 Diploma in Active Leisure (Group S)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K11a	600/8160/0	Active IQ	60	390	N/A

Knowledge qualifications available to this pathway (cont.)

K12 - Level 2 Diploma In Health and Fitness (Group Q)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K12a	600/9561/1	Active IQ	63	463	N/A

K13 - Level 2 Award in Leadership through Gymnastics					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K13a	601/0422/3	1st4sport	12	55	N/A

K14 - Level 2 Certificate in the Principles and Practices for Coaching Sport					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K14a	601/3263/2	NCFE	17	123	N/A

K15 - Level 2 Diploma in Increasing Participation in Sport and Active Leisure in Community Settings					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K15a	501/0099/3	City& Guilds	40	320-345	N/A

Knowledge qualifications available to this pathway (cont.)

K16 - Level 2 Diploma in Fitness Instructing, Sales and Business Skills					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K16a	601/6069/X	Active IQ	73	467-515	N/A

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

K1-K16 provide the underpinning knowledge and understanding for C1.

There is a range of qualifications with a variety of credit values so the learner and employer could chose the ones most suited to the learner's needs and job roles.

For guidance in selecting the most appropriate knowledge qualification, providers and employers are welcome to contact SkillsActive on an individual learner basis / case.

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	1	6
Application of numbers	1	6
IT	N/A	N/A

Progression routes into and from this pathway

Progression into this Foundation level programme

There are no pre-defined entry routes, however learners wishing to progress into this apprenticeship programme could come from a variety of backgrounds with a variety of qualifications. These might include diplomas, GCSEs, A levels or vocational training routes such as Pathways To Apprenticeships or other vocational qualifications and work experience.

Learners can also progress into this apprenticeship if they are already employed in the sector and wish to develop their knowledge and skills to progress their careers.

Learners can also progress into this programme from employment in a different sector as a career change.

Progression from this Foundation level programme

On completion of this programme, learners can progress into coaching roles and programmes as well as progress onto an appropriate level 3 apprenticeship programme.

Apprentices can also progress onto a variety of vocational qualifications offered by private providers and FE colleges allowing them to gain further knowledge in any of our subsectors.

For those looking to work in an educational setting, there is normally a need for appropriate teaching qualifications which can include a degree. Looking beyond a coaching role, career development can often lead to significant elements of leadership and management within roles.

Some apprentices may wish to progress their careers in a leadership role and gain further qualifications to assist them towards becoming assistant teachers or qualified teachers in schools or Further Education colleges. For further information on teaching qualifications please check the following website: www.tda.gov.uk

Please also check the SkillsActive Careers site for further information on progression opportunities and more detailed information on available job roles in the sector.

www.skillsactive.com/careers

Employee rights and responsibilities

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- Employer and employee statutory rights and responsibilities under Employment Law
- Procedures and documentation in their organisation which recognises and protects their relationship with their employer/ health & safety and equality & diversity training must be an integral part of the apprentice's learning programme
- The range of sources of information and advice available on employment rights and responsibilities
- The role played by this occupation within the organisation and industry
- Types of career pathways open to the apprentice
- Types of representative bodies and an understanding of their relevance to the industry and organisation and their main roles and responsibilities
- How and where to get information and advice on the industry, occupation, training and careers
- The organisation's principles and codes of practice
- Issues of public concern that affect the organisation and industry

It is a mandatory outcome of the apprenticeship programme that all apprentices complete one of the qualifications listed below covering all nine of the national outcomes of the employee rights and responsibilities listed above:

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- City& Guilds Level 2 Award in Employment Awareness in Active Leisure and Learning 500/6581/6
- 1st4sport Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7337/0
- VTCT Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7393/x
- Active IQ Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7367/9
- LAO Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7237/7
- Edexcel Level 2 Award in Employment Awareness in Active Leisure and Learning 500/9273/X
- NCFE Level 2 Award in Employment Awareness in Active Leisure and Learning 501/1810/9
- NCFE CACHE Level 2 Award in Employment Awareness in Active Leisure and Learning 600/1331/x
- IQ Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4709/4
- SQA Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4939/x
- HABC Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4477/9

- NOCN Level 2 Award in Employment Awareness in Active Leisure and Learning
600/8097/8
- Focus Awards Level 2 Award in Employment Awareness in Active Leisure and Learning
601/4968/1

Please note the above qualifications account for 6 credits towards the framework.

Evidence of achievement of ERR will be a copy of the achievement certificate for one of the above listed qualifications.

The remaining sections apply to all levels and pathways within this framework.

How equality and diversity will be met

The Activity Leadership apprenticeship aims to promote diversity, opportunity and inclusion by offering a high quality learning experience.

The delivery of this programme must be in a setting free from prejudice and discrimination where all learners can contribute fully and freely and feel valued.

The selection and recruitment of apprentices for the programme must be inclusive and available to all people regardless of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, and sexual orientation.

There is an awareness that there is a low level of participation within the sector by young Welsh speaking people, and as a result of this there are few Welsh speaking instructors and front line staff employed by the sector's businesses, particularly in North West Wales. This framework does not directly contribute to addressing this, but employers and providers are encouraged to be mindful of the need for spoken Welsh in activity leadership, particularly in relation to engaging with local Welsh speaking communities.

Issues barriers and actions

The UK outdoors sector has a slightly higher proportion of males (56%) than females (44%), and a younger than average profile. Age is a particular issue for the sector at both ends of the spectrum. Historically, organisations have not employed those under the age of 18 due to the nature of adventurous activities and participant groups using the outdoors (children and corporate groups for example).

Despite this, the sector is very popular with young adults; the seasonality prevalent in the sector may account for this. The sector sees a significant drop-off as workers age, and this 'time bomb' may have an important impact on skills and experience retained within the sector. The sector has a need for multi-skilled 'all-rounders', and flexible apprenticeships can play a crucial role in feeding young talent into the sector, whilst allowing employers the opportunity to shape training programmes to their needs.

The outdoors sector has often been seen to have a lower level of academic attainment, in part due to it being attractive to those of a more practical nature. The work-based learning at the core of an apprenticeship is vital in assisting learners with the achievement of relevant qualifications.

Ethnic minority representation is low within the sector, and the promotion of apprenticeships through engagement with appropriate partners and relevant initiatives will help to encourage

redress.

The **health and fitness industry** is made up of nearly 6,000 private and public health clubs. The majority of the workforce are members of staff who work on the gym floor. As a result of the current economic situation, a possible barrier to entering the fitness industry is the fact that the disposable income has considerably reduced in most households, therefore members of the public are more cautious about spending money on health club membership. There is notably a competitive spirit amongst health clubs offering shorter commitment periods, reduced joining /membership fees and competitive rates for group exercise sessions.

Ultimately competition means that the fittest will survive, but unfortunately the current economic climate has also caused a drop in pay increases and reduced support in training and development due to the cost. However, this is where a relevant apprenticeship programme can contribute, by ensuring that those interested in entering the sector or are already employed in the sector are given the opportunity to gain and develop their knowledge and skills despite the current economic difficulties to ensure they stand out and succeed.

63% of the workforce is female and although they have a presence across all roles, this decreases as the roles become more senior.

Having a foundation level apprenticeship programme on offer in fitness makes it possible for all members of staff to develop their skills and knowledge. Therefore this framework can contribute to encouraging more women to develop their skills and the fact that a higher level programme is available in both fitness and leisure management will enable them to fill more senior roles in the near future.

The fitness workforce is predominantly white at 92.5% with the remaining 7.5% split between other minorities. By having an open access, prejudice and discrimination free recruitment process to our apprenticeship programmes, we are encouraging anyone interested from any race, religion and ethnicity to enter the sector, and this way we can make a small contribution to trying to ensure the ethnicity balance will improve over a period of time.

The UK **sport and recreation sector** has a slightly higher proportion of males (53%) than females (47%), and a younger than average profile. Age is a particular issue for the sector where traditionally roles in the sector are occupied by those aged 16-24 with 32% in sport and recreation. Despite this statistic, the sector is popular. The sector sees a significant drop-off as workers age, and this 'time bomb' may have an important impact on skills and experience retained within the sector. The sector has a need for multi-skilled 'all-rounders', and flexible apprenticeships can play a crucial role in feeding young talent into the sector, whilst allowing employers the opportunity to shape training programmes to their needs.

The sport and recreation sector has often been seen to have a lower level of academic attainment, in part due to it being attractive to those of a more practical nature. The work-based learning at the core of an apprenticeship is vital in assisting learners with the

achievement of relevant qualifications. Overall, the sector is mainly white as seen across all industries in the UK economy (94 per cent of SkillsActive industries compared to 91 per cent across all UK industries). In terms of non-white ethnic groups, the UK sector workforce has a smaller Asian or Asian British workforce to that across all UK industries. Therefore ethnic minority representation is low within the sector, and the promotion of apprenticeships through engagement with appropriate partners and relevant initiatives will help to encourage redress.

The sport and recreation and health and fitness industries is made up of nearly 6,000 leisure centres and approximately 150,000 voluntary sports clubs. The majority of the workforce are volunteer staff who work in the club setting. As a result of the current economic situation, there is notable competition amongst clubs. Ultimately this means that the fittest will survive, but unfortunately the current economic climate has also caused a drop in pay increases and reduced support in training and development due to the cost. However, this is where a relevant apprenticeship programme like this can contribute, by ensuring that those interested in entering the sector or are already employed in the sector are given the opportunity to gain and develop their knowledge and skills despite the current economic difficulties to ensure they stand out and succeed.

63% of the workforce is female and although they have a presence across all roles, this decreases as the roles become more senior. Having a foundation level apprenticeship programmes on offer in coaching makes it possible for all members of staff to develop their skills and knowledge. Therefore this framework can contribute to encouraging more women to develop their skills and the fact that an advanced level programme is available in coaching will enable them to fill more senior roles in the near future.

By having an open access, prejudice and discrimination free recruitment process to our apprenticeship programmes, we are encouraging anyone interested from any race, religion and ethnicity to enter the sector, and this way we can make a small contribution to trying to ensure the ethnicity balance will improve over a period of time.

On and off the job training (Wales)

Summary of on- and off-the-job training

Legal Requirement

The Specification of Apprenticeship Standards Wales (SASW) states that apprentices must complete a minimum of 280 Guided Learning Hours (GLH) per year when undertaking a Foundation Level Apprenticeship. A minimum of 100 GLH (or 30% of the total GLH whichever is greater) must be completed each year of the programme away from the apprentices' immediate area and pressure of work (off the job).

Definition:

ON THE JOB TRAINING HOURS = Learning/training which encourages and enables the apprentice to demonstrate practical job-related skills and to practise and apply these skills in the context of the job. This type of learning will be delivered in the workplace and through practical experience of doing the job.

OFF THE JOB TRAINING HOURS = Learning/training which encourages and enables the apprentice to develop the technical skills of the job and to develop their knowledge of theoretical concepts across a range of contexts and the wider market. This type of guided learning will be delivered away from the immediate pressures of the job. It may be delivered in the workplace, in a college or training provider premises.

Activity Leadership in the Outdoors

The total training hours for this framework is set at 416 hours and we advise the framework to be completed within 12 months. Therefore the total training hours for year one of this programme will be 416 hours which exceeds the minimum legal requirement of 280 training hours per year.

The total amount of 416 hours is made up of the following framework components:

- Training hours associated with the competence qualification (224 hours)
- Training hours associated with the knowledge qualification (57 hours)
- Training hours associated with the employee rights and responsibilities qualification (45 hours)
- Training hours associated with the transferable skills qualifications (90 hours - 45 hours per skill)

Activity Leadership in Exercise and Fitness

The total training hours for this framework is set at 516 hours and we advise the framework to

be completed within 12 months. Therefore the total training hours for year one of this programme will be 516 hours which exceeds the minimum legal requirement of 280 training hours per year.

The total amount of 516 hours is made up of the following framework components:

- Training hours associated with the competence qualification (224 hours)
- Training hours associated with the knowledge qualification (157 hours)
- Training hours associated with the employee rights and responsibilities qualification (45 hours)
- Training hours associated with the transferable skills qualifications (90 hours - 45 hours per skill)

Activity Leadership in Coaching

The total training hours for this framework is set at 384 hours and we advise the framework to be completed within 12 months. Therefore the total training hours for year one of this programme will be 384 hours which exceeds the minimum legal requirement of 280 training hours per year.

The total amount of 384 hours is made up of the following framework components:

- Training hours associated with the competence qualification (224 hours)
- Training hours associated with the knowledge qualification (25 hours)
- Training hours associated with the employee rights and responsibilities qualification (45 hours)
- Training hours associated with the transferable skills qualifications (90 hours - 45 hours per skill)

Activity Leadership in Leadership

The total training hours for this framework is set at 421 hours and we advise the framework to be completed within 12 months. Therefore the total training hours for year one of this programme will be 421 hours which exceeds the minimum legal requirement of 280 training hours per year.

The total amount of 421 hours is made up of the following framework components:

- Training hours associated with the competence qualification (224 hours)
- Training hours associated with the knowledge qualification (62 hours)
- Training hours associated with the employee rights and responsibilities qualification (45 hours)
- Training hours associated with the transferable skills qualifications (90 hours - 45 hours per skill)

Off-the-job training

Activity Leadership in the Outdoors

The total off the job training hours will be set at 146 hours for this framework. This is made up of the following components of the framework:

- part of the knowledge qualification (21 hours)
- transferrable skills (90 hours)
- part of the employee rights and responsibilities qualification (35 hours)

Activity Leadership in Exercise and Fitness

The total off the job training hours will be set at 250 hours for this framework. This is made up of the following components of the framework:

- part of the knowledge qualification (125 hours)
- transferrable skills (90 hours)
- part of the employee rights and responsibilities qualification (35 hours)

Activity Leadership in Coaching

The total off the job training hours will be set at 150 hours for this framework. This is made up of the following components of the framework:

- the knowledge qualification (25 hours)
- transferrable skills (90 hours)
- part of the employee rights and responsibilities qualification (35 hours)

Activity Leadership in Leadership

The total off the job training hours will be set at 187 hours for this framework. This is made up of the following components of the framework:

- the knowledge qualification (62 hours)
- transferrable skills (90 hours)
- part of the employee rights and responsibilities qualification (35 hours)

How this requirement will be met

This requirement will be met via debriefing sessions, supervision, team sessions, shift handovers and activities similar to the above listed where the learner / apprentice is away from the pressures of the workplace and / but are supported and mentored by fellow workers and management and completion of the knowledge qualification and Essential Skills assessment.

The provider will be required to gather evidence of this achievement where it occurs outside of

formal certification of a qualification.

We propose that this will be evidenced through apprentices holding an activepassport, which is an online skills passport supported by leading employers and training providers. It allows learners to easily build and maintain a verified record of their skills, qualifications and achievements and keeps track of individuals progress and commitment to their career and professional development.

For more information and guidance on activepassports, providers and employers can visit the activepassport website www.activepassport.com and also contact SkillsActive.

On-the-job training

Activity Leadership in the Outdoors

A total of 270 training hours has to be completed on the job for the duration of the framework, recommended to be delivered in 12 months. This is made up of the following components of the framework:

- competence qualification (224 hours)
- remainder of the knowledge qualification (36 hours)
- remainder of the employee rights and responsibilities qualification (10 hours)

Activity Leadership in Exercise and Fitness

A total of 266 training hours has to be completed on the job for the duration of the framework, recommended to be delivered in 12 months. This is made up of the following components of the framework:

- competence qualification (224 hours)
- remainder of the knowledge qualification (32 hours)
- remainder of the employee rights and responsibilities qualification (10 hours)

Activity Leadership in Coaching

A total of 234 training hours has to be completed on the job for the duration of the framework, recommended to be delivered in 12 months. This is made up of the following components of the framework:

- competence qualification (224 Ghours)
- remainder of the employee rights and responsibilities qualification (10 hours)

Activity Leadership in Leadership

A total of 234 training hours has to be completed on the job for the duration of the framework, recommended to be delivered in 12 months. This is made up of the following components of the framework:

- competence qualification (224 hours)
- remainder of the employee rights and responsibilities qualification (10 hours)

How this requirement will be met

This requirement will be met by the apprentices delivering their daily job roles, gaining technical experience as well as time they spent acquiring knowledge and skills to achieve the competence requirement set out by the apprenticeship programme / framework. The provider will be required to gather evidence of this achievement where it occurs outside of formal certification of a qualification.

We propose that this could also be evidenced through apprentices holding an activepassport, which is an online skills passport supported by leading employers and training providers. It allows learners to easily build and maintain a verified record of their skills, qualifications and achievements and keeps track of individuals progress and commitment to their career and professional development.

For more information and guidance on activepassports, providers and employers can visit the activepassport website www.activepassport.com and also contact SkillsActive.

Wider key skills assessment and recognition (Wales)

Improving own learning and performance

Improving own learning and performance is an essential skill within our sector and is covered in the competence qualification, therefore it was decided in consultation with the sector that separate certification of Improving own learning and performance is not required for the completion of this framework.

However, SkillsActive would encourage Training Providers to consider the value added element of delivery within the framework.

Working with others

Working with others is an essential skill within our sector and is covered in the competence qualification, therefore it was decided in consultation with the sector that separate certification of Working with others is not required for the completion of this framework.

However, SkillsActive would encourage Training Providers to consider the value added element of delivery within the framework.

Problem solving

Problem solving is an essential skill within our sector and is covered in the competence qualification, therefore therefore it was decided in consultation with the sector that separate certification of Problem solving is not required for the completion of this framework.

However, SkillsActive would encourage Training Providers to consider the value added element of delivery within the framework.

Additional employer requirements

Activity Leadership in the Outdoors

While the achievement of additional employer requirements is not a mandatory requirement for certification of this apprenticeship programme, the sector and employers recognise the value and the need for these and completion of them will make the apprentice more employable. Therefore it is also advised for all apprentices on the programme to complete an additional qualification to make them more employable in their chosen career. These must be an externally assessed and verified qualification, additional technical skills the apprentice can gain to make them more employable and competent in their job role. The selected qualifications have to be relevant to the organisation, linked to the competence element and relevant to the apprentice's job role.

Please note that the additional employer qualifications are not funded, the employer should contribute to the achievement of this addition to the programme.

Please select one qualification from the list below:

- British Orienteering Level 2 Certificate In Coaching Orienteering British Orienteering Teaching Orienteering Part 2
- British Canoe Union Level 2 Certificate in Coaching Paddlesport British Caving Association Local Cave & Mine Leader Level 2 British Cycling Level 1 Mountain Bike Leadership Award
- British Cycling Level 2 Mountain Bike Leadership Award
- CTC MTB Technical Leader Award
- CTC MTB Trail Leader Award
- Institute of Outdoor Learning Registered Practitioner of the Institute of Outdoor Learning
- Lifetime Awarding Level 2 Award In Assisting Mountain Bike Activity Leadership (MIAS)
- Mountain Bike Instructor Award Scheme (MIAS) Mountain Bike Instructor
- Level 2 Mountain Training Climbing Wall Award
- Royal Yachting Association Dinghy Instructor
- Royal Yachting Association Powerboat Level 2
- Royal Yachting Association Safety Boat
- Royal Yachting Association Intermediate Windsurf Instructor
- Scottish Cycling MBLA Trail Cycle Leader
- NCFE Level 2 Extended Award in the Principles of Customer Service in Hospitality, Leisure, Travel and Tourism
- Active IQ Level 3 Award In Designing Exercise Programmes for Older Adults
- Active IQ Level 2 Award In Working with Communities to Promote and Support Active Healthy Lifestyles
- Active IQ Level 2 Award In Instructing Suspended Movement Training

- Active IQ Level 2 Certificate In Personal and Professional Development
 - Active IQ Level 2 Award In Alcohol Awareness
 - Active IQ Level 3 Award In Facilitating Behaviour Change for Health and Well-being
 - Active IQ Level 2 Award In Smoking Awareness and Cessation
 - Active IQ Level 2 Award In Understanding Nutrition, Performance and Healthy Eating
 - YMCA Awards Level 2 Award in Walk Leading
 - YMCA Awards Level 3 Award in Instructing Boot Camp Fitness Training
 - Any qualification that is deemed fit for purpose and pre-approved by SkillsActive and is externally awarded and validated - a regularly updated approved list is available from SkillsActive on request.
- L2 Certificate in Coaching [Name of Sport] qualifications
- Any Approved First Aid/Emergency First Aid qualification (training providers are encouraged to deliver a full first aid qualification rather than a one day course). Although not essential, a first aid qualification delivered in an outdoors context can be beneficial.
- Level 3 Award In First Aid at Work
- Level 2 Award in Emergency First Aid at Work (8 hour)
 - Level 2 Award in Paediatric Emergency First Aid
 - Level 2 Award in Activity First Aid
 - Any Customer Service Units at the same level as the competence qualification
 - BTEC Level 2 Award in Customer Service
 - Chartered Institute of Environmental Health – Level 3 Award in Health and Safety in the Workplace
 - Welcome Host/Management/All/Lead Motivate & Succeed/Green Advantage courses - One day training courses aligned to S/NVQ Level 2 (3 for Lead Motivate & Succeed, 4 for Management) Customer Service within the English Tourist Boards (ETB) Welcome suite of courses for staff to develop their skills in customer service. Welcome Host is all about improving the welcome offered to visitors, Welcome All is about providing a better service for customers with disabilities and special needs and Welcome Management is for those who have the responsibility for front line staff. Lead Motivate & Succeed is aimed at first time line managers and supervisors, and Green Advantage aids understanding of environmental and sustainable tourism issues.
 - Any Customer Service competence Units at the same level as the framework
 - Any Additional Active Leisure and Learning competence units at the same level as the framework
 - Level 2 Wider/Other Key Skills Awards (Information Technology; Working With Others; Improving Own Learning and Performance; Problem Solving)

Additional Employer Requirement must not be certificates of attendance and must be of a similar level to the framework, unless the occupational area and job roles justify the need for apprentices to gain a level 2 qualification first. QCF Level 2 instructor/leader-type qualifications or similar relevant non-QCF assessed training schemes may also be proposed for inclusion.

Please note: some QCF accredited qualifications may possibly have funding available through appropriately contracted training providers

Activity Leadership in Exercise and Fitness

While the achievement of additional employer requirements is not a mandatory requirement for certification of this apprenticeship programme, the sector and employers recognise the value and the need for these and completion of them will make the apprentice more employable. Therefore it is also advised for all apprentices on the programme to complete an additional qualification to make them more employable in their chosen career. These must be an externally assessed and verified qualification, additional technical skills the apprentice can gain to make them more employable and competent in their job role. The selected qualifications have to be relevant to the organisation, linked to the competence element and relevant to the apprentice's job role.

Please note that the additional employer qualifications are not funded, the employer should contribute to the achievement of this addition to the programme.

Please select one qualification from the list below:

- YMCA Awards Level 2 Award in Circuit Training
- YMCA Awards Level 2 Award in Group Indoor Cycling
- YMCA Awards Level 2 Award in Step Exercise to Music
- YMCA Awards Level 2 Award in Studio Resistance Training
- YMCA Awards Level 2 Award in Walk Leading
- YMCA Awards Level 2 Award in Community Activation
- YMCA Awards Level 2 Award in Delivering Chair-based Exercise
- YMCA Awards Level 2 Award in Delivering Seated Recreational Physical Activities
- YMCA Awards Level 2 Award in Nutrition for Healthy Living
- YMCA Awards Level 2 Certificate in Customer Services
- YMCA Awards Level 2 Award in Instructing Group Indoor Cycling Sessions
- YMCA Awards Level 3 Award in Instructing Boot Camp Fitness Training
- Active IQ Level 2 Award in Instructing Circuit Sessions
- Active IQ Level 2 Award in Adapting Fitness Instructing for Adolescents
- Active IQ Level 2 Award in Studio Cycling
- Active IQ Level 2 Certificate in Customer Services
- Active IQ Level 2 Award in Instructing Kettlebells
- Active IQ Level 2 Award in Safeguarding and protecting Children and Young People in Sport and Active Leisure
- Active IQ Level 3 Award In Designing Exercise Programmes for Older Adults
- Active IQ Level 2 Award In Working with Communities to Promote and Support Active Healthy Lifestyles
- Active IQ Level 2 Award In Instructing Suspended Movement Training
- Active IQ Level 2 Certificate In Personal and Professional Development

- Active IQ Level 2 Award In Alcohol Awareness
- Active IQ Level 3 Award In Facilitating Behaviour Change for Health and Well-being
- Active IQ Level 2 Award In Smoking Awareness and Cessation
- Active IQ Level 2 Award In Understanding Nutrition, Performance and Healthy Eating
- VTCT Level 2 Award in Instructing Circuit Training Sessions
- 1st4sport Level 2 Award In Multi-Skills Development in Sport
- NCFE Level 2 Extended Award in the Principles of Customer Service in Hospitality, Leisure, Travel and Tourism
- Any qualification that is deemed fit for purpose and approved prior to delivery by SkillsActive and is externally awarded and validated
- Sector specific Assessor and Verifier qualifications
- 1st4sport Level 2 Award in Emergency First Aid at Work
- Any REP's accredited CPD worth 8 points or more
- L1 Award in Coaching [Name of Sport] qualifications or L2 Certificate in Coaching [Name of Sport] qualifications (for apprentices working on sites where they are responsible for delivering coaching sessions in a context of a specific sport)
- Any Edexcel BTEC Level 2 Sport Awards or Certificates
- Any City& Guilds Level 2 Sport Awards or Certificates

Please note that the Additional Employer Requirement must not be certificates of attendance and must be of a similar level to the framework; unless the occupational area and job roles justifies the need for apprentices to gain a level 1 qualification first.

Activity Leadership in Coaching

While the achievement of additional employer requirements is not a mandatory requirement for certification of this apprenticeship programme, the sector and employers recognise the value and the need for these and completion of them will make the apprentice more employable. Therefore it is also advised for all apprentices on the programme to complete an additional qualification to make them more employable in their chosen career. These must be an externally assessed and verified qualification, additional technical skills the apprentice can gain to make them more employable and competent in their job role. The selected qualifications have to be relevant to the organisation, linked to the competence element and relevant to the apprentice's job role.

Please note that the additional employer qualifications are not funded, the employer should contribute to the achievement of this addition to the programme.

Please select one qualification from the list below:

- IQL Level 2 Award in Pool Lifeguarding, Supervision and Rescue (for apprentices undertaking coaching or teaching swimming knowledge qualifications)
- STA Level 2 Award for Pool Lifeguard (for apprentices undertaking coaching or teaching swimming knowledge qualifications)
- STA Level 2 Award For Pool Responder ((for apprentices undertaking coaching or

- teaching swimming knowledge qualifications)
- STA Level 2 Award in Pool Emergency Procedures (for apprentices undertaking coaching or teaching swimming knowledge qualifications)
- HABC Level 2 Award In Pool Lifeguarding (for apprentices undertaking coaching or teaching swimming knowledge qualifications)
- Active IQ Level 2 Award in Leading Health Related Activity Sessions
- Active IQ Level 2 Award in Safeguarding and protecting Children and Young People in Sport and Active Leisure
- Active IQ Level 3 Award In Designing Exercise Programmes for Older Adults
- Active IQ Level 2 Award In Working with Communities to Promote and Support Active Healthy Lifestyles
- Active IQ Level 2 Award In Instructing Suspended Movement Training
- Active IQ Level 2 Certificate In Personal and Professional Development
- Active IQ Level 2 Award In Alcohol Awareness
- Active IQ Level 3 Award In Facilitating Behaviour Change for Health and Well-being
- Active IQ Level 2 Award In Smoking Awareness and Cessation
- Active IQ Level 2 Award In Understanding Nutrition, Performance and Healthy Eating
- Active IQ Level 2 Award in Pool Lifeguarding
- 1st4sport Level 2 Award in the Principles of Coaching Sport
- 1st4sport Level 2 Award in Emergency First Aid at Work
- 1st4sport Level 2 Award in using Sport to Tackle Crime
- 1st4sport Level 2 Award In Multi-Skills Development in Sport
- NCFE Level 2 Award in the Principles of Coaching Sport
- NCFE Level 2 Extended Award in the Principles of Customer Service in Hospitality, Leisure. Travel and Tourism
- City& Guilds Level 2 Award in the Principles of Coaching Sport
- EQL Level 2 Award in the Principles of Coaching Sport
- Active IQ Level 2 Award in Safeguarding and protecting Children and Young People in Sport and Active Leisure
- Any Level 2 Certificate in Fitness Instructing - Water-based exercise route (for apprentices undertaking coaching or teaching swimming knowledge qualifications)
- Any qualification that is deemed fit for purpose, pre-approved by SkillsActive and externally assessed and validated
- Any REPs accredited Continuing Professional Development courses/ qualifications worth 8 points or more
- Emergency First Aid Skills unit of the Level 2 Certificate in Leisure Operations qualification
- L1 Award in Coaching (Name of Sport) qualifications
- Sector specific Assessor and Verifier qualifications
- Any Edexcel BTEC Level 2 Sport Awards or Certificates
- Any City& Guilds Level 2 Sport Awards or Certificates

Please note that the Additional Employer Requirement must not be certificates of attendance and must be of a similar level unless the occupational area and job roles justifies the need for apprentices to gain a level 1 qualification first

Activity Leadership in Leadership

While the achievement of additional employer requirements is not a mandatory requirement for certification of this apprenticeship programme, the sector and employers recognise the value and the need for these and completion of them will make the apprentice more employable. Therefore it is also advised for all apprentices on the programme to complete an additional qualification to make them more employable in their chosen career. These must be an externally assessed and verified qualification, additional technical skills the apprentice can gain to make them more employable and competent in their job role. The selected qualifications have to be relevant to the organisation, linked to the competence element and relevant to the apprentice's job role.

Please note that the additional employer qualifications are not funded, the employer should contribute to the achievement of this addition to the programme.

Please select one qualification from the list below:

- 1st4sport Level 2 Award in the Principles of Coaching Sport
- 1st4sport Level 2 Award In Multi-Skills Development in Sport
- 1st4sport Level 2 Award in Emergency First Aid at Work
- 1st4sport Level 2 Award in using Sport to Tackle Crime
- NCFE Level 2 Award in the Principles of Coaching Sport
- City& Guilds Level 2 Award in the Principles of Coaching Sport
- EQL Level 2 Award in the Principles of Coaching Sport
- Active IQ Level 2 Award in Safeguarding and protecting Children and Young People in Sport and Active Leisure
- Active IQ Level 2 Certificate in Customer Services
- Active IQ Level 3 Award In Designing Exercise Programmes for Older Adults
- Active IQ Level 2 Award In Working with Communities to Promote and Support Active Healthy Lifestyles
- Active IQ Level 2 Award In Instructing Suspended Movement Training
- Active IQ Level 2 Certificate In Personal and Professional Development
- Active IQ Level 2 Award In Alcohol Awareness
- Active IQ Level 3 Award In Facilitating Behaviour Change for Health and Well-being
- Active IQ Level 2 Award In Smoking Awareness and Cessation
- Active IQ Level 2 Award In Understanding Nutrition, Performance and Healthy Eating
- YMCA Awards Level 3 Award in Instructing Boot Camp Fitness Training
- NCFE Level 2 Extended Award in the Principles of Customer Service in Hospitality, Leisure. Travel and Tourism
- Any qualification that is deemed fit for purpose and approved prior to delivery by SkillsActive and is externally awarded and validated
- Sector specific Assessor and Verifier qualifications
- Any REP's accredited CPD worth 8 points or more
- L1 Award in Coaching [Name of Sport] qualifications or L2 Certificate in Coaching [Name

of Sport] qualifications (for apprentices working on sites where they are responsible for delivering coaching sessions in a context of a specific sport)

- Any Edexcel BTEC Level 2 Sport Awards or Certificates
- Any City& Guilds Level 2 Sport Awards or Certificates

Please note that the Additional Employer Requirement must not be certificates of attendance and must be of a similar level unless the occupational area and job roles justifies the need for apprentices to gain a level 1 qualification first.

Apprentices may use Recognition of Prior Learning (RPL) for one industry skill that was achieved up to 6 months prior to the commencement of the Apprenticeship.

apprenticeship
FRAMEWORKS ONLINE

For more information visit
www.afo.sscalliance.org