

2301 Welsh Apprenticeship Pathway

in

Sports Development

The content of this pathway has been agreed by SkillsActive. This is the only apprenticeship pathway in the Travel, Tourism and Leisure sector approved for use in Wales that is eligible for Medr funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme\(s\)](#)

- [Level 3 – Sports Development](#)
- [Level 4 – Sports Development](#)
- [Level 5 – Sports Development](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:

- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway Sports Development is 78 credits

The total minimum credit value required for the Level 4 Pathway Sports Development is 120 credits

The total minimum credit value required for the Level 5 Pathway Sports Development is 120 credits

ENTRY REQUIREMENTS

The Apprenticeship in sport development is designed for those who already work in the active leisure industry and wish to continue their professional development.

Employers/training providers will devise appropriate recruitment systems and processes to determine whether candidates have or show the necessary attributes required to work within this sector. Apprentices may also need to undergo police checks for example when working with vulnerable adults and children.

Due to the wide range of courses available across the Sport, Active Leisure and Well-being sector, it is the responsibility of the Employer/Training Provider to review any qualifications that the apprentice may have previously achieved. Prior achievement at a higher level does not automatically indicate that it is a proxy qualification for any part of the framework. It is recommended that great care be taken at the initial assessment stage, to ensure the full apprenticeship framework is delivered, as required by the needs of the industry.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 3: Sports Development

Qualifications

Participants must achieve one of the following *competence and at least one of the knowledge* qualifications below.

Competence

Level 3 NVQ Diploma in Sports Development					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
1st4sport	C00/1234/5	64	640	Competence	English-Welsh

Level 3 BTEC National Diploma in Sport					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Pearson	C00/1200/2	90	895	Combined	English Only

Level 3 Diploma in Sports Development					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Focus Awards	C00/5048/5	64	640	Competence	English Only

Knowledge

Level 3 Certificate in Sports Development					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Focus Awards	C00/4961/7	20	200	Knowledge	English only

Level 3 Qualification in Sports Leadership					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Leadership Skills Foundation	C00/4438/3	12	122	Knowledge	English-Welsh

Level 3 Nationals in Sports Coaching					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Pearson	C00/3943/4	48	480	Knowledge	English-Welsh

Essential Skills Wales (ESW)

Digital Literacy is not a compulsory part of the framework. However, it is recommended that all apprentices new to digital skills, should undertake suitable learning. This could be in the form of a recognised qualification such as Essential Digital Literacy Skills.

Level 3: Sports Development	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Sports Development	338	200

On/Off the Job Qualification details (Minimum Credit & Hours)

On/Off the Job Qualification details are based on the smallest qualification available within the framework at Level 3 and should be used as minimum hours.

Competence qualification - 64 credits & Knowledge qualification - 8 credits

The total number of training hours for this Pathway is 538 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 60 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 60 GLH Level 2 Essential Skills Wales Application of Number

Level 4: Sports Development

Qualifications

Participants must achieve one of the following combined qualifications below.

Level 4 Foundation Certificate in Sport Management & Development					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Cardiff Metropolitan University		120	1200	Combined	English -Welsh

Level 4 Higher National Certificate in Sport					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Pearson	C00/3196/0	120	1200	Combined	English

Essential Skills Wales (ESW)

Digital Literacy is not a compulsory part of the framework. However, it is recommended that all apprentices new to digital skills, should undertake suitable learning. This could be in the form of a recognised qualification such as Essential Digital Literacy Skills.

Level 4: Sports Development	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6

Digital Literacy	N/A	N/A
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On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 4: Sports Development	506	384

On/Off the Job Qualification details (Minimum Credit & Hours)

On/Off the Job Qualification details are based on the smallest qualification available within the framework at Level 4 and should be used as minimum hours.

The total number of training hours for this Pathway is 890 hours.

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 60 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 60 GLH Level 2 Essential Skills Wales Application of Number

Level 5: Sports Development

Qualifications

Participants must achieve the following combined qualification below.

Level 5 Higher National Diploma in Sport					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Pearson	C00/3196/1	120	2400	Combined	English

Essential Skills Wales (ESW)

Digital Literacy is not a compulsory part of the framework. However, it is recommended that all apprentices new to digital skills, should undertake suitable learning. This could be in the form of a recognised qualification such as Essential Digital Literacy Skills.

Level 4: Sports Development	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 4: Sports Development	506	480

On/Off the Job Qualification details (Minimum Credit & Hours)

On/Off the Job Qualification details are based on the smallest qualification available within the framework at Level 5 and should be used as minimum hours.

The total number of training hours for this Pathway is 986 hours.

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 60 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 60 GLH Level 2 Essential Skills Wales Application of Number

OTHER ADDITIONAL REQUIREMENTS

Apprentices might need to undergo police checks for example when working with vulnerable adults and children

JOB ROLES

The latest version of the job roles and job descriptions for this Pathway can be found [here](#)
Link to summary/Platform

PROGRESSION

Progression into this Apprenticeship

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, Welsh Baccalaureate qualifications, A levels, vocational training routes or foundation apprenticeships such as the Foundation Apprenticeship in Activity Leadership or Coaching as well as Pathways to Apprenticeship programmes.

This apprenticeship can provide a progression opportunity for apprentices on a foundation level programme as well as progression for those already working in the sector. To gain progression potential apprentices need access to work at the organizational/ policy (local policy) level in sport.

This programme is also suitable for those who wish to change their careers and retrain to enter the sector at this level. Many people who work in sports development may hold a degree level qualification.

Progression from this Apprenticeship

On completion of this programme, apprentices can work in the sector as Sports Development Officers covering a wide range of roles ranging from working with local communities to supporting amateur sports clubs or working with a variety of partners in organising and supporting initiatives to reduce crime and rehabilitate offenders.

Apprentices can also progress onto the level 4 and level 5 qualifications and job roles such as senior sports development officer or sports development manager.

Horizontal progression would include progression into management and leadership roles and further qualifications in this area, such as Sports Development, Marketing, Business or even Social Sciences or Social Policy.

It is also possible for apprentices to progress onto a variety of vocational qualifications allowing them to further their portfolio of skills; these could come from the sport sector or other sectors with links to sports development such as health, youth work or justice.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The Protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

This apprenticeship programme 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 current economic climate has affected every aspect of sports and recreation, including community focused roles. Staff working in these areas have experienced reduced support in training and development due to the cost. However, this is where an

apprenticeship programme can contribute, by ensuring that those interested in entering the sector or those who 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.

A significant proportion of the sports development workforce is female and although they have a presence across all roles, this decreases as the roles become more senior. Having apprenticeship programmes on offer in our sector makes it possible for all members of staff to develop their skills and knowledge. Therefore, the apprenticeship can contribute to encouraging more women to develop their skills to enable them to fill more senior roles.

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.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Rights and Responsibilities (ERR) are no longer a compulsory part of the framework. However, it is recommended that all apprentices (in particular, the 16 years -18-year age group) receive a full company induction programme which clearly outlines the rights and responsibilities of both employers and apprentices.

It is also recommended that Apprentices (Level 3) should undertake a Level 3 Award in Employment Awareness in Active Leisure and Learning.

RESPONSIBILITIES

It is the responsibility of the Training Provider / Employer to ensure that the requirements of this pathway is delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Medr