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Llywodraeth Cymru  
Welsh Government

# Welsh Apprenticeship Pathway

in

## *Sport, Active Leisure and Well-being*

The content of this Pathway has been agreed by *Skills Active*. This is the only Apprenticeship Pathway in the *Sport, Active Leisure and Wellbeing* sector approved for use in Wales that is eligible for Welsh Government funding.

More Information can be obtained from:

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## 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 2 Pathway in Sport, Active Leisure and Well-being is 45 credits, with a minimum of 10 credits from the knowledge qualifications.

## ENTRY REQUIREMENTS

*The Foundation Apprenticeship in Sport, Active Leisure and Well-being is designed for those individuals who are either already employed in the active leisure industry or who are looking to enter the industry and further develop their knowledge and skills to progress within the sector.*

*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 2:** *Sport, Active Leisure and Well-being*

### Qualifications

Participants must achieve one of the following career path competence qualifications and a minimum of one of the following knowledge qualifications

### Competence

<b>Level 2 – Career path A: Activity Leadership</b>					
<i>C1 - NVQ Certificate in Activity Leadership</i>					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored Cymru	601/7077/3	30	300	Competence	English - Welsh
Active IQ	500/9806/8	30	300	Competence	English Only
1 <sup>st</sup> 4Sport	600/1201/8	30	300	Competence	English Only

<b>Level 2 – Career path B: Exercise &amp; Fitness</b>					
<i>C2- NVQ Diploma in Instructing Exercise &amp; Fitness</i>					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
YMCA Awards	501/0519X	37	370	Competence	English Only
Active IQ	500/9640/0	38	370	Competence	English Only
1 <sup>st</sup> 4Sport	601/6791/9	37	370	Competence	English Only

<b>Level 2 – Career path C: Leisure Operations</b>					
<i>C3 - NVQ Certificate in Active Leisure, Learning and Well-being Operational Services</i>					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Active IQ	501/0174/2	20	200	Competence	English Only

## Knowledge

<i>K5 – Level 2 Certificate in Leisure Operations</i>					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Active IQ	600/8246/X	18	180	Knowledge	English Only

<i>K6 – Level 2 Diploma in Team Leading</i>					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Pearson	601/3430/6	40	400	Knowledge	English Only
City & Guilds	601/3216/4	40	400	Knowledge	English - Welsh

<i>K7 – Level 2 Diploma in Sports Industry Skills (Sport and Active Leisure Recreation Assistant)</i>					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Pearson	603/6137/2	40	400	Knowledge	English - Welsh

<i>K8 – Level 2 Award in Understanding Safeguarding</i>					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored Cymru	C00/4023/2	8	10	Knowledge	English - Welsh

K9 – Level 2 Certificate in Coaching					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
1 <sup>st</sup> 4Sport	610/1629/9	17	167	Knowledge	English Only

K11 – Level 2 Diploma in Sports Industry Skills (Leading Children Sports Activities)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Pearson	603/6134/7	41	410	Knowledge	English - Welsh

K12 – Level 2 Certificate in Coaching Multi-Skills Development in Sport					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
1 <sup>st</sup> 4Sport	603/1873/9	41	169	Knowledge	English Only

K14 – Level 2 Award in Engaging Children and Young People in Sport and Physical Activity					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
YMCA Awards	603/7216/3	10	102	Knowledge	English Only

K15 – Level 2 Certificate in Gym Instructing					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Active IQ	603/2692/X	24	240	Knowledge	English Only
YMCA Awards	603/2767/4	21	211	Knowledge	English Only
1 <sup>st</sup> 4Sport	603/5240/1	23	230	Knowledge	English – Welsh

K16 – Level 2 Diploma in Sports Industry Skills (Instructing Exercise in a gym environment)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Pearson	603/6135/9	41	410	Knowledge	English - Welsh

K17 – Level 2 Certificate in Group Training					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Active IQ	603/3363/7	24	240	Knowledge	English Only

K18 – Level 2 Award in Instructing Water-Based Exercise					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Active IQ	603/6754/4	7	70	Knowledge	English Only

K19 – Level 2 Certificate in Leading Health-Related Activity Sessions					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Active IQ	601/3891/9	15	150	Knowledge	English Only

K20 – Level 2 Community Activator Coach Diploma (Physical Education)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
1 <sup>st</sup> 4Sport	603/6821/4	15	530	Knowledge	English Only

K21 – Level 2 Certificate in Supporting Physical Activity and Sport within the School Environment					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
1 <sup>st</sup> 4Sport	610/1633/0	16	160	Knowledge	English Only

K22 – Level 2 Certificate in Learning in the Outdoors					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored Cymru	C00/4466/2	17	170	Knowledge	English - Welsh

K23 – Level 2 Certificate in Introductory Work in the Outdoors					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
ActiveIQ	601/2340/0	14	140	Knowledge	English Only

K24 – Level 2 Award in Introductory Work in the Outdoors					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
1 <sup>st</sup> 4Sport	600/2685/6	10	100	Knowledge	English - Welsh

Relationship between competence and knowledge qualifications

**C1 – Level 2 NVQ Certificate in Activity Leadership** is underpinned by:  
(choose a minimum of one knowledge qualification depending on the sector of the industry working)

K9 – Level 2 Certificate in Coaching

K11 – Level 2 Diploma in Sports Industry Skills (Leading Children Sports Activities)

K12 – Level 2 Certificate in Coaching Multi-Skills Development in Sport

K19 – Level 2 Certificate in Leading Health-Related Activity Sessions

K20 – Level 2 Community Activator Coach Diploma (Physical Education)

K21 – Level 2 Certificate in Supporting Physical Activity and Sport within the School Environment

K22 – Level 2 Certificate in Learning in the Outdoors

K23 – Level 2 Certificate in Introductory Work in the Outdoors

K24 – Level 2 Award in Introductory Work in the Outdoors

**C2 - Level 2 NVQ Diploma in Instructing Exercise & Fitness** is underpinned by:  
(choose a minimum of one knowledge qualification depending on the role within the sector)

K15 – Level 2 Certificate in Gym Instructing

K16 – Level 2 Diploma in Sports Industry Skills (Instructing Exercise in a gym environment)

K17 – Level 2 Certificate in Group Training

**C3 - NVQ Certificate in Active Leisure, Learning and Well-being Operational Services** is underpinned by:

(choose a minimum of one knowledge qualification depending on the role within the sector)

K5 – Level 2 Certificate in Leisure Operations

K6 – Level 2 Diploma in Team Leading

K7 – Level 2 Diploma in Sports Industry Skills (Sport and Active Leisure Recreation Assistant)

*This apprenticeship has been designed to allow a flexible approach to suit the demands of the employment. Apprentices are encouraged to choose a range of knowledge qualifications to allow a more multi-skilled function.*

**A minimum of 10 credits must be achieved from the Knowledge qualifications to attain this apprenticeship**

### **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 2: (insert Pathway title)	Level	Minimum Credit Value
Communication	1	6
Application of Number	1	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 2: <i>Sport, Active Leisure and Well-being</i>	224	286

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

On/Off the Job Qualification details are based on the smallest qualification available within the career pathways at Level 2 and should be used as minimum hours.

#### **Career pathway C: Leisure Operations**

Competence qualification - 20 credits & Knowledge qualifications - 23 credits

The total amount of training hours - which includes both on and off-the-job learning for this Pathway is 510 training hours.

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

- 6 credits / 45 GLH Level 1 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 1 Essential Skills Wales Application of Number

### **OTHER ADDITIONAL REQUIREMENTS**

Learners may be asked to declare any criminal convictions if working with young children or vulnerable adults.

### **JOB ROLES**

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

**The pathways include the following job occupations at the following level:**

#### **Level 2: Career pathway A - Activity Leadership**

Activity Leader  
Outdoor Instructor  
Community Activator Coach  
Sports Coach

#### **Level 2: Career pathway B – Exercise and Fitness**

Fitness Instructor  
Gym Instructor  
Exercise Instructor

## **Level 2: Career pathway C – Leisure Operations**

Leisure Centre Assistant  
Recreation Assistant  
Leisure Attendant  
Maintenance Operative

## **PROGRESSION**

### **Progression routes into: Level 2 Sport, Active Leisure and Well-being**

There are no pre-defined entry routes into this Apprenticeship, 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 or vocational training routes.

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. As well as those progressing into this programme from employment in a different sector as a career change.

### **Progression from: Level 2 Sport, Active Leisure and Well-being**

On completion of this programme, apprentices can progress into employment in a variety of roles, ranging from Personal Trainer, Management, Coaching or Elite Sports Performance depending on the pathway selected. They can also progress onto a variety of vocational and higher education qualifications allowing them to further specialise.

On completion of this programme, apprentices can progress onto Level 3 apprenticeships in Personal Training, Leisure Management and Sporting Excellence

## **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.

Apprenticeships in our sector aim to promote diversity, equal 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.

Information to help disabled students to understand the Equality Act has been produced

by Disability Rights UK and can be found here:

<https://www.disabilityrightsuk.org/understanding-equality-act-information-disabledstudents>

All partners involved in the delivery of the apprenticeship - providers, assessment centres and employers must be committed to a policy of equal opportunities and must have a stated equal opportunities policy and procedure.

Apprenticeships should have flexible entry and progression routes into the profession which can support mid-career, career interchange and career returner opportunities. This will help talent, regardless of background or qualifications to have the opportunity to develop and thrive. This pathway therefore aims to tackle these issues.

#### ISSUES, BARRIERS AND ACTIONS

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.

Overall, the sector is mainly white as seen across all industries in the UK economy (94 per cent of Skills Active industries compared to 91 per cent across all UK industries). Black, Asian and Minority Ethnic representation is low within the sector, and the promotion of apprenticeships through engagement with appropriate partners and relevant initiatives will help to encourage redress.

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 in this way, we can make a small contribution to trying to ensure the underrepresented groups balance will improve over a period of time.

The sector also has a need for multi-skilled 'all-rounders', and flexible apprenticeships can play a crucial role in feeding talented individuals into the sector, whilst allowing employers the opportunity to shape training programmes to their needs. This 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.

## **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.

In addition, it is recommended that Foundation Apprentices (Level 2) aged 16-18yrs old, and adults that are new to the workplace, should undertake learning that includes their rights and responsibilities. This could be in the form of a recognised qualification such as a Level 2 Award in Employment Awareness in Active Leisure and Learning.

## **RESPONSIBILITIES**

It is the responsibility of the Training Provider and 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:**

Welsh Government

[DfES-ApprenticeshipUnit@gov.wales](mailto:DfES-ApprenticeshipUnit@gov.wales)