

Sport & Physical Activity Careers Guide

Everything you need to know about working in the sport and physical activity sector



Find out about careers and qualifications in

Exercise and Fitness
Health and Wellbeing
Performance Sport
Community Sport
Leisure Operations
Adventure Sport
and many more...

Welcome

Throughout the pandemic, the government prioritised the importance of physical activity and this has created an exciting opportunity for the sector.

It is key that sport and physical activity is managed and delivered by a diverse range of people who are inclusive, highly skilled, and able to join the movement in ensuring everyone enjoys the benefits of an active lifestyle.

Careers in this growing sector are widely varied: the sector is made up by six core industries and there are countless opportunities for fulfilling fast paced and interesting careers.

This magazine will take you through opportunities across the sector, giving you an insight into what different roles entail and providing an overview of your routes into and through our sector.

Active Essex

Active Essex is the Physical Activity and Sport Partnership for Essex, Southend and Thurrock, and are one of 43 Active Partnerships in England who work collaboratively with local partners to ensure the power of physical activity and sport can transform lives.

The county needs a highly skilled and diverse workforce who are equipped to meet the wide-ranging needs of Essex communities. Essex has a strong and vibrant sport and physical activity sector full of opportunities within clubs, leisure centres, charities and businesses and Active Essex are working hard with employers to give you positive experiences and opportunities.

As part of our commitment to People, Culture and Skills we are working to ensure;

- Jobs and opportunities are attractive, appropriate, and clear
- Educators and careers advisors are informed
- Everyone has a more evolved understanding of career pathways

Find the latest jobs and opportunities in Sport & Physical across Essex here:

www.activeessex.org/essex-sector-job-opportunities/



CIMSPA

The Chartered Institute for the Management of Sport and Physical Activity

(CIMSPA) is the professional development body for the UK's sport and physical activity sector, committed to supporting, developing and enabling professionals and organisations to succeed and, as a result, inspire our nation to become more active.

Their purpose is to shape a respected, regulated and recognised sector that everyone wants to be a part of. In partnership they're developing a vibrant, UK-wide sport and physical activity sector, with the highest standards of service delivery.

Through CIMSPA's work they will:

- Allow individuals to realise their potential by having a clear route into and through our sector.
- Provide employers with the best people.
- Ensure the availability of quality and relevant learning and development opportunities.
- Be the lead organisation on sport and physical activity workforce policy.
- Give the public increased confidence in a professional, respectable sector.

www.cimspa.co.uk/



ActiveEssex

Sport & Physical Activity Careers Guide

This guide has been produced by Active Essex to give a better understanding of the career opportunities in the Sport & Physical Activity Sector and to help navigate pathways into the sector.

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Careermap publications are designed to provide quality, up-to-date information about careers and qualifications. Careers are not a linear path and you cannot know what you don't know. We aim to inspire and inform about all sorts of careers and opportunities, now and in the future. We look at all the pathways you can take, be that vocational, academic and/or professional.

We welcome your input! Please get in touch if you have any questions or something to contribute.

Contact the Editor at info@careermap.co.uk



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The Sport & Physical Activity Landscape: Six Core Industries

The sector is defined by six core industries and within those industries sit many professional roles. Over the next few pages, we explore these in more detail, where you can read about the experiences of individuals currently working in the sector across Essex and learn more about their role. Some roles might overlap into two or more industries but will have specific specialisms which you'll find more about this through these case studies.

Across the six industries there are some core roles that are integral to our sector that you might not immediately think of when exploring jobs in sport & physical activity. Occupations such as Project Managers, Marketing & Communications, Sport Development, Business Development or Fundraising Officers come under the umbrella of 'Sports Administration'. The breadth of occupations is vast and fast growing in this exciting sector.

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Exercise & Fitness

Services, activities, and venues that predominantly improve participant physical fitness.

- Personal Trainer
- Fitness Facility Manager
- Gym Instructor
- Group Exercise Instructor



CASE STUDY

Jack Group Fitness Manager

What is your role and responsibilities?

In my current role I oversee the fitness rooms, studios and fitness classes of all of our organisation's leisure facilities. I lead a team of fitness instructors and personal trainers across multiple sites. It is my responsibility to ensure that customers have the best possible experience whilst using our fitness facilities. I am responsible for the development of our fitness facilities and generating new activity. I also fulfil duty officer responsibilities such as plant room operations, creating staffing rosters and overseeing the daily operation of the facility.

What was your pathway into your current role?

I began working for the organisation when I was 16 years old as a casual leisure attendant at an open-air pool. From there I progressed into a supervisor role at a different Sports Centre within the same organisation. After developing my skills for 3 years, I progressed into a Duty Officer role at our largest leisure facility where I was able to develop my leadership skills even further. I am now 24 and have recently been appointed Group Fitness manager where I oversee the fitness rooms, studios and class timetables of all of our leisure facilities.

What qualifications do you need to do your job?

- Level 3 Personal Trainer
- Level 2 Fitness Instructor
- Pool Plant Operations
- National Pool Lifeguard Qualification
- iOSH Managing Safely

What do you enjoy most about your role?

I most enjoy having the ability to change people's lives for the better through fitness. I enjoy seeing people progress both physically and mentally through utilising the fitness facilities within the centre. I also enjoy working with a great team of instructors and personal trainers across all sites.

What is the most challenging part of your role?

There aren't really any elements of my role that I find overly challenging as I am doing what I enjoy. Fitness is my main passion meaning I am very fortunate to have a career within this industry.

Find out more at www.activeessex.org/support/people-culture-and-skills/careers-and-employment/



What advice would you offer to anyone interested in working in your role?

My main piece of advice would be to follow your passion. If fitness is your passion, then try your absolute best to make a career out of it. Never stop studying – there are so many different aspects to fitness: Training, Nutrition, Lifestyle. Continue to broaden your knowledge to stand out from the crowd and provide the best possible service to customers/clients.

Health & Wellbeing

Holistic services and activities that promote improvements across all aspects of health, sometimes involving health care and other non-sector professionals.

- Pilates, Yoga or Tai Chi Instructor
- Long Term Health Condition Specialist (e.g., Cancer Rehab Exercise Instructor)
- Health Navigator



CASE STUDY

Maggie Health Specialist Fitness Instructor

What is your role and responsibilities?

I am a Fitness Instructor specialising in Health & Wellbeing. I teach a variety of exercise classes on a regular basis such as Spin, Active for Life and Conditioning but my main focus is as part of our Back to Health Team. I work in partnership with Health professionals at hospitals and GPs to support patients that have health conditions and would benefit from exercise. I support patients through our Cancer, Diabetes and Cardiac Rehab sessions and the exercise referral programme for a variety of health conditions improved my exercise.

What was your pathway into your current role?

I moved into the fitness industry after a career as a professional dancer. Becoming a fitness professional was a natural progression for me, I completed my Exercise to Music (ETM) qualification and took a position at Clacton Leisure Centre as a Fitness Instructor. I have since then progressed, obtaining my L2 Gym Instructor certificate which led on to GP referral and Cardiac Rehab qualifications.

After a few years I was offered a supervisory role which enabled me to develop my skills and led to an opportunity as a Fitness Manager. I was in a managerial role for 15 years before

deciding to go back to my roots and focus on specialising as a fitness instructor in health. I only recently obtained my Cancer Rehab qualification with a view to increasing my fitness knowledge further.

What qualifications do you need to do your job?

The most relevant qualifications I have obtained for my current role are:

- L2 ETM
- L2 Gym Instructor
- L4 BACR Cardiac Rehabilitation
- L4 Wright Foundation Cancer Rehabilitation
- L4 GP Referral Loughborough University

What do you enjoy most about your role?

I love helping people. Seeing those who think that activity is totally out of their reach achieve their goals, gives me the most pleasure. Helping people to improve their quality of life is extremely rewarding.

What is the most challenging part of your role?

Keeping people on this lifestyle change and ensuring they don't lapse. Helping them to understand that this lifestyle change is for life not just for 12 weeks, 6 months or a year even. It is for ever.



What advice would you offer to anyone interested in working in your role?

After my dancing career ended, fitness became a hobby. Because fitness was something I loved it was an easy transition, it is important to love what you do, and I really do.

Many of our customers have their own story to tell whether they be a referral or PT client. From the beginning you will be embarking on their lifestyle journey with them, so it is important to have traits such as empathy, excellent listening and communication skills along with good up to date technical knowledge and understanding.

Find out more at www.activeessex.org/support/people-culture-and-skills/careers-and-employment/

Performance Sport

Competitive sport and activities in which athletes and supporting team receive payment for their performance.

- Athlete
- Nutritionist
- Analyst
- Strength & Conditioning Coach



CASE STUDY

Harry Lead Strength and Conditioning Coach

What is your role and responsibilities?

Lead Strength and Conditioning Coach
I work alongside the athletes, to optimise their fitness (speed/strength/conditioning) to both reduce the risk of injury and to improve overall performance. I also support players return from injury.

As the Lead S&C Coach, I oversee the physical development of players throughout the club, from the development pathway all the way through to professional. We have a pathway strength and conditioning coach who delivers the pathway and Emerging Player Programme training sessions whilst I focus on delivering the academy and professional sessions.

What was your pathway into your role?

I studied Sports Science at University and then went on to complete a master's degree at the University of East London. I chose to go down the University pathway, but other Colleagues have completed their Level 4 Strength & Conditioning Course whilst in employment as Personal Trainers or Coaches building experience alongside qualifications.

I applied for a part time assistant S&C role at Essex County Cricket Club whilst studying for my Masters, I was successful and stayed in that role for 2 years before stepping up to the lead coach role.

What have been the benefits?

Firstly, it's great to work in the performance sport world, especially cricket. I work with a range of people and get to travel a lot. I feel really supported at the club and have great job satisfaction and security.

Secondly, I have been fortunate enough to work with some incredible practitioners and coaches who I have learnt a huge amount from and have shaped me as a practitioner today. Being a part of the success over the last few years with this club has been fantastic.

What do you enjoy most about your role?

I take the most enjoyment from seeing players succeed, whether that's in their performances, remaining injury free for a season or seeing them develop. I also enjoy celebrating team successes and seeing a big positive shift in culture and attitude to training over the last 7 years. It is all very rewarding.

What is the most challenging part of your role?

The summer season is very busy, there's a lot of travelling, which means being away from family and a lot of the games are over weekends or evenings so this can be challenging socially. This is part of being a part of the performance sport industry but is challenging, nonetheless.



What advice would you offer to anyone interested in this role?

Do it! Volunteer, shadow and gain as much experience as you can, it's crucial in this industry. Spend time with different disciplines e.g., Physiotherapists, Nutritionists etc, this is vital when it comes to working in a multidisciplinary team, having a good understanding of their world and being able to speak the same language.

Find out more at www.activeessex.org/support/people-culture-and-skills/careers-and-employment/

Community Sport

Sport/skill based services, activities and venues that increase participation and develop skill, sometimes targeting underrepresented groups and inequalities.

- Coach
- Referee
- Youth worker



CASE STUDY

Liam Activity Professional (Coach)

What is your role and responsibilities?
I work within several different Primary Schools across Essex, coaching a variety of physical activity classes and wellbeing sessions, through PE lessons, after school clubs and holiday camps.

I plan and deliver my sessions ensuring they are enjoyed and suitable for all and produce progress reports.

Whilst coaching within the schools I work closely with teaching staff to share knowledge and produce a high level of teaching across PE.

What was your pathway into your current role?

I started my journey, studying Sports Science at college, knowing I wanted a role within Sport but not knowing what role exactly.

Towards the end of my college course, I started looking for opportunities and came across a coaching role with Premier Education. I was able to identify skills and knowledge I had gained through school, college and volunteering at my club which helped me in being successful.

Once I started my role, Premier Education supported me in gaining the qualifications I needed to coach in schools.

What qualifications do you need to do your job?

- Level 1 Sports Coaching qualification, e.g. FA level 1, Level 1 Multi Sports
- Safeguarding
- First Aid

What do you enjoy most about your role?

I enjoy being able to go into different schools, working with different teaching staff and children.

I enjoy supporting young people to enjoy sport and activity and ultimately passing my passion onto the children.

What is the most challenging part of your role?

The most challenging areas of my role are keeping a class of 30 children engaged in a PE lesson, making sure it is fun for everyone and coming up with new or different ideas when I plan for the classes.



What advice would you offer to anyone interested in working in your role?

Be confident in your own ability and don't be fearful of going for any role.

Find out more at www.activeessex.org/support/people-culture-and-skills/careers-and-employment/

Leisure Operations

Services, activities and venues that predominantly improve participation in physical activity.

- Swimming Instructor
- Leisure Centre Manager
- Recreation Assistant
- Lifeguard



CASE STUDY

Luke Lifeguard / Leisure Attendant

What is your role and responsibilities?

In my role as a leisure attendant/lifeguard there are many tasks to complete throughout the day. As well as supervising the pool, offering customers advice and getting to know the regulars to make them feel welcome. Sometimes I'll complete cleaning duties and setting up of equipment in order to keep the centre looking clean, tidy, looked after and organised.

What was your pathway into your current role?

In this current role I was quite fortunate to get my training (NPLQ) provided. I joined Tendring District Council back in October 2020 as a swimming teacher and from there, I expressed my interest in completing my NPLQ to the facility manager and a training agreement was put in place. Following that I applied for a casual leisure attendant contract and was successful, starting my new role at the end of April 2021.

What qualifications do you need to do your job?

NPLQ – national pool lifesaving qualification

What do you enjoy most about your role?

I enjoy the social interaction, as much as there's a huge importance of keeping people safe it's a great job where you can interact with people from lots of different backgrounds. I also love moments, where you witness someone achieving something for the first time and you and people around them share the excitement and joy. A great example of this is, when a young boy who has been coming in with his dad at least 3-4 times a week for a while, completed his first ever length. Both the young boy and his dad were so happy and in my role I've been able to see his journey and how much it matters to both of them.

What is the most challenging part of your role?

Sometimes as a leisure attendant/lifeguard it's not all smiley and chilled, occasionally you'll get a difficult customer who is hard to please but over time you get to learn how to deal with those scenarios and if needed, you've got the duty officers who will help you. It can sometimes be challenging communicating with people, where there are language barriers, certain disabilities or just the pure fact their upset, but this job has and continues to develop my communication skills to get best support everyone.



What advice would you offer to anyone interested in working in your role?

Just do it! Honestly working as a lifeguard is one of the best jobs out there especially if you're a young person like myself, you can work your shifts around college or university or progress in the business in a flexible working environment. I work with such a good team of people who are all relaxed, open and understand our teamwork is what makes our jobs so rewarding.

Find out more at www.activeessex.org/support/people-culture-and-skills/careers-and-employment/

Adventure Sport

Activities, services and venues both indoor and outdoor improving participation in physical activity perceived as having a high level of risk.

- Outdoor Activities Instructor
- Water Sports Instructor
- Outdoor Centre Manager



CASE STUDY

Jim Essex Outdoors Manager

What is your role and responsibilities?

I am responsible for the safe and profitable running of a non-residential outdoor activity centre and public access climbing wall. It is my job to ensure that our activities are safe for our 30,000 annual visitors to access. My day-to-day focuses are to manage quality programmes of activity, look after and train staff and ensure the facility is well maintained.

I work closely with our users, such as schools, youth organisations and parents/carers to ensure that our business meets the standards expected.

The Harlow centre is one of four within Essex Outdoors and we work very much as a team to provide fantastic outdoors/adventure provision for the people of Essex.

What was your pathway into your current role?

I have been involved in outdoor education for over 25 years and have developed my skills and qualifications through my career.

I have also worked in Youth Work and Social Care which helped me develop skills and experiences to support my journey.

What qualifications do you need to do your job?

There are no set qualifications needed to be an Outdoor Activity Centre manager, but it is expected that you have practical experience and knowledge of the industry. It is common to find that Managers will have an array of National Governing Body qualifications

accrued over their time of delivering sessions and working with individuals. I have several coaching qualifications in paddling, climbing and walking as well as experience working with young people, planning and delivering activities and supporting new coaches.

IT skills are vital for this role as well as a very good understanding of business.

What do you enjoy most about your role?

I enjoy working with people most. Working with groups and individuals, staff and colleagues from across the industry. Being involved in Outdoor Education often enables me to be directly involved in an individual's development – be it hard skills, social or personal development, through participation.

Ultimately, working outside is the draw. Undertaking a high number of activities and learning about them to the extent that you can teach others is extremely rewarding and to be able to do this outside, on a river, on a mountain or rock face adds to the joy and enhances the experience.

What is the most challenging part of your role?

The amount of administration that goes along with this role is absolutely the most challenging aspect. It's a vital part of the continued, safe operation of the centre that allows individuals to experience activities that they may otherwise not normally have the opportunity to experience.



What advice would you offer to anyone interested in working in your role?

Have a passion for what you do and empathy for the people you meet.

Whether you work your way up or enter as a graduate, to get the most out of this job it's important to have a passion for the industry you will be involved in. The pay isn't great, working conditions can be arduous and there are obstacles at every turn, but it can be the most rewarding thing to see individuals' development through participation in outdoor activity.

Find out more at
www.activeessex.org/support/people-culture-and-skills/careers-and-employment/

Sports Administration

Occupations across Sports Administration can sit across all the six industries, working as a sports administrator requires you to have good all-round knowledge about the sector and related fields and to build strong relationships.

- Sport Development Officer
- Marketing and Communications
- Fundraising
- Human Resources
- Project Management
- Business Operations



CASE STUDY

Hollie Assistant Relationship Manager

What is your role and responsibilities?

My main aim is to ensure everyone can enjoy the benefits that an active lifestyle can bring. I do this by;

- Managing and creating important relationships with key stakeholders at local, county and national level in line with Active Essex's mission.
- Making the case for sport and physical activity to non-sector partners to secure their commitment and collaboration towards a more active county.
- Working with colleagues and local communities to co-design and implement exciting and sustainable opportunities for those most at risk of inactivity to change their behaviour
- Work collaboratively to ensure services are co-designed through the gathering and monitoring of data, customer insight and user feedback to identify service improvements and incorporate these into refined plans.

What was your pathway into your current role?

I have always enjoyed playing and watching sport, but I had many passions and didn't truly understand what opportunities were out there for me in the sector.

Throughout my education I put myself through my NPLQ and worked as a Lifeguard which led to my employer supporting me to

gain my Swimming Instructor qualifications. I worked my way up to a Duty Manager within Leisure until I decided to go to university to study Arts Management.

I gained experience in various roles before marrying my love of sport and community development, working at an Active Partnership.

What qualifications do you need to do your job?

Though there are no specific qualifications required for my role, it is vital that I have a strong all-round knowledge about the sector and related fields as well as strong relationship building skills. Sport has gained in political and social significance in recent years, with growing public awareness of its contribution to personal health, community development and the national economy. As a result, there is increasing demand for more diverse provision, and skills in Asset Based Community Development, Behaviour Change and an understanding of Local Government.

What do you enjoy most about your role?

I get to work with some fantastic people, and I am proud to be part of a team that is using Sport to transform lives. It's an exciting time to be a part of Sport & Physical Activity.



What is the most challenging part of your role?

The work of Active Partnerships is very varied which can sometime be a little overwhelming. Ensuring I do good job and not take on too much is the most challenging part of my role.

What advice would you offer to anyone interested in working in your role?

The world of Sport and Physical Activity is very varied so take opportunities to speak with people working in the sector and experience can often be the best qualification.

Find out more at
www.activeessex.org/support/people-culture-and-skills/careers-and-employment/

Occupations supported directly by other professional bodies

Many occupations across Health, Education and Media make up part of the broader sport & physical activity sector. These roles often sit in industries supported by other professional bodies (not CIMSPA) but are truly valued in supporting everyone to benefit from an active lifestyle.

- PE Teacher
- Sports Journalist
- Physiotherapist
- Occupational Therapist



CASE STUDY

Anthony Primary School Teacher – Specialist Leader in Education (Primary PE)

What is your role and responsibilities?
My week is hugely varied, with opportunities to:

- support school-based colleagues through team-teaching and staff training in Primary PE
- provide mentoring and lecturing support for trainee teachers on their initial teacher training pathway (with a focus on PE)
- support county-wide projects, which impact a variety of education and community-based institutes
- deliver all primary curriculum subjects
- coordinate with local and national stakeholders to develop staff training and school-based Primary PE provision

What was your pathway into your current role?

I always wanted to work in schools and with younger children, to support their development, so I choose to pursue a degree in Primary Education (BA Hons). During this time, I continued to fuel my passion for PE and sport by undertaking several coaching qualifications and working for Chelsea Football Club and their community team, where I had the platform

to refine my skills as a coach/teacher.

I accessed as many opportunities as I could during my first teaching role after university and through experience and maturity, I focussed on what I enjoyed most; seeing pupils develop skills and knowledge in sport and physical activity.

I was passionate about making positive changes so started supporting teachers less confident with PE, I established networks to further enhance local sporting provision and undertook a level 5 and 6 Primary PE specialism course through the Youth Sports Trust.

My experience and knowledge gave me greater confidence and enabled me to take more risks, so rather than pursuing the linear route in teaching, progressing into senior leadership I continue teaching full-time and developing my knowledge and skills as a Primary PE specialist and was eventually awarded 'Specialist Leader in Education' status for Primary PE through my second teaching post.

Find out more at www.activeessex.org/support/people-culture-and-skills/careers-and-employment/

What qualifications do you need to do your job?

- QTS
- SLE status
- Coaching qualifications

What do you enjoy most about your role?

The variety, feeling like you can truly help others to support pupils become confident and competent in their PE, sport and physical activity journeys.

What is the most challenging part of your role?

Finding balance!

What advice would you offer to anyone interested in working in your role?

My advice for anyone would be this – Find your value, follow your passion and do more of what you love, what makes you tick!

The best qualification is EXPERIENCE – say yes to lots and find your passion!

Specialisms

Everyone is different. There isn't one single answer to helping people get and stay active or develop their skills. That's why understanding the people you're working with and knowing your audience is so fundamental. You might have a clear idea now, of the environment or population you'd like to work with, or this might come further into your career as you progress. Examples of these specialisms are;

Population specialisms

- Working with Children
- Working with Children 0-5 years
- Working with Antenatal and Postnatal Clients
- Working with Long Term Health Condition Clients

Environment specialisms

- Working in the School Environment
- Coaching in High Performance Sport
- Working in the Community Environment

CASE STUDY

Matt Personal Trainer/Group Exercise Instructor – Adaptive Exercise Specialist

What is your role and responsibilities?
My role is to support people who often find it difficult to access exercise activities with a safe and structured programme.

I often support people to exercise who have physical or cognitive impairments, or for wellbeing and mental health purposes.

The most powerful resource we use is to encourage, motivate and give our exercise attendees confidence so they can enjoy their exercise experience.

Other roles include programme design, admin tasks and keeping well organised to run my business.

It is also important to attend training ourselves as exercise professionals, so we keep our knowledge up to date.

What was your pathway into your current role?

I studied Physical Education, Psychology and Business Studies at college. I decided not to go to university, but instead take a diploma in Personal Training and start working in the industry right away.

Alongside my diploma, I was working as a support worker which took my fitness career direction towards providing inclusive fitness opportunities.

What qualifications do you need to do your job?

Fitness Instructing and Personal Trainer qualifications are essential (Level 2 and 3).

Additional workshops and certifications have supported me towards the role I do, such as Exercise for the older Adult, Disability Exercise, Pre / Post Natal and various health and safety courses.

What do you enjoy most about your role?

The thing I enjoy most is that I genuinely love helping people. The reward is so valuable that it doesn't feel like I go to 'work'. I spend my day spreading positivity, and that is a great thing to do.

What is the most challenging part of your role?

The most challenging part is not being able to provide an opportunity for everyone. Sometimes location or time restrictions prevent us working with people, but we are working hard on this, training more fitness professionals to work alongside adaptive exercise requirements.

Find out more at www.activeessex.org/support/people-culture-and-skills/careers-and-employment/



What advice would you offer to anyone interested in working in your role?

Treat each individual you work with like any fully abled person in terms of the potential for exercise and activity opportunities. There is something possible for anyone, they just need support in discovering what that is.

How To Get into Careers In Sport

There is a wide range of pathways into the industry, from apprenticeships to a BTEC and a university degree. It is important to explore the role or industry you're interested in, to understand your best route, explore CIMSPA's professional standards, speak with employers and consider what suits you best.

Take a look at some of your options:

Work-based & work-related qualifications

Some roles require industry specific qualifications which training providers and awarding bodies run. These qualifications can be embedded into education pathways or completed at any time by an individual who is looking for role in the Sport & Physical Activity Sector.

Examples:

- National Governing Body Coaching Qualifications - Level 1, 2 or 3 coaching certificates
- Level 2 in Gym Instructing, Level 3 Exercise Referral, Level 4 Cancer Rehab
- Multi Sports
- First Aid
- Safeguarding
- Mental Health Awareness

Remember, there are also opportunities to enter the sports industry via qualifications that are not linked to sports such as accountancy, marketing, journalism and more.

Further education

Further education can pave the way for a degree or further your knowledge as a steppingstone into a career. A useful tip is to study job descriptions for roles you're interested in, to understand what employers are looking for.

Useful A Levels might include:

- Sports Studies
- Biology
- Business Studies
- Psychology
- PE

Already know that a degree is the way you want to break into the sector? Head to UCAS and find out what qualifications you'll need for the course that interests you. Industry-specific degree programmes in this area include Bachelor's programmes in:

- Sport and Exercise Sciences
- Sport Management
- Sport Coaching
- Physical Education

Apprenticeships

An apprenticeship is a real job with training, which allows trainees to earn while they learn, as well as often gaining a nationally recognised qualification. They cover 1,500 job roles in a wide range of industries, from sport and physical activity to business, public health to media.

There are four types or levels of apprenticeship available in England, they are:

- Intermediate apprenticeships (Level 2)
- Advanced apprenticeships (Level 3)
- Higher apprenticeships (Level 4 and above)
- Degree apprenticeships (Levels 6 – 7)

The benefit of an apprenticeship is that you can earn a living whilst you are learning. You are within a company which is investing in your future and you have the opportunity to forge a career within that company and rise through their ranks. As you complete a level, you can progress to the next one, or change pathway and embark on a new route to achievement.



Apprenticeships

Apprenticeships are popular route for students wanting to gain hands on, practical experience alongside their studies, giving them the opportunity to 'work while you learn'. These start at Level 2 and offer progression through to degree level if desired.

CIMSPA Approved Apprenticeship standards:

- Leisure Duty Manager
- Personal Trainer
- Community Sport and Health Officer
- Community Activator Coach
- Leisure Team Member
- Sports Coach



CASE STUDY

Scott Community Activator Coach Apprentice

Why an apprenticeship?

I'd always wanted to go down the apprenticeship pathway as I felt, 'on the job' training would be most beneficial for me. Because of my disability I didn't know how I would cope in a full-time working environment, so an apprenticeship felt like a safe place to explore this. I had been looking for apprenticeship opportunities within my Local Authority but struggled to find something suitable. I saw the Coach Core apprenticeship opportunity on Facebook and was really excited by this, having previously not realised I could do an apprenticeship within sport. I've played a lot of different sports but have found my place in Wheelchair Rugby League and am so glad I can marry my love of sport with work in some way.

What's your experience been of this route?

I've been doing my apprenticeship for almost a year now and it's been such a great experience! I have two employers who I split my role with, Essex Cricket and Red Balloon Foundation. My role with Essex Cricket mainly involves coaching their disability and



wheelchair cricket sections and my role with Red Balloon Foundation involves youth work across West Essex. I've had such fantastic support from both employers, my tutor and everyone that provides further learning in my apprenticeship.

What opportunities have you had as a result of this?

Aside from having great on the job training, I've completed some brilliant qualifications, for example, paediatric First Aid, Youth Mental Health First Aid and Coaching Certificates. I've had experience of working with different audiences and people across both my employers, all of which has really boosted my confidence and skills.

What's your next steps?

Following my apprenticeship, I'd really like to develop my career in Youth Work as it's been really rewarding. I'd like to use my coaching experience to use Sport & Physical Activity as a tool to support young people through challenges they face. I'd recommend an apprenticeship to anyone, I've met some great people, felt really supported and am more confident moving into my next steps.

Find out more at
www.activeessex.org/support/people-culture-and-skills/careers-and-employment/

Volunteering

Experience is equally as important as qualifications and employers will be looking for behaviours and skills that are transferable to the role you're applying for. We highly recommend exploring volunteering roles within the sector, this will help build your CV, develop your experience, and grow confidence. It is also proven to positively impact your mental wellbeing.

Example opportunities:

- Volunteering at a local sports club or organisation in areas such as coaching, officiating or running social media channels.
- Supporting events like local parkruns, mud runs or races.
- Many sports organisations are not-for profit and are therefore run by Boards or Committees. Often a young person voices is valued, so you could explore becoming a young trustee or part of the committee if you were interested in how organisations run.



CASE STUDY

Mira Volunteer Coach

What is your role and responsibilities?

I started out supporting sessions my children attended with ATF in Basildon. I enjoyed this so much that I developed my volunteering role and now help to run and lead multi-sport sessions in several parks.

I support, plan and deliver multi-sport sessions to young people, ensuring they are fun and engaging.

Why did you get involved?

I got involved because I wanted my children to have a focus and an opportunity to burn off all their energy. The sessions were free, and they allowed me to have some time out, enjoying open spaces and making new friends.

As the weeks went on, I wanted to give something back and develop my own skills and confidence.

What have been the benefits?

I have made lots of friends with common interests, helping me to find a community.

Volunteering with ATF has increased my confidence and self-esteem and given me a sense of belonging.

Since volunteering I have undertaken a Tennis Activator Course, enrolled onto an Apprenticeship, and have taken on the role of a Play Maker with ParkPlay.

What do you enjoy most about your role?

I love to see people happy and full of energy and to give young people an opportunity for a better outlook on life by building their confidence.

I love what the role has done for my own wellbeing as well as the young peoples.

What is the most challenging part of your role?

I know first-hand the benefit of young people being active, especially outside. It can be difficult to challenge parents to remove obstacles that prevent kids getting involved and stop them building resilience.



What advice would you offer to anyone interested in volunteering?

Volunteering is a great way to meet new people especially if you are new to an area. It is also a great way to build confidence and develop your skills, it can really support getting into or progressing your career.

Find out more here or ask the Active Essex Team
www.sportandrecreation.org.uk/pages/volunteering

Skills & Behaviours

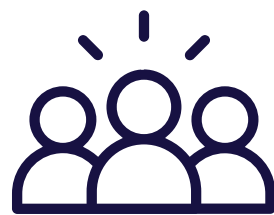
Sports employers look for a number of skills. If you're just starting out in the industry, you might not necessarily have all these skills but don't panic! You'll gain them as you build your work experience.

Below are some of the top skills employers are recruiting to:

Communication



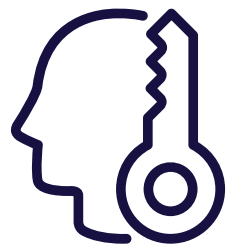
Leadership



Research



Problem solving



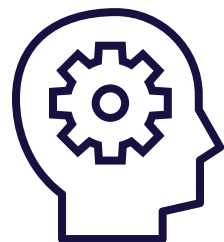
Team working



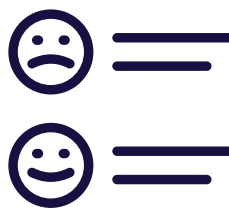
Listening



Reflection and development



Delivering feedback



Organisation & timekeeping



The sector in numbers

In 2019 the sport & physical activity labour market covered 585,000 roles. Looking at it from an industry perspective, from 2003 to 2017 the sector saw growth of 42 per cent, adding 129,000 net new jobs. After the recession caused growth to pause, the successful experience of the 2012 London Olympics signalled a period of 4 per cent average annual growth and 78,000 net new jobs over the following five years.

Number of Jobs in Essex

18,910 People working in Sport and Physical Activity industries in Essex in 2020.

Workforce

The Sector has a gender split of **49% male** and **51% female**



GVA

Total GVA (2018)
£218.8m



Average Pay

Leisure and Sports Managers:

£40.1k

or

£19.29/hr

Sports Coaches, Instructors and Officials:

£25.2k

or

£12.09/hr

Fitness Instructors:

£25.1k

or

£10.62/hr

Sports and Leisure Assistants:

£19.8k

or

£9.51/hr

Sport & Physical Activity Careers Guide

Find the latest jobs and opportunities in
Sport & Physical across Essex here:

www.activeessex.org/essex-sector-job-opportunities/



For more information visit www.activeessex.org