

# Apprenticeships in *Sport*



# Fit for the future

*Everyone's a winner with a sports apprenticeship. Employers can raise their game when it comes to productivity and efficiency. And apprentices can hit the ground running in an action-packed career.*

## How we can help

Derby College has vast experience of working with employers in the sports industry. We recruit and train apprentices for vital roles across the sector, ranging from fitness instruction and personal training to activity leadership and leisure operations.

Our apprenticeship programmes are all about improving business performance while creating rewarding career options for young people and exciting training opportunities for existing employees.

## Benefits for the employer

Apprentices can deliver real, measurable benefits – filling your skills gaps while boosting your organisation's efficiency and competitiveness. As your apprenticeship training partner, Derby College will help you to:

- Match the right candidate with the right job
- Invest in a more professional, skilled and sustainable workforce for the future
- Solve your staff recruitment and retention problems – in a cost-effective way
- Introduce new technologies and techniques to meet market demand
- Benefit from flexible training which dovetails with your working schedules and matches your business needs.

With an apprentice, you'll be bringing in an ambitious young person who sees their long-term future in the sports industry and wants to get stuck into the job straight away. Apprentices are widely regarded as eager, reliable and loyal to their organisation.

## Benefits for the apprentice

As a sports apprentice, you'll gain the skills and qualifications to get ahead in your career. You will:

- Earn while you're learning, with paid holidays
- Work for a real employer in a real job with training
- Gain a recognised qualification respected worldwide
- Enjoy excellent career progression opportunities.

Sport is a popular sector where competition for jobs is intense. What you learn on your apprenticeship will give you a CV brim-full of skills and experience to impress any prospective employers in future.

## The Derby College difference

We have a strong track record in running high-quality sports courses and were the runner-up for the British Colleges Sport (BCS) 'College of the Year' title in 2014.

Apprentices trained by Derby College will:

- Learn in sports facilities which are among the best of their kind in the region, including a state-of-the-art fitness gym, multi-use courts, a climbing wall and new outdoor pitches
- Be inspired by industry-experienced teaching staff with great contacts in the sector: we have links with leading names ranging from Derby County FC to the Andrew Flintoff Cricket Academy
- Gain broader horizons – with the chance to take part in competitive sport, community initiatives, coaching in schools, event stewarding and even international projects
- Enjoy clear routes to higher level and management programmes: our portfolio now includes the Foundation Degree in Sports Coaching, which is delivered in partnership with the University of Derby.

**DID YOU KNOW?**

**96%**



*of employers who take on an apprentice report benefits to their business*

## Intermediate Apprenticeship in Instructing Exercise and Fitness

Number of years: **1**

Location: **Workplace**

### Course summary

Apprentices need to be in a relevant working environment for the majority of the course, for example at a sports centre, fitness centre or health club. They will carry out exercise and fitness instructing duties while gaining training and evidence to build a supporting portfolio.

### Entry requirements

You should have an interest in the exercise and fitness industry. Other than that, there are no pre-requisite entry qualifications. Experience of exercise and fitness is preferred. Candidates are usually expected to undertake an interview with their employer and the College.

### Course content

Apprentices will undertake duties at work as requested by their placement supervisor. They may also be required to attend College to complete the Technical Certificates. The programme covers:

1. NVQ Intermediate Diploma in Instructing Exercise and Fitness
  - Anatomy and physiology for exercise
  - Promote health, safety and welfare in active leisure and recreation
  - Principles of exercise, fitness and health
  - Work with clients to help them adhere to exercise and physical activity
  - Reflect on and develop own practice in providing exercise and physical activity
  - Plan and prepare gym-based exercise
  - Instruct and supervise gym-based exercise
2. CYQ Intermediate Certificate in Fitness Instructing: Gym-based Exercise
3. CYQ Intermediate Award in Employment Awareness in Active Leisure and Learning
4. Level 1 Functional Skills in Maths and English (if needed)

### How will I be assessed?

You will be assessed using a range of methods, mainly tutor observation, witness statements, personal statements and underpinning knowledge worksheets. All of these will be submitted in a final portfolio of evidence. There are two multiple choice exams for this framework.

### Are there any additional costs or is specialist equipment required?

No

#### What can I do after the course?

##### Further study

You can progress to the Advanced Apprenticeship in Fitness (Personal Training).

##### Careers

You can continue to further your career in roles such as:

- Exercise and Fitness Instructor
- Health and Fitness Advisor

## Intermediate Apprenticeship in Activity Leadership

Number of years: **1**

Location: **Workplace**

### Course summary

Apprentices need to be in a working environment for the majority of the course, such as a sports centre, sports club or other relevant sports and recreation organisation. They will carry out sports leadership duties while gaining training and evidence to build a supporting portfolio.

### Entry requirements

You should have an interest in the sport, leisure and coaching industry. Other than that, there are no pre-requisite entry qualifications. Some experience of sports leadership and/or coaching is preferred. Candidates are usually expected to undertake an interview with their employer and the College.

### Course content

Apprentices will undertake duties at work as requested by their placement supervisor. They will also be required to attend College to complete the Technical Certificates. The programme covers:

1. NVQ Intermediate Certificate in Activity Leadership
  - Support the work of the team and organisation
  - Prepare for activity sessions
  - Lead activity sessions
  - Conclude and review activity sessions
  - Promote health, safety and welfare in active leisure and recreation
  - Support equality and diversity in active leisure and recreation
  - A minimum of two optional units
2. Sports Leaders UK Intermediate Award in Sports Leadership
3. CYQ Intermediate Award in Employment Awareness in Active Leisure and Learning
4. Level 1 Functional Skills in Maths and English (if needed)

### How will I be assessed?

You will be assessed using a range of methods, mainly tutor observation, witness statements, personal statements and underpinning knowledge worksheets. All of these will be submitted in a final portfolio of evidence. There are no exams for this framework.

### Are there any additional costs or is specialist equipment required?

No

#### What can I do after the course?

##### Further study

You can consider further professional qualifications.

##### Careers

You can further your career in roles such as:

- Activity Leader
- Sports Coach/Supervisor
- Recreation Attendant
- Sports Development Officer

## Intermediate Apprenticeship in Leisure Operations

Number of years: **1**

Location: **Workplace**



### Course summary

Apprentices need to be in a relevant working environment for the majority of the course, for example at a sports centre, leisure centre, swimming pool or health club. They will carry out operational duties while gaining training and evidence to build a supporting portfolio.

### Entry requirements

You should have an interest in the sport and leisure industry. Other than that, there are no pre-requisite qualifications. Some experience within the sport and leisure industry is preferred. Candidates are usually expected to undertake an interview with their employer and the College.

### Course content

Apprentices will undertake duties at work as requested by their placement supervisor. They will also be required to attend College to complete the Technical Certificates. The programme covers:

1. NVQ Intermediate Certificate in Operational Services
  - Promote health, safety and welfare in active leisure and recreation
  - Give customers a positive impression of yourself and your organisation
  - Support the work of the team and organisation
  - Support equality and diversity in active leisure and recreation
  - A minimum of four optional units: there are many to choose from
2. CYQ Intermediate Certificate in Leisure Operations
3. CYQ Intermediate Award in Employment Awareness in Active Leisure and Learning
4. Level 1 Functional Skills in Maths and English (if needed)

### How will I be assessed?

You will be assessed using a range of methods, mainly tutor observation, witness statements, personal statements and underpinning knowledge worksheets. All of these will be submitted in a final portfolio of evidence. There are no exams for this framework.

### Are there any additional costs or is specialist equipment required?

No

#### What can I do after the course?

##### Further study

You can progress to the Advanced Apprenticeship in Leisure Management.

##### Careers

You can further your career in roles such as:

- Sports/Leisure/Recreation Attendant
- Sports Supervisor

## Advanced Apprenticeship in Sports Development

Number of years: **12-18 months**

Location: **Workplace and Roundhouse Johnson Building**

### Course summary

For the majority of this course, apprentices need to be in a relevant working environment – such as an organisation that delivers sports and recreation activities or develops and promotes sports opportunities. They will carry out sports development duties while gaining training and evidence to build a supporting portfolio.

### Entry requirements

An interest in the sport development industry and experience of sports leadership and/or coaching is essential. Other than that, there are no pre-requisite entry qualifications. Candidates are usually expected to undertake an interview with their employer and the College.

### Course content

Apprentices will undertake duties at work as requested by their placement supervisor. They will also be required to attend College to complete the Technical Certificates. The programme covers:

1. NVQ Level 3 Diploma in Sports Development
  - Manage own resources and professional development
  - Contribute to strategic development in sport and active leisure
  - Provide leadership in sport and active leisure
  - Promote equality and diversity in sport and physical activity
  - Ensure the health, safety, welfare and security of customers and staff
  - Facilitate community-based sports and physical activity
  - A minimum of three optional units – there are many to choose from
2. Sports Leaders UK Level 3 Award in Higher Sports Leadership
3. CYQ Level 3 Award in Employment Awareness in Active Leisure and Learning
4. Level 2 Functional Skills in Maths and English (if needed)

### How will I be assessed?

You will be assessed using a range of methods, mainly tutor observation, witness statements, personal statements and underpinning knowledge worksheets. All of these will be submitted in a final portfolio of evidence. There are no exams for this apprenticeship framework.

### Are there any additional costs or is specialist equipment required?

No

#### What can I do after the course?

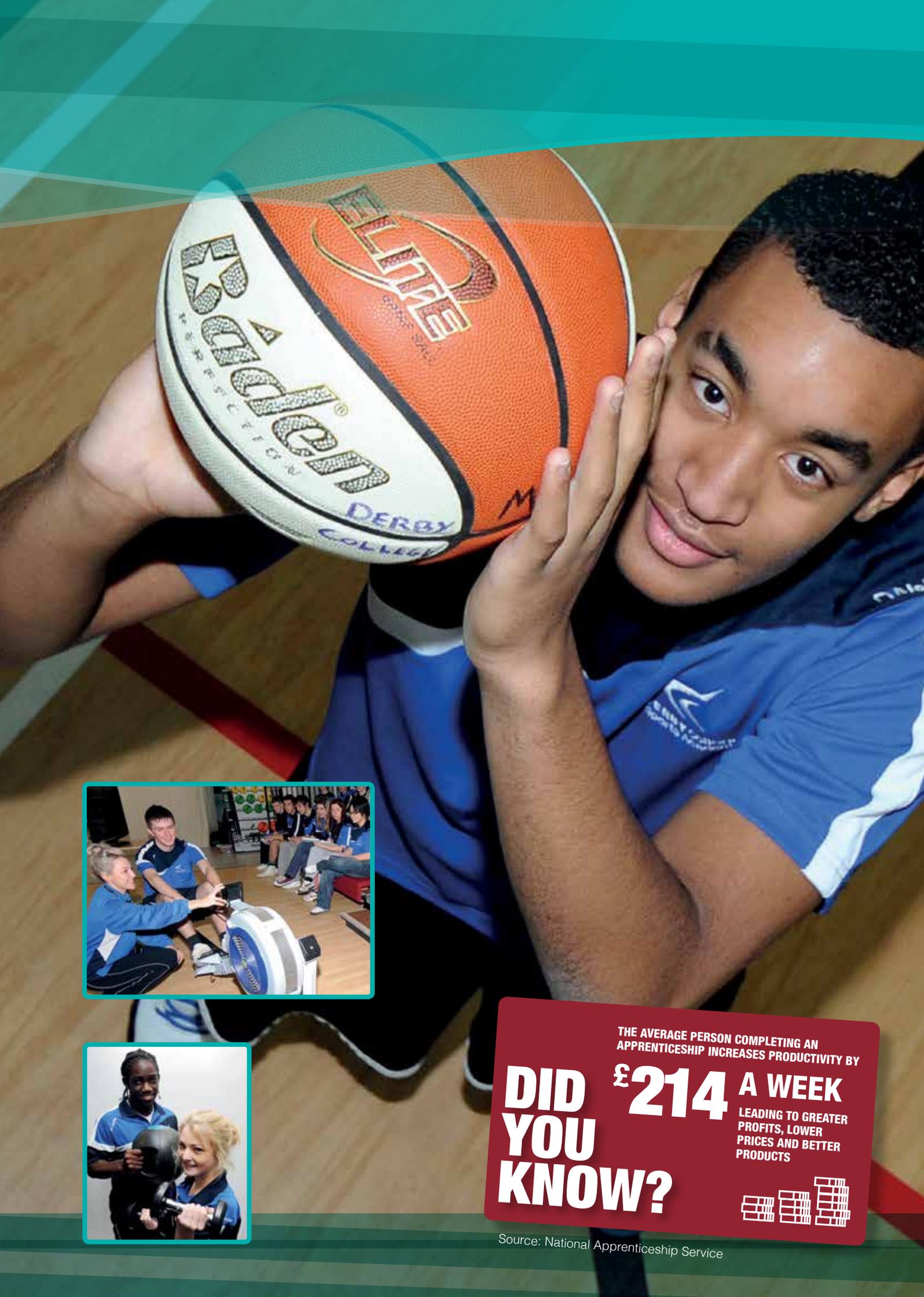
##### Further study

You can consider further professional qualifications to broaden your career options.

##### Careers

You can advance your career in roles such as:

- Senior Activity Leader
- Senior Sports Coach/Supervisor
- Sports Development Officer



THE AVERAGE PERSON COMPLETING AN APPRENTICESHIP INCREASES PRODUCTIVITY BY

**DID YOU KNOW?** **£214** A WEEK

LEADING TO GREATER PROFITS, LOWER PRICES AND BETTER PRODUCTS



Source: National Apprenticeship Service

## Advanced Apprenticeship in Fitness – Personal Training

Number of years: **1**

Location: **Workplace**

### Course summary

Apprentices need to be in a relevant work environment for the majority of the course, such as a sports centre, fitness centre or health club. They will carry out exercise and fitness instructing/personal training duties while gaining training and evidence to build a supporting portfolio.

### Entry requirements

You should have an interest in the exercise and fitness industry. You also need to have completed the Intermediate Certificate in Fitness Instructing: Gym-based Exercise or the equivalent. Experience within the exercise and fitness industry is essential. Candidates are usually expected to undertake an interview with their employer and the College.

### Course content

Apprentices will undertake duties at work as requested by their placement supervisor. They may also be required to attend College to complete the Technical Certificates. The programme covers:

1. NVQ Advanced Diploma in Personal Training
  - Anatomy and physiology for exercise
  - Motivate clients to maintain long-term adherence to exercise and physical activity
  - Design, manage and adapt a personal training programme with clients
  - Apply the principles of nutrition to support client goals as part of an exercise and physical activity programme
  - Deliver exercise and physical activity as part of a personal training programme
  - Evaluate exercise and physical activity programmes
2. CYQ Advanced Certificate in Personal Training
3. CYQ Advanced Award in Employment Awareness in Active Leisure and Learning
4. Level 2 Functional Skills in Maths and English (if needed)

### How will I be assessed?

You will be assessed using a range of methods, mainly tutor observation, witness statements, personal statements and underpinning knowledge worksheets. All of these will be submitted in a final portfolio of evidence. There are two multiple choice exams for this framework.

### Are there any additional costs or is specialist equipment required?

No

### What can I do after the course?

#### Further study

You can consider further professional qualifications to broaden your career options.

#### Careers

You can go on to progress your career in roles such as:

- Senior Exercise and Fitness Instructor
- Senior Health and Fitness Advisor
- Personal Trainer
- Freelance Personal Trainer

**DID YOU KNOW?**

**32%**



of all former apprentices receive a promotion within 12 months of finishing. Of those in work, three quarters (75%) reported taking on more responsibility in their job.

Source: Evaluation of Apprenticeships for Learners, BIS, May 2012



## Katy Morten

### A career in personal training

From her school days, Katy Morten had set her heart on becoming a personal trainer. By the age of just 21, she had achieved her career goal – thanks to a sport apprenticeship programme run in partnership with Derby College.

Having secured a full-time job as an instructor at Bakewell Swimming Pool, Katy is delighted that her decision to become an apprentice has put her ahead in the career race.

Katy started her apprenticeship with Derbyshire Dales District Council in September 2011 and – through her studies at Derby College – gained Fitness Instructor, Personal Training and Nutrition qualifications.

In her current role she works as a gym instructor, lifeguard and personal trainer. She also helps provide staff cover at Arc Leisure Matlock. She particularly enjoys helping people to reach their goals – whether it be weight loss or training for a particular sport event.



I knew that university was not for me. I was always more of a 'hands on' learner which is why I enjoyed sport so much. It's what led me to look into apprenticeships.

I also knew I could get nationally recognised qualifications more quickly on an apprenticeship – and having lots of work experience in the industry under my belt would stand me in good stead when looking for employment. Plus, who could argue with being paid to learn?



# Apprenticeships fact file

*Whether you're an employer looking to upskill your workforce or an individual considering an apprenticeship, Derby College will support you all the way. We deliver apprenticeships in over 40 industrial sectors.*

## What are apprenticeships?

They are work-based training programmes designed to give young people valuable work experience while earning a wage. Apprentices gain the job-specific skills they need to carry out their role competently and to meet the needs of their employer. They work alongside experienced staff to gain relevant skills on the job and attend College – usually for one day a week – working towards a recognised qualification and improving their Functional Skills.

## Who are they for?

They are open to anyone over the age of 16 not already in full-time education – whether just leaving school, starting a fresh career or moving into a different role that requires new skills. Employers can use them to train new and existing employees alike.

## How are they developed?

Apprenticeships are designed by the Sector Skills Councils, working with employers to develop course content that is relevant and up to date. The National Apprenticeship Service helps to fund the training.

## How long do they take?

Our Intermediate Apprenticeships last 13-25 months and Advanced Apprenticeships last 12-48 months.

## Where do they take place?

It is up to the employer. Most or all of the training is on the job in the workplace at times to suit the organisation. Most Derby College apprenticeships include a day a week of College-based learning.

## What qualifications do they lead to?

Our apprentices gain a Level 2 or 3 NVQ, Functional Skills, and a Technical Certificate which shows they have industry-recognised skills.

## What are Functional Skills?

All apprentices must develop Functional Skills that support them in their job, including Communication and Application of Number. They may also take other Functional Skills such as ICT, Working with Others and Problem Solving. Depending on the apprentice's existing qualifications and experience, they could be exempt from some of these.

## What are the apprenticeship levels?

1. Intermediate Apprenticeships (equivalent to five good GCSE passes). The apprentices work towards work-based learning qualifications such as an NVQ Level 2, Functional Skills and, in some cases, a relevant knowledge-based qualification.
2. Advanced Apprenticeships (equivalent to two A-level passes). Advanced apprentices work towards work-based learning qualifications such as an NVQ Level 3, Functional Skills and, in most cases, a relevant knowledge-based certificate. To start this programme, apprentices should ideally have five GCSEs (grade C or above) or have completed an Intermediate Apprenticeship.
3. Higher Apprenticeships. Higher apprentices work towards work-based learning qualifications such as an NVQ Level 4 and, in some cases, a qualification like a Foundation Degree.

## What does the College contribute?

A dedicated College representative works closely with employers to:

- help them decide which apprenticeship is right for them
- explain how apprenticeships might help them and if funding is available
- agree a training plan with the apprentice

- help recruit an apprentice or support existing staff into apprenticeships
- manage the training and evaluation to nationally recognised quality standards.

## What does an employer contribute?

As well as a minimum of 30 hours a week employment, the employer must give the apprentice clear terms and conditions of employment and an induction into their role. Derby College can give advice on such issues. Employers are also responsible for paying apprentices' wages, based on the National Minimum Training Allowance.

## Is there help with funding?

Funding towards training is available from the National Apprenticeship Service. The contribution varies depending on the sector and the age of the candidate. If the apprentice is aged 16–18 years old, the employer will receive 100% of the training cost; if they are 19-24 years old, they will receive up to 50%; if they are 25 years old or over, any contribution depends on the employer's sector and area. Employers may also be eligible for the National Age Grant of £1,500.

## Is there help with recruitment?

Derby College offers a free recruitment service matching the right candidate with the right apprenticeship vacancy. For vacancies daily, see [www.derby-college.ac.uk/apprenticeships](http://www.derby-college.ac.uk/apprenticeships)

## How do I find out more?

Call **0800 028 0289** or visit [www.derby-college.ac.uk](http://www.derby-college.ac.uk)

Employers can also request our detailed guide to apprenticeships. See [www.derby-college.ac.uk/apprenticeships-employers](http://www.derby-college.ac.uk/apprenticeships-employers)



**DERBY** college

**0800 028 0289**

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This publication is available, on request, in Braille and large print. Please call 0800 028 0289 for your copy.

All details contained within this publication were correct at the time of going to print. Special thanks to the staff and learners who agreed to be photographed for the publication.

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