

# Developing our sporting workforce

## Research into skills gaps and shortages in the sports workforce (paid and unpaid)

The South East Regional Sports Board has ring fenced £5.82 million (Building Capacity Fund), to assist in developing the sports workforce, including paid staff, coaches and volunteers. This money is part of Sport England's commitment to provide a sports legacy to the London 2012 Olympic and Paralympic Games.

In addition, the South East Region has been successful in accessing £2.8 million of European Social Fund (ESF) funding for the On Your Marks project. The aim of this project is to increase learning opportunities for the most disadvantaged sections of the community and up-skill the sport and recreation workforce. For more information on this project go to <http://www.kentsport.org/pdfs/esf.pdf>.

In order for Kent to access a share of Building Capacity funding, a County Workforce Development Plan needs to be produced by the end of March 2007. Our plan will identify skills gaps (training required) and skills shortages (new personnel required) which could be resourced via Building Capacity and other partnership funding. It will help to ensure our workforce has the skills and capacity to improve access and opportunities in sport and increase participation by a minimum of 1% p.a.

The allocation of funding will be based on the needs identified within the County Workforce Plan. It is therefore highly important that all partners wishing to access this funding are represented within the Plan.

We are in the process of producing our Plan, based on the following:

- Workforce Survey
- Training Needs Analysis (TNA) of professional staff;
- Active People findings;
- Discussion with and information from partners.

In order to ensure that our Plan reflects the needs of the County and can influence the regional Building Capacity spend (and the ESF 'On Your Marks' projects) **we need all partners and clubs to complete this short 10 minute online questionnaire**. Not only will this research influence the spend of over £7 million, but it will also be used to encourage key partners to increase existing funding and provide new funding into sport. This process has already started with the Learning and Skills Council prioritising Coaching and Advanced Apprenticeship in Sporting Excellence.

Please go to [http://www.kentsport.org/news\\_workforce\\_jan07.cfm](http://www.kentsport.org/news_workforce_jan07.cfm) and follow the link to the survey. Closing date for completed surveys is **9 February 2007**.

Without this research the level of funding the South East Region can gain from partners and consequently that which Kent can gain from the South East Region, will be limited, thus reducing the possible investment into new personnel and the training and development of existing development officers, coaches and volunteers.

If you require any additional information or would like to discuss the development of your workforce further, please contact Andrea Murphy at [andrea.murphy@kent.gov.uk](mailto:andrea.murphy@kent.gov.uk) or on (01622) 605064.