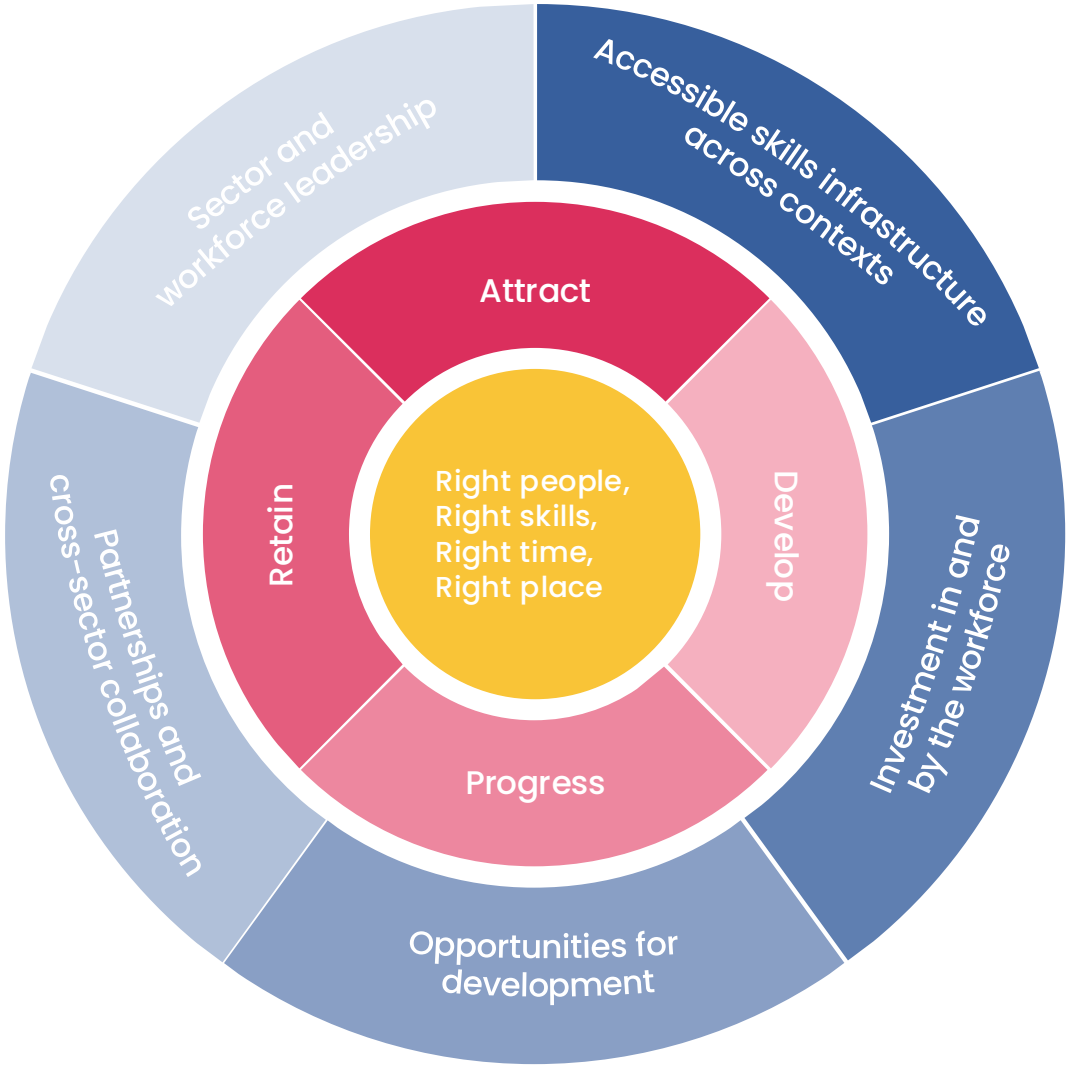
Sport & Active Wellbeing Workforce Development Framework for York & North Yorkshire



System pre-conditions

Positive market conditions to support a thriving sport & active wellbeing workforce.

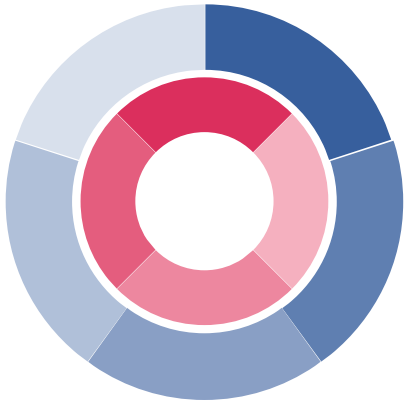
Cross-sector workforce activity that benefits people & communities in YNY.

A supply and demand system that meets current and future needs.

Appropriate and adequate investment.

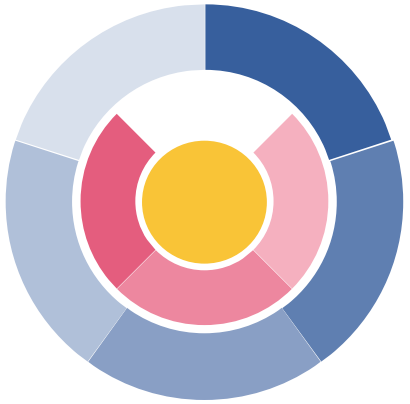
Sector collaboration on skills

Right people,
Right skills,
Right time,
Right place



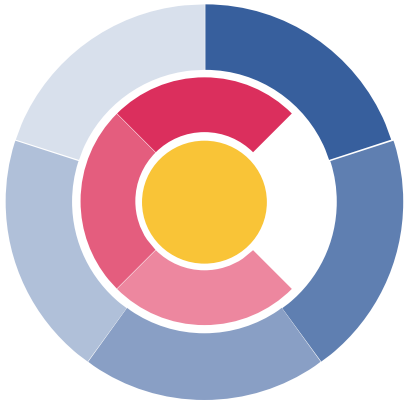
Attract

- Sector Attractiveness
- Including values-based recruiting



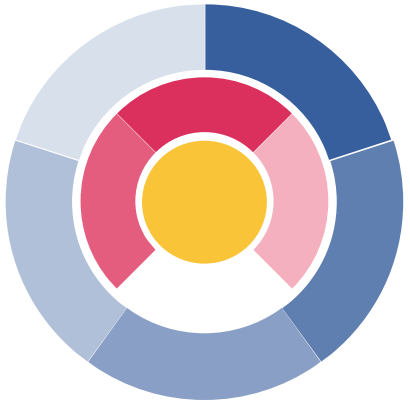
Develop

- Education
- Learning
- Skills
- Training
- CPD



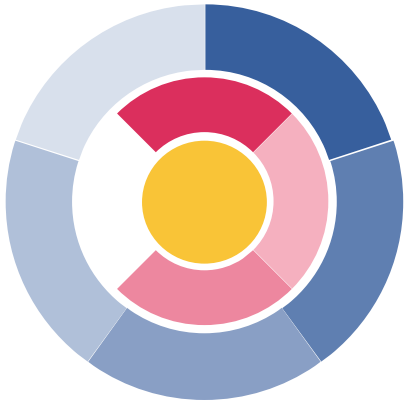
Progress

- Professionalisation
- Standards
- Experiences
- Sector mobility



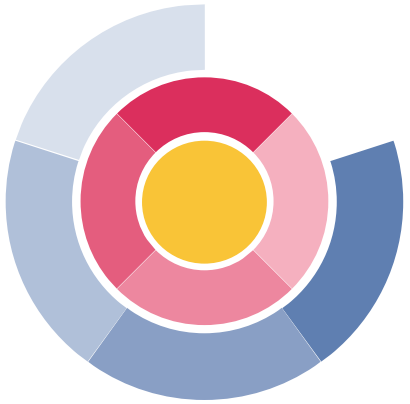
Retain

- Workforce wellbeing
- EDI
- Reward & recognition



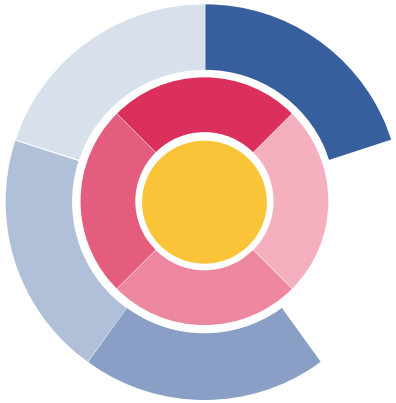
Enablers

- Accessible skills infrastructure across contexts;
  - Rural
  - Coastal
  - Urban
  - ‘Blue & Green’



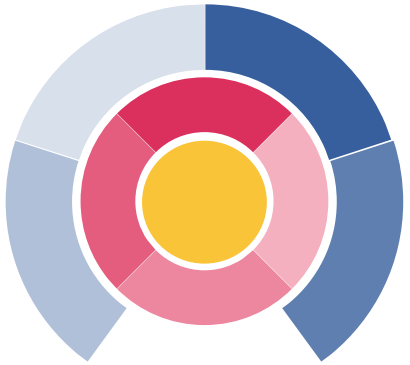
Enablers

- Investment in and by the workforce



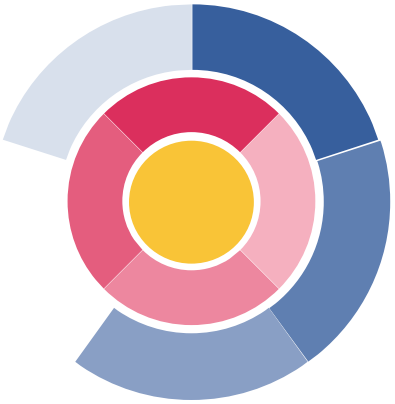
Enablers

- Opportunities for volunteer, community and place-based development.



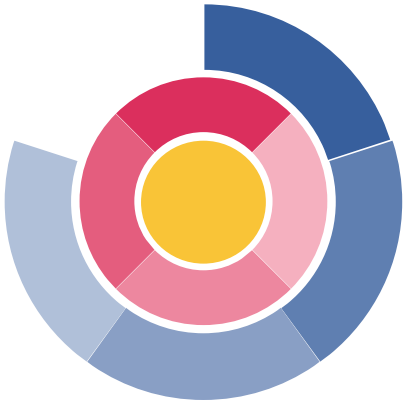
Enablers

- Partnerships and cross-sector collaboration
- e.g., with health & environment sectors



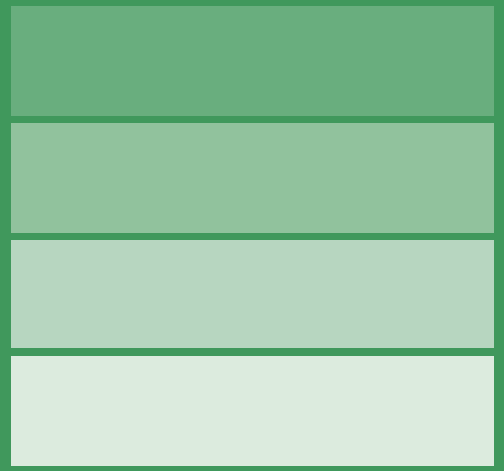
Enablers

- Sector and workforce leadership



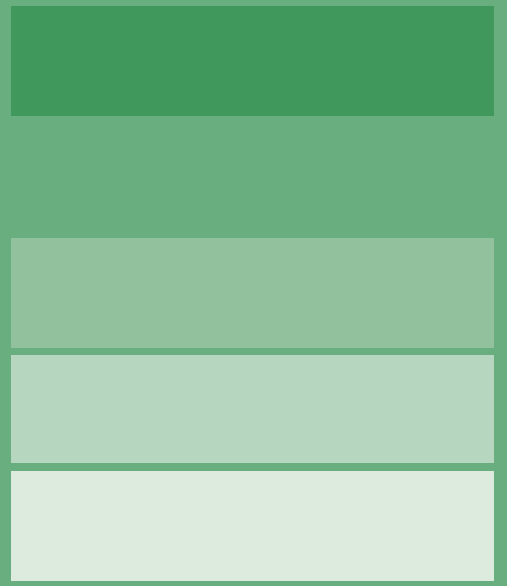
System Pre-condition

Positive market conditions to support a thriving sport & active wellbeing workforce (market shaping & support for businesses, organisations and self-employed individuals).



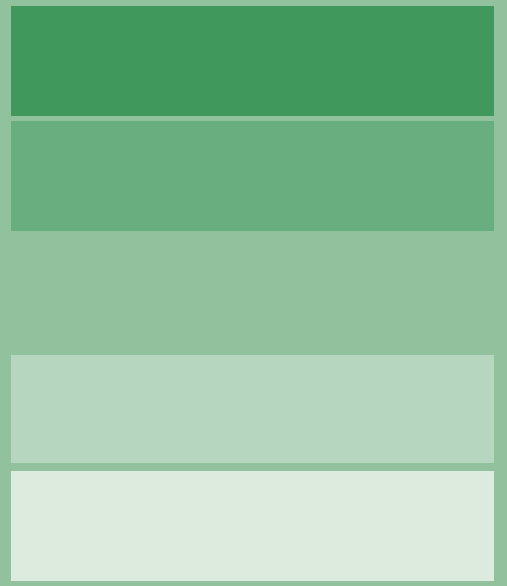
System Pre-condition

Strategic alignment, pooling of workforce development resources between sport & active wellbeing, health (NHS) and other sectors that improves the (measurable) impact of services provided by each workforce (to residents).



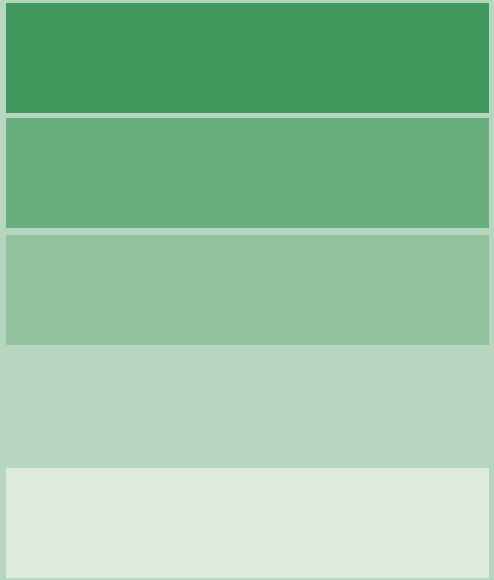
System Pre-condition

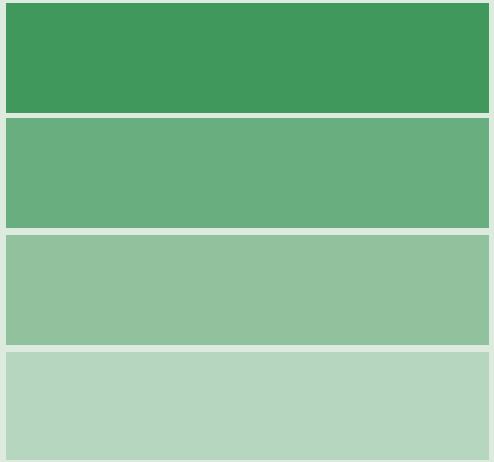
A supply and demand system that recognises the different skills, knowledge and motivations for working in the private, public and voluntary sectors in the sport & active wellbeing workforce.



System Pre-condition

An approach that optimises investment by the individual/employee, the employer/deployer and leverages innovative, technological and traditional learning solutions for occupational groups as well as sub-sectors with common needs and ‘the whole sector’ across YNY.



System Pre-condition

A sector that is willing to co-operate – and even collaborate – on solutions that address common challenges beyond the ability of any single organisation to solve alone.