

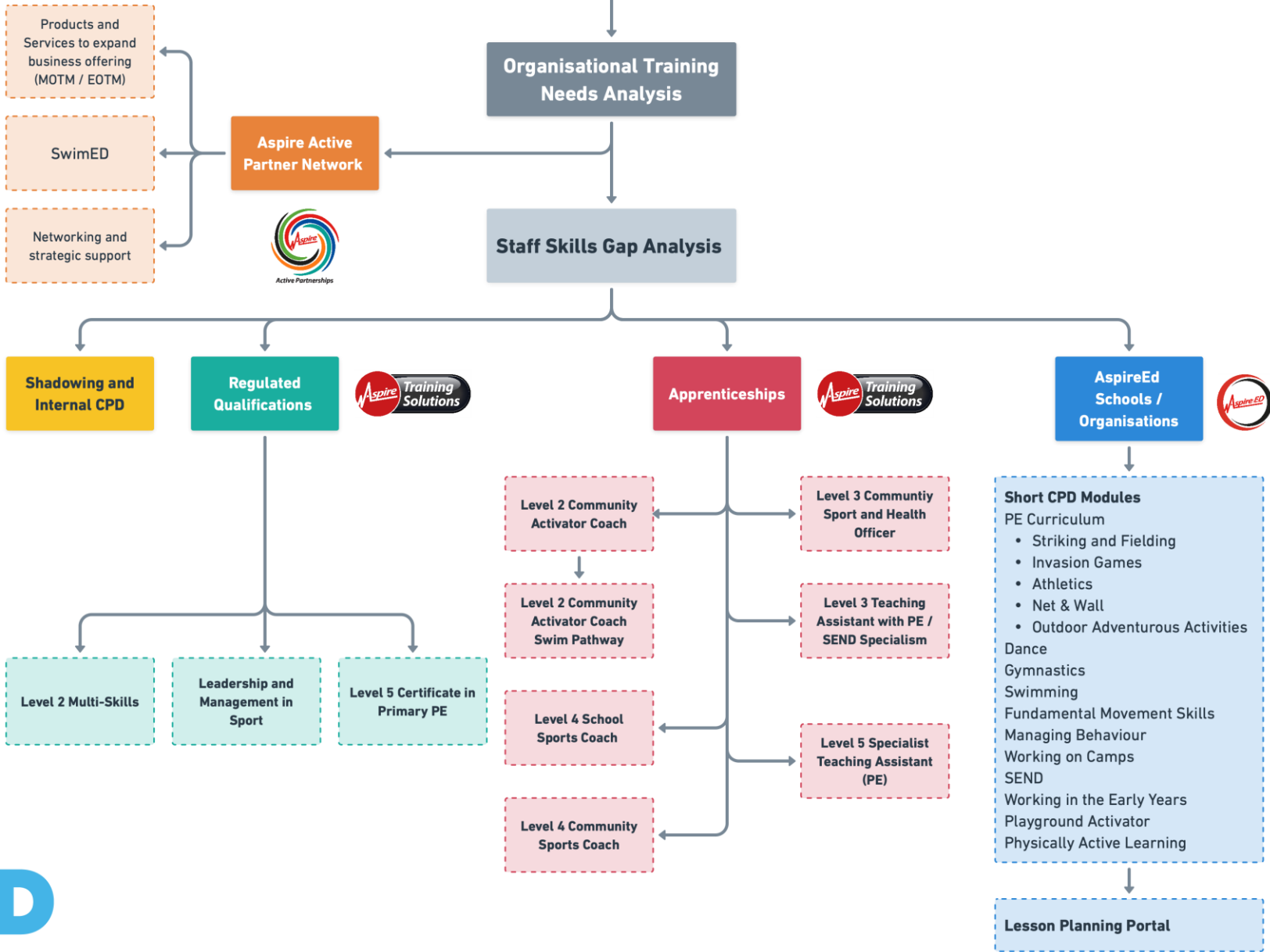


Fix the swim workforce shortage



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Aspire Training Solutions

Strategically Impactful Workforce Development



“Most providers we speak to aren’t struggling to grow because of demand...they’re struggling because staffing has become the bottleneck.”

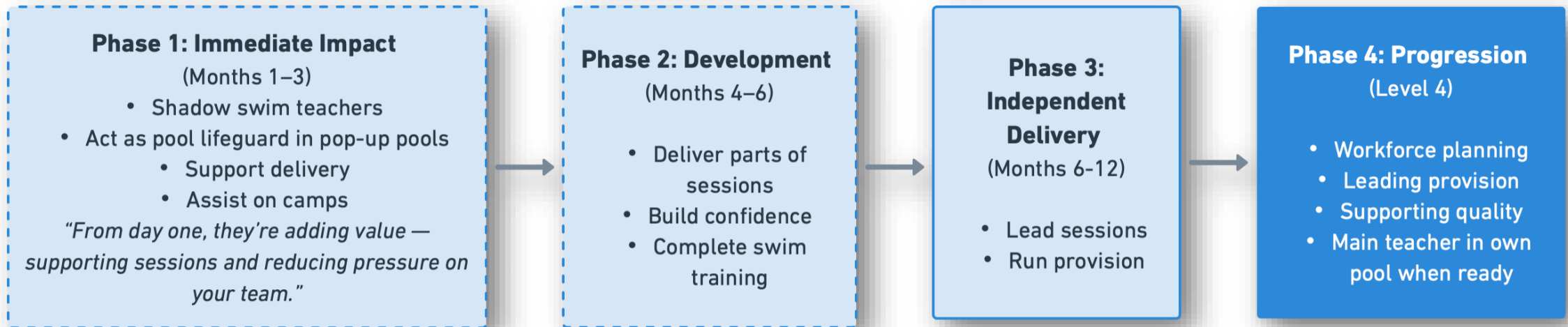


Challenges and Frustrations...

Scan the QR code and share your thoughts



How can apprentices form part of the solution?



Understanding the apprenticeship standard and job role...

Level 2 Community Activator Coach- Swim Pathway

COMMUNITY ACTIVATOR COACH- SWIM PATHWAY - LEVEL 2 APPRENTICESHIP STANDARD

Duration - 15 months

POTENTIAL JOB RESPONSIBILITIES:

- Support the delivery of swimming lessons in schools or leisure facilities
- Deliver extra-curricular sports coaching and/or physical activity projects in schools, community centres or leisure centres
- Maintain and manage swimming/sports equipment and resources
- Work in holiday camps
- Support the delivery of sports events and aquatic projects such as swim galas
- Engage a range of children/community members in physical activity
- Support competitive sports events
- Deliver learning interventions/targeted support using physical activity
- Support the delivery of swim teaching in schools / leisure centres

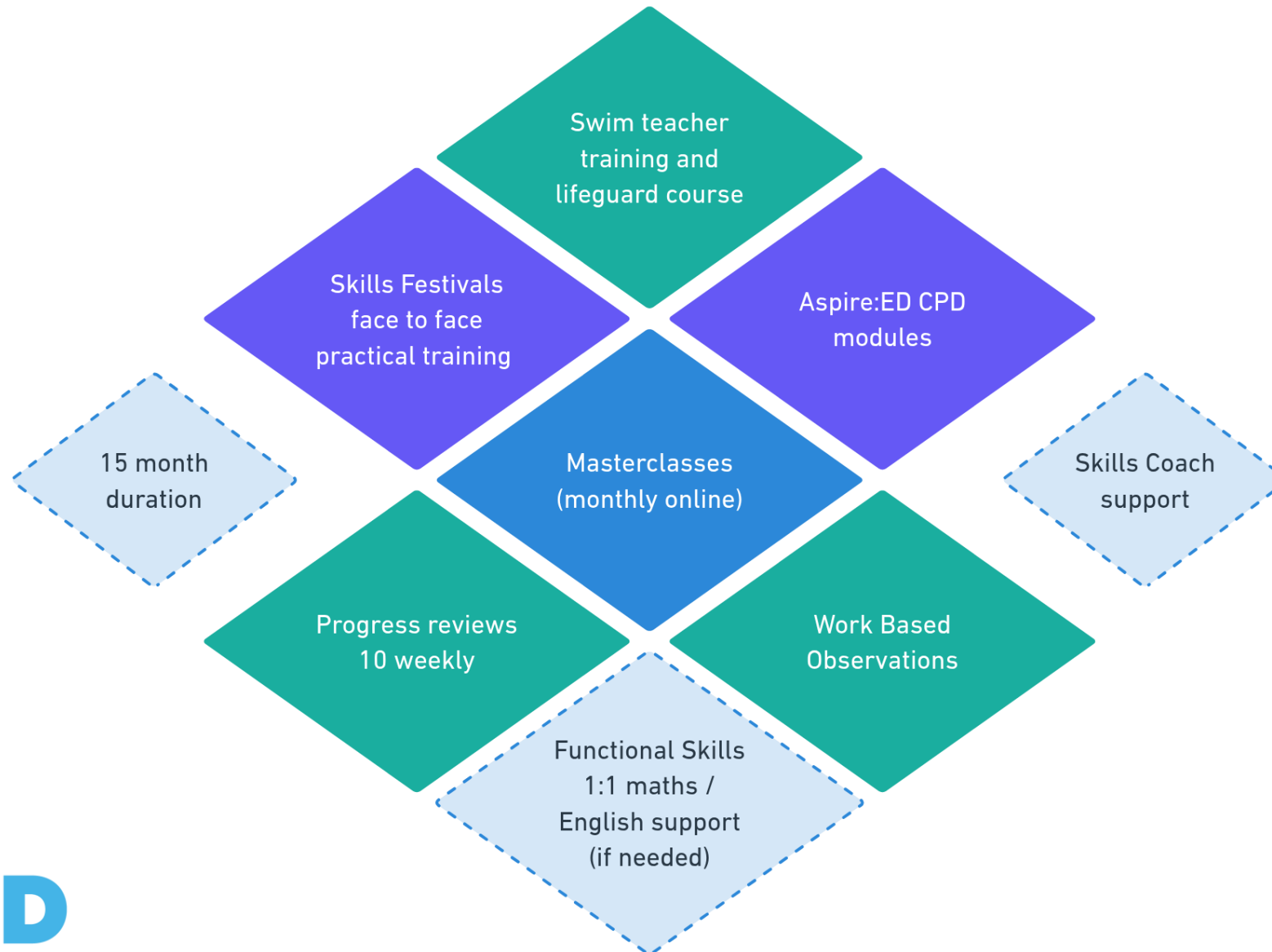
SUGGESTED PROJECTS AND ACTIVITIES (relevant to EPA):

- Involvement in planning and promoting swim / aquatic projects to boost engagement
- Development and delivery of community swim sessions for a range of service users (eg parent and toddler sessions)
- Development and delivery of community/centre based sports sessions
- Holiday activity programme themed events
- Organising swimming galas / community swim events

END-POINT ASSESSMENT (EPA) ELEMENTS:

- Practical coaching observation (with session plan)
- Professional discussion of portfolio of evidence

Understanding the apprenticeship delivery model- Level 2 Community Activator Coach- Swim Pathway



Level 2 Community Activator Coach Swim Pathway- MASTERCLASS

TOPICS

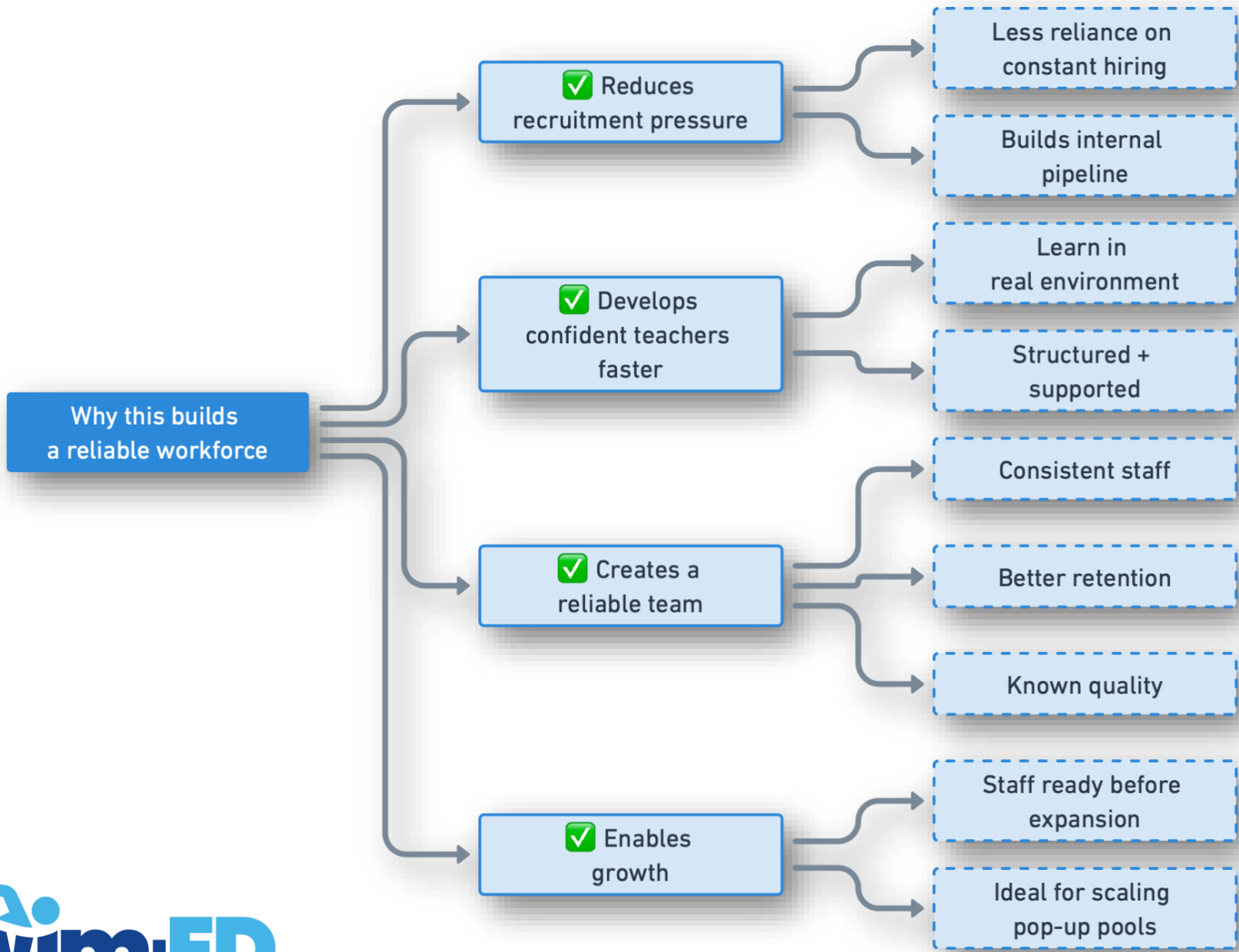
1. Introduction to the Role & Healthy Lifestyles
2. Communication & Behaviour Management in Coaching
3. Safeguarding, Equity & Inclusion
4. Planning Inclusive & Safe Sessions
5. Health & Safety in Practice
6. Community Engagement & Barriers
7. Promoting Lifelong Physical Activity
8. Partnership Working in the Community
9. Using Digital Tools & Managing Information
10. Role Modelling & Community Rapport
11. Problem Solving & Escalation
12. Reflective Practice & Development
13. EPA Portfolio Review & Preparation

Swim Teacher training
Swim England or STA

Paediatric First Aid /
Lifeguarding

Skills Festivals

Swim curriculum
Pool maintenance
NOP / EAP
SEND / Sensory Circuits
Behaviour Management
Physically Active Learning
Events planning



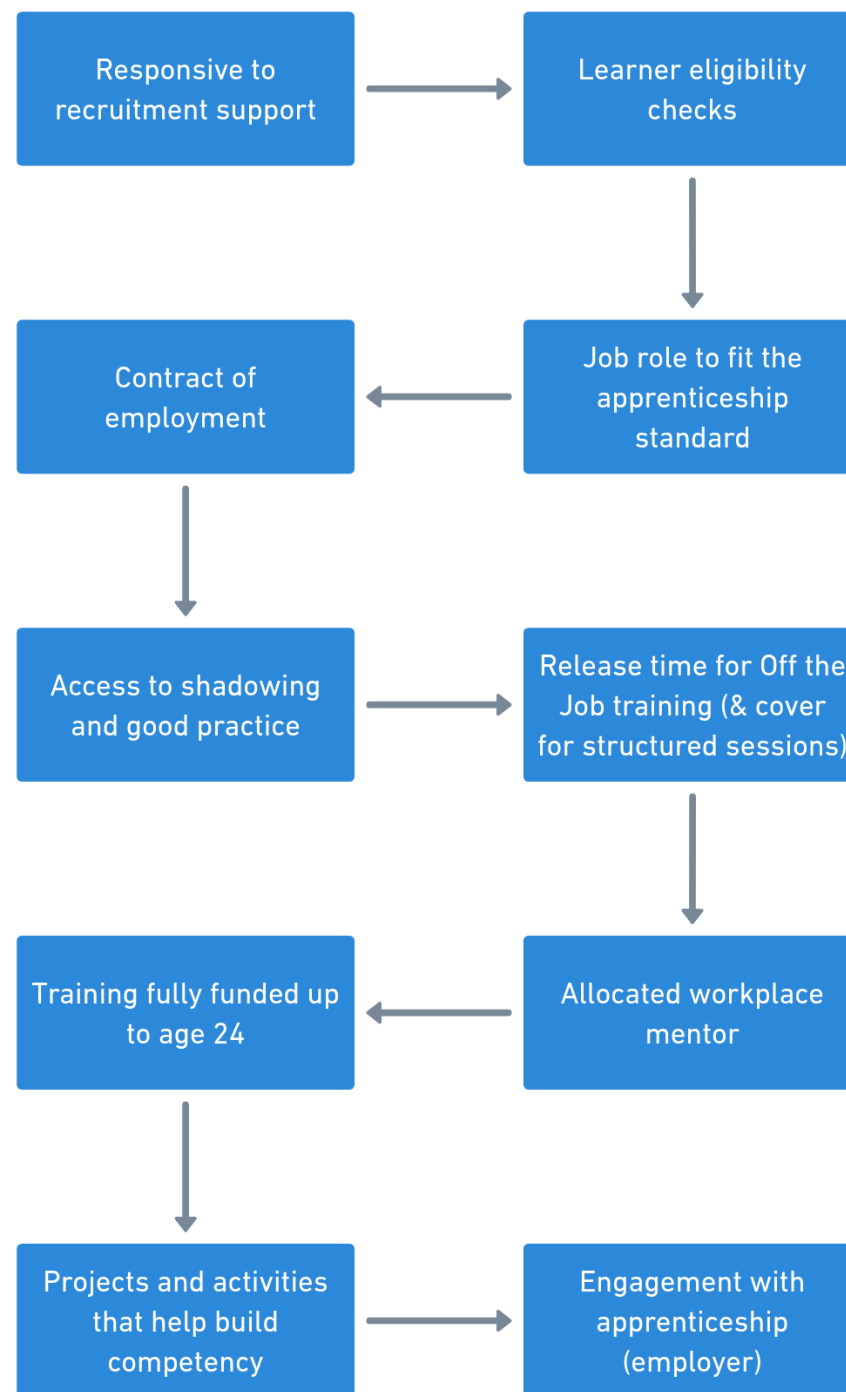


**“What makes an apprentice a
success...
not a struggle?”**

Head back to your Mentimeter and share your thoughts



What do we need from the employer?



Level 2 Community Activator Coach (Swim Pathway) STA-Aligned Off-the-Job (OTJ) Learning & Shadowing Checklist – Detailed Version

Use this checklist to record specific learning from shadowing and structured OTJ activities. Each aspect should be logged on Magn8 and supported by brief notes in the log detailing:

1. what you observed/practiced
2. the new knowledge/skill
3. how you will apply it in your own practice.

Keep entries short, clear and linked to your Themes/KSBs.

Health, Safety & Risk in the Aquatic Environment

Completion and use of pool risk assessments and checklists
Normal Operating Procedures (NOP) and Emergency Action
for hazards — depth markings, obstructions

Apprenticeship Assessment

Assessment Components:

The Apprenticeship Assessment is the final stage of the apprenticeship. It confirms that the apprentice has developed the knowledge, skills and behaviours needed to be a competent Level 2 Community Activator Coach Apprentice.

1.

Practical Observation with Q&A

The apprentice delivers a real activity session in their normal workplace setting. An independent assessor observes and then asks questions about planning, delivery, safety, inclusion, and how different needs were supported.

Duration: up to 2 hours (including questioning).

2.

Professional Discussion (Portfolio-based)

A structured discussion between the apprentice and the assessor, using the portfolio to evidence competence across the standard. Covers planning, delivery, reflection, community engagement, and participant impact.

Duration: typically 60 minutes.

Gateway Requirements:

- Achieve Level 1 English & Maths (minimum) and attempt Level 2 tests (if not already achieved).
- Have a complete portfolio of evidence demonstrating full competence.
- Be confirmed as consistently working at or above the occupational standard in a Gateway Review with their employer, training provider, and skills coach.

How Applied in Practice:

- Review of company policies
- Creating a positive role model & leading by example.
- Research company structure, roles / responsibilities / programme offers.
- Takes part in session setup and observation.
- Begins to identify community need and participation barriers.
- Completes risk assessment checks under supervision.

Training & Masterclass Topics:

- Introduction to role & Healthy lifestyles.
- Communication, Coaching & Behaviour Management.
- Safeguarding, Equity & Inclusion.
- Skills Festival theme: Fundamental Movement Skills.
- Study skills – expectations of level 2 assignments & glossary of terms (academic guide).
- Aspire:ED modules - Intro to Schools, Multi-Skills, Behaviour Management.
- PPD Module – Understanding Self and Goals.
- PPD Module – Building Resilience.
- PPD Module – Managing your Finances and Online Security and Ethical Use of AI.

How Maths And English Skills Are Being Developed (embedded in training content):

- SPAG (spelling, punctuation and grammar) fundamentals.
- Oral communication when welcoming participants and giving clear, calm instructions to a group when leading an activity.
- Basic numeracy – counting attendees, calculating ratios when assigning groups, tracking participation / attendance.



Level 2 Community Activator Coach Apprenticeship

Employer & Workplace Mentor Guide




Supporting you every step of the way...



Level 2 Community Activator Coach Apprenticeship



Salary Calculator



Salary Costing Calculator

Apprenticeship Standard

Level

Length of Apprenticeship (Months)

Select Apprenticeship: Community Activator Coach

2

15

National Minimum Rates (On Apprenticeship)

Age	Hourly Rate (First 12 months)	Hourly Rate (After 12 months)
Under 18	£8.00	£8.00
18-20	£8.00	£10.85
21+	£8.00	£12.71

Manual Input (optional)

Working Hours (Default 30)		Salary (£)
30	Per Hour	
	Per Year	
	Term Time Only	<input type="checkbox"/>

Employer Costs

Age of Apprentice	First 12 Months Salary	Remaining Salary	Total Across Programme	Inc Management Fee (if applicable)
Under 18	£12,480.00	£3,130.65	£15,610.65	£17,110.65
18-20	£12,480.00	£4,245.94	£16,725.94	£18,225.94
21+	£12,480.00	£4,973.82	£17,453.82	£18,953.82

YOUTH GUARANTEE

Our offer to employers

▶ **£1,000**

for employers who hire apprentices aged 16-18.

NEW

▶ **£3,000**

for employers who hire 18-24 year olds who have been on Universal Credit for over 6 months.

NEW

▶ **£2,000**

for SMEs who hire apprentices aged 16-24.

▶ **No NICs**

on employees under 21, or apprentices under 25.

▶ **£2,000**

for employers who hire foundation apprentices aged 16-21.

▶ **Jobs Guarantee**

Fully subsidised work for long-term unemployed 18-24 year olds.

To get involved visit:

business.gov.uk/recruit

These incentives are stackable!

8. Information: Apprenticeship incentives for employers for hiring a young apprentice

The department will introduce a new incentive of up to £2,000 for non-levy paying employers that hire apprentices aged 16 to 24. The incentive applies to apprentices starting from Thursday 1 October 2026 **who joined their employer within the previous three months.**

Non-levy incentive for hiring a young apprentice

Employer

We're launching a new incentive of up to £2,000 for non-levy paying employers (typically SMEs) that take on 16-24-year-old apprentices as new employees.

The policy will take effect for those starting apprenticeships from 1 October 2026, **as long as they have joined their employer within the past 3 months (ie from July 2026).**

NB. You can employ the apprentice prior to October and still receive the SME payment (up to 3 months before are still eligible)

You must however pay them NMW until their apprenticeship commences.



Any questions or thoughts?



**Contact Lilly if you are
interested in apprentices
for September**



**Email: Lilly.oliver-jones@aaeg.co.uk
Call: 07930 605482**



