



The Vision for the Sport and Physical Activity Workforce in Wales

Published: June 2025



Contents

Foreword	03
Welsh Professional Development Board	03
The Vision for Sport and Physical Activity Workforce in Wales	05
The workforce picture in Wales (2025)	06
Limitations of our Insight – What’s Missing?	07
Wider impact on Wales	07
The Vision Outcomes	08
Alignment	09
What will this look like?	10
If We Do Nothing	17
Risks and considerations	17
Appendices	18

Photo credits:

CIMSPA would like to thank Cymru Wales Brand for the use of photographs within this document.
©Crown copyright (2022) Cymru Wales

PUBLISHED BY:

The Chartered Institute for the Management
of Sport and Physical Activity

Incorporated by Royal Charter
Charity Registration No. 1144545

www.cimspa.co.uk

JUNE 2025

Croeso

Welcome to the Vision for the Sport and Physical Activity Workforce in Wales 2025–2035, this vision has been created by the CIMSPA Welsh Professional Development Board on behalf of the sport and physical activity sector workforce.

The Wales sport and physical activity workforce in this context are comprised of formal employees (of all types) and the full spectrum of those that contribute to the sector, from formal volunteers to those that ‘just help out’ when circumstances allow.

The Work of the Welsh Professional Development Board

CIMSPA, The Chartered Institute of the Management of Sport and Physical Activity is the professional body for the sport and physical activity sector in the UK. Our mission is to shape a recognised, valued and inclusive sector everyone can be a part of. As part of our work in Wales, CIMSPA established the Welsh Professional Development Board in 2023. The board is made up of leaders and supporters of the Welsh sport and physical activity sector to advise and shape the support and services CIMSPA provides in Wales.

CIMSPA is a registered charity, registered company, and is incorporated by Royal Charter.

Its senior decision-making body is the CIMSPA Board of Trustees. The Board of Trustees are supported by a number of sub-committees and panels, comprised of experts in their field who have been recruited for their specialist knowledge, skills and experience. The Welsh Professional Development Board is an integral part of CIMSPA's governance structure. Acting as the head of our governance in Wales with the aim of ensuring the work of CIMSPA is aligned to, and meets the needs, of Wales. [See appendices \[page 19\].](#)

The Welsh Professional Development Board has been created to represent, consult and collaborate.

The Welsh Professional Development Board represents the sector to steer the national conversation for workforce planning, workforce development and workforce management.

The Welsh Professional Development Board consults with the Welsh sport and physical activity sector, as well as sector stakeholders, to ensure the direction of travel CIMSPA and other partners take in Wales serves the Welsh sector.

The Welsh Professional Development Board collaborates with a variety of stakeholders to ensure key objectives are taken forward for the good of the sport and physical activity sector workforce in Wales and those benefitting from our services.



Key: ■ Board Representatives ■ Collaborators

Full table listed as appendix

*leisure, community, performance, exercise and fitness, health and wellbeing, adventure/outdoor

The Vision for Sport and Physical Activity Workforce in Wales

We know our sector positively impacts the population's health; physical activity levels in adults and children are key indicators to population health and wellbeing within the Public Health Wales Outcome Framework.

With this in mind, we are right to believe our sector plays a fundamental role in the Welsh populations health, wellbeing and happiness whilst future proofing the NHS, social care and Welsh economy. We do this by contributing to creating a healthier and more prosperous Wales.

The Welsh sport and physical activity sector needs the right people, in the right roles, with the right skills to improve the lives of people living in Wales. Whether that be in a Duty Manager in a leisure centre in Merthyr Tydfil, an Activity Leader in an outdoor activity centre in Gwynedd, a volunteer coach at a local community sport club in Cardiff, a Sports Development Manager in the community in Pembrokeshire or a trustee at the national swimming centre in Swansea.

By giving the sport and physical activity workforce a voice, we can lobby and advocate for the impact and the needs of the entire sector. The work of our sector is significant, at a local and national level, and by championing this we hope to change the way our sector is seen, inspire people to want to be a part of it and future proof our reputation and our unique offering to Wales.

To become a stronger sector, where our value is recognised internally and externally, we need a qualified and professionally recognised workforce that understand their contribution to creating a healthier, wealthier, happier Wales. By increasing the perceived value, we hope to drive further investment, support and recognition for our workforce. Our people are our most important asset therefore it is vital that workforce planning, development and management are brought to the forefront of the solution to release the power of our profession in Wales.





Limitations of our Insight – What’s Missing?

It is just as important to acknowledge what data and insight is currently unavailable as this could lead to uninformed decision making. For the sector in Wales to be built on robust data and insight we need to understand how the current data limits the picture. Part of this vision's ambitions is to plug these data, and insight gaps the sector is faced with across Wales. The appendices provide a list of all insight requested to build the picture of the workforce in Wales.



Wider Impact on Wales

This vision positions the sport and physical activity sector workforce at the heart of the prevention agenda in Wales.

The most prevalent health concerns in Wales are muscular skeletal conditions (32%), cardiovascular disease (11%), substance use disorders (37,058 individual hospital admissions) and mental health conditions (60%). These health concerns cost the NHS in Wales almost £1.3bn per year and cost the Welsh economy an estimated £9.6bn. It is known that physical activity acts as a driver to improve a person's health and wellbeing, whilst taking part in group activities or being part of a sports club also provides a sense of belonging. The World Health Organisation have stated sport and physical activity, and therefore the people responsible for delivering and managing the sector, play a vital part in creating healthy environments and preventing disease and illness.

The UK Active Participants Report 2024 found our workforce is trusted, with 80% of participants reporting coaches as trustworthy professionals. The report also concluded that more individuals are carrying out checks on coaches' qualifications and experience

from previous years. We can assume a professionally recognised, quality workforce implementing their skills and competencies and fulfilling their potential will attract more participants, which in turn increases organisation stability.

The knock on of increased organisation stability is sector growth; more opportunities, increased investment, a diversity of roles with clear career pathways and employee salaries that reflect their roles and duties.

Sport, movement and being physically active has a positive effect on social value, for every £1 that is invested into sport and physical activity £4.44 is created in social value in Wales. Whether that's spectating national teams, being involved in a community club, going to the gym, pursuing outdoor activity or learning to swim. Our workforce directly impacts the health and wellbeing of people living in Wales, whilst improving national education, crime and social capital outcomes.

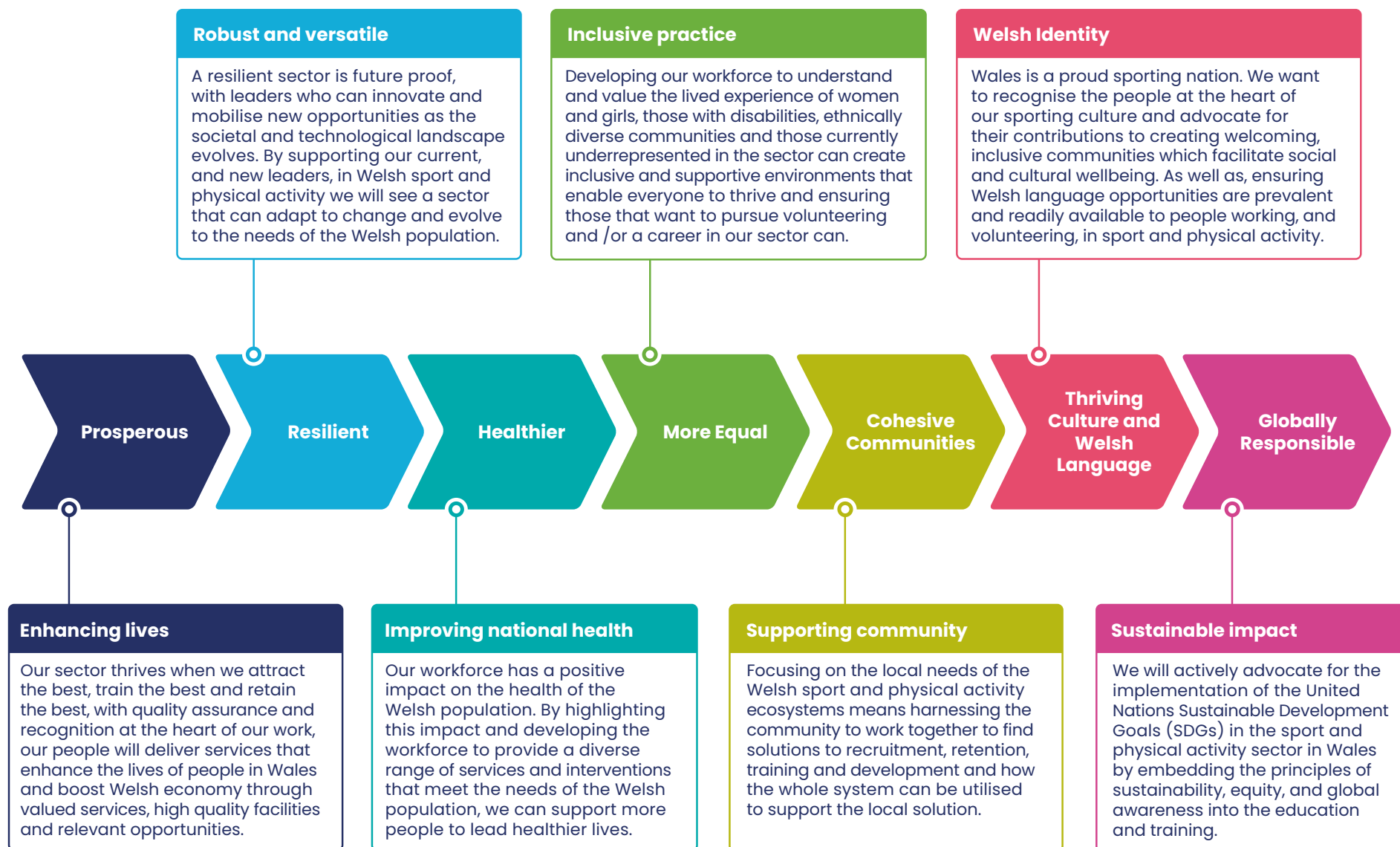
The sport and physical activity workforce, both paid and voluntary, are a major Welsh asset when it comes to reducing pressure on the NHS, making Wales an excellent place to live and ensuring Wales as a nation thrives.

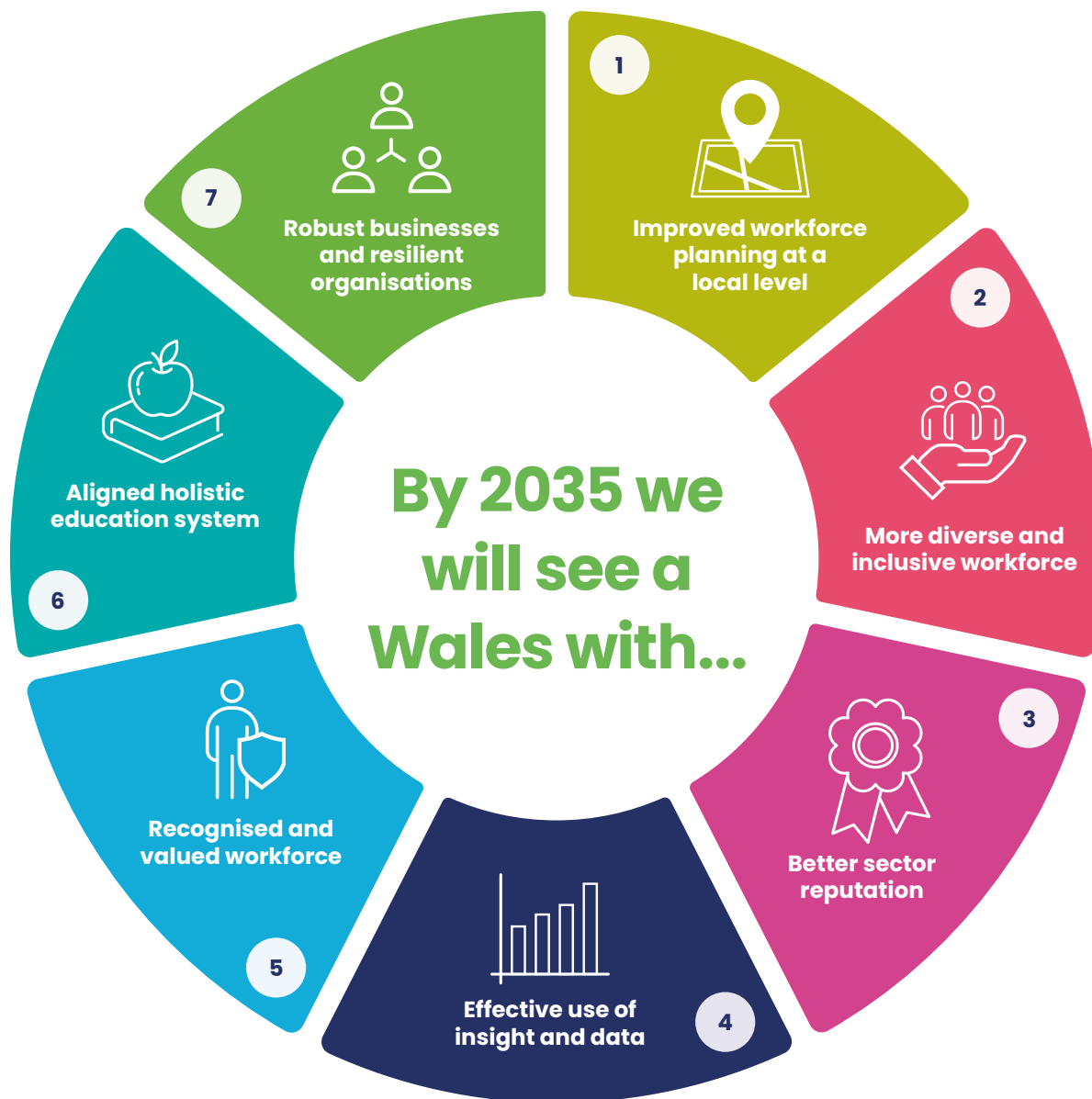
The Vision Outcomes

It is crucially important that this vision stays alive to current, and future, Welsh legislation but it is equally important that this vision is not created to only align. It exists as a living vision that is ambitious and puts our sector at the forefront of finding solutions to Welsh Government priorities around health, economy, skills and the well-being of people living in Wales.

There is a commitment to carry out our work by embodying the working principles and aligning our outcomes with key Welsh frameworks, strategies and legislation (see appendices). Our approach will be to collaborate, integrate, think long-term, involve the whole sector and stakeholders, and commit to the prevention agenda.







What will this look like?



Improved workforce planning at a local level:

- Workforce development working models established within each sports partnership region
- A clear understanding of what the workforce development needs are regionally, and the actions needed for skills improvement
- Sector employers engaging with CIMSPA and other supporting organisations to develop workforce through quality assured interventions and training
- Local educational institutions delivering formal and informal training that meets the needs of local employers.

For more information of the Local Skills intervention, see pages 36-37 of the [CIMSPA strategy: Releasing the power of our profession](#)



A more diverse and inclusive workforce:

- Workforce demographics that reflect the population of Wales, at both board and operational levels
- More people advocating for and leading opportunities with diversity and inclusivity at its core
- Increased recognition and awareness of diversity and inclusion initiatives at a national level via awards and accolades
- An increased appreciation of the importance of having a more diverse and inclusive workforce in achieving the vision for sport in Wales
- Welsh boards, committees and panels becoming more diverse with individuals who work in and outside our sector.
- Sector organisations will be demonstrating more inclusive cultures, enabling a diverse workforce to thrive.

CASE STUDY

The Black Swimming Association – Creating Safe and Inclusive Aquatics

Black Swimming Association (BSA) was founded in 2020 to establish a safe and welcoming space that encourages greater participation in aquatic activities within black and brown communities, with a focus on water safety. The BSA addresses this disparity by providing programmes designed to support individuals from communities where swimming and aquatic activities are not the norm, often due to fear, lack of knowledge or skills, or past traumatic experiences.

The Together We Can™ programme is a free, five-week programme providing essential water-safety knowledge to help participants and their families stay safe in and around water, addressing barriers such as fear, lack of time, confidence, or ability. The programme also acts as a gateway to attendees to begin thinking about working in aquatics. Partner organisations are supported by the BSA to recruit and train individuals who can serve as role models and inspire greater community engagement.

Since the launch of Together We Can™ the BSA and their partners have supported volunteer teachers in obtaining Level 2 swim teacher qualifications and empower members of the community to lead and facilitate BSA programmes in Wales. As a result of engagement, a volunteer teacher has also been appointed to the Swim Wales board.

Get in touch with
[Black Swimming Association](#)





Better sector reputation:

- A change in language and mindset when the sport and physical activity workforce are spoken about, by themselves and others
- Increase in the number of sport and physical activity sector workforce, including formal volunteers
- Our sector being brought into the prevention agenda as a key outcome driver
- More people, particularly those from ethnically diverse backgrounds, pursuing a career in sport and physical activity

CASE STUDY

RMR Rehabilitation: Adaptive Personal Training

RMR Rehabilitation provide specialist exercise training to those suffering the impact of a neurological condition, from progressive disorders such as MS and Parkinson's disease to brain injuries, spinal cord injuries and amputees. Their trainers are equipped with the knowledge, determination and patience to individualise and support each of their clients on their recovery journey.

RMR Rehabilitation professionally recognise all their trainers; this gives their clients the confidence to trust their trainer's education, skills and competencies but it also allows RMR Rehabilitation to work extremely closely with the health sector.



"We feel it is important that our clients are supported to the highest level, that's why quality assuring our trainers against CIMSPA professional standards is important. It's great to say that our staff are all qualified and recognised as advanced personal trainers or senior personal trainers with specialist knowledge of physical activity and health. This recognition means we can work closely with physiotherapists and other health professionals as they are able to see and understand the quality of RMR Rehabilitation trainers."

Rowan Ruffley,
Managing Director RMR Rehabilitation





Effective use of insight and data:

- Utilising the Sport and Physical Activity Workforce Research Observatory to find insight and data for Wales effectively
- Building capabilities to ensure workforce planning in Wales is future focused to anticipate trends, challenges and opportunities
- Ratified measurement tool to specifically quantify the impact the sport and physical activity sector has on somebodies' health and happiness
- Wales' best practise being regularly shared with the sector via CIMPSA webinars, publications and sector networks
- Utilising and understanding AI and technology's role in the sector, including tech firms, consultants and influencers delivering data and insight to the sector
- Centralised diversity and inclusion data of the sector from education through to leadership
- A greater understanding of the volunteers supporting the sector, the demographic of the volunteer workforce, the types of volunteers and their specific needs from the sector.

For more information on the UK sport and physical activity skills observatory, see pages 50–51 of the [CIMSPA strategy: Releasing the power of our profession](#)





Recognised and valued workforce

- The workforce in Wales gaining and maintaining their professional recognition via CIMSPA professional status
- Employers in the sector making professional status an essential element of all job roles
- An increase in the number of Chartered professionals working in the Welsh sector
- Increased pay for those working in sport and physical activity in Wales
- Better terms and conditions for our workforce, that compete with other sectors
- High quality volunteering programmes being utilised across the sectors industries.

CASE STUDY

Clare Jefferies FCIMSPA (Chartered), Portal Training

Clare is recognised as a Senior Manager Chartered Fellow. Senior Manager Chartered Fellow is the highest professional status awarded by CIMSPA and the standards set to achieve this status are set within the CIMSPA professional standards.

In her day-to-day Clare is the Operations Director for Portal Training. However, Clare contributes to the sector by being a member of several sporting organisation boards and committees. Clare has helped other organisations through her ability to lead, guide and make impact in a variety of roles, both paid and voluntary. Clare's professional status acknowledges her skills, accomplishments and impact to the sector.

"Being professional recognised has provided me with a clear standard to follow regarding my knowledge and competencies as a Senior leader/Director working within the sector."



"From going through the process and becoming a Senior Manager Chartered Fellow FCIMSPA (Chartered) I feel that it has given me more credibility within the sector but also a strong sense of accountability to demonstrate the fellow standards within my daily practices. It has given me a sense of pride along with a stronger sense of belonging and formal validation from the sector. From a personal point of view, it has helped me to raise my profile within the sector and in turn feel more confident to promote the importance of senior leaders engaging and gaining this accreditation."



Aligned holistic education system:

- Degrees, college courses, apprenticeships and vocational training across Wales being CIMSPA endorsed
- Welsh S&PA Placement Scheme embedded in colleges and universities, with every learner having placement opportunities with multiple employers
- Voluntary sport programmes being utilised within education, with the recognition like that of the Duke of Edinburgh award
- Training providers in Wales with CIMSPA endorsed CPD and training courses
- An array of CPD opportunities delivered by the Welsh sector
- Sport and physical activity learning being aligned to other relevant standards

CASE STUDY

Higher Education Endorsement

“Becoming a CIMSPA Higher Education partner has significantly benefited the University of South Wales by enhancing the employability of our graduates. This partnership ensures that our portfolio of courses align with professional standards, providing students with the skills and knowledge required to transition seamlessly into the sport and physical activity sector. The endorsement by CIMSPA, the sectors only chartered professional body, has elevated the universities’ reputation, attracting prospective students and fostering strong industry connections. We are starting to see the impact of this collaboration through increased employability of graduates, who are now recognised for their readiness to meet industry demands.”

USW – Jay Probert, Head of Subject for Football Coaching and Development





Robust and resilient organisations:

- Developing current and future leaders to improve efficiencies and add value to the sector
- Give organisations the platform to connect and work collaboratively on recognised solutions and services
- Encourage sustained, meaningful investment into the sector
- Pro-active, and impactful, marketing of our sector across all communities in Wales.

CASE STUDY

Welsh Sports Association Sustainability in Sport Annual Conference

Each year the Welsh Sports Association's Sustainability in Sport conference brings together innovators and individuals passionate about driving forward sustainability in the sport and leisure sector.

With the aim of opening discussions around our sectors role in championing sustainability, sharing initiatives and looking forward to the future needs of our sector when it comes to climate change, clean water, reduced emissions and Wales becoming greener.

The event gives delegates the opportunity to listen to guest speakers, from sporting legends to senior executives leading the way in sustainable action in sport, all with the aim of sharing their experiences and wisdom on the importance of a greener, cleaner Wales.

As part of the Sustainability in Sport Conference delegates get to walk the walk. Each year guests do their part to contribute to the overall aim by taking part in litter picks and raising awareness for environmental campaigns.

In 2024, Kate Strong, a multi-world record holding cyclist, ex-World champion triathlete brought the event to a close by announcing her world record attempt, urging everyone to join her as she looked to achieve the biggest river clean ever.

Coined the Taff Tidy, 1,327 people from the Welsh sport and physical activity sector came together to clean the River Taff at the same time on the same day – breaking the World Record!





If We Do Nothing

The sport and physical activity sector in Wales (and the UK) is a people sector. The workforce is our capital. Whilst spontaneous play could occur without a workforce in Wales, it is highly unlikely the current levels of economic or social value would be delivered without people driving the structure, systems, activities, facilities, volunteer support or events. The workforce in Wales drives sector productivity, without a quality, recognised workforce our sector will not be impactful to the people living in Wales.

Risks and considerations

As with all visionary thinking, it is important to understand that Wales will change in the next 10 years and as a sector we need to be able to scan the horizon. There are risks we need to consider that may impact this vision. These risks could include;

- Policy changes
- Stakeholder strategy changes
- Government investment
- Reduction of learners
- Artificial intelligence and automation of services
- Climate change

It's our duty to be mindful of these risks, flex accordingly and look for opportunities to further enhance the sector workforce. We will continually champion our sector and how we are a route to bring people, and communities, together to better their health and wellbeing in a world that has potential to create isolation, division and harm.

Appendices



Appendix 1

Full list of board member organisations and their connections/network into the sport and physical activity sector

Board Representation	Who can they connect and collaborate with?
CIMSPA	Employer Partners
Sport Wales	Education Partners
ColegauCymru	FE Colleges / Learners
Qualifications Wales	Supply Partners
The Outdoor Partnership	Other chartered bodies (BASES)
Disability Sport Wales	UK Government
Welsh Sports Association	Sector stakeholders
Welsh Sport Partnerships	Department of Working Pensions
National Governing Bodies	Local Skills Accountability Boards
Leisure Operations	UK Professional Development Board
Adventure Sport/Outdoor Activities	Professional Development Committees
Health and Wellbeing	Specialist Expert Groups e.g. Youth Panel
Fitness and Exercise	UK Active
Performance Sport	Welsh Government
Community Sport	Sport Partnerships
Higher Education	National Governing Bodies
Further Education	Welsh Sport Governance and Policy Makers
Awarding Organisations	National Partners
Training Providers	Event Wales
Welsh Government	Leisure Operators
Third Sector	Charitable Sporting Organisations
Diversity and Inclusion Specialist Organisations	Cross Party Group of Sport

Board Representation	Who can they connect and collaborate with?
Research, Data and Insight Specialists	Regional Skills Partnerships
	Chamber of Commerce
	Local Authority
	Regional Health Boards
	Sport and Physical Activity Workforce
	National Governing Body networks
	Performance sport workforce
	Coaching workforce
	Leisure workforce
	Community Leisure UK
	Chief Cultural & Leisure Officers Association
	The Outdoor Partnership
	Wales Adventure Tourism Association
	Outdoor Activity Workforce
	Outdoor Alliance
	Agored
	Institute of Outdoor Learning
	National Exercise Referral Scheme
	Public Health Wales
	Local Health Boards
	Specific Health Interest Groups
	Health Minister

APPENDICES

Board Representation	Who can they connect and collaborate with?
	Privately owned gyms and health clubs
	Fitness Workforce Forums
	Small Medium Enterprises (SMEs)
	Centre of Excellences
	Performance Sport Workforce
	National Sport Facilities
	Professional Sport Organisations
	Urdd
	Volunteer Workforce
	Coaching Workforce
	Cross Party Group Senedd
	HE Students
	Welsh Student Sport
	BUCS
	Researchers
	Medr
	Colegau Cymru
	Youth Voice
	Youth Sport Trust
	FE Students
	Awarding Organisations
	Education Ministers
	Awarding Organisations
	Black Swimming Association
	Street Games
	Women and girl focused organisations

Board Representation	Who can they connect and collaborate with?
	Education Ministers
	Ethnically diverse focused forums
	Disability Sport Wales
	SportEd
	Sport Policy and Development Department
	Senedd
	Volunteer workforce
	Charitable organisations
	WCVA
	Qualifications Wales
	CIMSPA S&PA Workforce Research Observatory
	Higher Education Partners
	Volunteer Involving Organisations – National and Regional
	Third Sector Support Wales
	Youth Voice
	CIMSPA Youth Panel

Appendix 2

Data and insight information

Data Requested	Results	Source	Comments
Number of employers	911	Data City	This is the number of S&PA companies currently operating in Wales that are incorporated with Companies House. This figure therefore does not currently wholly capture all organisations e.g. Charities that are solely registered with The Charities Commission and CICs.
	48	Charities Commission	Found under the keyword of 'sport'
Statuses of employers (shrinking, surviving, thriving)	Shrinking fast 2.1% (n=19) Shrinking 3.4% (n=31) Stable 45.4% (n=414) Growing 5.8% (n=53) Growing fast 7.0% (n=64) Unknown: 36.2% (n=330)	Data Lens	Shrinking fast (below -20% annual growth), shrinking (-20% to -10% annual growth), stable (-10% to 10% annual growth), growing (10% to 20% annual growth), growing fast (over 20% annual growth)
Size of employers	Microenterprise: 59.7% (n=544) Small business: 12.4% (n=113) Medium business: 4.0% (n=36) Large business: 2.1% (n=19) Unknown: 21.8% (n=199)	Data Lens	Micro (1-9) Small (9-49) Medium (49-250) Large (250+)
Number of employees	54601	The Data City	Using Companies House data. Data City estimates there are 54,601 employees working for the 911 companies in this report.
Employee Demographics	56.3% Male, 43.7% Female (as of 2021) 16-24 year olds: 31.4% 25-34 year olds: 27.9% 35-44 year olds: 15.1% 45-54 year olds: 13.3% 55-64 year olds: 9.4% 65+ years old: 2.9%	LightCast	Using the 5 SOC codes for the S&PA sector Ethnicity data unavailable

Data Requested	Results	Source	Comments
Number of educational partners (operating in Wales)	Further Education: 1 Higher Education: 3 Training Provider: 43	CIMSPA Directory	CIMSPA educational partners with endorsed qualifications, degrees and/or CPD
Financial data	Turnover – £5,059,816,944 Total investment funding – £586,130,000 GVA – £3,038,187,541 GVA per employee – £49,015	Dealroom	GVA (Gross Value Added) is the value generated by any unit (e.g. organisation, employee) engaged in the production of goods and services.
No of job postings (employee)	1,696 unique postings from 313 employers Top 5 S&PA job postings in Wales in 2024: Personal Trainer/Fitness Coach (n=201) Lifeguard (n=119) Sports Coach (n=111) Activities Assistant (n=50) Football Coach (n=46) Median posting duration: 26 days	Lightcast	Unique postings refers to deduplicated job postings. For example, where the same job has been advertised on multiple job posting sites, this is only considered once within our analysis. Top 5 common skills: Communication Customer Service Teaching Coaching Management Top 5 specialised skills: Sports Coaching Lifeguarding Working with Children Management Training and Development Marketing Top 5 certifications requested in S&PA job listings: CIMSPA Certification Personal Trainer Certification CIMSPA Membership First Aid Driver's License

Data Requested	Results	Source	Comments
Average salary	£26k per annum/£12.52 per hour. The range of advertised salaries was £10k per annum - £83k per annum or £5 per hour - £40 per hour.		
Number of people enrolled in sector training			Unavailable
Number of students studying sports in FE	5666	Stats Wales 22/23	Level 3 Sport & Recreation (all course types): 2835 Level 3 A Level PE: 687 (1 year), 1325 (2 years)
Number of people enrolled in work-based learning	1157	Stats Wales 22/23	Level 2 –3 Sport Related Apprenticeships: 495 Level 2 Foundation Apprenticeships: 205 Activity Leadership (20) Exercise and Fitness (180) Leisure Management (5) Level 3 Apprenticeships: 290 Exercise and Fitness (160) Leisure Management (90) Sporting Excellence (10) Sport Development (30) Level 4 Higher Apprenticeship: 0
Number of students studying sports in HE across Wales	6795	HESA	Sport and exercise sciences (coaching, development, exercise, therapy, technology): 4720 Tourism, transport and travel (includes sport management): 1665 Applied psychology (includes sports psychology): 410
Number of Welsh students studying a sport course in the UK	3165	HESA	Levels 4 – 7 Represents 6% of all HE sports enrolments
Number of sector volunteers			unavailable

Data Requested	Results	Source	Comments
Number of sector staff working in schools			unavailable
Money spent on recruitment and training			unavailable
Board demographics	Female Ethnically diverse LGBTQIA+ Welsh speaking Disability Marital status Socio-economic	Sport Wales	Headline demographics on protected characteristics. 146 responses from a possible 400 (37%)
Investment data	For every £1 invested into Welsh S&PA there is a social return of £4.44	Social Return on Investment Study of Sport in Wales	Social return defined as: <ul style="list-style-type: none"> • Healthcare costs • Criminal justice system costs (i.e. reduction in crime) • Increased human productivity (e.g. reduced sick leave/time off work) • Changes in social capital (i.e. improved community life e.g. more volunteers for community initiatives) • Subjective wellbeing (i.e. the impact of S&PA on an individual's mental health, wellbeing, and happiness)
Commuter demographics			Liverpool, Manchester, Bristol. What is the demographic of the workforce commuting into Wales/out of Wales? Unavailable
Facilities mapping			The types of facilities our workforce are based in
Future workforce		CIMSPA Skills Diagnostics Survey	What does the future workforce look like in the future, what skills will they require
The environmental impact			What impact will the environment have on the workforce and the roles available

Data Requested	Results	Source	Comments
Health Prevalence in Wales	<p>Muscular skeletal conditions (MSK):</p> <ul style="list-style-type: none"> 32% of the Welsh population (~974,000 people). MSK cost NHS in Wales £430m per year <p>Cardiovascular disease (CVD):</p> <ul style="list-style-type: none"> Causes 27% of all deaths in Wales Around 340,000 people in Wales living with CVD Total NHS expenditure in Wales £770m per year. Cost to Welsh economy is £1.6bn per year <p>Mental Health (MH):</p> <ul style="list-style-type: none"> 60% of adults in Wales experienced anxiety that interfered with their daily lives Cost of mental health problems £7.2bn per year Mental health problems accounted for 11% (£1bn) of NHS expenditure in Wales in 2022-2023 <p>Substance use disorders (2022-2023)</p> <ul style="list-style-type: none"> 32,176 unique individuals admitted to hospital for an alcohol attributable condition 4,342 illicit drug-related hospital admissions £67m per year on substance misuse services Cost of alcohol harm in Wales is estimated at £800m per year 	<p>Public Health Wales</p> <p>British Heart Foundation Cymru</p> <p>Mental Health Foundation</p> <p>Cardiff University</p> <p>Mental Health Research Network</p> <p>Welsh Government</p> <p>Institute of Alcohol Studies</p>	<p>The proportion of the Welsh individuals experiencing severe mental health issues more than doubled during the pandemic (11.7% vs. 28.1%) (Cardiff University, 2021)</p> <p>Mental health costs to economy attributes to loss of productivity, healthcare bills, and social benefits</p>
Where the workforce go to work?			The types of facilities across Wales.

Appendix 3

Legislation alignment

Legislation Act	The Vision for S&PA Workforce in Wales contribution
Wellbeing of Future Generations Act 2015	See page X Umbrella act to align with key Welsh legislation
Modern Slavery Act 2015 (UK)	Systemically preventing volunteer exploitation, by recognising robust volunteer programmes and working with the sector to embed these Welsh sector with clear expectations on the role of a volunteer in the sector and how this differs to a paid employee.
Tertiary Education and Research Act 2022	Working with educators in the sport and physical activity sector to ensure they understand and interpret their duties, whilst embedding the act values
Professional Qualifications Act 2022 (UK)	Advocating for the need for a named professional body for the sport and physical activity sector across the UK (England, Wales, Scotland, Northern Ireland) to create common language of standards and portability of recognition.
Skills and Post-16 Education Act 2022	The local skills model to improve workforce planning at a local level aims to bring educators and employers together to discuss skills gaps, solutions and workforce planning.
Qualifications Wales Act 2015	Collaborating with Qualifications Wales to represent the sport and physical activity sector and advocate for the requirement for awarding organisations and non-degree qualification content to meet the need of employers and learners, through sector consultation and insight sharing.
Equality Act 2010 (UK)	Aligning the knowledge of the sport and physical activity sector in Wales to promote inclusivity, equity and a foundational understanding of the importance the principles and guidance that underpin the act.



© The Chartered Institute for the
Management of Sport and Physical Activity

Incorporated by Royal Charter: RC000849
Charity registration number: 1144545

www.cimspa.co.uk
info@cimspa.co.uk