

Investing in Professionals



Patron: HRH The Earl of Wessex KG GCVO ADC

Introduction for professionals

Supported by



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1. Introduction to Investing in Professionals

What is the Objective?

The objective of liP is to provide a pathway for professionals to improve their Real Tennis and business skills through a series of accreditations. These levels, 1-3 accreditations, will set professionals apart from those without them and consequently assist in helping them to be best placed for the prime jobs and the best remuneration.

liP offers professionals a way to acquire business skills that are suitable not only for Real Tennis but also for jobs and professions outside Real Tennis. An liP accredited professional would be armed for other career choices should the situation arrive.

Who is liP for?

liP is for all those professionals who want to get on in their careers, demonstrate self-improvement and raise their income prospects. It will take some hard work, dedication and a degree of self-determination to get to the top, but let's face it, that's what sets the top professionals apart.

How it works

liP is a completely voluntary process. liP offers training in a series of Real Tennis and business skills which have been identified as professionally advantageous and the modules are laid out in the "Career & Training Pathway Guide". These skills will be acquired through self-learning, web courses, experience with senior professionals and focused workshops.

Expected Outcome?

Each level of attainment (Level 1, 2 or 3) is reached by assessment, with consideration given to recognised prior learning and/or experience. Attaining these skills will give the professional the expertise to be able to successfully manage a Real Tennis Club (or other sports club), as well as to coach and train other players from novice & club members to trainee and top professionals.

The Professional will also have acquired sufficient skills at each level of training to be a desirable candidate for other career paths outside Real Tennis.

excellence

2. Career & professional pathways

What Pathways?

liP is a carefully structured series of steps (The Pathway) from novice to world class professional. It is laid out as a series of expected levels and achievements which professionals should reach to advance their careers. These levels are linked to indicative remuneration levels and professional standing within the game.

profession

Education	Business Skills	Real Tennis Skills	Indicative income
Trainee to Level 1			
Business Administrator Apprenticeship Standard - Level 3	IT Financial Planning Sales Marketing Interpersonal Skills Personal Skills	Equipment Marking Coaching (UKCC Coaching Level 2) History of Real Tennis Assessment & Accreditation 1.5 - 2 years club experience	Up to £15k

Level 1 to Level 2			
CPD* modules as required. Optional: BTEC, HNC/D, Degree course, other *Club Professional Development	IT Financial Planning Financial Management Sales Marketing Leadership & Management Customer Relations Safeguarding Health & Safety	Equipment Marking Coaching Assessment & Accreditation 3 years club experience	Up to £30k

Level 2 to Level 3			
CPD modules as required. Optional: HNC/D, Degree course, other	IT Financial Planning Financial Management Sales Marketing Leadership & Management Customer Relations Safeguarding Health & Safety	Equipment Marking Coaching Balls Facilities Public Speaking	up to £60k
Level 3 Professional			£50k - £120k

Indicative Prospects

As in all careers, remuneration and achievement are linked. With an exciting career that can span work in Real Tennis clubs in the UK and overseas, a Real Tennis professional can earn a six-figure salary.

Many who become Level 2 Club Professionals have a rewarding career, enjoying being involved with their clubs and members, and may earn between £35,000 - £60,000p.a. including coaching, training, and marking fees, as well as tournament prize money.

By the time you reach Level 2, the position of a Club Professional, you will have acquired the necessary business and administration skills to run a sports club, in addition to on-court performance skills, and open up opportunities to further your career outside Real Tennis in the future if you so wish.

The real prize is to achieve Level 3 at which point professionals are at the top of the game and will be in demand by leading international clubs. Income at this level can be in excess of £100,000p.a.

Security of Employment

liP will provide accredited professionals with the skill sets to be competitive and be in demand from Real Tennis Clubs around the UK, USA, Australia & France. The skills sets learned are those which will enable professionals to manage their own ambitions and, importantly, the success of the clubs which employ them. Successful clubs retain and nurture their employees.

What is Accreditation?

Accreditation is a system by which apprentices' and professionals' progress and success is compared to national levels. When accreditations are obtained the professionals are classed ahead of those not accredited. Accreditation is a mark of competence & ability, and goes a long way to securing the best jobs and rewards. The aim of liP accreditation is to become the world standard in Real Tennis.



3. Eligibility

All professionals are eligible for liP but as stated earlier liP is absolutely optional.

4. How Does liP Work?

Application

To apply to enter the liP scheme please contact the IRTPA or info@realtennisliP.com

Those with Level 1 are eligible to apply for Level 2

Those with level 2 are eligible to apply for Level 3.

The Professional's Log Book

Upon acceptance the trainee or professional (depending on status at entry) will be issued with their personal "Professional's Log Book". This book is a complete list of all the skill levels to be achieved on the way to becoming a world class professional. Beside each skill there is space for the level achieved to be recorded/signed off by the assessor and/or Assessment Panel. This book is the professional's passport to success. The professional should include all personal achievements in their logbook.

The Career & Training Pathway Guide

The Career & Training Pathway Guide details what standards are required in all Real Tennis & business skills from novice to world-class professional. The standards expected are for every module of each skill for each level. This document forms the core of liP.

The Assessment Panel

The Assessment Panel is made up of 6 of the most senior and experienced professionals. Each one of them will have an equivalent level 3 Professional accreditation in at least one of the Real Tennis or Business skills. They have been responsible for compiling the Career & Training Guide. The Panel will also include a business and commercial specialist with recognised experience.

Progression through the levels

Trainee Professionals, considered to be those with under two years' experience, will be expected to qualify for Level 1.

Those with more than two years' experience will be awarded Level 2 Professional if the Assessment Panel is satisfied that the professional has demonstrated adequate 'Recognised Prior Learning' to do so. If necessary, the Assessment Panel will go through each professionals' log book, with the professional, to sign off on each Level 1 module before becoming a Level 1 Professional.

Sports Structures will also be represented on the Assessment Panel to ensure quality assurance and consistency.

The Assessment Panel on any assessment day will consist of any 5 of the above.

5. Real Tennis Skills

Where & How will experience be gained?

Up to Level 1 Real Tennis skills will be learned at the Trainees' club and taught by the Club's Level 2 or higher professional.

There will be occasional workshops during the year which will be delivered by level 2 or 3 professionals. These will be group workshops, most likely away from the home club.

Those training to become Level 2 Professionals will be taught by their club's Level 2 Professional and much will come from research and experience.

To attain Level 3 Professional accreditation, almost all the skills will come from research, experience & self-determination.

How will it be assessed?

The Trainee's and Professional's Logbook will be signed by the named assessor and the Assessment Panel at every stage. Only when the trainee or professional has reached the required standard will their Log Book be signed. Recognised Prior Learning will be a significant measure and will contribute substantially to the assessment.

The Assessment Panel will sit at least once a year at which time the trainee or apprentice will be expected to answer questions and demonstrate skills in front of the panel. The panel will be guided by the assessing home club professional's comments and recommendations.

How will it be accredited?

Professional Level 1, 2 and 3 will be accredited by liP.

The aim of liP accreditation is to be recognised internationally as the gold standard for Real Tennis professionals.

6. Business Skills

Where & How will training take place?

A large proportion of the business skills will be delivered online through the Open University and similar platforms. Most will be self-study reading modules, of which a number are examined and provide recognised qualifications.

There will also be occasional workshops available for Trainees & Professionals to attend.

How will it be assessed?

Assessments will be made either within the courses or at the annual assessment day in front of the Assessment Panel.

7. Accreditation

How will it benefit me?

The short answer is that accredited professionals will be more in demand and better placed when the good jobs become available. Better qualifications = Better Remuneration.

Some of the business skills will carry a national accreditation, and all are delivered by industry recognised providers. So should a professional leave the game they will be well placed to find alternative employment elsewhere.

Coaching to Level 2 Certificate in Coaching (Sport & Physical Activity) is a nationally recognised accreditation.

liP Real Tennis Accreditation is aiming for international recognition; thus helping overseas job prospects

training

8. Mentoring

Professionals who decide they want to move to the next level of accreditation can have a personal mentor if they wish; it is certainly not mandatory. The mentor is there to ensure that career progression is smooth and trouble free.

experience

9. Awards for Accreditation

Each year there will be an Awards Day for apprentices, trainee professionals and professionals attaining higher levels. This will be at a prestigious club, immediate family will be welcome and the presentations will be made by Prince Edward, Earl of Wessex, who is the Patron of IIP, Investing in Professionals.

business

10. Job Security

Why will my Job & future be more secure?

Clubs will always prefer to employ professionals who are at the top of their game with equipment, coaching, marking and playing to the best standard and have an liP accreditation to prove it.

The business skills you will pick up during the liP process will enable you to find better ways of running your club, better ways of improving revenue, better ways of attracting

new members. You will become confident with 5-year planning, profit & loss and marketing. Your management and relationship skills will be sound, you will feel assured with all aspects of health & safety and other statutory regulations.

All in all, your success and sound management will make you indispensable to any club you manage.

11. Answering your Questions

We hope that having read this you can see how the benefits of liP will help you in improving and securing your career prospects in Real Tennis. liP is aimed not to place hurdles in the way but to open doors for a secure and lucrative future.

Having read this introduction you may have further questions in which case please contact info@realtennisliP.com.