

2019

# SPORT AND RECREATION

INDUSTRY REFERENCE COMMITTEE  
INDUSTRY SKILLS FORECAST



**SKILLSIQ**

CAPABLE PEOPLE MAKE CLEVER BUSINESS

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# Executive Summary

The Sport and Recreation Training Package supports four sub-sector areas: sport; fitness; aquatic and community recreation; and outdoor recreation. The sector is diverse in terms of business and organisation types and caters to a range of demographics and tastes.

The sport and recreation sub-sectors provide significant value in terms of their contribution to both the Australian economy and to Australian society generally. There are approximately 1.5 million sport coaches, instructors and teachers in the country, and significant investment on the part of the federal and state governments supports a range of sport and physical activity initiatives. The fitness industry is robust, with revenue expected to reach \$2.5 billion for the 2018–19 period. Aquatic and community recreation improves future health outcomes and reduces health care expenditure for Australians, at an estimated value of \$2.35 billion each year. A recent study led by SkillsIQ showed the estimated contribution of the outdoor recreation sector to the economy in a single year is \$11 billion.

The sport and recreation sector as a whole contributes significant direct and indirect, economic, social and community benefits and improves mental health, plays a preventative health role, increases productivity, decreases worker absenteeism and decreases both the number of compensation claims and the number of injuries. Increasingly, there is data being collected to quantify the direct and indirect benefits of physical activity to individuals and society as a whole.

Each of the sub-sectors reports an overlap with the health and wellbeing industries. Meaningful data is best addressed within each sub-sector, as collection and measurement vary across sub-sectors, and across states and territories. A range of data sources is used to present information in this Industry Skills Forecast.

The Sport and Recreation Training Package supporting these sub-sectors consists of 23 qualifications which support pathways to employment in multi-levelled and multi-skilled roles. The sport and recreation sector's work environment has been evolving over time, and several challenges are being experienced which have an impact on workforce skill requirements, including:

- Industry and policy reforms
- Skills shortages
- Technology, including online and social media
- A lack of career progression and general work conditions
- Difficulties in accessing facilities in remote areas
- Demographic trends with which the workforce needs to engage.

Training Package Products relating to the sport and outdoor recreation sectors have recently undergone an extensive update to address the requirements of the current Standards for Training Packages and strengthen the alignment to contemporary job roles and industry requirements. The endorsement of these updated Training Package Products is scheduled for the August 2019 meeting of the AISC.

Current Training Package Product development work relating to job roles in the fitness sector and the role of the Aquatic Instructor is underway and involves the update of three qualifications and consideration of skill sets to align with current job roles and the need for ongoing professional development. Please note there is no new Training Package development work proposed for 2019-2020.

Note: The National Schedule details the Training Package update and development work commissioned by the Australian Industry and Skills Committee (AISC). The National Schedule is informed by this Industry Skills Forecast, which outlines the proposed timing for the update of existing Training Package Products. This Forecast has been compiled using a number of information sources, including academic literature, statistical data, Industry Reference Committee (IRC) member input and expertise, feedback received via public consultation, SkillsIQ's *2019 Future Skills Survey*, and an industry analysis of both new and emerging workforce skills needs overseen by the Sport and Recreation IRC.

# Administrative Information

## Industry Reference Committee (IRC)

### Sport and Recreation

The Sport and Recreation Industry Reference Committee (IRC) is responsible for ensuring that nationally recognised qualifications deliver the skills and knowledge required to equip the sectors under its remit with a highly skilled workforce. The sectors under its scope include sport; fitness; aquatic and community recreation; and outdoor recreation.

## Skills Service Organisation (SSO)

### SkillsIQ Limited

SkillsIQ supports 19 IRCs representing diverse 'people-facing' sectors. These sectors provide services to people in a variety of contexts such as customer, patient or client. The IRCs are collectively responsible for overseeing the development and review of Training Package Products, including qualifications, serving the skills needs of sectors comprising almost 50 per cent of the Australian workforce.

## SkillsIQ's Industry Reference Committees (IRCs)

- Aboriginal and Torres Strait Islander Health Worker
- Aged Services
- Ambulance and Paramedic
- Children's Education and Care
- Client Services
- Community Sector and Development
- Complementary Health
- Dental
- Direct Client Care and Support
- Disability Support
- Enrolled Nursing
- First Aid
- Local Government
- Personal Services
- Public Sector
- Sport and Recreation
- Technicians Support Services
- Tourism, Travel and Hospitality
- Wholesale and Retail Services.

“ It takes skill to make a difference. We will only get skilled, valued and rounded workers when training provider, employee and employer are connected in their views on continuous learning. ”

SkillsIQ's Cross-sector Skills Committee

## IRC Sign-off

Sign-off of this Industry Skills Forecast and Proposed Schedule of Work has been confirmed by the Sport and Recreation Industry Reference Committee.

**Jeffrey Lehrer,  
Chair**

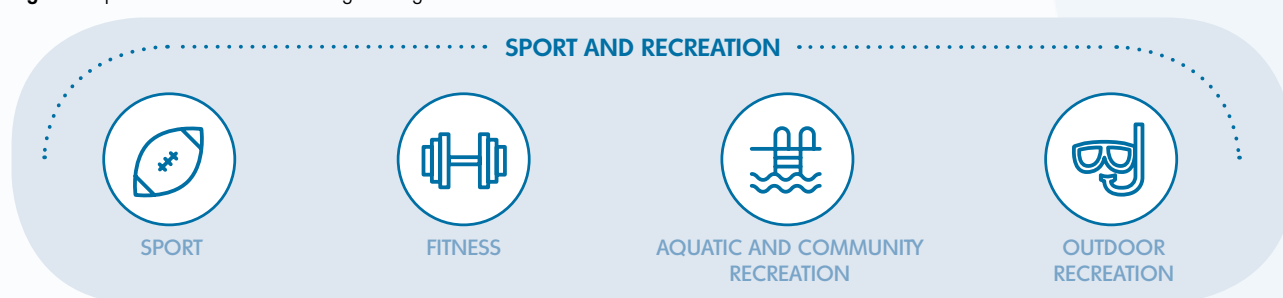
# A. Skills Forecast

## A.1 Sector Overview

### Introduction

The Vocational Education and Training (VET) Training Package supported by the Sport and Recreation IRC covers the following sub-sectors: sport; fitness; aquatic and community recreation; and outdoor recreation (see Figure 1).

Figure 1: Sport and Recreation Training Package – Overview of Sub-sectors



While the public profile of the industry is more greatly associated with sports which have a high profile and their own large fan bases, it is individuals' participation in physical activity which provides the greatest demand across the industry areas. Each of the sub-sectors also reports an overlap with the health and wellbeing industries.

Workers across all sub-sectors perform a variety of multi-levelled and multi-skilled job roles. There can be some variances in the data related to these sub-sectors due to challenges in collection, reporting and the classification systems themselves, and because people engaged in the sectors can have different roles, and can be employed under different arrangements.

This Forecast draws on a range of sources to convey meaningful data to highlight the nature of contemporary research in the sub-sectors.

The Sport and Recreation sub-sectors are described as follows.

### Sport

Sport is a popular activity among Australians, and the variety of individual sports available caters to a wide range of demographics and tastes. Over 90% of Australian adults have an interest in sport, with 8.4 million adults and 3 million children participating in sport each year. In the 2019–20 federal budget, the Australian Government

provided **one of the largest funding packages for the sport sector in years**, with an investment of \$385.4 million for sport and physical activity.<sup>1</sup> Some of the projects this investment will fund include community participation activities, upgrading community sporting facilities, expanding school and community infrastructure programs, and extending the national Sporting Schools program to 2020. These community-oriented investments in sport will benefit the 63% of children across the country who participate in an organised physical activity outside of school hours at least once per week. Indeed, 25% of children participate at least three times per week.<sup>2</sup>

Job roles in the sport sub-sector can represent a range of multi-levelled jobs and functions, including:

### Sport

- Athlete
- Assistant coach
- Sports trainer
- Sports official
- Sports coach
- Sports development officer
- Sports development manager
- Sports event manager
- Team manager
- High performance coach

## Sport and Recreation

- Facility assistant
- Aquatic leisure centre assistant
- Community recreation activity assistant
- Groundsperson
- Leisure assistant
- Community activities officer
- Recreation officer
- Leisure services officer
- Aquatic operator
- Competition manager
- Sports program officer
- Community services program manager
- Asset and facility manager
- Coordinator of volunteer work
- Community recreation centre manager.

IBISWorld data sources note that the sport sub-sector comprises nearly 60,000 workers,<sup>3</sup> and AusPlay statistics estimate that there are approximately 1.5 million people who identify themselves as coaches, instructors or teachers of sport.<sup>4</sup> A recent report on community sport infrastructure refers to 57,000 people being employed directly in community sport.<sup>5</sup>

The variance in the statistics is due in part to the complexity of capturing data about people engaged as volunteers within the sector.

## Fitness

The fitness sub-sector is comprised of health clubs, fitness centres and gyms that provide a range of fitness and exercise services to a diverse client base. **The fitness sector is expected to generate \$2.5 billion in revenue in 2018–19** and it is expected to continue to grow over the next five years.<sup>6</sup> The main growth contributors to the industry have included the expansion of both budget gym chains and premium functional fitness gyms, as well as an increase in health consciousness and awareness of the benefits of physical activity among consumers.

Key players in the fitness industry are personal trainers who provide one-on-one and small-group fitness training. **Over the past five years the personal training profession has experienced a 4.9% annual growth** and it is expected to reach **\$508.5 million in revenue**

**in 2018–19.** The main determinants of future growth in the sector include increased discretionary income and increased health consciousness due to an ageing population and increasing obesity rates.<sup>7</sup>

IBISWorld defines the fitness industry as mainly consisting of health clubs, fitness centres and gymnasiums, with a workforce size of 16,740 workers.<sup>8</sup> In addition, IBISWorld reports a further 8,955 personal trainers working in Australia.<sup>9</sup> These statistics can be compared to recent research conducted by Fitness Australia which estimates that there are approximately 20,000 exercise professionals.<sup>10</sup> The Department of Jobs and Small Business reports a total of **31,400 fitness instructors.**<sup>11</sup> The variance in these statistics is due in part to the definitions applied and the range of circumstances under which people in the sector are employed.

Examples of fitness job roles include:

- Aqua instructor
- Gym instructor
- Group exercise instructor
- Exercise instructor
- Personal trainer
- Personal training manager
- Fitness services coordinator.

## Aquatic and Community Recreation

Aquatic and community recreation involves community-oriented activities such as sport, aquatics, personal development programs, rehabilitation programs and government initiatives.<sup>12</sup> The main providers of aquatic and community recreation services are state and local governments and commercial leisure centres. Other types of businesses include community-focused organisations such as the Police Citizens Youth Club (PCYC) and the Young Men's Christian Association (YMCA) and voluntary organisations arranged by various interest groups, e.g. religious affiliations.<sup>13</sup>

**On average, Australians visit a public aquatic facility 4.4 times a year.**<sup>14</sup> Aquatic facilities promote aquatic skills development, recreation and sport, and healthy, active lifestyles in the community. These facilities are also essential to the social fabric of the community, particularly in rural and remote communities.





Public aquatic facilities provide an avenue for Australians to collectively engage in more than 130 million hours of vigorous exercise each year.<sup>15</sup> Participation in physical activity at aquatic facilities **provides a positive economic benefit in the form of improved future health and reduction in health care expenditure, at an estimated value of \$2.35 billion each year.**

The aquatic and community recreation sector involves a range of job roles requiring multi-level and multi-skilled applications, including:

- Lifeguard
- Recreation leader
- Swimming teacher.

### **Outdoor Recreation**

The outdoor recreation sub-sector includes:

- nature-based tourism
- camps and outdoor education
- adventure therapy
- outdoor recreational activities - for example, cycling, fishing, bushwalking, canoeing, surfing, climbing.

**Typically, the central component of an outdoor recreation activity is the natural environment.** A

difference between the 'sport' and 'outdoor recreation' sectors is that many individuals participate in outdoor recreation without a team, club or competition. Outdoor learning can also occur in the absence of formal outdoor recreation education, through experiences as opposed to curriculum adherence.

**Nature-based outdoor activities form a major part of the Australian lifestyle.** The benefits of participation in

these activities are far-reaching and significant. However, the benefits have been largely unquantified. SkillsIQ therefore engaged Marsden Jacob Associates and Cadence Economics, to conduct a study in 2017 and 2018 to better understand the nationwide impacts of the nature-based outdoor recreation sector on Australia's economy. The quantitative study involved using a computable general equilibrium (CGE) framework which is recognised as the most comprehensive approach for estimating economy-wide impacts. The results showed that the estimated contribution of the outdoor recreation sector to the economy in a single year is \$11 billion, which

is equivalent to approximately 1% of Gross Domestic Product (GDP). By comparison, Australia's agricultural sector accounts for approximately 2.2% of GDP, and transport 4.5% of GDP. Other estimates show that up to 30,000 full-time equivalent (FTE) workers are employed in the sector.<sup>16</sup>

This data is the first of its kind to be carried out on behalf of the outdoor recreation sector in Australia. For the first time ever it gives us an idea of the importance of nature-based outdoor activities to the national economy. Marsden Jacob notes that this modelling is reliant on a limited set of data and most likely therefore **underestimates** both the economic and health benefits of outdoor recreation. It highlights the need for better data collection and industry intelligence; realistic funding of VET training to address industry skills shortages; financial support to ensure continued industry development; and support for the advocacy of the benefits of outdoor recreation to the community at large.

In addition, consultation informing the recent update of the Outdoor Recreation Training Package Products focused attention on the skills required by contemporary job roles and the need for a national framework where skills shortages can be quantified after further data investigation.

Examples of the job roles available across the outdoor recreation sub-sector include:

- Outdoor activity assistant
- Outdoor activity guide
- Outdoor activity instructor
- Outdoor recreation assistant
- Outdoor leader
- Outdoor recreation program manager.

### Businesses Involved

Businesses operating in the sport and recreation sectors outlined above include a range of public and private, small, medium and large enterprises, spread across the country. Some examples and counts of relevant business types involved in hiring workers supported by the Sport and Recreation Training Package across Australia include (2018):<sup>17</sup>

- 1,495 sports and recreation facilities
- 1,649 sports and physical recreation clubs

- 5,247 sports instructor businesses
- 4,404 gyms and fitness centres
- 8,219 personal trainer businesses
- 564 hiking and outdoor equipment stores
- 1,679 marine sightseeing tour businesses.

Note: IBISWorld's data is reported using proprietary definitions of industries and can be limited in providing a true picture of some sectors' business sizes. Across the sport and recreation sector are business models that vary greatly, including organisations which run activities in outdoor spaces in addition to those held in conventional bricks-and-mortar settings. The statistics provided are an indicative overview of the sector only.

### Stakeholders

Key stakeholders represent a range of organisations that perform a variety of strategic, regulatory and operational roles in the sport and recreation sectors. Stakeholders play an important role during Training Package reviews by supplying industry insights to ensure updates are in line with industry needs. Examples of stakeholder organisations include:

- Government departments and agencies (Commonwealth and state/territory-based)
- Peak bodies and industry associations (i.e. across the sectors listed earlier)
- Employee associations
- Registered Training Organisations (RTOs) both public and private and their representative bodies
- Small, medium and large private and public employers across metropolitan, regional, rural and remote areas, including for-profit and not-for-profit organisations.

### Challenges and Opportunities

Note: These findings are based on desk research and SkillsIQ's *2019 Future Skills Survey* (conducted between November 2018 and January 2019) which have been filtered to include stakeholders from the Sport and Recreation sector only. Insights and advice from IRC members and public consultation have also been used to compile and validate the information provided.



## Industry and policy reforms

Like many other industries, the sport and recreation industry is undergoing a period of change. The significance of regular participation in physical activity to an individual's everyday lifestyle, and to the community overall, has been growing steadily over the years, and both government policy and key industry stakeholders have been evolving accordingly in recognition of this growth. At a government level, there is a significant drive towards emphasising the integration of sport, fitness and recreational activity across the community in order to achieve a range of health, social and economic benefits.

Examples of some key strategic and policy developments which have impacted the sport and recreation industry include the following:

- In 2018 the Australian Sports Commission was rebranded as Sport Australia and released a national sport plan titled **Sport 2030**. This sport plan sets out a strategy based on strengthening partnerships with Australia's sporting, physical activity, technology, education and corporate community sectors. The plan includes consideration of the ways in which the national body can provide support to national sporting organisations in leading their networks and driving participation. Resources relating to integrity, governance and participant and child safety are under review as part of strategic reforms.
- The **Australian Adventure Activity Standard (Aust AAS)** and Good Practice Guides are scheduled to be launched in the last quarter of 2019. The Aust AAS has been designed to provide a national framework to help the outdoor sector to develop effective, responsible, sustainable and safe practices for the delivery of adventure activities to dependent participants throughout the country. Until now individual states have developed voluntary state-based Adventure Activity Standards, with each state focusing on different activities but presenting similar information. While the Aust AAS remains voluntary for the outdoor sector, it is anticipated that many operators will choose to use the information associated with the Standard to review their operating procedures and employment and staffing practices. This may impact the enrolment

into training qualifications in the coming years.

- The ongoing development, consultation and/or updates of individual state and territory government-based policies and frameworks with examples including:
  - *Sport and Recreation Common Ground 2018* (a sport and recreation strategic review) (**Western Australian** Department of Local Government, Sport and Cultural Industries)<sup>18</sup>
  - *Strategic Plan 2017–21* (an initiative setting out a shared vision and future focus in order to achieve 'An Active State') (**South Australian** Office for Recreation and Sport)<sup>19</sup>
  - *Queensland Sport & Active Recreation Strategy 2019–2029* (discussion paper on strategy for consultation) (**Queensland** Government Department of Housing and Public Works)<sup>20</sup>
  - *The Office of Sport Strategic Plan 2018–2022* (a plan which sets out state priorities to achieve 'A vibrant and valued sport and active recreation sector that enhances the lives of the people of NSW') (**New South Wales** Government Office of Sport)<sup>21</sup>

Employers and key stakeholders need to stay abreast of the national and state or territory-level developments to ensure all industry participants are working towards achieving the same objectives.

## Skills shortages

Industry has indicated that there are significant challenges in accessing skilled and qualified workers to fill vacancies. *A Future Skills & Workforce Needs Research Report* (May 2018) published by the Queensland Fitness, Sport and Recreation Skills Alliance (QFSR Skills Alliance) specifically highlighted several key workforce shortages being experienced across the state, including the following roles:<sup>22</sup>

- Swimming teacher
- Sports official
- Sports development officer and manager
- Sports coach and instructor
- Fitness instructor

- Sports administrator
- Aquatic centre instructor
- Team manager.

Demand for these positions is expected to stay strong in the future.

Sports and recreation have collectively evolved considerably over the years, and some of the key skills and knowledge gaps being reported represent a combination of technical and 'soft' skills. These include:

- Communication
- Online and social media
- Marketing
- Problem solving
- Initiative and enterprise (i.e. small business management)
- Sports administration.

### **Technology, including online and social media**

Technology has had a significant impact in each of the sub-sectors, particularly in respect to:

- The ways in which people and communities share information, communicate and schedule, and report on activities
- The tracking of personal activity, together with data indicating the status of personal training and health (e.g. via mobile 'apps')
- The collection and use of safety data and information related to navigation and activity conditions
- Access to and the use of customer/client-focused information in the fitness sub-sector, including niche or individual services with a unique, rather than group, focus.

It has never been more important for businesses in the industry to embrace social media and online platforms, as they are effective channels for businesses to:<sup>23</sup>

- Advertise and promote
- Engage with customers
- Grow a customer base
- Increase sales; and
- Be seen to be 'with the times'.

A workforce equipped to support the industry in building an organisation's online presence, engaging with customers via social media and online platforms and using technology in work systems and processes is essential. In Australia, there are currently 15 million monthly active users of Facebook, 9 million users of Instagram and 6.4 million users of Snapchat.<sup>24</sup> Almost eight in ten people now use social media daily and it is increasingly embedded into the daily lives and behaviours of households. The sport and recreation sector has been a dominant adopter of online and social media platforms when compared to other industries, with health, wellbeing and activity-based mobile apps being particularly popular with the community as a means of monitoring respective targets (e.g. number of steps taken, time spent participating in a sport, calorie intake, etc.).

Workforce skills training is therefore essential, and SkillsIQ has recently completed an Australian Industry Skills Committee (AISC) cross-sector project, *Consumer Engagement via Online and Social Media*, to develop Training Package Products to meet skills gaps in this area.

### **Lack of opportunities for career progression and general work conditions**

Career progression is a factor which employees take into account when determining their employment conditions and satisfaction levels. The attraction and the rate of turnover of staff are significant in the sector. The casualisation of jobs is a prominent occurrence in the industry and potentially contributes to the perception that there is a lack of either long-term career pathways or job security for workers. Casual employment is generally characterised as employment with no entitlement to paid leave. By the end of 2018, casual employees accounted for 22.4% of the sport and recreation workforce.<sup>25</sup> The number of full-time workers in the sport and recreation sector is less than half of the total, and below the all-industry average (which is of 68.4% of all workers being hired on a full-time basis nationally). Individual occupations show full-time employment rates as being 39.7% for Outdoor Adventure Guides, 19.6% for Sports Coaches, Instructors and Officials, and 35.8% for Fitness Instructors.<sup>26</sup>



The heavy reliance on volunteers to enable many of the activities within the sports and recreation sector can also contribute to the perception that industry offers ‘short-term’ employment opportunities. The most recent data (2010) shows that the physical recreation sector attracted the largest number of all volunteers across the country (2.3 million).<sup>27</sup> Sport and recreational organisations also have the highest level of volunteer engagement in terms of hours spent volunteering, at 157.5 million hours (compared to religious organisations [147.6 million] and welfare/community organisations [141.1 million]).

The sport and recreation industry can offer flexible, extensive and accessible employment opportunities, ranging from basic entry-level positions to supervisory and management roles. Training Package update projects in the sport, outdoor recreation and fitness sectors are focusing on strengthening the alignment between the structure and content of qualifications, skill sets and Units

of Competency to contemporary job roles.

Other issues impacting the workforce include wages, general work conditions and the seasonality of employment (which is problematic particularly in regard to certain sports which are not played across the full year). For example, the latest earnings data published by the Australian Bureau of Statistics (ABS) shows that sport and recreation sector workers reported the third-lowest average weekly earnings, at \$917.20, where the all-industry average is \$1,380.28.<sup>28</sup>

Addressing workforce conditions and building and promoting visible career pathways will support the industry in establishing a sustainable future workforce and ensuring it can meet the growing demand for services.



## Training Package Products

The Sport and Recreation Training Package is currently being updated to remove repetitive and duplicative Units of Competency and to ensure the structure and content of qualifications align to existing and emerging job roles. Structures to accommodate the professionalism and integrity of the sector are also a significant consideration.

Statements of attainment and skill sets are valued in the sports, fitness and outdoor recreation sectors as they are a flexible and effective way of addressing the requirements of job roles which involve specialised activities. More recently, this flexibility is increasingly required to address the impacts of technology and the diversity of client needs in maintaining and promoting professionalism, currency and ongoing skills development within the sector.

It has also been reported that statements of attainment are a useful pathway for people to gain employment outcomes. Amongst mature-age new entrants, or those working within the sector as volunteers, there are many individuals who have not participated in formal education for some time or who may lack the confidence to enrol in full qualifications. People employed or studying full-time in other industries, and choosing to be employed on a casual basis in the sport and recreation sector, will typically complete the minimum number of Units of Competency to enable them to obtain the relevant employment.

## Access to facilities in remote areas

Sporting and aquatic facilities are mainly provided by local councils, which operate under limited budgets. Consequently, access to sporting and aquatic facilities can be limited, particularly in remote areas. Access to sport and recreation facilities provides benefits, including:

- Improved health outcomes
- An opportunity for culturally and linguistically diverse (CALD) communities to participate in the greater community
- An outlet for younger people to pursue their sporting interests.

One approach to improving access to sport and recreation facilities is via collaboration between local

sporting clubs and councils to form strategies that work towards increasing access to facilities. An increase in access to sport and recreation facilities requires a workforce with diverse skills to engage with the community.

## Demographic trends

Key demographic trends that influence the sport and recreation sector include:

- **Range of user groups:** The diverse range of demographic groups that participate in sport and recreation (i.e. older people, youth, people with health issues and other conditions) influences the variety of activity choices available and therefore the range of skills required in the workforce.
- **Sedentary lifestyle, obesity and chronic conditions:** 81% of Australian children are not meeting the recommended activity guidelines, and over 50% of adults are living sedentary or low-activity lifestyles.<sup>29</sup> Two-thirds of adults and one-quarter of children are overweight or obese.<sup>30</sup> In addition to the prominence of sedentary lifestyles and obesity, people are also living longer with chronic conditions. The challenges of these health conditions create the need to think differently about the role of sport, fitness and recreation in promoting physical health.
- **Children**
  - **Education:** Integration between the education, sport and health sectors is promoted through various programs to increase the participation of children in physical activity to foster healthy lifestyles and long-term health benefits.
  - **Swimming safety:** Data suggests that children are starting and exiting swimming lessons at a young age and may leave programs prior to reaching National Benchmarks for swimming and water safety.<sup>31</sup> Furthermore, children from high socio-economic areas are more likely to attend swimming lessons (and from an earlier age) than children from low socio-economic areas. Research conducted by the Royal Life Saving Society Australia has highlighted the need to strengthen school, vacation and water safety programs in the community. Based

on this trend, there will be an ongoing demand for qualified swimming and water safety teachers.

- **Socio-economics:** In Australia, many states and territories have established initiatives to assist people in managing the costs of participating in sport and other physical activity. These initiatives range from voucher systems focused on sport participation, to broader-based assistance programs at state and regional levels.<sup>32</sup> In addition, state and federal governments provide funding for the development and improvement of facilities in communities.
- **Diverse communities:** Australia is a population of diverse cultures. Sport, fitness and recreational activities can bring diverse communities together by providing a positive place and context for people to connect and share a common focus. Activities can provide a platform for people to engage with each other and promote awareness of broader community issues, including those experienced by marginalised individuals.

## Vocational Education and Training (VET) Qualifications Supporting Industry

The nationally recognised VET qualifications that cater to this sector as at April 2019 are:

### Aquatic and Community Recreation

- SIS31015 Certificate III in Aquatics and Community Recreation

### Fitness

- SIS30315 Certificate III in Fitness
- SIS40215 Certificate IV in Fitness
- SIS50215 Diploma of Fitness

### Outdoor Recreation

- SIS20213 Certificate II in Outdoor Recreation
- SIS30413 Certificate III in Outdoor Recreation
- SIS40313 Certificate IV in Outdoor Recreation
- SIS50310 Diploma of Outdoor Recreation

### Sport

- SIS20412 Certificate II in Sport Career Oriented Participation
- SIS20513 Certificate II in Sport Coaching
- SIS30613 Certificate III in Sport Career Oriented Participation
- SIS30713 Certificate III in Sport Coaching
- SIS30813 Certificate III in Sports Trainer
- SIS30913 Certificate III in Sport Officiating
- SIS40512 Certificate IV in Sport Coaching
- SIS40612 Certificate IV in Sport Development
- SIS50512 Diploma of Sport Coaching
- SIS50612 Diploma of Sport Development

### Sport and Recreation

- SIS10115 Certificate I in Sport and Recreation
- SIS20115 Certificate II in Sport and Recreation
- SIS30115 Certificate III in Sport and Recreation
- SIS40115 Certificate IV in Sport and Recreation
- SIS50115 Diploma of Sport and Recreation Management.

It is noted that there is currently work under way to update the Sport and Outdoor Recreation qualifications listed above.



**Table 1:** Number of Registered Training Organisations (RTOs) by nationally recognised Sport and Recreation qualifications on scope – Sport and Recreation Training Package Products

| Qualification Code                      | Qualification Title                                    | No. of RTOs with Qualification on Scope |
|---|--|---|
| <b>Aquatic and Community Recreation</b> |  |   |
| SIS31015                                | Certificate III in Aquatics and Community Recreation   | 20                                      |
| <b>Fitness</b>                          |  |   |
| SIS30315                                | Certificate III in Fitness                             | 104                                     |
| SIS40215                                | Certificate IV in Fitness                              | 83                                      |
| SIS50215                                | Diploma of Fitness                                     | 22                                      |
| <b>Outdoor Recreation</b>               |  |   |
| SIS20213                                | Certificate II in Outdoor Recreation                   | 61                                      |
| SIS30413                                | Certificate III in Outdoor Recreation                  | 40                                      |
| SIS40313                                | Certificate IV in Outdoor Recreation                   | 33                                      |
| SIS50310                                | Diploma of Outdoor Recreation                          | 13                                      |
| <b>Sport</b>                            |  |   |
| SIS20412                                | Certificate II in Sport Career Oriented Participation  | 8                                       |
| SIS20513                                | Certificate II in Sport Coaching                       | 36                                      |
| SIS30613                                | Certificate III in Sport Career Oriented Participation | 11                                      |
| SIS30713                                | Certificate III in Sport Coaching                      | 18                                      |
| SIS30813                                | Certificate III in Sports Trainer                      | 9                                       |
| SIS30913                                | Certificate III in Sport Officiating                   | 0                                       |
| SIS40512                                | Certificate IV in Sport Coaching                       | 9                                       |
| SIS40612                                | Certificate IV in Sport Development                    | 11                                      |
| SIS50512                                | Diploma of Sport Coaching                              | 7                                       |
| SIS50612                                | Diploma of Sport Development                           | 34                                      |
| <b>Sport and Recreation</b>             |  |   |
| SIS10115                                | Certificate I in Sport and Recreation                  | 28                                      |
| SIS20115                                | Certificate II in Sport and Recreation                 | 75                                      |
| SIS30115                                | Certificate III in Sport and Recreation                | 64                                      |
| SIS40115                                | Certificate IV in Sport and Recreation                 | 11                                      |
| SIS50115                                | Diploma of Sport and Recreation Management             | 17                                      |

Source: Training.gov.au. RTOs approved to deliver this qualification. Accessed 27 February 2019.



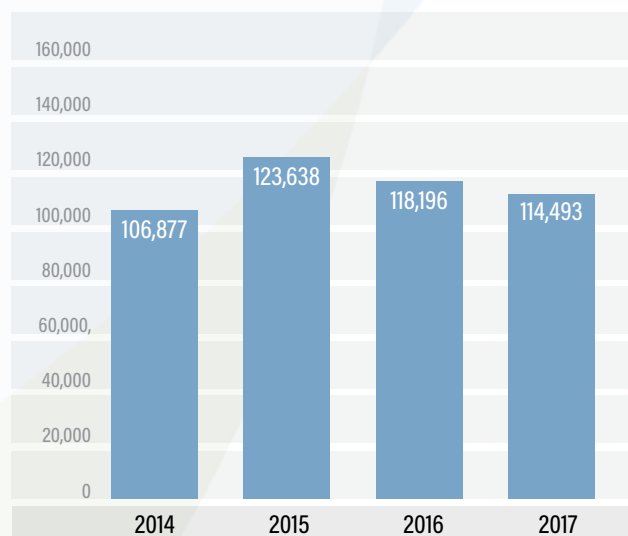
### Enrolments and Completions

In 2017, there were over **114,000 enrolments** across all VET qualifications catered for by the Sport and Recreation Training Package Products. This represents a decrease of 3% (equivalent to 3,703 enrolments) from the previous year (see Figure 2).

The most popular qualifications in 2017 were:

- SIS30315 Certificate III in Fitness (25,494 enrolments)
- SIS30115 Certificate III in Sport and Recreation (16,687 enrolments).

**Figure 2:** Total number of enrolments (Total VET Activity [TVA]) by nationally recognised qualifications on scope – Sport and Recreation Training Package Products, 2014-2017



Source: NCVET VOCSTATS, Program enrolments 2014-2017

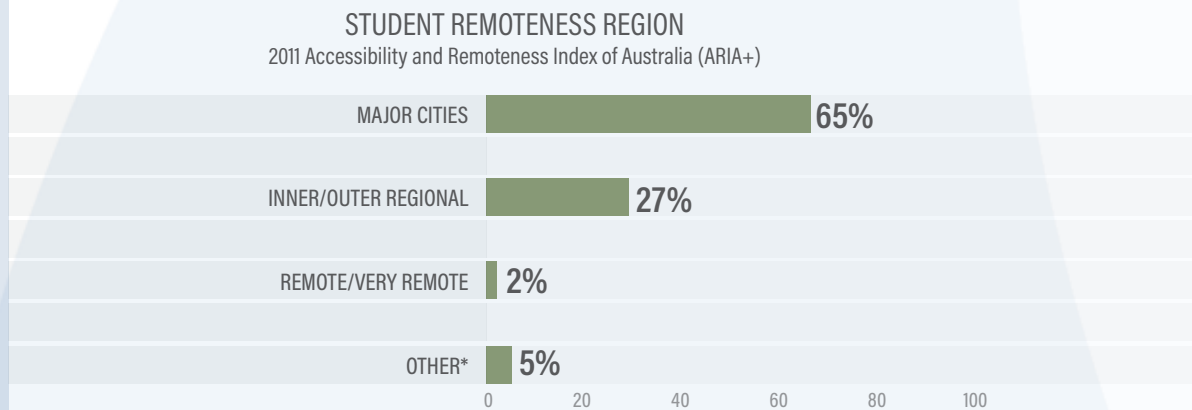
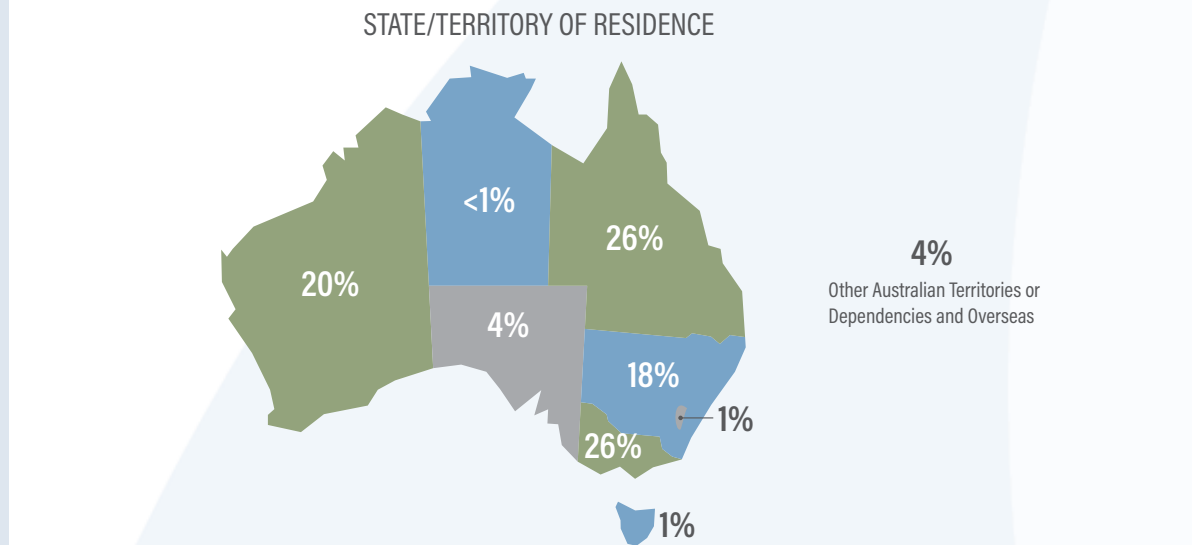
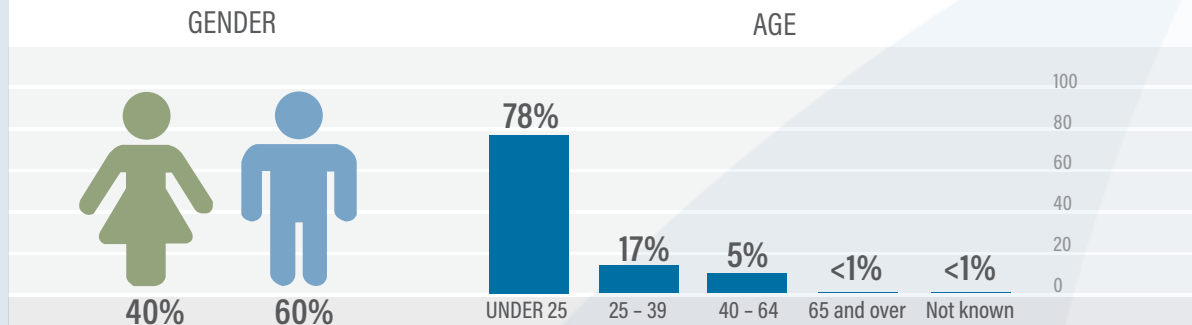
**General notes on statistics:**

1. Enrolment data is sourced from NCVER VOCSTATS (program enrolments 2014–2017), accessed August 2018.
2. It is important to note that not all training providers were required to submit enrolment and completion data at the time of collection, and some figures presented may therefore under-represent the true count of enrolments and completions for a qualification. From 2018, **all** training providers were required to submit data, and current discrepancies noted in the national NCVER figures versus actual attendance should therefore be minimal in future releases. The data presented in this report is shown for indicative purposes.
3. Figures reflect public and private RTO data.
4. Completion data for 2017 represents preliminary outcomes (i.e. not a full year).
5. For a more complete indication, superseded qualifications from the 2012 Training Package (and their respective enrolment and completion data) are included.
6. *Qualifications in italics* represent superseded qualifications.

A snapshot of key traits of the *SIS Training Package - Sport and Recreation* enrolments for 2017 is provided below, followed by a breakdown of enrolments and completions for individual qualifications (see Table 2 and Table 3).

**2017 ENROLMENT SNAPSHOT**

**SPORT AND RECREATION TRAINING PACKAGE PRODUCTS**



Source: NCVER VOCSTATS (Program enrolments 2017 by various breakdowns)  
 \*Includes 'Outside Australia' and 'Not known'.

**Table 2:** Total number of enrolments (Total VET Activity [TVA]) by nationally recognised qualifications on scope – Sport and Recreation Training Package Products, 2014–2017

| Qualification   | 2014   | 2015   | 2016   | 2017   | TOTAL  |
|---|--------|--------|--------|--------|--------|
| <b>Aquatic and Community Recreation</b>                         |        |        |        |        |        |
| SIS31015 Certificate III in Aquatics and Community Recreation   | 0      | 0      | 423    | 631    | 1,054  |
| <i>SIS30113 Certificate III in Aquatics</i>                     | 8,290  | 5,792  | 5,047  | 2,305  | 21,434 |
| <i>SIS30110 Certificate III in Aquatics</i>                     | 14,028 | 11,674 | 4,582  | 4,025  | 34,309 |
| <i>SIS30213 Certificate III in Community Activity Programs</i>  | 45     | 1,364  | 987    | 11     | 2,407  |
| <i>SIS30210 Certificate III in Community Activity Programs</i>  | 1,235  | 109    | 0      | 0      | 1,344  |
| <b>Fitness</b>  |        |        |        |        |        |
| SIS30315 Certificate III in Fitness                             | 0      | 3      | 8,883  | 25,494 | 34,380 |
| <i>SIS30310 Certificate III in Fitness</i>                      | 20,831 | 2,344  | 672    | 568    | 24,415 |
| <i>SIS30313 Certificate III in Fitness</i>                      | 11,824 | 31,447 | 20,676 | 4,082  | 68,029 |
| SIS40215 Certificate IV in Fitness                              | 0      | 2      | 2,711  | 13,592 | 16,305 |
| <i>SIS40210 Certificate IV in Fitness</i>                       | 22,411 | 20,340 | 15,583 | 5,013  | 63,347 |
| SIS50215 Diploma of Fitness                                     | 0      | 0      | 41     | 51     | 92     |
| <i>SIS50213 Diploma of Fitness</i>                              | 436    | 1,454  | 1,274  | 234    | 3,398  |
| <i>SIS50210 Diploma of Fitness</i>                              | 1,001  | 86     | 26     | 12     | 1,125  |
| <b>Outdoor Recreation</b>                                       |        |        |        |        |        |
| SIS20213 Certificate II in Outdoor Recreation                   | 2,495  | 7,125  | 7,875  | 7,199  | 24,694 |
| SIS30413 Certificate III in Outdoor Recreation                  | 507    | 1,198  | 1,672  | 1,487  | 4,864  |
| SIS40313 Certificate IV in Outdoor Recreation                   | 112    | 946    | 789    | 803    | 2,650  |
| SIS50310 Diploma of Outdoor Recreation                          | 151    | 143    | 140    | 144    | 578    |
| <b>Sport</b>  |        |        |        |        |        |
| SIS20412 Certificate II in Sport Career Oriented Participation  | 317    | 198    | 569    | 575    | 1,659  |
| SIS20513 Certificate II in Sport Coaching                       | 3,463  | 6,440  | 7,375  | 8,049  | 25,327 |
| SIS30613 Certificate III in Sport Career Oriented Participation | 93     | 200    | 259    | 263    | 815    |
| SIS30713 Certificate III in Sport Coaching                      | 446    | 834    | 615    | 330    | 2,225  |
| SIS30813 Certificate III in Sports Trainer                      | 67     | 162    | 229    | 2      | 460    |
| SIS40512 Certificate IV in Sport Coaching                       | 320    | 528    | 378    | 379    | 1,605  |
| SIS40612 Certificate IV in Sport Development                    | 293    | 323    | 268    | 214    | 1,098  |
| SIS50512 Diploma of Sport Coaching                              | 213    | 325    | 293    | 245    | 1,076  |
| SIS50612 Diploma of Sport Development                           | 1,619  | 2,543  | 2,181  | 1,837  | 8,180  |
| <b>Sport and Recreation</b>                                     |        |        |        |        |        |
| SIS10115 Certificate I in Sport and Recreation                  | 0      | 0      | 608    | 1,277  | 1,885  |
| <i>SIS10113 Certificate I in Sport and Recreation</i>           | 840    | 1,864  | 962    | 66     | 3,732  |
| SIS20115 Certificate II in Sport and Recreation                 | 0      | 0      | 2,127  | 15,013 | 17,140 |
| <i>SIS20113 Certificate II in Community Activities</i>          | 422    | 832    | 671    | 232    | 2,157  |
| <i>SIS20313 Certificate II in Sport and Recreation</i>          | 5,121  | 10,669 | 12,791 | 1,530  | 30,111 |
| SIS30115 Certificate III in Sport and Recreation                | 0      | 0      | 487    | 16,687 | 17,174 |
| <i>SIS30513 Certificate III in Sport and Recreation</i>         | 10,297 | 14,693 | 16,817 | 1,405  | 43,212 |
| SIS40115 Certificate IV in Sport and Recreation                 | 0      | 0      | 151    | 221    | 372    |
| SIS50115 - Diploma of Sport and Recreation Management           | 0      | 0      | 34     | 517    | 551    |

Source: NCVET VOCSTATS, accessed August 2018

Note: SIS30913 Certificate III in Sport Officiating was not listed in the NCVET data at the time of reporting.

**Table 3:** Total number of completions (Total VET Activity [TVA]) by nationally recognised qualifications on scope – Sport and Recreation Training Package Products, 2014–2017

| Qualification   | 2014  | 2015   | 2016  | 2017  | TOTAL  |
|---|-------|--------|-------|-------|--------|
| <b>Aquatic and Community Recreation</b>                         |       |        |       |       |        |
| SIS31015 Certificate III in Aquatics and Community Recreation   | 0     | 0      | 8     | 82    | 90     |
| <i>SIS30113 Certificate III in Aquatics</i>                     | 52    | 226    | 23    | 7     | 308    |
| <i>SIS30110 Certificate III in Aquatics</i>                     | 86    | 108    | 0     | 0     | 194    |
| <i>SIS30213 Certificate III in Community Activity Programs</i>  | 0     | 521    | 433   | 9     | 963    |
| <i>SIS30210 Certificate III in Community Activity Programs</i>  | 110   | 30     | 0     | 0     | 140    |
| <b>Fitness</b>  |       |        |       |       |        |
| SIS30315 Certificate III in Fitness                             | 0     | 0      | 1,728 | 7,554 | 9,282  |
| <i>SIS30310 Certificate III in Fitness</i>                      | 9,550 | 843    | 76    | 11    | 10,480 |
| <i>SIS30313 Certificate III in Fitness</i>                      | 2,362 | 12,301 | 9,602 | 1,388 | 25,653 |
| SIS40215 Certificate IV in Fitness                              | 7     | 0      | 683   | 3,830 | 4,520  |
| <i>SIS40210 Certificate IV in Fitness</i>                       | 9,249 | 8,723  | 6,039 | 2,277 | 26,288 |
| SIS50215 Diploma of Fitness                                     | 0     | 0      | 22    | 15    | 37     |
| <i>SIS50213 Diploma of Fitness</i>                              | 98    | 520    | 690   | 195   | 1,503  |
| <i>SIS50210 Diploma of Fitness</i>                              | 356   | 47     | 4     | 8     | 415    |
| <b>Outdoor Recreation</b>                                       |       |        |       |       |        |
| SIS20213 Certificate II in Outdoor Recreation                   | 638   | 2,160  | 2,732 | 2,960 | 8,490  |
| SIS30413 Certificate III in Outdoor Recreation                  | 68    | 123    | 263   | 355   | 809    |
| SIS40313 Certificate IV in Outdoor Recreation                   | 47    | 140    | 178   | 231   | 596    |
| SIS50310 Diploma of Outdoor Recreation                          | 67    | 40     | 71    | 40    | 218    |
| <b>Sport</b>  |       |        |       |       |        |
| SIS20412 Certificate II in Sport Career Oriented Participation  | 84    | 77     | 135   | 3     | 299    |
| SIS20513 Certificate II in Sport Coaching                       | 692   | 1,530  | 1,846 | 2,138 | 6,206  |
| SIS30613 Certificate III in Sport Career Oriented Participation | 68    | 161    | 164   | 210   | 603    |
| SIS30713 Certificate III in Sport Coaching                      | 94    | 281    | 270   | 144   | 789    |
| SIS30813 Certificate III in Sports Trainer                      | 32    | 24     | 27    | 0     | 83     |
| SIS40512 Certificate IV in Sport Coaching                       | 83    | 247    | 71    | 65    | 466    |
| SIS40612 Certificate IV in Sport Development                    | 156   | 170    | 154   | 104   | 584    |
| SIS50512 Diploma of Sport Coaching                              | 89    | 107    | 82    | 68    | 346    |
| SIS50612 Diploma of Sport Development                           | 824   | 1,069  | 870   | 793   | 3,556  |
| <b>Sport and Recreation</b>                                     |       |        |       |       |        |
| SIS10115 Certificate I in Sport and Recreation                  | 0     | 0      | 117   | 556   | 673    |
| <i>SIS10113 Certificate I in Sport and Recreation</i>           | 328   | 757    | 579   | 15    | 1,679  |
| SIS20115 Certificate II in Sport and Recreation                 | 0     | 0      | 330   | 5,953 | 6,283  |
| <i>SIS20113 Certificate II in Community Activities</i>          | 58    | 355    | 327   | 155   | 895    |
| <i>SIS20313 Certificate II in Sport and Recreation</i>          | 1,574 | 4,750  | 5,897 | 632   | 12,853 |
| SIS30115 Certificate III in Sport and Recreation                | 0     | 0      | 18    | 2,875 | 2,893  |
| <i>SIS30513 Certificate III in Sport and Recreation</i>         | 984   | 3,885  | 4,497 | 180   | 9,546  |
| SIS40115 Certificate IV in Sport and Recreation                 | 0     | 0      | 148   | 133   | 281    |
| SIS50115 Diploma of Sport and Recreation Management             | 0     | 0      | 3     | 121   | 124    |

Source: NCVET VOCSTATS, accessed August 2018

Note: SIS30913 Certificate III in Sport Officiating was not listed in the NCVET data at time of reporting.



## A.2 Employment and Skills Outlook Overview

### Employment – Current and Projected

Note: The principal data source that provides workforce data and trends regarding roles of relevance to this Training Package at a national level is Census data collected by the Australian Bureau of Statistics (ABS) and the Department of Jobs and Small Business. The workforce statistics and projections presented in this section are based on Census collections and are reported according to prescribed Australian and New Zealand Standard Industrial Classification (ANZSIC) and Australian and New Zealand Standard Classification of Occupations classifications (ANZSCO).

The current definitions, and the labelling used for some ANZSIC and ANZSCO codes, as well as the aggregation of roles across codes, can be limited in providing a true picture of some sectors' workforces. Sectors can host a multitude of job functions, and consequently comprise job titles which go beyond the categories listed in ANZSCO. The statistics in this section are provided as an indicative overview of the sector only

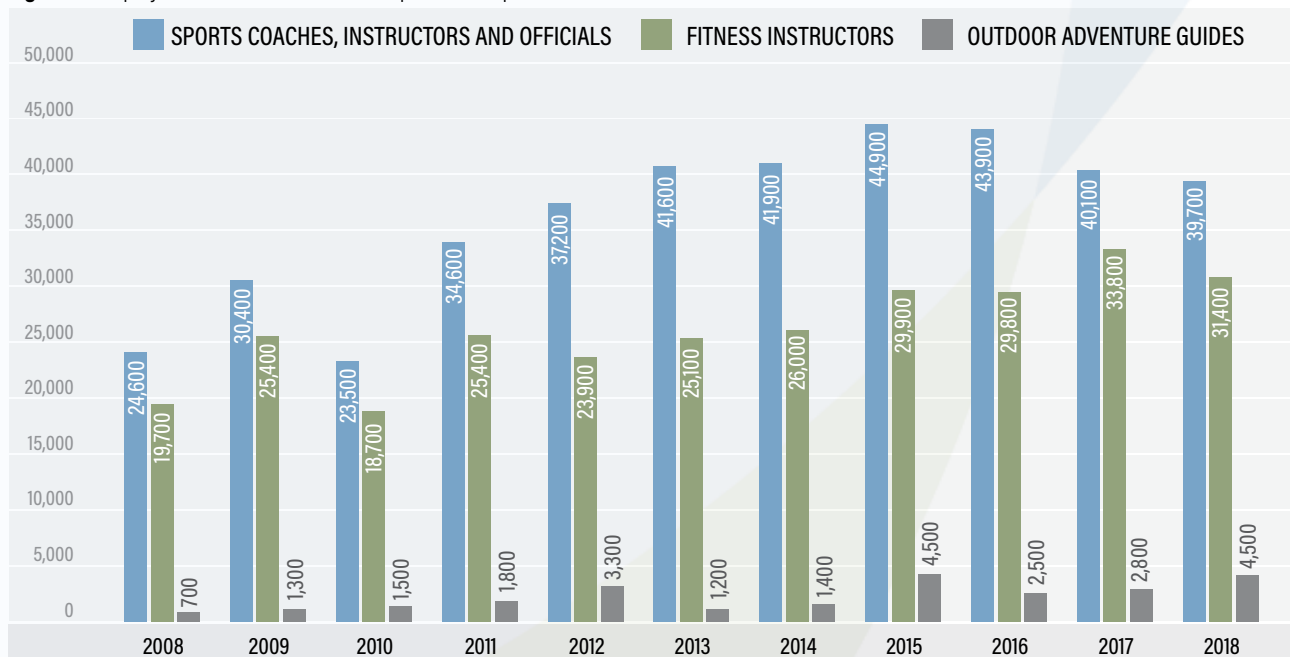
Job roles covered by the Sport and Recreation Training Package Products are captured across the following ANZSCO categories:

- ANZSCO 4522 **Outdoor Adventure Guides** – representing in aggregate Bungy Jump Master, Fishing Guide, Hunting Guide, Mountain or Glacier Guide, Outdoor Adventure Instructor, Trekking or Bushwalking Guide, Whitewater Rafting Guide and Other Outdoor Adventure Guides.
- ANZSCO 4523 **Sports Coaches, Instructors and Officials** – representing in aggregate Diving Instructor (Open Water), Gymnastic Coach or Instructor, Horse Riding Coach or Instructor, Snowsport Instructor, Swimming Coach or Instructor, Tennis Coach, Other Sports Coach or Instructor, Dog or Horse Racing Official, Sports Development Officer, Sports Umpire or Referee and Other Sports Official.
- ANZSCO 4521 **Fitness Instructors.**

In 2018, there were **39,700** Sports Coaches, Instructors and Officials, **31,400** Fitness Instructors and **4,500** Outdoor Adventure Guides employed across Australia (see Figure 3).

These job roles are examples of where the ANZSCO categories are limited, and highlight where further research is required to establish specific details. Previous sections of this Industry Forecast contain examples of alternative data sources.

Figure 3: Employment level of selected occupations in Sport and Recreation - 2008 to 2018



Source: Department of Jobs and Small Business - Job Outlook, various ANZSCO codes, accessed 28 February 2019

Generally, Sports Coaches, Instructors and Officials, Fitness Instructors and Outdoor Adventure Guides tend to be younger than the national average age of the workforce (see Table 4). There is also a greater representation of women as Sports Coaches, Instructors and Officials and Fitness Instructors when compared to the national average.

**Table 4:** Workforce traits of selected occupations in Sport and Recreation (2017)

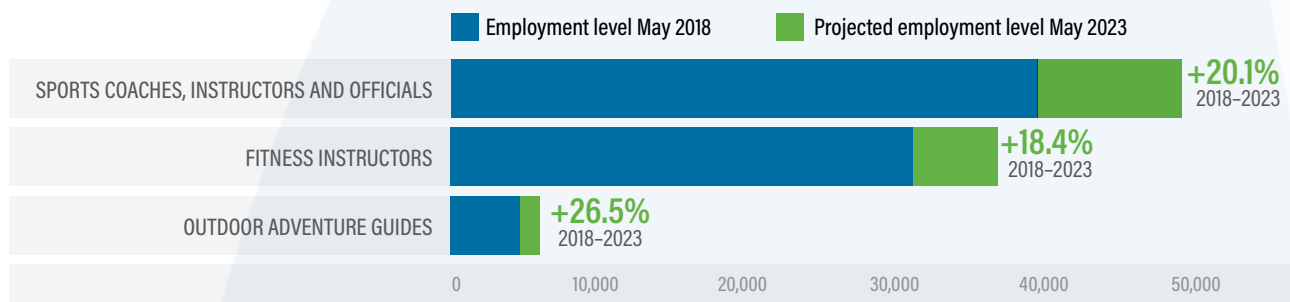
| Traits                 | Sports Coaches, Instructors and Officials   | Fitness Instructors   | Outdoor Adventure Guides   |
|------------------------|---|---|--|
| <b>Average age</b>     | 22 years<br>(national average 40 years)   | 35 years<br>(national average 40 years)   | 31 years<br>(national average 40 years)  |
| <b>Gender - female</b> | 51.0%<br>(national average 46.7%)   | 61.2%<br>(national average 46.7%)   | 36.4%<br>(national average 46.7%)  |
| <b>Full-time</b>       | 19.6%<br>(national average 68.4%)   | 35.8%<br>(national average 68.4%)   | 39.7%<br>(national average 68.4%)  |
| <b>Location</b>        | NSW - 24.2%<br>VIC - 29.8%<br>QLD - 19.3%<br>SA - 5.7%<br>WA - 15.5%<br>TAS - 1.8%<br>NT - 0.6%<br>ACT - 3.1% | NSW - 24.5%<br>VIC - 29.0%<br>QLD - 25.0%<br>SA - 6.0%<br>WA - 12.4%<br>TAS - 1.6%<br>NT - 0.6%<br>ACT - 0.9% | NSW - 38.7%<br>VIC - 27.2%<br>QLD - 10.0%<br>SA - 9.3%<br>WA - 8.9%<br>TAS - 4.2%<br>NT - 1.7%<br>ACT - 0.0% |

Source: Department of Jobs and Small Business - Job Outlook, various ANZSCO codes, accessed 20 February 2019

Over the next five years, Sports Coaches, Instructors and Officials, Fitness Instructors and Outdoor Adventure Guides are forecast to experience very strong growth (see Figure 4). Outdoor Adventure Guides are expected to experience

the highest rate of growth, increasing by 26.5% through to 2023, followed by Sports Coaches, Instructors and Officials (20.1%) and Fitness Instructors (18.4%).

**Figure 4:** Employment levels (May 2018 and May 2023) and forecast % growth to May 2023 - selected occupations in Sport and Recreation



Source: Department of Jobs and Small Business - 2018 Occupational Projections - five years to May 2023, accessed November 2018

## Future Skills

Note: These findings are based on desk research as well as SkillsIQ's *2019 Future Skills Survey* (conducted between November 2018 and January 2019) which have been filtered to include stakeholders from the Sports and Recreation sector only. Insights and advice from IRC members and public consultation have also been used to compile and validate the information provided.

The work environment across all industries is continuously evolving to adapt to external and internal industry trends. Technology, automation, Artificial Intelligence (AI),

globalisation, an ageing population, shifts in workforce demographics and industry (i.e. the transition from manufacturing and production to a largely service-based economy)<sup>33</sup> are just some of the ongoing trends driving change.

The sport and recreation sector, like others, has been impacted by these trends and, as a result, so too have the skills needs of the workforce. Whilst technical skills to perform job tasks are imperative, employers in the short-to-medium future will be looking beyond these and have indicated that it will be important for workers in their organisations to be **equipped with key soft skills**:



**TECHNICAL /  
JOB-SPECIFIC SKILLS**



**SELF-  
MANAGEMENT**



**TEAMWORK AND  
COMMUNICATION**



**PROBLEM-  
SOLVING**

These results are in line with wider studies, including the World Economic Forum and its *Future of Jobs Survey 2018* which indicates that the top skills in demand in 2022 will include **analytical thinking** and **innovation, creativity, originality** and **initiative, critical thinking, complex problem-solving, leadership** and **emotional intelligence**.<sup>34</sup>

As skills needs change, existing workers in the sectors will continue to look to skill sets and Units of Competency to upskill, ensure currency and relevance, and enhance transferability within and outside the sector. The sport and recreation sector recognises the importance of RTOs and employers working together to create ongoing training and professional development opportunities that help existing workers or new workers add additional skills to enhance their employment in a variety of activities, seasons and locations.

The VET system plays a pivotal role in supporting employers and employees in adapting to technologies and changes in the workplace. Its role in providing the workforce with current and emerging skills will only grow more strongly in the future as it continues to support individuals entering the workplace or transitioning into different roles.<sup>35</sup>

The 12 generic skills listed below, including the descriptors, were provided by the Department of Education and Training for the purpose of being ranked by industry representatives. For the 2019 ranking exercise, an 'Other' generic skill option was included in the list to capture any additional key skills considered important for an industry. Please note that, in this case, no other generic skills were identified.

### Key Generic Skills – Ranked in Order of Importance

|    |   |
|----|---|
| 1  | <b>Customer service / Marketing</b> - Ability to interact with other human beings, whether helping them find, choose or buy something. Ability to supply customers' wants and needs both via face-to-face interactions or digital technology. Ability to manage online sales and marketing. Ability to understand and manage digital products.  |
| 2  | <b>Communication / Collaboration including virtual collaboration / Social intelligence</b> - Ability to understand and apply the principles of creating more value for customers with fewer resources (lean manufacturing) and collaborative skills. Ability to critically assess and develop content that uses new media forms and leverage these media for persuasive communications. Ability to connect to others in a deep and direct way, to sense and stimulate reactions and desired interactions. |
| 3  | <b>Learning agility / Information literacy / Intellectual autonomy and self-management</b> - Ability to identify a need for information. Ability to identify, locate, evaluate, and effectively use and cite the information. Ability to discriminate and filter information for importance. Ability to do more with less. Ability to quickly develop a working knowledge of new systems to fulfil the expectations of a job.   |
| 4  | <b>Design mindset / Thinking critically / System thinking / Solving problems</b> - Ability to adapt products to rapidly shifting consumer tastes and trends. Ability to determine the deeper meaning or significance of what is being expressed via technology. Ability to understand how things that are regarded as systems influence one another within a complete entity, or larger system. Ability to think holistically.  |
| 5  | <b>Managerial / Leadership</b> - Ability to effectively communicate with all functional areas in the organisation. Ability to represent and develop tasks and work processes for desired outcomes. Ability to oversee processes, guide initiatives and steer employees toward achievement of goals.   |
| 6  | <b>Technology use and application skills</b> - Ability to create and/or use technical means, understand their interrelation with life, society, and the environment. Ability to understand and apply scientific or industrial processes, inventions, methods, etc. Ability to deal with increasing mechanisation and automation and computerisation. Ability to do work from mobile devices rather than from paper.   |
| 7  | <b>Language, Literacy and Numeracy (LLN)</b> - Foundation skills of literacy and numeracy.  |
| 8  | <b>Entrepreneurial</b> - Ability to take any idea, whether it be a product and/or service, and turn that concept into reality and not only bring it to market, but make it a viable product and/or service. Ability to focus on the very next step to get closer to the ultimate goal.  |
| 9  | <b>Financial</b> - Ability to understand and apply core financial literacy concepts and metrics, streamlining processes such as budgeting, forecasting, and reporting, and stepping up compliance. Ability to manage costs and resources, and drive efficiency.   |
| 10 | <b>Environmental and Sustainability</b> - Ability to focus on problem solving and the development of applied solutions to environmental issues and resource pressures at local, national and international levels.  |
| 11 | <b>Data analysis skills</b> - Ability to translate vast amounts of data into abstract concepts and understand data-based reasoning. Ability to use data effectively to improve programs, processes and business outcomes. Ability to work with large amounts of data: facts, figures, number crunching, analysing results.  |
| 12 | <b>Science, Technology, Engineering and Maths (STEM)</b> - Sciences, mathematics and scientific literacy.   |



### A.3 Key Drivers for Change and Proposed Responses Overview

#### Key Drivers

There is no new Training Package Product development work proposed for 2019–2020, as consultation with the IRC and broader industry did not identify any significant skills gaps which require action in the current year. Please see below for information regarding current projects which are underway, and which were approved in previous years.

#### Updates Completed in 2019

Training Package Products relating to the sport and outdoor recreation sectors have recently undergone an extensive update to address the requirements of the current Standards for Training Packages and strengthen the alignment to contemporary job roles and industry requirements. The endorsement of the updated Training Package Products is scheduled for the August 2019 meeting of the AISC.

These updates include significant changes in the qualification structures to better align qualifications to job roles.

#### Current Work in Progress

Projects approved in the *2018 Sport and Recreation IRC Industry Skills Forecast* for 2018–2019 include updates to Training Package Products relating to job roles in the fitness sector and the role of the Aquatic Instructor.

The following qualifications and any associated skills sets and Units of Competency are included in the current projects:

- SIS30315 Certificate III in Fitness
- SIS40215 Certificate IV in Fitness
- SIS50215 Diploma of Fitness.

The skill set for the role of an Aqua Instructor, including the content of the following Units, is being specifically considered:

- SISCAQU002 Perform basic water rescues
- SISCAQU008 Instruct water familiarisation, buoyancy and mobility skills.



## A.4 Consultation Undertaken

A widespread **multi-channel consultation** involving the following stakeholders has been conducted to identify and substantiate the key skills gaps and training needs of the sector, and to determine whether or not there is a need to update the respective Training Package Products:

- All Sport and Recreation Industry Reference Committee (IRC) members representing the following key bodies:
  - Above and Below Adventure Company
  - The Outdoor Education Group
  - Queensland Fitness, Sport and Recreation Skills Alliance
  - The Scout Association of Australia
  - Recreation SA
  - Royal Life Saving Society Australia
  - Community Sport Australia Ltd
  - Sport Australia
  - Australian Services Union
  - Australian Workers Union.
- Networks of the Sport and Recreation IRC members
- A national online survey (*2019 Future Skills Survey*) was distributed via the SkillsIQ database between November 2018 and January 2019 which sought to identify top skills needs and priority industry issues
- Public consultation on the draft Industry Skills Forecast took place in early 2019, and notifications of this were distributed by email to over 17,000 stakeholders registered in SkillsIQ's database network
- The Industry Skills Forecast, including the Proposed Schedule of Work, was promoted to stakeholders and made available via SkillsIQ's website.

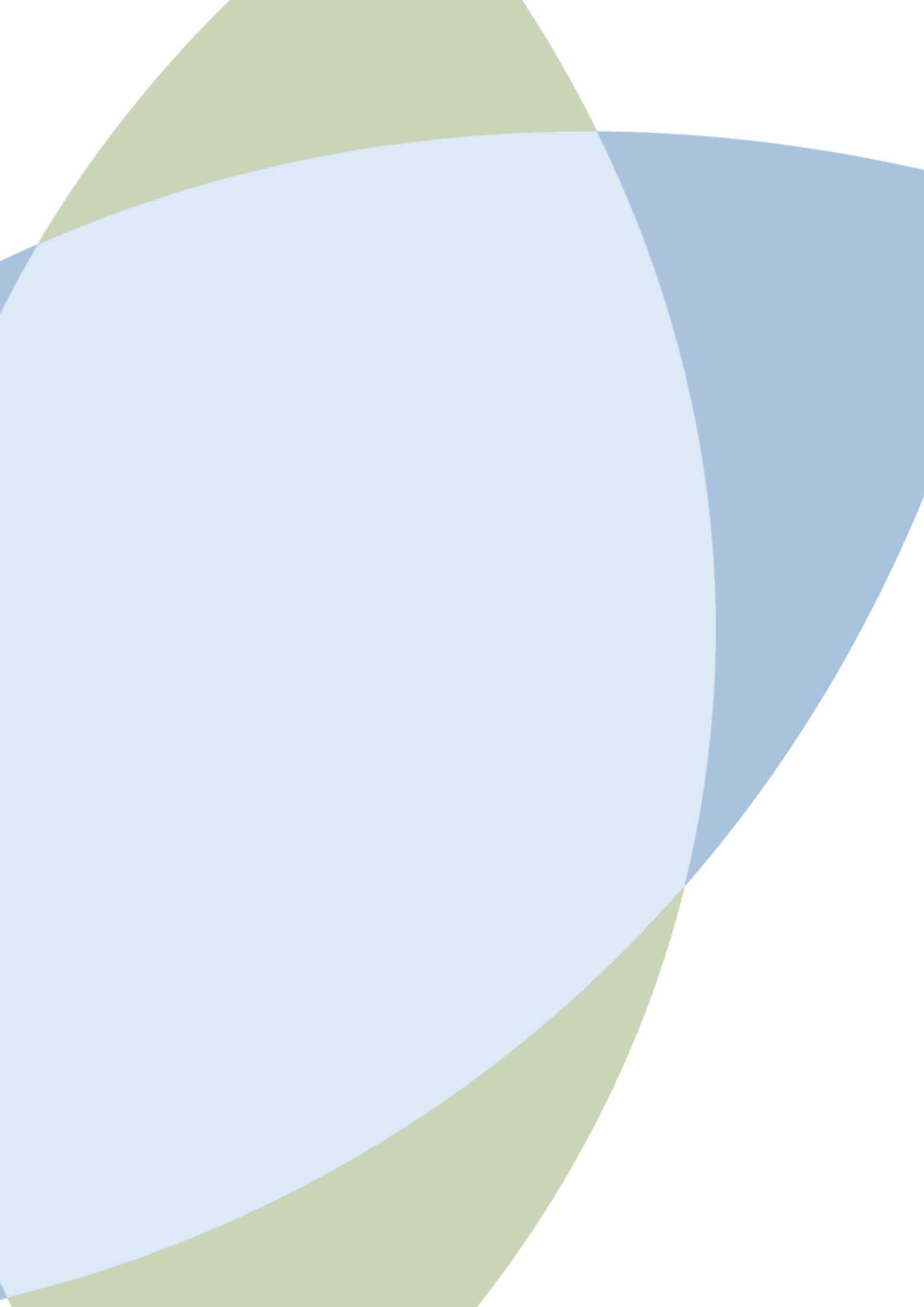
## B. Proposed Schedule of Work

2020–21

| YEAR    | PROJECT TITLE AND DESCRIPTOR |
|---------|------------------------------|
| 2020–21 | NO NEW PROJECTS PROPOSED     |

# References

- 1 Australian Sports Commission (AIS) (2019) *Sport Australia welcome major boost in sport funding* [Available at: [https://www.sportaus.gov.au/media\\_centre/news/sport\\_australia\\_welcomes\\_major\\_boost\\_in\\_sport\\_funding](https://www.sportaus.gov.au/media_centre/news/sport_australia_welcomes_major_boost_in_sport_funding)] [Accessed 9 April 2019]
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- 7 IBISWorld (2019) *Industry Report OD4195 Personal Trainers in Australia* (March 2019)
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**SKILLSIQ LIMITED**

ADDRESS Level 1, 332 Kent Street, Sydney NSW 2000

POST GPO Box 4194 Sydney NSW 2001

TELEPHONE 02 9392 8100

FAX 02 9392 8199

WEB [www.skillsiq.com.au](http://www.skillsiq.com.au)

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