



Australian  
Industry and  
Skills Committee

# SIS SPORT AND RECREATION TRAINING PACKAGE

Sport and Recreation, and  
Aquatic and Community Recreation  
Draft Case for Change

Name of allocated IRC(s): Sport and Recreation IRC  
Name of the SSO: SkillsIQ

## 1. Administrative information

*For a list of the products proposed to be reviewed as part of this project, please see Attachment A.*

Name of IRC(s):	Sport and Recreation IRC
Name of SSO:	SkillsIQ Limited

### 1.1 Name and code of Training Package(s) examined to determine change is required

The six SIS Sport and Recreation and Aquatic and Community Recreation qualifications (and associated units of competency) are proposed to be reviewed and updated, as follows:

- SIS10115 Certificate I in Sport and Recreation
- SIS20115 Certificate II in Sport and Recreation
- SIS30115 Certificate III in Sport and Recreation
- SIS31015 Certificate III in Aquatics and Community Recreation
- SIS40115 Certificate IV in Sport and Recreation
- SIS50115 Diploma of Sport and Recreation Management.

Please refer to **Attachment A** for a full list of training package products.

## 2. The Case for Change

*For information on the job roles to be supported through the proposed qualifications updates, enrolments data, completion rates, and the number of RTOs delivering these qualifications please see Attachment B.*

### 2.1 Rationale for change

**Sport and recreation across Australia have evolved significantly over the last decade.** Today, it is a significant sector driving both economic and health benefits for the community. Its importance is recognised by the Australian Government who committed \$541 million in the 2020–21 federal budget for sport and recreation,<sup>1</sup> covering multiple grants, facilities and infrastructure projects to support an increased demand in services.

The sector's workforce represents a range of job roles including **recreation officers, centre managers, facility assistants, swimming teachers, lifeguards, grounds persons and community activities officers** (to name a few). The Sport and Recreation Training Package plays a pivotal role in training and supplying the sector's workforce. A number of key changes across the sector's operating and regulatory environment, as well as job role requirements, has meant that **the Sport and Recreation and Aquatic and Community Recreation qualifications within the SIS Training Package are no longer fit-for-purpose for the sector.**

The key changes which have prompted this training package product update proposal are as follows:

- **The COVID-19 pandemic**

Since March 2020, all industries across Australia have been experiencing huge disruptions as a result of the global COVID-19 pandemic. The sport and recreation sector is no different, with many businesses over the last 18 months having been mandated via public health orders to stop operations to reduce the spread of the virus. The sector has had to adjust the way sport and recreation and aquatic activities are offered, including increasing its use of online/virtual platforms and the application of new rigorous health and safety practices in line with infection control standards.

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<sup>1</sup> Source: The Commonwealth of Australia. *Final Budget Outcome 2020–21* [Available at: [https://archive.budget.gov.au/2020-21/fbo/download/fbo\\_2020-21.pdf](https://archive.budget.gov.au/2020-21/fbo/download/fbo_2020-21.pdf).]

In May 2020, the Australian Government Department of Health released *Coronavirus (COVID-19) National Principles for the Resumption of Sport and Recreation Activities*<sup>1</sup> outlining 15 principles aligned to the Australian Institute of Sport's (AIS's) *Framework for Rebooting Sport in a COVID-19 Environment*.<sup>2</sup> These principles set out important activities which the workforce must implement in the emerging COVID-19 operating environment. It is essential that future training be aligned and delivered in accordance with the newly released principles of the Department of Health and the AIS.

There have been significant changes in the health and safety practices in recreation facilities, including pools. Royal Life Saving Society – Australia and the National Aquatic Industry Safety Committee released *Guidelines on Managing Risk of COVID-19 in Aquatic Facilities* in May 2020 and is expected to release updated guidelines in October 2021.

- **Industry and policy reforms**

Policy developments and reforms have been ongoing at both a national and State or Territory level, with individual State and Territory governments establishing a number of frameworks and policy initiatives for the sport and recreation sector. Examples include the Queensland Government's *Queensland Sport & Active Recreation Strategy 2019–2029*,<sup>3</sup> the New South Wales Government's Office of Sport's *Strategic Plan 2020–2024*,<sup>4</sup> the South Australian Government Office for Recreation, Sport and Racing's *Strategic Plan 2021–2025*,<sup>5</sup> and the Australian Water Safety Council's *Australian Water Safety Strategy 2030*. It is critical that the training package products are in line with policy and framework content to ensure skills and knowledge training generates a current and skilled workforce.

- **Recreation management and aquatic management change since 2015**

Industry stakeholders in recreation and aquatic management request an update to address changes in Sector since 2015 including but not limited to:

- changes to employment law relating to the definition of a casual worker and subsequent changes in employment and retention of staff
  - evolving and new technologies in plant and equipment
  - changes in the Australian Standard regarding plant, equipment, products and signage in aquatic centres
  - sustainable employment opportunities and the need to train staff to work in multiple areas within a recreation facility
  - exploring the need for Certificate IV or Diploma in Aquatic Facility Management or including an aquatic specialisation within the existing Sport and Recreation qualifications to enhance career progression and sustainability
  - consideration of appropriate units of competency to address industry best practice for administering oxygen therapy and suction in an aquatic environment
  - greater focus on water safety knowledge and survival skills in aquatic units and skill set
- **Other industry issues impacting the quality and relevance of the six SIS Sports and Recreation Training Package products<sup>7</sup>**
    - **Skills shortages:** The sport and recreation sector has voiced a number of skills and knowledge gaps in the workforce. Examples include communication skills, online and social media skills, marketing skills and initiative and enterprise skills. A future review of training package products is essential to address the reported skills gaps and ensure the sector is supported by a knowledgeable workforce.
    - **Lack of career progression opportunities:** Recently conducted training package updates for the sport and fitness sectors have focussed on aligning qualifications to current job roles and mapping career pathways. An

<sup>1</sup> Australian Government Department of Health (May 2020). *Coronavirus (COVID-19) National Principles for the Resumption of Sport and Recreation Activities*. [Available at: <https://www.health.gov.au/resources/publications/coronavirus-covid-19-national-principles-for-the-resumption-of-sport-and-recreation-activities>]

<sup>2</sup> Australian Institute of Sport (AIS) (May 2020). *The Australian Institute of Sport (AIS) Framework for Rebooting Sport in a COVID-19 Environment, Executive Summary*. [Available at: <https://www.health.gov.au/sites/default/files/documents/2020/05/australian-institute-of-sport-ais-framework-for-rebooting-sport-in-a-covid-19-environment.pdf>]

<sup>3</sup> Queensland Government's *Queensland Sport & Active Recreation Strategy 2019–2029* Available at: <https://outdoorsqueensland.com.au/industry/resources-master/submissions/sport-active-recreation-strategy/>

<sup>4</sup> NSW Government *The Office of Sport Strategic Plan 2020–2024* [Available at: [https://www.sport.nsw.gov.au/sites/default/files/2021-04/Strategic\\_Plan\\_2020-24.pdf](https://www.sport.nsw.gov.au/sites/default/files/2021-04/Strategic_Plan_2020-24.pdf)]

<sup>5</sup> Government of South Australia Office for Recreation, Sport and Racing. *Recreation Sport & Racing Strategic Plan 2021–2025* [Available at: [https://www.or.sr.sa.gov.au/data/assets/pdf\\_file/0018/32616/Recreation,-Sport-and-Racing-Strategic-Plan-2021-2025.pdf](https://www.or.sr.sa.gov.au/data/assets/pdf_file/0018/32616/Recreation,-Sport-and-Racing-Strategic-Plan-2021-2025.pdf)]

<sup>6</sup> Australian Water Safety Council (2021). *Australian Water Safety Strategy 2030*. [Available at: [https://www.swimaustralia.org.au/docs/AWS\\_Strategy2030\\_Final.pdf](https://www.swimaustralia.org.au/docs/AWS_Strategy2030_Final.pdf)]

<sup>7</sup> SkillsIQ, *2019 Sport and Recreation Industry Reference Committee Industry Skills Forecast* [Available at: <https://www.skillsiq.com.au/site/DefaultSite/filesystem/documents/Industry-Skills-Forecasts-June2017/2019%20Final%20ISFs/2019%20Industry%20Skills%20Forecast%20Sport%20and%20Recreation%20IRC%20Web.pdf>]

equivalent exercise needs to be conducted with respect to the sport and recreation qualifications subject to review.

- **Shortage of skilled staff in aquatic facilities**

The aquatic industry report that approximately half of the workforce is casual, 75% of lifeguards and 71% of swim teachers are casual. The industry estimates that half of the lifeguards and swim teachers working prior to COVID-19 have been forced to seek other employment and left the industry. This is expected to have a significant impact on availability of staff in the immediate future and the need for flexible solutions to attracting, training and retaining staff.

- **Superseded or deleted core and elective SIS and imported units in the qualifications**

As a result of other training package product reviews and updates, there are now a number of core and imported units across the qualifications of focus which have been superseded or deleted. For example, the **Fitness Training Package products** included in the SIS Sport, Fitness and Recreation Training Package were recently reviewed<sup>1</sup> resulting in the update, deletion and addition of units, some of which are contained in the sport and recreation qualifications included in this review.

A desktop audit of the qualifications (tabled below) shows the superseded or deleted imported units within the current qualifications.

Code	Qualification	Superseded or Deleted Imported Units	Number of Core Units
SIS10115	Certificate I in Sport and Recreation	4	1
SIS20115	Certificate II in Sport and Recreation	9	2
SIS30115	Certificate III in Sport and Recreation	16	3
SIS31015	Certificate III in Aquatics and Community Recreation	14	4 (forced group A)
SIS40115	Certificate IV in Sport and Recreation	16	3
SIS50115	Diploma of Sport and Recreation Management	48	6

All superseded and deleted units within the qualifications need to be replaced with updated/new versions.

- **The previous update conducted in 2015 was primarily a template transfer**

Over the last three years, the Sport, Outdoor and Fitness components of the SIS Sport, Fitness and Recreation Training Package have undergone a comprehensive review to address changes in industry needs and skills demands. The Sport and Recreation and Aquatic and Community Recreation qualifications remain unchanged. The last update work conducted for the six qualifications of focus was predominantly an exercise to transfer all content to the newly established training package product standards template rather than an update to reflect industry skills developments. The sport and recreation and aquatic recreation sector has evolved significantly since 2015 (as outlined above) and therefore it is crucial that these SIS qualifications be updated in order to maintain currency.

As a result of the above policy changes, industry and operational developments and the key skills and knowledge areas covered in the six sport and recreation qualifications of focus need to be reviewed and updated.

If the qualifications are not adequately reviewed or updated soon, there is a high risk that graduates and new entrants to the workforce will not be satisfactorily equipped to carry out the different job roles the training package currently supports. Job roles include important positions in commercial and community-run aquatic centres, sports centres and recreation facilities which have high levels of responsibility in implementing health and safety protocols.

Please refer to **Attachment B** for enrolment and completion data for the qualifications of focus.

<sup>1</sup> Fitness and Aqua Exercise Instructors' Training Package Products Update. Please refer to the SkillsIQ project page: <https://www.skillsiq.com.au/CurrentProjectsandCaseStudies/FitnessTPD>.

## 2.2 Evidence for change

The sport and recreation sectors supported by the six qualifications of focus represent an array of employers, workplace settings and job roles. For example, employers can represent community and recreation facilities, leisure and aquatic centres, community organisations (e.g. YMCA, etc.) and sporting organisations. National employment data is limited in providing an accurate picture of the workforce supported by these qualifications as job roles are not structured to one sector, and they can be categorised with roles employed in other areas including outdoor recreation, arts and the community services sectors. The data evidence below aims to provide a picture of the size and growth of the workforce specifically supported by the sport and recreation qualifications required to be reviewed.

During the COVID-19 lockdowns, daily exercise was a permitted reason for leaving the home which triggered a national increase in adult participation in sport or physical activity, particularly walking, running/athletics, cycling, bush walking and swimming.<sup>1</sup> The **sport and recreation sector** is expected to recover rapidly from the COVID-19 shutdowns, and employment forecasts for key job roles supported by the six qualifications show strong growth over the next five years. Some examples of projected employment growth by 2025 include:<sup>2</sup>

- **Sports and Fitness Workers** – with a projected increase in workforce numbers from 73,800 (Nov 2020) to 80,700 (Nov 2025)
- **Sports Coaches, Instructors and Officials** – from 40,200 to 43,700.

Overall, the **Sports industry** alone, which involves those businesses operating in sports administration, instruction or betting activities, or operating sports clubs or facilities, **employs over 73,500 workers**. The majority of jobs are supported by the SIS Training Package and the industry's employment level is expected to reach 88,789 workers by 2026.<sup>3</sup>

**Sports and recreation facilities operations** in Australia **employ 22,935 workers** and this is expected to experience an annual growth rate of 1.5% to reach 24,650 by 2026.<sup>4</sup>

**Sports and physical recreation clubs** across the country employ over 16,000 workers and although employment levels have experienced downward trends this year, employment is expected to recover and grow strongly at an annual rate of 7.2%, to reach 23,615 by 2026.<sup>5</sup>

Australian Lifeguard Service (ALS) employs over **700 lifeguards** across Australia.<sup>6</sup>

There are up to **30,000 full-time equivalent jobs which are attributed to outdoor recreation**, an area estimated to contribute \$11 billion to Australia's economy.<sup>7</sup>

**There is currently a significant shortage in swim teachers**, with 2,000 needed to fill the national shortfall. The COVID-19 pandemic has meant that many swim teachers have had to pursue other employment options while swimming facilities remained closed and, as a result, there are now insufficient teachers available to meet demands for swimming lessons.<sup>8</sup>

**Sports administration services** is an area strongly supported by the SIS Training Package products. It is evident that as restrictions ease and greater access to sports and community recreation facilities is permitted, demand for sporting and recreation facilities will grow significantly. Specialised industry reports (IBISWorld) show that sports and administrative services is expected to increase by 8.4% in the current year (2021–2022).<sup>9</sup>

<sup>1</sup> Sport Australia. *AusPlay - Ongoing impact of COVID-19 on sport and physical activity participation June 2021 update*. [Available at: [https://www.clearinghouseforsport.gov.au/data/assets/pdf\\_file/0004/1012846/AusPlay-COVID-19-update-June-2021.pdf](https://www.clearinghouseforsport.gov.au/data/assets/pdf_file/0004/1012846/AusPlay-COVID-19-update-June-2021.pdf).]

<sup>2</sup> Australian Government Labour Market Information Portal. *2020 Employment Projections – for the five years to November 2025. Occupation Projections*. Available at: <https://lmip.gov.au/default.aspx?LMIP/GainInsights/EmploymentProjections> [Accessed 17 October 2021]

<sup>3</sup> IBISWorld Report X0028 June 2021 *Sports in Australia*

<sup>4</sup> IBISWorld Report R9113 June 2021 *Sports and Recreation Facilities Operation in Australia*

<sup>5</sup> IBISWorld Report R9112 March 2021 *Sports and Physical Recreation Clubs in Australia*

<sup>6</sup> Australian Lifeguard Service (ALS) Available at: <https://lifeguards.com.au/>

<sup>7</sup> Marsden Jacob Associates, *Nationwide impacts of outdoor recreation: a CGE-based analysis*. [Available at: <https://www.skillsiq.com.au/site/DefaultSite/filesystem/documents/MarsdenJacobs/Nationwide%20Impacts%20of%20Outdoor%20Recreation.pdf>]

<sup>8</sup> ABC News (17 March 2021) *Swimming teachers wanted as 'massive shortage' forces kids onto waitlists*. Available at: <https://www.abc.net.au/news/2021-03-17/swimming-teacher-jobs-available-due-to-australia-shortage/100014072>

<sup>9</sup> IBISWorld (July 2021) *Sports Administrative Services in Australia* (Report R9114).

**Preparation for the 2032 Olympics** will require an increase in all levels of trained staff to manage international-level sporting facilities; recruit train and manage large numbers of staff and volunteers; and create sustainable business models for venues post-Olympics.

**There will be increased community interest** in participation in recreation activities post-COVID-19. Throughout the COVID-19 stay-at-home restrictions, participating in exercise or recreation has been one of the permitted reasons to leave the home. There is an increasing recognition of the benefits of physical activity to both mental and physical health. Staff working in the sport, recreation and community sector will benefit from updated qualifications that incorporate the capacity to adjust and design the flexible delivery of recreation programs for all ages within the community, and enhance ongoing participation in an active lifestyle.

Overall, the growing popularity of participating in sport and recreation equates to a growing need to ensure that the future supply of workers is adequately skilled to support businesses reach their growth potential. As Australia learns to live in a COVID-19 landscape, it has never been more important to ensure that the sport and recreation training package products are current, relevant and cover the future skills and knowledge needs of industry.

### 2.3 Consideration of existing products

There are no new qualifications proposed in this Case for Change.

### 2.4 Approach to streamlining and rationalisation of the training products being reviewed

This review will result in the removal of deleted and superseded units of competency from the core and elective options within the qualifications. This review will draw on the outcomes of recently conducted SIS Training Package product update projects to ensure that there is no duplication of effort or content when delivering the qualifications to learners while still ensuring that they have the requisite skills and knowledge to undertake jobs in industry.

The qualifications proposed in in this Case for Change incorporate the use of imported units from existing training packages. This will be a focus of the update.

### 3. Stakeholder consultation

#### 3.1 Stakeholder consultation undertaken in the development of Case for Change

*For a full list of industry-specific stakeholders that actively participated in the stakeholder consultation process undertaken to develop the Case for Change, please see **Attachment C**.*

During the recent update of the Fitness and Aquatic Exercise qualifications, a number of aquatic industry stakeholders commented that the SISCAQU units of competency should be reviewed to ensure inclusion of current practice and consistency across the training package.

The Case for Change will be available for public comment on SkillsIQ's website. In addition, key industry peak bodies will be contacted and invited to provide feedback on the Case for Change and the direction of the update.

#### 3.2 Evidence of Industry Support

*For a list of the issues raised by stakeholders during consultation and the IRC's response to these, please see **Attachment D**.*

All feedback provided by stakeholders for this draft version of the Case for Change has been summarised in earlier sections and used to determine the key recommendations put forward regarding the update, deletion or addition of units of competency across the SIS qualifications of focus. Any issues raised during the draft Case for Change consultation period will be noted in **Attachment D** of the final version to be submitted.

#### 3.3 Proposed stakeholder consultation strategy for project

*Note: For a full list of industry-specific stakeholders who are planned to be contacted to participate in the stakeholder consultation process undertaken for this project, please see **Attachment E**.*

An extensive multi-channel consultation plan has been established to gather views and feedback from a range of stakeholders. These include interviews, workshops, webinars and the use of SkillsIQ's Online Feedback Forum. The Feedback Forum is a tool designed to capture stakeholder feedback on draft training package products. It also provides an opportunity for stakeholders to view feedback left by others. All proposed changes to the qualifications, including content changes to specific units of competency and new units of competency, will be available on the Feedback Forum.

Whilst the preferred method for conducting consultation activities such as interviews and workshops is face to face, the restrictions still in place regarding COVID-19 mean telephone or Zoom discussions may be more suitable. The consultation will be promoted via various channels, including:

- direct email to SkillsIQ's national network of over 10,000 contacts in order to maximise reach to industry stakeholders
- members of the Sport and Recreation IRC and their respective networks
- State and Territory Sport and Recreation Industry Training Advisory Bodies (ITABs)
- Sport and Recreation peak bodies in the sector, who will play an active role in promoting the consultation across their wider networks to ensure key stakeholders with some involvement or knowledge of sport and recreation are aware of the review and encouraged to participate.

SkillsIQ will work with the above stakeholders to circulate consultation information to their wider networks in regional and rural areas across Australia to help ensure their feedback and experiences are incorporated via the consultation process.

## 4. Licencing or regulatory linkages

There are no regulatory or licensing requirements that are directly linked to the qualifications proposed for review in this Case for Change. However, staff working in the sport and recreation and aquatic and community recreation sector must be aware of legislative requirements that are relevant to the services they provide.

## 5. Project implementation

### 5.1 Prioritisation category

It is proposed that this review be progressed as a **routine** project. The pandemic has made the need for a well-equipped workforce of sport and recreation professionals essential in a rapidly recovering sector and it is therefore essential that the qualifications be updated promptly to ensure graduates can support service demands.

### 5.2 Project milestones

The anticipated timeframe for the project is 11 months. Key activities will be carried out according to the schedule below. Please note that this schedule is based on Case for Change approval at the December 2021 AISC meeting.

Activity	Proposed Timing
Review and approval of Case for Change by AISC	01 December 2021
Activity order issued by DESE	December 2021 /January 2022
Convene TAC and host initial Draft 1 development meeting	January 2022
Develop Draft 1 training package products	January – February 2022
Industry consultation on Draft 1	March 2022
Develop Draft 2 training package products based on Draft 1 consultation feedback	April – May 2022
Validate Draft 2 training package products	June 2022
Develop Final Draft Case for Endorsement and Companion Volume	July – August 2022
External Quality Assurance	September 2022
STA Consultation	September 2022
Submission of final Case for Endorsement to AISC	October 2022.

### 5.3 Delivery or implementation issues

No issues or sensitivities have been raised to date. Any issues stated during the draft Case for Change consultation period will be included in the final version.

## 6. Implementing the Skills Minister's Priority reforms for Training Packages (2015 and October 2020)

- **Ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices**

National consultation processes involving national workshops and engagement with industry will ensure that the final units of competency and training requirements reflect the needs of employers, training providers and students undertaking the sport and recreation and aquatic and community recreation qualifications. It is expected that the qualifications will be updated to allow them to be delivered in order to meet the current shortfall in workforce supply.

- **Ensure the training system better supports individuals to move more easily between related occupations**

The qualifications proposed for review currently incorporate imported units of competency from a number of training packages. It is anticipated that this will continue, ensuring the flexibility of the qualifications and supporting the intra- and inter-sector movement of trained staff.

- **Improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors**

The SISX cross-sector units will be updated to ensure contextualisation is possible within the context of the SIS Training Package products and that the units are also suitable for use in other qualifications.

- **Foster greater recognition of skill sets and work with industry to support their implementation**

The update will incorporate the review of existing skill sets to ensure they support transition into the sport and recreation industry and ongoing training opportunities for those already employed in the sector.

This Case for Change was approved by the Sport and Recreation IRC

Name of Chair:

Jeffrey Lehrer

Signature of Chair:

Date:

Jeffrey Lehrer

## Attachment A: Training Package Components to be Updated

SkillsIQ Limited

Contact details: Liz Horne

Date submitted: [03 November]

Project Number	Project Name	Qualification/ Unit / Skill Set	Code	Title	Details of Last Review (endorsement date, nature of this update transition, review, establishment)	Change Required
1	Sport and Recreation	Qualification	SIS10115	Certificate I in Sport and Recreation	Release date December 2015. Previous review was primarily a transition review to the new training package product standards template.	Update
1	Sport and Recreation	Qualification	SIS20115	Certificate II in Sport and Recreation	Release date December 2015. Previous review was primarily a transition review to the new training package product standards template.	Update
1	Sport and Recreation	Qualification	SIS30115	Certificate III In Sport and Recreation	Release date December 2015. Previous review was primarily a transition review to the new training package product standards template.	Update
1	Sport and Recreation	Qualification	SIS31015	Certificate III in Aquatics and Community Recreation	Release date December 2015. Previous review was primarily a transition review to the new training package product standards template.	Update
1	Sport and Recreation	Qualification	SIS40115	Certificate IV in Sport and Recreation	Release 2 March 2021. Minor change involved the removal of a unit with zero enrolment.  Release 1 date December 2015. Previous review was primarily a transition review to the new training package product standards template.	Update

Project Number	Project Name	Qualification/ Unit / Skill Set	Code	Title	Details of Last Review (endorsement date, nature of this update transition, review, establishment)	Change Required
1	Sport and Recreation	Qualification	SIS50115	Diploma of Sport and Recreation Management	Release date December 2015. Previous review was primarily a transition review to the new training package product standards template.	Update
1	Sport and Recreation	Unit	SISCAQU001	Test pool water quality	Release date December 2015. Previous review was primarily a transition review to the new training package product standards template.	Update
1	Sport and Recreation	Unit	SISCAQU002	Perform basic water rescues		
1	Sport and Recreation	Unit	SISCAQU003	Maintain aquatic facility plant and equipment		
1	Sport and Recreation	Unit	SISCAQU004	Develop and implement pool water maintenance procedures		
1	Sport and Recreation	Unit	SISCAQU005	Develop and implement aquatic facility maintenance procedures		
1	Sport and Recreation	Unit	SISCAQU006	Supervise clients in aquatic locations		
1	Sport and Recreation	Unit	SISCAQU007	Perform advanced water rescues		
1	Sport and Recreation	Unit	SISCAQU008	Instruct water familiarisation, buoyancy and mobility skills		
1	Sport and Recreation	Unit	SISCAQU009	Instruct water safety and survival skills		
1	Sport and Recreation	Unit	SISCAQU010	Instruct swimming strokes		

Project Number	Project Name	Qualification/ Unit / Skill Set	Code	Title	Details of Last Review (endorsement date, nature of this update transition, review, establishment)	Change Required
1	Sport and Recreation	Unit	SISCAQU011	Promote development of infants and toddlers in an aquatic environment		
1	Sport and Recreation	Unit	SISCAQU012	Assist participants with a disability during aquatic activities		
1	Sport and Recreation	Unit	SISCAQU014	Operate self-contained breathing apparatus in an aquatic facility		
1	Sport and Recreation	Unit	SISCCRD001	Facilitate community recreation initiatives		
1	Sport and Recreation	Unit	SISCCRO001	Plan and conduct recreation programs for older persons		
1	Sport and Recreation	Unit	SISXADM001	Organise and supervise participant travel		
1	Sport and Recreation	Unit	SISXCAI001	Provide equipment for activities		
1	Sport and Recreation	Unit	SISXCAI002	Assist with activity sessions		
1	Sport and Recreation	Unit	SISXCAI003	Conduct non-instructional sport, fitness or recreation sessions		
1	Sport and Recreation	Unit	SISXCAI004	Plan and conduct programs		
1	Sport and Recreation	Unit	SISXCAI005	Conduct individualised long-term training programs		
1	Sport and Recreation	Unit	SISXCAI006	Facilitate groups		

Project Number	Project Name	Qualification/ Unit / Skill Set	Code	Title	Details of Last Review (endorsement date, nature of this update transition, review, establishment)	Change Required
1	Sport and Recreation	Unit	SISXCAI007	Assist with activities not requiring equipment		
1	Sport and Recreation	Unit	SISXCCS001	Provide quality service		
1	Sport and Recreation	Unit	SISXCCS002	Coordinate client service activities		
1	Sport and Recreation	Unit	SISXCCS003	Address client needs		
1	Sport and Recreation	Unit	SISXDIS001	Facilitate inclusion for people with a disability		
1	Sport and Recreation	Unit	SISXDIS002	Plan and conduct disability programs		
1	Sport and Recreation	Unit	SISXEMR001	Respond to emergency situations		
1	Sport and Recreation	Unit	SISXEMR002	Coordinate emergency responses		
1	Sport and Recreation	Unit	SISXFAC001	Maintain equipment for activities		
1	Sport and Recreation	Unit	SISXFAC002	Maintain sport, fitness and recreation facilities		
1	Sport and Recreation	Unit	SISXFAC003	Implement facility maintenance programs		
1	Sport and Recreation	Unit	SISXFAC004	Coordinate facility and equipment acquisition and maintenance		
1	Sport and Recreation	Unit	SISXFAC005	Manage stock supply and purchase		

Project Number	Project Name	Qualification/ Unit / Skill Set	Code	Title	Details of Last Review (endorsement date, nature of this update transition, review, establishment)	Change Required
1	Sport and Recreation	Unit	SISXFIN001	Develop and review budgets for activities or projects		
1	Sport and Recreation	Unit	SISXFIN002	Process financial transactions		
1	Sport and Recreation	Unit	SISXHRM001	Recruit and manage volunteers		
1	Sport and Recreation	Unit	SISXICT001	Select and use technology for sport, fitness and recreation work		
1	Sport and Recreation	Unit	SISXIND001	Work effectively in sport, fitness and recreation environments		
1	Sport and Recreation	Unit	SISXIND002	Maintain sport, fitness and recreation industry knowledge		
1	Sport and Recreation	Unit	SISXIND003	Maintain legal knowledge for organisation governance		
1	Sport and Recreation	Unit	SISXIND004	Analyse participation patterns		
1	Sport and Recreation	Unit	SISXIND005	Coordinate work teams or groups		
1	Sport and Recreation	Unit	SISXIND006	Conduct sport, fitness or recreation events		
1	Sport and Recreation	Unit	SISXIND007	Develop and implement participation strategies		
1	Sport and Recreation	Unit	SISXMGT001	Develop and maintain stakeholder relationships		

Project Number	Project Name	Qualification/ Unit / Skill Set	Code	Title	Details of Last Review (endorsement date, nature of this update transition, review, establishment)	Change Required
1	Sport and Recreation	Unit	SISXRES001	Conduct sustainable work practices in open spaces		
1	Sport and Recreation	Unit	SISXRES002	Educate user groups		
1	Sport and Recreation	Skill Set	SISSS00110	Aquatic Technical Operator		
1	Sport and Recreation	Skill Set	SISSS00112	Swimming and Water Safety Teacher		

## Attachment B: Job Roles, Enrolment Information and Number of RTOs Currently Delivering these Qualifications

Please set out the job roles to be supported through the updated qualifications, enrolment data over the past three years in which data is available for each qualification, completion rates for each qualification, and the number of RTOs delivering these qualifications.

Job Role	Qualification to be Updated to Support the Job Role	Enrolment Data (for the past three years)*			Completion Rates (for the past three years)*			Number of RTOs Delivering (for the past three years)**		
		2018	2019	2020	2018	2019	2020 (preliminary)	2018	2019	2021
Recreation Assistant	SIS10115 Certificate I in Sport and Recreation	1,424	1,132	749	617	408	264	32	28	18
Various roles: Retail Assistant, Facility Assistant, Aquatic Leisure Centre Assistant	SIS20115 Certificate II in Sport and Recreation	15,251	18,689	18,524	7,019	7,773	8,096	80	75	63
Various roles: Community Activities Officer, Activity Operations Officer, Sport and Recreation Attendant	SIS30115 Certificate III in Sport and Recreation	18,130	18,239	18,777	5,913	5,273	6,378	65	64	63
Lifeguard, Recreation Leader, Swimming Teacher	SIS31015 Certificate III in Aquatics and Community Recreation	818	9,728	7,831	98	605	1,275	20	20	42
Various roles: Aquatic Operator, Operations Coordinator, Community Duty Manager.	SIS40115 Certificate IV in Sport and Recreation	155	145	449	98	58	69	11	11	11
Various roles: Competition	SIS50115 Diploma of Sport and Recreation Management									

Manager, Executive Officer, Sports Program Officer, Program Manager (Community Services), Asset and Facility Manager		528	441	427		188	160	118		20	17	13
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**Source:** \*NCVER DataBuilder TVA Enrolments & TVA Completions - Total National 2018-2020 [Accessed October 2021]

\*\* 2018 and 2019 Sport and Recreation IRC Industry Skills Forecast. 2021 figures are based directly from training.gov.au accessed October 2021 and represent RTOs with qualifications on scope.

**Note:**

1. Since 2018 Registered Training Organisations (RTOs) have been required to submit enrolment and completion data for all qualifications to NCVER. Subsequent to 2018 these therefore represent more complete sets of data compared to previous years where data may have underrepresented the true enrolment and completion numbers.
2. Both public and private RTO numbers are included in the data.

## Attachment C: List of Stakeholders who Actively Participated in the Case for Change Consultation Process

Name of Stakeholder	Title	Organisation	Organisation Type (e.g. employer, peak body, union, RTO, regulator)	Jurisdiction/Town/City (e.g. NSW/Sydney)
To be completed after Case for Change consultation.				

## Attachment D: Issues Raised by Stakeholders during Consultation on the Development of the Case for Change

Stakeholder Type	Issues Raised	IRC's Response to Issues Raised
<b>Industry Reference Committee (IRC) Representatives</b>	To be completed after Case for Change consultation.	
<b>Peak Industry Bodies</b>		
<b>Employers (Non-IRC)</b>		
<b>Regulators</b>		
<b>Registered Training Organisations (RTOs)</b>		
<b>Training Boards/Other</b>		
<b>State and Territory Training Authorities (STAs)</b>		
<b>Unions</b>		
<i>Please add other categories as appropriate</i>		

## Attachment E: List of Stakeholders to be Contacted as Part of the Development of the Case for Change

Name of Stakeholder	Title	Organisation	Organisation Type (e.g. employer, peak body, union, RTO, regulator)	Jurisdiction/Town/City (e.g. NSW/Sydney)
To be completed after Case for Change consultation.				