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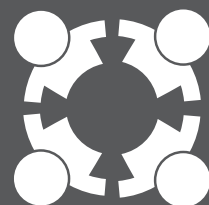
INTEGRITY



BOLDNESS



TEAMWORK



Sport and Recreation

INDUSTRY REFERENCE COMMITTEE INDUSTRY SKILLS FORECAST

Refreshed April 2017

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Executive summary

The Sport and Recreation Industry Reference Committee (IRC) is responsible for ensuring nationally recognised Sport, Fitness and Recreation qualifications deliver the skills and knowledge required to equip its sectors with a highly skilled workforce, both now and into the future. IRC membership comprises industry associations, peak bodies, employee associations, government agencies and departments, and employers.

The Sport and Recreation IRC has responsibility for twenty-three qualifications aligned to job roles within the following sectors:

- Aquatic and Community Recreation;
- Fitness;
- Outdoor Recreation; and
- Sport.

These sectors are made up of a diverse set of business and organisation types comprising not-for-profit organisations (including many volunteer-run organisations); local, state or federal government-managed bodies; and businesses that vary greatly in size, from large corporations to small operations. The workforce is similarly diverse, with a heavy reliance on volunteers and part-time or seasonal workers. Strong growth is predicted across the sectors, with the Department of Employment expecting sports and physical recreation activities to be the 17th largest sector of employment by 2017.

The Sport and Recreation IRC commits to thorough and inclusive national consultation to ensure training package products under its remit are reflective of current industry skills needs and provide opportunities for workforce development that actively contributes to the variability and productivity of the sector. Recognition is given to the need for training package related decisions to be made based on appropriate levels of industry engagement and input.

Further, the IRC acknowledges the COAG Industry and Skills Ministers' priorities and will utilise consultation activities, through the support of SkillsIQ, to gain a national perspective on:

- opportunities to identify and remove obsolete training package products from the system
- industry expectations for training delivery and assessment to be documented within Implementation Guides
- opportunities to enhance portability of skills from one related occupation to another
- opportunities to remove unnecessary duplication within the system and create training package products that may have application to multiple industry sectors
- opportunities for the development of skill sets.

Where available the IRC will seek and maximise opportunities to work collaboratively with other IRCs.

This Industry Skills Forecast proposes a schedule for the ongoing review of relevant training package products to inform the development of the four-year rolling National

Schedule. An industry analysis of both new and emerging workforce skills needs of the sector has informed this plan.

Sector analysis and industry consultation indicate that the sector is, and will continue to be, impacted by a number of challenges and opportunities, including:

- income and population growth leading to increased spending;
- health consciousness of the population;
- costs associated with operation; and
- access to government funding and grants.

In addition to broad challenges and opportunities, the sector has identified the following factors as having direct impact on the composition and skills needs of the workforce:

- a reliance on volunteers and increasing professionalism of the sectors;
- the attraction and retention of employees in regional and remote locations;
- the need for a multi-skilled workforce that is able to adapt, and work across, various job functions; and
- the delivery of community sports and recreation and the availability of suitability skilled individuals to manage and deliver programs.

This Industry Skills Forecast identifies a number of international and national trends in workplace design that will impact on the skills needs of the sector. This information, along with industry-identified skills priorities, will directly inform the coming review of relevant training package products.

Information contained within this Industry Skills Forecast has been sourced by a variety of methods, including:

- desktop research, to develop an understanding of existing research and views on skill requirements in the sector;
- an industry workforce survey, which was available to all stakeholders across all industries; and
- consultation with the IRC, in order to confirm that the information was both valid and reflected industry views appropriately.

A number of components within the Sport, Fitness and Recreation Training Package are yet to undergo a full review to ensure they reflect industry skills needs and to be updated to reflect the Standards for Training Packages. The review of these components was proposed in Year 1. A Case for Change was approved by the AISC in February 2017, allowing training package development work to commence.

All other training package products are proposed in year 3 of this Industry Skills Forecast. This decision is based on the timing of last review and the imperative of industry to allow sufficient time for qualification implementation within the system to fully understand the impact of changes made during the recent 2015 review.

A. Administrative information

Name of IRC

Sport and Recreation Industry Reference Committee

Name of Skills Service Organisation (SSO)

SkillsIQ Limited (SkillsIQ)

This document details the Sport and Recreation IRC four-year four year schedule of work from 1 July 2016 to 30 June 2020.

This version of the Industry Skills Forecast was refreshed in April 2017.

About SkillsIQ

As a Skills Service Organisation (SSO), SkillsIQ is funded by the Department of Education and Training to support its allocated IRCs, which are responsible for the development and maintenance of the following training packages:

- Community Services
- Health
- Local Government
- Public Sector
- Floristry
- Hairdressing and Beauty Services
- Funeral Services
- Retail Services
- Sport, Fitness and Recreation
- Tourism, Travel and Hospitality

B. Sector overview

The sport, fitness and recreation landscape is complex and comprises four main industry sectors: sport, fitness, community recreation and outdoor recreation. Across these sectors a diverse set of business and organisation types exist. These include:

- Not-for-profits (inclusive of volunteer organisations);
- Government bodies (Local, State and Federal); and
- Commercial enterprises (from large companies to sole traders).

The sport, fitness and recreation industries play a crucial role in the health and wellbeing of Australians. The positive impact they have on the health of the population and, by extension, our economy, cannot be underestimated. As well as physical health, the industry promotes the mental health of individuals and the health of society overall by building social cohesion and inclusion, especially among those who are most likely to feel the most excluded.

The sectors are defined below, along with listings of the relevant and current nationally recognised qualifications. At the time of the development of this Industry Skills Forecast not all Sport and Recreation qualifications have been transitioned to the Standards for Training Packages.

Fitness

The fitness sector encompasses the provision of fitness and exercise services in the context of health clubs, fitness centres and gyms, as well as the provision of personal training on an individual and group basis in a variety of settings.

The Australian Bureau of Statistics (ABS) defines fitness professionals as those who 'direct, instruct and guide individuals and groups in the pursuit of physical fitness and wellbeing'.¹ This includes a broad range of fitness

service occupations, such as gym and group instructors, and personal, aqua, and other specialised trainers.

The geographical spread of fitness businesses largely follows population distribution, with sites located in close proximity to the areas in which people live or work. Within industry, the top four organisations (Anytime Australia, Fitness First Australia, Ardent Leisure Group and Jetts Fitness) account for 63.5% of industry revenue. The growth of medium-size companies and foreign entrants has increased industry concentration.²

Key Statistics

- Fitness establishments have the largest presence within NSW with 33.8% of businesses operating in this State. 0.5% operate in the Northern Territory, representing the smallest presence within Australia³
- 3,356 gym and fitness businesses were operating in 2016⁴
- Industry revenue is forecast to grow to reach \$1.5 billion by 2020-21.⁵

Nationally Recognised Fitness Qualifications (as at April 2017)

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

Registered Training Organisation scope of registration

The following table (Table 1) indicates the number of Registered Training Providers (RTOs) with fitness qualifications on scope. The data is current as at April 2017 as per the listing on the National Register of VET (www.training.gov.au).

TABLE 1. REGISTERED TRAINING ORGANISATIONS WITH FITNESS QUALIFICATIONS ON SCOPE (AS AT APRIL 2017)

Code	Qualification name	No of RTO on scope
SIS30315	Certificate III in Fitness	112
SIS30313	Certificate III in Fitness (superseded)	9
SIS40215	Certificate IV in Fitness	91
SIS40210	Certificate IV in Fitness (superseded)	7
SIS50215	Diploma of Fitness	31
SIS50213	Diploma of Fitness (superseded)	1

Source: Training.gov.au. RTOs approved to deliver this qualification. Accessed 13 April 2017

Aquatic and Community Recreation

Community recreation refers to recreation at the local level, such as community recreation facilities and community activity programs. The organisations involved in community recreation are diverse and run across national, State and Territory, and local levels. The delivery of community recreation activities is facilitated by commercial providers, clubs, schools, higher education institutions, youth and community groups and local governments. Recreation activities are also supported by the management of venues and facilities, such as aquatic centres, outdoor centres and camps. Relevant organisations include peak and representative bodies for individual recreation activities and for the sector as a whole.

The aquatic industry delivers a range of water-based activities and programs with a particular focus on water safety and drowning prevention. Public swimming pools provide access to safe water recreation, water and swimming education, and socialisation and fitness. Examples of job roles within this sector include pool lifeguards and swim instructors. These individuals play a critical role in the advocacy for, and delivery of, a safe environment for people to enjoy water.

Key Statistics

- The 2011-12 ABS survey found that parks or reserves were the most popular facility used for sports and

recreation activities (40%), followed by indoor sports or fitness centres (37%). Schools or educational facilities are used less frequently (9%)

- The sports and recreation facilities operation industry is projected to grow at an annual rate of 1.8% over the five years through 2020-21⁶
- Indoor recreation facilities such as swimming pools, netball courts, squash courts, pool and billiards halls, boxing facilities, basketball courts and tenpin bowling alleys gain most of their revenue from participation. However, due to increased popularity of competitive and spectator sports, revenue for such recreational facilities has declined over the past five years.⁷

Nationally Recognised Community Recreation qualifications (as at April 2017)

- SIS31015 Certificate III in Aquatics and Community Recreation

Registered Training Organisation scope of registration

The following table (Table 2) indicates the number of Registered Training Providers (RTOs) with community recreation qualifications on scope. The data is current as at April 2017 as per the listing on the National Register of VET (www.training.gov.au).

TABLE 2. REGISTERED TRAINING ORGANISATIONS WITH COMMUNITY RECREATION QUALIFICATIONS ON SCOPE (AS AT APRIL 2017)

Code	Qualification name	No of RTO on scope
SIS20113	Certificate II in Community Activities (superseded)	27
SIS31015	Certificate III in Aquatics and Community Recreation	20
SIS30213	Certificate III in Community Activity Programs (superseded)	1
SIS30113	Certificate III in Aquatics (superseded)	0
SIS40113	Certificate IV in Community Recreation (superseded)	8

Source: Training.gov.au. RTOs approved to deliver this qualification. Accessed 13 April 2017

Outdoor Recreation

Outdoor recreation refers to those activities taking place in natural environments, on artificial surfaces and in purpose-built facilities outside the confines of buildings. Outdoor recreation comprises activities that include non-competitive recreation, outdoor sports, outdoor and environmental education, health and lifestyle improvement, eco/adventure tourism and recreation-based counselling.⁸

The value of outdoor education extends beyond lifestyle and social factors as it has significant economic importance that is often not realised. The 'Victoria's nature-based outdoor economy' report indicated that nature-based outdoor activities significantly support regional Victorian economies by moving expenditure from urban to regional areas. The report estimates this expenditure contributes \$6.2 billion to Victoria's economy.⁹

Outdoor recreation and education programs are delivered in a variety of venues, some in and around major tourist areas and natural heritage sites within an hour of capital cities. Others operate out of residential centres or are journey-based and explore areas that are only accessible by foot or boat. Relevant organisations in this sector include commercial and not-for-profit fee-for-service providers, state peak bodies, national peak bodies, volunteer organisations conducting programs for youth (e.g. Scouts, Guides, the Duke of Edinburgh Award program), the Department of Education and independent schools. These providers vary from small sole traders to multi-million dollar national organisations.

Key Statistics

- 60% of respondents to the Evolution of Outdoor Recreation Industry Council (ORIC) survey ranked 'Ensure the Outdoor Recreation Training Package is relevant for 2015 to 2020' as the most important priority,¹⁰ while 26% said that workforce development should be a key focus in the next 3 years
- Between March 2015 and 2016, an estimated 10.3 million domestic travellers participated in a bushwalk/rain forest walk, representing a 18% growth¹¹
- During the same period international visitations to

national parks increased by an estimated 13% and there was a 23% increase in international visitors participating in windsurfing, sailing and kayaking¹²

- Outdoor Recreation employers Australia-wide are reporting a shortage of trained and skilled staff to meet the growth that the industry is experiencing. In 2013 43.8% of organisations surveyed reported difficulty in finding staff for outdoor recreation jobs.¹³

Nationally Recognised Outdoor Recreation qualifications (as at April 2017)

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

* Qualification yet to be transitioned to Standards for Training Packages. Activity order approved for this work to occur by June 2018.

Registered Training Organisation scope of registration

The following table (Table 3) indicates the number of Registered Training Providers (RTOs) with outdoor recreation qualifications on scope. The data is current as at April 2017 as per the listing on the National Register of VET (www.training.gov.au).

TABLE 3. REGISTERED TRAINING ORGANISATIONS WITH OUTDOOR RECREATION QUALIFICATIONS ON SCOPE (AS AT APRIL 2017)

Code	Qualification name	No of RTO on scope
SIS20213	Certificate II in Outdoor Recreation	65
SIS30413	Certificate III in Outdoor Recreation	49
SIS40313	Certificate IV in Outdoor Recreation	40
SIS50310	Diploma of Outdoor Recreation	18

Source: Training.gov.au. RTOs approved to deliver this qualification. Accessed 13 April 2017

Sport

Sport takes on many forms and can be defined in many contexts. The National Sport and Active Recreation Policy framework, agreed by all governments in 2011, defines sport as 'A human activity involving physical exertion and skill as the primary focus of the activity, with elements of competition where rules and patterns of behaviour governing the activity exist formally through organisations and is generally recognised as a sport.'¹⁴

The sports sector comprises a wide range of entities with a significant portion operating on a not-for-profit basis. Small-scale operators account for the majority of the sporting industry's enterprises and establishments. A vast majority of sporting clubs are member-owned and rely on the contributions of community members and volunteers. The sector is predicted to experience growth as consumers' interest in organised sports participation continues to grow.

Key Statistics

- Sporting organisations have the largest presence within NSW with 33.4% of businesses operating in this State. 0.7% operate in the Northern Territory representing the smallest presence within Australia¹⁵
- 8,389 sporting-related businesses were operating in 2015-16¹⁶ and 7,713 businesses are expected to be operating in the 2016-17 year¹⁷
- In the year 2015-16, the sports sector (encompassing administration, sports facilities, sports instruction and professional sports clubs) generated a revenue of 9.18 billion dollars, a key contributing factor to the overall sports industry's growth of 3.6% over the five years through 2015-16.¹⁸

- The overall sports industry is projected to grow at an annualised rate of 2.9% over the five years through 2021-22¹⁹
- Between 2013 -14 an estimated 5.2 million people aged 15 years and over (28%) reported they were involved in an organised sport and physical activity. 4.7 million (26%) reported being involved in playing roles and 1.4 million (7.7%) in non-playing roles.²⁰

Nationally Recognised Sport Qualifications (as at April 2017)

- SIS10115 Certificate I in Sport and Recreation
- SIS20115 Certificate II in Sport and Recreation
- SIS20412 Certificate II in Sport Career-Oriented Participation*
- SIS20513 Certificate II in Sport Coaching*
- SIS30115 Certificate III in Sport and Recreation
- SIS30713 Certificate III in Sport Coaching*
- SIS30813 Certificate III in Sports Trainer*
- SIS30613 Certificate III in Sport Career-Oriented Participation*
- SIS30913 Certificate III in Sport Officiating*
- SIS40115 Certificate IV in Sport and Recreation
- SIS40512 Certificate IV in Sport Coaching*
- SIS40612 Certificate IV in Sport Development
- SIS50115 Diploma of Sport and Recreation Management
- SIS50612 Diploma of Sport Development*
- SIS50512 Diploma of Sport Coaching*

* Qualification yet to be transitioned to Standards for Training Packages. Activity order approved for this work to occur by June 2018.

Registered Training Organisation scope of registration

The following table (Table 4) indicates the number of Registered Training Providers (RTOs) with sport qualifications on scope. The data is current as at April 2017 as per the listing on the National Register of VET (www.training.gov.au)

TABLE 4. REGISTERED TRAINING ORGANISATIONS WITH SPORT AND RECREATION QUALIFICATIONS ON SCOPE (AS AT APRIL 2017)

Code	Qualification name	No of RTO on scope
SIS20412	Certificate II in Sport Career Oriented Participation	6
SIS20513	Certificate II in Sport Coaching	41
SIS30613	Certificate III in Sport Career Oriented Participation	11
SIS30713	Certificate III in Sport Coaching	21
SIS30813	Certificate III in Sports Trainer	11
SIS30913	Certificate III in Sport Officiating	0
SIS40512	Certificate IV in Sport Coaching	10
SIS40612	Certificate IV in Sport Development	11
SIS50512	Diploma of Sport Coaching	9
SIS50612	Diploma of Sport Development	46
SIS10115	Certificate I in Sport and Recreation	31
SIS10113	Certificate I in Sport and Recreation (superseded)	17
SIS20115	Certificate II in Sport and Recreation	64
SIS20313	Certificate II in Sport and Recreation (superseded)	81
SIS30115	Certificate III in Sport and Recreation	62
SIS30513	Certificate III in Sport and Recreation (superseded)	46
SIS40115	Certificate IV in Sport and Recreation	10
SIS40412	Certificate IV in Sport and Recreation (superseded)	12
SIS50115	Diploma of Sport and Recreation Management	22
SIS50712	Diploma of Sport and Recreation Management (superseded)	18

Source: Training.gov.au. RTOs approved to deliver this qualification. Accessed 13 April 2017

Peak bodies and key industry players

The following list represents a range of organisations that perform a variety of key roles in this sector. These organisations and their networks are well placed to offer industry insights at the time of training package review. Industry engagement will include a broad and inclusive range of stakeholders beyond those included in this list, as relevant to the nature of training package product review.

- Government departments and agencies
 - Australian Sports Commission
 - State departments and offices for sport and recreation
 - Local governments
 - Department of Defence
- Peak and industry associations
 - AUSTSWIM
 - Australian Swim Coach and Teachers Association
 - Coalition of Major Professional and Participation Sports
 - Community Sport Australia
 - Fitness Australia
 - Outdoor Council of Australia
 - Parks and Leisure Australia
 - Physical Activity Australia
 - Queensland Fitness Sport Recreation Skills Alliance
 - Royal Life Saving Society Australia
 - State sporting federations
- Employee associations
 - Australian Services Union
 - Australian Workers Union
 - Regulators
- Large and small employers across metropolitan, regional, rural and remote areas
- Registered Training Organisations, both public and private
- Other stakeholders:

- CHARTES
- Future Now
- Outdoor Education Group
- Service Skills SA
- SkillsIQ NSW ITAB
- YMCA Australia.

Challenges and opportunities in the sector

Income and population growth

Sport, fitness and recreation industries have benefited from both a growth in Australians' personal income and an increasing population. A rise in discretionary income has meant that individuals have more money available to spend on non-essential products and services that they once may not have considered. Household discretionary income is expected to continue to rise, providing an opportunity for further industry growth. Similarly, continuing population growth has supported demand growth, where more people are seeking the services and opportunities for involvement in the sport, fitness and recreation industries.

Health-conscious population

Whilst obesity and inactivity levels are high, a large portion of the population is becoming increasingly health-conscious and looking for both traditional and alternative avenues for improved health, fitness and wellbeing. This consumer group has greater awareness of the benefits associated with physical activity and, as a result, has increased participation across the sport, fitness and recreation industry sectors. This increased awareness and participation positively correlates with increased spending on physical activity, particularly gyms and fitness centres. IBISWorld reports that health-consciousness will continue to rise in 2016, which presents opportunities for industry operators.²¹

Social media, celebrity identities and reality television programs have all played a significant role in the changing attitudes of Australians towards their personal health and wellness. Many businesses are now taking advantage of influential individuals and programs to further drive participation and engagement rates. In particular, platforms such as Instagram have benefited industry where models, personalities and even avid participants act as marketing tools, by promoting an activity, brand or product.

It is to be noted that programs and events that promote life-style improvements, such as healthy eating and exercise, may have reduced impact in communities that require suitable ongoing support and infrastructure to ensure changes are embedded and sustained.

Cost of operation

Many sporting and recreation facility operators face financial challenges as a result of the high cost associated with the maintenance of facilities, equipment, fees and insurances. Costs of operation often create a reliance on sponsorship, participation rates and memberships. Sport participation is projected to grow in 2015-16, boosting demand for the sector's services and facilities.

Government grants

In Australia, State, Territory and Local governments significantly contribute to the sports, fitness and recreation industries, through construction and redevelopment grants for new facilities. The NSW State government, for example, through its Local Sport Grant program aims to increase regular and on-going participation opportunities in sport and active recreation. There are four project types within the program: Sport Club Development; Community Sport Events; Sport Access; and Facility Development & Capital Equipment.

Additionally, the Australian Government, through the Australian Sports Commission (ASC), supports national sporting organisations (NSOs) and national sporting organisations for people with disabilities (NSODs) to

coordinate and deliver programs targeting improvement in sport participation rates and performance outcomes. In the 2015-16 year, the ASC made a total investment of approximately 134 million dollars directly into NSOs and athletes.²²

Gendered composition of the workforce

The 2010 Census indicated that there were more males (58%) than females (42%) employed in sport and physical recreation occupations. The majority of the workforce is made up of coaches, officiators and people working in administrative positions. Of the paid positions, males make up 53% of the workforce and females 47%, with at least 41% of the sport workforce holding a post-school qualification.²³

Australian women's under-representation in coaching is reflective of international trends in similar countries such as the United Kingdom and the United States of America. In the U.S., for example, research highlighted that many women in the basketball sector struggled to access equal opportunities in the officiating community and faced equity challenges, such as lack of mutual respect and perceived inequity of policies.²⁴ The 2013 ABS survey indicated that in 2010, an estimated 4% of women in sport were involved in organised sport or physical activities in a non-playing capacity, 40% of whom had completed a course or qualification relevant to their role.²⁵ In addition, 20% of females involved in a non-playing role received some remuneration for their involvement.

At a national level, women are under-represented in leadership positions in sport and have a minimal and significantly disproportionate presence across boards and committees for national and international-level sport such as the Commonwealth Games and the Olympic Games.²⁶ Good governance principles are required to increase transparency and improve gender balance for leading positions in sport.

Initiatives such as Western Australia's 'GOAL Get On-board and Lead' (Women in Sport) have been designed to increase the number of women in leadership roles in the sport and recreation sector. GOAL aims to make

it easier for women to advance as leaders both on and off the field and encourages sport and recreation bodies to adopt practices that attract women into leadership positions.

Diversity and inclusion in sport

The diverse nature of sports and sporting activities, and the role played in community engagement, provides accessibility to all ages, sexes, cultures and socio-economic backgrounds. For sports to flourish and grow they need to continue to evolve and implement practical strategies to ensure inclusivity for all demographics. The Australian Sports Commission describes inclusion as: 'Providing a range of options to cater for people of all ages, abilities and backgrounds, in the most appropriate manner possible'. In essence, inclusion refers to proactive behaviours that ensure individuals feel welcome and a part of an organisation.²⁷

Despite a range of programs and policies, incidents of racism and discrimination still occur on a regular basis from the elite to grassroots level across a range of sports every season and present a range of challenges for the sport sector.²⁸ Initiatives such as 'Play by the rules', a collaboration between the Australian Sports Commission and the Australian Human Rights Commission, aim to combat discrimination and harassment, and ensure child protection within sport. Play by the rules provides information, resources, tools and free online training, to assist in preventing and dealing with these challenges.

Further, sporting organisations and professionals similarly play an important role in helping to address and create awareness of broader social issues. An example can be found in the Northern Territories 'No More' campaign which takes action against family violence within Indigenous populations and the wider Australian community. No More uses sport, an arena that engages men on a large scale, to promote the issue and has links with more than five sporting codes and almost one hundred sporting teams.²⁹

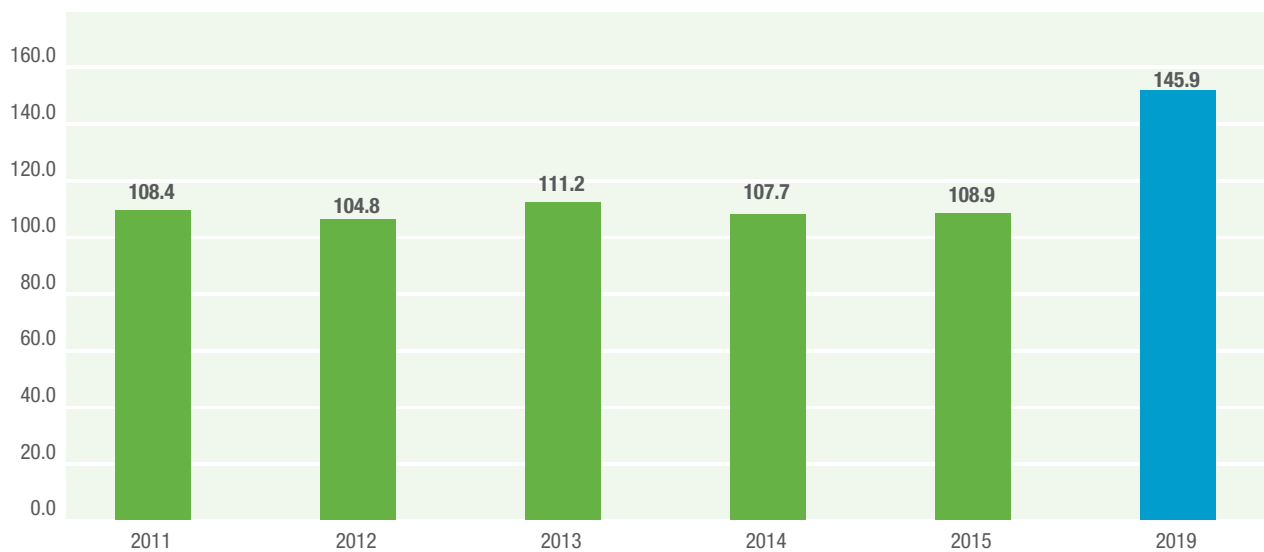
C. Employment

Employment outlook

The Department of Employment expects sports and physical recreation activities to be the 17th largest sector of employment by 2017 and that it will contribute to the growth of many other areas, including child care, school education and allied health services. The industry itself expects to continue employing more people but it doesn't expect to continue growing at the rate it has been.

The following table demonstrates employment levels for the sport and recreation sectors between 2011 and 2019.

SPORTS AND RECREATION EMPLOYMENT LEVELS – ('000)



Source: Department of Employment Labour Market Information Portal.

Note: Figures are displayed at the ANZSIC Division 91 level. The graph includes current and historical employment levels, as well as a projected employment level to 2019

Employment levels, growth and projections

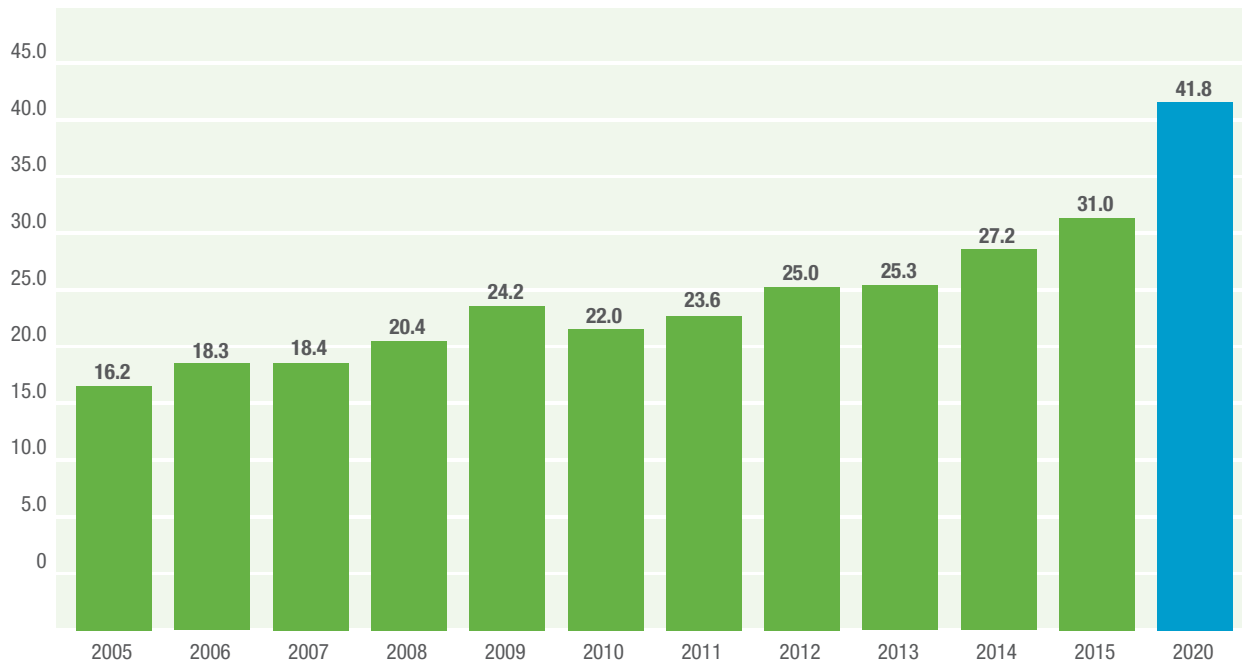
Fitness Instructors

- The number of job openings for Fitness Instructors is expected to be average (between 10,001 and 25,000) by November 2019.
- Employment for this occupation rose very strongly (in percentage terms) in the past five years and rose very strongly in the long-term (ten years). Looking forward, employment for Fitness Instructors to November 2020 is expected to grow very strongly.

- This is a large occupation (31,000 in November 2015) suggesting that opportunities should be available in many (but not all) regions.
- Fitness Instructors have a relatively low proportion of full-time jobs (36.9%). For Fitness Instructors working full-time, average weekly hours are 39.5 (compared to 40.2 for all occupations). Unemployment for Fitness Instructors is below average.
- The most common level of educational attainment for Fitness Instructors is Certificate III/IV (31.8%).³⁰

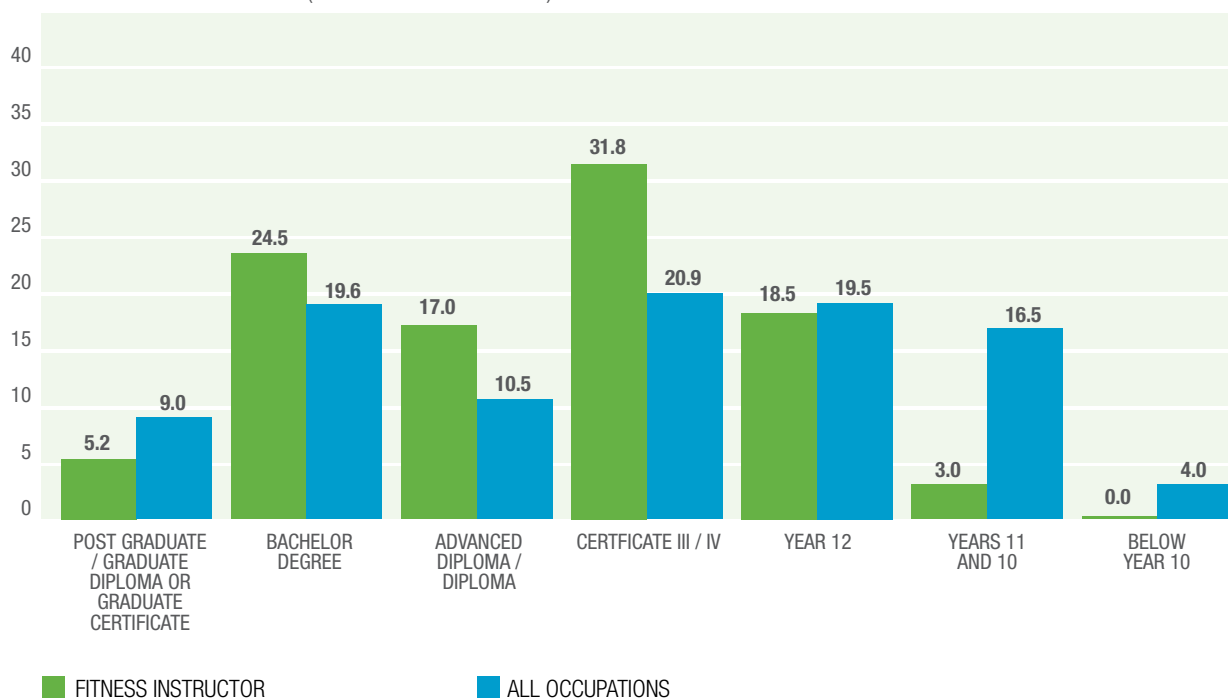
Note: 'Fitness Professional' is the industry-preferred occupation title. The terminology used above (Fitness Instructor) is reflective of the Department of Employment's job classification use.

EMPLOYMENT LEVEL ('000s) PAST AND PROJECTED TO 2020 - FITNESS INSTRUCTORS



Source: ABS Labour Force Survey, Department of Employment trend data to November 2015 and Department of Employment projections to 2020.

EDUCATIONAL ATTAINMENT (% OF EMPLOYMENT) - FITNESS INSTRUCTORS

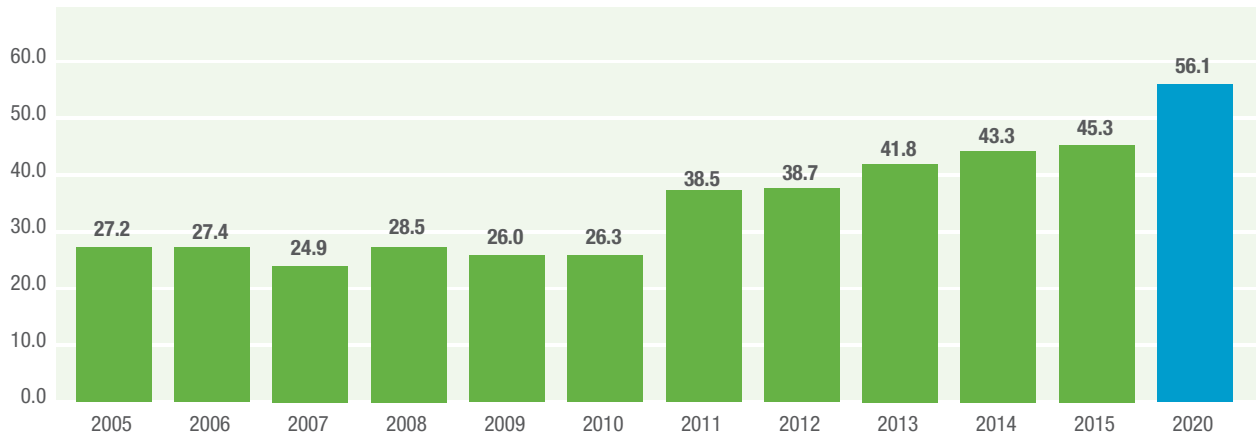


Source: ABS 2015 Survey of Education and Work (SEW). Estimates have been rounded and consequently some discrepancies may occur between sums of the component items and totals.

Sports Coaches, Instructors and Officials

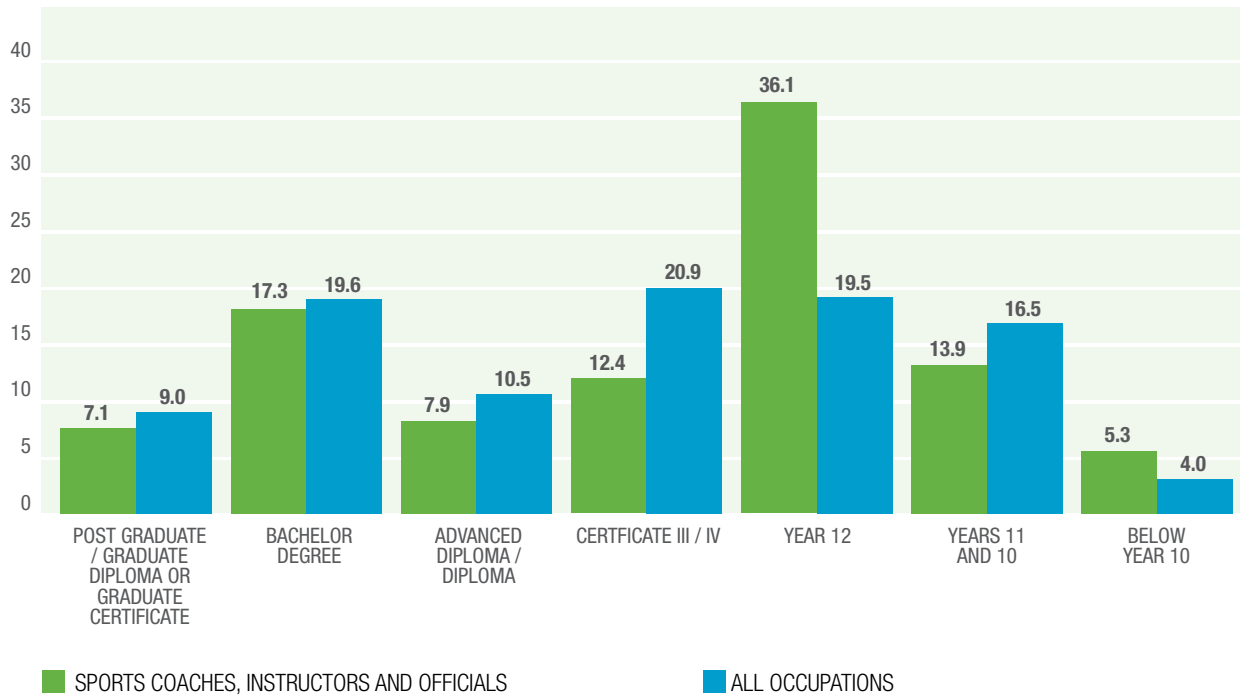
- The number of job openings for Sports Coaches, Instructors and Officials is expected to be above average (between 25,001 and 50,000) by November 2019.
- Employment for this occupation rose very strongly (in percentage terms) in the past five years and rose very strongly in the long-term (ten years). Looking forward, employment for Sports Coaches, Instructors and Officials to November 2020 is expected to grow very strongly.
- This is a large occupation (45,300 in November 2015), suggesting that opportunities should be available in many (but not all) regions.
- Sports Coaches, Instructors and Officials have a relatively low proportion of full-time jobs (22.3%). For Sports Coaches, Instructors and Officials working full-time, average weekly hours are 38.2 (compared to 40.2 for all occupations) and earnings are average - in the fifth decile. Unemployment for Sports Coaches, Instructors and Officials is average.
- The most common level of educational attainment for Sports Coaches, Instructors and Officials is Year 12 (36.1%).³¹

EMPLOYMENT LEVEL ('000s) PAST AND PROJECTED TO 2020 - SPORTS COACHES, INSTRUCTORS AND OFFICIALS



Source: ABS Labour Force Survey, Department of Employment trend data to November 2015 and Department of Employment projections to 2020.

EDUCATIONAL ATTAINMENT (% OF EMPLOYMENT) - SPORTS COACHES, INSTRUCTORS AND OFFICIALS

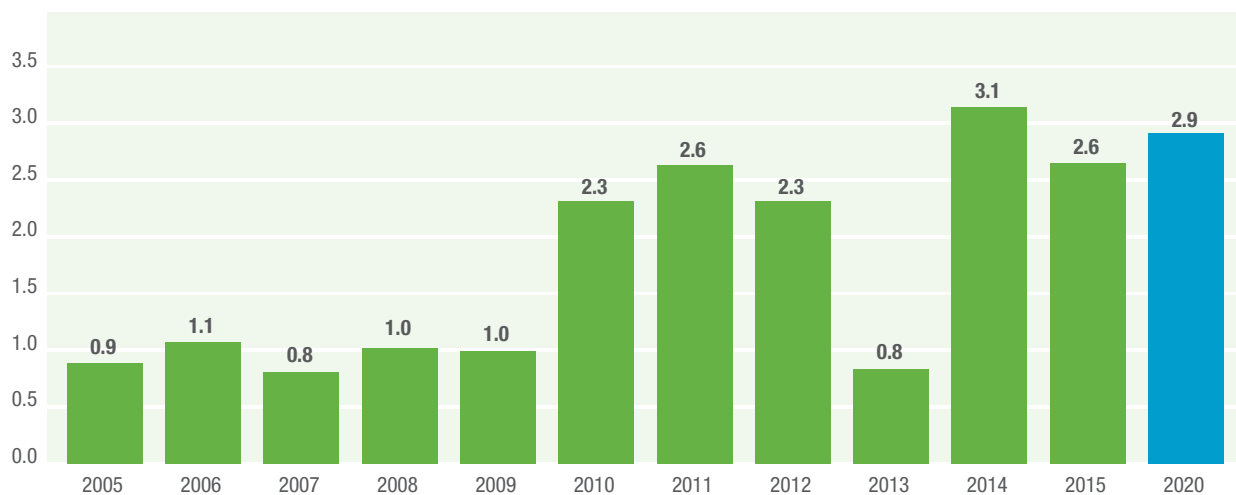


Source: ABS 2015 Survey of Education and Work (SEW). Estimates have been rounded and consequently some discrepancies may occur between sums of the component items and totals.

Outdoor adventure guides

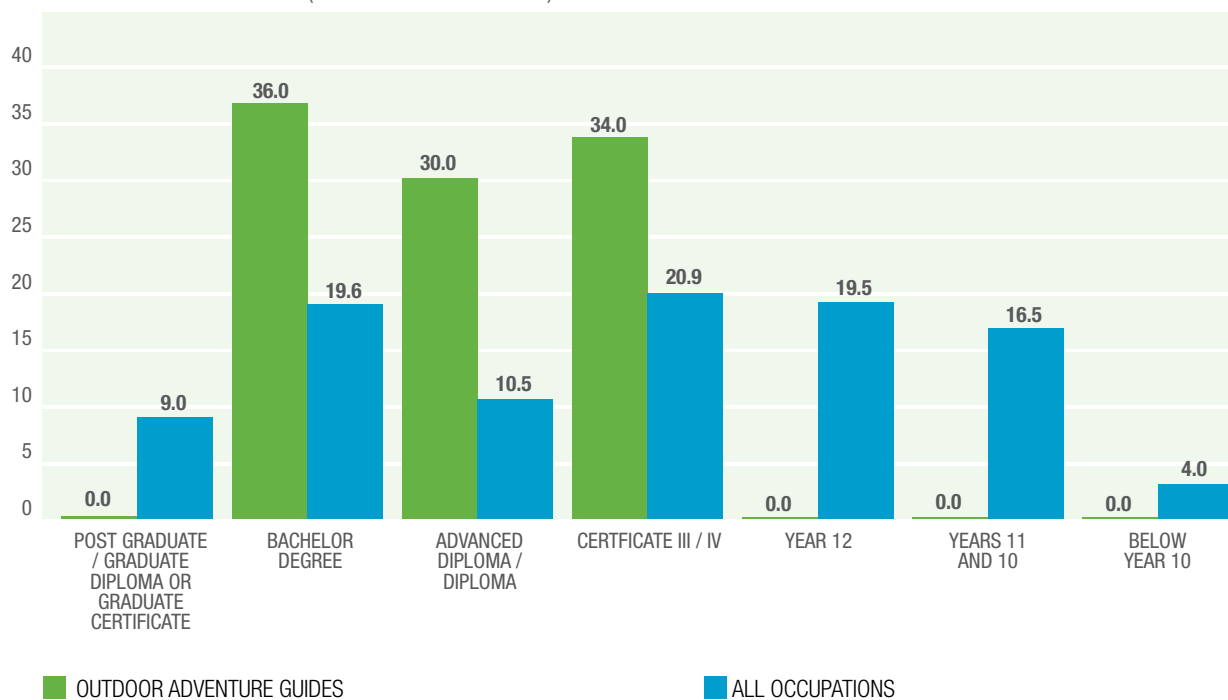
- The number of job openings for Outdoor Adventure Guides is expected to be low (equal to or less than 5,000) by November 2019.
- Employment for this occupation rose strongly (in percentage terms) in the past five years and rose very strongly in the long-term (ten years). Looking forward, employment for Outdoor Adventure Guides to November 2020 is expected to grow moderately.
- This is a very small occupation (2,600 in November 2015), suggesting that opportunities may be quite limited in some regions.
- Outdoor Adventure Guides have a below-average proportion of full-time jobs (65.8%). For Outdoor Adventure Guides working full-time, average weekly hours are 36.1 (compared to 40.2 for all occupations). Unemployment for Outdoor Adventure Guides is below average.
- The most common level of educational attainment for Outdoor Adventure Guides is Bachelor degree (36.0%).³²

EMPLOYMENT LEVEL ('000s) PAST AND PROJECTED TO 2020 - OUTDOOR ADVENTURE GUIDES



Source: ABS Labour Force Survey, Department of Employment trend data to November 2015 and Department of Employment projections to 2020.

EDUCATIONAL ATTAINMENT (% OF EMPLOYMENT) - OUTDOOR ADVENTURE GUIDES



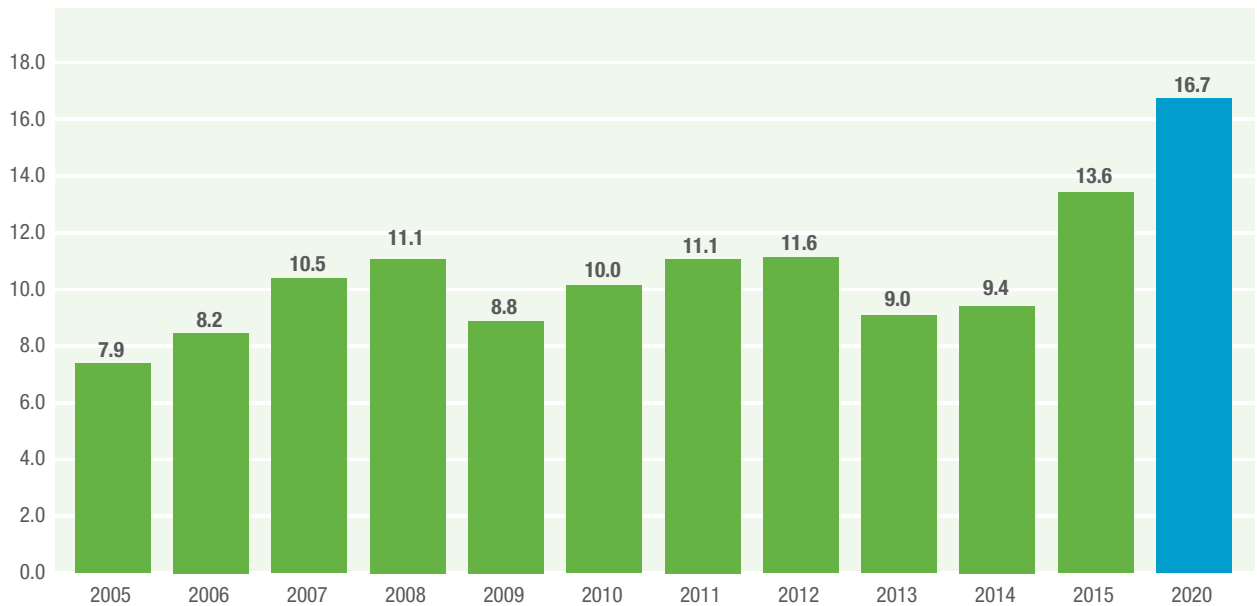
Source: ABS 2015 Survey of Education and Work (SEW). Estimates have been rounded and consequently some discrepancies may occur between sums of the component items and totals.

Sportspersons (inclusive of Lifeguards)

- The number of job openings for Sportspersons is expected to be below average (between 5,001 and 10,000) by November 2019.
- Employment for this occupation rose very strongly (in percentage terms) in the past five years and rose very strongly in the long-term (ten years). Looking forward, employment for Sportspersons to November 2020 is expected to grow very strongly.
- This is a medium-sized occupation (13,600 in November 2015), suggesting that opportunities may be limited in some regions.

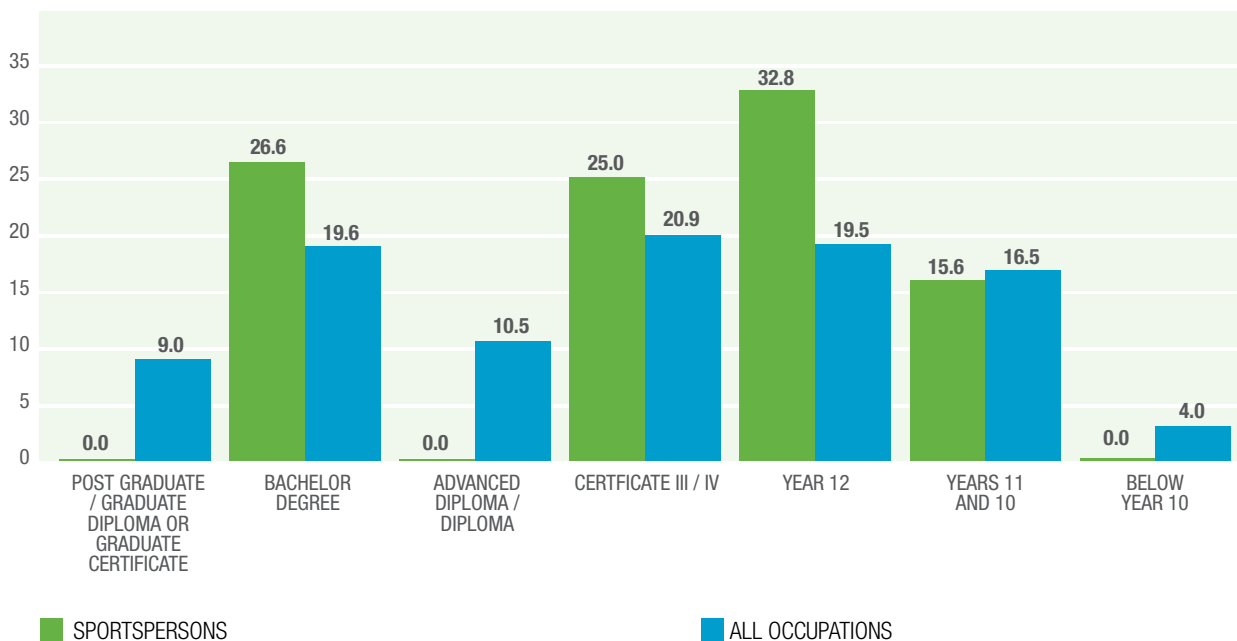
- Sportspersons have a relatively low proportion of full-time jobs (36.4%). For Sportspersons working full-time, average weekly hours are 40.1 (compared to 40.2 for all occupations).
- Unemployment for Sportspersons is average.
- The most common level of educational attainment for Sportspersons is Year 12 (32.8%).³³

EMPLOYMENT LEVEL ('000s) PAST AND PROJECTED TO 2020 - SPORTSPERSONS



Source: ABS Labour Force Survey, Department of Employment trend data to November 2015 and Department of Employment projections to 2020.

EDUCATIONAL ATTAINMENT (% OF EMPLOYMENT) - SPORTSPERSONS

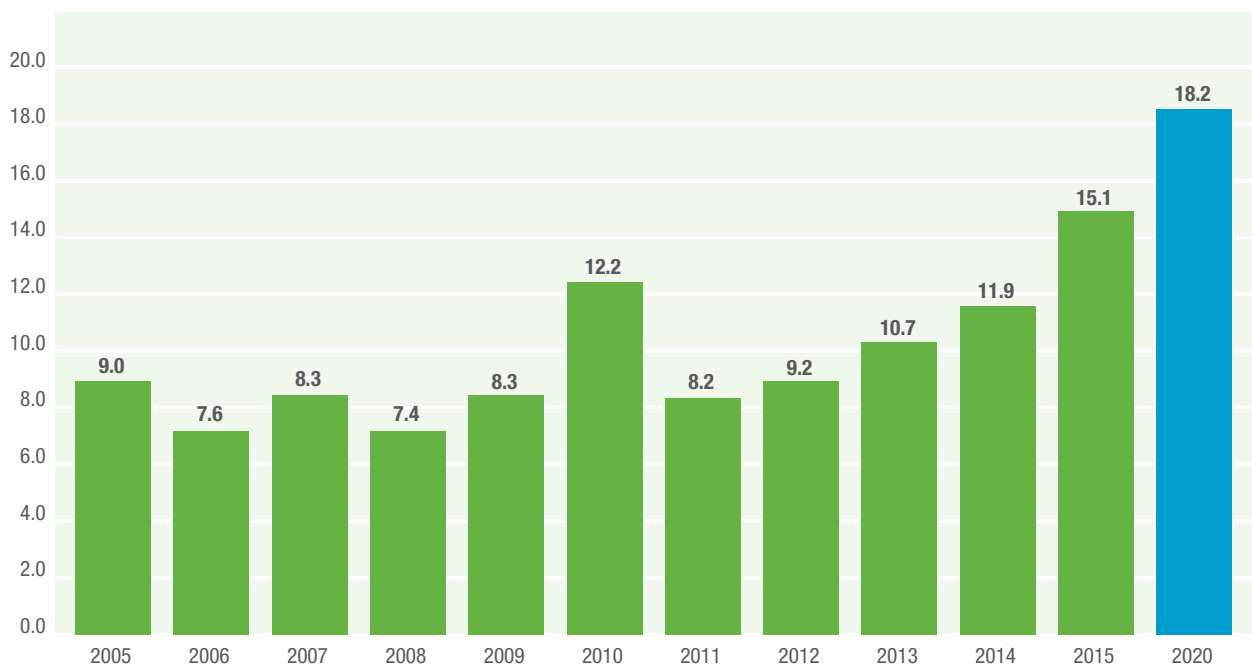


Source: ABS 2015 Survey of Education and Work (SEW). Estimates have been rounded and consequently some discrepancies may occur between sums of the component items and totals.

Sport and Fitness Centre Managers (inclusive of sport, fitness and amusement centres)

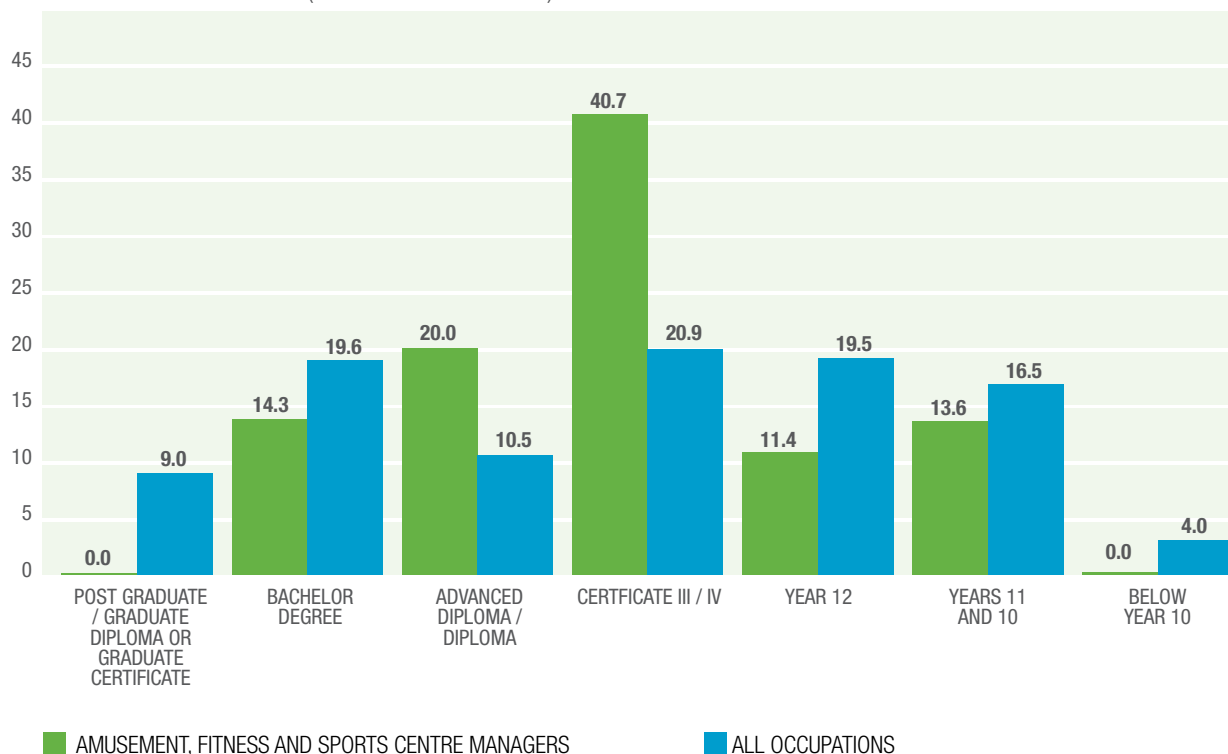
- The number of job openings for Amusement, Fitness and Sports Centre Managers is expected to be below average (between 5,001 and 10,000) by November 2019.
- Employment for this occupation rose very strongly (in percentage terms) in the past five years and rose very strongly in the long-term (ten years). Looking forward, employment for Amusement, Fitness and Sports Centre Managers to November 2020 is expected to grow very strongly.
- This is a medium-sized occupation (15,100 in November 2015), suggesting that opportunities may be limited in some regions.
- Amusement, Fitness and Sports Centre Managers have an above-average proportion of full-time jobs (84.1%). For Amusement, Fitness and Sports Centre Managers working full-time, average weekly hours are 43.8 (compared to 40.2 for all occupations) and earnings are average - in the sixth decile. Unemployment for Amusement, Fitness and Sports Centre Managers is average.
- The most common level of educational attainment for Amusement, Fitness and Sports Centre Managers is Certificate III/IV (40.7%).³⁴

EMPLOYMENT LEVEL ('000s) PAST AND PROJECTED TO 2020 - SPORT AND FITNESS CENTER MANAGERS



Source: ABS Labour Force Survey, Department of Employment trend data to November 2015 and Department of Employment projections to 2020.

EDUCATIONAL ATTAINMENT (% OF EMPLOYMENT) - SPORT AND FITNESS CENTER MANAGERS



Source: ABS 2015 Survey of Education and Work (SEW). Estimates have been rounded and consequently some discrepancies may occur between sums of the component items and totals.

Workforce challenges and opportunities

Rural, regional and remote locations

Staff in general across all industries are in short supply in rural, regional and remote areas. There are difficulties in attracting people to any community or outdoor recreation role in rural areas, as wages in the industry are lower than larger rural employers such as mining. Also, the seasonal nature of some of the work offers decreased job security due to the inability to sustain year-round employment.

Reliance on volunteers

Volunteers are critical to many parts of the industry, both at the professional and community level, in ensuring that organised activities are accessible and well run. The industry recognises the enormous contributions made by its volunteer base and the support they provide to the value of industry.

People are busier than they once were, which makes it harder for them to find the time to volunteer. At the same time, the requirement that sport, fitness and recreation be delivered in an ever more professional way means that even volunteers now need greater professional development, and some roles that used to be filled by volunteers now require professionals.

Professionalism and integrity

An increasing number of sport and recreation organisations are transitioning away from predominantly small and community groups to formalised structures. This shift has seen an increased professionalism within the various industry sectors. This presents challenges when many in the workforce are volunteers, who may only be in roles for a short period of time and have limited access to training due to cost and time commitments involved. Issues of integrity in sport are well-documented and there is a continued push from government to make more change in this area, especially with regards to governance.³⁵

The effective delivery of community sport programs relies heavily upon the recruitment, organisation, and ongoing development of supporting officials. Officiating tends to have high levels of turnover which are attributed to a number of key factors such as stage in life, compatibility with other commitments and stress. This places pressures on sporting organisations to develop effective strategies to support and retain these individuals.³⁶

Multi-skilling

Trends across the various industry sectors indicate a need for multi-skilled employees that are able to work across, and adapt to, various job functions. This is particularly the case for facilities that need to provide customers a greater service offering in order to remain viable and outdoor recreation where employment is often seasonal. Employees in the outdoor recreation sector wishing to gain year round employment, require skills suited to different seasons. Challenges lie in the availability and the uptake of training to facilitate multi-skilling. Further, the maintenance of multiple skills-sets can be difficult for the individual to achieve.

Community sport and recreation

In addition to obvious health benefits, sport and recreation activities can also provide benefits through increased social interaction and integration within a community. The quality management, delivery and effectiveness of sports programs is determined by the involvement of a capable and adequately qualified workforce, both paid and unpaid. Involvement in sport at a broader level (i.e. in non-playing roles) for example as a coach, instructor, referee or umpire, administrator, scorer or timekeeper and other support roles not only reinforces social networks, but also sustains community interaction.

D. Skills outlook

International and national trends in workplace design

Cross sectoral

Changing lifestyles and client expectations

Australia has an increasingly inactive and unhealthy population across all ages with almost two-thirds of adult Australians being overweight or obese.³⁷ With the right knowledge and skills, the sport, fitness and recreation industry can play a significant role in preventative health. But to do so, it will need to provide its services at the level consumers have come to expect - that is, in a way which is more personalised, better and faster.³⁸ New skills are needed to rise to what is a global megatrend in consumer behaviour, while also fitting in with clients' busy lifestyles, changing health needs and evolving ways of interacting socially.

In the Active Healthy Kids Australia 2014 report,³⁹ Australian children received an overall physical activity score of D- (within an A – F rating). Factors contributing to this poor rating include increased screen time, fewer children engaged in active transport to school and fewer than 20% of 5-17 year olds participating in the recommended 60 minutes of activity per day.

Further, the freedom of a child to play and the radius within which a child can play have changed. Only 25% of children are identified as able to play in their neighbourhood unsupervised, compared to 83% of children in the generation preceding them. There is a real need to be able to support the community in delivery of quality active recreation.

Social media

Social media and online engagement strategies are now an integral component of customer engagement efforts. Social media is a key aspect of engagement because marketing is no longer a one-way communication from

business to customer: it is about a broader notion of 'engagement' or 'conversations' to build relationships with clients, customers and communities. Social media, when embraced, acts as a way to stay in touch with others and give potential new clients access to customer testimonials and information about products and services.

Social platforms provide people with alternative means to interact, compete and form communities without being part of a formal sport or recreation club. The sport, fitness and recreation sectors have embraced technology as a means of engagement, providing real-time updates and sharing information and news.

To remain relevant, sport, fitness and recreation clubs need the skills to incorporate technology into their offerings. Businesses need to not only possess the skill for engaging online but understand the potential reach and benefit of social engagement. Keeping content up-to-date proves particularly challenging for sectors or organisations reliant on volunteers.

There is an increasing prevalence of 'social media celebrities', often models and known identities, that promote health and fitness products and services, such as diets, fitness programs and nutritional supplements, via social media platforms. In many cases these individuals have large followings and significant influence over their audiences. Industry has expressed concern for the qualification level and experience of these individuals making health and fitness related claims which are often viewed as a credible source by the wider community.

Sustainability

Across the sport, fitness and recreation industries increasing efforts have been made to embed environmentally sustainable practices into the operation of facilities and grounds. Environmental factors, such as seasonal temperature range and annual rainfall, are increasingly essential components in planning many sporting facilities (i.e. outdoor facilities or indoor alternatives); impacting upon facility design, construction materials, and projected maintenance. The Australian Government, Department of the Environment provides

information about land and water use, sustainability, and environmental protection that aims to assist facility developers in their planning.⁴⁰

Wearable technology

Wearable technology is a key technology used across the sport and fitness industries, both at a recreational and elite level. Catapult Sport, which was born out of the Australian Institute of Sport, is the leader in this technology for elite sports teams. Catapult reports on wearables as being the most valuable tech item in performance analysis, recovery times and injury prevention, and predicts that the fitness and sport performance wearables market will be worth \$14.9 billion by 2021.⁴¹ The power of this technology lies in the skills for data utilisation and in understanding how to translate information into meaningful insights and evolve practices.

Fitness

Group and outdoor training

Global trends towards personalised services are reflected in the booming market for group personalised training that allows a trainer to provide a somewhat tailored service at a lower price than individual training sessions. As a result of the greater risks of working outside, personal trainers need new skills and knowledge to assess and mitigate risks, limit impacts on the environment, understand the legal and policy requirements for using uncontrolled public spaces and work with authorities to use parks and spaces properly.

Client profiles

Fitness professionals are increasingly working with both older and younger clients and play an important role in improving the fitness levels of these groups. Some fitness businesses specifically tailor their offerings to targeted

age groups. For instance, Fitness First has introduced Fitness First Kids and Fitness First for Teens in school holidays. Fitness professionals require additional skills and knowledge to accommodate the specific needs of diverse client groups. For example, working with children and ensuring the protection of children in sport, fitness and recreation related activities.

Links with preventative and allied health

The fitness industry has adopted more inclusive business models to move with health and wellbeing trends that focus on holistic approaches to healthy living. Whilst most fitness professionals are not qualified to provide medical, nutritional or health advice, their customers are requesting broader health-related information. As a result, the industry is formalising its links with allied health practitioners to address this need. With these developments, fitness businesses will require skills to build these relationships and develop suitable business models. Fitness professionals will require a knowledge of broader health and wellbeing offerings in order to make appropriate recommendations and referrals for their clients.

Additionally, industry believes that there is an increased demand for fitness professionals to collaborate with medical and allied health professionals to deliver evidence-based exercise programs for people with chronic conditions. Examples include Diabetes Australia's BEAT IT program and the Lift for Life program, developed by Baker IDI Institute and facilitated by Fitness Australia. To conduct either of the above mentioned programs, fitness professionals have to complete specific education courses.

Changing business models

Prevalent across industry is a rise in diversified business and operating models. Most notable are 24-hour gyms that typically offer affordable and flexible membership structures, making them an attractive option for individuals less likely to purchase a membership at full-service centres. The presence of 24-hour gyms has increased

rapidly over the past five years with indicators suggesting that consumers will continually substitute more expensive memberships for budget providers.

In addition, an increasing number of fitness providers offer a specialised or unique product and service. Examples include CrossFit, F45 Functional Training and Xtend Barre, all of whom offer a tailored experience. The entrance of these companies to the market has also caused significant change within the industry.

Gyms operating under these models are typically smaller, requiring less physical land space. As a result, these types of centres are increasingly found within shopping centres and CBD locations, making them a convenient option for consumers. Further, these businesses employ fewer staff and are often unstaffed for periods of time. Smaller sizes and reduced wage costs have allowed such establishments to pass the savings on to the consumer in the form of competitive pricing.

Community Recreation

Healthy and diverse communities

Local governments in many rural, regional and remote areas agree that leisure facilities, such as aquatic facilities are a key part of establishing healthy connected communities. Wherever they might be, community fitness centres and aquatic facilities are increasingly seen as places to engage marginalised groups and culturally and linguistically diverse (CALD) communities. This is particularly important when it comes to water safety because these communities are at greater risk.⁴² The community recreation workforce needs to be able to communicate and interact effectively with diverse populations. Communication will continue to be an important part of training for all community recreation jobs as Australia moves towards an even more multicultural society.

Water safety

The prevalence of fatal drownings in Australia continues to cause concern industry-wide, particularly for young children and within CALD communities. The Royal Life Saving Society Australia (RLSSA) believes it is the right of every child to access quality swimming and water safety education, in order to prevent drownings, and is instrumental in creating continued improvements in water safety.

More widely, the industry is of the opinion that swimming and water safety should also be part of the Australian national school curriculum, and should be a key focus for the government to help reduce drownings. Making swimming lessons mandatory for all children would increase the need for swimming teachers nationally.

Multi-purpose recreation facilities

Facilities that integrate sport and recreation with a variety of services, such as health and community service providers, are believed to be the future of the sector. Such facilities would look to minimise land use and running costs and entice greater community participation. This development would see the need for recreation planners who can maximise the value to the community and facility managers equipped with the skills to manage large-scale venues. Multi-purpose recreation facilities have the ability to create attractive career pathways in the industry, through the provision of more roles and opportunities. The use, and creation of, multi-purpose facilities has particular benefit for rural and remote regions, where extending the use of sports and recreation venues to other community education and engagement activities creates increased viability of facilities.

Outdoor recreation

Increased demand

An increasing number of people are seeking to participate in nature-based adventure trails by foot, bicycle or boat. These individuals are prepared to travel internationally to gain these experiences and to complete 5 to 45 day treks along established and supported routes.

Two examples which demonstrate this demand include Everest base camp in Nepal, which attracted 1,400 visitors in 1972-73 to 37,000 in 2014,⁴³ and the Camino de Santiago trek in Spain attracting 5,760 visitors in 1989 and 272,000 in 2010. When looking at domestic offerings, Australia has a number of highly desirable tracks including the Bibbulmun Track (WA), Overland Track (TAS) and Larapinta Trail (NT). Each track engages a number of operators that lead or support the trekkers on their journey. Tourism Australia predicts continued growth in both the domestic and international travel market of between 5% and 5.6% (respectively) between 2016 and 2025.⁴⁴ Combined with the growth in people seeking a nature-based experience, more trained staff will be required to provide these services.

Use of technology

Technology advancement in the last few years has meant that the expectation of the community to be contactable 24/7 is high. Many outdoor recreation programs occur in areas where IT connectivity is inconsistent, and therefore program providers are working to communicate realistic expectations and capacity to connect with participants while in remote areas. The capacity to incorporate technology into outdoor policy and practice is already evident in the workplace.

Staff availability

Outdoor recreation employers, Australia-wide, are reporting a shortage of adequately trained and skilled staff

to meet the growth that the industry is experiencing. In 2013, 43.8% of organisations surveyed reported difficulty in finding staff for outdoor recreation jobs.⁴⁵ In addition, the seasonal nature of the work means that staff working in the industry must have between four and six skills specialisations and be willing to work in different regions to gain part-time and full-time work.

Risk management

Risk management strategies are becoming increasingly important within the sector as participants, parents, schools and community organisations realise the need to not only have systems to manage risk, but also to communicate. This has led to a significant national initiative, currently in progress (2015 to 2018) towards the consolidation of State-based Adventure Activity Standards into the Australia Adventure Activity Standards. The end result will be nationally endorsed and incorporate agreed-upon, best practice standards for up to 22 outdoor activities. It is anticipated that these Standards will be adopted by industry to guide program delivery, policy and procedure in led outdoor activities. The need for training in risk management is paramount. The alignment with national standards will drive the demand for more vocationally qualified and experienced staff across all activity areas. This movement to national alignment may also drive staffing requirements, land access and regulatory practices across the entire the sector.

Increasing popularity of non-traditional outdoor recreation activities

National and State parks offer a unique opportunity for off-road motorised vehicles to gain access to remote locations on public lands. Parks offices around the country have developed information to guide responsible use and access for off-road vehicles. In addition, there are over 300 affiliated four-wheel drive clubs/associations in Australia offering services to off-road enthusiasts. The sale of new sports utility vehicles has increased from 216,229 (year ending June 2010) to 431,199 (year ending June 2016).⁴⁶ It is unknown what impact this will have

on recreational driving on public land and the need for specialised off-road driver instruction and training into the future.

Sport

The Future of Australian Sport report identifies six sports megatrends that are predicted to define the sport sector over the coming 30 years from 2013. Several of these trends will have unique impacts on the skills and knowledge requirements of those working in the sport sector. Three of these megatrends have specific relevance to skills and knowledge requirements and are explored below.

Extreme to mainstream - Lifestyle, adventure and alternative sports that typically involve complex skill and have some element of inherent danger or thrill-seeking are on the rise, as reported in The Future of Australian Sport report. The recognition of these sports is increasing with some now included in the Olympic Games. In 2008 BMX cycling was included in the Beijing Olympics. As these sports continue to grow and become professionalised, a new talent pool will be required to fulfil roles emerging as a result.

Everybody's game - Sports of the future will need to cater for both an ageing and multicultural population. Individuals are embracing sport in their older age and communities continue to be highly multicultural. Different groups of society have different sporting preferences, creating challenges for sporting organisations. Such challenges will include ensuring these needs and habits are catered for to ensure involvement in sport is accessible to all.

New wealth, new talent - The investments of Asian countries, particularly China, in sports capabilities are having significant impact in sporting successes which can be demonstrated by the rapid increase in the number of gold medal achievements at the Olympic Games over recent decades. Within increased interest in sport, opportunities for sports tourism, services and events may be presented.⁴⁷

When looking to international examples, the Sport and Recreation Alliance (UK) forecasts five themes predicted

to play an increasingly important role in the sport and recreation sector. These are:

- **The quantified self** - The use of technology to collect, analyse and interpret data about movement and performance
- **Game on** - The incorporation of playfulness into mainstream products, services and retail contexts
- **Health hedonism** - Increasing expectations that healthy behaviours should be fun
- **Performance perfection** - The use of social media to broadcast views and experiences and interact with others who have similar interests
- **Cult of the home** - The increasing role that our living rooms play as attractive spaces in which to socialise and engage with sport and recreation.⁴⁸

The industry recognises the opportunities these national and international trends bring and aim to embrace the predicted changes, to enhance the future of participation in the sectors.

Social and adapted sports

Adapted sports are becoming increasingly prevalent and offer a means of reaching people who wish to play sport in other than a traditional format. Examples of adapted sports include Twenty-20 cricket, a modified version of cricket, and Fast 5, a variation of netball. Typically, such sports are participant focused and involve modified rules, scoring and length of play and are evolving the way sports are played both at the recreational and competitive level.

Both social and adapted sports have common elements with the traditional version, yet tend to remain less formal and can be delivered by sporting organisations beyond the governing entities. Changes to the nature and structure of sports will require the workforce to possess a diversified skill set that allows them to facilitate such sports.

Sport science and analytics

Science and technology continue to enhance and shape the sporting industry globally. Science and analytics have enormous potential to deliver data-backed athlete-monitoring with precision accuracy. Information gained allows sporting professionals, coaches and scientists to make informed decisions based on credible data.

The experience for spectators is similarly enhanced where they have live access to performance comparisons of athletes. This comprehensive physiological and performance intelligence is predicted to boost broadcasting based on improved viewer engagement.⁴⁹

Field experts stress the importance of educating the users of technology and ensuring boundaries of data collection are not pushed. It is reported that some sporting professionals have expressed concern for the blurring of lines between their personal and professional lives whereby their privacy is diminishing through round-the-clock data collection. Further, there are those who believe the ‘art’ of sport needs to be preserved and that technologies are encroaching on the natural skill of athletes.⁵⁰

Fitness
Technology
Communication
Customer Service
Language Literacy and Numeracy
Sales and Marketing

Outdoor Recreation
Communication
Customer Service
Leadership
Risk Management
Management

Community Recreation
Communication
Customer Service
Leadership
Technical
Business

Sport
Customer Service
Technology
Communication
Technical
Volunteer Management

GENERIC WORKFORCE SKILLS RANKED IN ORDER OF IMPORTANCE PER SECTOR

Fitness	
Workforce Skill	Rank
Customer service/Marketing	1
Communication/Virtual collaboration/Social intelligence	2
Managerial/Leadership	3
Learning agility/Information literacy/Intellectual autonomy and self-management	4
Technology	5
Financial	6
Entrepreneurial	7
Design mindset/Thinking critically/System thinking/Solving problems	8
Language, Literacy and Numeracy	9
Science, Technology, Engineering and Mathematics	10
Environmental and Sustainability	11
Data analysis	12

Community Recreation	
Workforce Skill	Rank
Managerial/Leadership	1
Communication/Virtual collaboration/Social intelligence	2
Customer service/Marketing	3
Learning agility/Information literacy/Intellectual autonomy and self-management	4
Language, Literacy and Numeracy	5
Technology	6
Design mindset/Thinking critically/System thinking/Solving problems	7
Financial	8
Entrepreneurial	9
Environmental and Sustainability	10
Data analysis	11
Science, Technology, Engineering and Mathematics	12

Outdoor Recreation	
Workforce Skill	Rank
Communication/Virtual collaboration/Social intelligence	1
Customer service/Marketing	2
Design mindset/Thinking critically/System thinking/Solving problems	3
Managerial/Leadership	4
Learning agility/Information literacy/Intellectual autonomy and self-management	5
Environmental and Sustainability	6
Technology	7
Language, Literacy and Numeracy	8
Entrepreneurial	9
Financial	10
Science, Technology, Engineering and Mathematics	11
Data analysis	12

Sport	
Workforce Skill	Rank
Customer service/Marketing	1
Communication/Virtual collaboration/Social intelligence	2
Managerial/Leadership	3
Design mindset/Thinking critically/System thinking/Solving problems	4
Technology	5
Learning agility/Information literacy/Intellectual autonomy and self-management	6
Financial	7
Entrepreneurial	8
Language, Literacy and Numeracy	9
Environmental and Sustainability	10
Science, Technology, Engineering and Mathematics	11
Data analysis	12

The above skills were informed through a variety of methods. These included:

- desktop research, to develop an understanding of existing research and views on skill requirements in this sector.
- an industry workforce survey, which was open to all stakeholders across all industries. The broad scope of the survey allowed for a variety of responses from different stakeholders, reflecting the wide-ranging use of these training package products.

- Consultation with the IRC, in order to confirm that the information is both valid and accurately reflects the views of industry regarding skills requirements within the next three to five-year period.

When looking to broad workforce skills, varying interpretations and definitions are offered. Industry emphasises that a generic skill may have a vastly different meaning and application to different individuals and organisations. Industry cautions that a lack of consistent understanding requires careful consideration when reviewing and determining industry skills priorities.

E. Other relevant skills-related insights for this sector

A number of components within the Sport, Fitness and Recreation Training Package are yet to undergo a full review and be updated to reflect the Standards for Training Packages. The review of these components was proposed in Year 1. A Case for Change was approved by the AISC in February 2017, allowing training package development work to commence.

The review of Sport training package products will aim to connect the national training system with the industry-owned National Coaching Accreditation Scheme (NCAS) and National Officiating Accreditation Scheme (NOAS),

so that VET pathways for development of coaches and officials are strengthened, while maintaining the assets of NCAS/NOAS and the specialist roles of NSOs and State Sporting Organisations (SSOs) in accrediting their coaches and officials.

The review of Outdoor Recreation training package products will need to give specific consideration to recommendations made by the Australian Skills Quality Authority's (ASQA) strategic review into training in equine programs. This will have impact not only on equine components but across all outdoor recreation units of competency.

F. Proposed Schedule of Work: 2016-17 – 2019-20

Time-critical issues

The AISC has approved the commencement of Training Package development work for the review of Sport and Outdoor Recreation Training Package products.

The review of Equine related training package products has been prioritised. This work will be completed and submitted to the ASIC for its consideration at the September 2017 meeting.

Interdependencies

Sport, Fitness and Recreation qualifications utilise imported units of competency from a diverse range of training packages. This creates interdependencies between training packages whereby the review of certain units of competency will have impacts on other qualifications.

Consideration has been given to the timing of review and the degree of impact across other training packages and qualifications.

Sport, Fitness and Recreation qualifications will be impacted by the review of imported units of competency from the following training packages:

- Agriculture, Horticulture and Conservation and Land Management
- Business Services
- Community Services
- Screen and Media
- Financial Services
- Foundation Skills
- Health
- Information and Communications Technology
- Public Sector
- Public Safety
- Seafood Industry
- Retail Services
- Tourism, Travel and Hospitality.

Where the IRC is advising that a training product would need to be reviewed more than once in the four-year period

Cross-sector units are packaged across a range of SIS qualifications and, as a result, require the input and consideration of each industry sector represented on

the Sport and Recreation IRC. Each of the sectors need to confirm that cross sector units remain relevant to their respective skills needs and there is no factors that would restrict or inhibit their use and applicability.

As a result, the Sport and Recreation IRC recommends that there may be a potential need to review some cross sector units twice within the four year period. The IRC will ensure inclusive consultation during the review of cross sector units to limit multiple review of cross sector units. This need will be determined at the time of Case for Change development.

The IRC also notes that there may be instances of unforeseen change triggering a need to review training package products outside of where listed in the national schedule. Examples of unforeseen change include, but are not limited to, changes to legislation, regulation and industry licencing.

Where the review of a training product is expected to be contentious or involve lengthy work

It is difficult to predict if review of these training products will be contentious or lengthy as the detail of proposed change has not yet been identified or considered by industry. At this time no significant issues have been detected, however the IRC notes that the very nature of training product review work will bring to light differing stakeholder views.

Cross Sectoral Projects

The Sport and Recreation IRC welcomes the strategic approach to cross-sector skills that has been adopted by the Australian Industry and Skills Committee (AISC) and supports the achievement of efficiencies in the product development process through the development of cross-industry skills standards.

SkillsIQ has been commissioned by the AISC to lead a project that will identify and address cross sectoral skills needs in 'Consumer Engagement through Social and Online Media'. This IRC has been identified as one of several IRCs who will be engaged to contribute to this work.

G. IRC sign-off

This Industry Skills Forecast and Proposed Schedule of Work was agreed to by:

Justin Scarr, Chair of the Sport and Recreation IRC

.....

Signature of Chair

Date:

Sport and Recreation IRC Proposed Schedule of Work 2016-17 to 2019-2020

Contact details: Justin Scarr, Chair of the Sport and Recreation IRC; Melinda Brown, SkillsIQ General Manager. Date submitted to Department of Education and Training: 28 April 2017

A number of components within the Sport, Fitness and Recreation Training Package are yet to undergo a full review to ensure they reflect industry skills needs and to be updated to reflect the Standards for Training Packages. This work will occur in 2017 - 2018.

All other training package products are proposed in year 3. This decision is based on the timing of last review and the imperative of industry to allow sufficient time for qualification implementation within the system to fully understand the impact of changes made during the recent 2015 review.

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
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QUALIFICATIONS

Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS20213	Certificate II in Outdoor Recreation		
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS30413	Certificate III in Outdoor Recreation		
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS40313	Certificate IV in Outdoor Recreation		
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS50310	Diploma of Outdoor Recreation		
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS20412	Certificate II in Sport Career Oriented Participation		
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS20513	Certificate II in Sport Coaching		
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS30613	Certificate III in Sport Career Oriented Participation		
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS30713	Certificate III in Sport Coaching		

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS30813	Certificate III in Sport Trainer		
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS30913	Certificate III in Sport Officiating		
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS40512	Certificate IV in Sport Coaching		
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS40612	Certificate IV in Sport Development		
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS50512	Diploma of Sport Coaching		
Year 1 (2016-2017) Based on industry priority and need to transition to Standards for Training Packages	SIS10	Sport, Fitness and Recreation	SIS50612	Diploma of Sport Development		
Year 3 (2018-2019) Based on timing of last review	SIS	Sport, Fitness and Recreation	SIS10115	Certificate I in Sport and Recreation		
Year 3 (2018-2019) Based on timing of last review	SIS	Sport, Fitness and Recreation	SIS20115	Certificate II in Sport and Recreation		
Year 3 (2018-2019) Based on timing of last review	SIS	Sport, Fitness and Recreation	SIS30115	Certificate III in Sport and Recreation		
Year 3 (2018-2019) Based on timing of last review	SIS	Sport, Fitness and Recreation	SIS40115	Certificate IV in Sport and Recreation		
Year 3 (2018-2019) Based on timing of last review	SIS	Sport, Fitness and Recreation	SIS50115	Diploma of Sport and Recreation Management		
Year 3 (2018-2019) Based on timing of last review	SIS	Sport, Fitness and Recreation	SIS30315	Certificate III in Fitness		
Year 3 (2018-2019) Based on timing of last review	SIS	Sport, Fitness and Recreation	SIS31015	Certificate III in Aquatics and Community Recreation		

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 3 (2018-2019) Based on timing of last review	SIS	Sport, Fitness and Recreation	SIS40215	Certificate IV in Fitness		
Year 3 (2018-2019) Based on timing of last review	SIS	Sport, Fitness and Recreation	SIS50215	Diploma of Fitness		
SKILL SETS						
Year 1	SIS10	Sport, Fitness and Recreation	SISS000001	Abseiling Guide Multi Pitch (Natural Surfaces)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000002	Abseiling Guide Single Pitch (Natural Surfaces)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000003	Abseiling Guide Single Pitch (Artificial Surfaces)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000004	Abseiling Instructor Multi Pitch (Artificial Surfaces)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000005	Abseiling Instructor Multi Pitch (Natural Surfaces)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000006	Abseiling Instructor Single Pitch (Artificial Surfaces)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000007	Abseiling Instructor Single Pitch (Natural Surfaces)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000008	Advanced Coach		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000009	Advanced Officiating		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000012	Bushwalk Specialist - Alpine		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000013	Bushwalk Specialist - Arid		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000014	Bushwalk Specialist - Tropical		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000015	Bushwalking Guide Controlled Environment		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000016	Bushwalking Guide Uncontrolled Environment		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000017	Bushwalking Guide Intermediate Environment		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000018	Canoeing Guide Flat Water		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000019	Canoeing Guide White Water Grade 2		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000020	Canoeing Guide White Water Grade 3		

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation	SISS00021	Canoeing Instructor Flat Water		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00022	Canoeing Instructor White Water Grade 2		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00023	Canoeing Instructor White Water Grade 3		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00024	Canyoning Guide (Multi Pitch)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00025	Canyoning Guide (Single Pitch)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00026	Canyoning Instructor (Single and Multi Pitch)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00027	Caving Guide - Multi Pitch		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00028	Caving Guide - Single Pitch		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00029	Caving Instructor - Multi Pitch		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00030	Caving Instructor - Single Pitch		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00032	Challenge Ropes Course Conductor (High Ropes)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00033	Challenge Ropes Course Conductor (Low Ropes)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00034	Challenge Ropes Course Manager (High Ropes)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00035	Challenge Ropes Course Manager (Low Ropes)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00036	Challenge Ropes Course Supervisor (High Ropes)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00037	Challenge Ropes Course Supervisor (Low Ropes)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00039	Climbing Guide (Artificial Surfaces) Top Rope		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00040	Climbing Guide (Natural Surfaces) Multi Pitch Lead		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00041	Climbing Guide (Natural Surfaces) Single Pitch Lead		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00042	Climbing Guide (Natural Surfaces) Top Rope		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00046	Climbing Instructor (Artificial Surfaces) Top Rope		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00047	Climbing Instructor (Natural Surfaces) Multi Pitch Lead		

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation	SISS000048	Climbing Instructor (Natural Surfaces) Single Pitch Lead		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000049	Climbing Instructor (Natural Surfaces) Top Rope		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000052	Cycle Tour Guide On-Road (Day Tours)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000053	Cycle Tour Guide On-Road (Overnight and Extended Tours)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000054	Cycle Tour Instructor On-Road (Overnight and Extended Tours)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000055	Four Wheel Driving Guide		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000056	Four Wheel Driving Guide Advanced		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000058	Golf Officiating		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000059	Horse Program Manager		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000060	Horse Riding Assistant Instructor		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000061	Horse Riding Instructor		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000062	Horse Riding Instructor - Senior		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000063	Intermediate Coach		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000064	Kayaking Guide Flat Water		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000065	Kayaking Guide White Water Grade 3		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000066	Kayaking Guide White Water Grade 2		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000067	Kayaking Instructor Flat Water		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000068	Kayaking Instructor White Water Grade 2		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000069	Kayaking Instructor White Water Grade 3		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000070	Mountain Bike Guide (Controlled to Intermediate Environment)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS000071	Mountain Bike Guide (Intermediate Environment)		

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation	SISS00072	Mountain Bike Instructor (Intermediate Environment)		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00073	Officiating - Basketball Referee		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00074	Officiating - Dynamic		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00075	Officiating - Static		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00076	Organisation Governance - Board		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00077	Organisation Governance – Committee		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00079	Rugby Union Officiating		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00080	Sea Kayaking Guide Easy to Moderate Conditions		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00081	Sea Kayaking Guide Moderate to Difficult Conditions		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00082	Sea Kayaking Instructor Easy to Moderate Conditions		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00083	Sea Kayaking Instructor Moderate to Difficult Conditions		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00084	Skiing Cross Country Instructor Advanced		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00085	Skiing Cross Country Instructor Intermediate		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00086	Skiing Downhill Instructor		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00087	Skiing Guide Overnight Intermediate Ski Touring		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00088	Skiing Guide Overnight Ski Touring		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00090	Skiing Instructor Downhill Telemarking		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00093	Sports Trainer Level 1		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00094	Surf Life Saving Officiating		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00098	Trail Bike Guide		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00101	Trail Bike Riding Instruct Advanced Skills		

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation	SISS00103	Trail Boss - Day Rides		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00104	Trail Boss - Overnight Rides		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00105	Trail Guide Assistant		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00106	Trail Guide - Day Rides		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00107	Trail Guide - Overnight Rides		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00108	Wilderness First Aid		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00050	Community Coach		
Year 1	SIS10	Sport, Fitness and Recreation	SISS00051	Community Coach – Tennis		
Year 3	SIS	Sport, Fitness and Recreation	SISS00110	Aquatic Technical Operator		
Year 3	SIS	Sport, Fitness and Recreation	SISS00111	Pool Lifeguard		
Year 3	SIS	Sport, Fitness and Recreation	SISS00112	Swimming and Water Safety Teacher		
Year 3	SIS	Sport, Fitness and Recreation	SISS00113	Group Exercise Leader		

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
UNITS OF COMPETENCY						
Year 1	SIS10	Sport, Fitness and Recreation			SISOABA201A	Demonstrate abseiling skills on artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABA302A	Apply single pitch abseiling skills on artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABA303A	Establish ropes for abseiling on artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABA304A	Guide abseiling on single pitch artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABA405A	Establish ropes for multi pitch abseiling on artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABA406A	Instruct abseiling on single pitch artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABA407A	Instruct abseiling on multi pitch artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABL301A	Assist in the facilitation of adventure-based learning activities
Year 1	SIS10	Sport, Fitness and Recreation			SISOABL402A	Facilitate adventure-based learning activities
Year 1	SIS10	Sport, Fitness and Recreation			SISOABL503A	Design and facilitate adventure-based learning programs
Year 1	SIS10	Sport, Fitness and Recreation			SISOABN201A	Demonstrate abseiling skills on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABN202A	Safeguard an abseiler using a single rope belay system
Year 1	SIS10	Sport, Fitness and Recreation			SISOABN303A	Apply single pitch abseiling skills on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABN304A	Establish ropes for single pitch abseiling on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABN305A	Guide abseiling on single pitch natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABN406A	Apply multi pitch abseiling skills on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABN407A	Establish ropes for multi pitch abseiling on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABN408A	Instruct abseiling on single pitch natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABN409A	Guide abseiling on multi pitch natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOABN510A	Instruct abseiling on multi pitch natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOARC301A	Conduct an archery session
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWGW201A	Demonstrate bushwalking skills in a controlled environment

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWG302A	Apply intermediate bushwalking skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWG303A	Guide bushwalks in a controlled environment
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWG404A	Apply river crossing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWG405A	Guide intermediate bushwalks
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWG406A	Apply bushwalking skills in uncontrolled landscapes
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWG411	Instruct bushwalks in a controlled environment
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWG412	Instruct bushwalks in an intermediate environment
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWG413	Instruct bushwalks in an uncontrolled environment
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWG507A	Apply advanced bushwalking skills in alpine areas
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWG508A	Apply advanced bushwalking skills in arid areas
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWG509A	Apply advanced bushwalking skills in tropical areas
Year 1	SIS10	Sport, Fitness and Recreation			SISOBWG510A	Guide bushwalks in an uncontrolled environment
Year 1	SIS10	Sport, Fitness and Recreation			SISOCAY201A	Demonstrate horizontal canyoning skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCAY302A	Apply vertical canyoning skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCAY303A	Establish belays in canyons
Year 1	SIS10	Sport, Fitness and Recreation			SISOCAY304A	Guide single pitch canyoning trips
Year 1	SIS10	Sport, Fitness and Recreation			SISOCAY405A	Apply advanced vertical canyoning skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCAY406A	Establish complex belays in canyons
Year 1	SIS10	Sport, Fitness and Recreation			SISOCAY407A	Guide multi pitch canyoning trips
Year 1	SIS10	Sport, Fitness and Recreation			SISOCAY508A	Instruct canyoning skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCCLA201A	Demonstrate top rope climbing skills on artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCCLA302A	Apply top rope climbing skills on artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCCLA303A	Establish belays for climbing on artificial surfaces

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLA311	Guide top rope climbing activities on artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLA305A	Apply route setting skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLA406A	Apply lead climbing skills on artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLA407A	Apply multi pitch lead climbing skills on artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLA408A	Establish belays for multi pitch climbing on artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLA409A	Instruct lead climbing on single pitch artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLA412	Instruct top rope climbing on artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLA510A	Instruct lead climbing on multi pitch artificial surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLN201A	Demonstrate top rope climbing skills on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLN302A	Apply climbing skills on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLN303A	Establish belays for climbing on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLN304A	Guide top rope climbing activities on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLN405A	Apply single pitch lead climbing skills on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLN406A	Apply multi pitch lead climbing skills on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLN407A	Establish belays for multi pitch climbing on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLN408A	Guide lead climbing activities on single pitch natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLN409A	Instruct top rope climbs on natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLN410A	Guide lead climbing activities on multi pitch natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLN411A	Instruct lead climbing on single pitch natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCLN512A	Instruct lead climbing on multi pitch natural surfaces
Year 1	SIS10	Sport, Fitness and Recreation			SISOCNE201A	Demonstrate simple canoeing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCNE202A	Perform deep water rescues
Year 1	SIS10	Sport, Fitness and Recreation			SISOCNE303A	Apply canoeing skills

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISOCNE304A	Apply inland canoeing skills on Grade 2 water
Year 1	SIS10	Sport, Fitness and Recreation			SISOCNE305A	Guide canoeing trips on flat and undemanding water
Year 1	SIS10	Sport, Fitness and Recreation			SISOCNE306A	Instruct canoeing skills on flat and undemanding water
Year 1	SIS10	Sport, Fitness and Recreation			SISOCNE307A	Guide canoeing trips on Grade 2 water
Year 1	SIS10	Sport, Fitness and Recreation			SISOCNE408A	Apply inland canoeing skills on Grade 3 water
Year 1	SIS10	Sport, Fitness and Recreation			SISOCNE409A	Instruct canoeing skills on Grade 2 water
Year 1	SIS10	Sport, Fitness and Recreation			SISOCNE410A	Guide canoeing trips on Grade 3 water
Year 1	SIS10	Sport, Fitness and Recreation			SISOCNE511A	Instruct canoeing skills on Grade 3 water
Year 1	SIS10	Sport, Fitness and Recreation			SISOCRP301A	Conduct a low ropes session
Year 1	SIS10	Sport, Fitness and Recreation			SISOCRP302A	Conduct a high ropes session
Year 1	SIS10	Sport, Fitness and Recreation			SISOCRP403A	Supervise a low ropes session
Year 1	SIS10	Sport, Fitness and Recreation			SISOCRP404A	Supervise a high ropes session
Year 1	SIS10	Sport, Fitness and Recreation			SISOCRP505A	Manage a low ropes course
Year 1	SIS10	Sport, Fitness and Recreation			SISOCRP506A	Manage a high ropes course
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE201A	Demonstrate caving skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE302A	Apply single pitch abseiling skills in caves
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE303A	Rig a ladder pitch
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE304A	Apply laddering skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE305A	Apply caving specific single rope techniques
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE306A	Rig ropes and establish belays in caves
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE307A	Guide vertical single pitch caving trips
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE308A	Guide horizontal caving trips
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE409A	Rig ladders in complex situations

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE410A	Rig a complex pitch using caving specific techniques
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE411A	Apply vertical caving skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE412A	Rig multi pitches in complex vertical cave systems
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE413A	Navigate in untrugged caves
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE414A	Guide vertical multi pitch caving trips
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE415A	Perform cave rescues
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE416A	Apply cavern diving skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE417A	Instruct vertical single pitch caving skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE518A	Apply cave diving skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE519A	Apply sinkhole diving skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE520A	Apply sump diving skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE521A	Apply advanced cave diving skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCVE522A	Instruct vertical multi pitch caving skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCYT201A	Select, set up and maintain a bike
Year 1	SIS10	Sport, Fitness and Recreation			SISOCYT202A	Demonstrate basic cycling skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCYT303A	Apply on-road cycling skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCYT304A	Guide on-road cycle tours
Year 1	SIS10	Sport, Fitness and Recreation			SISOCYT405A	Apply overnight cycle touring skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOCYT406A	Guide overnight and extended cycle tours
Year 1	SIS10	Sport, Fitness and Recreation			SISOCYT407A	Instruct cycle touring skills
Year 1	SIS10	Sport, Fitness and Recreation			SISODRV201A	Drive AWD/4WD vehicles on unsealed roads
Year 1	SIS10	Sport, Fitness and Recreation			SISODRV302A	Drive and recover a 4WD vehicle
Year 1	SIS10	Sport, Fitness and Recreation			SISODRV303A	Guide 4WD tours

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISODRV404A	Drive a 4WD vehicle in difficult terrain
Year 1	SIS10	Sport, Fitness and Recreation			SISODRV405A	Coordinate recovery of 4WD vehicles
Year 1	SIS10	Sport, Fitness and Recreation			SISODRV506A	Instruct four wheel driving skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0201A	Handle horses
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0202A	Demonstrate basic horse riding skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0303A	Conduct horse riding sessions in an arena
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0304A	Apply first aid for horses
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0305A	Ride horses in tracked areas
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0306A	Guide day horse trail rides in tracked areas
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0317	Supervise horse handling
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0407A	Select horses for a program
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0408A	Determine nutritional requirements for horses
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0409A	Train and condition horses
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0410A	Guide overnight horse trail rides in tracked areas
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0411A	Ride horses in remote areas
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0412A	Manage horse illness and injuries in remote areas
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0413A	Guide trail rides in remote areas
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0414A	Instruct horse riding and handling skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0418	Apply anatomy and physiology to equine performance
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0515A	Manage stable maintenance
Year 1	SIS10	Sport, Fitness and Recreation			SISOEQ0516A	Manage the education of horses
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH201A	Catch and handle fish
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH202A	Select, catch and use bait

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH203A	Select, rig and use terminal tackle
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH204A	Select, use and maintain fishing tackle outfits
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH205A	Construct and work simple fishing lures
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH206A	Locate and attract fish
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH307A	Guide fishing trips
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH308A	Instruct fishing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH309A	Apply fly fishing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH310A	Tie simple fishing flies
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH311A	Demonstrate freshwater fishing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH312A	Demonstrate estuary fishing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH313A	Catch crabs, prawns and squid
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH314A	Construct and repair fishing rods
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH315A	Demonstrate beach fishing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH416A	Demonstrate marine inshore fishing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOFSH417A	Demonstrate marine offshore fishing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOINT201A	Conduct interpretation within an outdoor activity
Year 1	SIS10	Sport, Fitness and Recreation			SISOINT302A	Develop specialist resources for interpretive activities
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYK201A	Demonstrate simple kayaking skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYK302A	Apply kayaking skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYK303A	Apply inland kayaking skills on Grade 2 water
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYK304A	Guide kayaking trips on flat and undemanding water
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYK305A	Guide kayaking trips on Grade 2 water
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYK406A	Demonstrate inland kayaking skills on Grade 3 water

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYK407A	Instruct kayaking skills on flat and undemanding water
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYK408A	Instruct kayaking skills on Grade 2 water
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYK409A	Guide kayaking trips on Grade 3 water
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYK510A	Instruct kayaking skills on Grade 3 water
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYS201A	Demonstrate simple sea kayaking skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYS302A	Demonstrate sea kayaking skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYS303A	Guide sea kayaking trips in easy to moderate conditions
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYS304A	Demonstrate sea kayaking skills in moderate to difficult conditions
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYS406A	Plan and navigate a sea kayaking inshore passage
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYS407A	Instruct sea kayaking in easy to moderate conditions
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYS408A	Guide sea kayaking trips in moderate to difficult conditions
Year 1	SIS10	Sport, Fitness and Recreation			SISOKYS409A	Instruct sea kayaking in moderate to difficult conditions
Year 1	SIS10	Sport, Fitness and Recreation			SISOMBK201A	Demonstrate basic off-road cycling skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOMBK302A	Apply advanced off-road cycling skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOMBK303A	Guide off-road cycle tours
Year 1	SIS10	Sport, Fitness and Recreation			SISOMBK404A	Instruct off-road cycling skills
Year 1	SIS10	Sport, Fitness and Recreation			SISONAV201A	Demonstrate navigation skills in a controlled environment
Year 1	SIS10	Sport, Fitness and Recreation			SISONAV302A	Apply navigation skills in an intermediate environment
Year 1	SIS10	Sport, Fitness and Recreation			SISONAV403A	Navigate in uncontrolled environments
Year 1	SIS10	Sport, Fitness and Recreation			SISOODR201A	Assist in conducting outdoor recreation sessions
Year 1	SIS10	Sport, Fitness and Recreation			SISOODR302A	Plan outdoor recreation activities
Year 1	SIS10	Sport, Fitness and Recreation			SISOODR303A	Guide outdoor recreation sessions
Year 1	SIS10	Sport, Fitness and Recreation			SISOODR404A	Manage risk in an outdoor activity

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SIS00DR405A	Develop and coordinate programs incorporating outdoor activities
Year 1	SIS10	Sport, Fitness and Recreation			SIS00DR506A	Evaluate policy for an outdoor organisation
Year 1	SIS10	Sport, Fitness and Recreation			SIS00PS201A	Minimise environmental impact
Year 1	SIS10	Sport, Fitness and Recreation			SIS00PS202A	Use and maintain a temporary or overnight site
Year 1	SIS10	Sport, Fitness and Recreation			SIS00PS303A	Interpret weather for marine environments
Year 1	SIS10	Sport, Fitness and Recreation			SIS00PS304A	Plan for minimal environmental impact
Year 1	SIS10	Sport, Fitness and Recreation			SIS00PS305A	Provide first aid in a remote location
Year 1	SIS10	Sport, Fitness and Recreation			SIS00PS306A	Interpret weather conditions in the field
Year 1	SIS10	Sport, Fitness and Recreation			SIS00PS407A	Apply search and rescue skills
Year 1	SIS10	Sport, Fitness and Recreation			SIS00PS508A	Manage natural resources
Year 1	SIS10	Sport, Fitness and Recreation			SIS00PS509A	Interpret weather for mountain environments
Year 1	SIS10	Sport, Fitness and Recreation			SISOPWC201A	Select and maintain a personal water craft
Year 1	SIS10	Sport, Fitness and Recreation			SISOPWC202A	Demonstrate simple personal water craft skills in controlled conditions
Year 1	SIS10	Sport, Fitness and Recreation			SISOPWC303A	Ride personal water craft in moderate to difficult conditions
Year 1	SIS10	Sport, Fitness and Recreation			SISOPWC304A	Guide tours using personal water craft
Year 1	SIS10	Sport, Fitness and Recreation			SISOPWC405A	Instruct basic personal water craft riding skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOPWC506A	Instruct advanced personal water craft riding skills
Year 1	SIS10	Sport, Fitness and Recreation			SISORAF301A	Guide a raft on moving water
Year 1	SIS10	Sport, Fitness and Recreation			SISORAF402A	Guide a raft on Grade 3 rapids
Year 1	SIS10	Sport, Fitness and Recreation			SISORAF403A	Guide a raft on Grade 4 rapids
Year 1	SIS10	Sport, Fitness and Recreation			SISORAF404A	Coordinate and manage white water rafting trips
Year 1	SIS10	Sport, Fitness and Recreation			SISORAF505A	Instruct rafting skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB301A	SCUBA dive in open water to a maximum depth of 18 metres

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB302A	Complete night dives
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB303A	Complete deep dives to between 18 and 40 metres
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB304A	Navigate prescribed routes underwater
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB305A	Complete underwater search and recovery dives
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB306A	Perform diver rescues
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB307A	Inspect and fill SCUBA cylinders
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB308A	Guide a SCUBA dive
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB309A	Complete dives off boats
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB310A	Complete an underwater video
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB311A	Take still photographs underwater
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB312A	Complete dry suit dives
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB313A	Complete computer aided dives
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB314A	Complete wreck dives
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB315A	Complete drift dives on SCUBA
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB316A	Dive at altitude greater than 300 metres
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB317A	Complete a dive using Enriched Air Nitrox
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB318A	Dive in open water using surface supplied air
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB419A	Instruct SCUBA diving skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB420A	Instruct specialised SCUBA diving skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOSCB521A	Demonstrate technical diving
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKB201A	Demonstrate snowboarding skills on beginner terrain
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKB302A	Snowboard on intermediate terrain
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKB303A	Guide day snowboarding activities

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKB404A	Snowboard on advanced terrain
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKB405A	Snowboard freestyle on advanced terrain
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKB406A	Snowboard alpine-style on advanced terrain
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKB407A	Instruct snowboarding
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKB408A	Guide overnight snowboarding activities
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKB509A	Snowboard off-piste
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKI201A	Demonstrate alpine skiing skills downhill on beginner terrain
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKI402A	Alpine ski downhill on intermediate terrain
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKI403A	Alpine ski downhill on advanced terrain
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKI404A	Alpine ski downhill off-piste
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKI405A	Alpine free ski on all terrain
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKI406A	Telemark ski downhill on intermediate terrain
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKI407A	Telemark ski downhill on advanced terrain
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKI408A	Instruct alpine skiing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKT201A	Demonstrate basic cross country skiing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKT202A	Demonstrate ski touring skills in a patrolled environment to a basic standard
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKT303A	Day ski tour away from a patrolled area
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKT304A	Guide day ski tours
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKT305A	Apply snowcraft skills for day touring
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKT406A	Demonstrate advanced cross country skiing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKT407A	Overnight ski tour in difficult terrain using advanced ski touring skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKT408A	Apply snowcraft skills for overnight touring
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKT409A	Apply intermediate cross country skiing skills

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKT410A	Guide overnight ski tours
Year 1	SIS10	Sport, Fitness and Recreation			SISOSKT411A	Instruct cross country skiing
Year 1	SIS10	Sport, Fitness and Recreation			SISOSNK201A	Demonstrate snorkelling activities
Year 1	SIS10	Sport, Fitness and Recreation			SISOSNK302A	Guide snorkelling
Year 1	SIS10	Sport, Fitness and Recreation			SISOSNK403A	Instruct snorkelling skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOSRF201A	Demonstrate surf survival and self rescue skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOSRF202A	Demonstrate basic surfing manoeuvres in controlled conditions
Year 1	SIS10	Sport, Fitness and Recreation			SISOSRF303A	Perform intermediate level surfing manoeuvres
Year 1	SIS10	Sport, Fitness and Recreation			SISOSRF304A	Perform simple rescues in moderate surf conditions
Year 1	SIS10	Sport, Fitness and Recreation			SISOSRF305A	Guide surfing sessions
Year 1	SIS10	Sport, Fitness and Recreation			SISOSRF406A	Perform advanced level surfing manoeuvres
Year 1	SIS10	Sport, Fitness and Recreation			SISOSRF407A	Perform rescues in moderate to difficult surf conditions
Year 1	SIS10	Sport, Fitness and Recreation			SISOSRF408A	Guide surfing trips
Year 1	SIS10	Sport, Fitness and Recreation			SISOSRF409A	Instruct basic to intermediate surfing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOSRF410A	Instruct advanced surfing skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOTBR201A	Select, set up and maintain an off-highway motorcycle
Year 1	SIS10	Sport, Fitness and Recreation			SISOTBR202A	Demonstrate basic off-highway motorcycling skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOTBR303A	Apply advanced off-highway motorcycling skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOTBR304A	Guide off-highway motorcycle tours
Year 1	SIS10	Sport, Fitness and Recreation			SISOTBR405A	Guide extended off-highway motorcycle tours
Year 1	SIS10	Sport, Fitness and Recreation			SISOTBR406A	Instruct basic off-highway motorcycling skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOTBR507A	Instruct advanced off-highway motorcycling skills
Year 1	SIS10	Sport, Fitness and Recreation			SISOVTR301A	Perform vertical rescues

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SIS0VTR402A	Perform complex vertical rescues
Year 1	SIS10	Sport, Fitness and Recreation			SIS0VTR403A	Instruct vertical rescue
Year 1	SIS10	Sport, Fitness and Recreation			SIS0WWR201A	Demonstrate self-rescue skills in white water
Year 1	SIS10	Sport, Fitness and Recreation			SIS0WWR302A	Demonstrate white water rescues and recoveries
Year 1	SIS10	Sport, Fitness and Recreation			SIS0WWR403A	Perform complex white water rescues and recoveries
Year 1	SIS10	Sport, Fitness and Recreation			SIS0WWR404A	Instruct white water rescue
Year 1	SIS10	Sport, Fitness and Recreation			SIS0YSA201A	Demonstrate basic sailboarding skills in controlled conditions
Year 1	SIS10	Sport, Fitness and Recreation			SIS0YSA302A	Apply enhanced windsurfing skills in moderate conditions
Year 1	SIS10	Sport, Fitness and Recreation			SIS0YSA303A	Use a sailboard in stronger winds
Year 1	SIS10	Sport, Fitness and Recreation			SIS0YSA404A	Use long boards in difficult conditions
Year 1	SIS10	Sport, Fitness and Recreation			SIS0YSA405A	Use short boards in difficult conditions
Year 1	SIS10	Sport, Fitness and Recreation			SIS0YSA406A	Instruct windsurfing
Year 1	SIS10	Sport, Fitness and Recreation			SIS0YSB201A	Demonstrate basic skills to sail a small boat in controlled conditions
Year 1	SIS10	Sport, Fitness and Recreation			SIS0YSB302A	Sail a small boat in light to moderate conditions
Year 1	SIS10	Sport, Fitness and Recreation			SIS0YSB403A	Sail a small boat in moderate and variable conditions
Year 1	SIS10	Sport, Fitness and Recreation			SIS0YSB404A	Instruct small boat yachting
Year 1	SIS10	Sport, Fitness and Recreation			SISXIND404A	Promote compliance with laws and legal principles
Year 1	SIS10	Sport, Fitness and Recreation			SISSAFL201A	Perform the intermediate skills of Australian Football
Year 1	SIS10	Sport, Fitness and Recreation			SISSAFL202A	Perform the intermediate tactics of Australian Football
Year 1	SIS10	Sport, Fitness and Recreation			SISSAFL203A	Participate in conditioning for Australian Football
Year 1	SIS10	Sport, Fitness and Recreation			SISSAFL304A	Perform the advanced skills of Australian Football
Year 1	SIS10	Sport, Fitness and Recreation			SISSAFL305A	Perform the advanced tactics of Australian Football
Year 1	SIS10	Sport, Fitness and Recreation			SISSAFL406A	Teach the intermediate skills of Australian Football

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISSAFL407A	Teach the intermediate tactics of Australian Football
Year 1	SIS10	Sport, Fitness and Recreation			SISSATH201A	Teach the fundamental skills of athletics
Year 1	SIS10	Sport, Fitness and Recreation			SISSBSB201A	Teach fundamental basketball skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSBSB202A	Teach fundamental basketball tactics and game strategy
Year 1	SIS10	Sport, Fitness and Recreation			SISSBSB205	Interpret and apply rules of basketball
Year 1	SIS10	Sport, Fitness and Recreation			SISSBSB303A	Teach intermediate level basketball skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSBSB304A	Teach intermediate level basketball tactics and game strategy
Year 1	SIS10	Sport, Fitness and Recreation			SISSCKT201A	Perform the intermediate skills of cricket
Year 1	SIS10	Sport, Fitness and Recreation			SISSCKT202A	Perform the intermediate tactics and strategies of cricket
Year 1	SIS10	Sport, Fitness and Recreation			SISSCKT303A	Participate in conditioning for cricket
Year 1	SIS10	Sport, Fitness and Recreation			SISSCKT304A	Perform the advanced skills of cricket
Year 1	SIS10	Sport, Fitness and Recreation			SISSCKT305A	Perform the advanced tactics and strategies of cricket
Year 1	SIS10	Sport, Fitness and Recreation			SISSCKT306A	Teach the intermediate skills of cricket
Year 1	SIS10	Sport, Fitness and Recreation			SISSCKT307A	Teach the intermediate tactics and strategies of cricket
Year 1	SIS10	Sport, Fitness and Recreation			SISSCKT408A	Teach the advanced skills of cricket
Year 1	SIS10	Sport, Fitness and Recreation			SISSCKT409A	Teach the advanced tactics and strategies of cricket
Year 1	SIS10	Sport, Fitness and Recreation			SISSCN0201A	Perform the intermediate skills and tactics of canoeing
Year 1	SIS10	Sport, Fitness and Recreation			SISSCN0302A	Teach the intermediate skills and tactics of flatwater canoeing
Year 1	SIS10	Sport, Fitness and Recreation			SISSCN0303A	Teach the intermediate skills and tactics of whitewater canoeing
Year 1	SIS10	Sport, Fitness and Recreation			SISSCN0304A	Teach the intermediate skills and tactics of canoe polo
Year 1	SIS10	Sport, Fitness and Recreation			SISSCN0305A	Perform the advanced skills and tactics of canoeing
Year 1	SIS10	Sport, Fitness and Recreation			SISSCN0406A	Teach the advanced skills and tactics of flatwater canoeing
Year 1	SIS10	Sport, Fitness and Recreation			SISSCN0407A	Teach the advanced skills and tactics of slalom canoeing

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISSCOP201A	Prepare a pre or post event meal
Year 1	SIS10	Sport, Fitness and Recreation			SISSCOP202A	Develop a personal management plan
Year 1	SIS10	Sport, Fitness and Recreation			SISSCOP203A	Develop a travel and accommodation plan
Year 1	SIS10	Sport, Fitness and Recreation			SISSCOP204A	Develop personal media skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSCOP205A	Develop a personal financial plan
Year 1	SIS10	Sport, Fitness and Recreation			SISSCOP306A	Prepare a sponsorship proposal
Year 1	SIS10	Sport, Fitness and Recreation			SISSCOP307A	Manage personal finances
Year 1	SIS10	Sport, Fitness and Recreation			SISSCOP308A	Model the responsibilities of an elite athlete
Year 1	SIS10	Sport, Fitness and Recreation			SISSCOP309A	Design an athlete's diet
Year 1	SIS10	Sport, Fitness and Recreation			SISSEQS301A	Demonstrate basic dressage, show jumping and cross-country riding
Year 1	SIS10	Sport, Fitness and Recreation			SISSEQS302A	Demonstrate basic dressage and show horse skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSEQS303A	Teach the fundamental skills of riding
Year 1	SIS10	Sport, Fitness and Recreation			SISSEQS404A	Teach the intermediate skills of riding on the flat
Year 1	SIS10	Sport, Fitness and Recreation			SISSEQS405A	Teach the intermediate skills of riding over fences
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF201	Perform the A-Grade skills of golf
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF202	Apply the A-Grade tactics and strategies of golf
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF307	Participate in conditioning for golf
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF314	Perform the advanced skills of golf
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF315	Apply the advanced tactics and strategies of golf
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF316	Interpret and apply the rules of golf
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF510	Fit and alter golf equipment
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF512	Manage the structure and facilitation of golf competitions and tournaments

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF517	Apply advanced skills, tactics and strategies of golf in high performance competition
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF518	Teach the advanced skills of golf
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF519	Teach the advanced tactics and strategies of golf
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF520	Design and implement strategies to increase junior participation in golf
Year 1	SIS10	Sport, Fitness and Recreation			SISSGLF521	Manage on course golf operations
Year 1	SIS10	Sport, Fitness and Recreation			SISSGYN201A	Teach fundamental gymnastic skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSGYN302A	Teach fundamental gymnastic skills for infants
Year 1	SIS10	Sport, Fitness and Recreation			SISSMAR201A	Teach the intermediate skills of martial arts
Year 1	SIS10	Sport, Fitness and Recreation			SISSMAR402A	Teach the advanced skills of martial arts
Year 1	SIS10	Sport, Fitness and Recreation			SISSMAR503A	Teach the high performance skills of martial arts
Year 1	SIS10	Sport, Fitness and Recreation			SISSNTB201A	Use intermediate level netball skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSNTB202A	Use intermediate level tactics and game strategy in netball play
Year 1	SIS10	Sport, Fitness and Recreation			SISSNTB203A	Participate in conditioning for netball
Year 1	SIS10	Sport, Fitness and Recreation			SISSNTB204A	Teach foundation netball skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSNTB305A	Use advanced level tactics and game strategy in netball play
Year 1	SIS10	Sport, Fitness and Recreation			SISSNTB306A	Use advanced level netball skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSNTB407A	Teach intermediate level netball skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSNTB408A	Teach intermediate level netball tactics and game strategy
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL201A	Use intermediate level Rugby League game skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL202A	Use intermediate level tactics and game strategy in Rugby League play
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL203A	Participate in conditioning for Rugby League
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL204A	Teach the skills of Rugby League for modified games
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL305A	Use advanced level Rugby League game skills

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL306A	Teach intermediate level Rugby League game skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL307A	Teach intermediate level Rugby League tactics and game strategy
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL308A	Use advanced level tactics and game strategy in Rugby League play
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL409A	Teach advanced level Rugby League game skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL410A	Teach advanced level Rugby League tactics and game strategy
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL511A	Teach high performance Rugby League game skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL512A	Teach high performance Rugby League tactics and game strategy
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL201A	Perform foundation level Rugby Union skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL202A	Perform foundation level Rugby Union tactics and strategies
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL203A	Participate in conditioning for Rugby Union
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL204A	Officiate junior level Rugby Union
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL205A	Officiate local or district level Rugby Union
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL306A	Perform advanced level Rugby Union skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL307A	Perform advanced level Rugby Union tactics and strategies
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL308A	Teach Rugby Union tactics and strategies at a foundation level
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL309A	Teach Rugby Union skills at a foundation level
Year 1	SIS10	Sport, Fitness and Recreation			SISSRGL410A	Officiate advanced level Rugby Union
Year 1	SIS10	Sport, Fitness and Recreation			SISSAI301A	Teach the basic tactics and strategies of sailing
Year 1	SIS10	Sport, Fitness and Recreation			SISSAI402A	Teach the advanced tactics and strategies of sailing
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO101	Develop and update knowledge of coaching practices
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO202	Coach beginner or novice participants to develop fundamental motor skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO303	Plan and deliver coaching programs
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO304	Customise coaching for athletes with specific needs

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO305	Implement selection policies
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO306	Provide drugs in sport information
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO307	Provide nutrition information to athletes
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO308	Support athletes to adopt principles of sport psychology
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO409	Work collaboratively with support personnel
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO410	Implement a talent identification program
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO411	Apply self-management to intermediate level coaching
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO512	Assist athletes to prevent and manage injury and illness
Year 1	SIS10	Sport, Fitness and Recreation			SISSCO513	Plan and implement high-performance training and recovery programs
Year 1	SIS10	Sport, Fitness and Recreation			SISSDE201	Communicate effectively with others in a sport environment
Year 1	SIS10	Sport, Fitness and Recreation			SISSDE502	Design and implement strategies to increase participation
Year 1	SIS10	Sport, Fitness and Recreation			SISSDE503	Develop volunteer management policies
Year 1	SIS10	Sport, Fitness and Recreation			SISSOC301A	Perform advanced level soccer skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSOC302A	Perform advanced level soccer tactics and strategies
Year 1	SIS10	Sport, Fitness and Recreation			SISSOF101	Develop and update officiating knowledge
Year 1	SIS10	Sport, Fitness and Recreation			SISSOF202	Officiate games or competitions
Year 1	SIS10	Sport, Fitness and Recreation			SISSOF203	Judge competitive situations
Year 1	SIS10	Sport, Fitness and Recreation			SISSOF304	Roster officials
Year 1	SIS10	Sport, Fitness and Recreation			SISSOF305	Officiate in a high performance environment
Year 1	SIS10	Sport, Fitness and Recreation			SISSOF306	Apply self-management to enhance high performance officiating
Year 1	SIS10	Sport, Fitness and Recreation			SISSOF307	Coach officials
Year 1	SIS10	Sport, Fitness and Recreation			SISSPA301A	Coordinate regional touring athletes
Year 1	SIS10	Sport, Fitness and Recreation			SISSPA402A	Coordinate international touring athletes

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISSSPA403A	Administer a team or group
Year 1	SIS10	Sport, Fitness and Recreation			SISSSPA404A	Implement accreditation and registration systems
Year 1	SIS10	Sport, Fitness and Recreation			SISSSPA505A	Coordinate team or group management
Year 1	SIS10	Sport, Fitness and Recreation			SISSSPA506A	Coordinate team or group administration
Year 1	SIS10	Sport, Fitness and Recreation			SISSPT201A	Implement sports injury prevention
Year 1	SIS10	Sport, Fitness and Recreation			SISSPT302A	Provide initial management of sports injuries
Year 1	SIS10	Sport, Fitness and Recreation			SISSPT303A	Conduct basic warm-up and cool-down programs
Year 1	SIS10	Sport, Fitness and Recreation			SISSPT304A	Tape ankle, thumb and fingers
Year 1	SIS10	Sport, Fitness and Recreation			SISSPT305A	Support sports injury management
Year 1	SIS10	Sport, Fitness and Recreation			SISSPT306A	Deal with medical conditions in a sport setting
Year 1	SIS10	Sport, Fitness and Recreation			SISSPT307A	Conduct advanced taping
Year 1	SIS10	Sport, Fitness and Recreation			SISSQU201A	Teach the fundamental skills of squash
Year 1	SIS10	Sport, Fitness and Recreation			SISSQU202A	Teach the basic tactics and strategies of squash
Year 1	SIS10	Sport, Fitness and Recreation			SISSQU303A	Teach the intermediate skills of squash
Year 1	SIS10	Sport, Fitness and Recreation			SISSQU304A	Teach the intermediate tactics and strategies of squash
Year 1	SIS10	Sport, Fitness and Recreation			SISSTC301A	Instruct strength and conditioning techniques
Year 1	SIS10	Sport, Fitness and Recreation			SISSTC402A	Develop strength and conditioning programs
Year 1	SIS10	Sport, Fitness and Recreation			SISSSUR201A	Teach the basic skills of surf life saving
Year 1	SIS10	Sport, Fitness and Recreation			SISSUR202A	Officiate beginner level surf life saving competitions
Year 1	SIS10	Sport, Fitness and Recreation			SISSUR303A	Teach the intermediate skills of surf life saving
Year 1	SIS10	Sport, Fitness and Recreation			SISSUR304A	Officiate intermediate level surf life saving competitions
Year 1	SIS10	Sport, Fitness and Recreation			SISSUR405A	Teach the advanced skills of surf life saving
Year 1	SIS10	Sport, Fitness and Recreation			SISSUR406A	Officiate advanced level surf life saving competitions

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 1	SIS10	Sport, Fitness and Recreation			SISSSWM301A	Teach the competitive strokes of swimming
Year 1	SIS10	Sport, Fitness and Recreation			SISSSWM302A	Plan a program for a competitive swimmer
Year 1	SIS10	Sport, Fitness and Recreation			SISSSWM303A	Teach the advanced skills of competitive swimming
Year 1	SIS10	Sport, Fitness and Recreation			SISSTNS204	Conduct red stage tennis activities
Year 1	SIS10	Sport, Fitness and Recreation			SISSTNS205	Interpret and apply the rules and regulations of tennis
Year 1	SIS10	Sport, Fitness and Recreation			SISSTNS206	Develop and update knowledge of tennis development programs
Year 1	SIS10	Sport, Fitness and Recreation			SISSTNS307	Coach red stage tennis players
Year 1	SIS10	Sport, Fitness and Recreation			SISSTNS308	Coach orange stage tennis players
Year 1	SIS10	Sport, Fitness and Recreation			SISSTNS309	Coach green stage tennis players
Year 1	SIS10	Sport, Fitness and Recreation			SISSTNS410	Coach stroke production for intermediate tennis players
Year 1	SIS10	Sport, Fitness and Recreation			SISSTNS411	Coach tactics for intermediate tennis players
Year 1	SIS10	Sport, Fitness and Recreation			SISSTNS512	Coach stroke production for high performance tennis players
Year 1	SIS10	Sport, Fitness and Recreation			SISSTNS513	Coach tactics for high performance tennis players
Year 1	SIS10	Sport, Fitness and Recreation			SISSTOU201A	Perform the intermediate skills of Touch
Year 1	SIS10	Sport, Fitness and Recreation			SISSTOU202A	Perform the intermediate tactics and strategies of Touch
Year 1	SIS10	Sport, Fitness and Recreation			SISSTOU303A	Teach the intermediate skills of Touch
Year 1	SIS10	Sport, Fitness and Recreation			SISSTOU304A	Teach the intermediate tactics and strategies of Touch
Year 1	SIS10	Sport, Fitness and Recreation			SISSTPB201A	Teach fundamental tenpin bowling skills
Year 1	SIS10	Sport, Fitness and Recreation			SISSVOL301A	Teach the intermediate skills of volleyball
Year 1	SIS10	Sport, Fitness and Recreation			SISSVOL302A	Teach the intermediate tactics and strategies of volleyball
Year 1	SIS10	Sport, Fitness and Recreation			SISSVOL403A	Teach the advanced skills of volleyball
Year 1	SIS10	Sport, Fitness and Recreation			SISSVOL404A	Teach the advanced tactics and strategies of volleyball
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU001	Test pool water quality

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU002	Perform basic water rescues
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU003	Maintain aquatic facility plant and equipment
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU004	Develop and implement pool water maintenance procedures
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU005	Develop and implement aquatic facility maintenance procedures
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU006	Supervise clients in aquatic locations
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU007	Perform advanced water rescues
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU008	Instruct water familiarisation, buoyancy and mobility skills
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU009	Instruct water safety and survival skills
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU010	Instruct swimming strokes
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU011	Promote development of infants and toddlers in an aquatic environment
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU012	Assist participants with a disability during aquatic activities
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU013	Coordinate lifeguard service at an aquatic facility
Year 3	SIS	Sport, Fitness and Recreation			SISCAQU014	Operate self-contained breathing apparatus in an aquatic facility
Year 3	SIS	Sport, Fitness and Recreation			SISCCRD001	Facilitate community recreation initiatives
Year 3	SIS	Sport, Fitness and Recreation			SISCCR001	Plan and conduct recreation programs for older persons
Year 3	SIS	Sport, Fitness and Recreation			SISXADM001	Organise and supervise participant travel
Year 3	SIS	Sport, Fitness and Recreation			SISXCAI001	Provide equipment for activities
Year 3	SIS	Sport, Fitness and Recreation			SISXCAI002	Assist with activity sessions
Year 3	SIS	Sport, Fitness and Recreation			SISXCAI003	Conduct non-instructional sport, fitness or recreation sessions
Year 3	SIS	Sport, Fitness and Recreation			SISXCAI004	Plan and conduct programs
Year 3	SIS	Sport, Fitness and Recreation			SISXCAI005	Conduct individualised long-term training programs
Year 3	SIS	Sport, Fitness and Recreation			SISXCAI006	Facilitate groups
Year 3	SIS	Sport, Fitness and Recreation			SISXCAI007	Assist with activities not requiring equipment

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 3	SIS	Sport, Fitness and Recreation			SISXCCS001	Provide quality service
Year 3	SIS	Sport, Fitness and Recreation			SISXCCS002	Coordinate client service activities
Year 3	SIS	Sport, Fitness and Recreation			SISXCCS003	Address client needs
Year 3	SIS	Sport, Fitness and Recreation			SISXDIS001	Facilitate inclusion for people with a disability
Year 3	SIS	Sport, Fitness and Recreation			SISXDIS002	Plan and conduct disability programs
Year 3	SIS	Sport, Fitness and Recreation			SISXEMR001	Respond to emergency situations
Year 3	SIS	Sport, Fitness and Recreation			SISXEMR002	Coordinate emergency responses
Year 3	SIS	Sport, Fitness and Recreation			SISXFAC001	Maintain equipment for activities
Year 3	SIS	Sport, Fitness and Recreation			SISXFAC002	Maintain sport, fitness and recreation facilities
Year 3	SIS	Sport, Fitness and Recreation			SISXFAC003	Implement facility maintenance programs
Year 3	SIS	Sport, Fitness and Recreation			SISXFAC004	Coordinate facility and equipment acquisition and maintenance
Year 3	SIS	Sport, Fitness and Recreation			SISXFAC005	Manage stock supply and purchase
Year 3	SIS	Sport, Fitness and Recreation			SISXFIN001	Develop and review budgets for activities or projects
Year 3	SIS	Sport, Fitness and Recreation			SISXFIN002	Process financial transactions
Year 3	SIS	Sport, Fitness and Recreation			SISXHRM001	Recruit and manage volunteers
Year 3	SIS	Sport, Fitness and Recreation			SISXICT001	Select and use technology for sport, fitness and recreation work
Year 3	SIS	Sport, Fitness and Recreation			SISXIND001	Work effectively in sport, fitness and recreation environments
Year 3	SIS	Sport, Fitness and Recreation			SISXIND002	Maintain sport, fitness and recreation industry knowledge
Year 3	SIS	Sport, Fitness and Recreation			SISXIND003	Maintain legal knowledge for organisation governance
Year 3	SIS	Sport, Fitness and Recreation			SISXIND004	Analyse participation patterns
Year 3	SIS	Sport, Fitness and Recreation			SISXIND005	Coordinate work teams or groups
Year 3	SIS	Sport, Fitness and Recreation			SISXIND006	Conduct sport, fitness or recreation events
Year 3	SIS	Sport, Fitness and Recreation			SISXIND007	Develop and implement participation strategies

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 3	SIS	Sport, Fitness and Recreation			SISXMG1001	Develop and maintain stakeholder relationships
Year 3	SIS	Sport, Fitness and Recreation			SISXRES001	Conduct sustainable work practices in open spaces
Year 3	SIS	Sport, Fitness and Recreation			SISXRES002	Educate user groups
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT001	Provide health screening and fitness orientation
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT002	Recognise and apply exercise considerations for specific populations
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT003	Instruct fitness programs
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT004	Incorporate anatomy and physiology principles into fitness programming
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT005	Provide healthy eating information
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT006	Conduct fitness appraisal
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT007	Instruct group exercise sessions
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT008	Instruct water-based fitness activities
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT009	Deliver pre-choreographed or prescribed community fitness
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT010	Deliver pre-choreographed or prescribed group exercise to music
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT011	Instruct approved community fitness programs
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT012	Instruct movement programs to children aged 5 to 12 years
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT013	Instruct exercise to young people aged 13 to 17 years
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT014	Instruct exercise to older clients
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT015	Collaborate with medical and allied health professionals in a fitness context
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT016	Provide motivation to positively influence exercise behaviour
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT017	Instruct long-term exercise programs
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT018	Promote functional movement capacity
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT019	Incorporate exercise science principles into fitness programming
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT020	Instruct exercise programs for body composition goals

Planned review start (Year)	Training package code	Training package name	Qualification code	Qualification name	Unit of Competency code	Unit of competency name
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT021	Instruct personal training programs
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT022	Instruct aquatic sessions for specific population groups
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT023	Instruct group personal training programs
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT024	Instruct endurance programs
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT025	Recognise the dangers of providing nutrition advice to clients
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT026	Support healthy eating through the Eat for Health Program
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT027	Conduct health promotion activities
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT028	Apply evidence-based practice to exercise programs
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT029	Apply anatomy and physiology to advanced personal training
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT030	Instruct advanced exercise programs
Year 3	SIS	Sport, Fitness and Recreation			SISFFIT031	Implement injury prevention strategies

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- 1 The occupational title used by the ABS is 'Fitness Instructors,' however industry has explicitly stated that 'Fitness Professionals' is more appropriate. The statistics presented in this Industry Skills Forecast are drawn from the ABS category of 'Fitness Instructors' but will use the title of 'Fitness Professionals.' Australian Bureau of Statistics (ABS) 2013, *1220.0 ANZSCO Australian and New Zealand standard classification of occupations version 1.2*, viewed 15 July 2016, <http://www.abs.gov.au/ANZSCO>.
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