



The Training and Skills Commission

Arts and Recreation Services

South Australia's **Industry**
Priority Qualifications 2018

www.tasc.sa.gov.au

 @TSCommission





As new technologies and the demands of international markets lead to rapidly **changing skills needs**, it is vital to have up-to-date information identifying which **skills** are a **priority in each industry**.



Contents

| | |
|-----------|---|
| 4 | Foreword |
| 4 | About the IPQ |
| 5 | Key Findings |
| 6 | Industry priority qualifications |
| 6 | Summary of survey responses |
| 6 | Priority qualifications |
| 8 | Qualifications by training package |
| 8 | Qualification types |
| 8 | Qualification levels |
| 10 | Qualification use |
| 11 | Workforce development |
| 12 | Contributors |

Foreword

The Training and Skills Commission is pleased to present this report on South Australia's industry priority qualifications. This report is the culmination of extensive industry consultation, which has resulted in a unique and valuable insight into industry's prioritisation of vocational qualifications.

The level of engagement has exceeded the Commission's expectations, and has, in no uncertain terms, contributed significantly to the quality and credibility of the findings of this report.

As new technologies and the demands of international markets lead to rapidly changing skills needs, it is vital to have up-to-date information identifying which skills are a priority in each industry. The Commission is committed to filling this need by providing high quality skills and workforce development advice.

The information in this report helps ensure the vocational training system is responsive to industry needs, and that government investment in skills and training is directed to where industry needs it most.

On behalf of the Commission, I extend a sincere thank you to all those who contributed to this report, from industry associations to individual businesses and to each and every respondent to our survey. Your commitment to getting this information right is commendable, and the expertise you bring is greatly appreciated.

It is the Commission's intent that this report contributes to shaping the significant government investment in skilling our state's workforce.



Michael Boyce

Chair

Training and Skills Commission

About the IPQ

The Industry Priority Qualification (IPQ) report outlines the prioritisation of vocational qualifications and skill sets for each industry. It draws on a survey conducted by the Training and Skills Commission in July 2018, as well as feedback from workshops held with each industry.

The survey aimed to collect as many responses as possible from each industry, and to achieve a representative sample of small, medium and large employers, as well as organisation types. Following the survey, feedback and moderation of the responses was collected from senior industry representatives.

This report is intended to inform the state government about industry's vocational qualification priorities, and to help guide the government's substantial investment in skills and training.

- The first IPQ survey was conducted in 2015 and received 850 responses.
- The 2018 survey collected 1,306 responses from 19 industry sectors.
- Feedback on the survey results was collected from industry representatives.
- The findings inform the Government's investment in skills and workforce development.
- The survey included all current training package qualifications and skill sets, and all current accredited courses that were available on the national register, training.gov.au in April 2018.
- The full IPQ data can be found at tasc.sa.gov.au/IPQ

Key findings

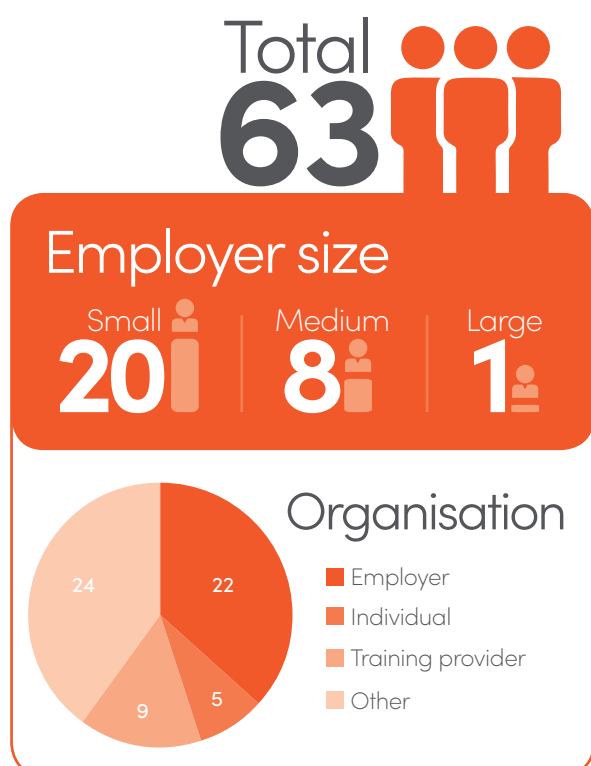
- Most priority qualifications for the Arts and Recreation Services industry come from just three training packages:
 - Creative Arts and Culture
 - Sport, Fitness and Recreation
 - Business Services.
- Training package qualifications are the most common priority.
- Skill sets represent a relatively large share of priorities, with 24 identified as a high or medium priority.
- Most priority qualifications are between certificate III and diploma.
- Pathway qualifications play a relatively large role in the Arts and Recreation Services industry, compared to most other sectors.
- Although not often a requirement, vocational qualifications play a large role in improving employability, especially for younger people within the Arts and Recreation Services industry.

Industry priority qualifications

The Arts and Recreation Services industry is the creative and sporting hub of South Australia's economy. The industry employs just over 10,000 people in a range of activities including creative and performing arts, parks and gardens, fitness centres, sports clubs and venues¹. Just over one-in-five workers in this industry have a university qualification, while one-in-three has a vocational qualification, highlighting the importance of vocational education in the sector.

Summary of survey responses

The industry priority qualifications survey received 63 responses from the Arts and Recreation Services industry. One-third of responses came from employers, with industry associations, training providers, and non-government organisations also making significant contributions. Two-thirds of responses came from small or micro businesses with less than 20 employees, and there was just one response from an organisation with over 200 employees.



Priority qualifications

Industry priority qualifications are grouped into four levels of priority, based on the survey results and industry workshops.

- Essential
- High
- Medium
- Low

Table 1 outlines the priority qualifications for the Arts and Recreation Services industry².

A total of 177 qualifications, skill sets, and accredited courses were identified as a priority by the Arts and Recreation Services industry, with 15 of these being an essential priority. Entry level qualifications represent a large share of the highest priority qualifications.

1 | Australian Bureau of Statistics 2018, *Census 2016*

2 | Low priority qualifications are not included in this report, for the full data visit tasc.sa.gov.au/IPQ

Table 1: **Qualifications by priority level**

| Essential | | | |
|------------------|--|---------------|--|
| FSK20113 | Certificate II in Skills for Work and Vocational Pathways | CUASS00024 | Festivals and Events Skill Set |
| BSB30101 | Certificate III in Business | SISSS00064 | Kayaking Guide Flat Water |
| CUA30413 | Certificate III in Live Production and Services | SISSS00067 | Kayaking Instructor Flat Water |
| SIS30115 | Certificate III in Sport and Recreation | SISSS00111 | Pool Lifeguard |
| SIS40210 | Certificate IV in Fitness | BSBSS00087 | Small Business Growth Skill Set |
| BSB42015 | Certificate IV in Leadership and Management | Medium | |
| CUA40413 | Certificate IV in Live Production and Technical Services | BSB20101 | Certificate II in Business |
| SIS40310 | Certificate IV in Outdoor Recreation | CUA20215 | Certificate II in Creative Industries |
| TAE40110 | Certificate IV in Training and Assessment | SIS20115 | Certificate II in Sport and Recreation |
| CUA50111 | Diploma of Dance (Elite Performance) | SIS31015 | Certificate III in Aquatics and Community Recreation |
| CUA50413 | Diploma of Live Production and Technical Services | SIT30516 | Certificate III in Events |
| CUA51015 | Diploma of Screen and Media | ICT30115 | Certificate III in Information, Digital Media and Technology |
| SIS50115 | Diploma of Sport and Recreation Management | SIS30410 | Certificate III in Outdoor Recreation |
| CUA60213 | Advanced Diploma of Live Production and Management Services | BSB40201 | Certificate IV in Business Administration |
| CUA60615 | Advanced Diploma of Screen and Media | BSB40907 | Certificate IV in Governance |
| High | | BSB42115 | Certificate IV in Library and Information Services |
| CUA30515 | Certificate III in Aboriginal and Torres Strait Islander Cultural Arts | SIS40115 | Certificate IV in Sport and Recreation |
| CUA30615 | Certificate III in Arts Administration | SIS40610 | Certificate IV in Sport Development |
| BSB30215 | Certificate III in Customer Engagement | SIT50316 | Diploma of Event Management |
| SIS30310 | Certificate III in Fitness | CUA50513 | Diploma of Live Production Design |
| CUA31015 | Certificate III in Screen and Media | BSB52415 | Diploma of Marketing and Communication |
| CUA40815 | Certificate IV in Arts Administration | CUA50815 | Diploma of Music Industry |
| BSB40101 | Certificate IV in Business | CUA50915 | Diploma of Photography and Photo Imaging |
| BSB42415 | Certificate IV in Marketing and Communication | SIS50610 | Diploma of Sport Development |
| CUA41215 | Certificate IV in Screen and Media | TAE50111 | Diploma of Vocational Education and Training |
| SIS50210 | Diploma of Fitness | CUA60315 | Advanced Diploma of Graphic Design |
| BSB51915 | Diploma of Leadership and Management | TAESS00010 | Advanced Assessor Skill Set |
| SIS50310 | Diploma of Outdoor Recreation | TAESS00011 | Assessor Skill Set |
| CUA51115 | Diploma of Visual Arts | CUASS00020 | Basic Design Skill Set |
| CUA60111 | Advanced Diploma of Dance (Elite Performance) | SISSS00015 | Bushwalking Guide Controlled Environment |
| CUA60715 | Advanced Diploma of Visual Arts | SISSS00032 | Challenge Ropes Course Conductor (High Ropes) |
| SISSS00110 | Aquatic Technical Operator | SISSS00033 | Challenge Ropes Course Conductor (Low Ropes) |
| SISSS00013 | Bushwalk Specialist - Arid | SISSS00039 | Climbing Guide (Artificial Surfaces) Top Rope |
| SISSS00017 | Bushwalking Guide Intermediate Environment | CUASS00026 | Lighting Live Performance Skill Set |
| SISSS00016 | Bushwalking Guide Uncontrolled Environment | CUASS00027 | Management Skill Set |
| SISSS00042 | Climbing Guide (Natural Surfaces) Top Rope | SISSS00070 | Mountain Bike Guide (Controlled to Intermediate Environment) |
| 10352NAT | Diploma of Visual Communication (Design Communication / Photo Communication) | SISSS00071 | Mountain Bike Guide (Intermediate Environment) |
| | | SISSS00072 | Mountain Bike Instructor (Intermediate Environment) |
| | | BSBSS00054 | Small Business Marketing Skill Set |
| | | SISSS00108 | Wilderness First Aid |

Qualifications by training package

Training packages which are a priority for the Arts and Recreation Services industry include:

- Business Services (BSB)
- Creative Arts and Culture (CUA)
- Foundation Skills (FSK)
- Information and Communications Technology (ICT)
- Sport, Fitness and Recreation (SIS)
- Tourism, Travel and Hospitality (SIT)
- Training and Education (TAE)

Just over one-third of priority qualifications for the Arts and Recreation Services industry are from the Sport, Fitness and Recreation (SIS) training package, with qualifications from Creative Arts and Culture (CUA), and Business Services (BSB) also featuring prominently.

One Foundation Skills (FSK) qualification was recognised as an essential priority, being the Certificate II in Skills for Work and Vocational Pathways. Once again, the majority of qualifications rated as an essential or high priority are from the SIS, CUA and BSB training packages.

Figure 1: **Qualifications and skill sets by priority level and training package**

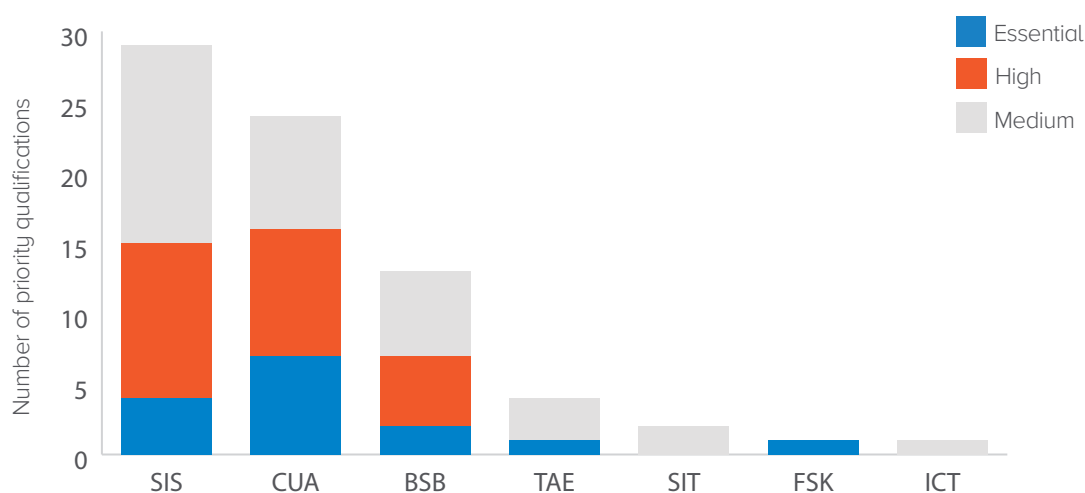
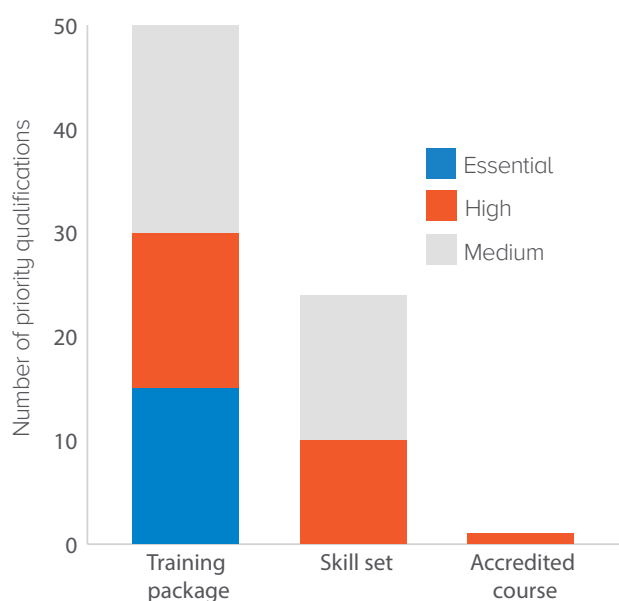


Figure 2: **Qualification type by priority level**



Qualification types

National training package qualifications make up two-thirds of priorities in the top three tiers, and all 15 qualifications identified as essential are training package qualifications. Skill sets represent a relatively large share of priorities, especially in the outdoor recreation sector, with 24 skill sets identified as a high or medium priority. Just one accredited course made it into the top three priority levels.

Qualification levels

The Arts and Recreation Services industry has placed a clear emphasis on mid to higher level qualifications, overall, with diplomas the most common priority, followed by certificate IV and certificate III. Five advanced diplomas are also considered a priority, while at the opposite end, just four certificate IIs are a priority.

Figure 3: **Qualification level: essential, high & medium priority**

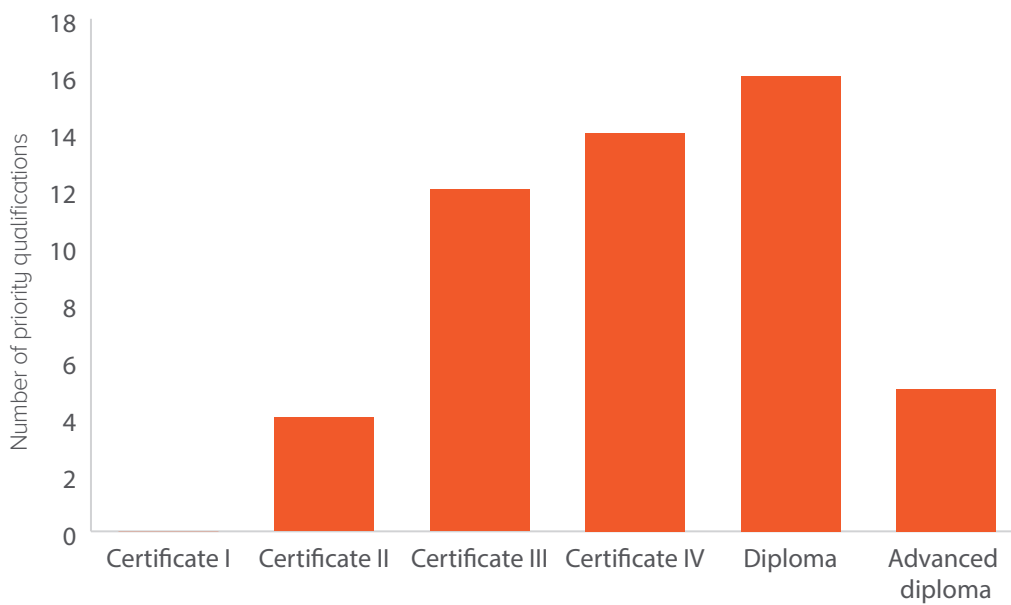
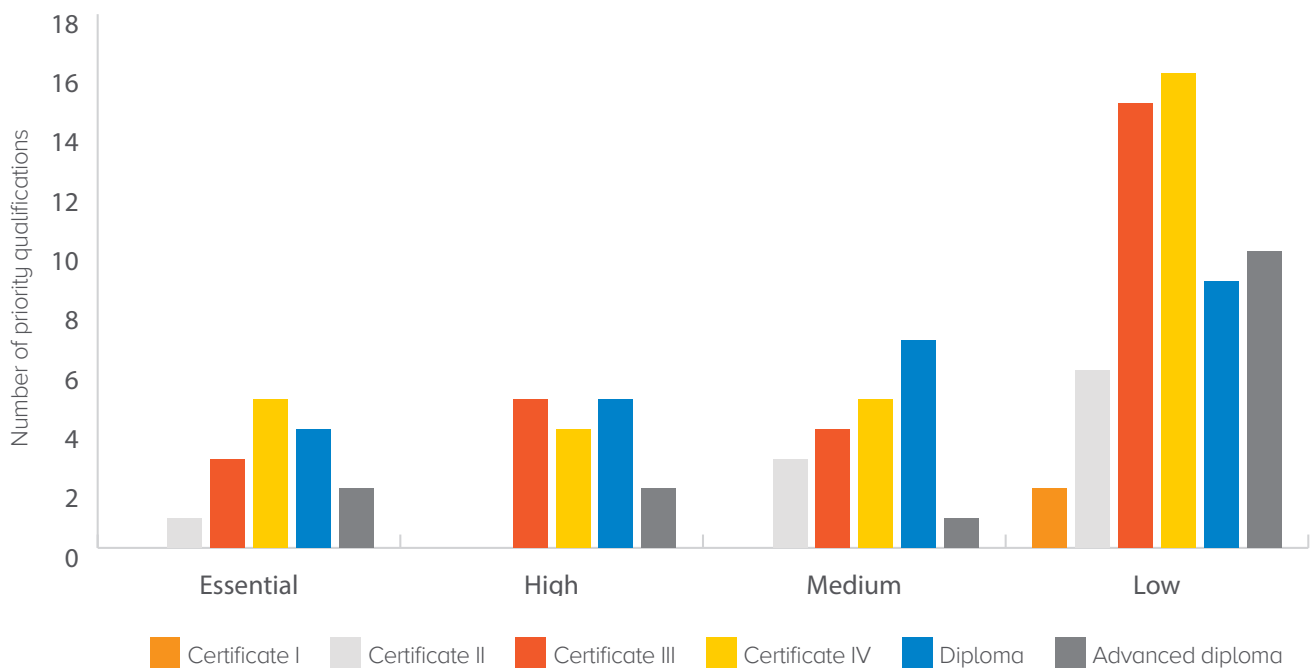


Figure 4 shows a neat distribution of qualification levels among qualifications rated as essential, with certificate IV being the most common essential priority, followed closely by diplomas. High priority qualifications are not too dissimilar to essential in terms of level of qualification, with an almost equal spread between certificates III, IV and diploma.

Figure 4: **Qualification level by priority ranking**



Qualification use

Qualifications can be undertaken for a variety of purposes. A student might complete a qualification to gain entry into an occupation, such as a performing arts technician completing their Certificate III in Live Production and Services, while others may complete an upskilling qualification, such as the Advanced Diploma of Live Production and Management Services, to further advance their career in stage management.

Table 2 reveals industry's views on what priority qualifications are typically used for, out of three possible categories:

1. a pathway to an entry level qualification
2. an entry level qualification or basic requirement for a job
3. for upskilling.

Industry recognised the importance of pathway qualifications with four identified as a priority, and the Certificate II in Skills for Work and Vocational Pathways considered an essential priority. Industry also prioritised a broad range of entry-level and upskilling qualifications, reflecting the importance of both types of qualification.

Table 2: **Qualification use**

| Pathway to entry level | |
|--|--|
| BSB20101 | Certificate II in Business |
| CUA20215 | Certificate II in Creative Industries |
| FSK20113 | Certificate II in Skills for Work and Vocational Pathways |
| SIS20115 | Certificate II in Sport and Recreation |
| Entry level qualification or basic requirement for a job | |
| CUA30515 | Certificate III in Aboriginal and Torres Strait Islander Cultural Arts |
| SIS31015 | Certificate III in Aquatics and Community Recreation |
| BSB30101 | Certificate III in Business |
| SIT30516 | Certificate III in Events |
| SIS30310 | Certificate III in Fitness |
| ICT30115 | Certificate III in Information, Digital Media and Technology |
| CUA30413 | Certificate III in Live Production and Services |
| SIS30410 | Certificate III in Outdoor Recreation |
| SIS30115 | Certificate III in Sport and Recreation |
| CUA40815 | Certificate IV in Arts Administration |
| SIS40210 | Certificate IV in Fitness |
| BSB42115 | Certificate IV in Library and Information Services |
| SIS40310 | Certificate IV in Outdoor Recreation |

Entry level qualification or basic requirement for a job

| | |
|----------|--|
| CUA41215 | Certificate IV in Screen and Media |
| SIS40115 | Certificate IV in Sport and Recreation |
| CUA50111 | Diploma of Dance (Elite Performance) |
| SIT50316 | Diploma of Event Management |
| SIS50210 | Diploma of Fitness |
| CUA50513 | Diploma of Live Production Design |
| CUA50815 | Diploma of Music Industry |
| SIS50310 | Diploma of Outdoor Recreation |
| CUA50915 | Diploma of Photography and Photo Imaging |
| CUA51015 | Diploma of Screen and Media |
| CUA51115 | Diploma of Visual Arts |
| 10352NAT | Diploma of Visual Communication (Design Communication/Photo Communication) |
| CUA60111 | Advanced Diploma of Dance (Elite Performance) |
| CUA60715 | Advanced Diploma of Visual Arts |

Upskilling

| | |
|----------|---|
| CUA30615 | Certificate III in Arts Administration |
| BSB30215 | Certificate III in Customer Engagement |
| CUA31015 | Certificate III in Screen and Media |
| BSB40101 | Certificate IV in Business |
| BSB40201 | Certificate IV in Business Administration |
| BSB40907 | Certificate IV in Governance |
| BSB42015 | Certificate IV in Leadership and Management |
| CUA40413 | Certificate IV in Live Production and Technical Services |
| BSB42415 | Certificate IV in Marketing and Communication |
| SIS40610 | Certificate IV in Sport Development |
| TAE40110 | Certificate IV in Training and Assessment |
| BSB51915 | Diploma of Leadership and Management |
| CUA50413 | Diploma of Live Production and Technical Services |
| BSB52415 | Diploma of Marketing and Communication |
| SIS50115 | Diploma of Sport and Recreation Management |
| SIS50610 | Diploma of Sport Development |
| TAE50111 | Diploma of Vocational Education and Training |
| CUA60213 | Advanced Diploma of Live Production and Management Services |
| CUA60615 | Advanced Diploma of Screen and Media |
| CUA60315 | Advanced Diploma of Graphic Design |

Workforce development

The industry workshops conducted by the Training and Skills Commission provided an opportunity to capture high level workforce development information from industry. This section summarises the feedback that was collected.

Industry is witnessing a gradual shift toward higher level skills and formal qualifications in the Arts and Recreation Services industry. Currently, 40 per cent of workers in the industry do not have a post-school qualification, however it was generally recognised that vocational qualifications help to broaden skills and improve employment opportunities.

The Recreation Services sector sees a growing demand for skill sets as a cost effective and efficient way to meet training needs. Aquatic centres, which employ more than 2,000 people over summer in South Australia, rely heavily upon the Pool Lifeguard skill set, and many outdoor recreation companies only require workers to complete a skill set rather than a full qualification.



Contributors

Thank you to all stakeholders that contributed to shaping the Industry Priority Qualifications report.

Adelaide Community Health Alliance
AFL SportsReady
Aged Care Industry Association
Agribusiness SA
AI Group
Air Conditioning Mechanical Contractors Association
Arts Industry Council of SA
ATEC Group Training
Australian Childcare Alliance SA
Australian Council for Private Education and Training
Australian Education Union (SA)
Australian Funeral Directors Association
Australian Hotels Association SA
Australian Manufacturing Workers' Union
Australian Nursing and Midwifery Federation
Australian Steel Institute
Australian Veterinary Association
Australian Workers Union
Business SA
Communications Electrical Plumbing Union
Community Accommodation and Respite Agency
Community Centres SA
Construction Industry Training Board
Defence Teaming Centre
Department for Correctional Services
Energy Skills SA
Engineers Australia
Food and Beverage Fund SA
Grain Producers SA
Health Services Union
Helping Hand Aged Care
Housing Industry Association
Independent Education Union of South Australia
Livestock SA
Master Builders SA
Master Plumbers Association
Maxima
Minda
Motor Trades Association
Murraylands Training and Employment Association

National Disability Services
National Electrical & Communications Association
Northern Adelaide State Secondary Schools Alliance
PEER
Primary Industry Skills Council SA
Property Council of Australia (SA)
Public Service Association of SA
Real Estate Employers Federation SA
Real Estate Institute of South Australia
Resources and Engineering Skills Alliance
Restaurant & Catering SA
SA Aquaculture Council
SA Country Fire Service
SA Dairy Farmers Association
SA Health
SA Road Transport Association
SA Wine Industry Association
SAPOL
Service Skills SA
Shelter SA
Shop Distributive and Allied Employees
South Australian Chamber of Mines and Energy
South Australian Independent Retailers
Sport SA
Statewide Group Training
Taxi Council
Trainee and Apprentice Placement Service
Transport Distribution Training SA
Transport Workers Union
United Voice
Volunteering SA and NT
Waste Management Association
Wildcats Fisheries SA
Youth Affairs Council of SA

For further information about industry employment, skills and workforce development please visit the Commission's website tasc.sa.gov.au to find the following resources:

- Economic Outlook
- Industry Profiles
- Regional Profiles