

Arts, Sport and Recreation Industry



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FutureNow - Learning for Life is the Industry Training Council for the Creative, Cultural and Recreation Industries in WA



Department of
Education
and Training



INDUSTRY AREA COVERAGE

ANZIC* GROUP	CLASS	DESCRIPTION
911		Film & Video Services
	9111	➤ Film & Video Production
	9112	➤ Film & Video Distribution
	9113	➤ Motion Picture Exhibition
912		Radio and Television Services
	9121	➤ Radio Services
	9122	➤ Television Services
921		Libraries
	9210	➤ Libraries
922		Museums
	9220	➤ Museums
923		Parks and Gardens
	9231	➤ Zoological & Botanic Gardens (coverage of zoological garden operation)
	9239	➤ Recreational Parks & Gardens (coverage of national park operation, picnic ground operation, recreational ground operation (except sporting), tourist caves operation, wildlife sanctuary operation)
924		Arts
	9241	➤ Music & Theatre Productions
	9242	➤ Creative Arts
925		Services to the Arts
	9251	➤ Sound Recording Studios
	9252	➤ Performing Arts Venues
	9259	➤ Services to the Arts n.e.c.**
931		Sport
	9311	➤ Horse and Dog Racing (Including Farriery)
	9312	➤ Sports Grounds & Facilities n.e.c.
	9319	➤ Sports & Services to Sports n.e.c.
932		Gambling Services
	9321	➤ Lotteries
	9329	➤ Gambling Services n.e.c.
933		Other Recreation Services
	9330	➤ Other Recreation Services (coverage of circus operation dance hall or studio operation, entertainment n.e.c., merry-go-round operation, railway operation (by historical railway societies or as a tourist attraction, except amusement park railways)
952		Other Personal Services
	➤ 9522	➤ Photographic Film Processing
	➤ 9523	➤ Photographic Studios

* ANZSIC Group - Australian New Zealand Standard Industrial Classification
 ** n.e.c. - not elsewhere classified



WORKSAFE

Occupational health and safety issues which may need to be addressed in staff induction and training include:

- Responsibility of employers and employees
- Hazard identification
- Manual handling
- Slips and falls
- Machinery and equipment
- Electricity
- Hazardous substances
- Contact dermatitis
- Heat stress
- Burns and cuts
- Emergency evacuation procedures
- The right to refuse work
- Use of electrical equipment, sharp tools, heat, hot liquids
- Noise, cleaning and maintenance of surfaces
- Hazardous materials
- Disposal of waste
- Equipment use, safety and storage
- Personal protective equipment
- Safe work procedures
- For Occupational Health and Safety guidelines specifically for the Entertainment industry, please refer to: http://www.alliance.org.au/docman/task_cat_view/gid,38/Itemid,28/
- Information on problems associated with variations of shiftwork, please refer to <http://www.safetyline.wa.gov.au/pagebin/pg000868.htm>
- Operating in a noisy environment, refer to the Code of Practice, "Control of Noise in the Music Entertainment Industry" updated in 2000. Also refer to <http://www.safetyline.wa.gov.au/PageBin/noisgenl0047.htm>


NATIONAL BODIES

- [Innovation & Business Skills Australia](#)
- [Service Skills Australia](#)
- [Agrifood Skills Council](#)

TRAINING PACKAGES

This industry has coverage for the following Training Packages:

- Community Recreation Training Package
- Fitness Training Package
- Outdoor Recreation Training Package
- Sport Industry Training Package
- Entertainment Training Package
- Film, TV, Radio and Multimedia Training Package
- Museum and Library/Information Services Training Package

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- Music Training Package
 - Visual Arts, Craft and Design Training Package (Part One completed, Part Two not yet complete and includes Diploma and Advanced Diploma qualifications)
 - Racing Industry Training Package

Scoping Studies have been completed for the following sector areas:

- Writing & Publishing
- Community Cultural Development
- Performing Arts

FILM, TV, RADIO SERVICES

Film, TV, Radio and Multimedia Training Package (CUF01)

The Training Package is designed to address the training needs of occupations in screen (film and television), broadcasting (television and radio), broadcast engineering and multimedia. The range of qualifications covered by the Training Package is at Certificates I to Advanced Diploma and provides comprehensive and integrated training for new entrants and existing workers.

Status – Endorsed Review underway, due for completion October 2006.

QUALIFICATIONS

National Code	Qualification Name
	Broadcast Engineering
CUF50601	<u>Diploma of Broadcast Engineering</u>
CUF60401	<u>Advanced Diploma of Broadcast Engineering</u>
	Broadcasting (Radio and Television)
CUF20401	<u>Certificate II in Broadcasting (Radio)</u>
CUF20501	<u>Certificate II in Broadcasting (Television)</u>
CUF30301	<u>Certificate III in Broadcasting (Radio)</u>
CUF30401	<u>Certificate III in Broadcasting (Television)</u>
CUF30501	<u>Certificate III in Broadcasting (Remote Area Operations)</u>
CUF40601	<u>Certificate IV in Broadcasting (Radio)</u>
CUF40701	<u>Certificate IV in Broadcasting (Television)</u>
CUF50501	<u>Diploma of Broadcasting</u>
CUF60301	<u>Advanced Diploma of Broadcasting</u>
	Industry Wide
CUF10101	<u>Certificate I in Media</u>
	Multimedia
CUF20601	<u>Certificate II in Multimedia</u>
CUF30601	<u>Certificate III in Multimedia</u>
CUF40801	<u>Certificate IV in Multimedia</u>
CUF50701	<u>Diploma of Multimedia</u>
CUF60501	<u>Advanced Diploma of Multimedia</u>
	Screen (Film and Television)
CUF20101	<u>Certificate II in Costume</u>
CUF20201	<u>Certificate II in Screen (Art and Construction)</u>
CUF20301	<u>Certificate II in Screen</u>
CUF30101	<u>Certificate III in Screen</u>
CUF30201	<u>Certificate III in Screen (Laboratory)</u>
CUF40101	<u>Certificate IV in Costume</u>
CUF40201	<u>Certificate IV in Make-up (superseded by CUF40203)</u>
CUF40203	<u>Certificate IV in Make-up</u>
CUF40301	<u>Certificate IV in Screen (Art and Construction)</u>

CUF40401	<u>Certificate IV in Screen</u>
CUF40501	<u>Certificate IV in Screen (Laboratory)</u>
CUF50101	<u>Diploma of Costume</u>
CUF50201	<u>Diploma of Make-up (Superseded by CUF50203)</u>
CUF50203	<u>Diploma of Make-up</u>
CUF50301	<u>Diploma of Screen (Art and Construction)</u>
CUF50401	<u>Diploma of Screen</u>
CUF60101	<u>Advanced Diploma of Screen</u>

More information on the Film, TV, Radio and Multimedia Training Package, its qualifications and units of competency can be found on the following website:

<http://www.gov.au/?/trainintisgpackage/CUF01>


WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

Film & Video Services

- Australia's film and broadcasting industry includes telecasting television broadcasting, television film or tape production, cinema operation, motion picture screening, newsreel theatre operation, and motion picture distribution.
- The film, television and video sector is on the cusp of enormous technological advances. The impact of digitisation and the Internet has seen the convergence of media with telecommunications.
- Work in the film and television industry tends to be project and contract based, and operators are obliged to become freelance and self employed. Work in this sector can be characterised by long hours and intense competition.
- While this industry is small on a national scale, some developments – both from government and non-government investments - are contributing to a gradual increase in growth.
- The face of this State's industry has changed in recent years with a shift away from children's series towards documentaries and adult drama. Several major projects have been conducted in Western Australia. The State as an ideal location is being promoted.

Radio and Television Services

- The Australian radio industry is comprised of the community, commercial and public (ABC and SBS) sectors. This industry covers businesses mainly engaged in radio broadcasting, collection of news for radio services and the production of radio programs for own use, whether live or on tape or other recording medium.
- The impact of digital technology on the radio industry has been profound. Most radio stations now use digital technologies in all their operations: administration, production and on-air broadcasting.

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- Digital broadcasting will have a phenomenal impact on radio. It will improve the quality of the broadcast sound, increase the number of channels broadcast and provide the capacity for simultaneous data transmission. It will have a significant impact on training.¹

Multimedia

- “Multimedia” refers to a combination of images, text and sound. It involves the convergence of telecommunications, computing and authoring technologies with design and creative art processes to provide information in new ways and to create innovative services and products. Broadcasting, telecommunications, computing, information technology and creative industries such as film, publishing, design, sound, visual arts and animation are increasingly connected through multimedia.
- The industry is largely comprised of small businesses, with most companies having fewer than twenty employees. The ‘dedicated’ multimedia industry commonly operates on a project basis. Multimedia projects tend to be undertaken by multidisciplinary teams of specialists drawn from different media occupations and other disciplinary areas.
- As new technology is developed, it is anticipated that new occupations and jobs will be created.
- Increasingly, artists are becoming involved in multimedia projects. Illustrators, animators, graphic designers, writers, composers and performers are the creators of content, which is crucial to the ongoing development of multimedia. Artists also help popularise multimedia, making products more accessible and user- friendly.
- All of these changes point to continued employment growth in coming years, with a consequent increase in the demand for training across multimedia specialisations

INDUSTRY ORGANISATIONS / ASSOCIATIONS

This list is a guide only

- Australian Cinematographers Society (WA)
- Australian Copyright Council
- Australian Film Commission
- Australian Film Institute
- Australian Guild of Screen Composers
- Australian Information Industry Association
- Australian Interactive Multimedia Industry Association
- Australian Screen Directors Association
- Australian Screen Editors' Guild
- Australian Screen Sound Guild
- Australian Writers' Guild
- Cinema Owners Association of Australia
- Commercial Radio (Federation of Australian Radio Broadcasters)
- Community Broadcasting Foundation
- Department of Communications, Information Technology & Arts
- Disability in the Arts Disadvantage in the Arts WA
- Federation of Australian Commercial Television Stations

¹ Information sourced directly from CREATE Australia (Please note CREATE Australia no longer exists and its function has been taken on by Innovation & Business Skills Australia [IBSA])

- Film & Television Institute WA
- Film Australia
- Games Developers Association of Australia
- Internet Industry Association
- Media Entertainment Arts Alliance
- National Ethnic and Multicultural Broadcasters' Council
- Office of Film and Literature Classification
- Screen Network Australia
- Screen Producers Association of Australia (WA)
- Screen West
- The Game Developers' Association of Australia
- WA Aboriginal Media Association

LICENSING OR REGULATORY REQUIREMENTS

Film, Television & Video

- Licence for Photocopying/Digital Copying of Printed Materials (Copyright Agency Ltd)
- Licence for Public Performance of Protected Sound Recordings (Phonographic Performance Company of Australia)
- Music Licences for Public Performance or Diffusion (Australian Performing Rights Association)
- Sound Recording Reproduction Licence Agreement (Australian Record Industry Association)
- Music Reproduction Licence – AMCOS (Australasian Mechanical Copyright Owners Society)
- Copyright Act 1968 including Copyright Amendment Bill (No. 1) 1997 and the Copyright Amendment Bill (No.2) 1997 on the 11 July 1998.
- Information on problems associated with variations of shiftwork, please refer to <http://www.safetyline.wa.gov.au/pagebin/pg000868.htm>


These licences are often referred to in the Range of Variables and evidence of knowledge of these licences will often be required to show competence in units of competence from the Film, TV, Radio & Multimedia Training Package.

Knowledge of these licences is essential to ensure that people are trained to recognise the importance of legal issues such as the need to adhere to copyright issues.

Radio

- Apparatus Licence, Commercial Radio and TV Broadcasting Licence (ABC)
- Licence for Photocopying / Digital Copying of Printed Materials (Copyright Agency Limited)
- Copyright Act 1968 including Copyright Amendment Bill (No. 1) 1997 and the Copyright Amendment Bill (No.2) 1997 on the 11 July 1998.

These licences are often referred to in the Range of Variables and evidence of knowledge of these licences will often be required to show competence in units of competence from the Film, TV, Radio & Multimedia Training Package.



Knowledge of these licences is essential to ensure that people are trained to recognise the importance of legal issues such as the need to adhere to copyright issues.

Multimedia

- Reproduction Licence – AMCOS (Australasian Mechanical Copyright Owners Society)
- Licence for Photocopying/Digital Copying of Printed Materials (Copyright Agency Ltd)
- Licence for Public Performance of Protected Sound Recordings (Phonographic Performance Company of Australia)
- Music Licences for Public Performance or Diffusion (Australian Performing Rights Association)
- Sound Recording Reproduction Licence Agreement (Australian Record Industry Association)
- Music Reproduction Licence – AMCOS (Australasian Mechanical Copyright Owners Society)
- Copyright Act 1968 including Copyright Amendment Bill (No. 1) 1997 and the Copyright Amendment Bill (No.2) 1997 on the 11 July 1998.

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Knowledge of these licences is essential to ensure that people are trained to recognise the importance of legal issues such as the need to adhere to copyright issues.

TRAINING ENVIRONMENT ISSUES

All forms of media and communications are shifting from analogue formats to digital formats. Digitisation facilitates integration and enhances potential multimedia applications. It also presents challenges for skill development.

Training in this sector is heavily dependent on high level technical equipment being available.

HIGH RISK TRAINING CONCERNS

Access to up to date digital equipment will be necessary.

Please follow Training Package guidelines referring to State Implementation guides.

MUSEUMS AND LIBRARIES

Museum and Library/Information Services Training Package (CUL04)

The Training Package is designed to address the training needs of the museum and information services industry in five core functions: acquisition, conservation, research, communication and exhibition. The range of qualifications covered by the Training Package is at Certificates II to Advanced Diploma and will provide comprehensive and integrated training for new entrants and existing workers.

Status – The Museums and Library Information Training Package was endorsed 30 June 2004 and is due to expire on 30 July 2007 (Please note: The Training Package remains endorsed until it is replaced by a new version). It will now be the subject of continuous improvement.

QUALIFICATIONS

National Code	Qualification Name
CUL20104	<u>Certificate II in Library/Information Services</u>
CUL20204	<u>Certificate II in Museum Practice</u>
CUL30104	<u>Certificate III in Library/Information Services</u>
CUL30204	<u>Certificate III in Museum Practice</u>
CUL40104	<u>Certificate IV in Library/Information Services</u>
CUL40204	<u>Certificate IV in Museum Practice</u>
CUL50104	<u>Diploma of Library/Information Services</u>
CUL50204	<u>Diploma of Museum Practice</u>
CUL60104	<u>Advanced Diploma of Library/Information Services</u>
CUL60204	<u>Advanced Diploma of Museum Practice</u>


More information on the Museum and Library/Information Services Training Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/?/trainingpackage/CUL04>

WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

Libraries

- There is a wide diversity of libraries including State Libraries, local public libraries, private organisational libraries, school and educational institution based libraries, specialist, corporate and government libraries.
- Libraries and library workers are increasingly being recognised for their value as knowledge managers and information sourcing specialists.
- The workforce is predominantly female and there is an increasing amount of part-time and casual employment. Working hours are predominantly office hours but in some environments weekend work and evening shifts occur.
- Changes to technology have profoundly affected library and information services. New technology, including digital technology, operates outside the 'old' publishing rules. With



information readily available from many sources, the challenge is to organise it effectively, and ensure its quality and authenticity. Protecting intellectual property, regardless of the sources of information, is critical.

- The information industries have converged, with past distinctions between libraries, archives and records management all but gone.
- Library and information services are at the centre of the information age. The value of knowledge is now a question of major importance, placing the competencies of library and information services practitioners at the centre of economic, social and cultural life.”²
- There is a trend toward distance education, flexible delivery, open learning and lifelong learning and will result in an increased reliance on library services.

Museums

- The museums and galleries industry incorporates built and moveable heritage, museums, public art galleries, other institutions such as herbariums and zoos, as well as key bodies such as the National Trust.
- There has been a generalised move away from permanency and toward more contract based work for museum and gallery staff.
- There is a very large volunteer base in the heritage and museums sector, particularly in the smaller museums and in the regions.
- The McShane Report details findings from a ‘Review of Training for the Museum Profession in Western Australia’, (commissioned by Museums Australia’s Western Australia branch, with funding support from the Western Australian Department of Culture and the Arts and the Western Australian Lotteries Commission) the following excerpts highlight some issues relating to vocational education and training in WA:
 - “The museum industry in Western Australia will grow and diversify over the next decade or so ... Perhaps no other factor will influence the nature and quality of this contribution more than enhancing the professionalisation
 - of museum workers.”
 - “With regard to the participation of population sectors in industry training and employment, the report notes as a matter of concern the low number of indigenous Australians working in Western Australian museums and other cultural institutions.”

INDUSTRY ORGANISATIONS / ASSOCIATIONS

This list is a guide only

Libraries

- Australian Library and Information Association
- Library and Information Service of WA
- State Library of Western Australia

Museums

- Museums Australia (WA)
- WA Museum
- The National Trust of Australia (WA)

LICENSING OR REGULATORY REQUIREMENTS

² CREATE Australia (Please note CREATE Australia no longer exists and its function has been taken on by Innovation & Business Skills Australia [IBSA])



Heritage, Conservation & Museums

- Cultural Heritage Export – General Permit, Cultural Heritage Export Permit, Permit to Disturb or recover Historic Shipwrecks, Permit to Undertake Prohibited Activity in Protected Zones (Department for Communications, Information Technology & the Arts).
- Copyright Act 1968 including Copyright Amendment Bill (No. 1) 1997 and the Copyright Amendment Bill (No.2) 1997 on the 11 July 1998.
- Implications for training: Above licenses, regulatory requirements and codes of practice should be adhered to by training providers, where relevant and necessary. Training providers should ensure that all assessors have necessary licences to operate. Content and requirements of above should be included in training delivery to prepare students for work in their industry. Where a workplace project occurs, or training in a simulated environment, all relevant licenses etc should be adhered to.

Library and Information

- Licence for Photocopying/Digital Copying of Printed Materials (Copyright Agency Ltd)
- Copyright Act 1968 including Copyright Amendment Bill (No. 1) 1997 and the Copyright Amendment Bill (No.2) 1997 on the 11 July 1998.
- Students are required to have knowledge of copyright issues as the library is often an environment in which copyright laws may be breached.
- Implications for training: Above licenses, regulatory requirements and codes of practice should be adhered to by training providers, where relevant and necessary. Training providers should ensure that all assessors have necessary licences to operate. Content and requirements of above should be included in training delivery to prepare students for work in their industry. Where a workplace project occurs, or training in a simulated environment, all relevant licenses etc should be adhered to.

TRAINING ENVIRONMENT ISSUES

Heritage, Conservation & Museums

- New technologies including interactive multimedia and CD ROMS have resulted in the need for training in using new methods of accessing and manipulating information, cataloguing works and interpreting and disseminating information.
- At present, the Museums sector of the Training Package is not delivered in Western Australia. The only formal training course for individuals working in the Museums Sector in Western Australia, is the Certificate in Museum Studies run by industry leaders through the Museum of Childhood at Edith Cowan University. This Certificate is unique in Australia and whilst it is currently a non accredited course, it is highly valued by the sector with participants ranging from volunteers and existing workers through to university graduates who want to gain practical skills in the area.
- Museum workers may require training in cross cultural protocols.

Library and Information

- A Certificate II Traineeship in Library Studies is available but take-up has been limited.
- Due to the requirement for libraries to be more entrepreneurial and to generate additional income, marketing strategies and strategic management are becoming areas in which training is required.
- The majority of training for this sector available at tertiary level.

HIGH RISK TRAINING CONCERNS



Training Package is structured to reflect high demand competencies which are included as core competencies; electives are available to be used to reflect local requirements.

ENTERTAINMENT

Entertainment Training Package (CUE03)

The Training Package covers occupations in technical areas, front of house, and venue operations for all types of events and venues. The range of qualifications covered by the Training Package is at Certificates I to Advanced Diploma and will provide comprehensive and integrated training for new entrants and existing workers.

Status – Entertainment Training Package was endorsed on 21 November 2003 and is due to expire on 30 November 2006. (Please note: The Training Package remains endorsed until it is replaced by a new version). It will now be the subject of continuous improvement.

A Scoping study was conducted for the development of a Training Package for Performing Arts which includes scope to include Dance, Puppetry, Circus Arts, Acting and Aboriginal Performing Arts. However the development of this training Package had not been funded by IBSA up to and including the 2005-6 financial year.

QUALIFICATIONS

National Code	Qualification Name
CUE10103	<u>Certificate I in Live Production, Theatre and Events</u>
CUE20103	<u>Certificate II in Live Production, Theatre and Events</u>
	Design Qualifications
CUE60103	<u>Advanced Diploma of Design for Live Production, Theatre and Events</u>
CUV40303	<u>Certificate IV in Design</u>
	Production Qualifications: Construction and Manufacturing
CUE30103	<u>Certificate III in Live Production, Theatre and Events (Construction and Manufacturing)</u>
CUE40103	<u>Certificate IV in Live Production Theatre and Events (Construction and Manufacturing)</u>
CUE40203	<u>Certificate IV in Costume for Performance</u>
CUE50103	<u>Diploma of Live Production, Theatre and Events (Construction and Manufacturing)</u>
CUE50203	<u>Diploma of Costume for Performance</u>
CUF40203	<u>Certificate IV in Make-up</u>
CUF50203	<u>Diploma of Make-up</u>
	Production Qualifications: Technical Services
CUE30203	<u>Certificate III in Live Production, Theatre and Events (Technical Operations)</u>
CUE40303	<u>Certificate IV in Live Production, Theatre and Events (Technical Operations)</u>
CUE50303	<u>Diploma of Live Production, Theatre and Events (Technical Production)</u>
CUE60203	<u>Advanced Diploma of Live Production, Theatre and Events (Technical Production)</u>
CUE60303	<u>Advanced Diploma of Stage Management</u>
THT50202	<u>Diploma of Event Management</u>
	Venue and Event Services Qualifications
CUE30303	<u>Certificate III in Venues and Events (Customer Service)</u>

CUE40403	<u>Certificate IV in Venues and Events (Customer Service)</u>
CUE50403	<u>Diploma of Venues and Events</u>
CUE60403	<u>Advanced Diploma of Venues and Events</u>

More information on the Entertainment Training Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/?/trainingpackage/CUE03>

WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

Theatre Dance and Entertainment

- The theatre, dance and entertainment industry expresses Australia's social, cultural and artistic identity. The industry comprises a diverse range of activities including:
 - theatre - including drama, comedy, experimental, community theatre, street theatre, puppetry, mime and corporate promotions;
 - cinemas - including major chains, independent cinemas and film festivals;
 - dance - classical, modern, contemporary, multicultural and folk; and
 - variety - circus, cabaret and other forms of live entertainment.
- Employment for workers in this industry is erratic. The industry is served by a pool of people able to move across different types of companies, and increasingly people are working on a project basis.
- The trend in the industry toward short term, project based work means individuals must have small business skills such as marketing, legal, tax and project management skills.
- The performing arts in Western Australia and in Perth in particular, are increasingly having to compete for audience market share against 'blockbuster' shows. Programming, research, marketing, interpersonal and negotiating skills are vital to maintaining and enhancing audience market share in this environment.
- Regional issues include:
 - Economic difficulties faced by regional populations to access training
 - There is a need for technical training
 - There is a need for training in marketing and management
 - Regional populations want access to distance learning modes of training
 - Opportunities exist for front of house and these needs could be met through the Entertainment Industry Training Package
- The new Perth Convention and Exhibition Centre is now open and outsourcing corporate staging, lighting and sound requirements. A new Theatre is being built in Northbridge to replace the Playhouse Theatre in 2009.
- Western Australia has a small but strong community dance and multicultural dance sector.

INDUSTRY ORGANISATIONS/ASSOCIATIONS

This list is a guide only

- WA Ballet
- Yirra Yaakin Theatre Company
- Black Swan Theatre Company

- Barking Gecko Theatre Company
- Perth Theatre Trust
- Ogden International Facilities Corporation
- Perth Convention and Exhibition Centre
- WA Opera Company
- Arts WA
- Disability in the Arts Disadvantage in the Arts WA
- Perth International Arts Festival
- Media Entertainment & Arts Alliance

LICENSING OR REGULATORY REQUIREMENTS

- Pyrotechnics Licence (Mines Department)
- Licence for Public Performance of Protected Sound Recordings (Phonographic Performance Company of Australia)
- Music Licences for Public Performance or Diffusion (Australian Performing Rights Association)
- Sound Recording Reproduction Licence Agreement (Australian Record Industry Association)
- Music Reproduction Licence – AMCOS (Australasian Mechanical Copyright Owners Society)
- Copyright Act 1968 including Copyright Amendment Bill (No. 1) 1997 and the Copyright Amendment Bill (No.2) 1997 on the 11 July 1998.
- For Occupational Health and Safety guidelines specifically for the Entertainment industry, please refer to: http://www.alliance.org.au/docman/task_cat_view/gid,38/Itemid,28/
- Information on problems associated with variations of shiftwork, please refer to <http://www.safetyline.wa.gov.au/pagebin/pg000868.htm>
- Operating in a noisy environment, refer to the Code of Practice, "Control of Noise in the Music Entertainment Industry" updated in 2000. Also refer to <http://www.safetyline.wa.gov.au/PageBin/noisgenl0047.htm>

No specific implications for training, apart from the necessity to adequately train students to industry standards which necessarily includes knowledge of these licences. If students wish to undertake performance or workplace projects, they may need to obtain relevant licences.

TRAINING ENVIRONMENT AND ISSUES

Theatre Dance & Entertainment

- Training for Entertainment is almost exclusively delivered through the WA Academy of Performing Arts.
- Opportunities exist for front of house traineeships and these needs could be met through the Entertainment Industry Training Package however the Academy are not registered to deliver traineeships in this state.
- Some delivery of training occurs through John Curtin College of the Arts who are a Registered Training Organisation.
- Graduate College of Dance deliver school based VET programs
- There continues to be good employment opportunities for studio based dance teachers and the need for training in this area is important for the health and safety of students.
- There is currently no formal training offered in WA for Cinema Projectionists

HIGH RISK TRAINING CONCERNS

For Occupational Health and Safety guidelines, please refer to:
http://www.alliance.org.au/docman/task_cat_view/gid,38/Itemid,28/

No specific high risk training concerns noted for this sector. Please follow Training Package guidelines referring to State Implementation guides.

MUSIC

Music Training Package (CUS01)

The Training Package is designed to address the training needs of the music industry and includes coverage in music business, sound production, performing and composing music. The range of qualifications covered by the Training Package is at Certificates I to Advanced Diploma and will provide comprehensive and integrated training for new entrants and existing workers.

Status – Endorsed, review under way by IBSA following delay in the development of National Skills Councils. Review is due for completion October 2006.

QUALIFICATIONS

National Code	Qualification Name
	Business
CUS30301	<u>Certificate III in Music Industry (Business)</u>
CUS40301	<u>Certificate IV in Music Industry (Business)</u>
CUS50301	<u>Diploma of Music Industry (Business)</u>
CUS60301	<u>Advanced Diploma of Music Industry (Business)</u>
	Foundation
CUS10101	<u>Certificate I in Music Industry (Foundation)</u>
CUS20101	<u>Certificate II in Music Industry (Foundation)</u>
	General
CUS30101	<u>Certificate III in Music</u>
CUS40101	<u>Certificate IV in Music</u>
CUS50101	<u>Diploma of Music</u>
CUS60101	<u>Advanced Diploma of Music</u>
	Technical Production
CUS30201	<u>Certificate III in Music Industry (Technical Production)</u>
CUS40201	<u>Certificate IV in Music Industry (Technical Production)</u>
CUS50201	<u>Diploma of Music Industry (Technical Production)</u>
CUS60201	<u>Advanced Diploma of Music Industry (Technical Production)</u>

More information on the Music Training Package, its qualifications and units of competency can be found on the following websites:

<http://www.ntis.gov.au/?/trainingpackage/CUS01>



WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

- The Australian music industry consists of composers and performing artists, private studio music teachers, presenters, musical directors, record producers, recording studios, record labels, distributors, retailers, publishing houses, booking agents, touring companies, venue operators, publicists and others involved directly and indirectly in the industry.
- Work in the industry, especially in performance, is primarily casual, contract, freelance and self-employed. Musicians must frequently generate their own work and juggle several jobs simultaneously.


INDUSTRY ORGANISATIONS / ASSOCIATIONS

This list is a guide only

- Abmusic
- AMEB - Australian Music Examinations Board (WA branch)
- Arts WA
- Australasian Performing Rights Association (APRA)
- Australian Song Writers Association Incorporated
- Disability in the Arts Disadvantage in the Arts WA
- Goolarri Media Enterprises (Broome)
- Kulcha
- Media, Entertainment and Arts Alliance
- Musicians Guild
- Songwriters Society of Australia
- WA Folk Federation
- WA Music Industry Association
- WA Symphony Orchestra
- WA Symphony Orchestra Players' Association
- WA Youth Orchestra

LICENSING OR REGULATORY REQUIREMENTS

- Licence for Public Performance of Protected Sound Recordings (Phonographic Performance Company of Australia)
- Music Licences for Public Performance or Diffusion (Australian Performing Rights Association)
- Sound Recording Reproduction Licence Agreement (Australian Record Industry Association)
- Music Reproduction Licence – AMCOS (Australasian Mechanical Copyright Owners Society)
- Copyright Act 1968 including Copyright Amendment Bill (No. 1) 1997 and the Copyright Amendment Bill (No.2) 1997 on the 11 July 1998.
- For Occupational Health and Safety guidelines specifically for the Entertainment industry, please refer to: http://www.alliance.org.au/docman/task.cat_view/gid,38/Itemid,28/
- Operating in a noisy environment, refer to the Code of Practice, "Control of Noise in the Music Entertainment Industry" updated in 2000. Also refer to <http://www.safetyline.wa.gov.au/PageBin/noisgen10047.htm>

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- Implications for training: Above licenses, regulatory requirements and codes of practice should be adhered to by training providers, where relevant and necessary. Training providers should ensure that all assessors have necessary licences to operate. Content and requirements of above should be included in training delivery to prepare students for work in their industry. Where a workplace project occurs, or training in a simulated environment, all relevant licenses etc should be adhered to.

TRAINING ENVIRONMENT ISSUES

- There is a lack of formal learning opportunities in most genres compared with those more often available for classical music (although in rural and isolated communities access to any music training is seriously limited, regardless of genre).
- A number of training courses are offered at VET and tertiary level.

HIGH RISK TRAINING CONCERNS

Noise levels when training need to be monitored for health and safety concerns. Please follow Training Package guidelines referring to State Implementation guides.

VISUAL ART, CRAFT AND DESIGN

Visual Arts, Craft and Design Training Package (CUV03)

The Training Package covers occupations in visual arts, crafts and design including arts administration and Aboriginal or Torres Straits Islander Cultural Arts. Please note, Diploma and Advanced Diploma qualifications to be developed as stage two. IBSA did not fund the Development of Higher level qualifications as Stage 2 in 2005-6. It did however fund the higher level qualifications in Photo imaging. These are expected to be completed by October 2006. It is hoped that the remaining higher level qualifications for the Visual Arts, Craft and Design Training Package will be funded for development in the 2006-7 financial year. Even if this were to eventuate, implementation in WA would not be likely until late 2008, or the beginning of 2009.

Status – Visual Arts, Craft and Design Training Package Endorsement Period 15.08.03 to 30.08.06

Please note Community Cultural Development units of competency have not yet been funded for development by IBSA.

QUALIFICATIONS

National Code	Qualification Name
	Aboriginal or Torres Strait Islander Cultural Arts Qualifications
CUV10203	<u>Certificate I in Aboriginal or Torres Strait Islander Cultural Arts</u>
CUV20203	<u>Certificate II in Aboriginal or Torres Strait Islander Cultural Arts</u>
CUV30203	<u>Certificate III in Aboriginal or Torres Strait Islander Cultural Arts</u>
CUV40203	<u>Certificate IV in Aboriginal or Torres Strait Islander Cultural Arts</u>
	Arts Administration and Management Qualifications
CUV30403	<u>Certificate III in Arts Administration</u>
CUV40503	<u>Certificate IV in Arts Administration</u>
CUV60103	<u>Advanced Diploma of Arts Management</u>
	Design Qualifications
CUV30303	<u>Certificate III in Design Fundamentals</u>
CUV40303	<u>Certificate IV in Design</u>
	Opal Cutting and Polishing
CUV20303	<u>Certificate II in Opal Cutting and Polishing</u>
CUV40603	<u>Certificate IV in Opal Cutting and Polishing</u>
	Photoimaging Qualifications
CUV40403	<u>Certificate IV in Photoimaging</u>
	Visual Arts and Contemporary Craft Qualifications
CUV10103	<u>Certificate I in Visual Arts and Contemporary Craft</u>
CUV20103	<u>Certificate II in Visual Arts and Contemporary Craft</u>
CUV30103	<u>Certificate III in Visual Arts and Contemporary Craft</u>
CUV40103	<u>Certificate IV in Visual Arts and Contemporary Craft</u>

More information on the Visual Arts, Craft and Design Training Package and its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/?/trainingpackage/CUV03>



WORKFORCE ISSUES, CHARACTERISTICS AND ACTIVITIES

Community Cultural Development

- The workforce of this sector varies from permanent full time to project based employment.
- There is a requirement to be multi-skilled, flexible and have good communication skills.
- Community cultural development and artistic skills development is increasingly being used as a vehicle to work with disenfranchised groups of people within the community including unemployed people and youth at risk.

Craft and Visual Arts

- Most visual arts and craft producers are self-employed or work freelance. Work patterns are therefore diverse and de-centralised.
- New employment opportunities are emerging in public art, collaborative cross-industry projects, and the creation of new domestic and overseas markets.
- Indigenous arts are a strong area of this industry sector.

Design

- The design sector encompasses graphic design, industrial, interior, furniture and fashion design, animation, multimedia, illustration, theatre and film production, exhibitions, advertising and landscaping.
- The design sector is highly competitive and composed of small businesses.
- New technologies have a significant effect on this industry. With the growth of technology and the increasing importance of visual presentation, some areas of design are growth areas.


INDUSTRY ORGANISATIONS/ASSOCIATIONS

This list is a guide only

- Australian Graphic Design Association
- Artists Foundation of WA
- ArtSource
- Advertising Federation of Australia
- Design Institute of Australia
- Art on the Move
- Art Gallery of WA
- Perth Institute of Contemporary Arts
- FORM WA
- Department of Culture and the Arts
- Community Arts Network WA
- Country Arts WA

LICENSING OR REGULATORY REQUIREMENTS

- Registration of a Design, Registration of a Trademark (IP Australia)
- Licence for Photocopying/Digital Copying of Printed Materials (Copyright Agency Ltd)
- Copyright Act 1968 including Copyright Amendment Bill (No. 1) 1997 and the Copyright Amendment Bill (No.2) 1997 on the 11 July 1998.

- 
- Implications for training: Above licenses, should be adhered to by training providers, where relevant and necessary. Training providers should ensure that all assessors have necessary licences to operate. Content and requirements of above should be included in training delivery to prepare students for work in their industry. Where a workplace project occurs, or training in a simulated environment, all relevant licenses etc should be adhered to.

TRAINING ENVIRONMENT ISSUES

Community Cultural Development

- There are no full VET courses specifically for the Community Cultural Development sector. The peak body for Community Cultural Development in WA is Community Arts Network WA. This organisation is also Registered Training Organisation that delivers short courses relating to Community Arts, Community Cultural Development and Cultural Planning.

Craft & Visual Arts

- There is a need for small business skills and emerging technologies for practitioners and the training must be delivered flexibly.

Design

- The predominance of small business and solo practitioners, together with the move toward casual, contract, consultancy and freelance work means that skills in financial management, marketing, communication, industrial relations and small business are required.

Writing and Publishing

- In 2002 CREATE Australia completed a scoping report which explores the future skill needs of writers, journalists, editors and publishers following consultations held around Australia. It is anticipated that further consideration of the development of a package for this area will occur when the skills council is formed.

WORKFORCE ISSUES, CHARACTERISTICS AND ACTIVITIES

The writing, publishing and print journalism area is comprised of creative writers, booksellers, literary agents, book publishers, newspaper publishers and periodical publishers. The sector also encompasses media related producers and practitioners, print journalists, editors and related practitioners and technical staff. Although united by their common focus on the medium of print, the writing, publishing and print journalism areas are quite distinct.

INDUSTRY ORGANISATIONS/ASSOCIATIONS

This list is a guide only

- Australian Writers Guild (WA Branch)
- Community Newspapers
- Fremantle Arts Centre Press
- Society of Women Writers
- Australian Society of Authors



LICENSING OR REGULATORY REQUIREMENTS

- Licence for Photocopying/Digital Copying of Printed Materials (Copyright Agency Ltd)
- Copyright Act 1968 including Copyright Amendment Bill (No. 1) 1997 and the Copyright Amendment Bill (No.2) 1997 on the 11 July 1998.
- Implications for training: Above licenses, regulatory requirements and codes of practice should be adhered to by training providers, where relevant and necessary. Training providers should ensure that all assessors have necessary licences to operate. Content and requirements of above should be included in training delivery to prepare students for work in their industry. Where a workplace project occurs, or training in a simulated environment, all relevant licenses etc should be adhered to.

TRAINING ENVIRONMENT ISSUES

- The advent of technology has precipitated a growth in self-publishing. Corporations are using in-house publications to complement public relations strategies. However it was noted that editing of these documents is often very poor. There are growing opportunities for writers in the production of press releases.
- The State Literature Centre currently provides industry based workshops including a two-day practical editing course. These courses are offered to members of the State Literature Centre.
- The following issues around on-line writing need to be considered:
- Writers may need to fully understand the technical capacities of technology.
- Writers and the IT industry are speaking different “languages”. Methods to encourage efficient and lucid communication between the sectors may need to be examined.
- Ethics, copyright, defamation and cultural protocols need to be included in the Training Package.
- Writers need small business skills.
- In many cases short courses are the most effective way of catering for this sector, as the skills required are often specialist.

HIGH RISK TRAINING CONCERNS

No vocational education and training offered in this sector. Should training be offered, close consultation with the University sector should occur.

COMMUNITY RECREATION

Community Recreation Training Package (SRC04)

The Community Recreation Training Package has been developed to support the vocational requirements of the industry, which are primarily those of Attendant, Instructor, Recreation Officer, Operator and Recreation Manager. Qualifications are available at Certificate I, II, III, IV and Diploma levels.

Status – Endorsed 24/09/2004 to 30/09/2007

QUALIFICATIONS

National Code	Qualification Name
	Community Recreation
SRC10204	<u>Certificate I in Community Recreation</u>
SRC20204	<u>Certificate II in Community Recreation</u>
SRC30204	<u>Certificate III in Community Recreation</u>
SRC40204	<u>Certificate IV in Community Recreation</u>
	Sport & Recreation
SRO10103	<u>Certificate I in Sport and Recreation</u>
SRO20103	<u>Certificate II in Sport and Recreation</u>
SRO30103	<u>Certificate III in Sport and Recreation</u>
SRO40103	<u>Certificate IV in Sport and Recreation</u>
SRO50103	<u>Diploma of Sport and Recreation</u>
SRO60103	<u>Advanced Diploma of Sport and Recreation</u>
THT50202	<u>Diploma of Event Management</u>

More information on the Community Recreation Training Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/?/trainingpackage/SRC04>

WORKFORCE CHARACTERISTICS

- This sector covers the provision of recreation services in a variety of community settings and is characterised by the community base for service provision, and the non profit nature of the organisations (although these organisations are not always non-profit). It also includes both active and passive forms of activity.
- A substantial part of the recreation sector workforce is comprised of volunteers.
- This industry has high rates of casualisation.
- State and local government authorities generally have a strong involvement in the provision of recreation services and one of the biggest provider of facilities are local government authorities.
- An existing workers traineeship scheme was approved by the Department of Education and Training in February 2004, a pilot project is underway with Royal Life Saving Society acting as preferred provider.



INDUSTRY ORGANISATIONS / ASSOCIATIONS

This list is a guide only

- Leisure Institute Western Australia Aquatics - LIWA Aquatics
- Parks & Leisure WA
- WA Local Government Association
- Community & Public Sector Union
- Australian Services Union
- Active Alliance
- YMCA
- PCYC
- Royal Life Saving Society WA

LICENSING OR REGULATORY REQUIREMENTS

- Licence for Public Performance of Protected Sound Recordings (Phonographic Performance Company of Australia)
- Music Licences for Public Performance or Diffusion (Australian Performing Rights Association)
- Cyclists must comply with the Compulsory helmet legislation in WA.
- Health (Swimming Pools) Regulations 1964, soon to be replaced by a new code of practice (Code of Practice for the Design, Operation, Management and Maintenance of Aquatic Facilities) and legislation (Draft Aquatic Facilities Legislation, February, 2004) which would 'Allow Environmental Health Officers to issue premises with improvement notices for non-compliance with any section of the Regulations or Code of Practice.'
- Implications for training: Above licenses, regulatory requirements and codes of practice should be adhered to by training providers, where relevant and necessary. Training providers should ensure that all assessors have necessary licences to operate. Content and requirements of above should be included in training delivery to prepare students for work in their industry. Where a workplace project occurs, or training in a simulated environment, all relevant licenses etc should be adhered to.

TRAINING ENVIRONMENT ISSUES

- The Pool Managers Course using accredited Competency standards is being delivered under profile hours through a partnership between Royal Life Saving Society (WA Branch) and Central TAFE. More training is required for middle management (supervisors, acting managers) in aquatic centres in the areas of administration, budgeting and marketing.
- There is a shortage of trained lifeguards in regional areas.
- Training in duty of care issues, working with people with disabilities and conflict resolution were identified by pool managers as areas in which more training should be provided.
- The aquatics industry is vibrant and in growth and as a result of this, there is a demand for increased numbers of people with the Pool Manager's Certificate and Pool Lifeguard qualifications.



HIGH RISK TRAINING CONCERNS

- To be vested as a responsible person to operate a public swimming pool under the Western Australian Health Act you also need the following qualifications:
 - Self Contained Breathing Apparatus Certificate
 - Current Pool Lifeguard Award
 - Current Senior First Aid Certificate
- LIWA Aquatics manages the process of registration for the Health Department. When delivering units of competency delivered as part of the Pool Lifeguard award some variables MUST be attained, this contradicts Training Package rules which state that these variables MAY be attained.
- A draft code of practice has been developed that will replace the Health (Swimming Pools) Regulations 1964.
- Please refer to pages 45-49 of the draft code of practice which sets out minimum requirements for Pool Operators (Technical Operations), Pool Lifeguards (Patron Supervision) and Emergency Care providers across a range of types of facilities <http://www.liwaaquatics.net.au/documents/pafiledb.php?action=file&id=50>
- This code of practice sets out specific requirements for training delivery, in order to comply with Health Department requirements, the training organisation must deliver to a standard approved by LIWA Aquatics.
- It is strongly recommended that Registered Training Organisations work collaboratively with LIWA Aquatics to ensure that students are trained to State industry standards.

FITNESS

Fitness Training Package (SRF04)

The Fitness Industry Training Package has been developed to support the vocational outcomes of the industry, which are primarily those of Fitness Instructor and Fitness Trainer. Qualifications are available at Certificate II, III and IV & Diploma. Please note, generic qualifications are included in this Training Package, that is, Certificate I to Advanced Diploma in Sport & Recreation

Status - Endorsement Period: 24/09/2004 to 30/09/2007

There is a Category 2 Review underway which will reduce the size of all sport and recreation training package qualifications by taking most of the Business Service Units from the core and making them electives. Cat 2 endorsement anticipated April/May 2006. See Service Skills Australia or FutureNow for further information.

It is proposed to commence a review of all sport and recreation training packages in mid 2006 with a view to having a single training package at the end of the process.

QUALIFICATIONS

National Code	Qualification Name
	Fitness
SRF30204	<u>Certificate III in Fitness</u>
SRF40204	<u>Certificate IV in Fitness</u>
SRF50204	<u>Diploma of Fitness</u>
	Sport & Recreation
SRO10103	<u>Certificate I in Sport and Recreation</u>
SRO20103	<u>Certificate II in Sport and Recreation</u>
SRO30103	<u>Certificate III in Sport and Recreation</u>
SRO40103	<u>Certificate IV in Sport and Recreation</u>
SRO50103	<u>Diploma of Sport and Recreation</u>
SRO60103	<u>Advanced Diploma of Sport and Recreation</u>
THT50202	<u>Diploma of Event Management</u>

More information on the Fitness Industry Recreation Training Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/?/trainingpackage/SRF04>

WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

- The fitness sector covers the provision of services and programs that develop physical fitness and health through healthy lifestyle behaviour modification with an emphasis on physical activity and exercise.

- The fitness sector differs from the other sport and recreation sectors in that it has more owner-managers, it does not use the services of volunteers, and it does not rely on government funding to the same extent as other sectors.
- The fitness sector workforce is, on the whole, characterised by regular working hours; predominantly part-time and casual workforce with most full-time positions at senior levels; some contractual workers, often in combination with casual work; varied rate of pay for workers in the industry; a transitory workforce; prevalence of small businesses; a highly competitive commercial environment; and limited career opportunities for those who are not multi-skilled.

INDUSTRY ORGANISATIONS/ASSOCIATIONS

- Fitness WA

LICENSING OR REGULATORY REQUIREMENTS

- Registration of Fitness practitioners, that is, Gym, Aqua, Fitness and Exercise to Music Instructors through Fitness WA. While it is a non-compulsory registration system, registration ensures ability to obtain public liability, professional indemnity personal accident insurance. A qualification from the Fitness Training Package will eventually replace this registration system. **Implication** - if using assessors who are not registered with Fitness WA, ensure liability cover is current.
- A Code of Practice being developed for Fitness Business Operators by Fitness WA. This code will help to safeguard the community against unreasonable membership pricing systems.
- Licence for Public Performance of Protected Sound Recordings (Phonographic Performance Company of Australia)
- Music Licences for Public Performance or Diffusion (Australian Performing Rights Association)
- Implications for training: Above licenses, regulatory requirements and codes of practice should be adhered to by training providers, where relevant and necessary. Training providers should ensure that all assessors have necessary licences to operate. Content and requirements of above should be included in training delivery to prepare students for work in their industry. Where a workplace project occurs, or training in a simulated environment, all relevant licenses etc should be adhered to.

TRAINING ENVIRONMENT AND ISSUES

- Employment prospects for Fitness Instructors are good. There is currently no publicly funded delivery of Certificate IV in Fitness. This qualification is suited to fitness instructors who require further qualifications to enable them to participate fully in the industry registration scheme and to develop their skills to a “Fitness Trainer” level.

HIGH RISK TRAINING CONCERNS

No specific high risk training concerns noted for this sector. Please follow Training Package guidelines referring to State Implementation guides.

SPORT

Sport Industry Training Package (SRS03)

The Sport Training Package covers the vocational outcomes of the industry namely, Coach, Official, Trainer, Development Officer, Career-orientated Participant, Sports Administrator/ Manager. Qualifications are available at Certificate I, II, III, IV, and Diploma.

Please note, generic qualifications are included in this Training Package, that is, Certificate I to Advanced Diploma in Sport & Recreation.


Status – Endorsement Period: 16/01/2003 to 30/01/2007

There is a Category 2 Review underway which will reduce the size of all sport and recreation training package qualifications by taking most of the Business Service Units from the core and making them electives. Cat 2 endorsement anticipated April/May 2006. See Service Skills Australia or FutureNow for further information.

It is proposed to commence a review of all sport and recreation training packages in mid 2006 with a view to having a single training package at the end of the process.

QUALIFICATIONS

National Code	Qualification Name
	Sport
SRS20203	<u>Certificate II in Sport (Career-oriented participation)</u>
SRS20303	<u>Certificate II in Sport (Coaching)</u>
SRS20403	<u>Certificate II in Sport (Officiating)</u>
SRS30203	<u>Certificate III in Sport (Career-oriented participation)</u>
SRS30303	<u>Certificate III in Sport (Coaching)</u>
SRS30403	<u>Certificate III in Sport (Officiating)</u>
SRS30503	<u>Certificate III in Sport (Athlete support services)</u>
SRS40203	<u>Certificate IV in Sport (Coaching)</u>
SRS40303	<u>Certificate IV in Sport (Officiating)</u>
SRS40403	<u>Certificate IV in Sport (Athlete support services)</u>
SRS40503	<u>Certificate IV in Sport (Development)</u>
SRS50203	<u>Diploma of Sport (Coaching)</u>
SRS50303	<u>Diploma of Sport (Officiating)</u>
SRS50403	<u>Diploma of Sport (Athlete support services)</u>
SRS50503	<u>Diploma of Sport (Development)</u>
	Sport and Recreation
SRO10103	<u>Certificate I in Sport and Recreation</u>
SRO20103	<u>Certificate II in Sport and Recreation</u>
SRO30103	<u>Certificate III in Sport and Recreation</u>
SRO40103	<u>Certificate IV in Sport and Recreation</u>
SRO50103	<u>Diploma of Sport and Recreation</u>
SRO60103	<u>Advanced Diploma of Sport and Recreation</u>
THT50202	<u>Diploma of Event Management</u>



More information on the Sport Industry Training Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/?/trainingpackage/SRS03>

WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

- This sector covers organisations providing facilities and services which contribute to opportunities for people to engage in human activities which require physical exertion and/or physical skill, are competitive, have formal rules and are organised within institutional structures. Most activity in sport is based around non-profit sporting clubs and associations at State and local level.
- The workforce characteristics of the sport sector include a predominantly casual workforce, with a large part-time and casual sector and a large volunteer workforce. The sports industry is very gender segmented with employment in the industry dominated by males.
- The ageing population and changes in lifestyle choice of the population are changing the nature of sport. More and more, people are electing to participate only in “fast food” sport, that is, activities that do not involve joining a club and which an activity can be completed with no obligation. The popularity of Extreme Sports is growing.
- Technological advancements are enhancing the development of sporting equipment.
- Technological developments including the Internet, PAY TV, and E-commerce are affecting the marketing and accessibility of sport. Increasingly sport is being seen as entertainment.


INDUSTRY ORGANISATIONS/ASSOCIATIONS

This list is a guide only

- Australian Sports Commission
- Confederation of Australian Sport
- WA Department of Sport & Recreation
- WA Sports Federation
- YMCA
- Royal Life Saving Society WA
- WA Local Government Association
- WA Disabled Sports Association
- WA Sports Centre Trust
- State Sporting Associations
- WA Institute of Sport

LICENSING OR REGULATORY REQUIREMENTS

- National Coaching Accreditation Scheme (NCAS) Australian Coaching Council (voluntary).
- Licence for Public Performance of Protected Sound Recordings (Phonographic Performance Company of Australia).
- Music Licences for Public Performance or Diffusion (Australian Performing Rights Association).

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- Boxing Control Act (Legislation before parliament to extend to all martial arts) controls holding of tournaments must comply to certain safety standards (Boxing Commission via Sport & Recreation WA).
 - Sporting Shooting Licence
 - Liquor licensing where appropriate
 - Implications for training: Above licenses, regulatory requirements and codes of practice should be adhered to by training providers, where relevant and necessary. Training providers should ensure that all assessors have necessary licences to operate. Content and requirements of above should be included in training delivery to prepare students for work in their industry. Where a workplace project occurs, or training in a simulated environment, all relevant licenses etc should be adhered to.

TRAINING ENVIRONMENT AND ISSUES

- Certificate IV Sports Development from the National Sports Industry Training Package is currently being delivered.
- A range of traineeships in sport and recreation are available.
- A commonwealth incentive is available for employers taking on elite sportspeople as trainees.

HIGH RISK TRAINING CONCERNS

- Students with National Coaching and/or Officiation accreditation may be eligible for Skills Recognition. A mapping document is available from Australian Sports Commission.
- Please follow Training Package guidelines referring to State Implementation guides.

RACING

Racing Industry Training Package (RGR02)

The Racing Training Package covers the vocational requirements of the three codes of racing namely, Greyhound, Thoroughbred and Standardbred. Vocational outcomes include jockey, trainer, stablehand and kennelhand. Qualifications are available at Certificate II, III, IV, and Diploma level.

Status - Endorsement Period: 16/12/2002 to 16/12/2005

Review of Training Package is underway in 2006 with new ancillary standards being developed for occupations such as race stewards, barrier attendants, and racing administrators.

FutureNow took over the coverage of Farriery in 2006 and are currently seeking to have Farriery declared as a trade, with the apprenticeship start date of 1 July 2006 being planned. Farriery is currently not included in any training package but there is a Certificate III in Farriery accredited in Victoria as a trade qualification which will be used in WA.

QUALIFICATIONS

National Code	Qualification Name
RGR10102	<u>Certificate I in Racing (Stablehand)</u>
RGR10202	<u>Certificate I in Racing (Greyhound Attendant)</u>
RGR20102	<u>Certificate II in Racing (Stablehand)</u>
RGR20202	<u>Certificate II in Racing (Greyhound Owner Trainer)</u>
RGR30102	<u>Certificate III in Racing (Trackrider)</u>
RGR30202	<u>Certificate III in Racing (Advanced Stablehand)</u>
RGR30302	<u>Certificate III in Racing (Harness Owner Trainer)</u>
RGR30402	<u>Certificate III in Racing (Harness Driver)</u>
RGR30502	<u>Certificate III in Racing (Greyhound Trainer)</u>
RGR40102	<u>Certificate IV in Racing (Thoroughbred Owner Trainer)</u>
RGR40202	<u>Certificate IV in Racing (Jockey)</u>
RGR40302	<u>Certificate IV in Racing (Advanced Harness Driver)</u>
RGR40402	<u>Certificate IV in Racing (Harness Trainer)</u>
RGR50102	<u>Diploma of Racing (Thoroughbred Trainer)</u>

More information on the Racing Industry Training Package, its qualifications and units of competency can be found on the following websites:

<http://www.ntis.gov.au/?/trainingpackage/RGR02>

WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

- Racing is one of the biggest industries in Australia both in terms of dollars invested and staff employed. Three codes of Racing make up this sector, they are, Harness Racing, Greyhound Racing and Thoroughbred Racing.

- There is strong employment for Stablehands, Jockeys and Apprentice Jockeys Statewide.

INDUSTRY ORGANISATIONS/ASSOCIATIONS

- Racing Training WA
- West Australian Trotting Association
- West Australian Turf Club
- Racing and Wagering WA
- Greyhounds WA

LICENSING OR REGULATORY REQUIREMENTS

- Artificial Breeding of Horses – pacing only (Department of Agriculture).
- Off Course Betting Agency (TAB).
- Bookmaker's Licence, Bookmakers Employee (Betting Control Board and relevant code of racing, for example, WA Turf Club, Greyhounds WA, WA Trotting Association).
- Certificate of Registration of Animal Feeds (Agriculture WA).
- Stockfeed manufacturers Permit.
- Owners' registration of documentation of horses. (Registrar of Race Horses via WA Turf Club or WA Trotting Association).
- Farriers Licence (WA Turf Club and WA Trotting Association).
- Licensing of Stablehands, jockeys and Trackwork Riders. (WA Trotting association or WA Turf Club).
- Implications for training: Above licenses, regulatory requirements and codes of practice should be adhered to by training providers, where relevant and necessary. Training providers should ensure that all assessors have necessary licences to operate. Content and requirements of above should be included in training delivery to prepare students for work in their industry. Where a workplace project occurs, or training in a simulated environment, all relevant licenses etc should be adhered to.

TRAINING ENVIRONMENT ISSUES

- In order to qualify as a Jockey, Apprentice Jockeys must complete their Certificate IV in Racing (Jockey) Jockey Apprenticeship program which requires a further three years of training after completion of the traineeship Certificate III Racing (Trackrider).
- The Western Australian Turf Club as a group employer provides training for Sport & Recreation (Operations) Horse Industry Traineeship through an intense 10 week block, training program that mirrors the lifestyle of the industry. Here trainees complete theory work, gain horsemanship skills and the opportunity to practice various aspects of horse handling in a practical 'hands on' environment. Trainees are then placed with host employers in a live-in environment to complete the remainder of the 'on-the-job' training requirements of the traineeship.
- The Armadale TAFE Equine Training Centre provides the training in week block releases and/or workplace based training to ensure regional trainees are not disadvantaged.
- The close proximity of Western Australia to Asian countries and our strong racing industry relationships with many of them, shows a potential for growth in the future training of Asian apprentice Jockeys.



HIGH RISK TRAINING CONCERNS

No specific high risk training concerns noted for this sector. Please follow Training Package guidelines referring to State Implementation guides.

OUTDOOR RECREATION

Outdoor Recreation Industry Training Package – (SRO03)

The Outdoor Recreation Training Package has been developed to meet the vocational occupations of the industry, which are primarily those of Activity Guide and Activity Instructor within any given area of specialisation. Qualifications are available at Certificate I, II, III, IV, Diploma and Advanced Diploma. Please note, generic qualifications are included in this Training Package, that is, Certificate I to Advanced Diploma in Sport & Recreation.

Status – Endorsement Period: 16/01/2003 to 30/01/2007

There is a Category 2 Review underway which will reduce the size of all sport and recreation training package qualifications by taking most of the Business Service Units from the core and making them electives. Cat 2 endorsement anticipated April/May 2006. See Service Skills Australia or FutureNow for further information.

It is proposed to commence a review of all sport and recreation training packages in mid 2006 with a view to having a single training package at the end of the process.

QUALIFICATIONS

National Code	Qualification Name
	Outdoor Recreation
SRO20203	<u>Certificate II in Outdoor Recreation</u>
SRO20303	<u>Certificate II in Outdoor Recreation (Multiple activities)</u>
SRO30203	<u>Certificate III in Outdoor Recreation</u>
SRO30303	<u>Certificate III in Outdoor Recreation (Multiple activities)</u>
SRO40203	<u>Certificate IV in Outdoor Recreation</u>
SRO50203	<u>Diploma of Outdoor Recreation</u>
SRO50404	<u>Diploma of Facility Management</u>
	Sport and Recreation
National Code	Qualification Name
SRO10103	<u>Certificate I in Sport and Recreation</u>
SRO20103	<u>Certificate II in Sport and Recreation</u>
SRO30103	<u>Certificate III in Sport and Recreation</u>
SRO40103	<u>Certificate IV in Sport and Recreation</u>
SRO50103	<u>Diploma of Sport and Recreation</u>
SRO60103	<u>Advanced Diploma of Sport and Recreation</u>
THT50202	<u>Diploma of Event Management</u>

More information on the Outdoor Recreation Industry Training Package, its qualifications and units of competency can be found on the following websites:

<http://www.ntis.gov.au/?/trainingpackage/SRO03>



WORKFORCE CHARACTERISTICS

- This sector encompasses all areas of involvement where individuals, groups or organisations engage in activities occurring in outdoor environments. Participants engage in a range of activities extending from bushwalking, camping, horse riding etc, to high perceived risk activities such as rock climbing, white water rafting etc.
- Leaders within the outdoor sector are expected to have both the “soft skills” i.e. design, facilitation, coordination etc and the “hard skills” (ie. activity related expertise) in order to facilitate the client’s safe and fulfilling experience of the activity.
- The outdoor recreation sector has a large volunteer base and the commercial sector is comprised mainly of small businesses. Work is often available during peak recreation hours. The long and erratic hours of employment, the physical nature of the work itself (specifically in coaching/instructing occupations), and the absence of industrial instruments and basic working conditions all contribute to a high turnover of workers with a proportion leaving altogether.
- CALM is an important stakeholder in this sector as it controls much of the land on which outdoor recreation practitioners operate.
- There is increasing demand by users of outdoor recreation services for operators and providers to have recognised training credentials.
- There is a projected increase in employment opportunities with the growth in eco-tourism, adventure tourism activities, adventure based learning, wilderness therapy programs and corporate adventure training.

INDUSTRY ORGANISATIONS / ASSOCIATIONS

This list is a guide only


- Outdoors WA
- CALM

LICENSING OR REGULATORY REQUIREMENTS

- Parachute Instructor Certificate, Parachute Rigger Certificate, Parachute Certificate (Australian Parachute Federation).
- Recreational Fishing Licence (Fisheries Department).
- SCUBA licence (PADI and other training providers).

Please note the Outdoor Recreation sector is largely self-regulated and the following are guidelines rather than legally enforceable regulations or licenses:

- Public Liability for operators.
- [Diving and Snorkelling Codes of Practice - Recreational Diving Using Compressed Gas and Recreational Snorkelling: 2003 \(PDF 496KB\)](#)
- The Education Department water based activities guidelines.
- Government departments such as Conservation and Land Management, the Education Department and Local Government Authorities now require that outdoor recreation providers have qualifications such as the Ministry of Sport and Recreation Abseiling Instructors Certificate.
- Note that an industry accreditation scheme has been developed for the Outdoor Recreation sector in WA it is managed by Outdoors WA.

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- Implications for training: Above licenses, regulatory requirements and codes of practice should be adhered to by training providers, where relevant and necessary. Training providers should ensure that all assessors have necessary licences to operate. Content and requirements of above should be included in training delivery to prepare students for work in their industry. Where a workplace project occurs, or training in a simulated environment, all relevant licenses etc should be adhered to.

TRAINING ENVIRONMENT ISSUES

- Training for outdoor recreation should be at the ‘top end’, that is, at Diploma level because people can obtain the activity based ‘hard skills’ from specific organisations.
- The existence of many experienced and unqualified people in the industry highlights the importance of Skills Recognition arrangements in both industry provided and TAFE provided programs.
- Accessibility to training is a very important issue. Training would need to be available while the trainees are at work and the preference is for short, intense modular structure. Cost is also a very important consideration, because the margins in the industry are so slim.

HIGH RISK TRAINING CONCERNS

- The Outdoor Recreation industry often operates in a high risk environment , training delivery should take account of this with relevant risk management strategies where necessary.
- Consultation and collaboration with Outdoors WA is advised in order to match training delivery to industry accreditation scheme.