



# Revitalising the Aquatic Industry

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## Acknowledgement of Country

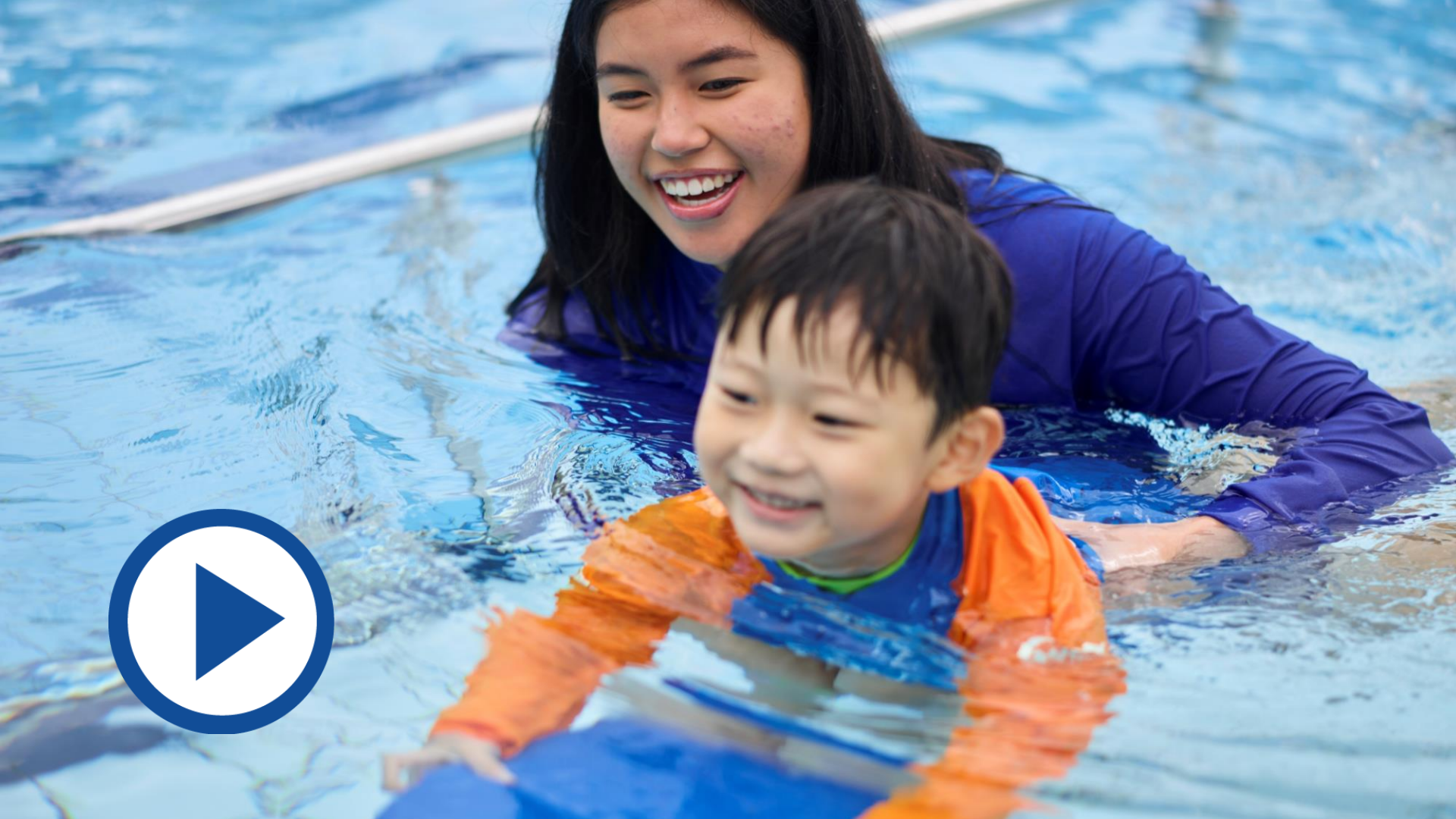
In the spirit of reconciliation, Swimming Victoria acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

# Housekeeping

Participants can have your Video on (optional).

Please turn off/mute your Microphone. This will allow everyone to hear the presenter clearly.

If you would like to contribute to the discussion, please post your comment or question in the chat and we will dedicate time to questions throughout the session.



# Overview

What is the SWIM Jobs Victoria program?  
How can swim schools and Victorian clubs benefit?

## **Pause for questions**

What we've learned to date  
Insights and recruitment for clubs  
Program legacy in Victoria

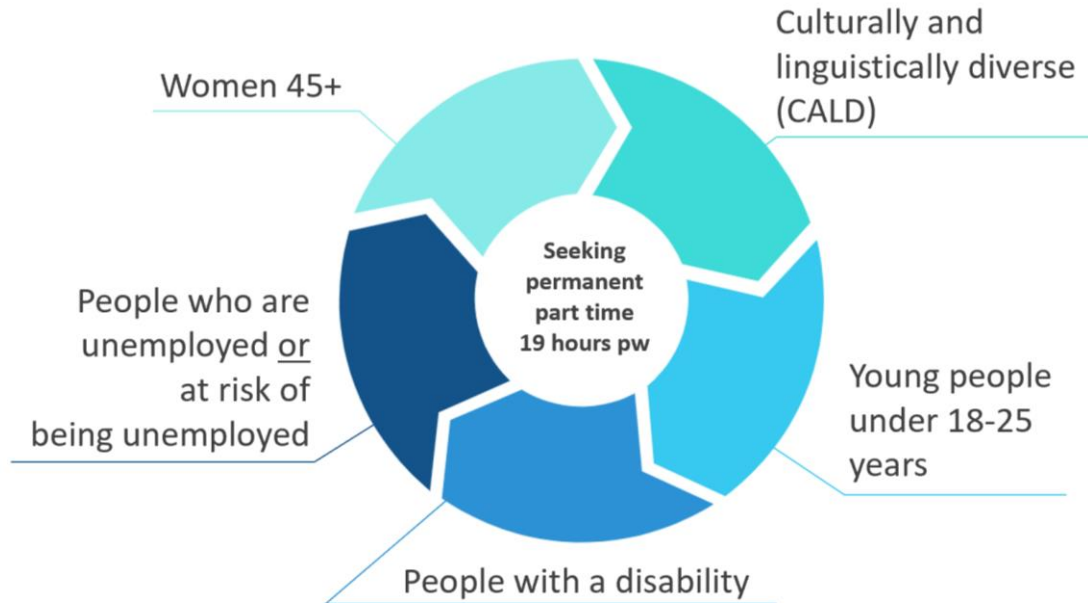
## **Pause for questions and sharing information**

Closing and next steps

# What is the SWIM Jobs Victoria program?

A \$3.4M partnership between  
**SWIM Coaches & Teachers Australia (formerly ASCTA) and Jobs Victoria**  
to support the revitalisation of the learn to swim  
industry by **recruiting, training and placing** up to  
**280 teachers** into swim schools  
across Victoria.

# Who is this opportunity for?

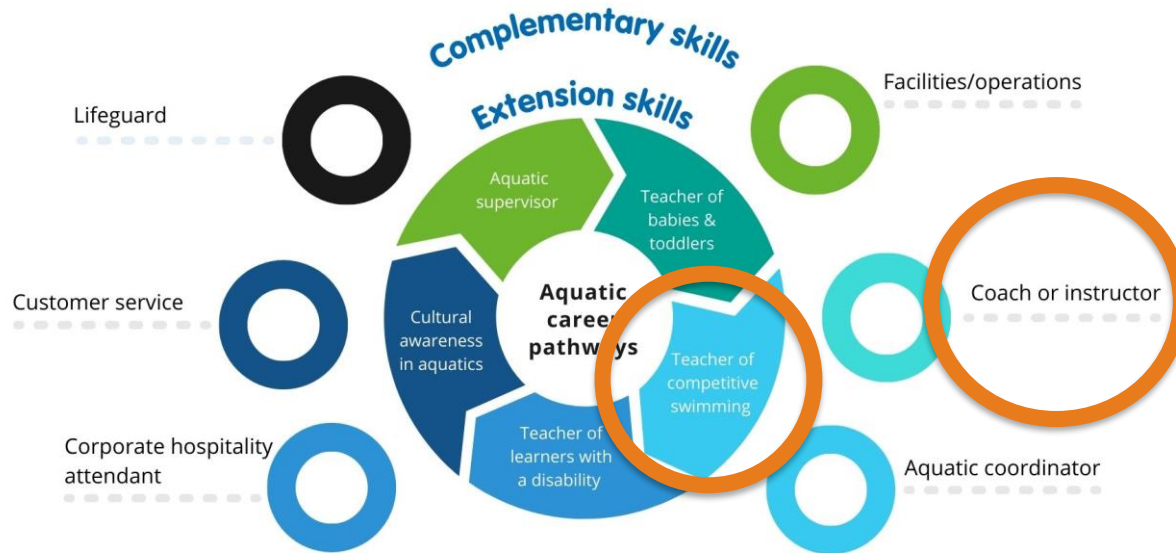


# Key benefits for job seekers - earn and learn

- 1 SWIM Australia Teacher certification, First Aid and CPR. Insurance, screenings, travel/accommodation, \$100 allowance, merchandise kit.
- 2 Matched with an employer and guaranteed wage for up to 114 hours
- 3 Support from a Jobs Victoria mentor for up to 6 months
- 4 Opportunity to upskill in SWIM Australia extension courses - funnel for coaching pathways



# Career pathways in the aquatic industry



SWIM Coaches & Teachers Australia aim to develop and improve flexible, self-determined career pathways by combining and continually refining existing content with the development of new content to enable participants to stay in their aquatics career, for longer.

# Key benefits for swim schools



Full support of the recruitment and training process for new staff



Numerous wage subsidies to aid in training, support, recruitment, and supervision of new swim teachers



Fill the workforce gaps and create pathway opportunities to Victorian clubs and coaches

# PAUSE

Questions relating to the program?

# What we've learned so far

- 1 Connecting to community associations and leaders for CALD, disability and people who are currently unemployed
- 2 Breaking down the barriers and educating Victorians
- 3 Pain points for swim schools and clubs
- 4 Changing our language, succession planning and providing business support

# Methods to recruit

- 1 Jobs Victoria online hub
- 2 Attending Workforce Australia Jobs Fairs and career expos
- 3 Networking and presenting

# Our legacy in Victoria



## Sustainability

Program sustainability and growth



## Profile

Raise the value of teaching and coaching



## Membership

Grow Victorian membership



## Insights

Evidence and data driven - VU evaluation study

# PAUSE

## Questions relating to insights?

Where are the current pain points? (Pre pandemic and now)

What key opportunities are there for the swimming workforce?

What does the future of the swimming workforce look like?

Key learning and development needs to achieve vision

# Thank you and next steps

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Swimming Victoria  
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