

AUSTSWIM ANNUAL REPORT 2016–2017

Educators in aquatics

We teach a skill for life



The Australasian Council for the Teaching of Swimming and Water Safety

AUSTSWIM VALUES

Our values form the basis for our individual, team and organisational attitudes, behaviour and work at AUSTSWIM.

PASSION

We will engage and communicate with our stakeholders with passion and purpose.

RESPECT

We will respect the rights and responsibilities of each individual, organisation and community.

INTEGRITY

We will operate with integrity and honesty in what we say and in all that we do.

DEDICATION

We will remain dedicated to the highest quality of teaching swimming and water safety and to the cause of saving lives through drowning prevention.

EXCELLENCE

We will excel in every part of our services and operate transparently, building trusting and mutually beneficial relationships.

AUSTSWIM

ANNUAL REPORT

2016–2017

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Chairman's Report

PATRON

His Excellency Sir Peter Cosgrove AK MC (Retd),

26th Governor-General of the Commonwealth of Australia



It is my pleasure to present the 2016 – 2017 AUSTSWIM Annual Report. It has been a particularly busy and positive year.

Many thanks to my fellow Board Members, Bill Meaney, Floss Roberts and Gary Shaw for the time and commitment you have given to your pivotal role in the governance of AUSTSWIM.

A particular thanks to Gary Shaw who has stood down from the Board after making a tremendous contribution over many years in a period of massive change in the organisation. Gary has been awarded Life Membership as a token of an immense debt of gratitude for his passion, commitment and dedication.

The Council welcomes Melinda Crole to the vacant Board position. Melinda brings a vast range of skills and experience, which will be invaluable as we move forward.

As the final phase of the 2014–2017 AUSTSWIM Strategic Plan draws near, we reflect on what we have achieved and how we have advanced both the organisation and the industry through planned actions and strong leadership from our Board, Council, staff team, presenters and volunteers. The future is exciting as the final brush strokes are added to our new strategic plan to take us forward to meet new challenges and opportunities that will further shape our position in an ever-evolving industry for the 2018–2021 period.

The Board continually reviews the organisation's structure and achievements against the Strategic Plan. As a result, it was determined to undertake two specific reviews:

1. Senior management roles were reviewed and restructured. Accordingly, Colin Organ has joined the CEO's Team as General Manager – Business & Strategy joining Jared Wilson, General Manager – Operations and more recently Craig Halliday, General Manager – Education and Communications
2. Complementing the above, Lander and Rogers, Sports Law Division, headed by Amelia Lynch, Special Counsel, assisted in the delivery of a powerful and effective review tool enabling an assessment of:
 - Corporate Governance
 - Board and Directors' roles and functions
 - Obligations and powers of boards and management committees
 - Mapping the strategic plan to current best practice.

I have also, once again, had the opportunity and pleasure of attending a number of state and regional AUSTSWIM conferences. These have been incredibly well attended and I am constantly amazed and motivated by the enthusiasm, passion and aspirational excellence of our AUSTSWIM Teachers, the world's best. Sincere thanks to all who support these events, particularly our platinum sponsors.

My thanks to CEO Jennifer Schembri-Portelli and her hard working team. You have delivered great results, maintained the loyalty and allegiances of the 30,000 plus Licensed and Accredited AUSTSWIM Teachers and at the same time delivered a record bottom line.

I also thank the Federal Government Department of Health, Population Health and Sport Division for its continued commitment, which has enabled AUSTSWIM to develop world's best resources and assist us to reach regional and remote, indigenous and at risk and in need communities and groups.

Thank you to the state and territory governments generally and especially their departments of sport and recreation and education for their recognition, cooperation and support.

A big thank you also to our close industry partners on the Australian Water Safety Council, especially Surf Life Saving Australia and the Royal Life Saving Society of Australia for your cooperation and enablement.

Sadly, this year has seen the passing of two stalwarts of our industry, namely Iain MacWilliam and Ray Martin, both of whom gave willingly and freely of their time and knowledge to further the AUSTSWIM brand.

Finally, to the Councillors representing the states, territories and member organisations, sub-agent representatives, presenters and our wonderful AUSTSWIM Teachers; thank you for your contribution in helping make AUSTSWIM the leader in the teaching of swimming and water safety and thus making Australians safer in and around water.



John Rigby

CEO's Report



After my first full year in the role, the annual report is an opportune time to reflect on a period that has focussed on connection, challenge, development and change.

Our experience and research demonstrates that foundation skills are the lifeblood of a strong and vibrant industry sector. Our core business, our reason for being, is to set the national standards for the training and accreditation of AUSTSWIM Licence holders (ISO 17024).

AUSTSWIM has been doing this for the past 39 years and we continue to develop a stronger, skilled and licensed aquatic workforce for the teaching of water safety, swimming and aqua activity. Introducing young people to the workforce, retraining mature workers, consolidation of workplace diversity and expanding and collaborating with respected industry partnerships remain our focus.

The organisation has achieved a higher level of due diligence in

operational and administrative processes and procedures in maintaining ISO 17024 accreditation during the past 12 months. Federal and local governments and statutory bodies recognise and acknowledge AUSTSWIM's quality, impartiality and authenticity of training, resources, assessment and accreditation. More than ever these qualities are required by students, stakeholders, industry and the public.

Our intent and focus remains clear with the defined Learning Pillars Framework that articulates vital learning elements of knowledge, skill and understanding required to build and maintain a skilled workforce, and to promote healthy lifestyles through aquatic sport and recreational pursuits.

My gratitude is extended to our Australasia Advisory Committees. They have been instrumental in their support of continuing quality service for the AUSTSWIM collective through:

- review of guidelines, courses and resources
- support at professional development events and
- input into strategic planning workshops.

I would also like to thank AUSTSWIM's Accreditation Committee. They are our gatekeepers, working diligently to ensure services, policies and standards are of the highest quality to support and advocate for teachers, instructors, presenters and allied personnel. This year, major discussion centred around growing awareness and concern in some sectors regarding infant survival floating and the so-called drown

proofing techniques that directly contravene AUSTSWIM's code of practice and teaching guidelines. The welfare, care and respect of infants and preschoolers is of premium importance in swimming and water safety.

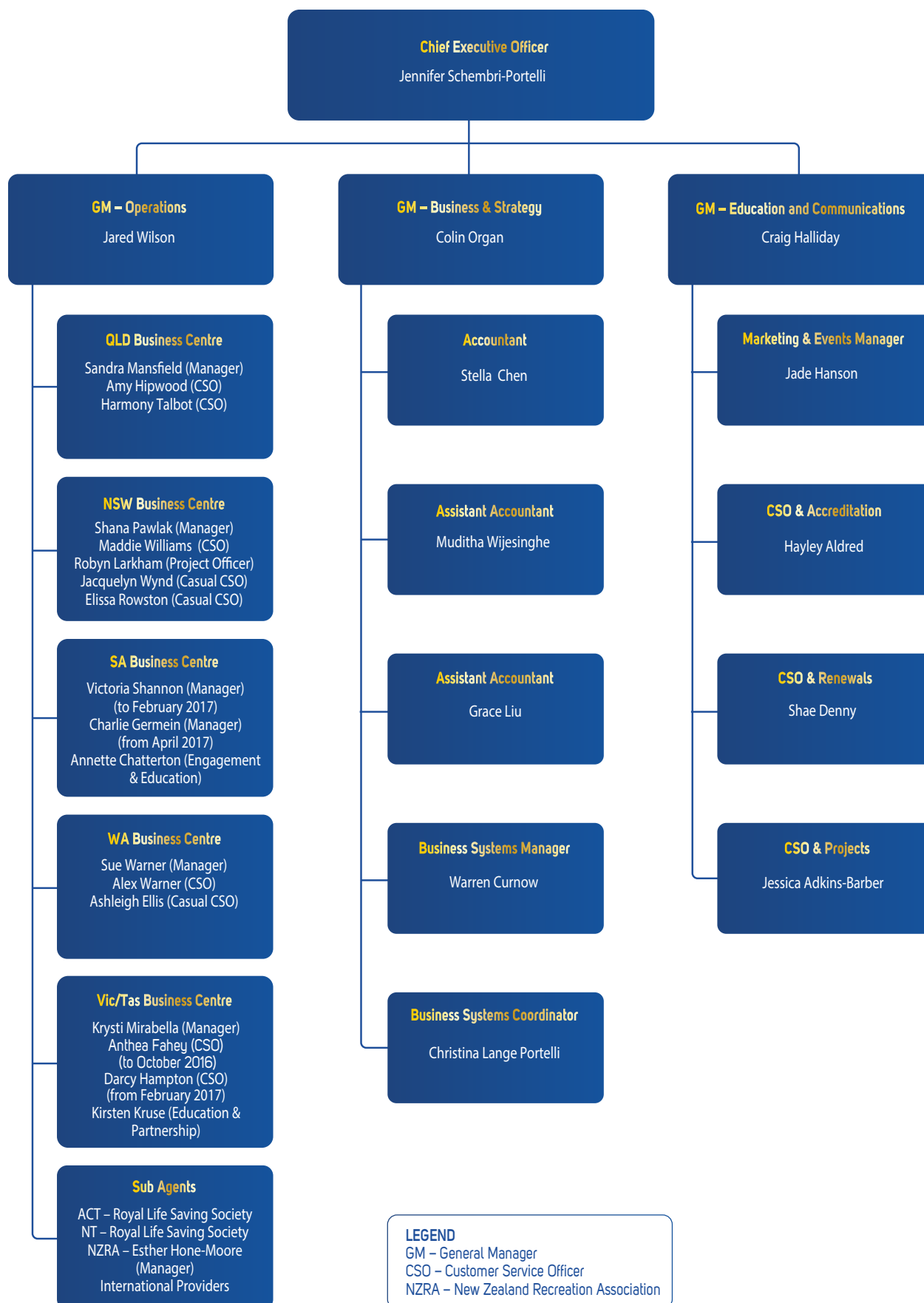
This was a landmark year for the staff at AUSTSWIM as we truly transitioned into a connected and engaged team. Leading a team located across the depth and breadth of the country can present challenges such as differing time zones and varying legislation. A new phone/communication system has now enhanced our service efficiency allowing staff to assist customers regardless of location. Our team is adaptable, professional and committed to ensuring AUSTSWIM's business is quality business. My sincere gratitude is extended to each person in meeting and embracing the development of our team.

Finally, to each and every link in the AUSTSWIM chain – Chairman John Rigby, our Governance Committees, providers and stakeholders, sponsors, presenter and staff teams, and those vital people who make it all happen, the teachers and aqua instructors - a huge thank you for what you do each and every day, empowering people to be safer, happier and healthier in, on and around water.

A stylized, handwritten signature in black ink, appearing to read 'JSP'.

Jennifer Schembri-Portelli

Organisation Structure



Board Member Profiles



John Rigby has been chairperson of the Board of Directors and National Council since March 2011. In his long and successful career with the Tasmanian Education Department John notably headed up the department's highly regarded Swimming and Water Safety Program. He has been involved with AUSTSWIM since its inception and was an active contributor to our first resources, "Teaching Swimming and Water Safety the Australian Way". A keen sailor, John has also been a long term member and Commodore of the Montrose Bay Yacht Club. With his partner Lyn he is looking forward to travelling Australia in their fifth wheeler.



Bill Meaney is the National Council representative for New South Wales and a Board member. He has extensive knowledge of aquatic and fitness centre management. As Manager of Recreation Facilities at Leichhardt Council, Bill has overseen the development of the local venue from a traditional council swimming pool to a vibrant and highly successful multi-purpose aquatic, swim and fitness centre. He brings to the Board a strong background in finance. Bill also actively works in a voluntary capacity with Surf Life Saving NSW.



Annette (Floss) Roberts is the Northern Territory representative on the National Council. Executive Director of Royal Life Saving Society NT, she has a wealth of knowledge and experience in regional and remote training, indigenous communities and drowning prevention strategies. She has presented at the World Conference on Drowning Prevention, this being testament to her ongoing commitment to learning and sharing in this area. Annette has a broad understanding and appreciation of Vocational Educational Training and AUSTSWIM activities at all levels and contributes as Director, Councillor, Presenter and Teacher.



Gary Shaw (retired May 2017) is the Western Australia representative on the National Council. He has also served on the Board since 2006, but has recently resigned due to work commitments. Gary's involvement with AUSTSWIM started in 1989 when he joined the WA Council as the WA Department of Education representative. Since 2002 he has been Chairman of AUSTSWIM in WA, successfully steering the organisation through challenging times. In June this year Gary was awarded Life Membership of AUSTSWIM for his outstanding and selfless contribution to quality improvement, good governance and, above all, making Australians safer in and around water.



Melinda Crole (appointed May 2017) is CEO of YMCA and replaces Gary Shaw on the Board of AUSTSWIM. Melinda has a long history with the YMCA, as a local Association CEO and as Executive Manager of Licensing and Movement Development. She is passionate about child protection and ensuring that children and young people have every opportunity to reach their full potential. Melinda brings to the Board significant skills and experience in organisational development and corporate governance as well as the intricacies of a national, multi-faceted organisation.



National Council

CHAIRMAN

John Rigby

CHIEF EXECUTIVE OFFICER

Jennifer Schembri-Portelli

AUSTRALIAN CAPITAL TERRITORY

Rebecca Kelley

NEW SOUTH WALES

Bill Meaney

NORTHERN TERRITORY

Floss Roberts

QUEENSLAND

Brad Lowe

SOUTH AUSTRALIA

Rae Szulawa

TASMANIA

Ceri Weeks

VICTORIA

Kath Thom

WESTERN AUSTRALIA

Gary Shaw

AUSTRALIAN LEISURE FACILITIES ASSOCIATION (ALFA)

Graeme Stephenson

ROYAL LIFE SAVING SOCIETY – AUSTRALIA

Penny Larsen

SWIMMING AUSTRALIA LIMITED

Kym McMahon

SURF LIFE SAVING AUSTRALIA

Sarah Anderson (July–November 2016)

April Ryan (May 2017 onwards)

YMCA AUSTRALIA

Melinda Crole

WATER SAFETY NEW ZEALAND

Jonty Mills

LIFE MEMBERS

QUEENSLAND

John Kane

Gwen Welford

Colin Purdy

NEW SOUTH WALES

Kirk Marks

Justin Scarr

TASMANIA

Bill Stewart

VICTORIA

John Gregson

John Kilpatrick

Len Willmer

Ted Tullberg

Meredith King

SOUTH AUSTRALIA

Ken Richter

Rae Szulawa

WESTERN AUSTRALIA

Geoff Hayes (dec.)

Brian Blanksby

Iain MacWilliam (dec.)

FELLOWS

QUEENSLAND

Pat Hallagan

NEW SOUTH WALES

Pam Barrie

Kirk Marks

Dawn Prowse

Ruth Arnold

Jon Donohoe

Phil Vanny

TASMANIA

John Rigby

Betty Parssey

VICTORIA

Peter Meaney

Clive Patrickson

Helen Wheatley

SOUTH AUSTRALIA

Graeme Lange

WESTERN AUSTRALIA

Peter Conochie

Advisory Committees

AUSTSWIM's Advisory Committees reflect the collaborative approach the organisation takes in working with and for the aquatic industry.

The Advisory Committees are a forum of professionals bringing stakeholders together in a setting where sharing, advising and providing feedback helps shape AUSTSWIM to service, enhance, advocate and support skilled aquatic personnel in local areas.

We thank all the Advisory Committee members for continually volunteering their time to attend meetings and efficiently work on projects and events. Their dedication immeasurably improves and enhances AUSTSWIM's effectiveness.

Function

Australasia's Advisory Committee members collaborate with Business Centre personnel helping plan, deliver, review and evaluate local and in some instances national elements that include:

- Professional development events
- Industry forums
- Trade exhibits, showcase, community events
- Training review and resource development
- Guideline review and development
- Policy and process feedback
- Targeted projects.

Accreditation Committee

NICK COX (Chair)

LYN MCDERMOTT

LUCETTE KING

ROZ NEVILLE

FLOSS ROBERTS

Australian Capital Territory

CHERRY BAILEY (Chair)

Royal Life Saving ACT

REBECCA KELLEY

Active Canberra (ACT Government)

JOY TERRY

Canberra Institute of Technology

ALISON GREEN

YMCA NSW (operating in ACT)

New South Wales

BILL MEANEY (CHAIR)

Independent

ROZ NEVILLE

Aquatic Recreation Institute (ARI)

PETER TOMLIN

Department of Education and Communities

NEIL SHERRING

Industry Consultant

HEIDI SINANOVSKI

Office of Sport; Sport and Recreation

KAYE WOOD

Royal Life Saving Society NSW (RLSSNSW)

LOUISE COOKE

Surf Life Saving NSW (SLSNSW)

MARK HEATHCOTE

Swimming NSW

We would like to thank Paul Kelly, Office of Sport; Sport and Recreation and Phil Benoit, AUSTSWIM Presenter, for their contributions as members of NSW Advisory Committee.

New Zealand

HORST MIEHE (Chair)

HPK Swim Club and Swim School

SALLY DOBSON

AUSTSWIM Presenter

MARK BLAKE

Belgravia Leisure NZ

JUDY TIPPING

Belgravia Leisure NZ

NICHOLAS HEYWORTH (Resigned 15 July 2016)

Halberg Disability Sport Foundation

TRACEY PRINCE

New Zealand Recreation Association (NZRA)

ROB HEWITT

WSNZ, Maritime, Coastguard, Engaging Maori & Pacific Island Communities

KARLA MCCAUGHAN

YMCA Auckland



Northern Territory**PETINA FRANKLIN (Chair)**

Alice Springs Aquatic and Leisure Centre

REBECCA JOHNSON

Northern Territory – Department of Education

JILL DOWD

Royal Life Saving Society – Northern Territory (RLSSNT)

ANNETTE (FLOSS) ROBERTS (SECRETARY)

Royal Life Saving Society – Northern Territory (RLSSNT)

WAYNE VAN SAMBEEK

Royal Life Saving Society – Northern Territory (RLSSNT)

STEPHEN GAZZOLA

Royal Life Saving Society – Northern Territory (RLSSNT)

SAMANTHA FARROW

Surf Life Saving Northern Territory (SLSNT)

DANIEL GERLACH

Swim Dynamics Swim School

JASMINE CHICK

YMCA Northern Territory

Queensland**BRADLEY LOW (CHAIR)**

Independent

KEN CHANDLER

Australian Leisure Facilities Association Queensland (ALFAQ)

ALINA GRAHAM

AUSTSWIM Presenter/Coordinator

MARCELLE RENFORTH-FREDERICK

AUSTSWIM Presenter/Coordinator

STEVEN MURRAY

Department of Education, Training and the Arts

COL PURDY

Life Member

GWEN WELFORD

Life Member

MICHAEL DARBEN

Royal Life Saving Society Queensland (RLSSQ)

JOHN BRENNAN

Surf Life Saving Queensland (SLSQ)

TAMARA PRICE (From July 2016 to March 2017)

YMCA Queensland

SHARYN ELEMENT (From March 2017 onwards)

YMCA Queensland

South Australia**RAE SZULAWA (Chair)**

AUSTSWIM Presenter

RAY MARTIN (dec.)

ALFA Representative

ANN PRICE

AUSTSWIM Presenter

ROBYN STANSFIELD (retired)

AUSTSWIM Presenter

PETER ROBERTS

Department for Education and Child Development (DECD)

ANITA BLACKMORE

Masters Swimming

Department for Education and Child Development (DECD)

CAROL VELDHIJZEN

AUSTSWIM Presenter

iSwim School Manager

LESLEY BARTLETT (retired)

Royal Life Saving South Australia (RLSSA)

DENISE POWER

Royal Life Saving South Australia (RLSSA)

LEE PATTERSON

Surf Life Saving South Australia (SLSSA)

SAMANTHA WHARTON

YMCA South Australia

Tasmania**CERI WEEKS (CHAIR)**

Independent

JOHN RIGBY (NATIONAL CHAIR)

Independent

WENDY CRACKNELL

Department of Education

STACEY ALDOUS

Freedom Health & Wellness

LINDY CRACK

Launceston Swim School

PAULA ROBERTSON

Royal Life Saving Society Australia Tasmania (RLSST)

RACHEL BRENNEMO (nee RICKARDS)

St Michael's Collegiate

DENISE PALMER

YMCA Hobart

PHILIP VENABLES

YMCA Hobart

Victoria**KATHERINE THOM (Chair)**

Yarra Leisure

KATE SIMPSON

Life Saving Victoria (LSV)

KAREN FRANCESCHINI

AUSTSWIM Presenter

MICHELLE YOUNG

Belgravia Leisure

DEBBIE GILL (Course Provider)

Geelong Aquatic Centre

KAYE GARNER (resigned November 2016)

Just Swimming

JEAN KEMP

AUSTSWIM Presenter

Kemp Aquatics

CAROL CROFTS

Maribyrnong Aquatic Centre

ROBYN MILLER

School Sport Victoria

TED TULLBERG (Course Provider)

Tullberg Aquatics

LIZ TESONE (From July 2016 to February 2017)

YMCA Victoria

JANELLE FALKINGHAM (From February 2017 onwards)

YMCA Victoria

Western Australia**GARY SHAW (Chair)**

Independent

NOELENE USHER

AUSTSWIM Teacher Association

FRAN WOOD

Department of Education WA

KAY COX

Masters Swimming WA

TRENT HOTCHKIN

Royal Life Saving Society – Western Australia (RLSSWA)

DAVID SOMMERS

Surf Life Saving Western Australia (SLSWA)

JULIE-ANNE PLUMMER

Swim School Coordinators Association of WA

ANDREA MAEDA

Swimming WA

NAT BENJANUVATRA

Tertiary Sector (University of Western Australia)

Our 2016 AUSTSWIM National Awards celebrate the achievements of our aquatic workforce. They recognise excellence and outstanding contribution to water safety, swimming and aqua. An independent judging panel selected these deserving recipients and our congratulations are extended to each of them.

2016 AUSTSWIM Teacher of Swimming and Water Safety™



Paul Dew (Vic) with National Chair John Rigby and Victoria Chair Kath Thom



Robyn Larkham (NSW)

2016 AUSTSWIM Teacher of Infant and Preschool Aquatics™



2016 AUSTSWIM Teacher of Aquatics – Access and Inclusion™



Jacqueline Cole (NSW)



Jill Kellett (Vic) with National Chair John Rigby and Victoria Chair Kath Thom



Yvonne Piachniarski (WA) with National Chair John Rigby

2016 AUSTSWIM Teacher of Adults





Amy Foran (ACT) with General Manager – Operations Jared Wilson

2016 AUSTSWIM Presenter of the Year



2016 AUSTSWIM Recognised Swim Centre of the Year



Echuca War Memorial Aquatic Centre (VIC)



Meredith King (Vic) with National Chair John Rigby

2016 Most Outstanding Contribution to AUSTSWIM



2016 AUSTSWIM WETS Aqua Instructor



Stacey Aldous (TAS) with National Chair John Rigby and Victoria Chair Kath Thom



Gary Shaw with National Chair John Rigby and CEO Jennifer Schembri-Portelli

Life Member Induction

National Awards 2016

AUSTSWIM Awards recognise excellence in swimming and water safety professionals from regional, remote and metropolitan regions. Recipients are nominated by their peers for their passion, dedication and expertise and finalists in each category are chosen by state or territory selection committees. Congratulations to recipients who imparted, at the highest level, the essential learning elements of knowledge, skill and understanding for safer aquatic participation.



AUSTSWIM Teacher of Swimming and Water Safety™

ACT	Joel Malouf
NSW	Kaylyn Tomkinson
NT	Brogen Barrington
NZ	Lisa Stove
QLD	Hayley Wolff
SA	Robyne May
TAS	Michelle Walters
VIC	Jacob Lawrie
WA	Michael Faassen

AUSTSWIM Teacher of Infant and Preschool Aquatics™

ACT	Celia Hunt
NSW	Krista Palmer
NT	Joan Burns
NZ	Liam Blain-Caunce
QLD	Julie Sells
SA	Petra Majchrak
TAS	Susan Smith
VIC	Meredith Griffiths
WA	Katii Traeger

AUSTSWIM Teacher of Aquatics – Access and Inclusion™

ACT	Lisa Jones
NSW	Patricia King
NZ	Kelly Doyle
QLD	Sophie Clancy
SA	Nicole Thiele
TAS	Anna Jarman
VIC	Felicity Porter
WA	Wendy Spence

AUSTSWIM Teacher of Adults™

NSW	Sharon Falkner
VIC	Jennifer Fuhrmeister
WA	Marion Price

AUSTSWIM Melissa van Poppel Presenter of the Year

NSW	Tryon Francis
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AUSTSWIM Melissa van Poppel Presenter Scholarship

NSW	Rebecca Gumm
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AUSTSWIM Awards 2017

AUSTSWIM WETS Aqua Instructor

NSW	Rowena Malone
NZ	Paula Pereira
QLD	Mary-Ann Bailey
SA	Danielle Davies
VIC	Jan Caton
WA	Candice Petersen

AUSTSWIM Recognised Swim Centre

ACT	Canberra International Sports and Aquatic Centre
NSW	Ripples Leisure Centre, St Marys
NT	Travelling Tadpoles Swim School
NZ	The Centre Swim School
QLD	YMCA Victoria Point
SA	Immanuel Sports and Aquatic Centre
TAS	Friends Health and Fitness
VIC	Maribyrnong Aquatic Centre
WA	Manjimup Regional Aquatic Centre

AUSTSWIM Presenter of the Year

NT	Wayne Van Sambeek
NZ	Tracey Adams
QLD	Bradley Low
SA	Sharyn Loller
VIC	Leigh Flavelle
WA	Barbara Worth

Most Outstanding Contribution to AUSTSWIM

ACT	Ben Cuttriss
NSW	David Macallister
NT	Petina Franklin
NZ	Sally Dobson
QLD	Alina Graham
SA	Samantha Wharton
VIC	Kaye Garner
WA	Valerie Henderson



Through the support of the Australian Federal Government Department of Health, AUSTSWIM continues to implement Operation Outreach and thanks the Department for its ongoing commitment.

Projects and Initiatives

AUSTSWIM's innovative project, Operation Outreach – a project designed to improve access to skilled and licensed teachers of swimming and water safety – aligns with the Australian Water Safety Strategy: Drowning Prevention Pillar 5 – WORKFORCE. "A skilled and passionate drowning prevention workforce is key to the implementation of a range of drowning prevention strategies. Safe venues also rely on a skilled workforce to ensure safety for all users."

Operation Outreach

AUSTSWIM is committed to delivering quality education and training to people looking to enter the aquatic industry regardless of location, age, gender or community. This is particularly pertinent in relation to regional and remote, indigenous and CALD communities which are significantly over represented in national drowning statistics.

AUSTSWIM Teacher of Swimming and Water Safety (TSW), Teacher of Infant and Preschool Aquatics (INF), Teacher of Aquatics – Access and Inclusion (TAI) and WETS Aqua courses continued to be conducted in metropolitan, regional and remote areas in 2016–2017.

Element 1 – Regional and Remote

Working in collaboration with our stakeholders, AUSTSWIM embarked on a campaign to increase the number of trained and licensed teachers in rural and remote areas in each state. In recent times, access to teachers in these areas has been declining.

This innovative approach proved to be invaluable in ensuring candidates were able to complete the necessary post course requirements and all industry training to gain competency as an AUSTSWIM Teacher and Aqua Instructor within a realistic timeframe.

The dual pronged approach entailed:

- 1 All Business Centre Managers and Providers strategically scheduling courses to be delivered close to State and Territory boundaries in order to maximise accessibility and affordability for candidates.
- 2 Supporting candidates through the entire accreditation process, ie
 - delivering the face-to-face component of the course
 - providing supervised industry training opportunities
 - conducting an assessment of competency.

AUSTSWIM Presenters remained in the communities after completion of the course in order to conduct lessons and be available to candidates requiring additional training and

mentoring. Swimming and water safety lessons were often conducted with the assistance of State Education Departments, local government authorities and private companies/sole operators. This collaborative approach ensured:

- candidates completed industry training with 'real' students in a true class setting with a supervisory AUSTSWIM Teacher and Assessor
- best practice, compliance (ISO 17024) and RTO requirements were met
- strengthened the element of developing a skilled aquatic workforce.

Connection and Engagement

Community events and Family Fun Days have been conducted with great success in a number of regional and remote communities, including Katherine, Nhulunbuy and Tennant Creek.

Courses, Professional Development and engagement events were held in:

- NSW** Armidale, Coffs Harbour, Corrimall, Forster, Goonellabah, Hunter Valley, Manning, Murwillumbah, Port Macquarie, Queanbeyan, Tumby Umbi, Ulladulla, Wollongong
- NT** Katherine, Nhulunbuy, Tennant Creek

- Qld** Cloncurry, Mount Isa
- SA** Copper Coast, Cummins, Mount Gambier, Port Lincoln, Renmark, Whyalla
- Vic** Mallacoota, Mildura
- WA** Derby, Exmouth, Kalgoorlie, Kununurra, Marble Bar, Ngaanyatjarra-Giles, Warburton.

Element 2 – Indigenous – our land our people

In 2016–2017, AUSTSWIM continued to focus on delivering courses to ensure sustainable training to indigenous communities Australia wide.

Goal 10 of the Australian Water Safety Council (AWSC) Strategy (2016-2020) recommends that "industry build capacity of the indigenous workforce through greater access to development and training opportunities". With this in mind, AUSTSWIM has developed Element 2 of Operation Outreach to attain outcomes that:

- deliver training to candidates from indigenous backgrounds in order for them to become teachers of swimming and water safety
- provide the opportunity for AUSTSWIM Licensed Teachers to positively impact and make a difference in swimming and water safety skill acquisition within indigenous communities

- improve the safety, health and fitness of children in indigenous communities through educational swimming, aqua and water safety education programs.

In 2015, the AUSTSWIM Teacher of Swimming and Water Safety course and resource was modified to suit indigenous learning. Previous delivery of the traditional AUSTSWIM course saw a 75–80% non-completion rate. The focus of the modified course is more practically based, enhancing both theory and water based components into relevant experiential learning and is delivered over a longer duration. Courses utilising this teaching method have proven successful, greatly assisting indigenous communities with low literacy levels.

Although more costly to deliver, the modified delivery method enables candidates to reach the trainee level and subsequently gain the AUSTSWIM Teacher Licence, providing potential employment and introduction into the aquatic industry.

Courses conducted for indigenous communities have been supported by local business and indigenous communities including Telfer Mining in WA and Ngurra Kujungka (Inc) community. We sincerely thank the Department of Education and Department Sport and Recreation in states and territories as they

continue their ongoing engagement for swimming and water safety lessons to students within the indigenous communities.

Indigenous Training was conducted at:

- NT** Borroloola, Kalkarindji, Wurrumiyanga
- Qld** Thursday Island
- Tas** Hobart
- WA** Kalgoorlie, Marble Bar, Ngurra Kujungka (Telfer Mine Site).

Element 3 – Culturally And Linguistically Diverse (CALD) Communities

National drowning statistics continue to identify that people from Culturally and Linguistically Diverse (CALD) backgrounds are believed to be at an increased risk of drowning. AUSTSWIM acknowledges the research and supports Priority Area Three Key Objectives, in the AWSC Strategy recommending “Continue and expand a community development approach to working with Culturally and Linguistically Diverse (CALD) communities including a skill building approach and workforce development”.

Under this element, a TAI funded upskilling program was offered to currently licensed AUSTSWIM Teachers to better equip them with:

- knowledge in methods to encourage the CALD community to attend swimming and water safety lessons and aqua classes

- skills to deliver appropriate water safety programs for greater inclusion in their local communities
- understanding and respecting Australia’s diverse population.

An online training module, ‘Embracing Diversity – Swimming and Water Safety Programs,’ is a learning adjunct and another initiative addressing this element. It is affordable, accessible and a perfect PD option for professionals widening their scope of practice.

AUSTSWIM is proud to continue and expand our community development approach to working with CALD communities to become self-determining in their provision of swimming and water safety programs and health and wellness programs.

Education and Training was conducted in:

- NSW** Western Sydney
- Qld** Brisbane, Gold Coast, Sunshine Coast
- WA** Geraldton, Perth, Port Hedland.

Element 4 – TECH – Business Systems

AUSTSWIM is proud of its robust accreditation system, with more than 10,000 candidates undertaking courses in one year and over 30,000 holding a current licence.

Regularly scheduled functionality management system upgrades were made during the year to maintain

and improve integrity of data and introduce a new certified digital system ensuring privacy.

We constantly work with different course providers and stakeholders who require information about courses, candidates and teachers. In addition, members of the public are increasingly calling our Business Centres and referring to our website to identify venues that employ AUSTSWIM Licensed Teachers. In order to meet these demands it is critical that we continue to evolve and develop our business systems and IT platforms.

Driving education and training opportunities for all licence holders especially those in rural, regional and remote communities continues to be our focus. We have gradually increased our online suite of PD to include Access and Inclusion, Strokes Skills and Drills, Game and Activity ideas and Aqua class formats. Pre and post course enhanced electronic engagement has had learning benefits resulting in achieving competency and greater understanding of course work.

Once again, we appreciate the support of the Australian Government Department of Health Sports Division in enabling updated technology to train, upskill and maintain a current register of our skilled aquatic Teacher of Swimming and Water Safety and Aqua instructor workforce.



Education and training in remote NT



Justin Scarr (CEO RLS Australia) and John Rigby (AUSTSWIM Chair) at Drowning Report Launch, Canberra

Quality, Standards, Accreditation

The ISO 17024 accreditation flags approval by an independent third party (JAS-ANZ) that AUSTSWIM is a professional body that acts with integrity when training, assessing and certifying teachers of swimming and water safety.

ISO acknowledges that AUSTSWIM undertakes its business in an authoritative and impartial way.



Standards

ISO 17024

We are very pleased and proud to report that the third ISO audit conducted by JAS-ANZ representatives and an industry technical advisor resulted in a positive outcome across all areas including:

- Staff structure
- Governance
- Strategic planning
- Industry and community domain.



Registered Training Organisation (RTO)

AUSTSWIM is a RTO working within and complying with federal government legislative requirements. Compliance within this sector is a process conducted by Australian Skills Quality Authority (ASQA) which requires continual reporting, constant review and regular independent auditing. We continue to not only comply with requirements but in many areas exceed the standard for skill based training.

AUSTSWIM Guidelines

Our voluntary Advisory Committees in each state, territory and New Zealand have been industrious in their support of continuing quality service for AUSTSWIM people. It's pleasing that industry people set the standards and rules by which AUSTSWIM Teachers, Aqua Instructors and staff members operate. It truly is industry for industry.

Education And Training

AUSTSWIM is proud of the depth and quality of our training suite. Statistics indicate industry wants staff development across various career pathway sectors. Infant and Preschool Aquatics proved very popular this year as did Access and Inclusion courses.

There is no doubt that the decision to incorporate the Aqua Instructor accreditation into the AUSTSWIM suite of training was insightful and a visionary move by the Board in 2013. The Water Exercise Training System (WETS) training course is still in its emergent phase, however, the education and training in this discipline has gathered much interest, momentum and uptake with a 33% increase in candidates during 2016/17.

The changing face of education with an ever increasing use of technology to deliver learning outcomes means AUSTSWIM has moved to a more digital presence providing greater access for all, especially teachers in regional and remote regions.



Renewal Of Licence

Licence renewal applications topped 3,450 in the 2016/17 financial year. Our automated renewal reminder process contributed to this satisfying result. We also conduct an emailed survey to teachers with lapsed licences to gather information that assists us in the continual improvement of our teacher and instructor services.

Accreditation Committee

This group of industry and education professionals volunteer their time and talent to all aspects of AUSTSWIM training and accreditation. Our quality and service standards are in very good hands with these highly skilled professionals. On behalf of the Board and staff team, sincere appreciation is extended to the Committee for its commitment to the advancement of quality aquatic training.

In Touch with the Market

2016/17 has seen a new era of marketing opportunities for AUSTSWIM. The impact of social media has really taken shape over the past 12 months enhancing our presence and access to communities where encouragement of a strong and skilled workforce is the central focus.

As well as using all social platforms we explored different avenues including:

- Radio
- Magazines and newspapers – editorials and advertising have

been seen in industry and other influential magazines, such as ALM, LIWA, PLA, NETWORK, EDUCATION HQ, Surf Life Saving NSW, the Commando and Offspring magazines.

Key campaigns included:

Targeting Youth – more than 48% of our teachers are aged between 17 and 25. Working with the company “Year13”, we developed a successful partnership that allowed us to start the conversation about becoming a teacher of swimming and water safety and the potential careers, travel and job opportunities it presents. The focus was specifically through social media and at career expos and schools across the country.

Our Community – we launched the Water Watcher Campaign over the summer period. This simple and effective campaign ran mainly through social media and was picked up by newspapers and radio stations throughout the summer.

Dare to Begin – targeted job seekers and middle aged members of the community to return to the workforce.

Pooling Resources – we continued to keep our 30,000 plus teachers up to date with the latest news from AUSTSWIM and beyond. The newsletter also gave our supporters an opportunity to showcase what they do and reinforced to our teachers how important they are within their communities.

Supporters

We continue to develop and work with our valued Sponsors.

This year we have maintained our relationships with Clark Rubber, Insurance Made Easy and Hy-Clor, and welcomed Mattioli on board. Many other supporters are featured and highlighted through our website advertising, events and awards. Our supporters share our commitment to strengthening the aquatic workforce to reinforce drowning prevention strategies. We thank them for their support and enthusiasm.

Recognised Centres

We are pleased and proud of the overwhelming response from private, commercial and local government pools who have applied to become an AUSTSWIM Recognised Centre. Testimonials received indicate that management appreciate the value for money and the no hidden costs approach. The focus of the scheme is to:

- develop a register of current licensed AUSTSWIM holders
- upskill and engage with our people by offering complimentary and discounted AUSTSWIM PD for each tier of the scheme.

It is encouraging to note that 50 international centres also value these services offered by AUSTSWIM.

AUSTSWIM RECOGNISED CENTRES										
CATEGORY	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	INT	TOTAL
BRONZE	7	66	4	40	10	0	27	6	7	167
SILVER	2	115	14	52	14	8	64	23	17	309
GOLD	4	48	2	24	9	3	31	9	26	156
TOTAL	13	229	20	116	33	11	122	38	50	632

AUSTSWIM Events

Australia Wide

STATE MAPS – TRAINING LEGEND

Professional Development (PD)

Number of delegates attending:

- Aquatic Service Officer (ASO)
- Making Aquatics a Terrific Experience (MATE)
- Masterclass
- Conference
- Culturally And Linguistically Diverse (CALD)
- Online Professional Development
- Presenter training / update
- Education Department training

AUSTSWIM Courses

Number of courses conducted comprised of:

- Teacher of Swimming and Water Safety™
- Teacher of Infants and Preschool Aquatics™
- Teacher of Aquatics – Access an Inclusion™
- Teacher of Towards Competitive Strokes
- Teacher of Adults
- WETS Aqua Instructor



Overview

AUSTSWIM provides similar services and events throughout Australasia advocating and supporting a vast network of swimming and water safety teachers and aqua instructors. Within this unitary model, business centres establish, bolster and support local and international networks with tailored services.

Australasia wide events include:

- Conferences (city, regional and remote)
- Professional Development Sessions (online and face-to-face)
- Community and Industry Engagement (Expos, Aquatic Forums and industry member events).

Education and Training

Soak It Up Conference Series

AUSTSWIM's human face diversifies across the country as advocacy and services support our people in "Soak It Up" conferences in cities and regional centres. Expanded programming, consistency of topics and improved quality has attracted delegates in record numbers. Our message is truly national with speakers and delegates crossing borders and seas knowing the content and quality is consistent.

Dr Alan Pearce, keynote speaker, took the audience on a "neuroplasticity" learning journey at the Soak It Up

conference series. Insight into how our brains can change across the lifespan offered AUSTSWIM teachers and WETS aqua instructors a unique opportunity to expand their knowledge and apply this science in the pool to improve skills and health outcomes for our participants. We appreciate his knowledge and relaxed 'academic' delivery style.

It is pleasing to see so many teachers and aqua instructors return year after year for their own professional development and not just for licence renewal.

Online Learning

No longer bound by face-to-face delivery or the tyranny of distance, our industry professionals can access affordable online resources at a time and place to suit themselves and their lifestyles.

Masterclasses

Face-to-face masterclasses remain a popular choice highlighted through the talents of Leigh Nugent and Laurie Lawrence whose expertise and experience continue to educate and inspire our teaching team.

The AUSTSWIM Breaststroke Masterclass presented by Leigh moved AUSTSWIM Teachers beyond the lanes of a swimming pool to emerge with more energy, inspiration and understanding on how to teach breaststroke.

Infant and preschool teachers were once again inspired to rethink and explore their teaching methods of 3–6 year olds during the AUSTSWIM Infant and Preschool Aquatics Masterclass conducted by Laurie.

It's a tick of confidence for AUSTSWIM that Laurie and Leigh are willing to modify and adapt presentations within AUSTSWIM's Learning Pillars Framework. We respect their professionalism and thank them for the contribution and input that benefits so many in swimming and water safety.

Industry and Community Engagement

Throughout the year, AUSTSWIM engages with the community through career expos, regional show days, field days, parent and baby expos and local council events. While the markets may vary, our consistent message connects as:

- swimming, water safety and aqua as a rewarding career option
- gaining vital knowledge on being safer in, on and around water for parents and the general community
- promoting inclusive aquatic health and wellness activity programs at local facilities.

Representation at these events would not be possible without the overwhelming support of our volunteers, providers and staff who



AUSTSWIM Infants and Preschool Aquatics Masterclass – Laurie Lawrence



AUSTSWIM Breaststroke Masterclass – Leigh Nugent

give so freely of their time and talent in support of AUSTSWIM. Thank you to each and every person across Australasia for your commitment and dedication.

Sincere appreciation is also extended to our Council partners Royal Life Saving and Surf Life Saving, who throughout the year joined in collaboration as we collectively worked to enhance community understanding in all aspects of water safety and personal survival.

Engagement with the tertiary and secondary educational sectors both directly, and in collaboration with ACHPER in various states has created an opportunity to deliver tailored AUSTSWIM courses and conference presentations, skilling teachers in the classroom and through professional development with aquatic education ideas. We value and look forward to strengthening the relationship in the coming year.

Local connections thrived this year as AUSTSWIM's connected, reconnected, supported and engaged with industry partners at meetings, conferences, symposiums and aquatic forums.

Thank you to these organisations for your engagement with AUSTSWIM and for the vital role you undertake in enhancing swimming and water safety:

- ACHPER
- Aquatic and Recreation Institute (ARI) – NSW
- Aquatics and Recreation Victoria (ARV)
- Australia Leisure Facilities Association (ALFA) – Queensland
- Australian Water Safety Council (AWSC)
- International Water Safety organisations
- Leisure Institute Western Australia (LIWA)
- New Zealand Recreation Association (NZRA)
- Recreation South Australia (REC SA)
- Skills Active New Zealand
- Skills IQ Australia
- State based Education Departments
- State based Water Safety organisations.

AUSTSWIM Course Providers

- ACT** Royal Life Saving ACT (also a sub agent)
- NSW** Royal Life NSW
Department of Education and Communities
- NZ** NZRA (also a sub agent)
- NT** RLSSNT (also a sub agent)
- Qld** Coordinators
 - June Cotter
 - Judy Dickinson
 - Alina Graham
 - Emma Lawrence
 - Rita Montague
 - Deb O'Rourke
 - Lyn Quirk
 - Marcelle Renforth-Frederick
 - Bernie Wilson
- Tas** RLS TAS
- Vic** Tullberg Aquatics
Debbie Gill
Coordinators
 - Kemp family
 - Judith Muir
- WA** RLSWA

Training Partnerships

Belgravia Leisure
JUMP! Swim Schools
YMCA NSW
Nunawading Swim Club

Australian Capital Territory

Appreciation is extended to Royal Life Saving in the ACT for its continued support and presentation of AUSTSWIM's suite of courses. It's a one-stop shop for those entering or extending their knowledge, skill and understanding in the industry.

Education and Training

- AUSTSWIM Breaststroke Masterclass Leigh Nugent – 50 delegates. We are grateful for the continued support of hosts in the ACT, including Active Leisure, Canberra Labour Club, Canberra International Sports and Aquatic Centre, Kingswim and YMCA Gungahlin
- AUSTSWIM Teachers of Swimming and Water Safety delivered the ACT Education Department's schools program to year 2 students throughout the year – 80 teachers.

Industry and Community Engagement

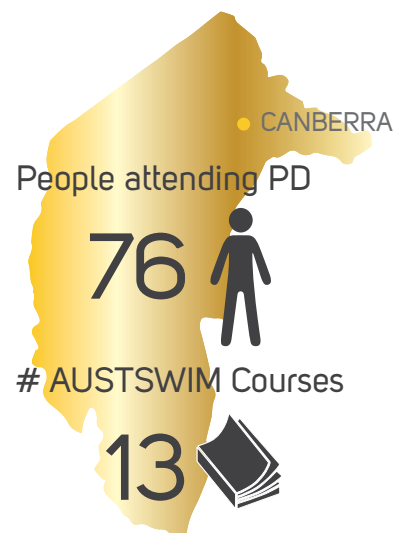
Three major community expos saw AUSTSWIM connect with more than 1,000 people across the territory:

- A day on Lake Burley Griffin had a bonus of wet sessions where skills were practised and enhanced
- The annual University of Canberra "Employer Connect" expos highlighted AUSTSWIM's training

suite and career pathway for national and international students

- The Amaroo School initiative featured a Careers Market where AUSTSWIM had an opportunity to showcase the aquatic industry as a valid school-leaver career pathway.

The Country Pool Managers Conference in Queanbeyan had AUSTSWIM in attendance to support, assist and advise teachers and aqua instructors in all "AUSTSWIM matters".



Amaroo career market, April 2017

New South Wales

The NSW Government's Office of Emergency Management (OEM) held its inaugural Annual Water Safety Forum at Parliament House in May 2017. AUSTSWIM presented a session highlighting our contribution to creating a skilled workforce with CALD and indigenous communities to 80 representatives from 36 organisations operating in the water safety space.

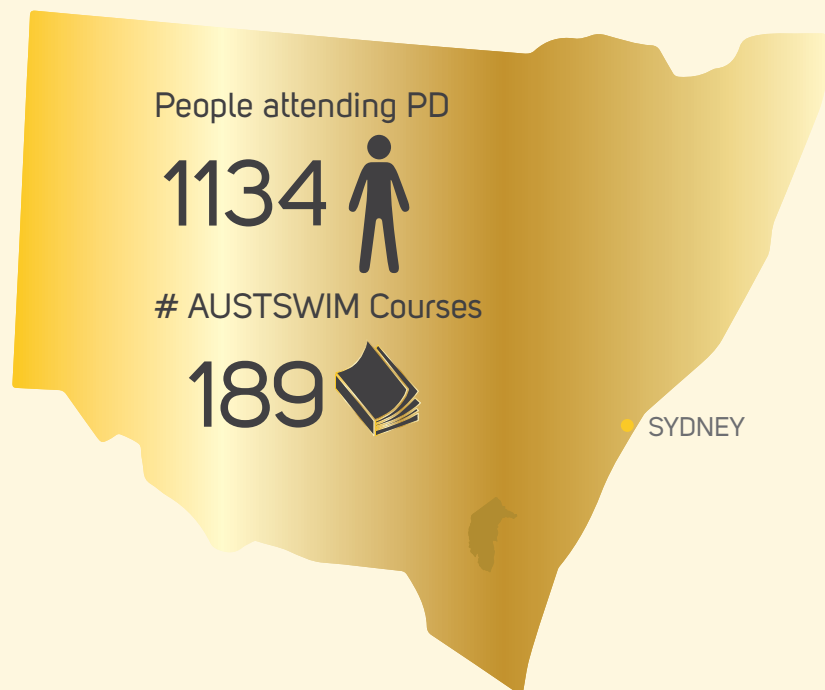
2016 NSW AUSTSWIM Awards of Excellence

Support of the NSW AUSTSWIM Awards held at the Epping Club saw over 200 industry members taking to the theme to dress as their favourite movie or TV character. We welcomed Member for Ku-ring-gai, Alister Henskens SC MP to the prestigious event as we recognised and celebrated individuals and organisations for their contribution to aquatic education and water safety. Extended appreciation goes to our 2016 award sponsors and industry supporters, thank you.

Education and Training

AUSTSWIM commits to two conferences each year in NSW, one for city and metropolitan based teachers and the other rotates across north, south, east and west regional areas. For AUSTSWIM it is important to acknowledge and value AUSTSWIM presenters, teachers and WETS aqua instructors through the provision of vital professional development in all areas of the state.

- Metro: Knox Grammar School, Wahroonga – 220 delegates



- Regional: Sawtell RSL Club – 90+ delegates
- Expansive series of professional development sessions stretching out and across to Armidale and Wagga - more than 140 teachers welcomed this initiative
- AUSTSWIM Infant and Preschool Aquatics Masterclass Laurie Lawrence – 150 delegates
- AUSTSWIM Breaststroke Masterclass Leigh Nugent – 80 delegates.

AUSTSWIM continues to support the Education Department School Sport to provide an opportunity to upskill teachers employed in programs.

AUSTSWIM enhanced connection with students, teachers and parents in its role in education for safer water participation as well as career pathway options.

Industry Forum – topics ranged from an AUSTSWIM update to an NDIS presentation by Belgrave Leisure.

Industry and Community Engagement

AUSTSWIM industry representation and presentations abounded this year to include:

- ACHPER Conference
- Apprenticeship & Traineeship and Careers Expos, Taste of Trade & Careers Market (Western Sydney)
- ARI Conference (Hunter Valley)
- ARI/ALFA Facility Managers Seminar (Filex)
- Chifley College Careers Expo
- Department of Education School Sport Unit
- Northern Beaches Career Expo
- Pregnancy Babies & Children's Expo
- Industry Event Ruth Everuss Aquatic Centre
- Water Safety Community Education and Engagement Day, Willoughby Leisure Centre
- Venue visits and interaction throughout the state.



WETS Aqua Presenter, 2016 NSW Regional Conference



Metro Conference – games and activities



Most Outstanding Contributor David Macallister with the Royal Life Saving team at the 2016 Awards Night

Northern Territory

Given the expansive lands of NT, AUSTSWIM's education and training is accepted and well supported by industry and community. Royal Life Saving NT is AUSTSWIM's sub agent and works to strengthen a skilled aquatic workforce in NT, particularly in regional and remote areas.

A combination of training and program activities were packaged to include:

- AUSTSWIM course
- First Aid and CPR
- Lifeguarding
- Bronze Medallion
- and/or the delivery of Swim and Survive programs

to the community in the one visit; efficient and effective for all involved.

AUSTSWIM in the NT worked closely with ACHPER NT to train and upskill teachers for swimming and water safety programs conducted in schools.

Industry and Community Engagement

- AUSTSWIM Advisory Committee and RLSNT staff are well known for their approachable presence across the land at public, indigenous communities, government and industry events. We estimate over 500 touchpoints were made at events in the past 12 months to spread the water safety messages and implement drowning prevention strategies especially those specific to the land and people of NT
- Water Safety Week involves numerous interactive and educational activities delivered by a collaboration of AUSTSWIM and Royal Life Saving NT volunteers and staff. The inclusive educational and fun programs are targeted to diverse community members in an array of locations
- Industry supporters and AUSTSWIM Licence (TSW and Aqua) holders in Darwin, Katherine and Alice Springs were invited to a thank you breakfast / morning tea. The event was a small gesture to acknowledge and demonstrate our appreciation of their commitment to providing safety, health and wellness options to the NT community.





Water Safety Project participants NT



AUSTSWIM Teacher of Access and Inclusion candidates, Darwin



AUSTSWIM Teacher of Infants and Preschool Aquatics candidates, Katherine

Queensland

Queensland is a state of many pools, sun and surf, dams and rivers; it's important that AUSTSWIM continues to be diligent, ensuring services and support reflect the climate and lifestyle every Queenslander values.

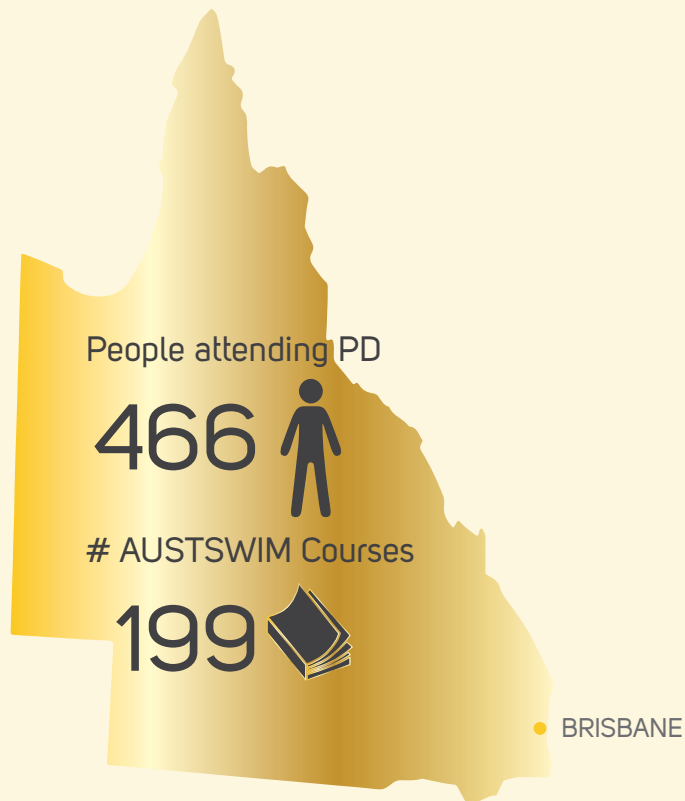
The Advisory Committee, Presenters, Teachers and Business Centre work closely together to travel across the state to provide information and support to the AUSTSWIM network. It has been pleasing to see so many teachers returning to the fold.

Education and Training

- The 2017 State Conference + AquaSummit was held at Sleeman Sports Complex. Scheduling of the Conference midterm did not affect the interest of committed attendees, presenters and guests. Presenters from across Australia delivered a diverse and interactive program – 170 delegates
- AUSTSWIM Infant and Preschool Aquatics Masterclass Laurie Lawrence – 97 delegates
- AUSTSWIM Breaststroke Masterclass Leigh Nugent – 61 delegates

Industry and Community Engagement

The Advisory Committee and Business Centre continue to develop a valuable online activity resource continues as a focus to benefit new Teachers of Swimming and Water Safety especially in regional and remote areas.



This year we continued expanding our face-to-face contact with visits across this sparsely populated state to support our AUSTSWIM people in many regional and remote areas, including Cairns, Mackay, Townsville, Rockhampton and Emerald to name a few.

With support from the Business Centre and Advisory Committee members, our community and industry connections included:

- ACHPER
- All Things Aquatic Forum (Brisbane City Council)
- Camp America Information Session
- Brisbane Careers Expo
- Gympie Careers Expo
- Mueller College Careers Expo
- Pregnancy, Baby & Children's Expo
- Venue visits and interaction throughout the state.



170 delegates at Soak It Up Queensland



Aqua session at Soak It Up Queensland

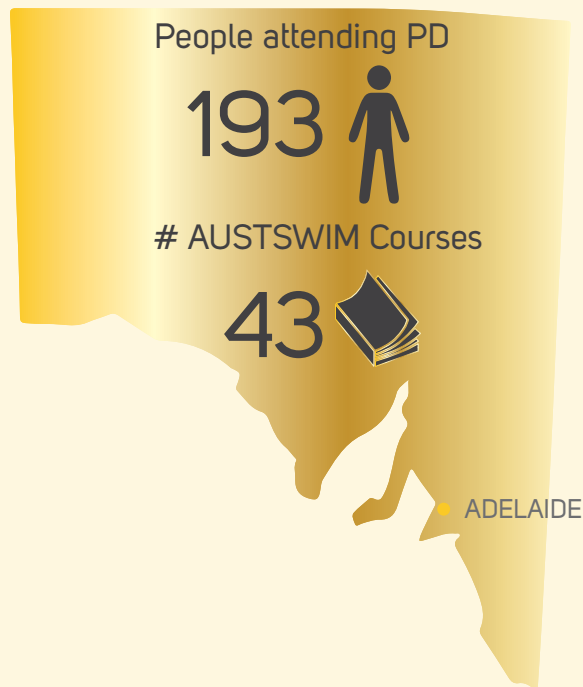


Thursday Island Indigenous Project, Qld

South Australia

AUSTSWIM Business Centre and Advisory Committee have made new connections and relationships that aim to gain future momentum to strengthen the aquatic workforce especially in regional SA.

A fruitful meeting with The Hon Zoe Bettison, Minister of Communities and Social Inclusion, discussed avenues to promote the Teacher of Swimming and Water Safety licence to those wishing to enter or re-enter the workforce. We are currently exploring these possibilities with Centrelink, Work Skill and the SA Government to provide AUSTSWIM training to job seekers looking for a new career.



Education and Training

- Immanuel College, a building with state of the art technology, was the perfect setting for AUSTSWIM Teachers and Aqua Instructors to soak up information – 108 delegates
- The active input and collaboration of Peter Roberts and his team from SA Education once again aided in the presentation of a very successful event
- AUSTSWIM Infant and Preschool Aquatics Masterclass Laurie Lawrence – 58 delegates.

Industry and Community Engagement

- We continue to engage and collaborate with the grateful support of the Office for Recreation and Sport South Australia in the areas of Adult and CALD swimming and water safety education to advance career pathway options
- Regional and rural areas around SA had bright blue AUSTSWIM signs at community expo and field day events in Mount Gambier and the Riverlands. We sincerely thank our volunteers for being involved in these day-long events
- A radio campaign promoting Teachers of Swimming and Water Safety was launched across the SA radio waves. This campaign highlighted the importance of

the responsibility and reward of becoming an AUSTSWIM teacher. Feedback from this campaign was positive with an increase in rural and remote candidates enrolling in courses.

This year our Business Centre and Advisory Committee members engaged with industry and community through the:

- Career Expos
- Centrelink/Workskill
- Department for Education and Child Development
- Parents and Baby Expo
- REC SA Conference
- Riverlands Field Day
- Work Skill
- Venue visits and interaction throughout the state.



Candidates at TSW course



WETS Aqua course



Adults course SA

Tasmania

A strong and committed Advisory Committee continues to develop partnerships and connections with teachers, education sector, industry and community members to improve water safety and swimming skills in order to reduce the risk of drowning and promote safer recreational aquatic activity.

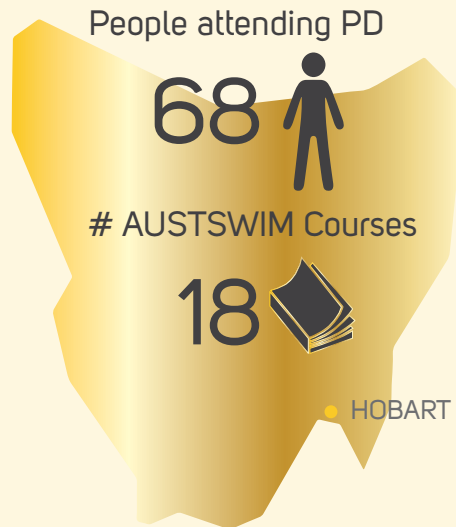
Education and Training

AUSTSWIM presented at the Royal Life Saving Society Tasmania Aquavate Conference where the core themes of innovate, educate and collaborate encouraged delegates to explore, discuss, share and mingle. Panel forums explored a range of subjects but by far the most popular was the subject of maintaining student retention in swimming and water safety classes. A practical session on incorporating AUSTSWIM's Learning Pillars Framework into lessons also proved very popular with strong attendance from aquatic organisations, centre managers and teachers.

The conference culminated in a well-attended awards night where industry expertise, commitment and talent was recognised and celebrated with much enthusiasm.

- AUSTSWIM Breaststroke Masterclass Leigh Nugent – 62 delegates
- Leigh also shared his knowledge with teachers in the Towards Competitive Strokes area

AUSTSWIM and the Tasmania Education Department continue to



work closely to ensure Teachers of Swimming and Water Safety are suitably skilled for the mandatory year 3–5 program – 210 Teachers are involved in the program.

Industry and Community Engagement

Our Advisory Committee and Business Centre have worked tirelessly to continue pool visits state wide. The exercise is appreciated as pool managers, teachers and operators value the face-to-face contact and opportunity to provide feedback. We have engaged with:

- Aquatic Education Forums
- Royal Life Saving Society Tasmania
- Venue visits and interaction throughout the state.



Candidates at Infant and Preschool Aquatics course

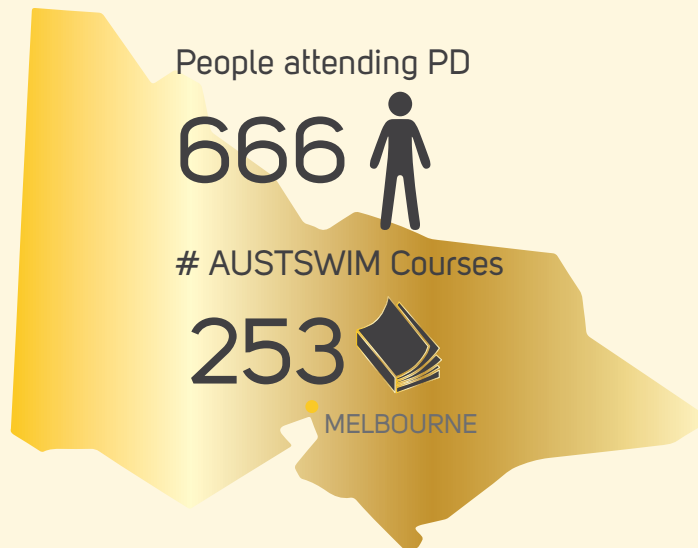


Tas 2016 Awards – Aquavate

Victoria

Victoria conducts a range of courses each year, accrediting many teachers and aqua instructors. With a wide variety and number of venues and AUSTSWIM personnel, we are conscious of our responsibility to provide PD and networking opportunities across this smaller but densely populated state.

Together with the Advisory Committee, the Business Centre strives to provide quality service, support and advocacy for our valued professionals.



Education and Training

- Victoria commits to two annual conferences, one that services metropolitan teachers, the other rotates across regional areas for our more remote town and country people. A highlight of these events is the commitment the Advisory Committee members give to planning sessions and further developing the Speaker Mentor Scheme, a succession plan nurturing teachers and aqua instructors to share their talent, experience and expertise
- Methodist Ladies' College, Kew – 200 delegates
- Peter Krenz Leisure Centre, Eaglehawk – 130 delegates
- AUSTSWIM Infant and Preschool Aquatics Masterclass Laurie Lawrence – 150 delegates

Aquatic Education Forums have been well-attended for some years now. These complimentary events connect and engage all areas of industry. Stand outs included:

- a thought provoking/workshopping session about the National Disability Insurance Scheme (NDIS) – roll out ideas, collaboration and activities
- how AUSTSWIM can assist industry with the recent Victorian State Government mandate to include swimming and water safety lessons into primary schools. Topics of discussion included meeting the increased demand for teachers, maximising pool space and encouraging and converting participants to centre based programs.

Industry and Community Engagement

AUSTSWIM Presenter and Advisory Committee members and Business Centre staff attended the Water Safety Vietnam annual fundraising

event. A greater understanding of the organisation and its needs has led to more donations of swimwear and goggles to be used in the program as well as more teachers providing voluntary assistance.

Connections and engagement with:

- ACHPER (Vic) Conference
- Aquatics and Recreation Victoria
- Camp USA
- Life Saving Victoria
- Play It Safe By The Water Committee
- Pregnancy Babies Children Expo
- Victorian Aquatic Agencies – Victorian Water Safety Strategy Event
- Watch Around Water Advisory Committee.
- Water Safety Vietnam
- Venue visits and interaction throughout the state.



Soak It Up STREAM Regional Conference



Soak It Up STREAM Metro Conference – recognising key Swim Centres



Safe submersion – a current industry topic of discussion

Western Australia

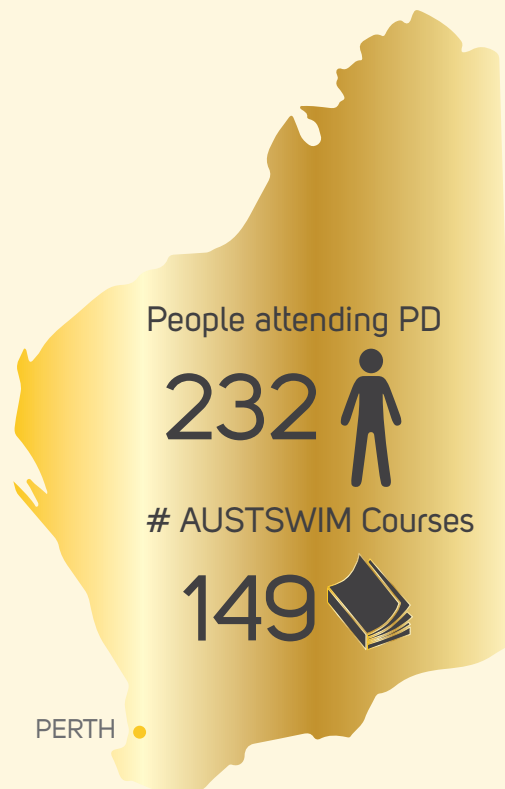
A big sparse land of contrasts and enormous distance constantly challenges, but does not restrict, our team. In the past few years, the Business Centre has been proactive in developing local active hubs of teachers, program managers and industry personnel. The purpose of the hubs is to link industry with aquatic information, professional development ideas and networking opportunities – a positive and effective initiative.

Education and Training

A combined and growing online webinar/communications presence helps teachers and aqua instructors to stay connected despite the physical isolation of their locations. The true meaning of remote and regional abounds in WA; AUSTSWIM understands the added demands this places on people and we continue to strive for improved support, services and engagement.

King Neptune Conference delegates embraced the Soak It Up platform which incorporated a wide array of topics, including the AquaSummit stream. The reframed program was an outstanding success. Delegates attended from far and wide including Kununurra, Kalgoorlie, Esperance and Exmouth, to name a few – 134 delegates

- AUSTSWIM Breaststroke Masterclass Leigh Nugent – 42 delegates



The Department of Education WA continued to provide the opportunity for AUSTSWIM teachers involved in the programs to gain further PD or an extension in the area of Access and Inclusion.

Industry and Community Engagement

AUSTSWIM continues to develop and expand its relationship with LIWA, promoting and supporting professional development and ensuring a presence at its events to be a conduit from management to AUSTSWIM Teacher and Aqua Instructor. Special thanks to Sigma for their ongoing support.

AUSTSWIM in Western Australia attended, supported and engaged in these industry and community sectors throughout the year:

- AUSTSWIM Teacher Association
- Careers Expo
- Department of Education; Interm Swimming and VacSwim (PD)
- Every Woman Expo
- LIWA State Conference, Regional Seminars
- Pregnancy, Children & Toddler Expo
- Venue visits and interaction throughout the state.



CALD workshops WA



Regional Infant and Preschool Aquatics course WA



WETS Aqua course WA

AUSTSWIM acknowledges and congratulates our national education departments for their ability to adapt and structure swimming and water safety education within a crowded school curriculum. Regardless of the delivery methodology we are proud that AUSTSWIM with our ISO 17024 accreditation is acknowledged and recognised as an appropriate quality teacher training provider for the education sector. We look forward to continuing our interaction, engagement and support within the sector.

GOOD NEWS STORY

Nearly 50 children from the remote community of Warburton had their first VacSwim lessons in January.

Located in the Ngaanyatjarra Lands of central Western Australia, Warburton is an Aboriginal community about 1500 km northeast of Perth and 900 km from Kalgoorlie, with a population of nearly 600 people.

The community had wanted swimming lessons to be held during the school holidays, but for years there hadn't been any swimming teachers available to take the lessons. AUSTSWIM had previously delivered a Teacher of Swimming and Water Safety course, but at that time no teachers had completed the training.

The Department of Education in conjunction with Royal Life Saving WA and AUSTSWIM flew

a qualified Presenter via Kalgoorlie to the community. The Warburton campus of the Ngaanyatjarra Lands School provided the Presenter with accommodation and the community put on a welcome BBQ as a way for everyone to meet.

During the 10 days of lessons, children of all ages participated in the program.

The delivery of the program was a community effort, which saw the pool lifeguard, youth workers, the school and a health care nurse all work together to ensure its success. A *Swim for Fruit* program was also offered and the health care nurse assisted students in getting to the pool each day.

The initiative was an invaluable experience for the community and shows what a great result is possible when everyone works together.

New South Wales (NSW)

The longstanding joint commitment between NSW Department of Education and AUSTSWIM has proven to be exceptionally beneficial for many years, particularly the initiative to support small and isolated schools that may experience difficulty accessing a skilled aquatic workforce for swimming and water safety education within the curriculum. The Department and AUSTSWIM (in the past 10 years) have trained over 2,500 school teachers to gain the accreditation. AUSTSWIM takes measures to tailor services to support the department's work towards reducing costs for teachers and students of this program. This year, 500 AUSTSWIM Teachers delivered classes to 115,000 children in 1,410 schools as part of the Department's program.

The joint initiative between the Department and AUSTSWIM has proved particularly beneficial to small and isolated schools who have difficulty accessing Licensed Teachers.

We continue to work closely together to provide varied and regular PD to keep teachers skilled and engaged to lead the aquatics program.

South Australia (SA)

The South Australian Department for Education and Child Development employs approximately 600 AUSTSWIM Licensed Teachers. These teachers deliver the department's Water Safety Program that includes Surf Education and Aquatics for students from Reception to year 12.

A recent review has seen the program transition from a more traditional learn to swim approach to a program focussed on students being able to keep themselves and others safer in, on and around the water. Within the new program, schools have also been given access to resources that they

can use pre and post the practical program to reinforce student learning outcomes within the Australian curriculum. Feedback from schools has been overwhelmingly positive.

More than 80,000 primary aged students access a swimming based water safety program annually, with over 120,000 students accessing the total program which includes Surf Education and Aquatics.

AUSTSWIM values our close association with the South Australian education department and congratulates it on its program initiatives that align with AUSTSWIM's Learning Pillars Framework.

Western Australia (WA)

The Western Australian Department of Education's Swimming and Water Safety Intern and VacSwim programs continue to be highly effective, offering both school "intern" lessons as well as a VacSwim program; both of which are well regarded by schools, parents and the general community.

The dual programs complement one another as they provide students with vital swimming and water safety education across 47 weeks of every school year at 438 public and non-government schools.

The Intern school program utilised the professional services of 2,172 AUSTSWIM Teachers to enhance learning outcomes for 177,878 students across 300 sites.

The VacSwim program appointed 1,310 AUSTSWIM Teachers of Swimming and Water Safety who presented lessons to 56,072 children in 389 locations throughout Western Australia.

AUSTSWIM applauds the department for the successful integration of intern and vacation programming and looks forward to continuing to support the initiative with a professional workforce.

We congratulate the department as it approaches 100 years of delivering water safety programs in Western Australia.

Tasmania (TAS)

Each year a two-week swimming and water safety program is presented to middle and senior primary school students. Lessons are provided by 120 AUSTSWIM Teachers of Swimming and Water Safety who support specialist physical education teachers. The program delivery has a focus on water safety, including boating safety – with experiences using life jackets, survival swimming, rescue skills, using aquatic environments safely – as well as efficient stroke development and building swimming stamina.

The mandatory program is organised centrally with 17,000 students, many subsidised through government support, across 159 schools.

AUSTSWIM congratulates the department for its continued focus on professional development updates in CPR and basic rescue competency and looks forward to working with the department into the future.

Northern Territory (NT)

The NT Department of Education promotes safer aquatic participation and structured school swimming and water safety programs based on skill development and assesses student ability. Schools are strongly encouraged to provide opportunities for all early childhood, primary and middle year students to participate in a Swimming and Water Safety Program.

The NT Department of Education values the high-quality training and licensing of AUSTSWIM teachers who deliver the RLSSA Swim and Survive Program.

International

AUSTSWIM – a global perspective

The World Health Organisation (WHO) identifies ten actions to prevent drowning; AUSTSWIM's global work focuses on Action Three – *“Teach school age children basic swimming, water safety and safe rescue skill”*.

Introduction

In an environment of steady demand and growing international interest, AUSTSWIM has laid foundations to ensure a sustainable and scalable base to meet current needs while simultaneously establishing next generation growth through interaction and strategic alliances with global volunteer, private and not for profit organisations.

Any discussion of the international environment cannot omit reference to WHO Global Report on Drowning. The devastating statistic that 372,000 people die every year from drowning and that 90% of these deaths occur in low and middle-income countries cannot be ignored.

In line with our mission and vision the purpose of our global focus is to:

- Demonstrate commitment and meaningful outcomes in working with the World Health Organisation (WHO), International Life Saving (ILS) and other world water safety organisations
- Build on our unique and robust ISO (17024) accredited system where quality teaching accreditation has a life span learning focus for emerging and developed communities across the globe
- Continue establishing development phases to a country's sustainable workforce; successful projects in New Zealand, Vietnam and India

have established many local AUSTSWIM Presenters working with next generation trainees. This project continues to develop the streamlining of compliance, administration and quality

- Address skill shortages for travel work/volunteer holiday opportunities; for example, Camp USA, Vietnam Volunteer swimming and water safety programs
- Build on the strong historic Education Department foundations, highlighted in the WHO Drowning Prevention Implementation Guide, that grew from a 'Learn to Swim Initiative' into a network of strategic alliances that support school children gaining vital water safety education from AUSTSWIM licensed teachers.

A Year in Reflection

This year AUSTSWIM's global focus continued with course delivery and Presenter training taking place in eight countries and as our current strategic plan comes to the end of its life cycle we will continue to consolidate achievements and strive for new heights.

The Future

Global Training

With recognised world class courses, our goal is to build on delivering systematic, quality courses that



AUSTSWIM courses in Vietnam

plan for future international career pathways in swimming and water safety education and aqua instructing.

This year, a rigorous review of operations resulted in reaffirmation of our global approach where, with growing popularity, we commit to stringent formal agreements and alliances that ensure sustainability with quality and consistency.

Affiliation

AUSTSWIM is an active member of International Life Saving, supporting and presenting on a global stage at the World Drowning Prevention Conference. Networking, engagement and interaction features at this event, providing a platform to highlight AUSTSWIM's best practice in swimming and water safety education through the Learning Pillars of Knowledge, Skill and Understanding.

We are educators and advocates in swimming and water safety and aquatic health and wellness programs.

Our focus is to strengthen the aquatic workforce. AUSTSWIM supports programs and regularly receives requests to establish programs for foundation skills in swimming and water safety. With the 2018–21 strategic plan in place we are looking for reputable partners, sponsors and supporters to build and strengthen a global aquatic career pathway.

Conclusion

AUSTSWIM aligns the advocacy role in its strategic plan to The WHO Drowning Prevention Guide – the more we globally work together, the more lives can be saved. AUSTSWIM takes this role very seriously as we engage with partners who demonstrate collaboration and have knowledge and ability to attract, gain and maintain local providers for the creation of a sustainable and skilled local workforce that can impact on the reduction of fatal and non-fatal drowning on an international platform.



AUSTSWIM Teacher (Malaysia)



AUSTSWIM Teachers (India)

MALAYSIA

Providers

- Tullberg Aquatics

AUSTSWIM Course Locations

- Kuala Lumpur

Supporters

- D Swim Academy
- Various International schools

CHINA

Providers

- Aquatic Education International (AEI)

AUSTSWIM Course Locations

- Beijing
- Guangzhou
- Jiangsui
- Shanghai
- Sozhou

Supporters

- Aqua Tots Swim Club (Guangzhou)
- Beijing City International School
- Mookey Swim
- Sports World China (Shanghai)

HONG KONG

Providers

- Aquatic Education Hong Kong

Supporters

- Australian International School Hong Kong
- Chinese International School
- Canadian International School of Hong Kong
- Independent Schools Foundation
- Nord Anglia International School Hong Kong
- Stanford Swim School



AUSTSWIM Vietnamese Presenter and candidates

INDIA

Providers

- Winning Matters

Supporters

- Department of Youth Empowerment, Government of Karnataka

SINGAPORE

Providers

- Tullberg Aquatics

AUSTSWIM Course Locations

- Singapore

Supporters

- APS Swim School Farrer Park
- Concierge
- Little Swim School
- Swim Coaches Association
- SWISH Swim School
- United World College of South East Asia





TSW Certificate presentation
(Vietnam)

UNITED ARAB EMIRATES

Providers

- Australian International Swim Schools (AISS)

AUSTSWIM Course Locations

- Dubai

VIETNAM

Providers

- Swim Vietnam
- Water Safety Vietnam (WSV)

AUSTSWIM Course Locations

- Hoi Ann
- Quang Nam Province

Supporters

- Government agencies (provincial and district)
- Rotary Club of Hillarys (WA)
- Water Skills for Life (NSW)



AUSTSWIM in New Zealand

AUSTSWIM AOTEAROA

AUSTSWIM Aotearoa continues to develop the culture and sustainable platform to provide industry qualifications aligned with the New Zealand qualifications framework. Maori culture is central to New Zealand's fresh, invigorating and adventurous national identity. AUSTSWIM Aotearoa respectfully weaves tradition into its training and, more specifically, into all events.

As a natural fit with aligning visions, Water Safety New Zealand is an AUSTSWIM Council Member. Traditionally, both countries had a focus on learn to swim programs with the assumption that if you 'learn to swim' you have the necessary basic skills to survive in the water. Both organisations work together to ensure that the acquisitions of both water safety and swimming skills are equally taught, practised, reinforced and interwoven into all lessons.

HIGHLIGHTS

Conference

Always a highlight on the events calendar is the AUSTSWIM Aotearoa Soak It Up Conference. Gathering Whanua (family) together to build on knowledge, skill and understanding was enlightening, educational and fun. An array of informative presenters including Laurie Lawrence, Marietta Mehanni, Horst Miede and Rob Hewitt kept the delegates engaged with lots to share during the valuable networking opportunities.

Industry Engagement

We are very grateful for the strong partnerships and support received by many across the land of the long white cloud. Appreciation is extended to NZRA for its continued support and presentation of AUSTSWIM's



AUSTSWIM Aotearoa Award
Recipients

suite of courses. A collaborative approach is paramount in order to cultivate best practice teaching skills and strengthen a skilled aquatic NZ workforce that enhances water safety foundation skills. Our goal remains to ensure Kiwi's are safer in, on and around the water.

Accessibility to aquatic activity for all New Zealanders is a focus and with the support of Halberg Sport Foundation, we have been able to roll out our Making Aquatics a Terrific Experience (MATE) training under their 'No Exception Training' scheme.

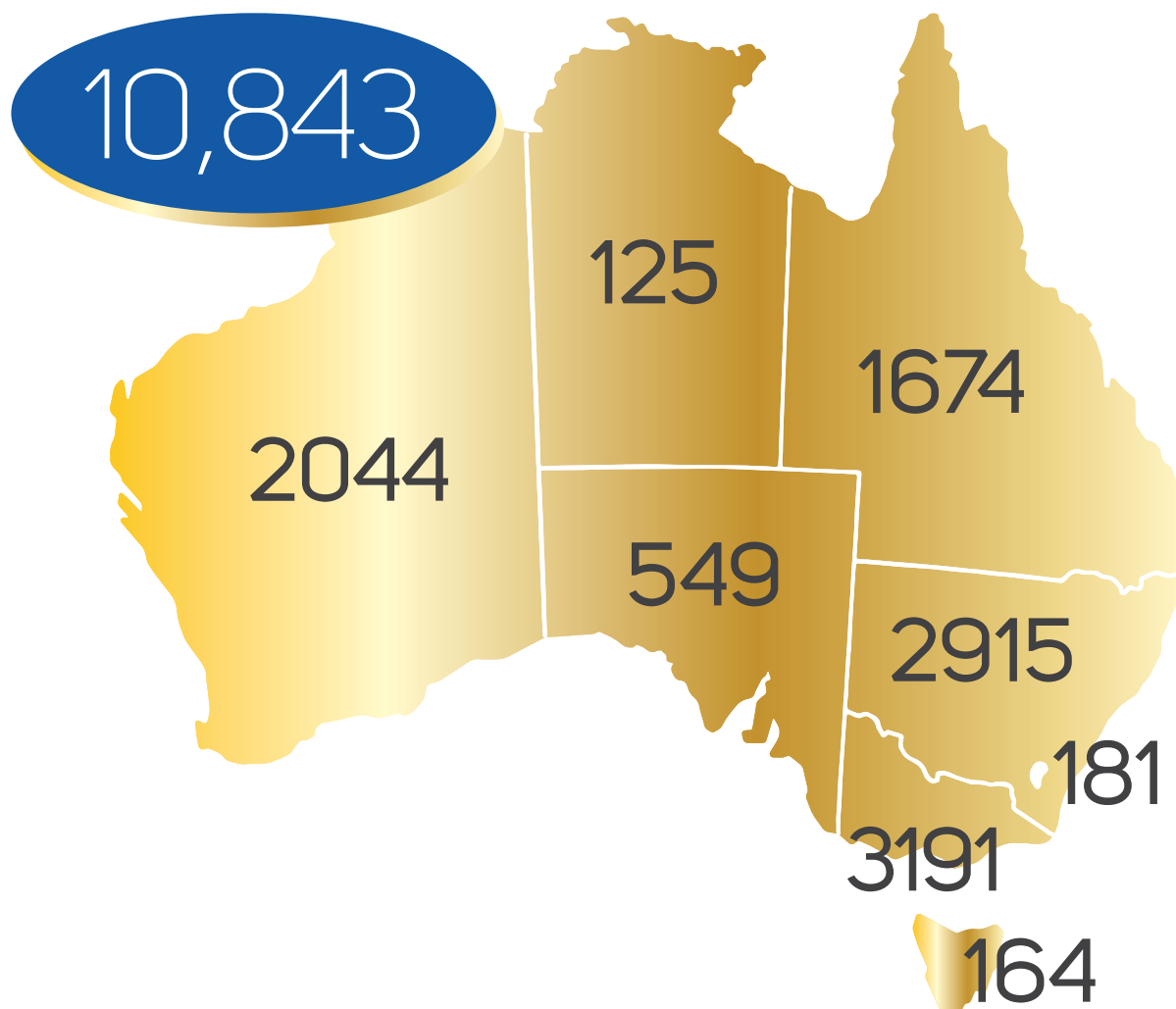
Other professional development training that has been a success is on line live forums for AUSTSWIM Teachers to join in a collaborative learning experience with NZ and Australian Presenters from across the ditch joining the delivery and learning of 'Disability Through a New Lens'.



AUSTSWIM Aotearoa MATE
Seminar

Statistics

AUSTRALIA – TOTAL ENROLMENTS



COURSE	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	TOTAL
TSW	166	2005	92	1073	419	149	2332	1508	7744
INF	–	386	23	291	73	15	461	214	1463
TAI	15	211	10	124	20	–	99	212	691
TCS	–	205	–	92	11	–	156	45	509
ADULT	–	45	–	25	–	–	62	38	170
WETS AQUA	–	63	–	69	26	–	81	27	266
TOTAL	181	2915	125	1674	549	164	3191	2044	10843

LEGEND

TSW Teacher of Swimming and Water Safety™
 INF Teacher of Infants and Preschool Aquatics™
 TAI Teacher of Aquatics – Access and Inclusion™

TCS Teacher of Towards Competitive Strokes
 ADULT Teacher of Adults
 WETS AUSTSWIM WETS Aqua Instructor



INTERNATIONAL – TOTAL ENROLMENTS



COURSE	COUNTRY								TOTAL
	China	Hong Kong	India	Malaysia	New Zealand	Singapore	United Arab Emirates	Vietnam	
TSW	77	75	105	42	141	253	57	183	933
INF	61	8	17	14	15	35	18	11	179
TAI	–	–	–	5	33	10	9	–	57
TCS	–	–	–	–	24	28	20	–	72
ADULT	–	–	–	–	–	3	–	–	3
WETS AQUA	–	–	–	–	16	–	–	–	16
TOTAL	138	83	122	61	229	329	104	194	1260

AUSTSWIM Partners

With ISO 17024 accreditation, AUSTSWIM consolidated its reputation as the leader in the training of teachers of swimming and water safety and aqua instructors. We acknowledge the continuing support of our government, industry and commercial partners.

GOVERNMENT PARTNERS



Australian Government

Supported by the



Government of South Australia
Office for Recreation and Sport

DEPARTMENT OF EDUCATION



NATIONAL COUNCIL MEMBER ORGANISATIONS



INTERNATIONAL PARTNERS



AQUATIC EDUCATION INTERNATIONAL

TULLBERG AQUATICS

INDUSTRY PARTNERS



PLATINUM SUPPORTERS



EVENT SUPPORTERS



Active Careers through
On-Job Qualifications



WEBSITE SUPPORTERS



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