



Government of Western Australia
Department of Sport and Recreation



APEX

Human
Resources
Consultancy

State Sporting Association Learning & Workforce Development Survey

Project Update



SSA Learning & Workforce Development Project

- Developed out of discussions within Human Resources Industry Advisory Group (HRIAG)
 - Joint initiative between DSR, WASF & FutureNow
 - Aimed at identifying current & future learning & workforce development needs within the industry
 - Objective to provide qualitative and quantitative data across the industry
 - Information will support DSR, WASF & FutureNow decision making regarding investment and strategy development
 - First time such a comprehensive analysis has been done
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SSA Learning & Workforce Development Project

- Project encompassed comprehensive survey sent to all SSA's
 - Soft copies sent to all SSA's
 - On-Line capability at futurenow.org.au
 - Core areas of research include;
 - Demographic & workforce development information
 - No. of employees & gender mix
 - Sources & methods of recruitment
 - No. of leavers
 - Length of service
 - Planned expansion
 - Leadership Development
 - Management Development
 - Technical Competence
 - Organisational design & Structure
 - Financial & IT Systems
 - Club/Volunteer related issues
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Workforce Development Provisional Findings

- SSA's employ more than 1,200 staff (including casual/seasonal)
 - 52% permanently contracted staff Male, 48% female
 - 80% full time, 20% part time
 - Two-thirds of workforce possess 3 years or less length of service
 - Staff turnover (permanent staff) of 44% in past 24 months
 - 70% of recruits come from within the industry or via internal promotion
 - Only 2% of respondents indicated plans to reduce staffing in coming 12 months
 - Most common role planned for recruitment was that of Development Officer
 - More than 120,000 volunteers are involved in sport in Western Australia
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Learning & Development Provisional Findings

Respondents ranked major areas of support required in the following order;

1. Leadership development
 2. Management Development
 3. Technical Competence (Staff Development)
 4. Club Development/Volunteer management
 5. Organisational Structure & Design
 6. Finance & IT systems
- On-site, modular type courses were the preferred method of delivery





Learning & Workforce Development Project

Provisional Key Recommendations

1. “Provide continued education and support in regard to workforce development initiatives and feasible implementation strategies that support the recruitment, development and retention of a skilled workforce within the sports industry in WA”
 2. “Undertake a coordinated and targeted approach to meet the identified learning & development needs of the State Sporting Associations in WA”
 3. “Ongoing research is conducted (annually) to ensure future learning & workforce development trends and needs are monitored and identified in order that investment, strategies and decision making supports the needs of the industry”
 - Above represent broad recommendations
 - Detailed list of recommendations contained within the report
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SSA Learning & Workforce Development Project Implementation

- Report & recommendations to be reviewed by Industry Advisory Group & DSR representatives
 - Implementation plan drafted
 - Final Report, Recommendations & implementation plan submitted to DSR & stakeholders
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