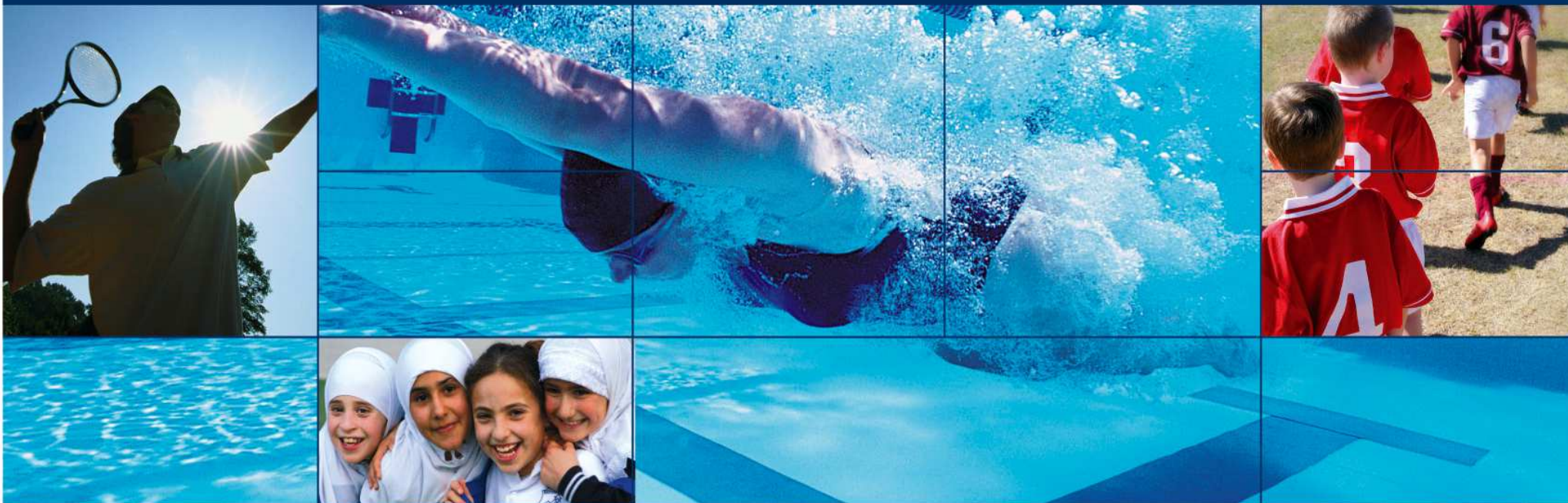




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Golf Development Forum May 2013

Kevin Thompson

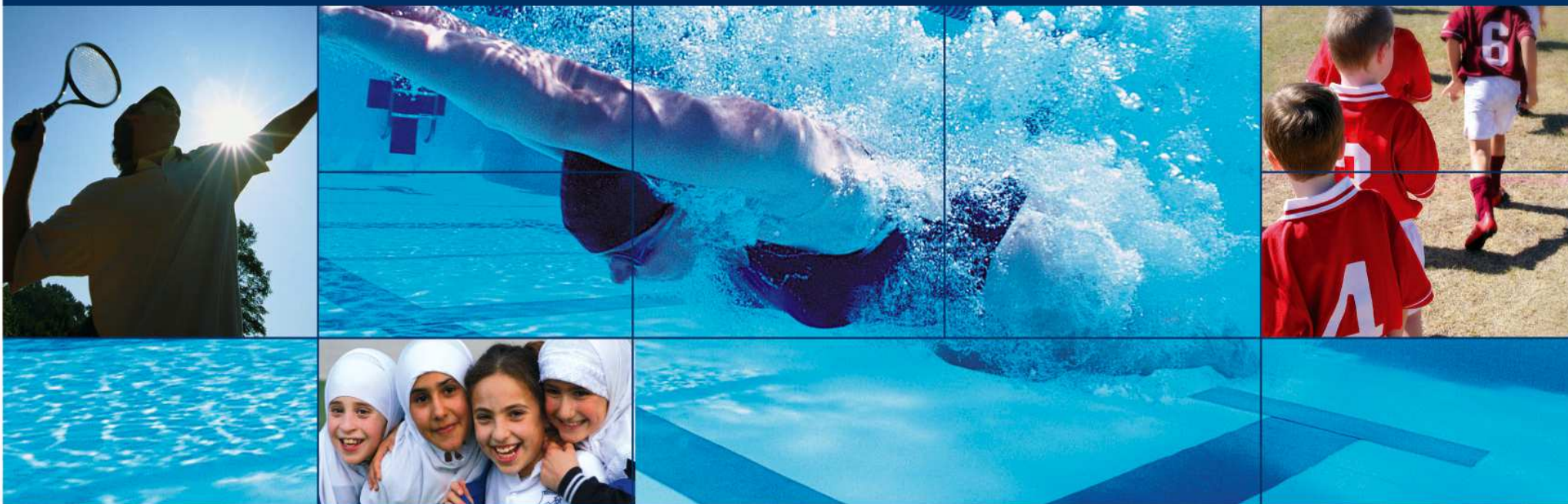




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Participation and Sustainable Sports Division

Sports Governance and Business Capability Branch





What are our priorities?

What are yours?

- Participation plans
- ASPR

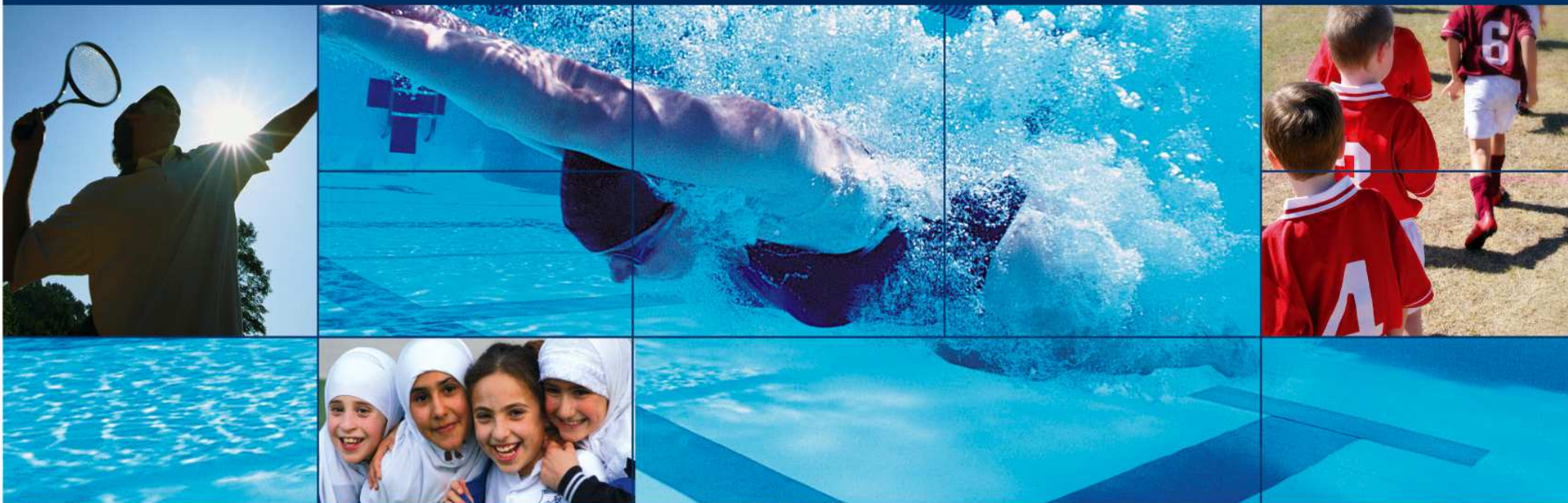
- **Build capability**
- **Increase self sufficiency**

- Governance
- Commercialisation
- Workforce
- Integrity / inclusion
- Technology



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Workforce Development



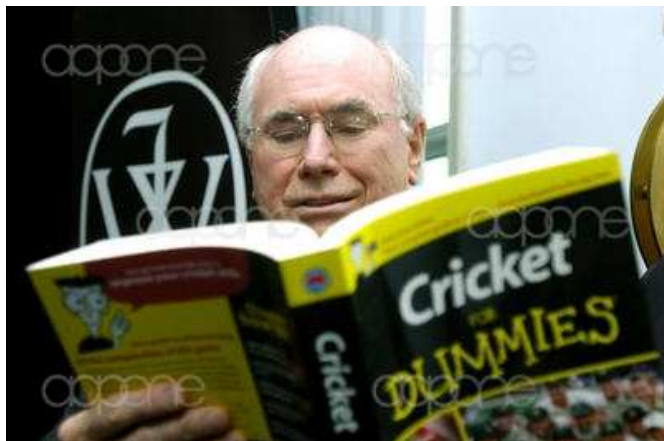
What is 'Workforce Development'?

- Work out what you're doing
- Find out if you've got enough (good) people to do it
- If you haven't got them, plan to get them
- Plan to keep them (the good ones)
- Look to the future

Why is the ASC interested?

- Can sports deliver?
- Changing environment
- Limited knowledge of sport workforce

Why would you do it?



How is it done?

1. Determine the needs – Participation Plan
2. Engage stakeholders – the process, the benefits
3. ‘Discovery’
4. Data massage – identify the issues
5. Back to stakeholders
6. Plan to address

The Pilots

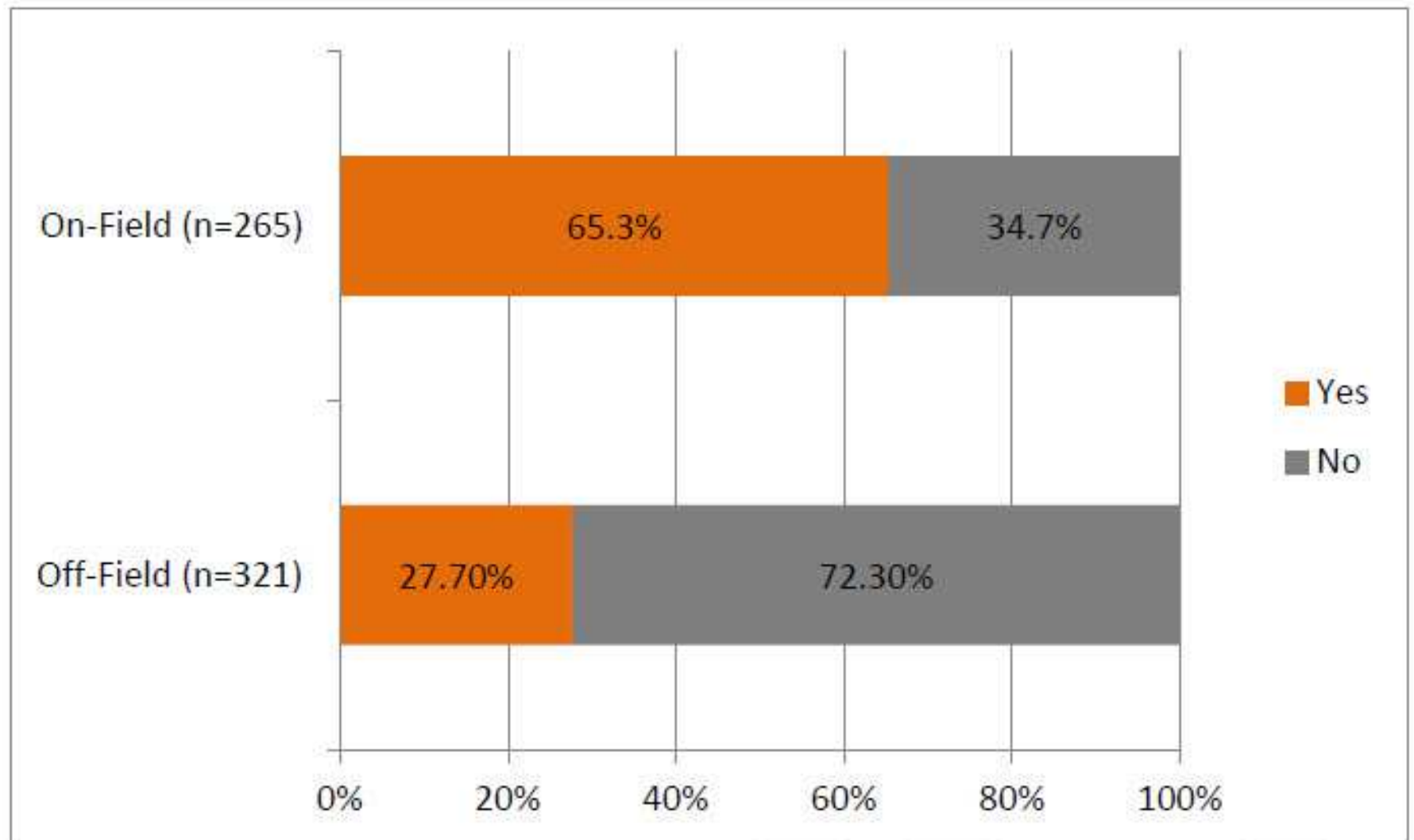
- NSOs that are 'ready' / approached us
- All different targets
- All different challenges

Rugby League: Volunteers

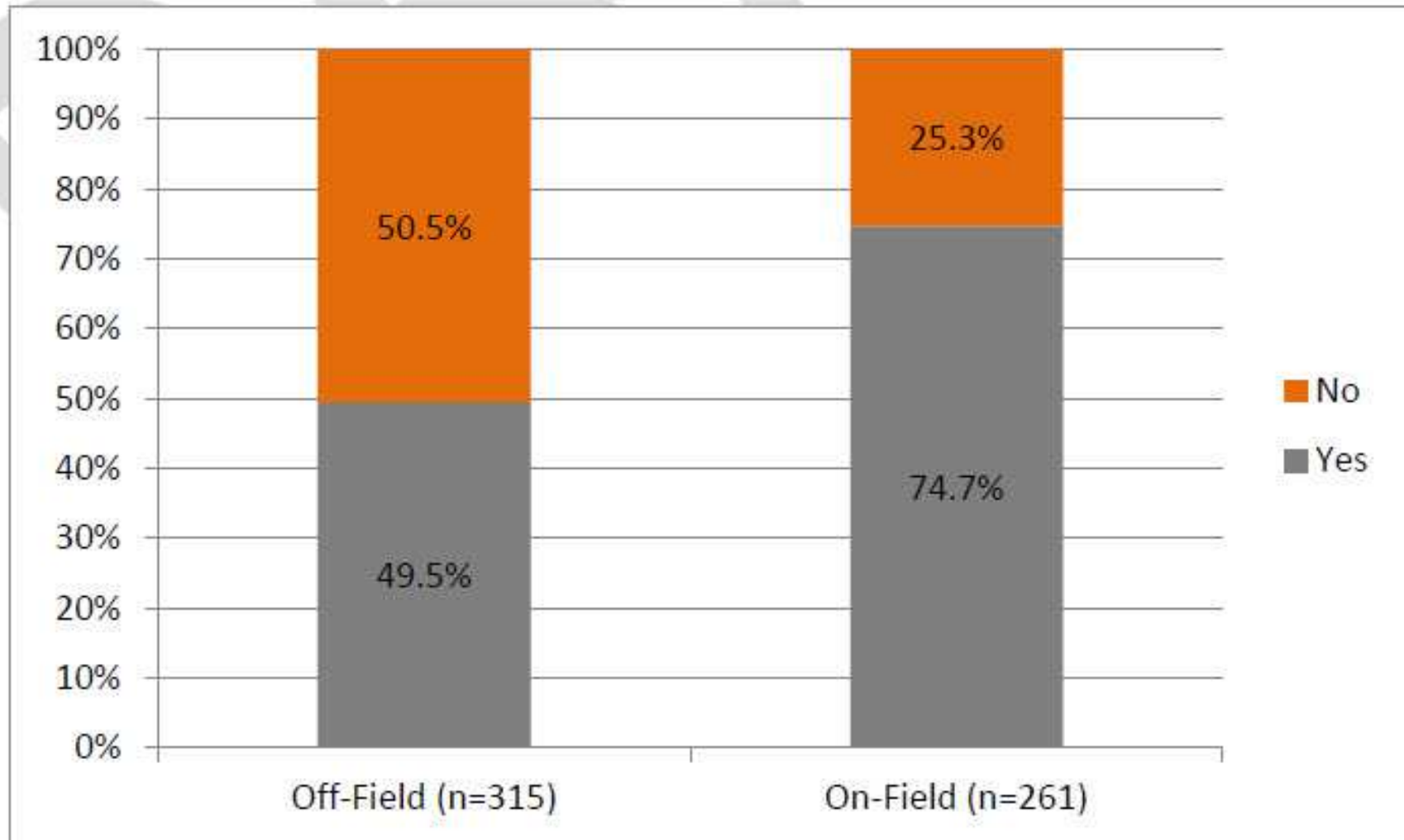
- Pilots in 4 districts:
 - Who are they ?
 - What do they do?
 - What skills do they have?
 - Why they do it?
 - What assistance do they need?
- Outcome: initiatives to address needs



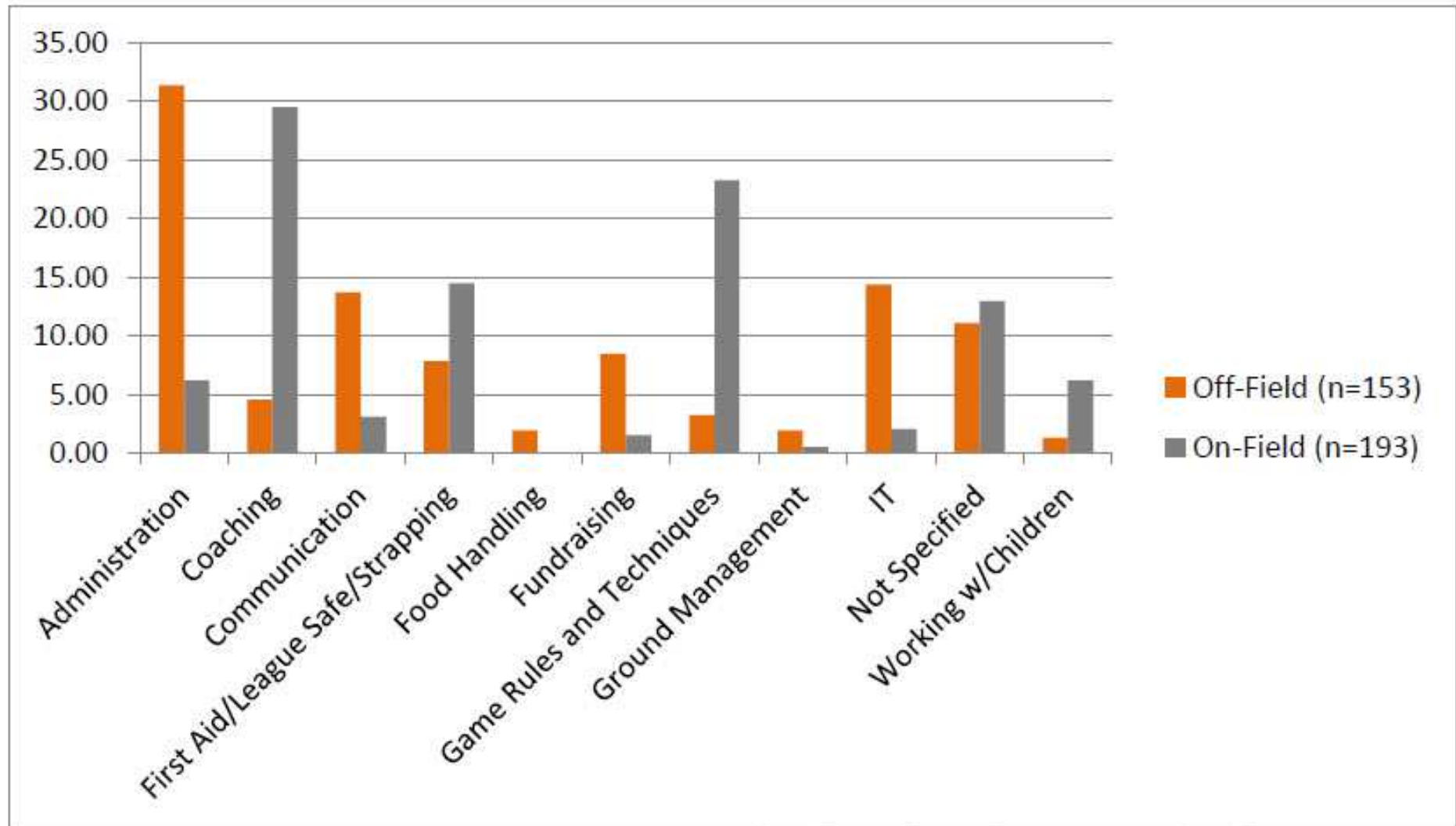
Existing Training



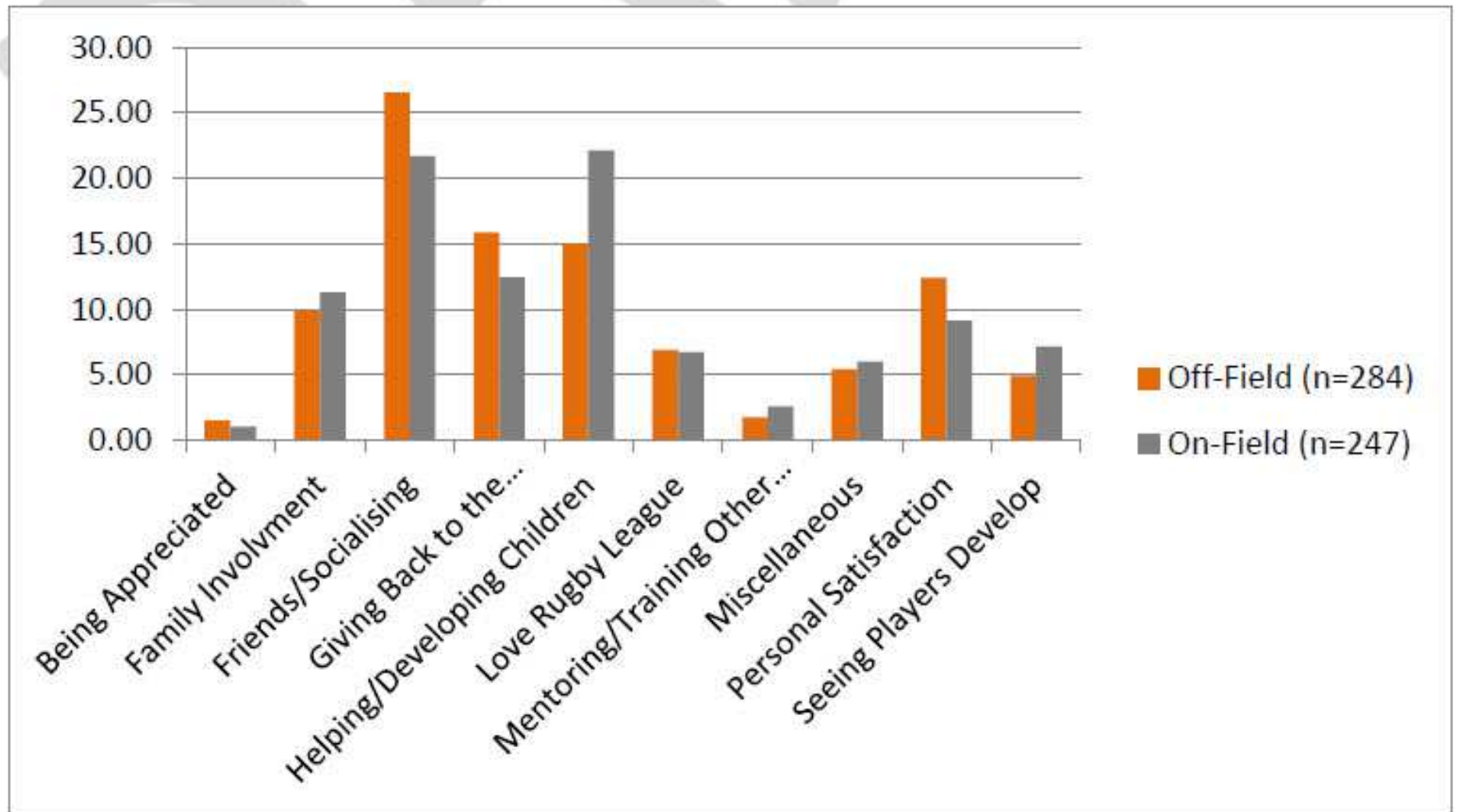
Further Training



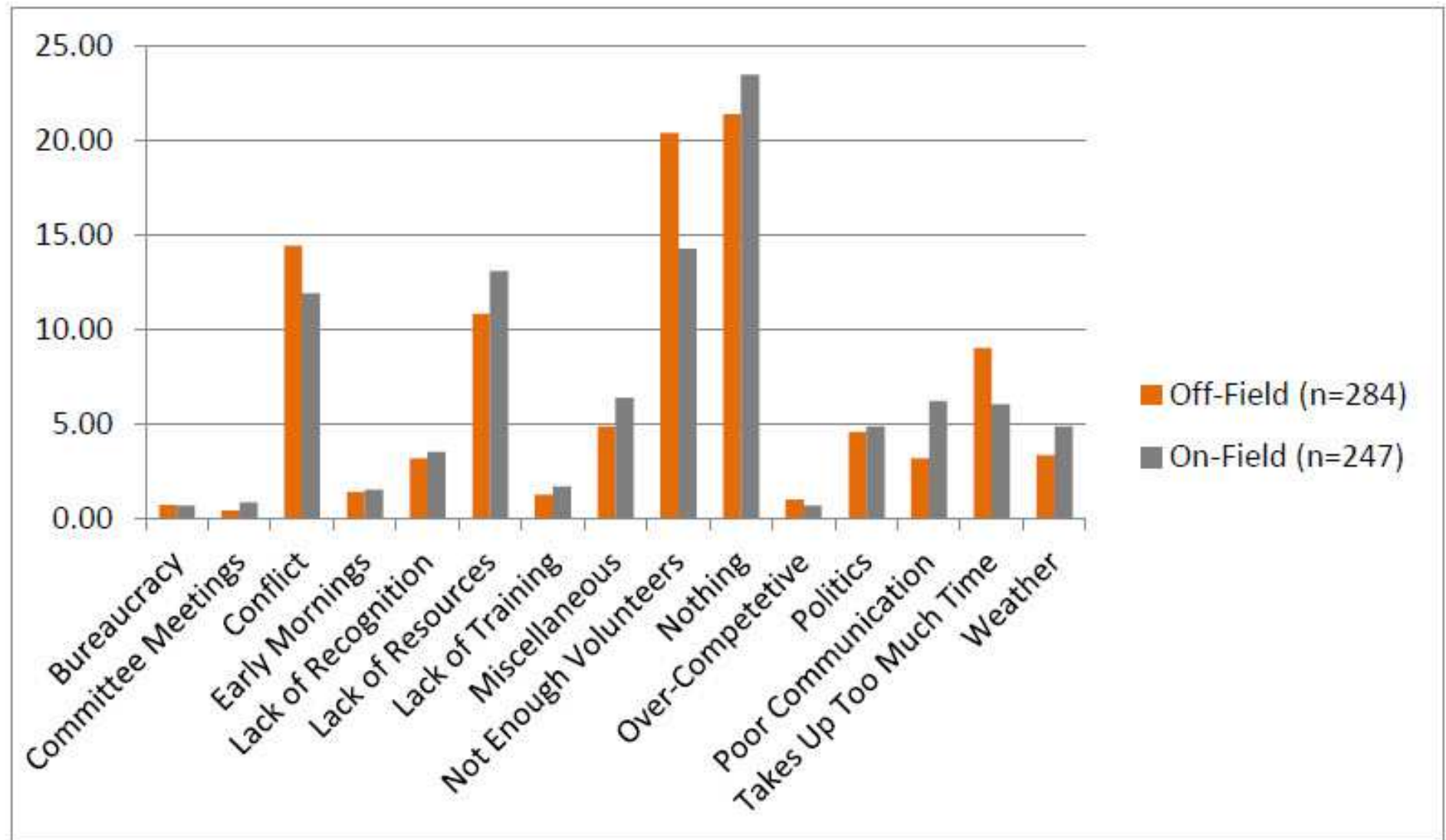
Type of Further Training Requested



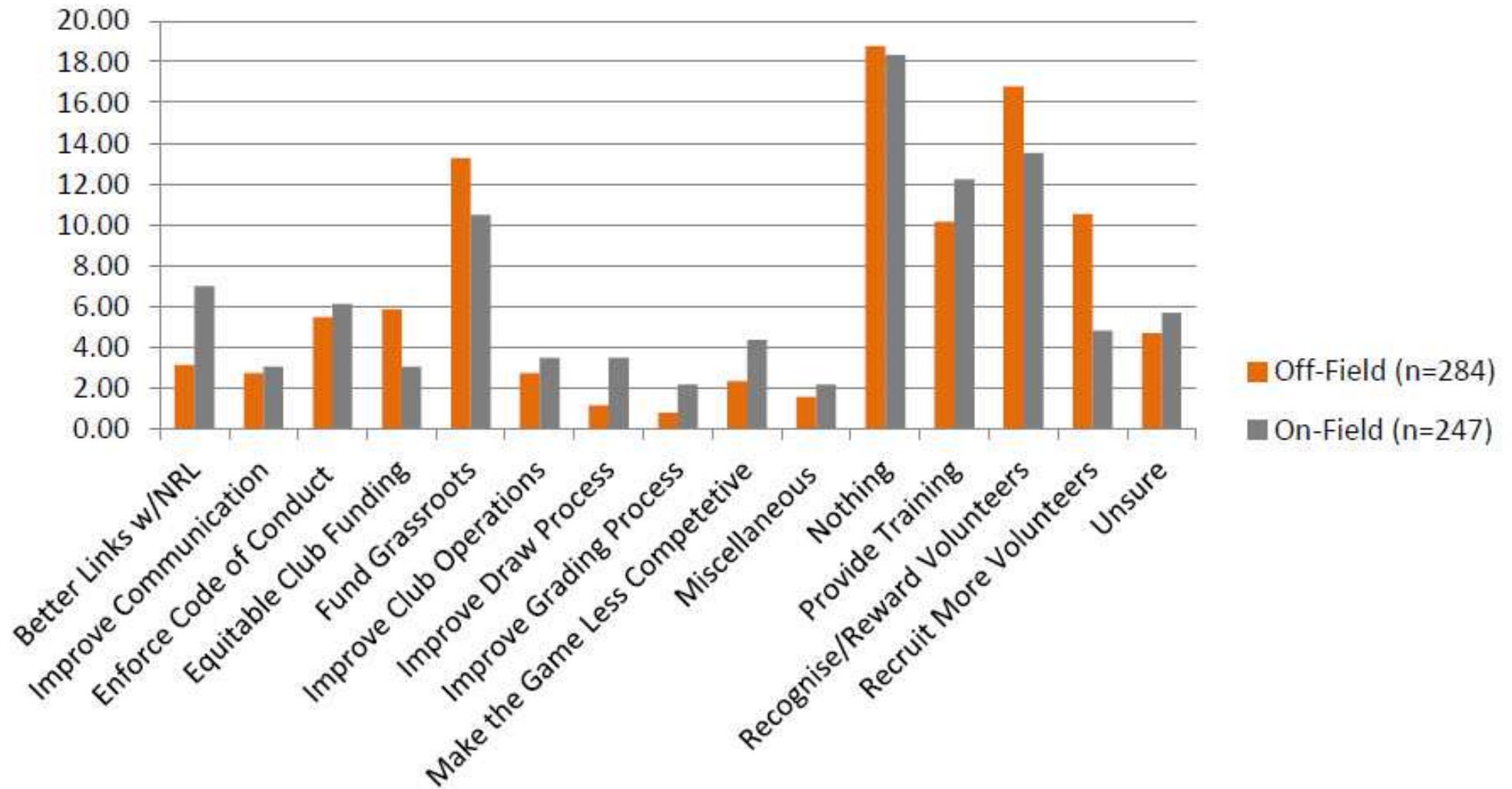
Likes



Dislikes



Suggestions for Improvement



Netball: Development staff

Objective: *'A capable and well supported workforce'*

How it happened:

- Stakeholder meetings
- National survey - 175 staff
- National consultation



Netball - outcomes

- 'Netball Advantage'
- Workforce Development Strategy
- 2013:
 - National Induction Program
 - National Leadership Program
- Relationship building



Golf Participation Plan

Lack of resources “on the ground”
to deliver programs identified as
a potential key barrier to delivering
the desired objectives of the plan.

Golf workforce

- Golf Australia Development personnel
 - State, Territory and Junior Foundation Development Managers
 - Development Officers
 - PGA Members
 - ALPG Members
-
- Community Coaches
 - Club Managers
 - Club Volunteers
 - District Volunteers
 - School Teachers
 - Drummond Golf franchisees

What can we do for you?

- Human resources
- Expertise
- Upskilling
- Facilitation
- Potential access to funding



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SERVICE SKILLS
AUSTRALIA

Staff: 1. Stakeholder agreement

Details	Timeline
<ul style="list-style-type: none">•Reference Group established•Reference group presented with proposal and agreement on broad methodology•Identify targets•Broad set of questions / themes agreed•Communication strategy established and ownership decided upon•Project plan and timelines confirmed	3 weeks from confirmed start up

Staff: 2. Field work

Details	Timeline
<ul style="list-style-type: none">•Research tools and questions finalised•Conduct research	5 to 6 weeks in the field

Staff: 3. Validation

Details	Timeline
<ul style="list-style-type: none">• Validate raw data with staff• Develop a set of recommendations on possible developmental priorities	4 to 5 weeks

Staff: 4. Developing the Plan

Details	Timeline
<p>Draft a plan (through reference group) that will:</p> <ul style="list-style-type: none">• Define key priority areas for action• Define who is responsible and accountable for the strategy• Build action plan, measures and timelines for implementation	4 weeks

Staff: 5. Publication

Details	Timeline
<ul style="list-style-type: none">• Validate strategy and leadership sign off.• Design and confirm communications strategy	4 weeks

Staff: 6. Plan implementation

Details	Timeline
<ul style="list-style-type: none">• As per KPI's, action items and ownership, plan is implemented	< 12 months



Lessons from the pilots

- Clear plan and objectives
- ‘Top cover’ essential
- Willingness to assign resources
- A ‘Champion’ or dedicated person
- Buy-in from all stakeholders



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Sport Workforce Audit Tool

Project overview May 2013

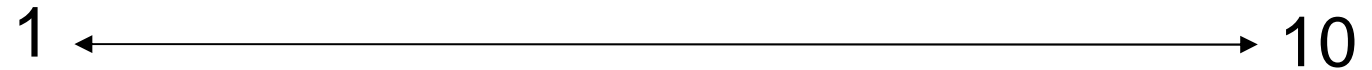


What is the Sport Workforce Audit Tool?

Online assessment that assists sporting organisations with workforce planning and development

Self administered, with data aggregated.

3. Your results report rating



Workforce planning



Your recommendations e.g.:

Workforce gaps



4.5

- Results summary
- Best practice points
- Suggested action plan
- Resources
- Key contacts

Next Steps

Above the line:

- Agree a project plan with timelines
- Tick off the 'Go' prerequisites:
 - Top cover
 - Buy-in from all stakeholders
 - Resources (Golf, ASC, SSA)
 - A 'Champion' or dedicated person

Below the line

- SWAT pilot