

Q&A Catch Up 02.06.21

What are your biggest challenges currently?

- *PD's not completed through lockdown*
- *New teachers training new teachers - loss of years of experience in teaching*
- *The cost of swim qualifications, NSW were advertising \$80 courses. Can vic also do this*
- *Agree with delays in getting quals back*
- *Delays in getting staff qualifications back from Austswim*
- *staff training for gspo compliance*
- *Trying to clarify renewing in relation to course codes*
- *Retention through continuous lockdown*
- *Unknown re-opening date*
- *Staffing and medical absence*
- *Illnesses with staff*
- *Covid*
- *Staffing - many not returning and less applying for jobs*
- *Recruitment in rural area*
- *Covid 19*
- *Employing staff*
- *Getting organised to move to the new curriculum and sorting staffing*
- *Staff illness and shift covers*
- *Legacy issues from COVID lockdown last year - finding staff*
- *staff moving onto full time work*
- *Teacher shortage*
- *Lockdowns, Progression without frequent lessons, to many students(first for us)*
- *Loss of experience*
- *Lockdown 4.0*
- *Lockdown Lack off staff Job adds not being filled*
- *covid*
- *Students returning back to lessons*
- *Medical absence of staff*

What are your biggest challenges currently cont...

- *Hesitant parents for school swimming programs causing low participation*
- *Not enough staff*
- *Staffing to meet demand program needs*
- *Staffing*
- *Parents not being consistent*
- *Staff recruitment*
- *Finding staff*
- *Staff!*
- *staff to cover shifts due to illness/ schools*
- *Shortages of swim teachers*
- *Covid restrictions*
- *Lack of qualified staff*
- *Unknown reopening dates*

What are you doing to over-come these challenges?

- *Working long hours*
- *Paying for training (not successful), spreading out lessons but this adds to the length of time in the water, encouraging patrons to teach*
- *Our Council is promoting a lifestyle change to attract people to the area.*
- *keeping staff up to date*
- *Paying for new employees to become qualified.*
- *Extra time into professional development & ongoing support of new staff. Communicating more frequently and clearly with parents of students*
- *Reframing terminology in seeking new swim teacher candidates through 'traineeships' aimed at parents and our older adults who are retired*
- *Sponsored training and upskilling*
- *Traineeships up for offer...course and training hours paid for*
- *Keeping staff up to date as soon as the information becomes available*
- *Continuous communications with schools and community groups in regards to employment opportunities*
- *Structural changes to teacher support*
- *Staff engagement - inviting staff to give their input with projects and program development*
- *Keeping in touch with staff via teams, phone calls, emails*
- *Recruiting from local high schools*
- *Trying to engage existing lifeguards*
- *Communicating with stakeholders and being honest*
- *Covering training costs*
- *Looking for direction from LSV*
- *Assisting staff to get qualified through a workplace traineeship.*
- *PD sessions (internals and by LSV)*
- *Open communication and flexibility with school groups*
- *Seeking funding options to encourage qualifications*
- *Keep In touch with staff, zoom contact*

What can we do to support you?

- *Checking in with Centre's rather than us following up with you - currently very time poor and easy to forget you guys are available!*
- *Is there a way of having the qualification recognised as part of VCAL or a VET course*
- *Creating a recourse to send to recruitment agencies to create awareness about swim teaching roles.*
- *Clarity on what to do with old certificates. Clarity on timeframes for new resources*
- *More PD's to be shared with swim teaching teams, especially on-line as the large team cannot always attend onsite x*
- *outreach for recruitment from LSV to feed to centres, saving centres some time*
- *constant communication*
- *PD sessions/courses in regional Vic*
- *Online training helps to keep teachers involved during lockdown*
- *Free PD for staff, assistance with career expos from a swim teacher perspective*
- *Further assist in training and incentivising for more teachers eg renew in June*
- *Cost effective PD for teachers*