



# Annual Report 2023 | 2024



## FOLLOWERS



**39,478**  
FACEBOOK



**4,421**  
INSTAGRAM



**770**  
YOUTUBE



**2,820**  
LINKEDIN



**1,203**  
TWITTER



**823**  
RECOGNISED  
SWIM SCHOOLS

## AGE OF TRAINED TEACHERS

**39%**  
17-24

**28%**  
25-39

**27%**  
40-59

**6%**  
60+



**406,397**

TOTAL TEACHERS  
TRAINED SINCE 1979



**863**  
COURSES  
CONDUCTED



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AUSTSWIM would like to acknowledge the Traditional Custodians of the many lands on which we all work, swim, and recreate every day, and to pay our respects to Elders past and present. We also wish to extend that respect to all Aboriginal and Torres Strait Islander people who form a part of our organisation as teachers, candidates and students.



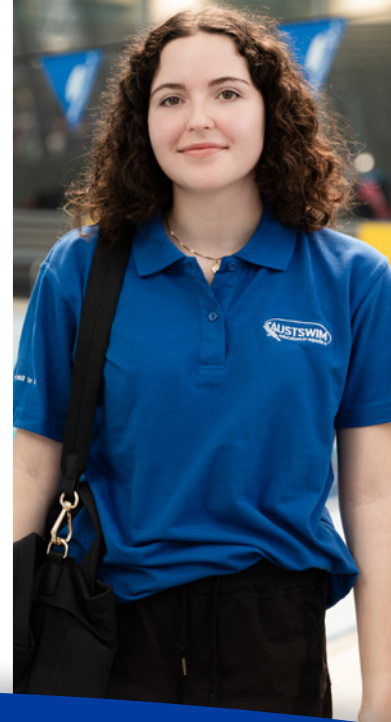
28,619

CURRENT  
LICENSED TEACHERS



8,276

2023/24 TOTAL  
TEACHERS TRAINED



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# Our Critical Role

## The Importance of AUSTSWIM

For over 45 years, Australasians have been taught to swim by AUSTSWIM trained and licensed Swimming and Water Safety Teachers. With over 400,000+ teachers trained since inception, it's likely that each and every person in Australia today has been taught by, or know someone who has been taught by, an AUSTSWIM Teacher of Swimming and Water Safety.

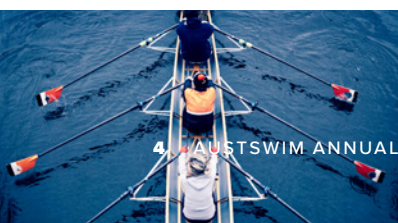
The National Drowning Report 2024 is a sobering reminder that there continues to be a real need for water safety education in Australia, with 323 deaths and 82% of these being male. Many more individuals are affected by non-fatal drowning incidents and it's a stark reminder of the importance of water safety and awareness of the dangers of aquatic environments.

## The Foundation Stone

AUSTSWIM Licensed Teachers are the lifeblood of swimming and water safety programs and have been so for the past 45 years. The skills taught by our teachers are far reaching and enable our Olympians to swim on the world stage; they enable lifesavers to patrol our beaches, pools and water ways; they enable social connections; create healthy environments, and breed the next generation of swimming and water safety teachers.

At AUSTSWIM we recognise and celebrate the importance of our organisation, and our people as the foundation stone of swimming and water safety across Australia.

**We educate today for a safer tomorrow.**





# The Magic of AUSTSWIM

## AUSTSWIM: The Gold Standard in Aquatic Education

At AUSTSWIM, we believe quality swimming teachers save lives. Driven by our mission for excellence and our vision of every Australian learning swimming and water safety skills, by an Accredited AUSTSWIM Teacher, we foster safer, more confident communities around water.

Our Licensed teachers are equipped to deliver exceptional education, with the AUSTSWIM Licence serving as a trusted mark of excellence for swim schools, parents, and students.

We proudly prepare pool-ready teachers to make an immediate impact, ensuring every lesson upholds the highest standards of safety and quality.

A not-for-profit, AUSTSWIM is committed to inclusivity, accessibility, and continual improvement, helping more communities access effective swimming education.

### Foundation Course

The base level accreditation for becoming a swimming and water safety teacher:

- **AUSTSWIM Teacher of Swimming and Water Safety (TSW)** sisss00132



### Extension Courses

Once an AUSTSWIM Teacher of Swimming and Water Safety (TSW) has gained the base level accreditation, AUSTSWIM invites its licensed teachers to grow knowledge, skills, understanding and experience as well as gain an additional accreditation that recognises further professional development.

- **AUSTSWIM Teacher of Infant and Preschool Aquatics (INF)** siscaqu027
- **AUSTSWIM Teacher of Aquatics – Access and Inclusion (TAI)** siscaqu028
- **AUSTSWIM Teacher of Adults (AD) Non Accredited Training**
- **AUSTSWIM Teacher of Towards Competitive Strokes (TCS) Non Accredited Training**
- **AUSTSWIM Aqua Exercise Instructor (AQUA)** sisss00127



# 28K+

With more than 28,000 current AUSTSWIM teachers, we have the largest learning network of Teachers of Swimming and Water Safety in the southern hemisphere.



AUSTSWIM was established in 1979 and, since inception, has trained more than 400,000+ teachers, and currently runs more than 850 courses annually.



AUSTSWIM is the ONLY swimming and water safety teaching accreditation that allows you to work at EVERY swim centre across AUSTRALIA.



Melinda Crole – AUSTSWIM Chair, Brad Maunsell – Interim CEO and Georgie Nichol – General Manager

# Leadership Report

As AUSTSWIM closes the 2024 year, we reflect on a period marked by sustained performance and meaningful advancements in swimming and water safety education both nationally and globally. Melinda Crole (Chair), Brad Maunsell (Interim CEO), and Georgie Nichol (General Manager) are pleased to present this overview of the past year, recognising the hard work and dedication of AUSTSWIM's staff, trainers and community partners.

## Focus on Growth and Strategic Direction

We believe quality swim teachers save lives. AUSTSWIM has made strides in evolving our service offerings and expanding our influence in the aquatics industry. Guided by our 2024-2028 Strategic Plan, we prioritised our role in strengthening the swim teacher workforce, headlined by our delivery of upgraded and improved courses, enhancing water safety education and driving drowning prevention awareness across the nation.

In order to better serve Australia's diverse communities, we are actively working on flexible, inclusive approaches to education and course delivery. Our ongoing projects in digital transformation and the release of our Professional Development Library aim to provide high-quality, accessible resources for both metropolitan, regional and remote swim teachers. The recent launch of our AQUA course and gap training modules (*'Bridge the Gap'*) represents significant steps in tailoring education to a broader audience while upholding AUSTSWIM's reputation for excellence in aquatic education.

## Key Achievements and Contributions

This year has been defined by a series of important accomplishments. We continue to strengthen relationships with our valued international partners in New Zealand, Singapore and Malaysia. Within Australia, we launched new professional development in inclusion and neurodiversity and refined our core offerings in the Teacher of Swimming and Water Safety, Teacher of Infant and Preschool Aquatics and Teacher of Aquatics – Access and Inclusion. These initiatives deliver on our commitment to maintaining industry-leading educational standards and meeting the evolving needs of our community stakeholders.

Our Customer Journey Mapping workshops underscored the importance of user-centred improvements, leading us to initiate a comprehensive digital enhancement plan. This will better support our trainers, teachers, candidates and partners by streamlining their digital experience and connection. Furthermore, the review of our Trainer Model and pilot programs in regional areas have contributed to strong attendance, particularly in underserved communities in Northern Territory and Western Australia.

## Financial Performance Overview

AUSTSWIM's financial health remains stable during a difficult period of transition and change. Strategic cost management and considered price adjustments have helped us sustain operations while investing in long-term strengthening and growth projects. The Professional Development Library, digital platform updates and improvements to our core course offerings were among our highest-value investments this year. We also continue to invest in initiatives that ensure safeguarding children is at the forefront of our thinking, including enhanced screening, community awareness and professional development for the AUSTSWIM teacher workforce. These financial decisions, while carefully balanced, reflect our commitment to advancing our operational footprint to deliver quality aquatic education to more Australians.

## Plans and Future Outlook

Looking forward, 2025 will be a critical year as we roll out further strategic projects. Notably, we anticipate the continued implementation of our revised Professional Development Library, further digital enhancements, and new initiatives to connect and engage with our community. Through these initiatives, we aim to uphold AUSTSWIM's leadership in aquatic education while adapting to the dynamic needs of our industry. Our plans also include a dedicated focus on partnership networks to solidify AUSTSWIM's position in the Australian aquatic industry and internationally.

## Gratitude and Commitment

The dedication of our volunteer Board Members, employees and trainers are the backbone of our success. Their commitment to AUSTSWIM's vision, especially amid the challenges of recent years, is invaluable. Together, we are inspired to lead AUSTSWIM into 2025 with a renewed focus on safety, quality, and innovation for the benefit of our communities. AUSTSWIM believes quality swim teachers save lives.

# Collaboration, Continuous Improvement, and Community Engagement

At AUSTSWIM we believe quality swimming teachers save lives.

Over the past year we have continued to champion quality aquatic education through innovative programs, impactful community engagement initiatives and strengthened strategic partnerships.

## Continuous Improvement

AUSTSWIM implemented significant enhancements to our flagship Teacher of Swimming and Water Safety (TSW) course. We introduced new online study and assessment materials along with updated resources for trainers and candidates alike. Additionally, we worked closely with Swim Schools to tailor course delivery requirements to ensure candidates have the optimal learning experience through both theoretical and practical learning components.

We also refreshed our Teacher of Infants and Pre-school Aquatics (INF) and Teacher of Aquatics – Access and Inclusion (TAI) courses, ensuring candidates are more prepared to manage emerging industry challenges as they arise within the diverse communities we connect with.

## Safeguarding Children and Young People

AUSTSWIM continues to be dedicated to safeguarding children and young people in aquatic environments. Our Leadership Team deepened their awareness and knowledge with specialised safeguarding training in order to continue to lead and embed the organisation's safeguarding culture.

We responded to emerging Teacher and Trainer needs by developing new resources to guide safe handling practices of children in the water, including a video and FAQ, which is freely available on the AUSTSWIM website. Additional professional development modules are under development to better support our cohort of teachers to ensure children and young people are safe and can thrive

in water. We remain dedicated to continuous learning at all levels of the organisation to safeguard children and young people in all aquatic environments.

## Digital Enhancements

We continued to modernise and integrate our digital platforms, enhancing course accessibility, engagement, and user-friendliness. This included significant updates to our Learning Management System which now supports interactive learning modules and improved mobile compatibility, making learning with AUSTSWIM easier and more accessible for all.

## Industry Collaboration

This year, collaboration with industry partners remained a key priority. By building strong partnerships with key organisations in the sector, we have extended our impact and strengthened support for swim teacher licensing, aquatic safety, and quality aquatic education across Australia.

AUSTSWIM is proud to have been an active member of the Australian Water Safety Council, contributing to national strategies to reduce drowning incidents and promote water safety education. Our involvement ensures that the perspectives of swim teachers and aquatic educators are represented in shaping the Australian Water Safety Strategy 2030, reinforcing our commitment to improving water safety outcomes for all communities.

We also contributed to the National Aquatic Industry Committee, working alongside other key industry leaders to address challenges and opportunities within the aquatic sector. Through this collaboration, AUSTSWIM has helped to drive initiatives that enhance professional standards, streamline training pathways, and support sustainable growth across the industry.

We were proud to be an official partner of SWIMSAFER Week 2023, joining forces with SWIM Australia to



promote safer aquatic participation and advocate for early aquatic education. This partnership underscored our shared commitment to drowning prevention and our focus on increasing access to swimming lessons for all children across Australia.

We collaborated closely with the Aquatic and Recreation Institute of NSW (ARINSW), Leisure Institute of WA (LIWA), and other state industry representatives to unify our goals, share best practices, and provide localised support within each state. These partnerships not only facilitated a coordinated approach to professional development (PD) for our teachers, but also allowed AUSTSWIM to share our PD with diverse networks through new channels, as we worked together to strengthen aquatic knowledge and safe practices within the industry.

### Fitness For Purpose – Swim Brothers and Her Swim School Programs

AUSTSWIM continued its partnership with Fitness For Purpose to support swim safety programs tailored for culturally diverse communities. This year's focus includes a Teens Swimming Skills program and swim teacher training for select candidates, empowering new aquatic leaders to promote water safety within their communities.

These are just a handful of our proud collaborations with other key leaders in the industry, with many more collaborative events and projects in the pipeline for the next 12 months.

## Community Engagement

### Removing Barriers Program

The Removing Barriers Program has played a pivotal role in fostering inclusivity within the aquatic industry. With 965 trained Teachers of Aquatics – Access and Inclusion (TAI), 273 family members educated through the Make Aquatics a Terrific Experience (MATE) course, and nine Removing Barriers scholarship recipients, we have helped lay the foundation for lasting change. As the Removing Barriers Program concludes, we remain committed to uncovering new avenues to ensure the benefits of water and aquatic education are accessible to everyone.

### Allianz Swim Club

In collaboration with Allianz Australia and Masters Swimming Australia, we launched the Allianz Swim Club, a free, eight-week learn-to-swim program to improve the confidence of adults who could not swim. With lessons offered at 15 pools across NSW, QLD, SA, VIC, and WA, the inaugural swim club successfully welcomed 800 participants to pools across the country.

## Government-Funded Training Programs

### Skills Assure QLD – Higher Level Skills Program

In Queensland, we participated as a Queensland Government Skills Assured Supplier through the Higher-Level Skills Program. This government-subsidised initiative supported eligible individuals to achieve Certificate IV level and above qualifications or priority skill sets. This opportunity equipped candidates with knowledge and skills for career advancement, employment or university pathways in priority industries. This program showcases our commitment to uncovering new career pathways in aquatics, strengthened industry retention efforts and advancing the industry through focused training and education.

### Smart and Skilled NSW

Through Smart and Skilled funding in NSW, we provided funded Teacher of Swimming and Water Safety (TSW) training for Swim School staff and the broader public across NSW. Our involvement in this initiative underscores AUSTSWIM's dedication to uncover new pathways and opportunities to develop and invest in our swim teacher workforce.

### The Active Queenslanders Industry Alliance (AQIA)

The Active Queenslanders Industry Alliance (AQIA) partnered with AUSTSWIM to provide fully funded swim school teacher training for Queensland students (aged 16+), directly addressing the critical shortage of swim teachers in the state. As a part of the School to Work Transition Program, this initiative equips young people with the necessary skills and attributes to pursue flexible and rewarding careers in aquatics.

## Looking Ahead

As we plan for the future, AUSTSWIM remains dedicated to leading the way in delivering high quality aquatic education. Without exception we will continue to advocate for aquatic safety, accessibility and inclusivity across Australia and internationally.

Through ongoing collaboration with other sector leaders and local, state and federal governments, we will continue to deliver high-quality teacher training to develop and strengthen the swim teacher workforce.

Learning to swimming is a skill for life. Our goal is to develop and nurture more quality swimming teachers to save more lives.



AUSTSWIM

TEACHER  
IN TRAINING

# Quality and Education – Changes & Challenges

The Sport and Recreation training package update in December 2023 presented AUSTSWIM with a valuable opportunity to enhance our course offerings, starting with our flagship course – the AUSTSWIM Teacher of Swimming and Water Safety (TSW). We took on the challenge with a commitment to maintain the highest standards in aquatic education. We developed new online study and assessment materials, alongside updated resources for both trainers and candidates alike.

A pilot of the new TSW course was successfully conducted in November 2023, marking an important milestone. However, in keeping with our focus on continuous improvement, we identified areas for enhancement based on specific feedback from swim schools and the broader industry.

Stakeholders expressed concerns about the administrative load on aquatic venues and swim schools, prompting us to act swiftly and release a second version of the course. Utilising ongoing engagements with key stakeholders, we launched the third and current version of the AUSTSWIM Teacher of Swimming and Water Safety (TSW) course in April 2024, which has since been warmly received across the industry. This is a testament to our team's dedication to providing timely, effective solutions that meet the evolving needs of our industry.

Our commitment to supporting teachers during this transition was paramount, particularly for candidates completing their licences amid the training package transition. We ensured that all teachers-in-training had the necessary support and resources to complete their accreditation or transition to the updated units of competency.

We are also proud to announce that the updates to the AUSTSWIM Teacher of Infant and Preschool Aquatics, as well as the AUSTSWIM Teacher of Aquatics – Access and Inclusion courses, are now complete and were released in July 2024. Another exciting development is the redevelopment of our

AUSTSWIM Aqua Exercise Instructor course. Recognising the nationwide shortage of instructors and trainers in this field, we secured a grant (supported by the NSW Office of Sport) to develop and deliver a brand-new course. A pilot was successfully held in regional NSW in June 2023, and the first live course will take place in Sydney in November 2024. This initiative reflects our dedication to addressing industry needs and ensuring a consistent supply of skilled instructors.

As a Registered Training Organisation (RTO), AUSTSWIM remains focused on aligning our courses with industry standards and regulations, while delivering exceptional learning experiences. With the introduction of new units of competency, beginning in October 2023, we continued to raise the bar for aquatic education, ensuring our teachers are equipped with the skills and knowledge required to thrive in the industry.

Our achievements to date are a testament to our team's commitment to quality, innovation, and the continuous improvement of our courses, ensuring that AUSTSWIM remains a leader in aquatic education across Australia.

## AUSTSWIM's Commitment to Safeguarding Children and Young People

AUSTSWIM launched new resources to support swim teachers in understanding how to safely interact with children in the pool. These resources provided essential guidance on protecting students through safe manual handling techniques, necessary for helping beginner students learn skills such as floating and maintaining correct body position.



# Reflecting on the impact of the Removing Barriers program

We marked a significant period of achievement in promoting inclusivity within the aquatic community through the Removing Barriers program. This report reflects on the accomplishments of the past year and highlights the overall impact of the Removing Barriers initiative.

Throughout the year, AUSTSWIM awarded nine scholarships to people with disability, enhancing access to the aquatic workforce and demonstrating our commitment to diversity, equity and inclusion. These scholarships were instrumental in providing opportunities for recipients to become swim teachers, enabling them to engage with their communities meaningfully.

During 2023-2024 AUSTSWIM also delivered the Make Aquatics a Terrific Experience (MATE) course to 173 family members and carers of people with disability; a 30% increase in enrolments compared to previous years. This program equipped participants with the necessary skills to support people with disability and their families in aquatic environments, fostering safer practices and promoting inclusion. We also accredited 280 new Teachers of Aquatics – Access and Inclusion (TAI).

The Removing Barriers program, in collaboration with the Commonwealth Government's Department of Social Services, aimed to increase access to aquatic activities for people with disability. By facilitating safe, supervised aquatic engagement, the program has made a lasting impact on the lives of many.

**Throughout its duration (2021-2024), the Removing Barriers program exceeded expectations, training a total of 965 Teachers of Aquatics – Access and Inclusion, who can now support approximately 96,500 people with disability.** These trained professionals play a crucial role in providing specialised swimming lessons, enhancing community engagement, and fostering participation and inclusion.

As we reflect on the success of the Removing Barriers program, we know we have made significant contributions to building a more inclusive aquatic environment. **With 965 TAI teachers trained, 273 family members educated through the MATE course, and nine active scholarship recipients, AUSTSWIM has paved the way for lasting change in the aquatic industry.**

As the program concludes, we remain committed to ensuring that the benefits of water are accessible to all, marking the beginning of a more inclusive aquatic community where everyone can thrive.

## Chip's Journey: A success story from AUSTSWIM's Removing Barriers program



AUSTSWIM's Removing Barriers scholarship program has had a profound impact on people with disability, exemplified by the inspiring journey of Chip, its first recipient. Chip, who has Down syndrome, had always dreamed of becoming a swim teacher. Through the support of AUSTSWIM, Belgravia Leisure, Belgravia Academy, Steph and the crew at Wollondilly Community Leisure Centre, he was able to turn that dream into a reality.

With the help of the scholarship, Chip completed his training and has since been awarded his AUSTSWIM Licence and Statement of Attainment. He is now a proud AUSTSWIM teacher and an active member of the aquatic workforce. This achievement not only fulfills Chip's personal aspirations but also highlights the importance of inclusivity in the aquatic community.

Chip's journey demonstrates AUSTSWIM's dedication to empowering people with disability, providing them with opportunities to engage with their community and share their passion for swimming. As Chip inspires others, he also represents the success of the Removing Barriers program, which has paved the way for a more inclusive aquatic environment where everyone can benefit from the joy of being in the water.



**REMOVING  
BARRIERS**



**ParaMobility**  
Making everyday living easier

# Allianz Swim Club

A partnership between Allianz, AUSTSWIM and Masters Swimming Australia saw the launch of the Allianz Swim Club program – a free learn-to-swim initiative designed specifically for adults. This program emphasised not just swimming lessons, but also community and belonging.

The inaugural swim club program operated across 15 pools in NSW, QLD, SA, VIC, and WA, welcoming 800 participants in October for an eight week program. Each participant received a complimentary merchandise pack, and pools were adorned with banners and signage to promote the program. To kick off their journey, students attended a morning tea, allowing them to meet the venue staff, teachers, and fellow participants, creating an empowering environment conducive to building new friendships and sharing personal stories.

The program also addressed a critical need in the community, noting one in four Australians could not swim or self-identified as a weak swimmer. New research from Allianz Australia revealed that while 93% of Australians agreed that swimming was an integral part of Australian life, nearly 60% of adult Australians either could not swim or wished to feel more confident in the water.

Participants enjoyed an inclusive and supportive environment, enhanced by a dedicated private Facebook group and a “Meet and Greet” to guide them throughout the program. The success of the initial wave was remarkable – countless lives were touched, friendships were formed, and new opportunities arose.

One inspiring participant was Jillian, who had a terrifying experience with water as a child and had never learned to swim. Despite living in homes with pools, she avoided swimming altogether. Getting her through the door for her first lesson was a challenge; she was visibly terrified. However, by the end of the eight week



program, Jillian’s confidence and swimming abilities had grown significantly. She became comfortable visiting the pool alone and discovered an activity that had long been missing from her life.

Due to the tremendous success of the program’s first wave, a second wave ran from January to April 2024. This phase saw an increase in both the number of participating pools and participants, many of whom pursued additional swimming lessons at their local facilities and even joined gyms.

We take immense pride in our involvement with the Allianz Swim Club and the profound impact it had on the lives of so many adults.



# Funding our Work

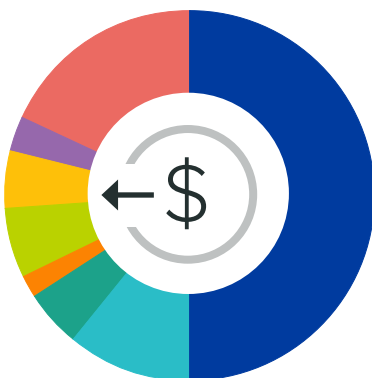
## Income



- AUSTSWIM Delivered Courses
- Government Grants
- Teacher Renewals
- Conferences
- Other

	FY24	FY23
AUSTSWIM Delivered Courses	44%	53%
Government Grants	24%	24%
Teacher Renewals	15%	17%
Conferences	3%	0%
Other	14%	6%
<b>TOTAL</b>	<b>\$5,071,187.76</b>	<b>\$4,369,155.92</b>

## Expenditure



- Employment
- Trainers and Coordinators
- Insurance
- Conferences
- Information Technology
- Depreciation and Ammortisation
- Marketing
- Other

	FY24	FY23
Employment	50%	50%
Trainers and Coordinators	11%	14%
Insurance	5%	7%
Conferences	2%	1%
Information Technology	6%	7%
Depreciation and Ammortisation	5%	6%
Marketing	3%	3%
Other	18%	12%
<b>TOTAL</b>	<b>\$5,490,080.92</b>	<b>\$5,106,262.63</b>



# Victoria

In Victoria we experienced a highly productive year, marked by significant operational and delivery advancements in aquatic education and water safety. Our steadfast commitment to training quality licenced teachers is reflected in the wide variety and increasing number of AUSTSWIM courses offered across the state, with a focus on expanding and strengthening the aquatic workforce.

At the core of our training efforts is the AUSTSWIM Teacher of Swimming and Water Safety (TSW) licence, which continues to provide essential quality assurance across the state. The AUSTSWIM licence forms the backbone of our mission and continues to set a quality benchmark in swimming and water safety education.

This year, we experienced a surge in interest in specialised training, particularly the AUSTSWIM Teacher of Adults accreditation. This trend underscores the importance of accessible swimming and water safety education for adults, bolstered by outstanding programs like the Allianz Swim Program, which helps more people enjoy aquatic activities safely.

With the support nationally from the Department of Social Services, we continued the Removing Barriers program and offered free places in our AUSTSWIM Teacher of Aquatics – Access and Inclusion courses. Through this program we supported 120 teachers with specialised professional development over the weekend of 'International Day of People with Disability'.

A significant achievement this year was the implementation of community outreach programs designed to boost swimming participation among diverse populations. These initiatives have effectively promoted inclusivity, fostering community engagement and encouraging more individuals to embrace aquatic activities.

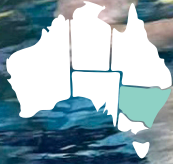
We strengthened partnerships with local councils and schools, which led to new opportunities for swimming and water safety education throughout Victoria. These collaborations are vital to ensure we reach a wide range of communities, providing access to quality swimming teaching for all Victorians. Supported by the Victorian Government, the Youth Aquatic Accreditation Program made it easier for 18-25-year-olds to enter our industry, empowering them to become aquatic champions and teach a skill for life.

Looking ahead, we remain dedicated to enhancing aquatic education and ensuring access to quality aquatic education. We are excited about the growth opportunities in 2024 and beyond, as we continue to promote water safety for all Victorians.

A heartfelt thank you to our dedicated trainers who are on the pool deck every weekend, training our future workforce, and to all the venues that support us in the smooth running of our courses across the state.







# New South Wales

In New South Wales, AUSTSWIM continues to support the aquatic industry by providing quality training, professional development, and community engagement across the state. This year, AUSTSWIM partnered with a range of organisations and local councils to extend training opportunities and enhance accessibility in aquatic education.

Highlights of the year included supporting candidates through the Commonwealth Government’s Department of Social Services, which provided funding for participation in our AUSTSWIM Teacher of Aquatics – Access and Inclusion Course. Taylor “Chip”, Hansen and other participants benefited from this support, progressing through the TSW and TAI courses under Department of Social Services funding.

The ARI NSW Conference was another notable event, with various AUSTSWIM professional development sessions held updating participants in the latest in aquatic education. The conference was an excellent networking platform, connecting us with stakeholders from Maitland and Cessnock Councils, Water Polo Australia, Little Toggs, Belgravia Leisure, Royal Life Saving trainers, and international delegates from Zimbabwe and South Sudan.

## Swim School Blitz

In May, we conducted a five-day Swim School Blitz, visiting 23 swim schools across metropolitan Sydney and Newcastle. Customer service and community engagement were top priorities, driving new connections with swim school staff and understanding the unique needs of each location.

- **AUSTSWIM acknowledges the continued contribution from Department of Education NSW.**

## Heartwarming Highlights

### T’s Transformation

T, an aspiring swim teacher with dyslexia, sought help with her application. With our support, she successfully completed the TSW course workshop, passed assessments, and received her AUSTSWIM licence within the required timeframe. She continues to share updates on her journey – well done, T!

### A Chip off the Block

Chip, who has Down syndrome, had long aspired to become a swim teacher. With encouragement from his swim school manager, he achieved his goal, showing how dreams in aquatic education can come true with community support.

### Swim Brothers on Sunrise

We filmed an inspiring segment with Swim Brothers at Auburn Ruth Everuss Aquatic Centre, highlighting the journey of participants overcoming fear to become swim teachers. Swim Brothers’ commitment to the benefits of learning to swim exemplifies the transformative power of aquatic education.

### Looking Ahead

In the year to come, we will continue collaborating with swim school operators to support AUSTSWIM’s new initiatives and strengthen communication channels. We will also attend venue open days to showcase AUSTSWIM opportunities and present at the Country Pools Managers’ Conference in 2025. Additionally, we are excited to launch our new Aqua Exercise Instructor course, further expanding our offerings to the swimming and water safety community.



# Queensland

**A**USTSWIM in Queensland experienced a transformative year filled with collaboration, growth, and community engagement. Our focus on building relationships with swim schools proved essential in supporting their staff and enhancing the quality of aquatic education across Queensland.

Our outreach initiatives, including visits to swim centres and participation in careers expositions, have strengthened our connection with the community and provided opportunities for more people to explore career pathways in the aquatics industry.

Supporting regional areas was a key focus, as we recognise the unique challenges and opportunities faced by swim centres outside urban centres. Through proactive engagement and open communication, we have been able to respond to requests for training courses that are tailored to regional needs.

This year, we successfully conducted 32 AUSTSWIM Teacher of Swimming and Water Safety (TSW) courses across various regional and remote locations. In addition, we offered specialised courses such as AUSTSWIM Teacher of Infant and Preschool Aquatics and AUSTSWIM Teacher of Aquatics – Access and Inclusion, ensuring communities have access to quality swim education regardless of their geographic location.

The partnerships formed with organisations such as Swim Australia, Royal Life Saving Queensland and Swimming Queensland have underscored our collective commitment to improving water safety and education. Initiatives like the SwimStart Program and the Aquatic Industry Collaboration Luncheon have facilitated important discussions among industry stakeholders, leading to actionable strategies that address key challenges within the sector.

Additionally, the introduction of the new course and handbook for the AUSTSWIM Teacher of Swimming and Water Safety (TSW) has enhanced our training offerings, allowing us to better equip swim schools with the resources and knowledge needed to thrive. Our efforts to provide both online and in-person training have ensured swim schools remain up to date with best practices and assessment requirements.

As we look to the future, we are excited about the potential for continued growth and impact. The funding secured for the Active Queenslanders Industry Alliance (AQIA) program – School to Work transition program, along with our focus on inclusivity and regional training opportunities, positions us well to address industry needs and foster a culture of



continuous improvement within the aquatic community. Overall, the 2023-24 year has been a testament to the power of collaboration and a shared commitment to creating a safer, more skilled aquatic environment for all Queenslanders.

- **AUSTSWIM acknowledges the continued contribution from the Queensland Department of Education.**

## QWSAC – QLD Collaboration



AUSTSWIM is collaborating with Royal Life Saving QLD, Swim Australia, and Swimming QLD to strengthen the quality and accessibility of swim education across Queensland. This partnership includes coordinated service to defined regions, and unified advocacy for maintaining a swim teacher licence or qualification to ensure high standards in aquatics.



# Western Australia

**W**e experienced significant growth in course participation in Western Australia, with a noticeable demand for teachers in regional areas. Various WA communities sought partnerships with AUSTSWIM to recruit more teachers. Our Trainers enjoyed engaging with these communities, and positive feedback from centres highlighted their enthusiasm and impact.

A key highlight was our presence at the annual LIWA Aquatics Conference, which facilitated valuable engagement with swim school supervisors and managers. This event allowed us to strengthen relationships with both council pools and private swim schools, leading to meaningful discussions about the current landscape and challenges faced in the aquatic sector. Many attendees expressed their appreciation for the quality of our course delivery and teachers, who were celebrated for being well-prepared and proactive leaders in their relative workplaces.

Our participation in the conference underscored our commitment to collaboration and responsiveness to the needs of the aquatic community. As we continue to work with the Department of Education in WA, we aim to foster strong relationships on the ground and enhance our presence in the region to better meet the growing demand for quality licensed teachers.

Looking ahead, AUSTSWIM plans to expand course offerings throughout metropolitan and regional areas and to explore further collaborations with various stakeholders in the community. Our focus remains on enhancing our impact and supporting the region through ongoing industry challenges and opportunities.

- **AUSTSWIM acknowledges the continued contribution from Department for Education WA.**





## South Australia

**A**USTSWIM plays a key role in the newly formed South Australian Aquatic Industry Leaders (SAAIL) group, which unites peak aquatic bodies to address workforce shortages, increase access to swimming lessons, and ultimately reduce drownings. Through this collaborative effort, the group secured funding from the Office of Recreation, Sport and Racing to train 50 new Teachers of Swimming and Water Safety across metro and regional areas in August and September 2023.

In addition, funding supported 20 representatives from partner organisations to undertake the TAE qualification with the aim of becoming AUSTSWIM Trainers. Of those, seven have completed the qualification and begun their AUSTSWIM training. This new cohort of trainers will expand the capacity to offer more courses, particularly in regional areas.

The South Australian Government's investment in pool refurbishments and facility upgrades led to extended closures of public venues, driving increased demand for swim teachers – especially in Infant and Preschool Aquatics and Access and Inclusion. With the impending closure of a major state aquatic centre, we collaborated with the Office of Recreation, Sport and Racing to upskill existing AUSTSWIM Teachers of Swimming and Water Safety at the Adelaide Aquatic Centre in various AUSTSWIM extension courses, enhancing their skills and expanding the availability of licensed teachers for swim schools.

We collaborated with major facilities in South Australia to offer participation in the Removing Barriers and Allianz

Swim programs. The Allianz initiative gave recognised Swim Schools and AUSTSWIM Teachers the opportunity to upskill by taking part in the AUSTSWIM Teacher of Adults course. This initiative enabled over 200 adult learners to receive swimming lessons in South Australia, with the SA Aquatic and Leisure Centre leading the initiative nationally.

These projects underscore the importance of accessible swimming and water safety education for adults. Additionally, with continued support from the Department of Social Services, we advanced the Removing Barriers program by providing free places in our AUSTSWIM Teacher of Aquatics – Access and Inclusion courses.

Looking ahead, we remain committed to collaborating with aquatic industry leaders to build workforce capacity. Efforts will focus on recruiting swim teachers from diverse, multicultural, and career-change backgrounds to meet the immediate demand for more mature teachers, ultimately balancing a growing youth workforce.

Surf Life Saving SA, a key strategic partner, successfully renewed their contract to run VACSWIM for another three five years, reinforcing their commitment to ensuring all VACSWIM Teachers hold a valued AUSTSWIM license.

- **AUSTSWIM acknowledges the continued contribution from: SA Government – Office for Recreation, Sport and Racing and SA Department of Education and Surf Life Saving SA.**



# Northern Territory

The Northern Territory has made remarkable progress in aquatic education and water safety during the 2023/2024 period. Our dedication to cultivating skilled teachers is evident, as we welcomed numerous new teachers across all AUSTSWIM courses.

A highlight of the year for our NT cohort was the successful hosting of the 2023 AUSTSWIM Conference. This event brought together swim teachers, industry experts, and community leaders from across the country, prominently featuring representatives from the Northern Territory. Attendees engaged in discussions on best practices and innovative strategies in aquatic education, leaving the conference inspired and equipped with fresh ideas to enhance their teaching methods.

In addition, our collaboration with local councils and schools has led to the launch of several community outreach programs aimed at increasing swimming participation, especially among underserved populations. These initiatives have not only promoted water safety but have also strengthened community ties and engagement.

AUSTSWIM has established a strong and independent presence in the Northern Territory, underscoring our commitment to delivering high-quality training for swimming and water safety Teachers across the nation. While we continue to maintain a robust operational and advisory partnership with Royal Life Northern Territory, the evolving needs of the aquatic industry have driven us to create our own representation in the region.

As we reflect on the successes of 2023/2024, we remain dedicated to expanding our programs and enhancing the skills of our teachers to ensure that all Northern Territorians have access to quality swimming education and water safety resources. Looking ahead, we are excited to build on these achievements and further our mission of promoting safe and enjoyable aquatic experiences for all.

- **AUSTSWIM acknowledges the continued contribution from Royal Life Saving Society NT.**





## Tasmania

We continued to uphold our strong commitment to aquatic education and safety in Tasmania, demonstrated by the sustained interest and engagement across our various courses. Delivering the AUSTSWIM Teacher of Swimming and Water Safety (TSW) course remains central to our efforts, in building and sustaining our swim teacher workforce.

The growing demand for the AUSTSWIM Teacher of Adults course highlights the increasing need for accessible swimming and water safety education for adults.

There has also been increased interest in competitive swimming, as shown by the popularity of the AUSTSWIM Teacher of Towards Competitive Strokes course. Similarly, the AUSTSWIM Teacher of Infant and Preschool Aquatics program continues to play a vital role in nurturing essential water skills among Tasmania's youngest swimmers.

A key achievement this year has been the advancement of the Removing Barriers initiative, supported by the

Department of Social Services. This program enabled us to offer free places in the AUSTSWIM Teacher of Aquatics – Access and Inclusion course, enhancing our capacity to provide inclusive swimming education. As a result, individuals of all abilities now have greater access to aquatic programs, aligning with our goal of making swimming inclusive for everyone.

We hosted a Professional Development (PD) session on Neurodiversity, led by AUSTSWIM trainer Sheryl Everett, focused on promoting inclusivity in our aquatic programs. Attendees valued the practical tools and strategies provided to better support neurodiverse students.

These successes underscore the dedication of our Trainers and AUSTSWIM's commitment to fostering a culture of water safety and education. Looking ahead, we remain focused on broadening our reach and ensuring all Tasmanians have access to our quality licenced teachers.



# Australian Capital Territory

This year, the ACT has seen continued success in our efforts to promote water safety, enhance swimming skills, and support the development of teachers in aquatic education.

A highlight for the year in the ACT was our Removing Barriers Teachers of Aquatics – Access and Inclusion course in February, which brought together a group of dedicated teachers. The success of this course is reflected in the progress of students throughout, which is a testament to our ongoing commitment to supporting teachers and enhancing the overall educational experience.

The courses we ran over the year reflect our ongoing commitment to promoting water safety and skill development across diverse age groups and skill levels in the ACT. The insights gained throughout the year will be invaluable in enhancing future offerings and ensuring a supportive learning environment for all participants. We also plan to visit and engage with swim schools, and to explore funding opportunities through the ACT Government Skills program.



# International

We continued to expand our AUSTSWIM global reach by offering high-quality swimming teacher training in over 20 countries. We focused on supporting our International Providers by adapting curriculum to meet regional needs, providing ongoing support to ensure effective program implementation and participating in international industry events.

Key activities included our attendance at the World Conference for Drowning Prevention (Perth, Australia) and the D Swim Academy awards night (Malaysia).

We strengthened operational procedures designed to enhance the efficiency of the AUSTSWIM international team and better support our International Providers. Our new international team recognised the critical need for established processes to support administrative staff in assisting candidates and teachers throughout their educational journeys. This new format not only streamlines course delivery but also ensures the best possible experience for both new and existing teachers, fostering a supportive and engaging learning environment.







Looking ahead, we are excited to expand our global reach with negotiations underway to partner with a provider in the middle east.

AUSTSWIM and Swimming New Zealand have been working together closely to develop the updated Teacher of Swimming and Water Safety, Teacher of Infants and Preschool Aquatics and Teacher of Aquatics: Access and Inclusion programs for the next financial year. We look forward to making all three courses available to our New Zealand and Cook Islands Teachers.

We deepened our understanding and appreciation of the vibrant communities and dedicated international

providers who contribute to our mission. Their unwavering support and commitment has been instrumental in fostering a culture of collaboration and excellence within our programs. We are grateful for the invaluable feedback and insights shared by our community members, which have helped shape our initiatives and enhanced overall learning experiences. Our international partners have played a crucial role in delivering high-quality training and support to AUSTSWIM teachers worldwide.

Together, we celebrate the achievements of this past year and look forward to continuing to strengthen these important relationships as we strive for excellence in aquatic education around the world.



# National Board



## Melinda Crole

○ **Appointed 30 March 2021**

*Bachelor of Science (Biotechnology), Graduate Certificate in Management, Diploma of Social Science, Graduate and member of the Australian Institute of Company Directors*

CEO Australia for Junior Adventures Group (JAG) from November 2021. Junior Adventures Group is an international childcare group specialising in out of school hours programs and services for over 50,000 primary school aged children each day across 420+ services. Prior to being appointed to JAG, Melinda was the National CEO of the YMCA in Australia for over 5 years which created her strong connection with AUSTSWIM.

Melinda's career goals are to create strategy and direction that unites organisations towards long-term growth and increased positive impact. By applying conceptual, strategic and problem-solving skills to optimise the emerging opportunities and anticipated risk. Melinda is an advocate for the rights of children and young people and continues to ensure focus of embedding the voice of children into all areas of her work. Melinda currently holds positions on the Commonwealth Governments Child Safe Sectors Leadership Group and the Early Childhood Education and Care Reference group.



## Ian Fullagar

○ **Appointed 3 December 2020**

*Bachelor degree in Arts and Law, Master of Law*

Ian has held many positions on government, commercial and not-for-profit boards both as a director and as company secretary. He has also lectured at a number of universities in various sports law and sports governance related subjects. Ian is a founding member of the Australian and New Zealand Sports Law Association (ANZSLA) and was National Secretary from 1990-1997. He is now a life member of ANZSLA and is also a Vincent Fairfax Fellow.



## Justin Scarr

○ **Appointed 29 March 2021**

*Bachelor of Education, Master of Business Administration, Doctor of Philosophy*

Chief Executive Officer of the Royal Life Saving Society – Australia, and Chair of the Australian Water Safety Council. Justin advocates a focus on the global issues of drowning prevention and the World Health Organization's Global Report on Drowning, Global Status Report on Drowning, and sits on the WHO Global Alliance for Drowning Prevention. Justin completed his PhD on the topic of multisectoral action for drowning prevention with The George Institute for Global Health (UNSW).

“ Reflecting on our success in 2024, driven by the dedication of our team and partners, we look to 2025 with optimism, eager to deepen our impact, uphold AUSTSWIM's legacy of saving lives, and advance our mission with innovation and inclusivity at the forefront. ”

# Life Members

## Queensland

- John Kane
  - Colin Purdy
  - Gwen Welford
- 

## Tasmania

- Bill Stewart
- 

## South Australia

- Ken Richter
  - Rae Szulawa
- 

## Victoria

- John Gregson (dec.)
  - John Kilpatrick
  - Meredith King
  - Ted Tullberg
  - Len Willmer
- 

## New South Wales

- Kirk Marks
  - Bill Meaney
  - Justin Scarr
- 

## Western Australia

- Brian Blanksby
  - Geoff Hayes (dec.)
  - Iain MacWilliam (dec.)
- 

## Northern Territory

- Annette 'Floss' Roberts
- 

# Fellows

## Queensland

- Pat Hallagan
- 

## Victoria

- Peter Meaney
  - Clive Patrickson
  - Helen Wheatley
- 

## Western Australia

- Peter Conochie
- 

## New South Wales

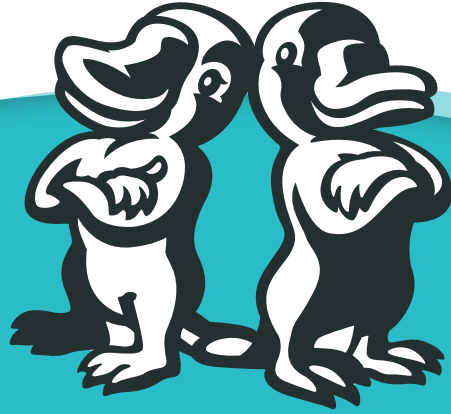
- Ruth Arnold
  - Pam Barrie
  - Jon Donohoe
  - Kirk Marks
  - Dawn Prowse
  - Phil Vanny
- 

## South Australia

- Graeme Lange
- 

## Tasmania

- Betty Parssey
  - John Rigby
-



# Contact Details

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# Supporters

## Government Partners



## Department of Education



## AUSTSWIM Members



## Industry Partners



## Preferred Partners



