

Queensland Outdoor Sector Survey (Individuals) 2012: Outline of Results



Melanie Sinclair, Spicers Gap

This survey has been designed and delivered by the Queensland Outdoor Recreation Federation Inc.

Date: January 10, 2013

Table of Contents

1.0 Introduction	3
1.1 Background	3
2.0 Method	3
3.0 Results.....	4
A General Information	4
B Employment Information.....	5
C Employment Status.....	7
D Qualifications/Certifications	8
E External Training	9
F Outdoor Sector Awareness	11
G Individual Membership.....	12
4.0 Summary	12

1.0 Introduction

This report summarises information collected from a survey compiled by the Queensland Outdoor Recreation Federation Inc. (QORF). The survey aimed to collate data from the outdoor sector in Queensland for the purpose of indicating and quantifying sector trend data and identifying areas in which individuals working or volunteering in the outdoor sector require further assistance. The report includes information on individuals that took part in the survey, how the information was gathered, findings, and conclusions and recommendations based on survey results.

1.1 Background

Following on from previous Queensland Outdoor Sector Surveys for organisations (2006-2012), QORF developed an additional Outdoor Sector Survey for individuals. This was done for three reasons:

1. to capture a more holistic view of the outdoor sector;
2. to identify similarities and differences between the responses of organisations and individuals; and
3. to acquire data specific to the individuals working / volunteering in the Outdoor Sector.

2.0 Method

Targeted electronic invitations were sent to over 170 outdoor recreation individuals and organisations that compile QORF's membership base providing an explanation of the survey and a link to the survey website. This information was also distributed through the October and November QORF e-newsletters.

Prior to completing the survey, participants were informed of the purpose of the survey and the estimated time it would take to complete. Participants were asked a series of questions in the following areas, with skip logic used to take people to the relevant questions for their circumstances:

General Information
Employment Information
Employment Status
Qualifications/Certifications
External Training
Outdoor Sector Awareness
Individual Membership

3.0 Results

QORF conducted the individual survey for the first time in 2012. The survey was completed by 98 respondents. It is notable that not all participants completed every question. The results from the survey are presented below in a descriptive form.

A General Information

A1. In which regional area do you work/volunteer?

Nearly half of the respondents (49%) worked/volunteered in the Brisbane area. The other popular regions were:

- Sunshine Coast (21%)
- Ipswich/Boonah (19%)
- Wide Bay/Maryborough/Gympie (15%)
- Far North Queensland/Cairns (13%)
- Gold Coast (12%)

A2. Which category below includes your age?

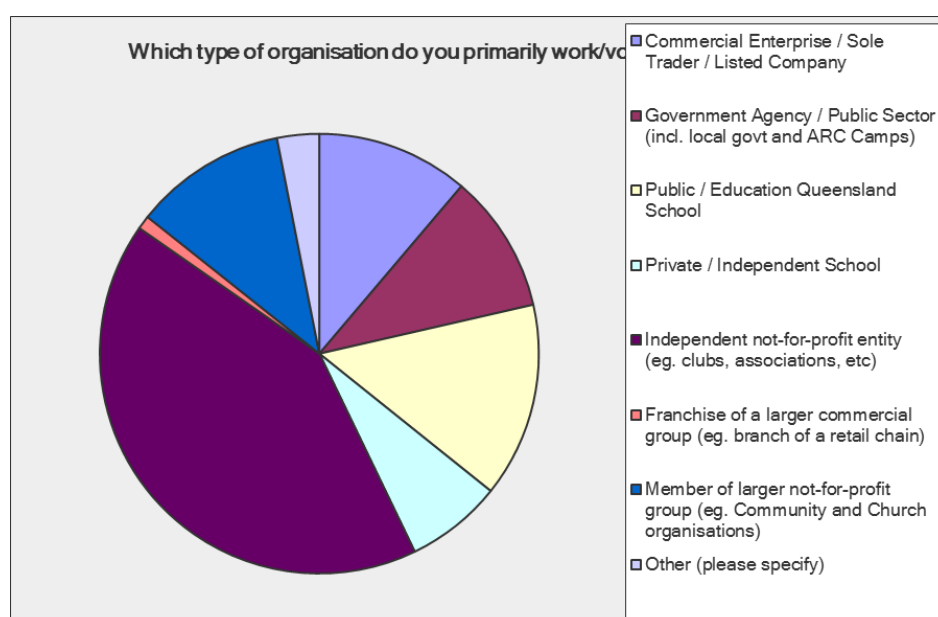
The majority of respondents were over 40 (65%), with only 16% of respondents under 30.

A3. How many years have you been working / volunteering in the Outdoor Sector?

Nearly a third of the respondents have been working / volunteering in the outdoor sector for 16 or more years and less than a quarter had been working / volunteering for 5 years or less.

A4. Which type of organisation do you primarily work/volunteer for?

The most common type of organisation respondents work/volunteer for are Independent not-for-profit entities (41%).



A5. What is the primary service you supply in the outdoors?

Recreation (39%) and Education (36%) were the most common services provided by respondents. The remainder of responses were Training (6%), Industry Support (6%), Personal / Group Development (6%), Adventure Tourism (5%) and Retail / Sales (1%).

A6. Is your primary involvement in the Outdoor Sector as an employee or volunteer?

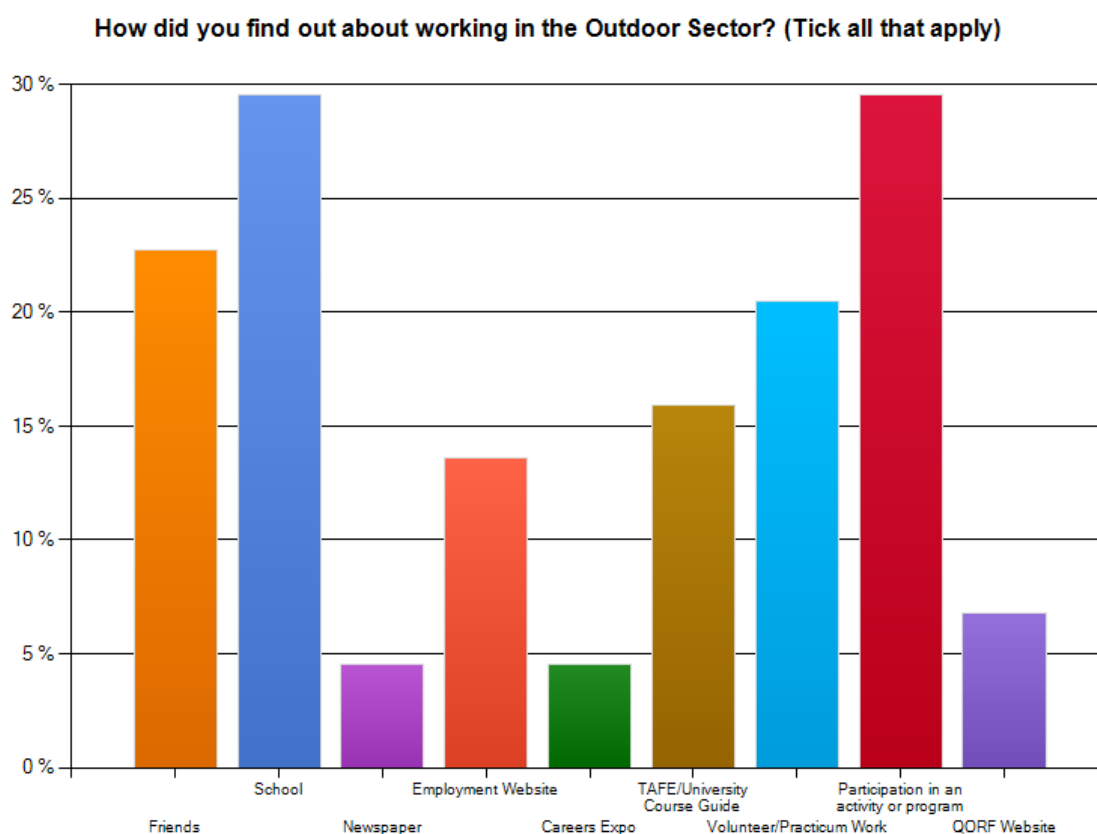
There was almost the same amount of employees (49%) and volunteers (51%) who completed the survey.

B Employment Information

This section only includes respondents who indicated they were an employee.

B7. How did you find out about working in the Outdoor Sector? (Tick all that apply)

The most common ways people found out about working in the outdoor sector were through school or participation in an activity or program.



B8. I am currently employed by:

- 1 outdoor organisation (77%)
- 2 outdoor organisations (13%)
- More than 2 outdoor organisations (6%)
- 1 outdoor organisation & other employers (4%)

B9. In the last 12 months I have worked in:

- 0 outdoor locations or centres (7%)
- Only 1 outdoor location or centre (39%)
- 2-3 outdoor locations or centres (28%)
- 4 or more outdoor locations or centres (26%)

B10. In what capacity is your employment in the outdoor sector?

Almost 60% of respondents are employed on a full time basis, 15% are employed casually and 11% are employed as contractors. Part-time employees (9%) and business owners (6%) were the other respondents.

B11. What is your standard hourly rate? (If you are paid a daily rate, please convert to an hourly rate)

Of the employees who are paid an hourly rate most (83%) are paid less than \$30 per hour.

B12. What is your annual salary including superannuation? (If you work part time, please display the number of days that you work per week)

Almost 66% of the employees who responded had an annual salary of between \$41,600 and \$83,200. Seventeen (17) percent of respondents had an annual salary of less than \$41,600.

B13. Does your workplace provide any of the following entitlements on top of the salary/wages identified above?

A large proportion (85%) of the employees who responded, receive additional entitlements on top of their salary/wages. Additional entitlements included:

- Professional Development (70%)
- More than 4 weeks paid leave (47%)
- Meals (during work hours) (40%)
- Accommodation (32%)

B14. On average, how much do you spend on clothing and equipment directly related to your employment each year?

Almost 85% of employees who responded spend at least \$100 on clothing and equipment directly related to their employment each year. Over a third (36%) spend more than \$500 each year.

C Employment Status

This section only includes respondents who indicated they were an employee.

C15. Which statement best describes your current situation regarding your paid workload?

The majority of employees (76%) are happy with the amount of work they are currently doing.

C16. I find it difficult to find the amount of work I would like/need.

Only 13% of employees find it difficult to find the amount of work they would like/need.

C17. Overall, I am happy with the working conditions (e.g. pay, hours) of my job?

Over 91% of the employees are happy with the working conditions of their job.

C18. What changes would significantly contribute to your overall job satisfaction?

The most common responses were about better pay. Other common topics that came up were:

- better facilities and equipment;
- training;
- more support;
- changes to the type of work; and
- more regular work.

C19. Select which option best describes your plans for the future.

- I plan to have a long term career in the outdoor sector.
- I plan to work in the outdoor sector for 2-5 years.
- I plan to work in the outdoor sector for less than 2 years.
- I plan to only work in the outdoor sector while I am studying.
- I plan to only work in the outdoor sector while I am travelling.

73% of respondents plan to have a long term career in the outdoor sector.

C20. Do you lead outdoor recreation activities?

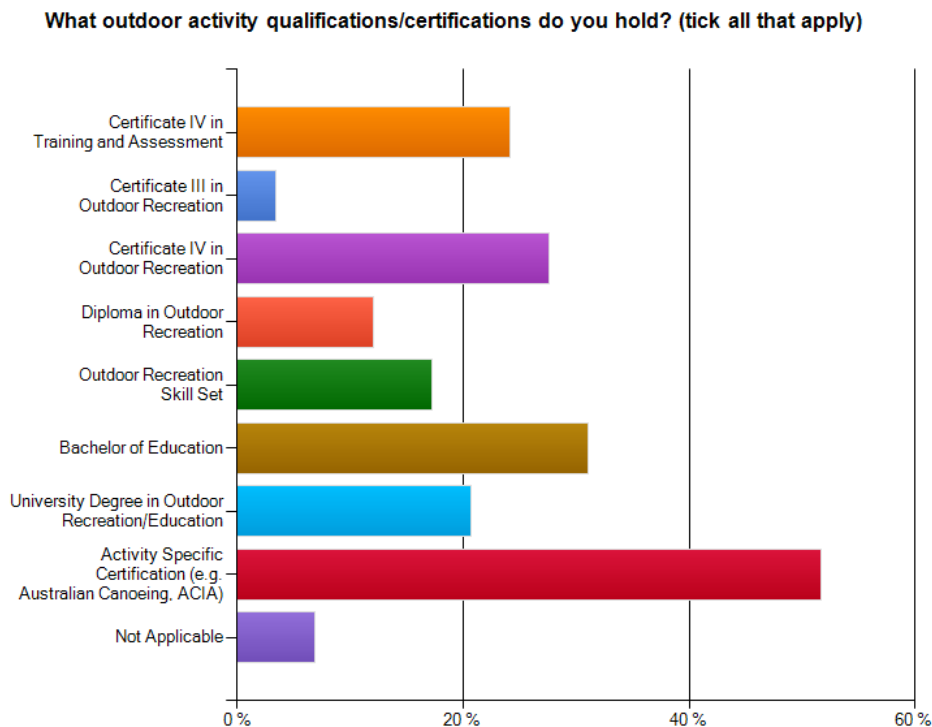
64% of the respondents lead outdoor recreation activities.

D Qualifications/Certifications

This section only includes respondents who indicated that they lead outdoor recreation activities.

D21. What outdoor activity qualifications/certifications do you hold? (tick all that apply)

Over half (52%) of the respondents had an Activity Specific Certification. Almost a third of respondents have a Bachelor of Education and 28% have a Certificate IV in Outdoor Recreation. Nearly a quarter (24%) of the respondents had a Certificate IV in Training and Assessment and 21% had a University Degree in Outdoor Recreation / Education.



D22. What activities do you lead on a regular basis? (Tick all that apply)

The most common activities were Canoeing (67%), Bushwalking (65%), Orienteering (50%), Low Ropes and/or Initiatives (37%), and High Ropes (37%).

D23. What activities are you qualified/certified to lead? (Tick all that apply)

The most common activities were Canoeing (64%), Bushwalking (62%), Orienteering (44%), Abseiling (Natural) (42%) and Kayaking (42%). The results of questions 22 and 23 show there are considerably more people who are qualified to lead abseiling and climbing than are actually leading these activities on a regular basis. For all other activities the percentage of qualified people was relatively similar to the percentage of people actually leading the activities on a regular basis.

D24. For activities that I am not qualified/certified to lead, I was deemed competent through:

Most individuals without qualifications/certifications in an activity were deemed competent through either participation in formal internal training (42%) or previous experience in the same activity (42%). 16% of respondents were deemed competent through previous experience in other related activities.

D25. Recognised Prior Learning (RPL) is a process used by Registered Training Organisations (RTO) to recognise the knowledge and skills you already have to shorten the process for acquiring a qualification or units of competency. Have you been involved in an RPL process previously?

Almost 72% of respondents had previously been involved in an RPL process.

D26. Would you be interested in completing an RPL process?

Over half of the respondents (53%) would be interested in completing an RPL process.

D27. Which activities would you like to complete an RPL process for?

The most common activities individuals would like to complete an RPL process for are:

- Bushwalking (37%)
- Kayaking (30%)
- Orienteering (26%)
- Canoeing (26%)

E External Training

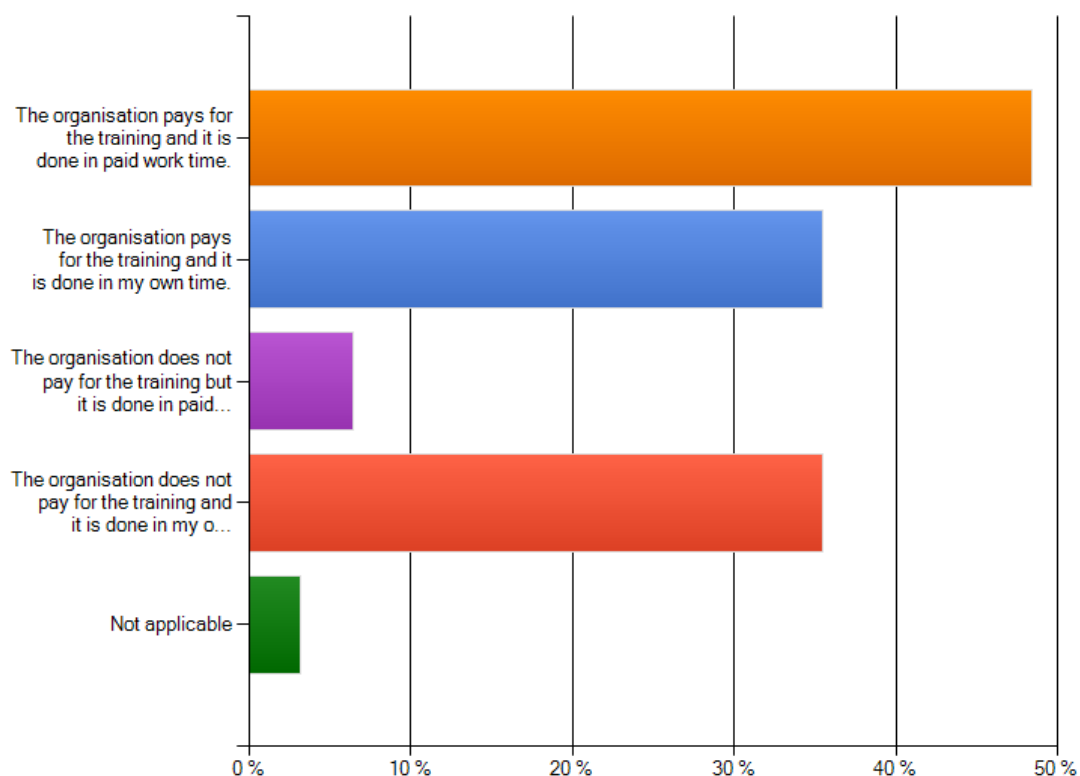
E28. Are you required to complete external training for the organisation you work/volunteer with (e.g. first aid, external activity training)?

Most individuals (84%) are required to complete external training for the organisation they work/volunteer with.

E29. How does the organisation you work/volunteer for contribute to your external training?

Nearly half (48%) of the respondents indicated that they do external training in work time and it is paid for by the organisation they work for. Nearly 36% of individuals pay for their own external training and complete it in their own time. While 36% indicated that the organisation they work/volunteer for pays for external training but it is done in their own time.

How does the organisation you work/volunteer for contribute to your external training?



E30. Do you require additional training or qualifications for your work/service?

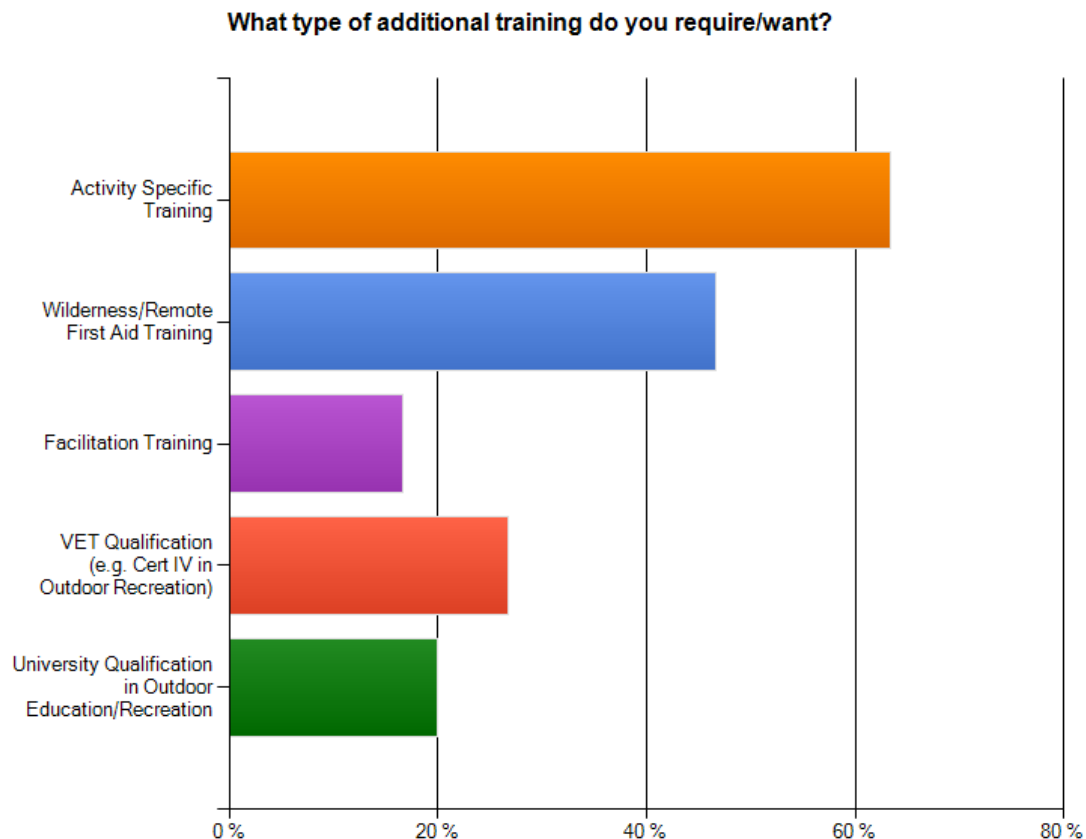
Half of the respondents require additional training or qualifications for their work/service.

E31. Would you like to complete additional training or qualifications?

Over 90% of the respondents would like to complete additional training or qualifications.

E32. What type of additional training do you require/want?

The most common type of training required is activity specific training.



E33. Are any of the following impediments affecting your ability to complete this training?

The most common impediment to completing training was time (66%), closely followed by cost (62%). The other significant impediments were location of the training (59%) and access to training providers (55%).

F Outdoor Sector Awareness

F34. What do you know about the Adventure Activity Standards (AAS) for Queensland?

Nearly a quarter of the respondents were not aware of the Adventure Activity Standards, while just over half of the respondents have used the standards to some degree.

F35. What do you know about Education Queensland's Curriculum Activity Risk Management Guidelines?

Nearly a quarter of respondents were not aware of the Education Queensland Curriculum Activity Risk Management Guidelines. However 55% of respondents have used the guidelines for program management or as a reference point for obtaining qualifications.

G Individual Membership

G36. Are you an individual member of QORF?

Nearly 17% of respondents indicated they were an individual member of QORF. This response is unlikely as there are a few individual members of QORF. It is likely respondents ticked yes because their organisation is a member of QORF.

G37. What do you know about the Queensland Outdoor Recreation Federation (QORF)?

Over a quarter of the respondents do not know what QORF does however more than half of the respondents use the QORF website or staff to acquire information.

G38. Which of the following benefits would be most useful to you if you were an individual member of QORF?

The benefits that would be most useful as part of an individual membership with QORF are:

- Discounted Professional Development Opportunities (43%)
- Notification of changes to Standards (39%)
- News about incidents in the Outdoor Sector (36%)

G39. Individual Membership with QORF, that costs \$70 annually, is good value for money.

The majority of respondents (59%) agree that individual membership with QORF is good value for money.

4.0 Summary

General Information

There was almost the same amount of employees (49%) and volunteers (51%) who completed the survey. The majority of respondents were over 40 years of age (65%) and only 16% of respondents were under 30 years of age. Nearly a third of the respondents have been working / volunteering in the outdoor sector for 16 or more years, with less than a quarter had been working / volunteering for 5 years or less. Nearly half of the respondents (49%) worked/volunteered in the Brisbane area. The other popular regions were:

- Sunshine Coast (21%)
- Ipswich/Boonah (19%)
- Wide Bay/Maryborough/Gympie (15%)
- Far North Queensland/Cairns (13%)
- Gold Coast (12%)

Recreation (39%) and Education (36%) were the most common services provided by respondents.

Employment Information

Most employees (77%) were employed by only one organisation and over half (54%) worked in 2 or more locations. Almost 60% of respondents are employed on a full time basis, 15% are employed casually and 11% are employed as contractors. Almost 66% of the employees who responded had an annual salary of between \$41,600 and \$83,200. Over a third (36%) of employees spent more than \$500 on clothing and equipment directly related to their employment each year. A large proportion (85%) of the employees who responded, also receive additional entitlements on top of their salary/wages. Additional entitlements included:

- Professional Development (70%)
- More than 4 weeks paid leave (47%)
- Meals (during work hours) (40%)
- Accommodation (32%)

Employment Status

Over 91% of the employees are happy with the working conditions of their job and 73% of respondents plan to have a long term career in the outdoor sector. Responses about better pay were the most common changes that employees indicated would significantly contribute to their overall job satisfaction.

Qualifications / Certifications

The most common activities led on a regular basis were Canoeing (67%), Bushwalking (65%), Orienteering (50%), Low Ropes and/or Initiatives (37%), and High Ropes (37%). The most common activities individuals were qualified / certified to lead were Canoeing (64%), Bushwalking (62%), Orienteering (44%), Abseiling (Natural) (42%) and Kayaking (42%). There are considerably more people who are qualified to lead abseiling and climbing than are actually leading these activities on a regular basis. For all other activities the percentage of qualified people was relatively similar to the percentage of people actually leading the activities on a regular basis. Most individuals without qualifications/certifications in an activity were deemed competent through either participation in formal internal training (42%) or previous experience in the same activity (42%).

Over half (52%) of the respondents had an Activity Specific Certification. Almost a third of respondents have a Bachelor of Education and 28% have a Certificate IV in Outdoor Recreation. Nearly a quarter (24%) of the respondents had a Certificate IV in Training and Assessment and 21% had a University Degree in Outdoor Recreation / Education. Over half of the respondents (53%) would be interested in completing an RPL process. The most common activities that individuals would like to complete an RPL process for are:

- Bushwalking (37%)
- Kayaking (30%)
- Orienteering (26%)
- Canoeing (26%)

External Training

Most individuals (84%) are required to complete external training for the organisation they work/volunteer with and nearly half (48%) of the respondents indicated that they do external training in work time and it is paid for by the organisation they work for. Nearly 36% of individuals pay for their own external training and complete it in their own time. While 36% indicated that the organisation they work/volunteer for pays for external training but it is done in their own time. Half of the respondents **require** additional training or qualifications for their work/service and over 90% of the respondents **would like** to complete additional training or qualifications. The most common type of training required is activity specific training. The most common impediment to completing training was time (66%), closely followed by cost (62%). The other significant impediments were location of the training (59%) and access to training providers (55%).

Outdoor Sector Awareness

Nearly a quarter of the respondents were not aware of the Adventure Activity Standards, although just over half of the respondents have used the standards to some degree. Nearly a quarter of respondents were not aware of the Education Queensland Curriculum Activity Risk Management Guidelines. However 55% of respondents have used the guidelines for program management or as a reference point for obtaining qualifications.

Individual Membership

Over a quarter of the respondents do not know what QORF does however more than half of the respondents use the QORF website or staff to acquire information. The benefits that would be most useful as part of an individual membership with QORF are Discounted Professional Development Opportunities (43%), Notification of Changes to Standards (39%) and News about incidents in the Outdoor Sector (36%). The majority of respondents (59%) agree that individual membership with QORF, that costs \$70 annually, is good value for money.