



**CAREER GUIDE**

# **SPORTS RECREATION & FITNESS**

A WORLD OF CAREER OPPORTUNITIES



CULTURE, ARTS, TOURISM, HOSPITALITY & SPORT  
SECTOR EDUCATION & TRAINING AUTHORITY  
(CATHSSETA)

# SPORTS RECREATION & FITNESS

## **CAREER GUIDE**

a world of career opportunities



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# FOREWORD

## Dear Learner,

You have come to that important place in your life where you need to start deciding what to do with the rest of your life. Choosing a career is an important and exciting opportunity to shape your future, but it can also be quite overwhelming to have to make this important decision. At this point as a learner, you should have an idea of what you want to do for the rest of your life. Family, friends and teachers have been advising you on various career options, but ultimately it is your decision. Keep in mind to choose something that you love and enjoy, a career path that will complement your talents and fulfil you.

**We have the pleasure to present the Culture, Arts, Tourism, Hospitality and Sport Sector Education and Training Authority (CATHSSETA) Sport, Recreation and Fitness Learner Career Guide for 2016/17.**

This updated career guide is one of many initiatives by CATHSSETA to build and promote a competent Sports, Recreation and Fitness industry that flies the flag as one of the employment sectors of choice. This guide provides information on careers and labour market conditions in the in the Sport, Recreation and Fitness sector, as well as pathways to enter the industry. It is aimed at learners who need to make subject choices – matriculants who need to choose their careers; students at tertiary training institutions and young graduates who need to find employment. The guide can also be used by educators to introduce learners into this exciting and vibrant sector that is often misunderstood and regarded as a hobby. It is also aimed at those currently employed in the industry who want to develop their careers further. We hope that you will find this guide useful and that it will assist you in making the right decisions regarding your career.



# CHAPTER ONE

## About CATHSSETA

A SETA's main function is to contribute to skills development – to upskill the employed, or those wanting to be employed, in their sector. They have to do this by ensuring that people learn skills that are needed by employers and communities. There is no value in training people if they cannot use the skills they have learnt. Training and skills development is not only for young people starting their first job. The skills of people already in jobs must also be enhanced.

Training must adhere to agreed standards within a national framework. It is no good if someone is trained in one province only to find the qualification is not recognised in another. It is not ideal for one employer to upskill their staff if another employer does not recognise those skills. All training, wherever it is provided, should be subject to quality control and where applicable, be benchmarked against the best international standards.

**To achieve these objectives a SETA must:**

- Develop and implement sector skills plan.
- Develop and administer learnerships.
- Support the implementation of the National Qualifications Framework.
- Undertake quality assurance.
- Disburse levies collected from employers in their sector.
- Report to the Minister of Higher Education and Training and to the South African Qualifications Authority.

**The Culture, Art, Tourism, Hospitality and Sport Sector Education and Training Authority is one of 21 SETAs established under the Skills Development Act (No 97 of 1998) [the Skills Act] for the Tourism, Hospitality and Sport Economic Sector.**



# CHAPTER TWO

## About this career guide

### WHAT IS THE PURPOSE OF THIS CAREER GUIDE?

The main aim of this career guide is to provide you, as a learner, with the useful information you will need to make informed career choices, and to expose you to various opportunities that are available within the Sport, Recreation and Fitness industries. You will be exposed to various study options including different ways of financing your studies, which will hopefully help you make wise decisions about your career path and your tertiary education.

### WHO IS THIS CAREER GUIDE FOR?

CATHSSETA has put together this career guide with learners in mind, especially those in grades 9 to 12, who have little knowledge about the sector. It is always wise to know as early as possible whether a particular sector suits your strengths and personality.

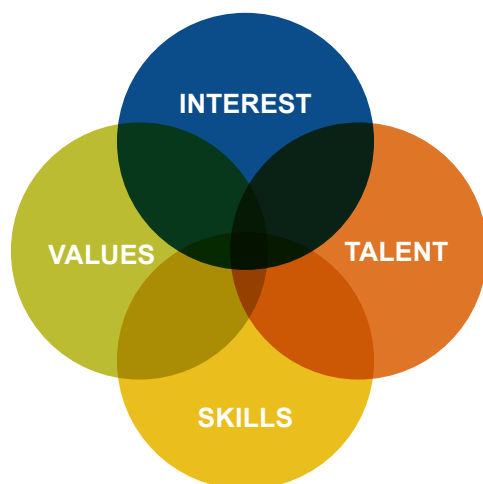
### WHAT IS A CAREER?

A career is an occupation or profession undertaken for a significant period of time that has opportunities for progress.

## How to choose a career

In deciding on a career, it is important that you follow your dreams or ambitions and are fully aware of your strengths and weaknesses.

For example, you will need to consider things such as whether you like working outdoors or you prefer being in an office environment. Do you enjoy being physically active? Which sports do you like? Are you outgoing? These are just a few considerations to make as part of a self-assessment before you decide whether this is the right industry for you.



### INTEREST

The feeling of wanting to know or learn about something - People have different interests (such as investigative, realistic, social, etc.) which is what gives spice to life.

### TALENT

Inherent aptitude/giftedness or skills that someone possess naturally.

### SKILLS

Ability to carry out tasks to completion.

### VALUES

Principles or standards of behaviour; one's judgement of what is important in life. Values develop as we grow into adulthood and give us direction, helping us to make important life decisions.

## YOUR HIGH SCHOOL SUBJECT COMBINATION

Choosing your subjects is one of the most important decisions you will ever have to make. The subject combination that you choose at the end of Grade 9 affects your career path as these subjects determine the study field you can follow after completing matric (Grade 12). In other words, if you do not select the correct combination of subjects, you could find yourself unable to enter certain further education programmes. So when making this important subject choice, you should consider your career options and select accordingly as certain study programmes require specific subjects.

For some career paths, you may need to complete a degree at a university or a certificate/diploma through a TVET college or a SETA. The first thing you need to know is that in order to qualify for higher/further education and training studies, you must make certain that you have the right subjects to meet the minimum entry requirements to study further. Of course, for a degree, diploma or certificate studies, it is important that you choose subjects that are appropriate to the career you intend to follow and that you try to keep your options open as your plans may change as you go along.

There are also career guidance exhibitions that take place from time to time, hosted by different educational organisations/institutions. It is advisable that you attend as many of these exhibitions as often as possible to make sure that you become fully aware of every career option available to you.

The South African Qualifications Authority (SAQA), along with the departments of Higher Education and Training and Basic Education launched the NQF and Career Advice Service in January 2011. The programme comprises of different platforms to provide career advice to learners. These include a website, a career advice help line, guidance materials, and a weekly radio programme in partnership with SABC Education that is broadcast on nine regional radio stations in nine languages.

**My SA Career Guide 2011 gives a very basic step-by-step process that can help you make an informed career decision.**



# CHAPTER THREE

## Sector profile

The Sport, Recreation and Fitness is one of the six sub-sectors within the CATHSSETA scope. It consists of indoor and outdoor sporting events and activities, health and wellness centres, parks, beaches, leisure and recreation services. These are categorised as follows:

### SPORT

- Sporting Activities
- Sport Facilities and Clubs
- Sport Academies
- Sport Events
- Motorised and Non-Motorised Sport Activities

### RECREATION

- **Recreation, Leisure and Outdoor Activities:** includes activities such as hiking; fly fishing, mountaineering, bird watching and many more.
- **Amusement/theme Parks:** such as Gold Reef City in Johannesburg, Ratanga Junction in Cape Town, uShaka Marine World in Durban.
- Recreation Parks and Beaches
- Fairs and Shows

### FITNESS

- **Health and Wellness Centres:** including hydros, spas and fitness centres

The Sport, Recreation and Fitness sub-sector has a number of key stakeholders/role players. Most of these stakeholders are employers or organisations who pay the skills levy so that employees and unemployed people can benefit from skills development initiatives.

**For more information and a list of role players within CATHSSETA, visit the website:**  
**[www.CATHSSETA.org.za](http://www.CATHSSETA.org.za)**

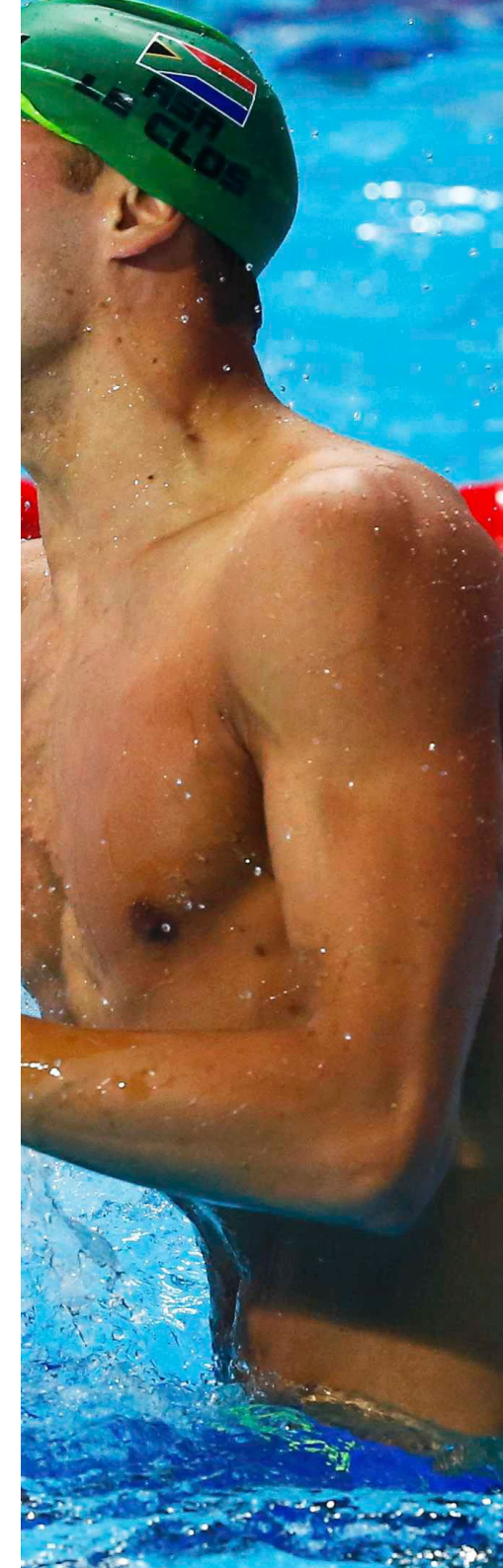
## WORK ENVIRONMENT

South Africa is striving to create an enabling environment to ensure that as many people as possible have access to and participate in sports and recreation activities. Participation in sport and recreation is recognised by the United Nations as a fundamental human right. People involved in sport, recreation and fitness require coaches, mentors, trainers, instructors, nutritionists, agents – and that is where you come in.

The Sport, Recreation and Fitness environment is diverse and multicultural and has its own unique demands and characteristics, including long and irregular working hours, including weekends. If you like working as part of a team and are willing to learn from others, then this is the career for you.

## WHERE CAN I WORK?

You can work in sport clubs, sport federations and academies, fitness establishments such as gyms, recreation clubs, government, and learning institutions such as universities and schools.





## Career opportunities

Occupation	Description	Work conditions
<b>Coach</b>	Coaches, trains and instructs	Coaches work long hours and are expected to travel regularly. The work is often pressured and could involve making difficult and unpopular decisions.
<b>Fitness Instructor, Personal Trainer</b>	Directs, instructs and guides an individual or group in the pursuit of physical fitness and well-being	Although the work is demanding, fitness instructors have the liberty of planning their own routines and classes. Many instructors are employed on a contract basis for specific classes. They may work for several employers at the same time. Some set up their own businesses.
<b>Sports Officer</b>	Promotes sports and skills development, and oversees the participation of young people in sport	A willingness to work flexible and unsocial hours including weekends and holidays is essential. Working hours can include evening meetings and occasional absence from home. Work can involve spending time outdoors in all weathers, overseeing the smooth running of activities you have organised.

## OTHER CAREER OPPORTUNITIES INCLUDE:

- **Management and Administration:** Sports Manager, Assistant Manager, Marketing Manager, Sponsorship Manager, Sports Administrator, Sport and Recreation Officer/Co-ordinator. These jobs include responsibility for co-ordinating all aspects of a sporting code (or several sporting codes) including marketing and publicity, finance, fund raising and sponsorship, co-ordinating and administering sports programmes in general.
- **Umpires/Referees:** They are responsible for officiating at competitive athletic and sporting events by observing the play, detect violation of rules, and imposing penalties established by the rules and regulations of the various sports.
- **Sports Agent:** This is essentially a sales job where the agent is constantly trying to get the best deal for his client. Sports agents not only manage the contracts of their clients, but also their images.
- **Media:** Sports Reporter/Writer, Sportscasters. Sports Writers are responsible for writing about sports in print or online news and entertainment publications, while Sportscasters report on sports on radio and TV.
- **Sports Massage Therapist:** The therapist will assist an athlete to reduce the chance of injury through proper stretching and event preparation, and shorten recovery time between workouts through deep tissue massage.



## ABOUT THE NATIONAL QUALIFICATION FRAMEWORK

The National Qualification Framework, NQF as it is commonly known, is the framework for qualification levels which enables learners to progress from any starting point. The NQF has 10 levels which are regulated as follows:

- Umalusi will provide for quality assurance at NQF levels 1 – 4
- Council on Higher Education (CHE) will provide for quality assurance at NQF levels 5 – 10
- Quality Council for Trades and Occupations (QCTO) will provide for quality assurance at NQF levels 1 – 8, (occupationally directed qualifications).

NQF Level	Sub-Framework and Qualifications Type (Government Gazette No 36803 – 30 August 2013)	
10	Doctoral Degree Doctoral Degree (Professional)	*
9	Master's Degree Master's Degree (Professional)	*
8	Bachelor Honours Degree Post Graduate Diploma Bachelor's Degree	Occupational Certificate (Level 8)
7	Bachelor's Degree Advanced Diploma	Occupational Certificate (Level 7)
6	Diploma Advanced Certificate	Occupational Certificate (Level 6)
5	Higher Certificate	Occupational Certificate (Level 5)
4	National Certificate	Occupational Certificate (Level 4)
3	Intermediate Certificate	Occupational Certificate (Level 3)
2	Elementary Certificate	Occupational Certificate (Level 2)
1	General Certificate	Occupational Certificate (Level 1)

**\*Note: when selecting a qualification, it is advisable to check its alignment to the NQF.**

## CHAPTER FOUR

### WHY THE NQF?

If learners are aware that there are clear learning pathways providing access to – and mobility and progression within – education, training and career paths, they will often be more inclined to improve their skills and knowledge since such improvements will increase their employment opportunities. The increased skills base of the workforce implies the enhancement of the functional and intellectual capability of the nation. This increases South Africa's chances for success in the global community. Thinking has shifted from education for employment (developing the ability to do a specific job), to education for employability (developing the ability to adapt acquired skills to new working environments). The new education and training system must be able to support the notion of an adaptable workforce.

### NATIONAL SENIOR CERTIFICATE (GRADE 12) & ADVANCED NATIONAL CERTIFICATE (VOCATIONAL)

The General Education and Training (GET) band consists of learners from Grade R up to Grade 9, as well as an equivalent Adult Basic Education and Training (ABET) qualification. The TVET band consists of grades 10 to 12 in schools and all education and training from the National

### DEGREES, DIPLOMAS & CERTIFICATES

The Higher Education and Training (HET) band consists of a range of degrees, diplomas and certificates up to and including postdoctoral degrees. HET also referred to as tertiary education, which provides the highest level of education with some degree of practical experience. Entry into HET is through a Grade 12 pass with exemption. The landscape for HET consists of about 25 institutions which include separate and incorporated universities, merged universities, universities of technology and comprehensive institutions.

Qualifications Framework (NQF) levels 2 to 4 (equivalent to grades 10 to 12 in schools), and the N1 to N6 in TVET colleges. CATHSSETA has linkages with TVET Institutions. Currently, there are no TVET Colleges that offer Conservation related qualifications.



# CHAPTER FIVE

## Other options to obtain Nationally Recognised Qualifications

### LEARNERSHIPS

A learnership is a workplace-based training programme comprising both structured practical workplace and structured theoretical training. The duration of a learnership is approximately twelve months, and results in a full qualification. Both unemployed (18.2) learners and employed (18.1) learners can participate in a learnership through an employer.

CATHSSETA and the employer sign a Service Level Agreement (SLA). The employer identifies an accredited training provider who can provide the theoretical component. The employer, the learner and the training provider sign a “Tri-partite” agreement. This agreement is legally binding, and in the case of unemployed (18.2) learners, a fixed term / temporary employment contract is also signed for the duration of the learnership. CATHSSETA monitors the implementation of the learnership and evaluates the impact of the programme.

### INTERNSHIPS

An internship is a programme designed to give university and university of technology graduates and learners an opportunity to extend their academic qualifications with structured workplace exposure and specialised training. Participants are placed on a full-time basis for a period of three to six months in a company and/or government department, the purpose of which is to provide the learner with workplace experience that builds on the qualification.



## APPRENTICESHIPS

An apprenticeship is similar to a learnership programme, but is mostly prevalent in trade occupations. The duration of an apprenticeship can range anywhere from 18 months to three years, and results in a formal qualification. Theory and practice is combined in a single learning process. On completion of both the theory and practical components, the apprentice sits for a trade test which leads to professional certification.

## SHORT COURSES

Short courses may include any structured training that is not yet NQF aligned, but transfers the necessary skills to learners. Learners must note, short courses may or may not be outcomes based, but are not credit-bearing.

## SKILLS PROGRAMMES

A skills programme is an accredited training that culminates in at least one credit on the NQF. The accumulation of credit-bearing skills programmes may lead to, or contribute towards a full qualification. Skills programmes are appropriate for people who have a shortage of critical skills or have not obtained a full qualification. Unlike learnerships, there is no tax incentive (for the employer) associated with skills programmes.

Skills programmes can be performed at several levels on the NQF and learners on skills programmes receive credits for every unit standard completed successfully. These units can be carried across as credits for partial completion of qualifications (known as portability of unit standards) and used for changing career paths or diversifying the field of expertise.

## RECOGNITION OF PRIOR LEARNING (RPL)

RPL allows for a person to obtain or strive towards obtaining a qualification, based on an assessment of the person's past training and work experience, whether obtained formally or informally. As an employed or unemployed person, if you already have extensive experience in a particular occupation but are finding it difficult to progress your skills development, you can follow the RPL path.

Case in point, you would identify which qualification best suits your experience, then you would be assessed by a registered RPL assessor or subject matter expert, according to the requirements of the qualification. This will identify where there are gaps in your experience, which you can address through credit-bearing skills programmes in order to acquire the qualification. Any person who wishes to obtain a formal qualification, based on past experience, may participate in the RPL process. For more information contact a relevant training provider in the list provided.



# CHAPTER SIX

## What options are available to finance my studies?

### BURSARIES

Tertiary institutions have bursaries that are financed by private donors or companies. These are awarded on merit or based on financial need. Candidates are often interviewed to make sure that they suit the future employment requirements of the sponsoring company. The student might be required to work for that company for a specific period of time after completion of the course.

### NATIONAL STUDENT FINANCIAL AID SCHEME (NSFAS)

The NSFAS provides student loans, of which a certain percentage is written off if the candidate passes their subjects each year. The rest is paid back once the candidate starts working. NSFAS operates from the financial aid offices of campuses of recognised Higher Education Institutions (HEIs) in South Africa.

### STUDY LOANS

All major banks offer student loans to learners who meet their requirements. A parent or friend in employment must sign surety, meaning that they will be responsible for ensuring that the loan is paid back.

### SCHOLARSHIPS

Scholarships are usually awarded on merit to the students with top academic results or with talent in sport and *have no strings attached*. The admissions offices of the universities and colleges will be able to direct you to the scholarships that apply to your chosen area of study.



# CHAPTER SEVEN

## Contact details

1 Newton Ave, Ground Floor  
Killarney, Johannesburg, 2193

(011) 217 0600

[www.cathsseta.org.za](http://www.cathsseta.org.za)

[facebook.com/CATHSSETA](https://facebook.com/CATHSSETA)

[twitter.com/CATHSSETA1](https://twitter.com/CATHSSETA1)

## Further reading

For more info on CATHSSETA-accredited training providers, TVET colleges and universities, visit the following websites:

[www.cathsseta.org.za](http://www.cathsseta.org.za)

[www.saqsa.org.za/show.php?id=5457](http://www.saqsa.org.za/show.php?id=5457)

[www.che.ac.za/.../where-do-i-find-list-accredited-private-higher-education](http://www.che.ac.za/.../where-do-i-find-list-accredited-private-higher-education)

[www.umalusi.org.za/show.php?id=3115](http://www.umalusi.org.za/show.php?id=3115)

[www.fetcolleges.co.za/site\\_public\\_fet.aspx](http://www.fetcolleges.co.za/site_public_fet.aspx)

[www.qcto.org.za](http://www.qcto.org.za)

## Frequently Asked Questions

### WHAT IS A LEARNERSHIP?

A learnership is a vocational education and training programme. It combines theory (30%) and practical (70%) culminating in a qualification that is registered with SAQA. Learnerships contribute towards creating jobs and resolving the unemployment crisis.

### WHAT IS THE DURATION OF A LEARNERSHIP?

A minimum duration of a learnership is twelve months. Some learnerships such as Golf learnerships are twenty-four months (two years) long.

### WHAT SHALL I OBTAIN AT THE END OF THE LEARNERSHIP?

If the learnership is successfully completed the learner shall obtain a qualification that is recognised throughout the country and a certificate as proof of competence.

### WILL A LEARNER BE OFFERED A JOB AFTER COMPLETING THE LEARNERSHIP?

There is no guarantee for employment after completing the learnership. This means that employers offering workplace training do not have any obligation to offer employment. CATHSSETA always encourages employers to provide employment after the completion of any learnership programme.

### HOW DO UNEMPLOYED PEOPLE APPLY FOR A LEARNERSHIP?

Learners are expected to register with the Department of Labour (DoL) at their nearest labour centre. The DoL unemployment database is normally used by private business for recruitment and placement purposes.

### WHAT IS A SKILLS PROGRAMME?

A skills programme is an occupationally directed programme which is presented by an accredited provider and when completed, will constitute a credit(s) towards a NQF registered qualification. A skills programme is a shorter version of a learnership and is meant to address short-term needs with long-term benefits. The intention is to ultimately lead to a qualification.

### WHAT IS AN INTERNSHIP?

An internship is an on-site work experience that is directly related to your field of study.

### WHO IS ELIGIBLE FOR CATHSSETA INTERNSHIP?

Any South African unemployed graduates with arts, culture and heritage qualification. CATHSSETA internship can also be for any students who require workplace experience.

### WHAT ARE THE BENEFITS OF INTERNSHIPS?

In addition to stipend earned, experience obtained through internship programme is valuable as students gain new skills and strengthen existing skills.

### HOW DO I APPLY FOR CATHSSETA INTERNSHIP?

Employers/companies/organisations should apply when the call for applications is out and these employers are expected to advertise for learners to apply and that has to be followed by interviews.

### HOW LONG IS AN INTERNSHIP PROGRAMME?

CATHSSETA internship programmes run for a period of twelve months.

### IS THERE A GUARANTEE OF VOLUNTEERING OPPORTUNITIES?

Many organisations utilise volunteers to host successful activities, events and programmes. There is always opportunities to become a volunteer in the sector.

### WHEN ARE YOU CONSIDERED A QUALIFIED ARTISAN?

You are only considered an artisan after you have successfully completed a trade test at a registered trade test centre.

### WHY IS IT IMPORTANT TO CHOOSE AN ACCREDITED TRAINING PROVIDER?

Acquiring skills from a training provider that is not accredited/quality assured by a relevant body will result in qualification or skills training that will not be recognised in the industry. Please contact our offices or Department of Higher Education to check the accreditation status of any institution.





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SECTOR EDUCATION & TRAINING AUTHORITY  
(CATHSSETA)

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