

Australian Aquatic & Recreation Workforce Guide

2026 Australian Census

Help ensure our workforce is accurately represented

On Tuesday 11 August 2026, Australia will participate in the 2026 Census of Population and Housing, conducted by the Australian Bureau of Statistics (ABS).

Held every five years, the Census provides a comprehensive snapshot of Australia's population and helps inform planning, policy and investment in the services and infrastructure that support our communities.

For the aquatic and recreation industry, the Census presents an important opportunity for Government to better understand the size, diversity and composition of our national workforce. The quality of this information, however, depends on people completing the occupation section of the Census consistently.

This guide has been developed to enable that consistency across our Industry and ensure our workforce is represented as accurately as possible.

Why has this guide been developed?

There are two common challenges when selecting an occupation in the Census.

- **Challenge 1: Different organisations use different job titles**

Equivalent roles are often known by different names. For example, one organisation may use *Swim Teacher* while another may use *Learn to Swim Instructor*. Although the job titles differ, the work performed is fundamentally the same.

Without a consistent approach, these roles may be recorded differently in the Census, making it more difficult to accurately understand the size and characteristics of the workforce.

- **Challenge 2: Some roles don't have an obvious Census occupation**

The ABS occupation list does not always include a direct match for every role found within aquatic and recreation facilities. Roles such as *Duty Manager* or *Operations Coordinator* could reasonably align with several different occupations.

This guide recommends a consistent Census occupation title and ABS occupation code for common aquatic and recreation roles, helping ensure people performing similar work are classified consistently across the industry.

Why is consistency important?

A consistent approach will help:

- Build a more accurate picture of Australia's aquatic and recreation workforce
- Enable Government to better understand workforce size, diversity and emerging trends
- Support future investment in our Industry
- Assist advocacy for National and State Skills Priority Lists

This guide has been developed by Aquatics & Recreation Victoria in consultation with aquatic and recreation industry representatives and aligns recommended occupations with the Australian Bureau of Statistics' occupation classification framework.

How to use this guide

When completing the occupation section of your Census:

- Find your current workplace job title
- Use the recommended Census occupation title and ABS occupation code that best reflects your primary role

Thank you for helping ensure Australia's aquatic and recreation workforce is represented accurately in the 2026 Australian Census.

Table of recommended Census occupations

Your Workplace Job Title	ABS Code	Recommended Census Occupation
Centre Manager	161335	Aquatic Centre Manager
Venue Manager	161335	Aquatic Centre Manager
Assistant Manager	161335	Aquatic Centre Manager
Health & Fitness Manager	161334	Fitness Centre Manager
Health & Fitness Assistant Manager	161334	Fitness Centre Manager
Health & Fitness Coordinator	161334	Fitness Centre Manager
Health & Fitness Team Leader	161334	Fitness Centre Manager
Gym Instructor	462131	Gym Instructor
Personal Trainer	462131	Personal Trainer
Exercise Physiologist	262231	Exercise Physiologist
Group Exercise Coordinator	462131	Fitness Instructor (General)
Group Exercise Instructor	462131	Fitness Instructor (General)
Aquatics Manager	161335	Aquatic Centre Manager
Aquatics Coordinator	161335	Aquatic Centre Manager
Aquatics Team Leader	161335	Aquatic Centre Manager
Aquatic Support Officer	161335	Aquatic Centre Manager
Swim Teacher	462442	Swimming and Water Safety Teacher
Operations Manager	161335	Aquatic Centre Manager
Operations Coordinator	161335	Aquatic Centre Manager
Operations Team Leader	161335	Aquatic Centre Manager
Duty Manager	161335	Aquatic Centre Manager
Senior Lifeguard	462331	Lifeguard
Lifeguard	462331	Lifeguard
Customer Service Manager	172132	Customer Service Manager
Customer Service Coordinator	172132	Customer Service Manager
Customer Service Team Leader	172132	Customer Service Manager
Customer Service Supervisor	172132	Customer Service Manager
Customer Service Officer	172132	Customer Service Manager
Stadium Manager	161335	Sports Centre Manager
Venue Manager	161335	Sports Centre Manager

Stadium Coordinator	599933	Facilities Coordinator
Stadium Team Leader	599933	Facilities Coordinator
Stadium Officer	599933	Facilities Officer
Service Officer	411931	Recreation Officer
Program Officer	411931	Recreation Officer
Creche Team Leader	141231	Early Childhood Education and Care Service Manager
Creche Attendant	251131	Early Childhood (Pre-primary School) Teacher
Kiosk / Café Manager	161231	Cafe or Restaurant Manager
Kiosk / Café Supervisor	161231	Cafe or Restaurant Manager
Kiosk Team Leader	161231	Cafe or Restaurant Manager
Kiosk Attendants	471331	Cafe Attendant
Sales Manager	112133	Sales and Marketing Manager
Sales Consultant	621299	Gym Membership Consultant
Marketing Manager	112133	Sales and Marketing Manager
Marketing Assistant	112133	Sales and Marketing Manager
Graphics Designer	242332	Graphic Designer
People & Culture Manager	111331	People and Culture Manager
People & Culture Coordinator	111331	People and Culture Manager
Payroll Coordinator	171232	Payroll Manager
Assets & Maintenance Manager	131231	Infrastructure Asset Manager
Assets & Maintenance Coordinator	131231	Infrastructure Asset Manager
Facility Maintenance	131231	Infrastructure Asset Manager