ARTS, ENTERTAINMENT & RECREATION

Career Ladder

LEARN ABOUT THE ARTS, ENTERTAINMENT & **RECREATION CAREER PATH**

Advance your skills and learn what it takes to move up the Arts, Entertainment & Recreation Career Ladder!

Each career level contains information about wages, job descriptions, main job duties, examples of job titles, general skills, and links to educational and training opportunities.

If you have further questions about local labour market information, email helpdesk@wdb.ca or visit wdb.ca.

MEDIAN HOURLY WAGE	ENTREPRENEUR / BUSINESS OWNER	
\$35.04	RECREATION, SPORTS & FITNESS PROGRAM & SERVICE DIRECTORS	
\$31.83	RECREATION, SPORTS & FITNESS PROGRAM SUPERVISORS	
\$22.59	COACHES	
\$19.05	PROGRAM LEADERS & INSTRUCTORS IN RECREATION, SPORT & FITNESS	h
\$15.56	OPERATORS & ATTENDANTS IN AMUSEMENT, RECREATION & SPORT	h

OPERATORS & ATTENDANTS IN AMUSEMENT, RECREATION & SPORT

Set up and operate rides and

and sports equipment.

CUSTOMER SERVICE

SALES FIRST AID

Some secondary school may be required.

Specialist High Skills Major (SHSM) – Sports &

Kawartha Pine Ridge District School Board

Peterborough Victoria Northumberland and Clarington

Skills on Demand - Work and Academic Upgrading

Trillium Lakelands District School Board

Catholic District School Board

FLEMING COLLEGE

Post-Secondary Education

Customer Service Skills

Customer Service and Ethics

CERTIFICATION COURSES

Lifesaving Society - First Aid

Customer Service: Modern Approach

Academic Upgrading

On-the-job training is usually provided.

RESOURCES

SECONDARY SCHOOL

Hospitality & Tourism

COMMUNICATION SKILLS

ORGANIZATIONAL SKILLS

EDUCATION & TRAINING

attractions, collect tickets and fees,

and supervise the use of recreational

WHAT

MAIN JOB DUTIES

HOURLY

Drive trucks, vans and other vehicles to transport amusement rides, games and other attractions to amusement attraction sites

LOW

\$15.50

MEDIAN

\$15.56

HIGH

\$18.16

- Collect tickets and fees, and rent or sell sports and accessory equipment or sell tickets
- Schedule the use of recreational facilities and set up rides. game concessions and other amusement attractions
- Operate recreational facility equipment, rides and other attractions safely
- Clean and maintain recreational facilities and grounds

JOB TITLE EXAMPLES

Campground Worker **Facility Monitor** Golf Course Attendant **Kiosk Attendant** Park Receptionist

OTEC - ONTARIO TOURISM EDUCATION CORPORATION

- Customer Service Excellence Series
- **Training Solutions**
- Contact: info@otec.org

SERVICE PROVIDERS

Find your local employment service provider here or adult education and training provider here and contact them for current training programs such as:

- Math and Customer Service Training
- **Better Jobs Ontario**
- Sector-Focused Career Training
- Youth Job Connection
- **Employment Readiness**

VIEW JOB POSTS

PROGRAM LEADERS & INSTRUCTORS IN RECREATION, SPORT & FITNESS

WHAT Lead and instruct groups and individuals in various recreational,

sports, fitness or athletic programs.



FIRST AID LEADERSHIP **COMMUNICATION SKILLS INTERPERSONAL SKILLS** MANAGEMENT

EDUCATION & TRAINING RESOURCES

Demonstrated ability in a particular recreational, sports or

MAIN JOB DUTIES

- Plan, demonstrate or instruct various recreational, athletic, fitness and sports activities
- Assemble supplies and sports and game equipment Monitor recreational, sports or fitness activities and enforce safety rules and regulations
- Provide emergency or first aid assistance when required
- Attend to group arrivals and departures
- Assist clients with special needs, provide lifestyle awareness information or conduct therapeutic recreational activities
- May train and supervise staff

JOB TITLE EXAMPLES

Camp Counsellor Lifeguard **Outdoor Educator Personal Trainer**

HOURLY LOW \$15.50 \$19.05

\$

MEDIAN





fitness discipline is required.

Completion of secondary school education is usually required.

Completion of a college program in recreation or physical education is usually required.

Certification and/or experience is usually required in a specific area of recreational, sports or fitness activity, such as, a ski instructor or personal trainer, fitness instructor specialist, or in first aid or emergency care.

SECONDARY SCHOOL

Specialist High Skills Major (SHSM) - Sports & Hospitality & Tourism

- Kawartha Pine Ridge District School Board
- Trillium Lakelands District School Board
- Peterborough Victoria Northumberland and Clarington **Catholic District School Board**

FLEMING COLLEGE Academic Upgrading

Skills on Demand – Work and Academic Upgrading

- **Post-Secondary Education**
- **Customer Service and Ethics**
- **Customer Service Skills**
- Customer Service: Modern Approach

ONTARIO COLLEGE DIPLOMA OR CERTIFICATE

- **Recreation and Leisure Services**
- Recreation and Leisure Services (Advanced Standing)
- Community Integration Through Cooperative Education

Program Instructor

CERTIFICATION EXAMPLES

- <u>Canadian Ski Instructors' Alliance (CSIA) Ski Instructor</u>
- canfitpro Personal Trainer and Program Instructor
- Personal Trainer Certification Course (CFES) Personal Trainer
- Canadian Society for Exercise Physiology Personal Trainer
- Canadian Golf Teachers Federation (CGTF) Golf Instructor
- **Gymnastics Ontario Gymnastics Instructor**
- Lifesaving Society Swimming Instructor Canadian Yoga Alliance (CYA) - Yoga Instructor
- Lifesaving Society First Aid

OTEC - ONTARIO TOURISM EDUCATION CORPORATION

- Customer Service Excellence Series
- Training Solutions
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SERVICE PROVIDERS

Find your local employment service provider here or adult education and training provider here and contact them for current training programs such as:

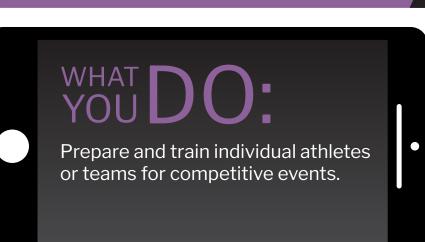
- Better Jobs Ontario
- Sector-Focused Career Training
- Youth Job Connection
- **Employment Readiness**

VIEW JOB POSTS

HOURLY

WAGES

COACHES



COMMUNICATION SKILLS FIRST AID PLANNING

ORGANIZATIONAL SKILLS

LEADING & MOTIVATING

EDUCATION & TRAINING RESOURCES

Experience in and technical knowledge of the sport is required.

Completion of the National Coaching Certificate Program (NCCP) is usually required.

A post-secondary degree in physical education may be required.

SECONDARY SCHOOL Specialist High Skills Major (SHSM) – Sports &

- Hospitality & Tourism
- Kawartha Pine Ridge District School Board
- Trillium Lakelands District School Board
- Peterborough Victoria Northumberland and Clarington Catholic District School Board

FLEMING COLLEGE Post-Secondary Education

- Creative and Critical Thinking Leadership Development
- Human Relations Leadership Development
- Leadership in a Team Environment
- Leading Responsibly Leadership Development
- Leading Teams Leadership Development
- Performance Management Leadership Development
- Managing Change Leadership Development
- **Dispute Resolutions**
- Sports Psychology

ONTARIO COLLEGE DIPLOMA OR CERTIFICATE

Sport Conditioning

RECREATION, SPORTS & FITNESS PROGRAM SUPERVISORS

MAIN JOB DUTIES

LOW

\$18.39

Plan, develop and implement training and practice sessions

HIGH

\$38.03

MEDIAN

\$22.59

- Identify strengths and weaknesses of athletes and teams
- Motivate, nurture and prepare athletes or teams to develop skills and abilities needed for competitive events
- Formulate competitive strategies, develop game plans and direct athletes and players during games or athletic events Analyze athletes' or teams' performances and modify training programs
- Identify, evaluate and recruit future athletes for professional sports teams

JOB TITLE EXAMPLES

Gymnastics Coach Head Coach **Hockey Scout** Sports Coach Strength and Conditioning Coach

ONTARIO BACHELOR OF PHYSICAL EDUCATION

- **Brock University**
- Laurentian University
- Nipissing University
- **Redeemer University**

CERTIFICATION EXAMPLES

- National Coaching Certification Program (NCCP)
- Canadian Ski Instructors' Alliance (CSIA) Ski Coach
- Canadian Golf Teachers Federation (CGTF) Golf Coach
- Gymnastics Ontario Gymnastics Coach
- Swim Ontario Swimming Coach
- Hockey Canada Hockey Coach
- Lifesaving Society First Aid

SERVICE PROVIDERS

Find your local employment service provider here or adult education and training provider here and contact them for current training programs such as:

- Better Jobs Ontario
- Sector-Focused Career Training
- Youth Job Connection

VIEW JOB POSTS

LOW HOURLY MEDIAN \$ WAGES \$22.98 \$31.83

MAIN JOB DUTIES

Develop, plan and coordinate sports, fitness and recreation programs and sporting events

HIGH

\$43.26

 Supervise program leaders and volunteers, oversee training and set work schedules

Oversee and administer recreation. sports and fitness programs and activities.

PLANNING MANAGEMENT COORDINATING LEADERSHIP CUSTOMER SERVICE

EDUCATION & TRAINING RESOURCES

A university degree in recreation, or sports administration, physical education, kinesiology or related discipline or a college diploma in a recreation, sports and fitness program is required.

Several years of experience in a related field as a program leader or instructor in recreation, sports and fitness is required.

Certification in program specialization, such as fitness or lifesaving, may be required.

SECONDARY SCHOOL Specialist High Skills Major (SHSM) – Sports & Hospitality & Tourism

- Kawartha Pine Ridge District School Board
- **Trillium Lakelands District School Board**
- Peterborough Victoria Northumberland and Clarington Catholic District School Board

FLEMING COLLEGE Post-Secondary Education

- Creative and Critical Thinking Leadership Development
- Human Relations Leadership Development
- Leadership in a Team Environment
- Leading Responsibly Leadership Development
- Leading Teams Leadership Development
- Performance Management Leadership Development
- **Customer Service and Ethics**
- **Customer Service Skills**
- **Customer Service: Modern Approach**
- Human Resources Management Principles
- **Dispute Resolutions**
- **Occupational Health and Safety**
- Sports Psychology

ONTARIO COLLEGE DIPLOMA OR CERTIFICATE

- Project Management
- **Recreation and Leisure Services**
- Recreation and Leisure Services (Advanced Standing)
- Community Integration Through Cooperative Education

ONTARIO BACHELOR OF PHYSICAL EDUCATION

- **Brock University**
- Laurentian University
- Nipissing University
- **Redeemer University**

RECREATION, SPORTS & FITNESS PROGRAM & SERVICE DIRECTORS

WHAT

Plan, organize, direct, control and evaluate, the work of managers and supervisors operating recreational, sports and fitness programs and services. They formulate policies which establish the direction to be taken, either alone or in conjunction with a board of directors.



CUSTOMER SERVICE

LEADERSHIP

MANAGEMENT SALES

EDUCATION & TRAINING RESOURCES

A university degree in recreology, physical education or sports administration or a college diploma in recreation management or sports administration is usually required.

Several years of experience as a supervisor or coordinator within the recreation, sports and fitness industry is usually required.

A coaching certification in a particular sport or a Municipal Recreation Director's Certificate may be required.

SECONDARY SCHOOL

Specialist High Skills Major (SHSM) - Sports & Hospitality & Tourism

- Collaborate with community partners to research existing programs, resources and best practices
- Promote and advise community groups, corporations, schools and other organizations about recreation, sports and fitness program and activities
- Resolve customer complaints
- Provide expert advice and consulting services on the administration of sports programs or recreation policy

JOB TITLE EXAMPLES

Aquatic Supervisor **Camp Coordinator Fitness Coordinator Recreation Supervisor**

ONTARIO BACHELOR IN SPORTS MANAGEMENT. ADMINISTRATION OR BUSINESS

- Brock University
- Laurentian University
- University of Guelph
- <u>University of Waterloo</u>

ONTARIO BACHELOR OF KINESIOLOGY

- Lakehead University
- Laurentian University
- Queen's University
- **Trent University**
- Western University

CERTIFICATION EXAMPLES

- Personal Trainer Certification Course (CFES) Personal Trainer
- <u>Canadian Society for Exercise Physiology Personal Trainer</u>
- canfitpro—Personal Trainer
- Lifesaving Society First Aid

OTEC - ONTARIO TOURISM EDUCATION CORPORATION

- Customer Service Excellence Series
- **Training Solutions**
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SERVICE PROVIDERS Find your local employment service provider here or adult education and training provider here and contact them for current training programs such as:

- Better Jobs Ontario
- Sector-Focused Career Training
- Youth Job Connection

HOURLY

WAGES

VIEW JOB POSTS

MAIN JOB DUTIES

Establish objectives, direct and control the operations of recreation, sports and fitness programs and services

LOW

\$24.38

MEDIAN

\$35.04

HIGH

\$48.74

- Prepare budgets, monitor revenues and expenses and
- develop policies and procedures to implement programs Provide technical and professional advice on recreation, sports and fitness matters
- Recruit program leaders and coaches and direct managers
- and supervisors or other executive staff Develop long range plans and negotiate business contracts
- with suppliers for the provision of materials and supplies
- Lead and manage fundraising drives and arrange for sponsorships from public and private organizations

JOB TITLE EXAMPLES

Fitness Club Manager Leisure Programs Manager **Recreation Manager Recreation and Sports Director**

ONTARIO BACHELOR OF PHYSICAL EDUCATION

- Brock University
- Laurentian University
- Nipissing University
- **Redeemer University**

ONTARIO BACHELOR IN SPORTS MANAGEMENT,

- Kawartha Pine Ridge District School Board
- Trillium Lakelands District School Board
- Peterborough Victoria Northumberland and Clarington **Catholic District School Board**

FLEMING COLLEGE Post-Secondary Education

- Creative and Critical Thinking Leadership Development
- Human Relations Leadership Development
- Leadership in a Team Environment
- Leading Responsibly Leadership Development
- Leading Teams Leadership Development
- Performance Management Leadership Development
- Managing Change Leadership Development
- **Customer Service and Ethics**
- **Customer Service Skills**
- **Customer Service: Modern Approach**
- Human Resources Management Principles
- **Dispute Resolutions**
- Occupational Health and Safety
- Sports Psychology
- **Finance for Non-Financial Managers**

ONTARIO COLLEGE DIPLOMA OR CERTIFICATE

- **Project Management**
- **Recreation and Leisure Services**
- Recreation and Leisure Services (Advanced Standing)
- Community Integration Through Cooperative Education
- Sport Administration, Business and Management

ENTREPRENEUR / **BUSINESS OWNER**

Create or purchase an existing business with the objective of being the owner of a successful business operation.

WORK INDEPENDENTLY **CUSTOMER SERVICE** ORGANIZATION

TIME MANAGEMENT ACCOUNTING

EDUCATION & TRAINING **RESOURCES**

ONTARIO SUMMER COMPANY Grant for students aged 15 to 29 to start a new

- summer business
- Northumberland Summer Company Program
- Peterborough Summer Company Program
- Kawartha Lakes Summer Company Program

STARTER COMPANY PLUS

Grant for Canadians 18+ to start a new business or grow a business that has been in operations for fewer than five years

- Northumberland Starter Company Program
- Peterborough Starter Company Program
- Kawartha Lakes Starter Company Program

COMMUNITY FUTURES

Financing, mentorship and community support for local small businesses

- Haliburton County Development Corporation
- Kawartha Lakes CFDC
- **Community Futures Peterborough**
- Northumberland CFDC

ADMINISTRATION OR BUSINESS

- Brock University
- Laurentian University
- University of Guelph
- University of Waterloo

ONTARIO BACHELOR OF SPORT PSYCHOLOGY

Laurentian University

CERTIFICATION EXAMPLE

National Coaching Certification Program (NCCP)

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Better Jobs Ontario

- Sector-Focused Career Training
- Youth Job Connection

VIEW JOB POSTS

Approximately 1,450 new businesses are launched annually in the WDB Region.

MAIN JOB DUTIES

- Create and manage a business plan, including ongoing research and planning, and time management
- Secure funding, maintain business bank accounts, payments processing, taxes and general bookkeeping
- Develop marketing campaigns, manage social media and conduct other marketing activities
- Respond to customer service inquiries, including answer phone calls and emails to build a positive reputation for the business
- Recruit and manage employees

JOB TITLE EXAMPLES

Small Business Owner Franchisee

INNOVATION CLUSTER Supports entrepreneurs in the formation and growth of tech-driven companies

Innovation Cluster

FLEMING COLLEGE Post-Secondary Education

- Business Development for Entrepreneurship and Small Business
- Fundamentals of Entrepreneurship
- Entrepreneurship
- Social Entrepreneurship
- Small Business Financial Management
- **Finance for Non-Financial Managers**

TRENT UNIVERSITY Post-Secondary Education

- Business Administration (B.B.A.), Entrepreneurship **Specialization**

WDB Workforce Development Board



Wage data comes from Lightcast (2021.3). Job posting data is from WDB Local Jobs Hub (WDB Region, 2022).

We would like to acknowledge the investment made by the Ministry of Heritage, Sport, Tourism and Culture Industries and RTO8 for this project.





