

Submission to Jobs and Skills Australia – CSOL Consultation 2025

From: Churchill-Waverley Golf and Bowls Club

Subject: Reinstatement of Sports Turf Manager/Trades Worker (Greenkeeping) on the Core Skills Occupation List (CSOL)

Club Profile

Our club, Churchill-Waverley Golf and Bowls Club, was founded in 1926, located in Endeavour and Rowville, Victoria. We have 550 members and host approximately 65,000 rounds annually. The club employs 25 full-time equivalent staff across turf, golf operations, hospitality, and administration.

The course annually hosts the Victorian Junior Masters and contributes significantly to our community with school junior programs and discounted junior membership. Our course quality and member experience are dependent on having sufficient skilled turf staff.

Labour Market Challenges

Despite local advertising and recruitment efforts, we continue to face challenges recruiting the necessary qualified turf staff to maintain a full staff roster:

- In 2024, we advertised one turf position and received no suitable applicants.
- At present, one role remains permanently unfilled (topped up with casual staff where available), impacting our ability to upgrade and maintain the course to the standards expected by members and guests.

Until October 2024, the option to sponsor permanent, qualified greenkeepers from overseas was an option available to fill our workforce strategy. The removal of turf roles from the CSOL has closed this pathway and left the potential for unsustainably.

Operational Impact

Staff shortages directly affect course presentation and member experience:

- Reduced mowing, bunker raking, and irrigation monitoring has led to inconsistent course presentation and likely a factor behind a decline in membership.
- Planned course improvements and upgrades have been delayed due to insufficient labour capacity.
- Hosting tournaments is at risk if course standards fall below competition requirements.

Environmental Benefit of Golf Courses

Golf courses, when sustainably managed, can provide meaningful environmental benefits. Their expansive green spaces act as natural carbon sinks, with turfgrass, trees, and shrubs absorbing carbon dioxide and releasing oxygen, which helps improve local air quality. The vegetation also traps dust and particulate matter, reducing pollution in surrounding areas. Many golf clubs incorporate native plants and create habitats for birds, pollinators, and small mammals, enhancing biodiversity. Additionally, well-maintained courses can serve as green buffers in urban areas, cooling the local microclimate and reducing the overall carbon footprint by offsetting emissions.

Economic and Community Contribution

Our club generates an annual turnover of approximately \$3.2 million, supports 25 staff, and hosts the Victorian Junior Masters, one of Australia's major junior events each year.

Since COVID, golf has continued to grow strongly in participation and plays a vital role in our local community and economy. Maintaining course quality is therefore not only a sporting matter but also critical to sustaining this growth and the economic activity it generates. Poorly maintained courses not only impact our members but also:

- Reduce visitor rounds and green-fee revenue.
- Threaten the overall viability of the club and our role in the community.

The loss of access to skilled overseas greenkeepers therefore has implications well beyond our club — it impacts sport, tourism, and community wellbeing.

Skills and Training

Turf management is a highly specialised profession requiring knowledge of:

- Agronomy and plant science.
- Irrigation systems and water conservation.
- Pest and disease control.
- Sustainability and environmental stewardship.

These are not interchangeable with general horticulture or unskilled labour. A qualified greenkeeper has unique expertise that cannot be substituted by casual or untrained staff.

While we are committed to training apprentices and developing local staff, the pipeline alone cannot meet current demand — particularly as experienced greenkeepers continue to leave the industry for other sectors.

Request

We urge Jobs and Skills Australia to reinstate Sports Turf Manager/Trades Worker (greenkeeping) roles on the Core Skills Occupation List. Doing so will:

- Provide clubs with a sustainable pathway to secure skilled staff.
- Support the quality and international reputation of Australian golf courses.
- Safeguard the economic and community contributions of the golf sector.
- Ensure clubs can continue to deliver safe, sustainable, and environmentally responsible facilities for their communities.

You are welcome to contact me should you require any clarification

Kind regards

[Redacted Signature]

29 August 2025