

2010 Townsville Development Camp Report

HQ Remote and Indigenous Hockey Development Program and Hockey Australia
Partnership

INDIGENOUS PROGRAMS REPORTING

2010

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Camp Participants with Hockeyroos

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Report

Background

Hockey Queensland Inc through the Remote and Indigenous Hockey Development Program developed an Indigenous Participation Strategy designed to encourage more indigenous and Torres Strait Island athletes to be involved in the sport of hockey in Queensland.

Part of the strategy looks to create, develop and deliver programs to support more people from Indigenous and Torres Strait Islander heritage to be selected in Queensland Squads and Teams.

Hockey Australia through its National Indigenous Talent Development Program is looking to support young indigenous athletes to be selected in Australian squads and teams.

Prior to this Project – there had been limited connection between the Indigenous Development Programs being delivered in Queensland and pathways into the state and national programs.

Project Outcomes

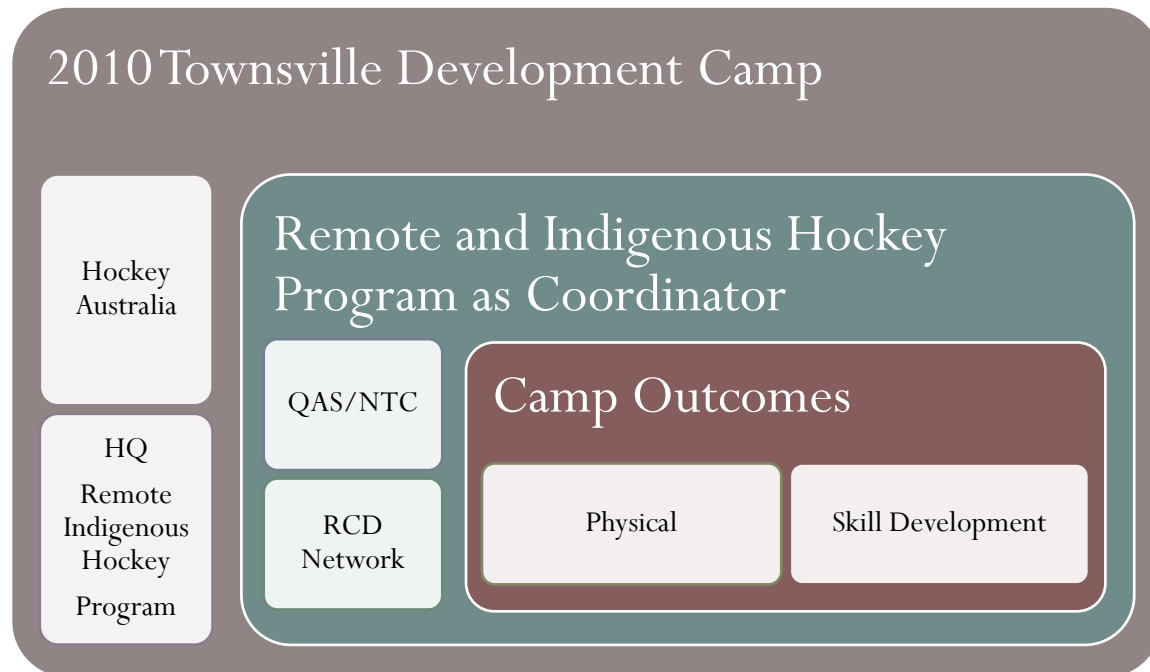
- ❖ Begin the collection of relevant physical and skill development data and analysis to identify the current standard and level of identified athletes;
- ❖ Rate athletes for further development;
- ❖ Progress this program statewide



Project Partnerships and Co ordination

The HQ Remote and Indigenous Hockey Development Program was confirmed as coordinator of the Project because of its experience in creating, developing, organizing and delivering programs to people with Indigenous and Torres Strait Island heritage.

The Project began with strategic planning and outcomes confirmed with Hockey Australia.



Process

This Project required the support of the following people

- (a) Hockey Australia High Performance Manager
- (b) Hockey Australia National Indigenous Talent Development Program Manager
- (c) QAS/NTC Coaches (male and female programs)
- (d) HQ Coaching Manager
- (e) HQ Regional Coaching Directors – Cairns, Townsville and Mackay
- (f) Cairns, Townsville and Mackay Hockey Associations
- (g) HQ Remote and Indigenous Hockey Development Program
- (h) Parents and Family Supporters

As a result it was important to ensure that a process was initiated to ensure effective and relevant communication between all parties in an effort to assist administration and management and to ensure all parties were travelling in the same direction.

Regional Coaching Directors in Cairns, Townsville and Mackay were informed about the camp, advised of the outcomes and asked to identify young indigenous hockey players aged between 13 and 16 male or female in their region who were of a standard capable of representing their region.

A player aged 9 was invited in error and this was not ideal. The age groupings 13-16 offered it's own challenges with varying stages of development etc however with the limited resources and opportunity, the positive messages from the camp outweighed the disadvantages. It is however worth noting that if this program develops, age variations should be taken into consideration in the planning of the projects.

The HQ Remote and Indigenous Hockey Development Program had the existing relationships in place with all these parties and therefore was the most effective in this process.

It was identified that conducting this camp to complement the Hockeyroos –v- Argentina Test matches scheduled to be played in Townsville 24-28 March 2010. Value adding was achieved by scheduling the camp on the 25th and 26th March 2010 which allowed the athletes the ability to watch a test match and also watch team training. Most significantly, it allowed the camp athletes to meet some of the Hockeyroos as part of the camp process and discuss issues important to their future. The benefits of this interaction should not be under estimated. Role models rate highly to this age grouping.



Hockeyroos interacting with 2 athletes at the Camp

It is important to note here that parent and family support was crucial to the success of this camp.

The athletes were responsible for all transport, accommodation and meal costs associated with the camp with the program offering some assistance based on where they lived. All arrangements were communicated to the athletes/parents and from 16 invitations, we received 14 acceptances. Feedback from the parents/family support identified that the certainty of the process, the clear obligations and the clear division of roles and outcomes were important in the decision as to whether to be involved or not.

A list of athletes who attended is attached hereto



Images of the Camp

Camp Assessments and Evaluations

The evaluation and assessment process from the outset must be objective and transparent to obtain and retain credibility.

The standards are based on National and State Team fundamentals which have been communicated to us by QAS/NTC Coaches and Hockey Australia High Performance Program including NITD Program.

Individual assessments will be conveyed to the athletes through the RCD Network.

More detailed assessment reports will be sent to

- (a) HQ Coach Manager
- (b) QAS/NTC Coaches
- (c) NITD Program Manager

This camp was able to achieve the following outcomes:-

- (a) An individual athlete from the camp was recommended to the Hockey Australia NITD Program
- (b) 5 additional athletes were identified as having realistic potential to be selected in future Queensland Squads
- (c) A series of testing was undertaken with the assistance of James Cook University to enable comparisons to be made and used in future programs. Those athletes identified for further development are highlighted in yellow.
- (d) Highlighted to each regional association in North Queensland of the progress Hockey Queensland is making in the area of increasing indigenous participation in mainstream hockey.

Camp Feedback

It is universally accepted that if development programs targeted at young people have the support of the family, then the program stands a better chance of success. This is magnified many times over when the program focuses on Indigenous and Torres Strait Islander youth.

Gaining and retaining this support is an essential element to build into any program and the feedback we received from parents and supporters who were involved and attended can be identified as

- Clear and Effective Communication of what the camp was about and how it would be effected
- Roles and Responsibilities set out clearly
- Keeping the parents informed as to what was happening and why through-out the camp
- Not restricting them but setting boundaries they agree to

The parents and family supporters gave feedback to us through personal discussions and email communication. The feedback was essentially positive. They could see the young people being coached by people they respected and had confidence in the program.

We received direct feedback from the participants by engaging them in self evaluation and then evaluating the coaches and the camp. Overwhelmingly the learning of advances skills and understanding their impact on the game gained the most positive responses.

We also asked our program's indigenous trainee to provide feedback on the success or otherwise of the camp from a young person's point of view. Attached hereto is a copy of the report but important points include

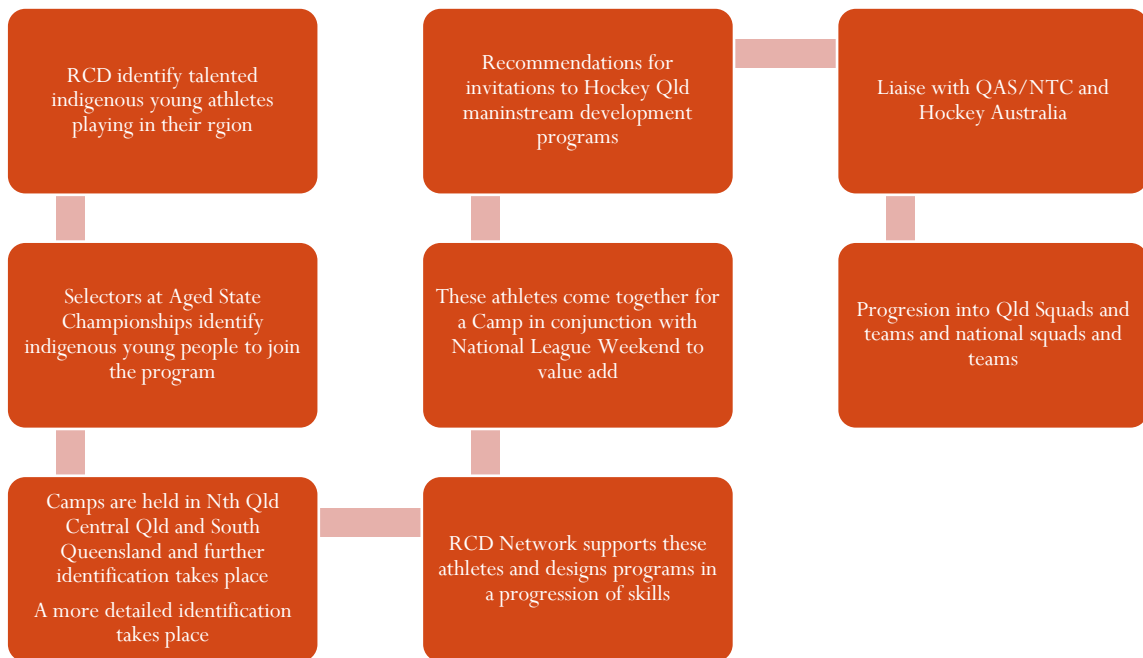
- ✓ Important to see that the young people could apply the new skills they were being taught
- ✓ Small Games was the way this could be delivered
- ✓ Interaction with the Hockeyroos on the group and as an individual
- ✓ Recommendation that it is important that the younger people have their own roles models to look up to even at the camp. It gives them a pathway they can see and relate to



Camp Participants with David McNeil

Report Recommendations

1. That a partnership between Hockey Queensland and Hockey Australia be strengthened in the area of national indigenous talent development. This partnership include the links with NTC/QAS Program and RCD Networks. Roles and responsibilities should be clearly defined in addition to identified outcomes.
2. A strategy be developed to assist and encourage the expansion of this Development Initiative to cover all of Queensland. It is important to identify that the camps should form an important part of the strategy but should not be only a camp based strategy. This should include at least 4 Camps and complementary support programs through the RCD network
3. This is a staged process with the ultimate outcome to have an increased indigenous presence in the regional academy programs



4. Cross Cultural Training should be included in RCD Professional development to ensure best practice and allow coaches and athletes the greatest opportunity to take advantage of the support offered.
5. The HQ Remote and Indigenous Hockey Development Program should continue to manage, administer and coordinate this process and the Program's Plans should be broadened to include this.



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HOCKEY QUEENSLAND
Remote & Indigenous
Hockey Development Program

Camp Identified Players

To: *Hockey Queensland Inc*

From: *Remote Hockey Program*

Re: *Townsville Camp - Recommendations*

- 1. Harley Mabo - Cairns could be recommended to NITD Program for inclusion in national camps*
- 2. Jedess Hudson and Jake Braer - both of Cairns pretty close to being recommended to Hockey Australia- further development recommended*
- 3. Carmon McPhee - Cairns and Jessica Nepia - Mackay have future potential and should be included in future development programs*

Special Note

Shannaiya Ferns is only 13 years of age but has a great deal of potential for future advancement. Should be included in any further development programs

Athletes Testing Results