



# NTH QLD RUBIES INDIGENOUS GIRLS HOCKEY TEAM - LEADING THE WAY



1/20/2012

Rubies Training Camp – Jan 16-19th 2012  
REPORT

Nth Qld Rubies is the first recognized Indigenous Hockey Team to compete internationally. This Program is Leading the Way towards providing opportunities and pathways to encourage and support young talented indigenous girl's progress towards State and National hockey representation.

Nth Qld Rubies Indigenous Girls Hockey Team - Leading the Way

## **RUBIES TRAINING CAMP – JAN 16-19TH 2012 REPORT**

### **PART 1 – INTRODUCTION AND PROGRAM PARTNERSHIPS**

The Remote and Indigenous Hockey Program managed and administered through Hockey Queensland Inc. joined with Hockey Australia Inc. to develop and deliver a program to assist and support an increase in the number of Indigenous Queenslanders being selected in Queensland and National Programs.

A pilot program was developed to support and create pathways towards these outcomes. This pilot program involved:-

- The first year young indigenous girls playing hockey in Northern Queensland would be identified and invited to join the program.
- Partner with local coaches to provide additional training support and opportunities to ensure these identified girls increased their level of hockey skill, fitness and strength and game management to increase their chances of representing in regional, state and national programs.
- To support these programs, opportunity was created to be involved in an indigenous team to compete internationally in an effort to better prepare these players for future pathways and opportunities.

### **PARTNERSHIP WITH REMOTE AND INDIGENOUS HOCKEY**

This program is managed by the Hockey Queensland Remote and Indigenous Hockey Program. The members of this program are either Indigenous or have extensive experience in working with and delivering hockey to indigenous communities. This program recognizes the importance of culture and integrates cultural factors within programs at all levels to better reflect the realities of working with indigenous Queenslanders.

The Remote and Indigenous Hockey Program has as its main outcomes the increase of active participation amongst remote and indigenous community members, increasing skill development and training programs to build community capital and create a network of pathways to promote opportunity. Health, Education and Employment Partners all work together towards delivering whole of community outcomes through grass roots hockey programs.

In 2011, this program delivered into 43 communities across Queensland. Introduced and delivered hockey and other health, education and employment programs to over 2500 Queenslanders the majority indigenous Queenslanders. The program conducted 5 regional competitions and provided opportunity for over 50 teams in 5 regions to come together and compete against each other. 3 talent identification squads from Torres Strait Island Communities to Gulf Savannah and Mount Isa and North West Queensland were involved.

Transition programs into mainstream hockey programs in Cairns, Townsville and Mount Isa are developed as a next step and boarding school partnerships are being created, nurtured and developed to support these transition programs.

The Indigenous Pathways Support Program was a natural progression in these development strategies and the Nth Qld Rubies Team a natural choice within that progression.

## **COMPLIMENTING AND SUPPORTING CLOSING THE GAP POLICY**

This Program is designed to assist and support the joint Australian and Queensland Government Strategy directed at CLOSING THE GAP TO INDIGENOUS DISADVANTAGE.

### **Background**

In 2007-08, the [Council of Australian Governments](#) (COAG) agreed to a number of ambitious targets to Close the Gap in Indigenous disadvantage by improving outcomes between Indigenous and non-Indigenous Australians in the areas of life expectancy, health, education and employment.

COAG also recognises the need to work closely with the corporate and not-for-profit sectors. Meeting the targets can only be achieved through sustained multi-sectoral effort where all parts of the Australian community play a role. This is the area sport can assist and support these policies.

### **The Need to Act**

There are just over half a million Aboriginal and Torres Strait Islander people in Australia today, comprising 2.5 per cent of the Australian population. Although many Indigenous Australians have access to life opportunities and a good standard of living, too many Indigenous Australians experience unacceptable levels of disadvantage in living standards, life expectancy, education, health and employment. Current data shows a significant gap in these critical areas between the Indigenous and non-Indigenous population. The disadvantage experienced by Indigenous people has many aspects. COAG has chosen to address fundamental interrelated issues.

The Australian Bureau of Statistics (ABS) 2009 estimates show life expectancy for Indigenous Australians to be approximately 11.5 years lower than the non-Indigenous population for males and 9.7 years lower than the non-Indigenous population for females.<sup>1</sup>

Approximately 83 per cent of Indigenous deaths below age five occurred within the first year of life, and of these nearly half occurred within the first month. Indigenous children have a lower level of participation in early childhood education than non-Indigenous children. Without preschool learning opportunities, Indigenous students are likely to be behind from their first year of formal schooling. While most Indigenous students in metropolitan and regional areas meet the minimum reading standards, the proportion achieving at least the minimum standard of literacy and numeracy skills decreases as the level of remoteness increases. Australians who do not complete year 12 are less likely to have the same opportunities as those who do. In 2006, year 12 completions for Indigenous Australians were 45.3 per cent, compared to 86.3 per cent for non-Indigenous Australians. Indigenous Australians also experience much higher levels of unemployment than non-Indigenous Australians. At the time of the 2006 Census, around 48 per cent of the Indigenous workforce-aged population was in employment. This compares to 72 per cent for other Australians – a gap of 24 percentage points.<sup>2</sup>

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<sup>1</sup> 1 Australian Bureau of Statistics (ABS), Experimental Life Tables for Aboriginal and Torres Strait Islander Australians, 2005–2007 (cat. no. 3302.0.55.003). Canberra: ABS, 2009. Available at (accessed 28 May 2009): [www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/3302.0.55.0032005–2007?OpenDocument](http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/3302.0.55.0032005–2007?OpenDocument). In the period 2002-2006, Indigenous children under five died at around three times the rate of non-Indigenous children (305.2 compared with 102.4 deaths per 100,000).

<sup>2</sup> (Source: Department of Families, Housing, Community Services and Indigenous Affairs, The challenge facing Australia: The evidence.) National Integrated Strategy for Closing the Gap in Indigenous Disadvantage Page 5

## **THE CLOSING THE GAP TARGETS**

COAG reforms aimed at Closing the Gap in Indigenous disadvantage are underpinned by a clear policy framework. At the core of this framework are the six targets. They are to:

- close the gap in life expectancy within a generation;
- halve the gap in mortality rates for Indigenous children under five within a decade;
- ensure all Indigenous four years olds in remote communities have access to early childhood education within five years;
- halve the gap for Indigenous students in reading, writing and numeracy within a decade;
- halve the gap for Indigenous students in year 12 attainment or equivalent attainment rates by 2020; and
- halve the gap in employment outcomes between Indigenous and non-Indigenous Australians within a decade.<sup>3</sup>



Ena Waianga – Indigenous Hockey Development Officer and Co Manager of the NQ Rubies – part of professional and personal development programs offered by Hockey Queensland Remote and Indigenous Hockey Program



## **AUSTRALIAN SPORT POLICY – PATHWAY TO SUCCESS**

An integral part of this policy framework references ***BREAKING DOWN THE BARRIERS TO INDIGENOUS PARTICIPATION IN SPORT***<sup>4</sup>

Research indicates that between 2001 and 2005 there has been a shift towards lower levels of physical activity by Aboriginal and Torres Strait Islander people. There has also been an increase in the proportion of sedentary

<sup>3</sup> National Integrated Strategy for Closing the Gap in Indigenous Disadvantage

<sup>4</sup> Australian Sport | the pathway to success Page 5

behavior amongst Aboriginal and Torres Strait Islander peoples aged 15 years and over during this period from 37% to 47%.<sup>7</sup>

Yet we know that sport and active recreation can help close the gap between Indigenous and non-Indigenous Australians' life expectancy by providing a practical tool for Indigenous communities to achieve positive outcomes in areas such as physical wellbeing and mental health, education and social participation.

The Australian Government recognizes the power of sport in achieving positive results for Indigenous Australians both on and off the sporting field.

- Requesting the ASC work with national sporting organizations and other key bodies such as the Butterfly Foundation to develop strategies to tackle body image issues which affect women's participation in sport, especially amongst girls.



*Becca Fatnowna (front), Shannaiya Ferns Tatipata (left) and Carmon McPhee (right and Rubies Captain) at the Rubies January Training Camp*



### **HOCKEY AUSTRALIA PARTNERSHIPS**

Hockey Australia is looking towards programs that develop and support increasing the number of indigenous players and officials being selected for state and national representation. As a result Hockey Australia High Performance Unit has committed to a 2 year program to develop and deliver a model program that can meet this outcome and be transportable across regions within Queensland and Australia.

Hockey Australia is also looking to support the DVD production –LEADNG THE WAY and has agreed to support this with media and marketing support as well as a small cash contribution. The DVD we hope can inspire young indigenous girls from all over Queensland and Australia to commit to a specially designed program and increase their chances of being selected in regional, state and national teams and squads.



### **QUEENSLAND GOVERNMENT - SPORT AND RECREATION QLD**

The Queensland Government through Sport and Recreation Qld supports the Remote and Indigenous Hockey Program through the Indigenous Sports Program which includes

- (a) increasing active participation in remote and indigenous communities
- (b) increasing skill development
- (c) developing and supporting pathway programs
- (d) actively developing community partnerships across health, education and employment policies and programs

Although no direct government assistance goes to the development of the Rubies Program, the Queensland Government through Sport and Recreation Queensland acknowledged that the journey of these young talented indigenous girls would be a great story to share and agreed to support the Hockey Queensland Remote and Indigenous Hockey Program in capturing these images and the journey and creating a documentary LEADING THE WAY.

The documentary is designed to:-

- (a) increase awareness of opportunities available for young indigenous girls who involve themselves in physical activity
- (b) capture the challenges and the triumphs through preparation and training, competition and travelling abroad
- (c) family support
- (d) dedication, motivation, emotions and commitment of the athletes and support staff in this project



### **NTH QLD RUBIES PROGRAM**

The NTH QLD RUBIES PROGRAM was developed to give young indigenous girls playing hockey in Northern Regions of Queensland the opportunity to learn and understand the skills and the commitment required to be ready for selection in state and national teams. It compliments government policy and hockey association policies through LEADING THE WAY IN AREAS SUCH AS:-

- pathways for young indigenous women through involvement in hockey programs
- leadership and role model opportunities through highlighting the journey of this group

- health and education support through highlighting the importance through good diet, nutrition, physical activity and regular attendance at school
- finally the opportunity for employment through the Hockey Queensland Remote and Indigenous Hockey Development Program

This report is designed to highlight how a simple pathways program can marry and connect joint government policy initiatives towards successful practical outcomes that can provide benefits across

- (a) team members
- (b) sporting organizations
- (c) local communities
- (d) partner programs

We thank all the supporters of this Program acknowledged at the conclusion of this report and look forward to a continuing relationship that brings broad based opportunity to hockey and community.



**HOCKEY QUEENSLAND NTH QLD RUBIES TEAM AND OFFICIALS**

Goalkeeper	Kiona Jones	Cairns
Defenders	Samantha Morgan	Mackay
	Carmon McPhee (captain)	Cairns
Midfield	Shyneal Saunders	Rockhampton
	Jasmine Cleland	Rockhampton
	Jocelyn Nepia	Mackay
Forwards	Shannaiya Ferns Tatipata	Cairns
	Lucretia Willie	Rockhampton
	Awhina Nepia	Mackay
Coach	Wesley Ferns	Cairns
Manager	Dalassa Savage	Cairns
	Ena Waianga	Cairns

## **PART 2 - RUBIES TEAM CAMP PREPARATION**

This is a pilot program designed to provide a model for a longer term program whose outcome is to increase the number of indigenous hockey players being selected in Queensland and Australian hockey teams and squads. All decisions are designed to ensure that in 2013, we can make this program portable and increase the opportunities for indigenous people playing hockey all over Queensland.

### **LOCAL COMMUNITY ROLES**

#### ***Role of Local Appointed Coaches***

As the team members are scattered across a distance of over 1000kilmotres, usual or normal team training practices and preparation were required to be modified. Priorities such as skill development and fitness needed to be supervised by local coaches.

In Cairns and Mackay, the Regional Coaching Director agreed to take on the role in preparing these athletes in accordance with the Nth Qld Rubies Coach's instructions. In Rockhampton, this role was taken on by a local volunteer coach. Additional coach training and resource support was given to the volunteer coach.

A series of communications and feedback processes were created to ensure the local athletes selected in this program were being offered the best possible opportunity to attain the greatest outcomes and successes. This process directed and administered by Wes Ferns the Nth Qld Rubies coach appears to be working.

All athletes were assessed at the Training Camp and Wes Ferns will continue this communication process and engage the local coaches supervising the program and discuss the standard and priorities for the next stage of the program.

All athletes presented at camp and all were actively involved in local program management. There was a great deal of difference in the fitness levels of the athletes and a number of the program athletes had not reached the expected level. Feedback suggested that all team members were training but this training was not sufficient to reach the target either in fitness or in hockey skills. Changes in local programs will need to be addressed as quickly as possible to ensure fitness and skill levels continue to improve and all athletes are expected to achieve the standard set. In many instances, the athletes were unaware that the standard of training and preparation they were doing was simply not enough in the circumstances.

#### ***Role of Program Manager***

Family support is integral to the success or otherwise of this program and it is the responsibility of the Program Manager to ensure the families are fully informed of the commitments required, the program schedule, financial and legal requirements as well as event planning and tour management and administration.

A series of communications were sent to all families as an information dissemination tool. Detailed information is what the families are looking for as well as effective and efficient communication between the Program and the

family. Inviting the family and requesting them to actively support the identified athlete through positive messages during training programs, commitment to attend all scheduled training sessions, encouragement to do added training (within reason) to better equip the athlete, direction on diet and nutrition and general encouragement is crucial to the positive development of any young athlete.

Feedback and Review suggests that these lines of communication can be established, developed, strengthened and maintained through quick and simple responses and positive direction included in all correspondence. The program needed to earn the trust and respect of the family and local communities quickly to reinforce all the messages required and it is the role of the program manager to ensure the processes of engagement, consultation, communication and involvement are delivered.



### **REMOTE AND INDIGENOUS HOCKEY PROGRAM ROLE**

#### ***Rubies Coach – Wes Ferns***

Wesley Ferns is the Senior Mentor Hockey Coach within the Remote and Indigenous Hockey Program. He has extensive experience coaching and delivering programs to indigenous athletes and community however his appointment to coach the NTH QLD RUBIES is his first appointment as a Senior Coach of a team competing in an international competition outside of Australia.

To support Wesley Ferns and assist him in his professional development, we invited DAVID MCNEIL – Hockey QLD and Cairns Hockey Regional Coaching Director to become his mentor and advisor. This relationship is not a new one and has proved successful in the past. DAVID MCNEIL is an international coach with respected and high quality skills in teaching and mentoring people into coaching roles.

The Rubies Coach's priority is to ensure the RUBIES TEAM and its TEAM MEMBERS/ATHLETES are prepared and have reached a standard of fitness and skill to enable them to be competitive in the International Singapore 6's competition in early March 2012. As this team will be training in 3 different regional Queensland Centre's over 1000km apart, the programs must be portable, must be easily communicated to the local coaches and yet a clear and strong direction must be given to ensure all aspects of the preparation is completed without direct weekly supervision.

The relationship WESLEY FERNS builds with his local coaches and athletes is the key to a successful preparation and here is where the mentoring and support from DAVID MCNEIL is crucial. The Mentor Program is designed to support the Nth Qld Rubies Coach in the following areas:-

- (a) Importance of Planning and Goal Setting
- (b) Effective Communication Strategies
- (c) Hockey Coaching Support – advanced skills and game strategies
- (d) How to address conflicts within the team
- (e) Coaching a team which is separated by distance – methods and strategies

Stage 1 of the Mentor Process was completed at the Nth Queensland Rubies Training Camp held in Cairns in January 2012. The general outcome was positive and feedback confirmed that the mentoring process and program is crucial. Some areas within the general mentor program need to be addressed to enable better results. A Memorandum of the First Stage Review can be found in the Schedule attached to this Report.

***Feedback from the Coach – Wes Ferns***

*“What a week that was, the Rubies are looking like a team and playing like 1 now. I think that this camp was a real eye opener at what they will expect in Singapore and how far they still have to go to get their fitness and skills up to this level. I believe they can achieve this as they are showing they have the desire and motivation to take this further if they wish to achieve a higher goal in hockey.”*

***Feedback from the Mentor Coach- David McNeil Cairns Hockey Regional Coaching Director***

*“There is no doubt that the conducting of this pre-tournament camp was a great idea. The RIHP should be congratulated on providing the athletes, through this camp, every opportunity to perform at their best whilst in Singapore. Both players and coaches alike benefitted from this experience, and have returned to their home Centre’s inspired to improve.”*

***Rubies Managers- Ena Waianga and Dalassa Savage***

Ena Waianga and Dalassa Savage hold the roles of Indigenous Hockey Development Officers within the Remote and Indigenous Hockey Program. As part of the professional and personal development offered-through their position, the invitation was offered to them to accept the role of Team Co-Managers.

These girls have been working within the Program for 12 months and have showed solid professional and personal growth and we are confident with assistance and support, they will manage the team and the touring party with strong direction.

The level of experience is minimal and initially the confidence level of these 2 girls was low. A series of mentor programs and support were put in place after consultation. The mentor of the management program is in fact the Manager of the Cairns Boys team travelling to Singapore to compete. He is the parent of the Rubies team captain and has extensive experience managing hockey teams both within Australia and internationally.

Prior to the Camp, the girls undertook some sessions and discussion with Malcolm McPhee the appointed mentor to informally highlight some of the important areas covered by the team manager. From these sessions, the 2 girls

indicated they needed to gain some hands on experience and we arranged for them to stay in house with the *Rubies* when in camp and manage the team as a trial run.

This was a very sensible and practical decision as it opened their eyes to the many responsibilities of the manager, the many areas that need to be address and most important how to think and make decisions on the run without panic when sometimes events happen not to plan.

**Feedback from the Managers - Dalassa Savage and Ena Waianga**

*“Overall the training camp was good great experience - planning it how we going to do it. First time experience how to play the role of a manager thanks to David and Julie and the managers who went away for Singapore gave us point of view made us feel comfortable to be manager. Me and Ena roles was to get the girls ready and early for their training session make sure be on time and eat the correct food and drink heaps of water”*

**Feedback from the Mentor – Manager Malcolm McPhee**

*“This was a great learning experience for the girls. The must understand that it is all about building relationships with the team and the coach. The more understanding you have of what the coach and the players expect, the better equipped you are to ensure that all interest are looked after.”*

**DVD PRODUCTION – LEADING THE WAY**

In August 2011- Hockey Queensland Remote and Indigenous Hockey Program made a submission to the Queensland Government to collaborate and become partners in a project that would highlight achievements of indigenous young women participating in the INDIGENOUS PATHWAYS SUPPORT PROGRAM.

The initial proposal was to capture images of the young women in their training, preparation, travelling and competition and document the importance of pathway programs and how opportunities like this can have significant positive benefit across indigenous programs generally and the hockey program specifically.

The Queensland Government through Sport and Recreation Services agreed to support this project in principal and is waiting for this Project Proposal on which a funding agreement will be based.

The development of this project has indicated that a level of community support exists and many organizations involved in preliminary discussions have agreed to offer assistance in kind to see a successful outcome.

Using the indigenous young women involved in the Indigenous Pathways Support Program, members of the Remote and Indigenous Hockey Program, local community partners, parents and volunteers, Hockey Queensland will be responsible for producing a DVD which can support the following general outcomes:-

- (i) Capturing the learning of the program for future program development

- (ii) Capturing the athletes, coaches and official's commitment and effort together with the choices they make through the journey from squad member to international team competition.
- (iii) Promoting the positive messages and successes within the journey
- (iv) Delivering a product that can be used across the programs to highlight the successes, promote the positive outcomes and generally widen the scope of opportunities offered to indigenous youth making the choice to play hockey

Prior to the Training camp, Adrian Estrich travelled to Rockhampton, Mackay and Cairns to meet with Rubies Team members and their families with the view to interview the athletes and families at home. Further footage would be taken at the training camp. The feedback was very positive from all areas with the team members becoming actively involved in the film making process itself including asking questions, and assisting with audio.



*Sam Morganson and Jocelyn Nepia – Rubies Players assisting Adrian Estrich with DVD interviews*

#### **Feedback from DVD Producer – Adrian Estrich**

***“The process for making this film so far has been both well planned and “organic”. Since October I’ve been in discussions with Julie McNeill to ensure the objectives of the film are specific. The collaboration has continued as the script has been developed and subsequently distributed to athletes and all other people involved with the Rubies trip to Singapore. On the ground, athletes, parents and RCDs in Rockhampton, Mackay and Cairns have been extremely helpful and gracious with their time. The athletes have taken an interest in the film making process, actively assisting as crew and asking interview questions. The quality of answers in all the interviews has been very good. Generally, the interest in telling the NQ Rubies’ story is fantastic and encouraging.”***

### **PART 3 – RUBIES TRAINING CAMP**

#### **Team Bonding**

So often teams that are selected from players across regional boundaries are disadvantaged through the inability to spend time together and bond. The Rubies team members come from 3 regions separated by 1200kilmetres and it

was likely if the program waited to get all team members together until a few days before departure, the team cohesion would be weak.

Scheduling a training camp while the team members were on holidays allowed them to meet each other and get to know one another all with a common focus and purpose. They also were able to bond with the team management going to Singapore.

The outcome was better than expected. Team management could observe individuals and their own personalities as well as the group dynamics. The team members themselves appeared to bond well and after 2 days they were all individually and as a group connected through their own NTH QLD RUBIES DOCUMENTARY Facebook page which had 130 LIKES prior to the end of Camp.

### ***Skill Development***

Identifying the level of skills through the team, assessing the strengths and weaknesses of both the individual and the team, identifying fitness levels and generally looking at where the team sits now as compared to where it needs to be for success in Singapore was a main outcome identified prior to the Camp. The Coaching Staff noticed that although the training program being delivered was consistent across all regions, the athletes presented at varying level of skill.

It was apparent that the level of fitness and skills needed to improve if the team was to be successful in Singapore. Wes Ferns would be liaising with the local coaches in an effort to increase the intensity and the effort at trainings and highlight a number of skills and strategies that need to be improved in the next 5 weeks.

Although the group of players might have become more aware of the increased effort that is expected of this team, there is no real comprehension of how the change in conditions and the nature of the competition will impact on the athletes as individuals and as part of the team. This needs to be reiterated and reinforced with team members, family and local coaches through the 5 weeks until final team assembly on 27<sup>th</sup> Feb 2012.

### ***Singapore Preparation at Camp***

2 sessions each over an hour in duration concentrated on communicating to the group about all the important issues relating to international travel and international travel as a team. Issues discussed ranged from roles of each member and the responsibilities they must commit to, respecting local laws and customs, importance of passport and use of Australian Consular Assistance in case of emergencies as well as what the group expected of themselves and each other while they are representing NQ Rubies. This was followed up by emails to players and parents requesting information on passports, registration with Smart Traveler, travel insurance and many more details. All these issues will be reiterated and reinforced when the team assembles again on 27<sup>th</sup> February 2012 prior to departure.



### ***Practice matches with CHA Sapphires***

This program has been able to offer the NQ Rubies team members an additional benefit through the partnership with the CAIRNS SAPPHIRES. The schedule sees the RUBIES and the SAPPHIRES join together to make an 11 a side team to compete against the Singapore Hockey Academy in a series of warm up games. This is designed to assist and support the players and identify the pitfalls when playing away from the usual competition, having to deal with language, transport and logistical difficulties which would increase the tensions and stress levels. The expectation is that the athletes are able to identify all these negative emotions and stay focused and committed to the programs.

**We take this opportunity to thank CAIRNS HOCKEY for their generous support they offer the Rubies. This support includes:-**

- (a) Free turf hire**
- (b) RCD Mentoring of Rubies Coach – Wes Ferns**
- (c) Assistance with 11 a side scheduling**
- (d) Scheduling practice matches**

The Practice Matches contested by all Cairns Sapphires and Nth Qld Rubies were keenly fought. Although the experience of the sapphires ended up separating the teams, the Nth Qld Rubies showed they were ready to commit to these sessions. The Cairns Sapphires ended up winning the games but it opened up the mind and the eyes to how much more needs to be done.

**Press Commitments**

We tried to promote this training camp and whole Rubies Program to the local and regional press and media to highlight the achievements of this group. The Press and media responded well and below is a table of coverage we were able to achieve

Date	Interview	Coverage
13 <sup>th</sup> January 2012	Mackay Mercury	14 <sup>th</sup> January article on line
	Channel 7 Mackay  Interviews and footage shot at Mackay Hockey Association	18 <sup>th</sup> Jan Channel 7 Regional in Mackey and Townsville rang the interview and on 19 <sup>th</sup> Jan it ran in Cairns through the sport section of the local news.
17 <sup>th</sup> January 2012	ABC Radio Morning Radio	Live
17 <sup>th</sup> January 2012	Interview and Footage with ABC FNQ	Website coverage through ABC on line  20 <sup>th</sup> January 2012 broadcast on ABC CONTACT SPORT at 6.30pm and then again on 10.30pm

		on ABC 24 NEWS
18 <sup>th</sup> January 2012	Interview and Photographs from Cairns Post	Article published CAIRNS POST ON LINE 21 <sup>st</sup> January 2012
18 <sup>th</sup> January 2012	National Indigenous Times contacted us for photograph and will run a story in the next edition	To be advised  Not run as yet.
19 <sup>th</sup> January 2012	Interview with Warren Entsch Federal member for Leichardt on the Rubies Program and the benefits to hockey, community and the team members themselves	Web site  Documentary

### **SOCIAL MEDIA LINKS**

To take full value from the documentary and to expand and highlight the journey of the Rubies Members to the general community a number of social media links have been established.

#### ***NQ Rubies Facebook Page***

<http://www.facebook.com/#!/pages/NQ-Rubies-documentary/229985613743010>

The face book page has been able to link all team members and team officials/parents and supporters. At the time of submitting this report the page has 147 PEOPLE LIKING the site. Not only is this a practical tool to keep information flowing, it allows the girls to connect to each other and bond in an unique way even though they have up to 1200 kilometers between them. This face book site is also linked to a TWITTER ACCOUNT.

In addition, we are taking a significant amount of video footage that can be used in resource building. We have registered a YOU TUBE CHANNEL to play all video relevant to the program. This channel will then be linked to a twitter account and the Remote and Indigenous Hockey Program Web Site. Once all social media and web sites are linked, the number of people being exposed to the NQ Rubies should increase significantly.

[https://twitter.com/?iid=am-134278427213272948205504182&nid=15&uid=468115620&utm\\_content=profile#!/RIHPHockey](https://twitter.com/?iid=am-134278427213272948205504182&nid=15&uid=468115620&utm_content=profile#!/RIHPHockey)

<http://www.youtube.com/user/RIHPHockey?feature=guide>

**It is also important to note that a group was set up on Facebook that can only be accessed by team members and officials. This is used as a vehicle to ensure coaches and managers can get the message across to all team members quickly. It seems to be working in these early stages.**

## **Recommendations from this Report**

### ***Mentoring and Training***

1. A Team Coaching Mentor be a recognized position within this program
2. A Team Management Mentor be a recognized position within this program
3. A Coach Mentor Plan be developed after coaching appointment
4. A Team Manager Mentor Plan be developed after managers appointment
5. The Program Manager be responsible for including these Mentor Program in the transportable IPSP MODEL PROGRAM being developed as part of this Program.
6. The team coach calls upon his experiences and ensures that the whole program fitness and skills program will be available to all athlete/parents and local coaches upon selection to the team. This program fitness and skills program must be consistent with the Hockey Australia and Hockey Qld High Performance Program
7. Included in the whole fitness and skills training program is a series of tests which the athlete need to be assessed against.
8. Support must be available to local coaches and athletes to ensure every opportunity is provided to these athletes to meet and achieve the set outcomes.
9. Imperative that a training camp be scheduled within this program and budgeted for. Ideally the training camp is at the beginning of the SINGAPORE PREPARATION so fitness and skills can be measures and then monitored in partnership with the local hockey coaches
10. Ensure that where possible the team managers going to Singapore attend the Camp and live in with the team just like on tour so the relationships between team members and playing group can develop and strengthen.

### ***Training Camp Budget***

1. Where possible ensure the budget has enough funds to include air travel as the usual form of transport. In 2012 the travel had to be undertaken by train and it was long and exhausting for the team. Alternatively find a location that is central and will place less budget pressure in air flights and included.

### ***Press and Partnerships***

1. This initiative appears to provide a good building block and interest factor for the local press across regional Queensland. It is important to build on this and prepare plans to ensure the press is re-engaged for the team's assembly.
2. Links with Local Hockey Associations, Hockey Queensland and Hockey Australia continue to be important through this process.
3. The reinforcement of the strength and benefits of social networking is seen especially in these generations. Essential to be prepared and ensure it is included in communication strategies

### ***Leadership Opportunities***

1. The camp highlighted that these young girls as well as coach and managers have good leadership qualities that should be recruited and used to highlight and promote mainstream hockey as well as indigenous messages.



This Report was delivered by

JULIE MCNEIL -REMOTE AND INDIGENOUS HOCKEY MANAGER –

31<sup>st</sup> January 2012