

McLAUGHLIN SPORTS CONSULTANCY - YOUR NEEDS: OUR FOCUS!



# QUEENSLAND TOUCH FOOTBALL

*Talent Pathway Review -  
Preliminary Findings and  
Opportunities Paper*



22nd March 2024

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## Statement of Limitations

MSC has completed Stages 1-5 of the Queensland Touch Football Talent Pathway Review with the degree of skill, care and diligence always exercised while performing services of this nature. All findings tabled within this Paper are based on the evidence collected and analysed via the agreed project methodology.

As when undertaking any project of this nature, it is not possible to collect and analyse all potentially relevant evidence, from all potentially relevant sources, whilst working within both the scope and budgetary constraints of the project.

MSC takes no responsibility for the completeness or form of any subsequent copies of this Paper.



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*Cert IV in Training and Assessment*



## Section 1 – Introduction

This Paper summarises the key findings and opportunities to come from Project Stages 2, 3 and 4, as outlined in the following table, within McLaughlin Sports Consultancy’s undertaking of the Queensland Touch Football Talent Pathway Review (the Review).

### Project Methodology

Stage	Activity	Milestone Date
1	<p><b>Initial meeting with the Review Reference Group</b></p> <p>Face-to-face or online meeting to confirm the project scope and methodology details; roles and expectations of the Review Reference Group and MSC; finalise key milestone dates; and discuss next steps.</p>	February 2024
2	<p><b>Preparation and facilitation of a 4-hour, online focus group session with key QTF Talent Pathways influencers / stakeholders</b></p> <p>Bring key stakeholders together at the start of the project (e.g. 20-25 people) to ensure a consistent collective understanding of the purpose and nature of the Review; to instil a sense of confidence in the Review methodology and MSC; and to instil an “opportunity” mindset within the group relating to the Review.</p> <p>This session will also allow MSC to collect information relating to key driving and blocking forces impacting on the QTF Talent Pathways framework; including how the group feels driving forces can be optimised and blocking forces minimised or eliminated.</p>	February 2024
3	<p><b>In-depth Document Review</b></p> <p>E.G. Recent QTF annual reports; QTF strategic plan and talent development / high performance plans; TFA and QTF player and coach development pathways; support mechanisms including training, mentorship, and coaching provided to athletes, coaches and referees within touch football talent pathways; QTF talent pathways investment data; QTF human resource structures associated with the delivery of talent pathways programs and events; QTF and TFA TD and HP governance and operational policies and procedures (including criteria for player, coach and referee progression along the talent pathways); QTF talent pathways results; statistics relating to high performance athlete / coach and referee cohorts; and all relevant talent pathways information attainable from NSWTA, Touch New Zealand and other sports within Australia that are achieving great HP results, with whom MSC works (e.g. Swimming Australia, Hockey Australia, Cycling Australia, and others).</p>	February 2024

Stage	Activity	Milestone Date
4	<b>e-Surveys</b> Development, distribution and analysis of a series of specifically designed e-Surveys, designed to consult widely with all relevant parties (e.g. players, coaches, referees, parents of junior players, performance services personnel and others, as guided by the RRG).	February/March 2024
5	<b><i>Preliminary Findings and Opportunities Paper</i></b> <i>Development of a comprehensive Preliminary Findings and Opportunities Paper based on evidence collected via Stages 1-4.</i>	22 March 2024
6	<b>Online Review Reference Group meeting</b> Discuss the contents of the Preliminary Findings and Opportunities Paper (Stage 5, above) and its potential impact on future stages of the Review.	March 2024
7	<b>Up to 20 x 1-on-1 interviews</b> Interviews via MS Teams or phone with key QTF talent pathways stakeholders (e.g. staff, coaches, selectors, referees, committee members and players).	March/April 2024
8	<b>Interview Findings Summary Paper</b>	8 April 2024
9	<b>Recommendations Report</b> Development of a detailed Recommendations Report in line with the Review terms of reference	16 April 2024
10	<b>Review Reference Group Feedback on Recommendations</b> Development of a Recommendations feedback tool designed to allow all members of the Review Reference Group to identify which recommendations they endorse in principle and their level of priority; and which recommendation they do not endorse and why.  Review Reference Group will then meet (face to face or online) to allow MSC to present a Review Reference Group Collective Position Statement (based on the completion of the aforementioned feedback tool) and for the group to discuss next steps relating to the effective implementation of endorsed recommendations.	April 2024
11	<b>Development of a Collective RRG Position Statement</b>	24 April 2024

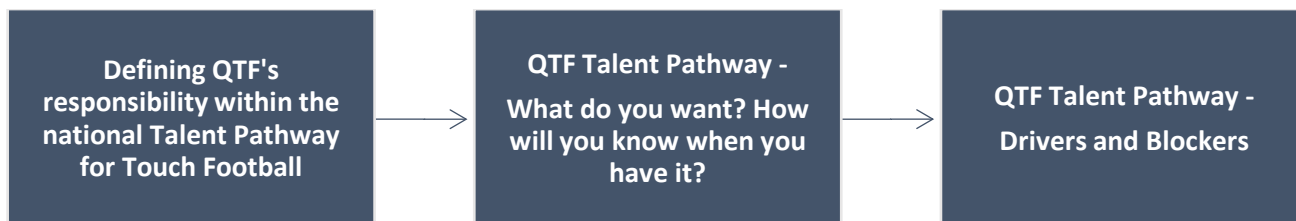
## Review Mindset

High performing people (and organisations) usually have what is known as a “**possibility mindset**”, as opposed to a “**problem mindset**”. Refreshingly, QTF sees this Review as providing the organisation and its Talent Pathway partners with an opportunity to proactively challenge the status quo; consolidate and validate identified strengths; and refresh and innovate the current Talent Pathway system, with new approaches and initiatives that will position QTF’s talent development model as “industry-leading” for many years to come.

## Preliminary Findings

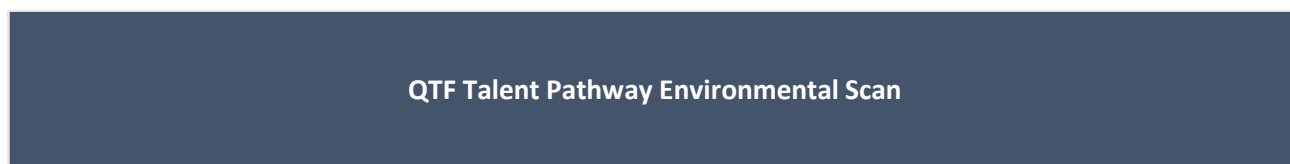
**Section 3** on Page 12 of this Paper presents key findings to come from Project Stage 2 – Key Stakeholder / Influencer Focus Group Session.

### Focus Session Preliminary Findings Areas



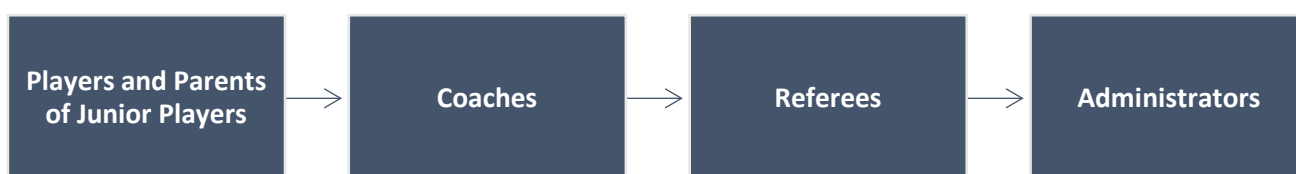
**Section 4** on Page 16 of this Paper presents key findings to come from Project Stage 3 – Document Review.

### Document Review Preliminary Findings Areas



**Section 5** on Page 75 of this Paper presents key findings to come from Project Stage 4 – e-Surveys.

### e-Survey Preliminary Findings Areas



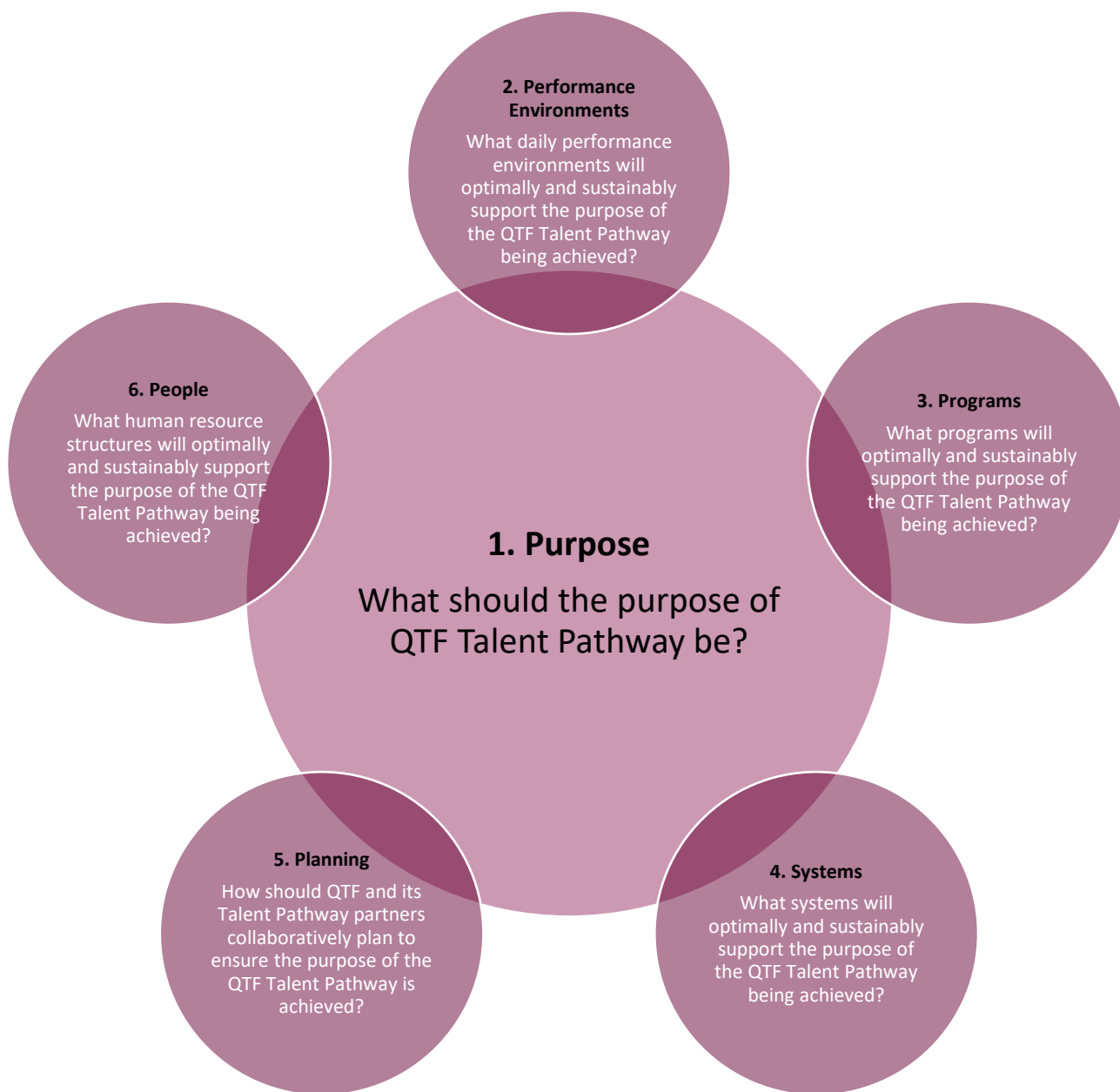
## *Assessing the current reality*

## Preliminary Opportunities

**Section 6** on Page 98 of this Paper presents a number of **preliminary opportunities** to come from the evidence collected and analysed in Project Stages 2 - 4.

These opportunities will assist MSC to collect relevant evidence during *Project Stage 7 - Interviews*, as well as playing a role in the crafting of Review Recommendations in Project Stage 9.

Preliminary Opportunities are organised into the following **6 Preliminary Opportunity Areas**:



**Note:** It is **NOT** the purpose of this Paper to present recommendations relating to the objectives of the Review, but rather to collect and analyse evidence gathered via preliminary stakeholder consultation and an extensive review of relevant documentation. As such, a series of opportunities are presented in this Paper; and detailed recommendations relating to the objectives of the Review will be presented in the Recommendations Report, due to QTF in late April 2024.

## Section 2 – Background

For many years, QTF and its Talent Pathway delivery partners have demonstrated their ability to effectively identify and develop talented players, coaches and referees throughout the state and deliver winning performances at benchmark events, across multiple divisions (e.g. National Youth Championships, National Touch League, NRL Touch Premiership and State of Origin). However, in recent times, the nature of the Touch Football Australia (TFA) and QTF Talent Pathway landscape has changed, and as such, QTF is prioritising the review its current Talent pathway and all associated activities, to ensure sustained success for many years to come.







01 December 2023

## QLD TOUCH FOOTBALL TALENT PATHWAYS REVIEW - TERMS OF REFERENCE

### 1. Background

The Qld Touch Football Talent Pathways Review aims to evaluate the effectiveness and efficiency of the existing talent pathways within Queensland Touch Football.

The review will focus on assessing the alignment of the pathways with the strategic goals of the organization, the transparency and fairness of the criteria for player, coaching and referee progression, and the support provided to athletes, coaches and referees as they progress along the pathways. The outcomes of this review will guide the development of recommendations aimed at optimizing talent development and improving the overall talent of players, coaches and referees within the touch football community.

### 2. Objectives

The primary objectives of the Touch Football Talent Pathways Review are as follows:

- Evaluate the existing touch football talent pathways and their alignment with the strategic objectives of the organization.
- Assess the clarity, transparency, and fairness of the criteria for player, coaching and refereeing progression along the talent pathways.
- Identify any barriers or challenges that players and coaches encounter while navigating the talent pathways.
- Examine the support mechanisms, including training, mentorship, and coaching, provided to athletes, coaches and referees within the touch football talent pathways.
- Formulate recommendations for enhancing the touch football talent pathways to maximize talent development and organizational effectiveness.

### 3. Scope of Work

The review will encompass the following key areas specific to touch football talent:

- Examination of existing touch football talent pathways, including player development, talent identification, coaching development, and referee pathways.
- Evaluation of the documentation and communication of talent criteria and expectations at each stage of the pathways, including technical skills, tactical understanding, and fitness requirements.
- Analysis of the current support mechanisms available to players, coaches, and referees within the talent pathways, such as training programs, mentorship, and coaching.
- Review of feedback mechanisms and talent assessment processes used to measure progress along the pathways, including player assessments, coaching certifications, and referee development programs.
- Benchmarking against best practices and standards within the touch football community and comparable sports organizations.

### 4. Methodology

The Touch Football Talent Pathways Review will utilize a combination of qualitative and quantitative methods specific to touch football, including:

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Queensland  
Government





- Interviews and focus groups with players, coaches, referees, and relevant staff involved in the touch football talent pathways.
- Surveys to gather feedback from individuals involved in or affected by the touch football talent pathways, including players, coaches, and referees.
- Analysis of relevant documentation, including policies, procedures, and talent data specific to touch football talent.
- Benchmarking against best practices and standards within the touch football community and other relevant sports organizations.
- Consultation with key stakeholders, including touch football coaches, players, referees, talent directors, and other relevant personnel.

## **5. Deliverables**

The review will produce the following key deliverables:

- A comprehensive report detailing the findings of the review, including strengths, weaknesses, and areas for improvement in the touch football talent pathways.
- Clear and actionable recommendations for enhancing the touch football talent pathways, supported by evidence and best practices within touch football and related sports.
- A presentation to stakeholders, summarizing the key findings and recommendations specific to touch football talent pathways.

## **6. Timeline**

The Touch Football Talent Pathways Review is expected to be conducted over a period of [insert timeline], with a final report and presentation to be delivered by [insert date].

## **7. Stakeholder Engagement**

Regular communication and engagement with key stakeholders, including touch football administrators, coaches, players, referees, talent directors, senior leadership, employees, affiliates and regions will be essential to ensure that the review is comprehensive and the recommendations are aligned with organizational goals.

## **8. Budget**

A detailed budget for the review, including any required resources, external expertise, or technology, will be developed and approved prior to the commencement of the review.

## **9. Reporting**

The review will be overseen by a designated review committee headed by Board delegate, who will provide regular updates to board and management, as necessary.

## **10. Approval**

This Terms of Reference for the Talent Pathways Review will be subject to review and approval by Board before the commencement of the review process.

*[To be Approved by QTF Board of Directors]*

Once approved, this document will serve as the guiding framework for conducting the Qld Touch Football Talent Pathways Review.

In January 2024, McLaughlin Sports Consultancy (MSC) was appointed to undertake the **independent Review**.

A Review Reference Group (RRG) was established in early 2024, to provide information, contextual relevance and **strategic insight** into the Review at all stages of its lifecycle. The members of the RRG are listed below.

Troy Morgan (Chair)
Dave Zanette (QTF Board Director and Elite Player)
Jason Boyd (Elite Coach)
Kim Sue See (Elite Player)
Bree-Ann Lo Grande (Elite Referee)
Charlie Griffiths (QTF Events Manager)
Katie Gieger (QTF Game Development Coordinator)
Scott Prince (Elite Player / Brand Ambassador)

Widely agreed **performance drivers** within high quality talent and high-performance pathways, for any sport, include (but may not be limited to) the following.



## Section 3 – Focus Session Findings

On 22<sup>nd</sup> February 2024, MSC facilitated a 2-hour online Focus Group Session, attended by 10 specifically identified QTF Talent Pathway stakeholders (refer below).

### Participating Stakeholders:

Toni Notely	Player/Admin	Ipswich/Swans
Zoe Genrich	Referee	BMTA/QLD
Therese 'Tess' Gordon	Player/Coach	Hounds
Joe Lo Grande	Referee	Gordonvale/NQ
Daniel Withers	Player	Rocky/NQ
Harry Griffin	Player	Rocky/NQ
Trevor Moran	Player	Rocky/NQ
David Parker	Coach	Palm Beach/Sharks
Simone Hepburn	Player / Coach / Parent	Palm Beach/Sharks
Tanya Findlay	Referee	Cairns/NQ

### Stakeholders scheduled to attend, but withdrew late:

Neil Ward	Coach	Toowoomba/Swans
Lloyd Celere	Coach / Admin	Caboolture
Peta Rogerson	Player/Coach	Sunny Coast
Craig Morrow (Combat)	Coach	Sunny Coast/CCC
Michael Littlefield	Referee	Burdekin/NQ

### Stakeholders targeted to attend, but advised of their unavailability:

Adam Richter	Coach	BMTA/BTF
Col Beckitt	Coach	Cairns/NQ
Adrian Brandon	Coach/Schools	Mackay
Mark Davies	Coach	Gladstone
Alita De Brincat	Admin	Whitsunday
Scott Hogan	Admin	Redlands
James Hegedus	Player	Swans/QLD
Jodie May	Player/Admin	Toowoomba/Swans
Adam Pryde	Player	Redlands/BMTA Storm

### Stakeholders targeted to attend, but did not respond to MSC's invites:

Jake Notely	Player	Swans/QLD
Jeff Jenkins	Coach	Tully
Sammy-Jo Curtis	Player	Uni Rebels
Michael Law	Player	Townsville/NQ/CQ

The objectives of the Focus Session included engaging key stakeholders early in the Review process; instilling a sense of confidence in the Review methodology; MSC instilling an “opportunity mindset” within the group relating to the Review and its outcomes; and for MSC to collect information regarding key elements of the current QTF Talent Pathway.

Session participants engaged in three activities during the session. A summary of participant responses for each activity is presented below.

### Activity 1: Purpose

<b>What should the purpose of the QTF Talent Pathway be?</b>
<p>To provide a well-defined, well-structured, well-supported, well-communicated and accessible Talent Pathway for players, coaches and referees throughout Queensland, which:</p> <ul style="list-style-type: none"> <li>- Effectively supports all aspiring participants to achieve their performance potential;</li> <li>- Delivers sustained success for Queensland state teams at national benchmark events; and</li> <li>- Significantly contributes to the success of Australian teams at international benchmark events.</li> </ul>

<b>Where does the QTF Talent Pathway start and finish?</b>
<ul style="list-style-type: none"> <li>- Affiliate representative teams (e.g. Junior State Cup / State Cup, NTL - Championships)</li> <li>- Junior, Senior and Masters Regional teams (National Youth Championships, NTL – Championships, NRL Touch Premiership)</li> <li>- Junior State teams (NYC)</li> <li>- Youth, Senior and Masters State teams (State of Origin)</li> </ul>

### Activity 2: The QTF Talent Pathway – What Do You Want?

<ul style="list-style-type: none"> <li>- A unified whole of sport pathway that provides maximum opportunity to increase participation numbers and the quality of our Talented and High-Performance (HP) athletes, coaches and referees.</li> <li>- Talented / HP player, coach and referee development programs and competition frameworks that are considered best practice and not merely the outcome of accumulated tradition.</li> <li>- A framework to guide critical decision making, planning, and allocation of resources in the Talent Pathway space.</li> <li>- A transparent and credible player, coach and referee development framework.</li> <li>- Players, coaches, referees, parents of junior players and administrators having access to, and using, guidelines regarding how to optimally support players at identified stages of development – i.e. via a player skills matrix / profile.</li> <li>- Improved talent identification technology and data collection / use across the state.</li> <li>- Improved Academies programs which are more accessible across the state, and which focus more on development and less on competition.</li> <li>- QTF Talent Development programs and policies are implemented effectively by affiliates.</li> <li>- Improved selection processes and policies within the Queensland Talent Development system.</li> <li>- A much greater focus on coach development within the Talent Pathway – especially female coaches.</li> <li>- A larger pool of suitably skilled coaches operating within the Talent Pathway – especially female coaches.</li> <li>- A Talent Pathway which is more about player, coach and referee development, than picking rep teams.</li> </ul>
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### Activity 3: QTF Talent Pathway – Diving and Blocking Force Analysis

<p style="text-align: center;"><u>KEY DRIVING FORCES</u></p> <p style="text-align: center;"><b>QTF Talent Pathway - Where we are right now?</b></p>	<p style="text-align: center;"><u>KEY BLOCKING FORCES</u></p>	<p style="text-align: center;"><u>STRATEGIES TO ADDRESS BLOCKING FORCES</u></p> <p style="text-align: right;"><b>Where do we want to be?</b></p>
<p>The fact that QTF has commissioned an independent review.</p>	<p>QTF resourcing a Talent Pathways Manager position – left vacant by Tristan Mana more than 12 months ago.</p>	<p>QTF to prioritise investment into the Pathway.</p>
<p>Massive participant numbers.</p>	<p>Poaching of talent: Especially the 15-20 year old female environment, from other new professional football-codes offering attractive professional careers (AFL, NRL, Rugby 7s).</p>	<p>Develop and implement well-structured and well-resourced talent development and high-performance pathway offerings to youth and opens players, to encourage their continuation in our sport.</p>
<p>Ability to play (and referee/coach) Touch over a long time keeps participants engaged in the sport for extended periods and keeps the knowledge in the ‘brains trust’, which feeds back into the sport.</p>	<p>Lack of funding/resourcing/ professional pathway.</p>	<ul style="list-style-type: none"> <li>- QTF to prioritise investment into the Pathway.</li> <li>- TFA to continue to grow the organisation’s revenues to enable increased investment.</li> </ul>
<p>Some attractive events.</p>	<p>Lack of clarity as a sport. Who are we? Is Touch happy to stay as a feeder-sport to professional sport pathways? How many of our participants have goals to use Touch as a platform to move toward other codes?</p>	<p>Develop and implement well-structured and well-resourced talent development and high-performance pathway offerings to youth and opens players, to encourage their continuation in our sport.</p>
<p>Q-Youth Academy.</p>	<p>Ties to NRL. Staying under the wing of the NRL will always limit the sport’s development overall. This limits the professional opportunities for players to one-direction only (i.e. from Touch to the NRL). The NRL uses Touch as a feeder-sport, but we do not get anything in return. What is the NRL partnership offering us as a sport?</p>	<p>Clarity in relation to the relationship between TFA/QTF and the NRL/NRL clubs. Whatever the future holds, this relationship must be mutually beneficial, or Touch should step away.</p>

<u>KEY DRIVING FORCES</u>	<u>KEY BLOCKING FORCES</u>	<u>STRATEGIES TO ADDRESS BLOCKING FORCES</u>
Some excellent talent pathway programs and systems being developed and implemented at affiliate and regional level. However, these activities are driven by individuals, and are not part of a state-wide approach to talent development. What happens when these “individuals” leave the sport?	Lack of clarity in relation to the state-wide Talent Pathway, e.g. uncertain future of NRL touch premiership, concerns around the new structure of NTL Championships potentially weakening the standard of competition. We won't see this in 2024 as most regions are still sending teams but it could get worse if regions can't stay strong.	Implement the recommendations to come from the 2024 review.
The high quality of the current player, coach and referee pool.	Lack of selection clarity at all levels. Coaches selecting teams means all players are driven mainly towards clubs/teams/affiliates with elite coaches. This narrows the pathway and is not a sustainable approach to talent development – what happens when elite coach leaves?	Clear, objective, fair and well-communicated player and coach selection criteria and systems in place, and in use, across the pathway.
The massive commitment provided across the pathway by volunteers.	Lack of alignment between the talent development systems and activities between affiliates; between regions; between the QTF system and the school Touch Football system; and between the QTF pathway, NSWTA pathway and TFA pathway.	Development and implementation of a coordinated, state-wide talent development pathway, which sees all key elements of the pathway work together and not compete with each other – “The only place we should be competing is on the Touch field, not off it”!
	There is no real pathway for our youth. Our 12's, 14's, 16's and 18's go to NYC and then that's it, other than when Australian youth sides are selected – maybe every 4 years.	Additional talent development programs and competition offerings which specifically target youth players.
	The tyranny of distance – trying to provide high quality, accessible and equitable development and competition opportunities for players, coaches and referees from all regions.	<ul style="list-style-type: none"> <li>- The enhanced use of technology as a tool within the Talent Pathway (e.g. talent identification, player development, coach development, referee development).</li> <li>- Expansion of the Q-Youth Academy to include regional Academies.</li> </ul>

## Commentary

- *The key finding which emerged from the Focus Group Session, on several occasions and in various ways, is the need for the Touch Football Talent Pathway in Queensland (affiliates, regions, QTF, schools) to be clear, easily understood and wherever possible, equitable and accessible.*
- When long-standing members of the Touch Football community and its talent pathway in Queensland can't clearly explain the pathway, that is a concern. The saying "a confused mind says no" is pertinent as this Review progresses. A fit for purpose QTF Talent Pathway should be understood by everybody within it – "you can't be what you can't see".*
- The pathway needs to be a recruitment and retention tool for QTF and if it is overly complex, this objective will not be achieved.*

## Section 4 – Document Review Findings

- **QTF Strategic Plan** (Page 16)
- **QTF Membership and Participation Data** (Page 18)
- **QTF Staffing Structure** (Page 23)
- **TFA Talent Pathway Framework Overview** (Page 24)
- **Queensland Government (Sport and Recreation) Pathway Blueprint** (Page 39)
- **QTF Talent Pathway Overview** (Page 41)
- **QTF Benchmark Event Results** (Page 55)
- **QTF Performance and Pathways Plan 2017-2019** (Page 60)
- **QTF Talent Pathway Financial Investment** (Page 61)
- **NSW Touch Association Talent Pathway Summary** (Page 62)
- **Touch New Zealand Talent Pathway Summary** (Page 66)
- **Other Sporting Organisation Talent Pathway Summaries** (Page 66)

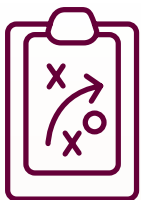
### QTF Strategic Plan

In 2021, QTF initiated a comprehensive process to develop a stakeholder driven strategic plan, designed to future proof the sport of Touch Football in Queensland for the coming 3+ years.

The process began in understanding QTF's Why? – Why it is that QTF does what it does? What are the roles of different people and entities within the sport of Touch Football in Queensland? The planning process identified 10 unilaterally important business pillars as the cogs that keep the business turning.

One of these pillars is Performance Pathways and this is why the Talent Pathways Review is so important to the organisation.





## Performance Pathways

**Develop a sustainable framework that enhances and promotes performance and pathways opportunities and further develops players, coaches and officials.**

### How we intend to achieve it:

- Build a framework that enhances performance and pathways and celebrates success.
- Celebrate the State of Origin as our premier performance pathway and build a brand identity that supports commercial value.
- Continue to develop brand awareness and pathways linkages to NRL Touch Premiership.
- Promote and develop the Q Youth Academy pathway, brand and linkages to regional pathways opportunities.
- Identify, support and develop performance pathway competitions and opportunities that enable the development of players, coaches and referees.



→ QTF's commitment to the delivery of its strategic plan is commendable and has no doubt been a key enabler of the many successes the organisation has achieved in its current strategic cycle.




### QTF Membership and Participation Data



The following data excerpts are taken from the QTF 2023 Annual Report.

# 2022/23 PARTICIPATION highlights

29.8%   
**TOTAL PARTICIPATION INCREASED**

9.5%   
**FULL ACTIVE JUNIORS INCREASED 40,291**

52% **MALE** 48% **FEMALE**  
**FULL ACTIVE MEMBER**  


SCHOOLS AND JUNIOR PARTICIPATION INCREASED   
 48.2% 

  
**EVENT PARTICIPATION INCREASED 25.2%**

  
**7028 TEAMS**

25,492+   
**SCHOOL PARTICIPANTS INVOLVED IN SCHOOL DELIVERED**

  
**168.6% SCHOOL MANAGED COMPETITIONS INCREASED 43,233**

PARTICIPATION CATEGORY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	% VARIANCE YOY
1. Full Active Member - Adult	49,703	48,559	32,652	34,618	35,936	32,889	-8.5%
2. Full Active Member – Junior	31,500	31,624	33,345	33,165	36,802	40,291	9.5%
3. Program Participants	8,185	9,769	5,171	7,995	7,243	10,774	48.8%
4. Event Participants	25,667	29,184	17,032	15,951	20,290	25,406	25.2%
5. School Delivered Programs	18,152	15,471	20,152	23,962	20,639	25,492	23.5%
6. School Managed Competitions	12,903	9,315	9,086	13,214	16,097	43,233	168.6%
7. Accredited Volunteer Participants	1,349	1,322	775	1,491	1,098	1,304	6.40%
<b>TOTAL PARTICIPATION</b>	<b>147,459</b>	<b>145,244</b>	<b>118,213</b>	<b>130,396</b>	<b>138,105</b>	<b>179,389</b>	<b>29.8%</b>
<b>SCHOOLS AND JUNIORS</b>	<b>62,555</b>	<b>56,410</b>	<b>62,583</b>	<b>70,341</b>	<b>73,538</b>	<b>109,016</b>	<b>48.2%</b>

# PARTICIPATION glossary

## FULL ACTIVE MEMBERSHIP – ADULT AND JUNIOR

Members who have access to the full range of program and services offered by the organisation or their affiliated club or association, as a participant, coach or official.

## SCHOOL DELIVERED PROGRAMS

Participants involved in regular competitions, programs or championships events organised by national or state organisations and may be conducted at a school facility. These include fee for service or free of charge services.

## PROGRAM PARTICIPANTS

Members/participants who have access to a limited range of programs and services offered by the organisation or their affiliated club or association as a participant.

## SCHOOL MANAGED COMPETITIONS

Participants involved in events, competitions, or programs organised primarily by schools that are not directly organised by the national or state organisation, instead informal or formal agreements may exist and be supported by the affiliated structure.

## EVENT PARTICIPANTS

Participants who pay a fee per event to participate in the activity and receive limited other services from the organisation. This type of participant pays no formal membership fee and may not have access to programs and services of the state organisation.

## ACCREDITED VOLUNTEER PARTICIPANTS

Participants who participate in recognised sport education courses that receive formal accreditation.



# ADULT participation

3,759  
TOTAL  
ADULT TEAMS

32,889  
FULL ACTIVE  
MEMBERSHIP

61%  
MALE  
39%  
FEMALE

# JUNIOR participation

3,269  
TOTAL  
JUNIOR TEAMS

40,291  
FULL ACTIVE  
MEMBERSHIP

45%  
MALE  
55%  
FEMALE



ADULT TEAMS  
9.4%  
INCREASE



ADULT TEAMS  
8.6%  
INCREASE



JUNIOR TEAMS  
23.7%  
INCREASE



JUNIOR TEAMS  
16.4%  
INCREASE

REGION	SENIOR AFFILIATION							VARIANCE	%
	S2 2021	S1 2022	2021-22 TOTAL	S2 2022	S1 2023	2022-23 TOTAL			
Brisbane	318	229	547	320	234	554	7	1.3%	
Central Qld	216	209	425	241	224	465	40	9.4%	
North Qld	376	458	834	349	416	765	(69)	-8.3%	
South Qld	307	300	607	319	286	605	(2)	-0.3%	
South West Qld	103	175	278	142	160	302	24	8.6%	
Sunshine Coast	325	257	582	297	295	592	10	1.7%	
Premier City Touch	332	203	535	288	188	476	(59)	-11.0%	
<b>Total</b>	1,977	1,831	3,808	1,956	1,803	3,759	(49)	-1.3%	

REGION	JUNIOR AFFILIATION							VARIANCE	%
	S2 2021	S1 2022	2021-22 TOTAL	S2 2022	S1 2023	2022-23 TOTAL			
Brisbane	422	336	758	557	381	938	180	23.7%	
Central Qld	309	136	445	351	167	518	73	16.4%	
North Qld	338	53	391	330	59	389	(2)	-0.5%	
South Qld	466	350	816	464	393	857	41	5.0%	
South West Qld	304	51	355	306	64	370	15	4.2%	
Sunshine Coast	154	100	254	128	69	197	(57)	-22.4%	
<b>Total</b>	1,993	1,026	3,019	2,136	1,133	3,269	250	8.3%	

## Commentary

→ Since 2017, QTF has seen significant growth in both membership and participation, with the only decrease being associated with the full active member – adult cohort. This is an extremely positive finding, considering the COVID-19 pandemic fell within this period.

Note: Senior affiliated numbers actually increased in the majority of regions between 2021/22 and 2022/23, with the exceptions being North Queensland (down 69 teams to 765 teams), South Queensland (down 2 teams to 605 teams); and Premier Touch (down 59 teams to 476 teams).

Although having high membership numbers is not the only enabler of talent pathway success in sport, it is certainly a very important element of a healthy talent pool.



# COACH & REFEREE

## courses

### COACH COURSES (BY REGION/LEVEL)

REGION	COURSES	PARTICIPANTS
<b>Brisbane</b>	<b>8</b>	<b>67</b>
Foundation Coach	6	46
Talent Coach	2	21
<b>Central Queensland</b>	<b>9</b>	<b>28</b>
Foundation Coach	7	24
Talent Coach	2	4
<b>North Queensland</b>	<b>8</b>	<b>62</b>
Foundation Coach	8	62
<b>South West QLD</b>	<b>5</b>	<b>77</b>
Foundation Coach	4	69
Talent Coach	1	8
<b>SQBD</b>	<b>14</b>	<b>122</b>
Foundation Coach	12	111
Talent Coach	2	11
<b>SCFBD</b>	<b>2</b>	<b>13</b>
Foundation Coach	2	13
<b>TOTAL</b>	<b>46</b>	<b>369</b>

### REFEREE COURSES (BY REGION/LEVEL)

REGION	COURSES	PARTICIPANTS
<b>Brisbane</b>	<b>24</b>	<b>268</b>
Level 1	17	218
Level 2	3	31
Level 3	2	8
Foundation Ref Coach	1	5
Talent Ref Coach	1	6
<b>Central Queensland</b>	<b>10</b>	<b>90</b>
Level 1	8	80
Level 2	1	8
Level 3	1	2
<b>North Queensland</b>	<b>22</b>	<b>209</b>
Level 1	16	167
Level 2	5	36
Level 3	1	6
<b>South West QLD</b>	<b>9</b>	<b>105</b>
Level 1	8	100
Level 2	1	5
Level 3	1	9
Foundation Ref Coach	1	9
<b>SCFBD</b>	<b>2</b>	<b>13</b>
Level 1	2	13
<b>TOTAL</b>	<b>97</b>	<b>1119</b>



# REFEREE

## development

The efforts, commitment and dedication by referees must be acknowledged in attending Affiliate, Region, State, National duties as the expectation from the sport is to have the best referees available to officiate the game.

The cancellation of the 2022 Queensland Junior State Cup impacted on referee advancement for referees seeking their Level 3 Referee badge and will be a key focus in the next reporting period.

**26 REFEREES**  
2022 STATE OF ORIGIN

**76 REFEREES**  
2022 NYC

**69 REFEREES**  
2023 NTL

#### QTF Awards

Junior Referee of the Year: Ella Grant  
Rick Borg Referee of the Year: Brett Freshwater

#### 2022 State Cup

Male Referee of the Championship: Matt Lavery  
Female Referee of the Championship: Zoe Genrich  
Junior Referee Encouragement: Dylan Bryant and Isabell Watt

#### 2022 NYC

Referee of the Tournament: Will Schatz  
Leading Female Referee: Zoe Genrich  
Leading Junior Male Referee: Zac Schelberg  
Leading Junior Female Referee: Ella Grant

#### 2023 NTL

Referee of the Tournament: Jordan Randle

#### TFA Service Awards

Lachlan Freshwater – 10years      Joe Lo Grande – 25 years  
Neill Obrien – 10years              Dave Field – 25 years  
Brad Smith – 20 years

#### Referee Upgrades

##### TFA Referee Badge Level 3

Jason Neumann  
Harrison Walters

##### TFA Referee Badge Level 4

Riley Gleich  
Izaiah Lomax  
Dylan Bryant  
Matt Waetford  
Joceylyn Eaton  
Stacey Steinhardt (Senior)

##### TFA Referee Badge Level 5

Zoe Cornish  
Jacob Gregg  
Matthew Sheppard  
Lachlan Carey  
Sam Priestley  
Alec Williams  
Rebecca Buzacott (Senior)  
John Camilleri (Senior)  
Ben Horner (Senior)

##### TFA Referee Badge Level 6

James Roe  
Will Shatz  
Riley Woton  
Levi Yeaman  
Charlise Falconer  
Shoban Moore (Senior)  
Damien Miller (Senior)

I must thank the many volunteers assisting at Affiliate, Region and State level with referee development over the past year. The Referee Management Team and State Referee Panel have also been instrumental through their support, knowledge and coaching in supporting the achievements of referee's goals.

I also wish to thank the QTF Staff for their continued support to the referee arm of our sport.

#### Dave Field

Director of Referees  
Queensland Touch Football

## Commentary

- *If the QTF membership / participation base is to continue to grow over the coming decade, this will require the size and nature of the non-playing membership (largely coaches and referees) to grow in line with the growth in player numbers. How coaches and referees operating within the QTF Talent Pathway are recruited, trained, supported and retained across the state will be a key consideration throughout this Review.*

## QTF Staffing Structure

- CEO
- Sport Operations Manager
- Marketing & Communications Manager (P/T)
- Marketing & Communications Coordinator
- Events Manager
- Events & Project Coordinator
- Business & Finance Manager
- Finance Officer
- Game Development Coordinator
- Programs & Administration Coordinator
- Partnerships Manager
- QLD Referee Director
- Affiliate Services Manager – Brisbane
- Services and Programs Manager – South Queensland Border Districts

## Commentary

- *The staffing structure outlined above is taken from the QTF website. Some areas which will require clarification as the Review progresses include:*
- *Is the Referee Director a paid position, and if so, what is the FTE status of the role?*
  - *Are the following positions (listed in QTF's 2023 Annual report) no longer within the QTF staffing structure:*
    - *Premier City Touch Competition Manager*
    - *Premier City Touch Competition & Engagement Coordinator*
    - *Premier City Touch Referee Development Officer (P/T)*
    - *Referee Development & Programs Coordinator SQBD*
    - *Game Development Officer Central Queensland (1.5 FTE)*
    - *Game Development Officer Brisbane*
    - *Game Development Officer South Queensland*
    - *Game Development Officer South-West Queensland*
    - *Game Development Officer North Qld (1.5 FTE)*

## Commentary

→ The QTF staffing structure does not include a role whose primary responsibility is the management of Talent / Performance Pathway planning or operations. MSC is aware that a previous dual participation and pathways role did encapsulate some talent pathway responsibilities, however this role was discontinued approximately 18 months ago. “Form (HR structure) follows function (purpose and activities)” – Once QTF confirms the purpose and structure of an enhanced Talent Pathway, the human resource model (paid and unpaid) needed to effectively and sustainably deliver this pathway will need to be established.

### Touch Football Australia (TFA) Talent Pathway Framework Overview

- TFA Athlete Development Framework (2013)
- TFA Talent Identification and Selection Framework (2016)
- TFA Event Framework
- TFA Coach Development Framework
- TFA Referee Development Framework
- Selector Accreditation and Development

### TFA Athlete Development Framework (2013)





# TOUCH FOOTBALL ATHLETE DEVELOPMENT FRAMEWORK



## Athlete Development Pathway

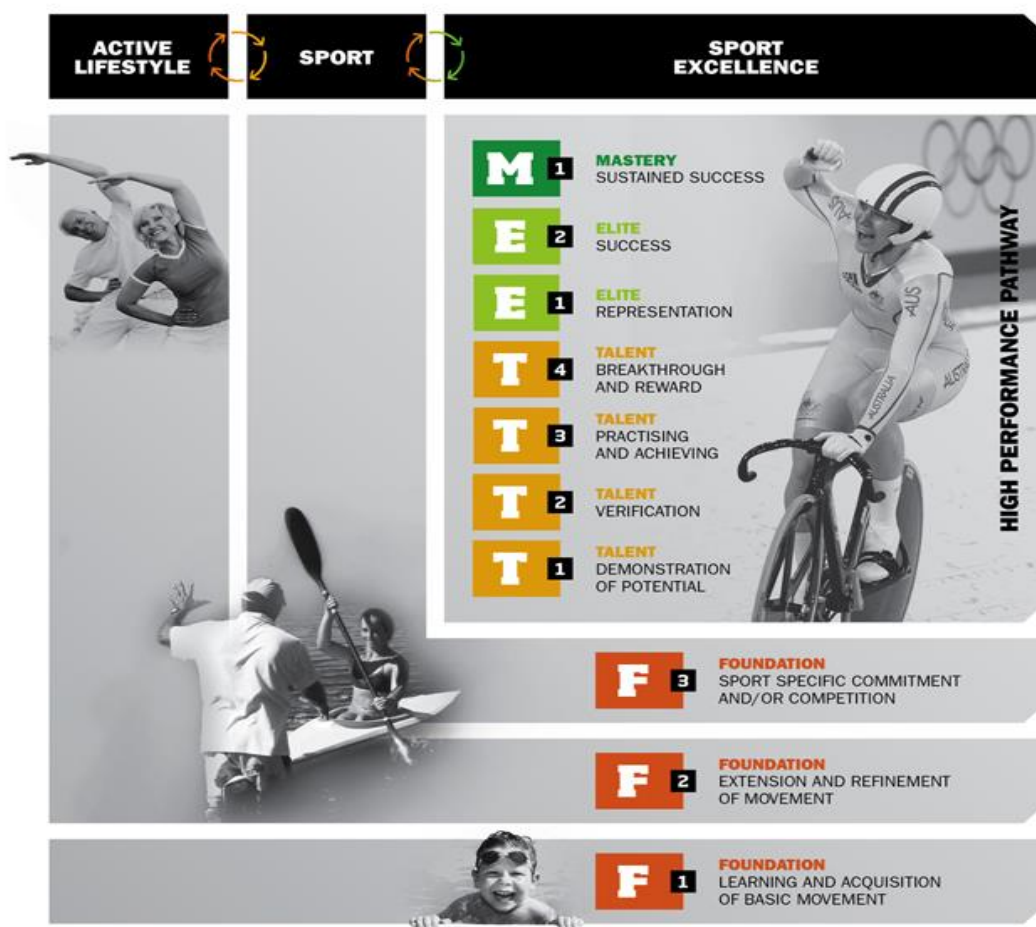
[www.ausport.gov.au/ftem](http://www.ausport.gov.au/ftem)

We all participate in sport for many different reasons. Some are interested in maintaining an active and healthy lifestyle, others love the thrill of competing with their friends and a rare few set their sights on winning medals for their country. Whatever the motivation, we mostly choose our own pathways, although sometimes the pathway chooses us.

The Australian Institute of Sport (AIS) has developed a new framework to capture these different pathways and address the current shortfalls in applied research and practice specific to athlete development. It is called FTEM.

### What is FTEM?

FTEM (representing Foundation, Talent, Elite and Mastery) is a user-friendly framework of sporting development that is representative of the 'whole of sport' pathway continuum. It integrates three key outcomes of sport participation: active lifestyle, sport participation and sport excellence.



## How can FTEM be applied?

The FTEM framework can be used as a practical planning and review tool for a broad range of sporting stakeholders including parents, teachers, clubs, coaches, sports science and sports medicine personnel and national and state sporting organisations.

This enhanced understanding of sporting pathways will help us to improve the experiences of more people, at more levels of the pathway, more often.

## Key features

- Representative of the '3 worlds': active lifestyle, sport participation and sport excellence
- Holistic and multidisciplinary sports model
- Fully integrated
- Recognises that individuals can be simultaneously participating in multiple sports at multiple levels of the pathway
- Features variable entry and exit points within the developmental pathway
- Non-prescriptive, allowing broad user flexibility and adaptability
- Devoid of fixed age boundaries
- Incorporates those with the potential to be elite, which has previously been identified as an insufficiently considered component of high performance modelling
- Reinforces the need for the right support at the right time and with the right athletes

## FTEM and Touch Football

In an overview the table below applies the FTEM model to the various pathway levels of Touch Football. Coaches play a very important role in the development and experience encountered by athletes, whether that is the progression of the pathway from Foundation to Talent and beyond, or retention at an affiliate competition for a lifetime of enjoying our great sport.

	JUNIORS/INTRODUCTION 5 - 12 YEARS	YOUTH/DEVELOPMENT 13 - 20 YEARS	ADULT 21 + YEARS
<b>MASTERY</b> SUSTAINED SUCCESS		YOUTH TRANS-TASMAN	WORLD CUP
			TRANS TASMAN
			ELITE 8
			STATE OF ORIGIN
<b>ELITE</b> REPRESENTATION AND SUCCESS		NATIONAL TOUCH LEAGUE	NATIONAL TOUCH LEAGUE
		NATIONAL YOUTH CHAMPIONSHIPS	STATE TOURNAMENTS
<b>TALENT</b> PRACTICE AND ACHIEVEMENT	SCHOOL SPORT NATIONALS 12'S	SCHOOL SPORT NATIONALS 15'S	REGIONAL TOURNAMENTS
	STATE/REGIONAL TOURNAMENTS	STATE/REGIONAL TOURNAMENTS	
<b>FOUNDATION</b> PARTICIPATION/SOCIAL	AFFILIATE AND SCHOOL GALA DAYS	JUNIOR AFFILIATE COMPETITIONS	AFFILIATE COMPETITIONS
	JUNIOR AFFILIATE COMPETITIONS		
	AUSTOUCH PROGRAM	SCHOOL COMPETITIONS	
	SCHOOL CLINICS		
	PHYSICAL EDUCATION SCHOOL CURRICULUM		

# TOUCH FOOTBALL ATHLETE DEVELOPMENT FRAMEWORK



## Touch Football Categories

The following skills and topics are provided to assist coaches in ensuring that they apply each skill to their athletes at the appropriate level. Athletes should achieve competency in each of the topics before progressing through the levels. It is important to continue to reinforce the skills and incorporate correct coaching points at each level. More information on each skill can be found in the corresponding Coaching Course.

Category	Foundation	Talent	Elite	Mastery
<b>Movement</b>	Running – sprinting Running – backwards Running – with the ball Agility – side stepping Agility – side to side shuffling Agility – swerving	Running - sprinting technique Agility - Stepping a defender Agility – forwards Agility – backwards Agility – sideways	Running – appropriate attacking lines Running – backwards at speed	Stepping off both feet Exploiting space
<b>Ball</b>	Ball grip Passing – stationary Passing – on the run Catching Half pass (introduce)	Spiral pass Passing left and right Half pass Draw and pass Dummy Wrap pass	Running pass both sides Cut out pass Switch pass variations Wrap pass variations Catching - elite	Long pass both hands Long pass from ground Reverse/rewind/quarterback pass 4 on 3 cut out pass
<b>Rollball</b>	Static rollball Dynamic rollball (introduce)	Dynamic rollball Rollball positioning (side of defender) Dump-split	Downtime awareness Roll ball at speed Static rollball elite (strike-dump)	Left and right hand execution Footwork into roll ball Swiping Splitting off the ball Controlling the Rollball
<b>Rucking</b>	Half role First receiver role	First Receiver positioning Rucking at pace Wrapping from half	Rucking patterns Direct rucking Expansive rucking	Transition into line attack Exit patterns
<b>Attack</b>	Running into space Effecting the touch in attack Supporting ball carrier Progressing ball toward scoreline Scoring a Touchdown The Tap	Slide dive - introduce Switch Wrap Scoop Decision making - 2 on 1 Attacking space	Slide dive - elite Switch variations (As & Bs) Wrap variations Decision making- 3 on 2 Attacking lines - hook Defender manipulation	Phase Plays Sequencing set plays Attack variations – static, running Decision making – 4 on 3 execution Attack lines – in, out, bounce Scorezone tactics

# TOUCH FOOTBALL ATHLETE DEVELOPMENT FRAMEWORK



<b>Defence</b>	Returning onside Effecting the touch in defence Foundation 'team' defence	Ruck defence Wrap defence Switch defence Defensive space awareness Body positioning in touch Compressed/ shutdown defence	General defensive policy – 1,3,5 Line defence policies – hold/tread	Defensive policies – hold (no bite), press, and isolate Defensive tactics – sniping, flattening, proximity cues Position specific roles Pre touch position Mastery touch execution Post-touch action
<b>Game Concepts &amp; Strategies</b>	Communication Basic understanding of rules Basic positional understanding	Non verbal communication Application of rule knowledge Effective substitution Positional differences	Substitution rotations Elite rule interpretations/variations Position specific roles Elite drop off strategies Playing with five on field	Various/all game plan tactics and scenarios Knowledge of mastery referee interpretations
<b>Athletic Performance</b>	Warm up /Cool down– education and introduction Stretching	Warm up – movement specific Mental preparation – basic Nutrition for performance Recovery – stretching & hydration	Recovery – Ice baths, injury management ASADA Anti-Doping Education Strength & conditioning elite	Psychology Leadership Improve performance through life balance Strength and conditioning - mastery

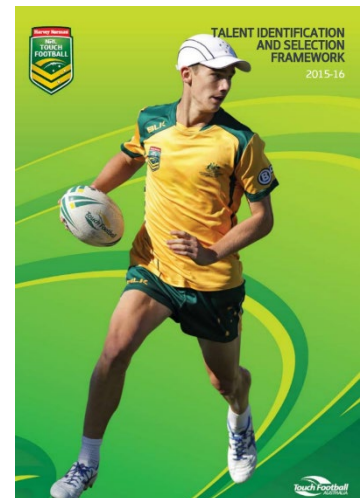
## Commentary

→	<p><i>The FTEM model (developed by the AIS) has been used by many National Sporting Organisations to design sport specific Participant / Athlete Development Frameworks. It appears as though QTF's responsibility within this Framework, as it relates to this Talent Pathway Review, is within the Talent (regional tournaments, school sport national – 15s), Elite (NTL, NYC) and Mastery (State of Origin) environments.</i></p> <p><i>Whilst it is apparent that TFA has used the FTEM model to design coach and referee development courses, the level of use other than this and its impact on the national and QTF pathways appears to be minimal. Additional information in this space will be collected in future stages of the Review.</i></p>
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### TFA Talent Identification and Selection Framework (2016)

The [TFA Talent Identification and Selection Framework](#) was developed to provide members with a guide to the talent identification and selection processes for **Affiliate and Regional level Touch Football**.

This Framework was designed to assist affiliates, volunteers and committees to establish best practice talent identification and selection methods, and to provide the tools and templates to assist in implementing these practices.



## Commentary

→	<p><i>The resource includes some useful information and tools which affiliates and regions could use to identify talent and undertake team selection processes. The resource aligns with TFA's FTEM Athlete Development Framework in the Talent environment (i.e. regional and state level junior tournaments and regional level adult tournaments).</i></p> <p><i>The "on the ground" impact this resource is having on regional team selections and how these teams are coached, is unknown and information relating to this will be collected as the Review progresses.</i></p> <p><i>No resources of this nature targeting Elite or Mastery level players within the FTEM model appears to be in existence. This presents as an opportunity.</i></p>
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### TFA Event Framework

#### → National Youth Championships (NYC)

The NYC is an annual tournament contested by Australian's best young players. NSW and QLD regions and TFA Alliance states compete against each other in 18s, 16s, 14s and 12s boys' and girls' divisions, and against the Queensland and NSW School Sport teams in the 18s divisions.



The 18s divisions of the tournament are a unique sporting event on the Australian sporting calendar. Touch Football is one of the few sports where School Sport Australia and a National Sporting Organisation have been able to conduct an integrated event. The opportunity to combine a prominent national youth tournament and a School Sport Australia national championship event is mutually beneficial to both parties and provides leading practice for other sports to follow. This event has proven to be a highlight; showcasing emerging talent from teams across the country and providing a great opportunity for all participants to be identified for future Australian representation.

### *Commentary*

→	<i>An interesting observation in relation to the 18's divisions of the event is that Queensland Secondary School Sport only select one 18s boys and one 18s girls team to participate at the NYC (i.e. QSST), whilst NSW Secondary School Sport selects 3 x 18s boys and 3 x 18s girls teams (i.e. NSWCHS, NSWCCC and NSWGIS).</i>
→	<i>The School Sport Australia Nationals for Touch Football involve state and territory teams in the 12 years and under and 15 years and under in both boys and girls divisions. TFA does not run nationals for these age divisions, nor do they offer state vs state events in the 14s, 16s, or 18s age brackets.</i>

### → **National Touch League Championships**

For the first time, in 2024 teams eligible to participate in the NTL (now referred to as The Championships) include:

- Teams representing approved TFA and State and Territory entities;
- Teams representing approved QTF and NSWTA entities;
- Teams representing TFA approved affiliates;
- Teams representing the Australian Defence Force;
- Teams representing associations from other nations which are affiliated with the Federation of International Touch Football (FIT); and
- Any other team approved by TFA.

*Note: International teams must be approved by their respective national body and are not permitted to accrue points or contest finals, unless determined otherwise by TFA.*

Given the event has changed from being contested by QLD and NSW regional affiliates, and teams representing Alliance states, to now also including affiliate-teams, TFA has provided the following FAQ information:

### ***What's Changing?***

*From 2024, the National Touch League (NTL) will undergo a redesign to be more inclusive, enabling affiliate representative teams to participate alongside existing regional and state entities. The event will be condensed to three days limiting the amount of time off participants need to take to compete in the event. As a result, match duration will change to two x 15 minutes halves with a 2-minute halftime.*



### ***Why is it Changing?***

*We need to continue to evolve to ensure we stay ahead of the curve.*

*The NTL was created in 1997 and whilst it has continually changed over the course of its 27-year history; the one consistent was the intent of the event. Conceptually, it was designed to bring the best of Australia's best together.*

*There were two milestones that shone a light on the relevance of the event in its current shape – the first was the creation of the NRL Touch Premiership. The second was the release of TFA's 2020-2024 Strategic Plan that calls out our desire to 'present national events, with year-on-year growth, that deliver performance outcomes and meet the needs of our membership'.*

*The creation of the NRL Touch Premiership and the TFA Board's unwavering commitment to its resurrection in a post-COVID environment replaces the previous Elite 8 event. This removes the elite, best of the best component from the NTL event with the elite format of the game now being the NRL Touch Premiership.*

*As a result, the purpose and delivery of the NTL has been redesigned to provide high-quality experiences and growth as its key drivers. By making these changes more people will have the opportunity to experience the comradery of tournaments, benefits of participation and be identified for further representative honours.*

*We simply want more people to experience a reimagined Championships. The NTL will mirror the very fabric of Touch Football: it will be inclusive, fun, social and open for all to enjoy!*

### ***Who Can Enter?***

*Teams representing Alliance states, regions and affiliated associations (clubs) can enter in every division offered. International teams are also welcome.*

### ***Will States, Regions, and Affiliates be Participating in the Same Division***

*Yes, teams can choose which division they want to enter with divisions set to include state, affiliate, and regional teams.*

### ***Will There be an "A" and "B" Division in Every Grade?***

*In the Open Men's, Women's and Mixed divisions we will offer an "A" division and a "B" division. TFA will also reserve the right to add a B division into any grade if nominations are sufficient, meaning teams will be able to compete at their competitive level.*

### ***Can You Still Be Identified for Australian Emus Teams from the Event?***

*Yes, the event remains a key event in the pathway with TFA High Performance staff and coaches attending the event and identifying talent but it's not the be all and end all. Talent identification is an ongoing process throughout the year; our staff and coaches are constantly identifying talent. We no longer simply pick teams from one event or tournament.*

### ***Isn't NTL Supposed to be about the Best of the Best?***

*We recognise that this is what the concept of the NTL event was intended to be when it started, however moving forward the best of the best will be the NRL Touch Premiership. The Championships now plays an important role in catering for a wider range of participants at multiple levels allowing greater participation.*

### **→ NRL Touch Premiership**

Through the partnership between TFA and the NRL, a national elite touch football competition commenced in 2018. It was agreed to replace the existing Elite 8 division from the National Touch League, with an initial six teams being chosen to enter the new competition.

The first season of the NRL Touch Premiership commenced with games in the first round played at Sydney's Stadium Australia and at Townsville's Willows Sports Complex, prior to the scheduled Round 11 games of the 2018 NRL season.

The inaugural teams (aligned to existing NRL clubs) consisted of six clubs: three from Queensland (Broncos, Cowboys, and Titans) and three more from New South Wales (Eels, Knights, and Tigers).

An expansion of the premiership was announced on 5 October 2018 to include the New Zealand Warriors and was followed on 2 November 2018 by an announcement that the Sydney Roosters would also field teams, bringing the total clubs to eight for the 2019 season.

In 2019, the second year of this elite touch football tournament expanded significantly, with more NRL clubs involved, and about four times as many game-days at many more stadiums across the country.

In 2020 the NRL Touch Premiership was to take on a different look with a number of NRL club changes – With the Parramatta Eels no longer set to take part, the Manly Warringah Sea Eagles were added to the competition with the Sydney Scorpions aligned to the Sea Eagles.

COVID-19 put a halt to the NRL Touch Premiership competition.



## Commentary

→	<p>As the information above relating to the 2024 changes to the NTL states, the NTL is now viewed largely as a participation event, in-line with TFA’s strategic prioritization of ‘presenting national events, with year-on-year growth, that deliver performance outcomes and meet the needs of our membership’. The TFA Board also states their unwavering commitment to the resurrection of the NRL Touch Premiership in a post-COVID environment, and for this event to replace the previous Elite 8 element of the NTL.</p> <p>Whilst TFA’s positioning of the NTL Championships as a participation focused event (with a performance element) and the NRL Touch Premiership as the elite national event is clear, what is less clear at this stage of the Review, is whether or not the NRL Touch Premiership will in fact continue; and if so, in what format. <u>Note:</u> The event has not been delivered since 2019.</p> <p>Additionally, the NRL Touch Premiership only included three Queensland teams (Gold Coast Titans, Brisbane Broncos and North Queensland Cowboys); and only in the men’s and women’s divisions. The previous iteration of the NTL included up to 6 Queensland-based <u>regional representative teams</u> across Men’s, Women’s and Mixed divisions ranging from under 20s to over 60s. If the NRL Touch Premiership is not resurrected and if less performance focused teams enter the new 2024 NTL Championships event, it could appear that the size of the Queensland talent pool (players, coaches and referees) accessing high performance tournaments may shrink. This observation will be tested against player/team data to come from the March 2024 iteration of the NTL championships.</p> <p><u>Note:</u> In viewing recent NTL data, it appears as though minimal NQ Cyclone teams participated in the event in recent years. The reasons for this finding will be clarified as the Review progresses.</p>
→	<p>A potential benefit in the QTF talent development space, as this relates to the new NTL Championships format, is that players (+ coaches and referees) in remote areas of the state, who may not have been able to attend previous iterations of the NTL as a member of a regional team/franchise, may now be able to participate in The Championships as a member of their local affiliate. For example, a player based in Mt Isa would previously have needed to be selected in the North Queensland Regional team to participate in the NTL, which would have required them to travel to Townsville on multiple occasions to train with the team. Whereas with the new format, this player (and potentially more in Mt Isa) could train regularly together in the lead up to the event and participate in the event under the banner of Mt Isa Touch Association.</p>
→	<p>MSC has been informed by QTF that TFA is going to discontinue the current permit agreement between QTF in relation to the 3 Queensland based NRL Touch Premiership teams; and between TFA and NSWTA in relation to the 3 NSW based teams. This change would see TFA hold all permits and control all operational elements of the teams’ activities in relation to the event, including coach and player selection, etc. The reasons behind this decision appear not to have been explained to QTF at the time of writing and further clarity relating to this situation will be sought by MSC as the Review progresses.</p>

### → Youth Trans-Tasman

The Youth Trans-Tasman (YTT) Test Series is a best-of-three series between the two top Touch Football nations in the world, Australia and New Zealand. The YTT comprises of boy's girls, and mixed divisions in the 18 and under and 20 and under-age brackets.

### → Youth World Cup

The Youth World Cup is played by FIT member nations in the boy's girls, and mixed divisions, in the 18 and under and 20 age brackets.

### → Open Trans-Tasman

The Youth Trans-Tasman (YTT) Test Series is a best-of-three series between the two top Touch Football nations in the world, Australia and New Zealand. The YTT comprises of men's, women's and mixed divisions.

### → Open World Cup

The Open World Cup is played by FIT member nations in the following divisions:

- Men's open
- Women's open
- Mixed open
- Women's 27s
- Men's 30s
- Mixed 30s
- Men's 35s
- Women's 35s
- Men's 40s
- Men's 45s
- Men's 50s

### *Commentary*

→ *International events such as those listed above (and others such as the Asia Pacific Youth Touch Cup) generally occur once every 4-years.*



## TFA Coach Development Framework

TFA has a 4-tier coach accreditation system, aligned with the FTEM participant pathway framework:

1. **Foundation Coach:** 14+ years of age. 4 hours online theory + 3 hours face-to-face workshop (\$110).
2. **Talent Coach:** 15+ years of age (minimum 6 months Foundation Accredited). 8 hours face-to-face workshop (\$160).
3. **Elite Coach:** 16+ years of age (minimum 12 months Talent Accredited). 16 hours face-to-face workshop (cost unknown).
4. **Mastery Coach:** TBA

Coach accreditation lasts for a period of four years, after which updating your accreditation is required.

### Commentary

→

The TFA online Learning Management System (The Nest) shows only the Foundation and Talent courses available for registration, along with an All-Abilities course. It appears the Elite and Mastery Coach Accreditation courses are not yet available.

## Courses in TFA - Coaching Courses



TFA - Foundation Coach ▼  
Touch Football Australia

\$110.00

PURCHASE



TFA - Talent Coach ▼  
Touch Football Australia

\$160.01

PURCHASE



Inclusive Coaching: All Abilities ▼  
Touch Football Australia

The Inclusive Coaching course has been designed to assist coaches develop the appropriate skills to deliver...

\$44.00

PURCHASE



→ TFA Referee Accreditation System

LEVEL	ACCREDITATION SYSTEM	
	REFEREE	REFEREE COACH
<b>MASTERY</b> SUSTAINED SUCCESS	MASTERY (LEVEL 6)	MASTERY
<b>ELITE</b> REPRESENTATION AND SUCCESS	ELITE (LEVEL 5)	ELITE
	ELITE (LEVEL 4)	
<b>TALENT</b> PRACTICE AND ACHIEVEMENT	TALENT (LEVEL 3)	TALENT
	TALENT (LEVEL 2)	
<b>FOUNDATION</b> PARTICIPATION/ SOCIAL	FOUNDATION (LEVEL 1)	FOUNDATION

<b>Level</b>	<b>1 - Foundation</b>
<b>Pre-requisites</b>	Australian Sports Commission Introductory Officiating General Principles course
<b>Course duration</b>	4 hours
<b>Age of entry</b>	12 years

<b>Level</b>	<b>2 - Talent</b>
<b>Pre-requisites</b>	→ Foundation (Level 1) Referee Accreditation; and → Talent (Level 2) Referee Pre-Course Rules Exam
<b>Course duration</b>	4 hours
<b>Age of entry</b>	12 years

<b>Level</b>	<b>3 - Talent</b>
<b>Pre-requisites</b>	Talent (Level 2) Referee – minimum 12 months
<b>Course duration</b>	4.5 hours
<b>Age of entry</b>	13 years

<b>Level</b>	<b>4 - Elite</b>
<b>Pre-requisites</b>	Talent (Level 3) Referee – minimum 12 months
<b>Course duration</b>	N/A
<b>Age of entry</b>	14 years

<b>Level</b>	<b>5 - Elite</b>
<b>Pre-requisites</b>	Elite (Level 4) Referee – minimum 12 months
<b>Course duration</b>	N/A
<b>Age of entry</b>	15 years

<b>Level</b>	<b>6 - Mastery</b>
<b>Pre-requisites</b>	Elite (Level 5) Referee – minimum 12 months
<b>Course duration</b>	N/A
<b>Age of entry</b>	16 years

## Commentary

→ The TFA referee accreditation course structure has Levels 1-3 being delivered via a “course” curriculum, while Levels 4-6 are essentially achieved via on-field assessments at NTL and NYC championships – i.e. no course content is provided.

### → Referee Coach Accreditation System

Level	Foundation Referee Coach
Pre-requisites	→ Australian Sports Commission Community Coaching General Principles; and → Talent (Level 2) Touch Football Referee
Course duration	8.5 hours
Age of entry	14 years

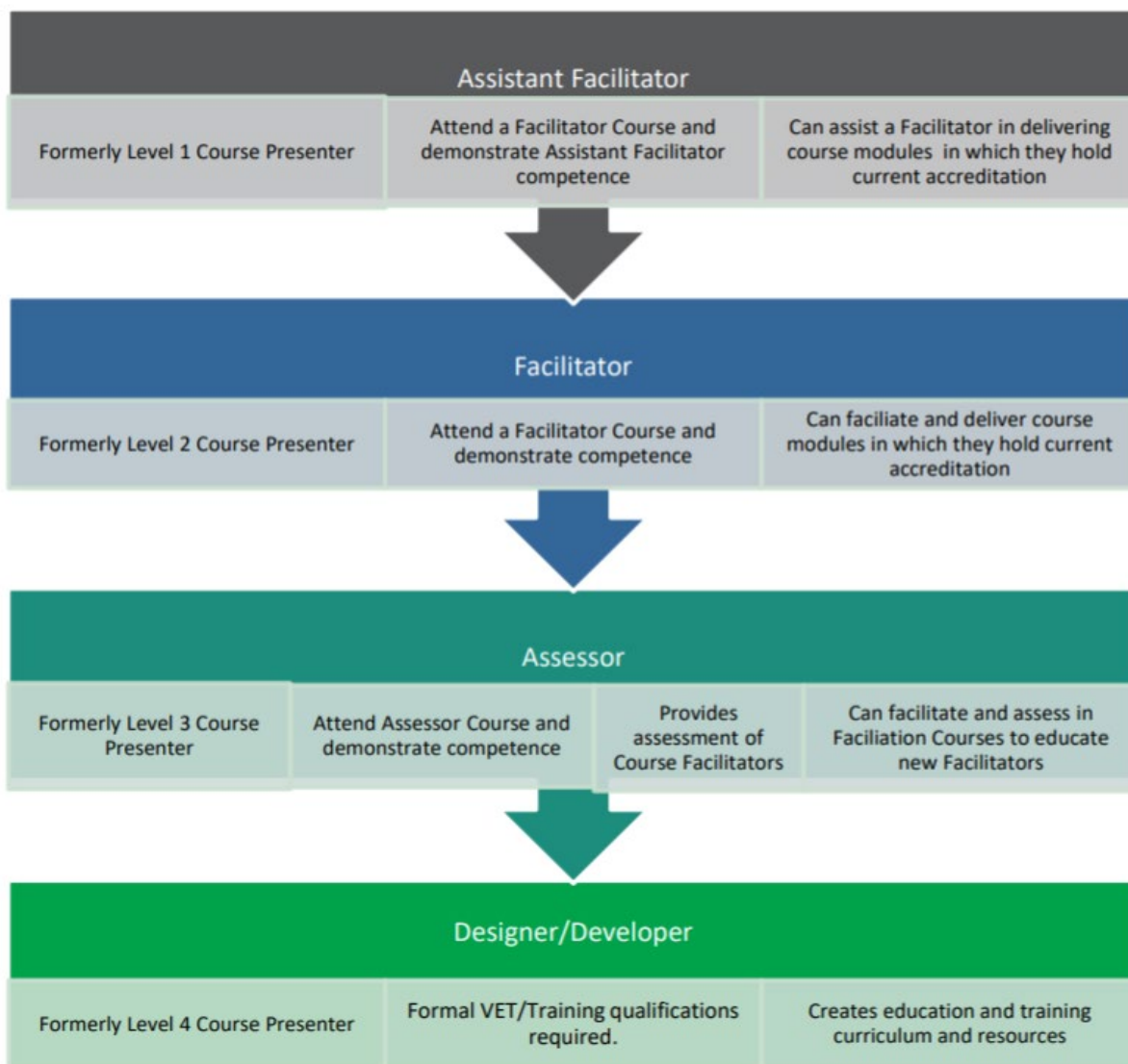
Level	Talent Referee Coach
Pre-requisites	→ Foundation Referee Coach (minimum 6 months); and → Provide two completed Foundation Level Referee Coach – Experience Records on Foundation Referees
Course duration	8 hours
Age of entry	15 years

Level	Elite Referee Coach
Pre-requisites	→ Talent Referee Coach (minimum 12 months); → Provide two completed feedback coaching forms on Talent Referees; and → Australian Sports Commission Intermediate Coaching General Principles
Course duration	8-16 hours
Age of entry	16 years

Level	Mastery Referee Coach
Pre-requisites	To be determined
Course duration	
Age of entry	



The diagram below outlines the pathway.



*Commentary*

→ TFA is to be congratulated for the comprehensive and clearly articulated referee accreditation system, referee coach accreditation system and referee developer (facilitator and assessor) systems in place.

QTF referee development programs are discussed in following sections of this Paper.

*Commentary*

→	<i>TFA does not currently have a selector accreditation and development system in place. For many years a system of this nature was in place and the reasons for its discontinuation and when this occurred will be explored as the Review progresses.</i>
→	<i>Likely due to the aforementioned commentary, QTF does not currently implement a selector accreditation and development system. Interestingly, NSW Touch Association does deliver a <a href="#">level 1 selectors course</a>.</i>

**Queensland Government (Sport and Recreation) Pathway Blueprint**

In 2023 the Queensland Government released its Pathways Blueprint. The vision of the Blueprint is: **Talent and broader participation pathways allow all Queenslanders to realise their potential as athletes, coaches, officials and volunteers.**

The Blueprint is underpinned by three core themes:

Core themes that underpin the Queensland Pathways Blueprint

Inclusion and lifelong participation

Improved quality and diversity of opportunities, access and signposting will support lifelong sport and physical activity participation and enjoyment for all Queenslanders. Underrepresented groups will be better supported to participate at all levels of activity as athletes and pathway leaders. (Pathway leaders include coaches, volunteers, officials and administrators).

System alignment, collaboration and knowledge sharing

Improved coordination, alignment and capability within sport talent and participation pathways will deliver quality experiences for the benefit of individuals and the entire active industry, through building, sharing and enhancing information, communication and knowledge systems.

Building quality talent pathways

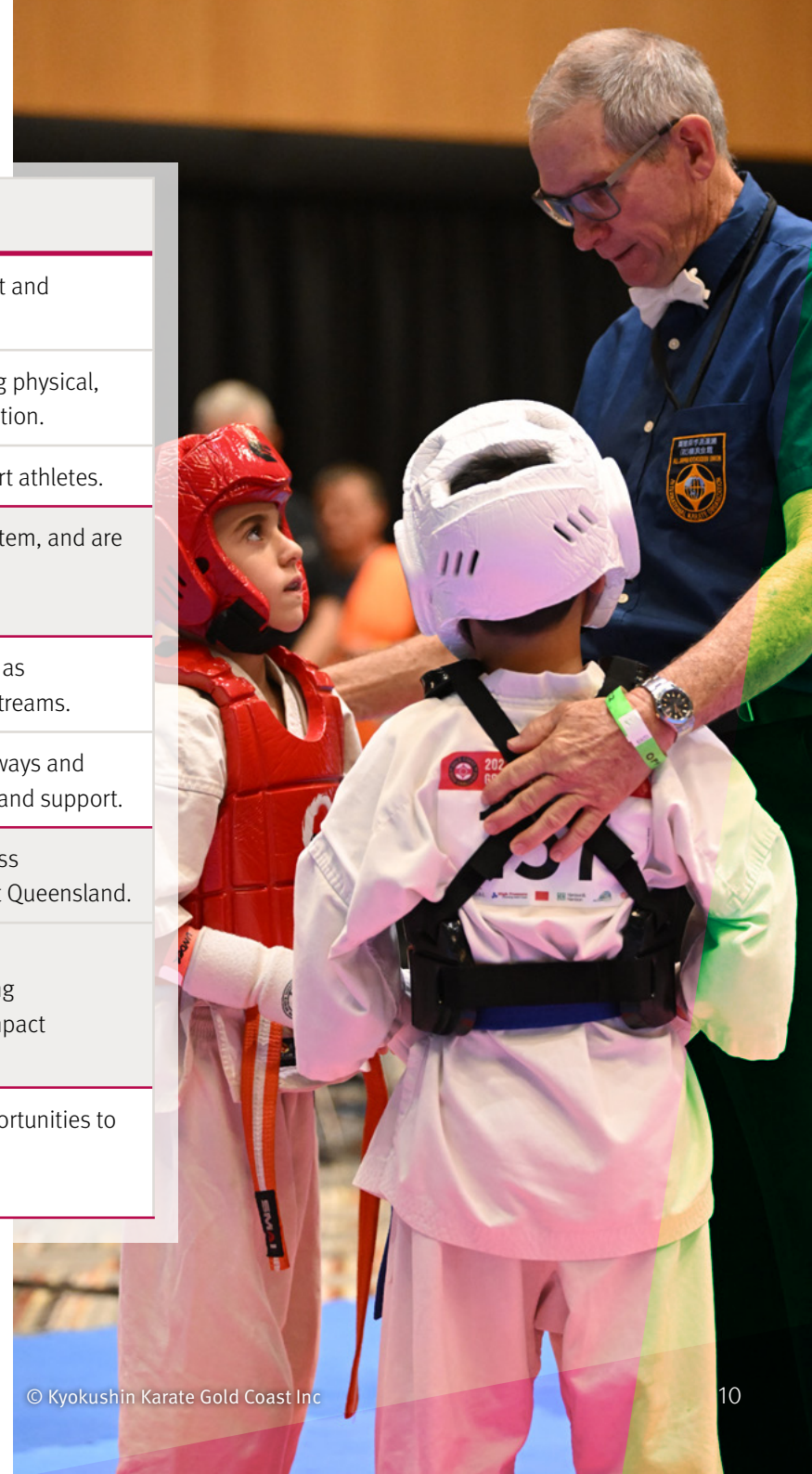
Talent pathways in Queensland should be athlete-centred to ensure the right support is provided at the right time, based on individual ability and ambitions. Targeted outreach for underrepresented groups in the talent pathway is vital to support an inclusive, diverse and enhanced talent pool. Queensland's skilled pathway leaders play a significant role in talent development with the Blueprint aiming to better attract, support, develop and retain skilled leaders within the talent pathways system.

*Commentary*

→	<i>The QTF Talent Pathway Review aligns neatly with the core themes which underpin the Blueprint, particularly the Building Quality Talent Pathways theme. Therefore, if implemented, the recommendations to come from this Review will be one enabler of the Blueprint's successful activation.</i>
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## Building quality talent pathways

Key areas for cooperation	What success looks like
Develop and deliver participant-centred talent pathways	Talent pathways are participant-centred and focused on athlete support and development based on ability and ambition.
	Talent pathways include a strong focus on athlete wellbeing, supporting physical, emotional and cultural safety and broader life and community participation.
	The active industry cooperates to support individual talented multi-sport athletes.
Attract, develop, retain and support capable pathway leaders (coaches, referees, administrators, volunteers)	Pathway leaders are attracted to and retained in the talent pathway system, and are appropriately trained and developed.
Progression along and movement between talent pathways is supported	Talent pathways support athlete progression and development, as well as movement between different sport pathways or broader participation streams.
	Athletes and other participants who wish to move between talent pathways and other participation streams are able to access appropriate information and support.
Rural and regional talent development and competitions are supported	Rural and regional athletes and talent pathway leaders are able to access developmental opportunities and high-quality competitions throughout Queensland.
	Quality talent pathway leaders are recruited, developed and retained in remote and regional locations, and provided with access to daily training environments (infrastructure and conditions) to enable their positive impact on talent development.
Talent pathways do not monopolise opportunities and resources at the expense of participation pathways	Talent pathway systems recognise the value of broad participation opportunities to enlarge the pool for future talent and sport revenue opportunities.





## Commentary

→

*All success indicators within the Building Quality Talent Pathways priority area within the Queensland Pathways Blueprint, appear to be relevant to a fit for future purpose QTF Talent Pathway.*

*Aligning the design of a future QTF Talent Pathway with overarching Pathway Frameworks such as the Queensland Pathways Blueprint and FTEM; and aligning where relevant and mutually beneficial with other Touch Football pathways, such as those of TFA and NSWTA, is simply good practice and something that will be considered by MSC as recommendations are crafted.*

## QTF Talent Pathway Overview

### QTF Events

#### [Junior State Cup](#)

The QTF Junior State Cup is a 3-day action packed Touch Football event that brings together more than 3000 participants from over 230 affiliate teams from across Queensland extending as far north as Townsville and as far south as South Tweed.

The first Junior State Cup event was held in 1996 and consisted of 13's, 15's and 17's divisions. Today, the Junior State Cup is the premier junior affiliate competition in Queensland that provides the opportunity for junior touch players to represent their affiliate in a fun, enjoyable and unforgettable experience.

The event focuses not only on Junior athlete development but also coach and referee development and pathways.

The tournament is a Queensland Affiliate based tournament; however, interstate may be considered on an invitational basis and if numbers permit.

The following age divisions are played at the Junior State Cup – Under 10 Boys and Girls (Challenge and Development Divisions), under 12 Boys and Girls (Challenge and Development Divisions), Under 14 Boys and Girls (Championship and Challenge Divisions), Under 16 Boys and Girls (Championship and Challenge Divisions), Under 18 Boys and Girls.

The Junior State Cup is run in July annually.

#### [State Cup](#)

The Queensland State Cup is an annual, 3-day touch football tournament that brings together more than 1500 participants from Queensland, interstate and internationally to the Gold Coast.

The event is the premier affiliate competition that caters to a range of divisions, from premier to participation.

## PERFORMANCE

- Premier (Men's, Women's & Mixed)
- U20s (Men's, Women's & Mixed)

## COMPETITIVE

- Opens (Men's, Women's & Mixed)
- 30s (Men's, Women's & Mixed)
- 40s (Men's, Women's & Mixed)
- 45s (Men's, Women's & Mixed)

## PARTICIPATION

- 50s (Men's)
- 55s (Men's) 60s (Men's)
- Inclusive Division (Mixed)

The State Cup is run in November annually.

### *Commentary*

→	<i>In previous years, QTF delivered Junior and Senior State Championships, where regional representative teams competed annually. This was used as primary vehicle for junior and senior state team selection. Neither of these events are currently within the QTF talent pathway. It is understood that one reason for this change was the lack of interest in participating (by some regions), e.g. due to the prioritizing of NTL. More detail relating to the cancellation of State Championships will be explored as the Review progresses.</i>
→	<i>In addition to the Talent Pathway events delivered by QTF, the following participation focused events are also managed / supported by QTF.</i> <ul style="list-style-type: none"><li>- <a href="#">Queensland All-Nations</a> (December)</li><li>- <a href="#">Bundaberg Cup</a> (February)</li><li>- <a href="#">Cas Cup</a> (March)</li></ul>

### School Events

QTF also supports the delivery of a suite of Primary and Secondary School participation and pathway events which are delivered across the year annually.

- [Regional Primary All Schools events](#)
- [Regional Secondary All Schools events](#)
- [Queensland Primary All Schools](#)
- [Queensland All Schools](#)
- Queensland Representative School Sport events: 10-12 years boys and girls; 13-15 years boys and girls; and 16-18 years boys and girls (June annually).

### *Commentary*

→	<i>Queensland school teams in the under 12s and 15s (boys and girls) are selected to represent the state at the School Sport Australia Nationals, whilst Queensland School 18s teams (boys and girls) are selected to play in the NYC event (a TFA event).</i>
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## Affiliate Events

Some regions manage the delivery of regional talent pathway events in addition to those delivered by QTF, or Queensland Representative School Sport e.g. [Junior State Cup North](#)

An example of the number of talent pathway events either managed or supported by QTF in one year is presented below.

DATE(S)	EVENT	LOCATION	ENTITY
3- 4 Feb 2024	Bundy Cup	Bundaberg	QTF
9-11 Feb 2024	Q Youth Academy	Gold Coast Performance Centre	QTF
8-10 March 2024	National Touch League Championships (NTLs)	Coffs Harbour	TFA
15-16 March 2024	Cas Cup	Casuarina	QTF / PCT
29 March - 1 April 2024	Easter Holidays (Frid 29 March – Mon 1 April)		
12-14 April 2024	Junior State Cup North	Townsville	NQ
7 June 2024	Qld Special Education Championships (Wk 8)	Redlands Touch	QTF
6-9 June 2024	QSST 10 - 12 YEARS	Rockhampton Touch (Capricornia)	QSST
13-16 June 2024	QSST 13 - 15 YRS & 16 - 18 YRS	Whites Hill Reserve, BMTA (Met East)	QSST
4-6 July 2024	Junior State Cup	Redlands	QTF
15-21 July 2024	FIT TOUCH WORLD CUP	NOTTINGHAM	FIT
14 Sept - 29 Sept 2024	Term 3 School Holidays		
25-28 Sept 2024	National Youth Championship (NYC)	TBC	TFA
2-6 October 2024	Queensland All Schools	Gold Coast Performance Centre	QTF
20-25 October 2024	School Sport Australia Nationals, U12 & U15	Redlands Touch	SSA
1-3 Nov 2024	QLD Primary All Schools	Redlands Touch	QPAS
29 Nov - 1 Dec 2024	Queensland State Cup	Gold Coast; Coomera Sports Park	QTF
2 December 2024	Affiliate & Sports Performance Conference	Gold Coast	QTF
2 December 2024	QTF Awards Night	Gold Coast	QTF
5 December 2024	SEQ Schools "Beach" Gala Day	Gold Coast	QTF
7-8 December 2024	QLD All Nations	Gold Coast; Coomera Sports Park	QTF /SQBDJ

*\*Draft, as at 12 December 2023*

## Competitions

QTF affiliates across all 6 QTF affiliated regions deliver local competitions across all ages, genders and standards, in summer and/or winter. [Where Can I Play?](#) provides information relating to specific competitions across the state.



## Commentary

→	<p><i>In relation to this Review, the term “event” relates to a tournament styled event, such as the Junior State Cup, whilst a competition relates to weekly games delivered across a season, or extended period of time, e.g. Metro Cup.</i></p>
	<p><i>QTF does not deliver any pathway related competitions, but does manage the delivery of two socially focused competitions, which were previously unaffiliated, commercial competitions, now owned by QTF – i.e. <a href="#">Premier Touch</a> and <a href="#">City Touch</a>.</i></p>
	<p><i>The major competition which is clearly talent pathway focused competitions in Queensland appears to be the <a href="#">Metro Cup (Brisbane Metro Touch Association)</a>, however all 6 regional catchments offer high quality competitions targeting junior, open and senior players.</i></p>
	<p><i>Due to the importance of this competition to the QTF (and TFA) talent pathway, how QTF and TFA can best support BMTA’s delivery of the competition, or if QTF should consider owning and managing performance focused competition/s in strategic locations, will be discussed as the Review progresses.</i></p>

## State of Origin

With the exception of Test Matches against New Zealand, the State of Origin clashes between New South Wales and Queensland is the highest standard of Touch Football played anywhere in the world. The concept came about with the introduction of the National Touch League and the demise of the State versus State National Championships.

Originally comprising of only Men’s and Women’s open divisions, the first State of Origin series was held in 1995 in Port Macquarie where Queensland defeated NSW 2-0.

In 1999 the State of Origin expanded to include Mixed, Men’s and Women’s 20’s, 30’s and 35’s, along with Men’s 40’s and 45’s divisions. The Men’s over 50 years division was added to the Interstate Challenge in 2002. It wasn’t until 2008 that all the divisions combined to become a State of Origin Tournament worthy of any Touch event in the world. In 2014 the Men’s Over 55 and 60 years division were added to the State of Origin Tournament structure.



## Development Programs (Players, Coaches and Referees)

### → Q-Performance Academy

A 6-session Touch Football clinic/program delivered by QTF, targeting competitive athletes aged between 11-16 years looking to elevate their game. This Academy is delivered to regional and metro areas and is designed to improve all facets of the athlete’s game on the field through game training scenarios. QTF staff travel around the state during key times of the year such as school holidays, delivering key sessions collaboratively with the local Affiliates.

### *Commentary*

→	<i>The level of engagement in this Academy program, and its impact on the talent pathway is currently unknown and information relating to this will be sought as the Review progresses. <u>Note:</u> the purpose of this program does not appear to be “performance focused” and as such, being named the Q-Performance Academy does not appear to align with its participation / development focus.</i>
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### → [Q-Youth Academy](#)

The Q-Youth Academy concept was established in 2017 and since then, has grown into a performance-focused opportunity for our emerging touch football **players, coaches and referees**.

The three-day intensive touch football training camp offered annually, is for athletes aged 12 – 17. The camp includes agility and fitness testing, body management and injury prevention sessions and many other insights into to what it takes to perform at the highest level.

2024 will see some impressive additions to the program, including player and coach mentors interacting with athletes, higher education sessions and insights into the Queensland State of Origin and Australian representative processes. Delivery personnel include:

- Coach Support - building your team quickly (Troy Morgan)
- Player & Coach Mentors interacting with athletes (various)
- Higher education and activation (FitLab)
- Coach Masterclass (Jason Boyd – Queensland Men’s Open coach)
- Awards: Most Valuable Athlete for each team, Team of the Academy and Champion Permit

**Players** are selected by QTF, in collaboration with respective regional coaches, from the National Youth Championship. The regions combine to represent each NRL Touch Premiership permit team – *Cowboys* (North Queensland and Central Queensland); *Broncos* (Sunshine Coast and Brisbane); and *Titans* (South-West Queensland and South Queensland and Border Districts).

**Coaches** are appointed by QTF from nominations received from respective coaches across all regions and are combined to make the coaching team that represents each of the NRL Touch Premiership permit teams, Cowboys, Broncos and Titans. Coaches are supported by QTF development staff and the new addition of the coach mentors.



**Referees** are selected from nominations received from all regions to join the Junior Emerging Talent Squad (JETS) and attend the Q Youth Academy. JETS provides a pathway for identified youth referees, who display the potential to progress to the elite level; and underpins referee participation at youth events at local, state and national levels. The key objective of the JETS program is to provide a structured pathway for young referees to achieve their goals with the help of coaching and support from other elite referees, coaches, players and mentors.

#### **Q-Youth Academy Annual Report 2024**

*In 2024 we saw some great new initiatives come to light for the Q Youth Academy. QTF Game Development Officers saw the missing piece and acknowledged the need for more education & support for our coaches & the increased education for our top end U16 athletes.*

*In 2023 the Academy targeted 'Learning to be a Leader' and in 2024 we built on that even further by steering our focus towards 'Next level education'. We set the changes early in the camp by introducing a Coach Session with Troy Morgan on the Friday morning. Troy spoke to the coaches about how to build your team culture in a short amount of time and how to get the best out of your team.*

*The workshop included building team culture, ideas on training programs & how to simulate trainings scenarios to a game. The coaches were also able to have time together with their fellow team coach to begin drafting up not only game plans but how to bring the team together to start their campaign off on the right foot.*

*We also introduced Permit Captains from the 16's division in 2024. This initiative was to promote some wonderful leaders in our game & acknowledge the difference a good leader can make. These captains became the face of their permit & helped support each of their teams through the weekend.*

*Friday afternoon saw the Fitlab come in to present an hour-long session on best practices for warm-ups, cool downs plus, education around linear running, changing direction without losing momentum & speed. Fitlab then put the kids through some testing in these areas with some amazing results being produced.*

*The QTF GDO team ran some rotational skill sessions focusing on giving the kids the small technical details in areas like defensive profile/positioning, ruck dominance, attack vision and the quickie platform. This 2hr space allowed the coaches to observe their team and start building their team structure & player positions for Saturday's games.*

*With a change of program format due to reasons beyond our control, Saturday saw something different be delivered. Beach Touch was introduced & was a huge hit for all involved. This was a fun, interactive & explosive way to start the day with all kids & coaches really getting into the spirit of the occasion. All permits were loud & supportive of their teams, building tunnels & chanting team songs for hours on end. This is a new addition to the program that I'm pleased to say is here to stay.*

*Teams then took to the fields for 6 rounds of intense touch football action & despite the rain & extra grass clippings the kids really put on a spectacle.*

*Special thanks must go out to Chris Loth who come down in support as our Coach Mentor and Drumayne Dayberg-Muir & Emily Ward as our Player Mentors. How special for the kids & coaches to have access to such amazing QLD & Australian representatives.*

*With such a big day the kids were ready for some sit-down, yet entertaining fun. The GDO team got them all thinking with an 'all-in, interactive' game of Trivia. The kids once again showed great enthusiasm singing & throwing around some banter to their opposition. It was a great way to finish off a big, but amazing day.*

*The mixed games were pushed back this year to the Sunday due to the program change, but by all reports it was a fun, relaxed way to finish off their games for the weekend.*

*With the focus from this year's online session for coaches being the Mixed game, it was a great opportunity for our coaches to really hone in on the new skills & understanding around the mixed game set up. Special mention must go to QLD & Australian players James Hegedus & Tim Baartz for giving up their time & knowledge so freely.*

*To round off the weekend we included more new initiatives for the QYA in the way of Most Valuable Athletes, Team of the Academy & a Champion winning permit. It was strict criteria for all categories with a large emphasis on Enthusiasm, Efficiency, Positivity and Behaviour.*

*These awards really bought forward the leaders in this group & bought out the competitive edge to everyone. It was a great way to finish off the Q Youth Academy for 2024.*

### *Commentary*

→	<i>Initial feedback suggests the Q-Youth Academy initiative is a positive initiative and one with the potential to grow in both size and impact. Digging deeper into the Q-Youth Academy model and its potential within a fit for future purpose QTF talent pathway, will be a key focus of the Review as it progresses.</i>
→	<i>Having the Q-Performance Academy and Q-Youth Academy could be confusing for some people. The Q-Performance Academy appears to be a participation-based program, more than a performance focused program, whereas the Q-Youth Academy appears to focus more on the identification and development of talented young players. Ensuring clarity in relation to any program within the QTF Talent Pathway will be an important element of an enhanced pathway framework.</i>

→ [QTF School Sport Programs](#)

The Queensland Government Department of Tourism, Innovation and Sport granted QTF a total of \$175,000 in 2022 to enhance the quality and quantity of school sport performance pathways and create positive participation experiences for all school Touch Football participants.

The School Sport Program is part of the Queensland Government’s ongoing commitment to *Activate! Queensland Strategy*. The grant will enable QTF to enhance and expand its support of schools, provide development opportunities and create positive participation experiences for students, coaches and officials across Queensland.

The program will support a number of Touch Football initiatives across the state that will enhance representative School Sport pathways, expand School Sport engagement and support participation in School Sport.

The QTF School Sport Program will focus on three key initiatives outlined in the grant.

**Representative School Sport Pathways**

- Formalise MOU with Queensland School Sport Touch to School Pathways
- Provide coach mentoring and player education for School State Representative Teams
- Provide coach and referee support of Queensland School Sport District Trials

**School Sport Engagement**

- Assist with operations and marketing support for regional Primary and Secondary All Schools Touch Football events.
- Partner with Lifestream to include All Abilities Touch Football within the school sport pathway.
- Expand the number of Touch Football Australia endorsed schools.

**Sport Participation in Schools**

- Support the delivery of Schools District Cup providing quality competitions, coaching and referee development.
- Engage School Liaison Officers within local associations to encourage the growth of new junior competitions.
- Teacher Professional Development sport specific training to upskill teachers and school support staff.

*Commentary*

→

*Due to the importance of the school sport system within the Touch Football Talent Pathway in Queensland, it is pleasing to see QTF (and the state government) taking a strategic and proactive approach to enhancing alignment between QTF Talent Pathway activities and that of the school system. Many of the players representing at state and national school events are the same players representing their regions and Queensland at events such as NYC. Having a player-centred focus to how talented players (and coaches) in both systems are supported is essential.*



## JETS (Junior Emerging Talent Squad - Referees)

The Junior Emerging Talent Squad (JETS) was established in January 2007 to provide a pathway for talented youth referees. This program is for referees that display the potential to progress to the elite level and underpins referee participation at youth events at local, state and national level.

The key objective of the JETS program is to provide a structured pathway for young referees to achieve their goals with the help of coaching and support from elite referees, coaches, players and mentors. The program provides the opportunity for junior referees to participate at Queensland's Youth Academy Camps.

### *Commentary*

→	<i>Previously, the QTF staff structure included a number of JETS related positions (e.g. JETS manager and coordinator). This no longer appears to be the case. Who is currently delivering the JETS will be explored as the Review progresses.</i>
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## **State Referee Team**

The QTF referee technical arm is responsible for the education, training and development of touch football referees in Queensland. The team oversees a set of policies and guidelines that supports the progression of referees and ensures the technical arm remains relevant and aligned with QTF's vision and delivery of referee services. The following information outlines the roles of the QTF Referees Management Team and State Referee Panel.

### Referee Management Team

- The Director of Referees provides leadership, direction and oversees all programs and is the driver of all aspects of the arm.
- The Referees Manager is responsible for the coordination of all logistical and administrative requirements for referees at state events, in accordance with the requirements of QTF.

### Coaching & Assessment

- Primarily responsible for the implementation, evaluation, and revision of referee coaching and assessment throughout Queensland including the development of the State Referee Panel.

### Sports Performance

- Develop and manage the Referee Sports Performance program in Queensland while ensuring professional and constructive assessment of referees.

### Junior Development

- Primarily responsible for junior development via tournament reports, development plans, and junior strategies and liaising with Regional Directors of Referees to seek feedback on junior referees that have the potential for selection onto the JETS program.

## Upgrades

- Primarily responsible for Referee upgrades and includes liaising with Affiliates and Regional Directors of Referees to seek feedback for potential referees that they feel have the ability to achieve an accreditation upgrade (Level 3, 4, 5, 6) meeting the minimum requirements (time/courses).
- The State Referee Panel works with the QTF Referees Coaching Panel at selected tournaments with the view to upgrading referee coaching ability and levels and undertake to the coach of Referees.

## State Referee Panel

- All panel members are referee coaches and have the capability of presenting Badge Level Courses, Facilitator, and Referee Coach Courses.

## *Commentary*

→	<i>Information relating to the effectiveness of this QTF State Referee Team will be collected via stakeholder e-surveys, a key stakeholder focus group session and stakeholder interviews.</i>
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## **Coach Developer Program**

A free initiative that encourages coaches from across the state to take their coaching journey and skill set to the next level. Suitable for coaches of U10s and U12s, it is through a combination of training and mentoring, where coaches are supported on the job. This program is designed to support junior and emerging coaches and provide professional development opportunities catered to the individual coach's needs.

From pre-event coaching and game plan development to developing technical, tactical and process-related game plans – the program covers it all. Participating coaches receive face to face, on-field coaching support throughout the chosen event, gaining the confidence and skills to create a positive and welcoming environment for all players in which to learn and thrive.

The program is offered through three phases, with a Coach Developer allocated to each registered participant.

1. Coaches will join an interactive online session, where Coach Developers will discuss training and game plans for the event.
2. Coaches will then attend an exclusive, invitation-only, Coach Developer Forum where they can pick the brains of the Coach Developers and fellow coaches.
3. Coaches will receive face-to-face coaching and support from the Coach Developer throughout the event and receive a post tournament feedback report to complete the program.

*coach development*

## Commentary

→

*It appears on the surface that the programs QTF are delivering to support the talent pathway are well designed and very relevant. What is unclear is how these programs align with an overarching strategic approach by QTF in the talent pathway space; and how often, where, and how effectively they are being delivered across the state.*

*A 2017-2019 Performance and Pathways Plan was developed by the QTF Performance and Pathways Manager at the time, but this position is no longer within the QTF staffing structure, and there does not seem to be an updated version of this Plan. The impact the 2017-2019 Plan had on the structure and delivery of the current QTF Talent Pathway Framework will be assessed as the Review progresses, however in early discussions with key stakeholders, it appears once the QTF Performance and Pathways Manager position was removed from the QTF staffing structure, the impact of the Strategy was minimal. Once again, this demonstrates the importance of having the human resources (in this case a full-time paid position) to drive the delivery of Talent Pathway Strategy and associated programs.*

*The 2017-2019 Performance and Pathways Plan is discussed in more detail later in this section.*

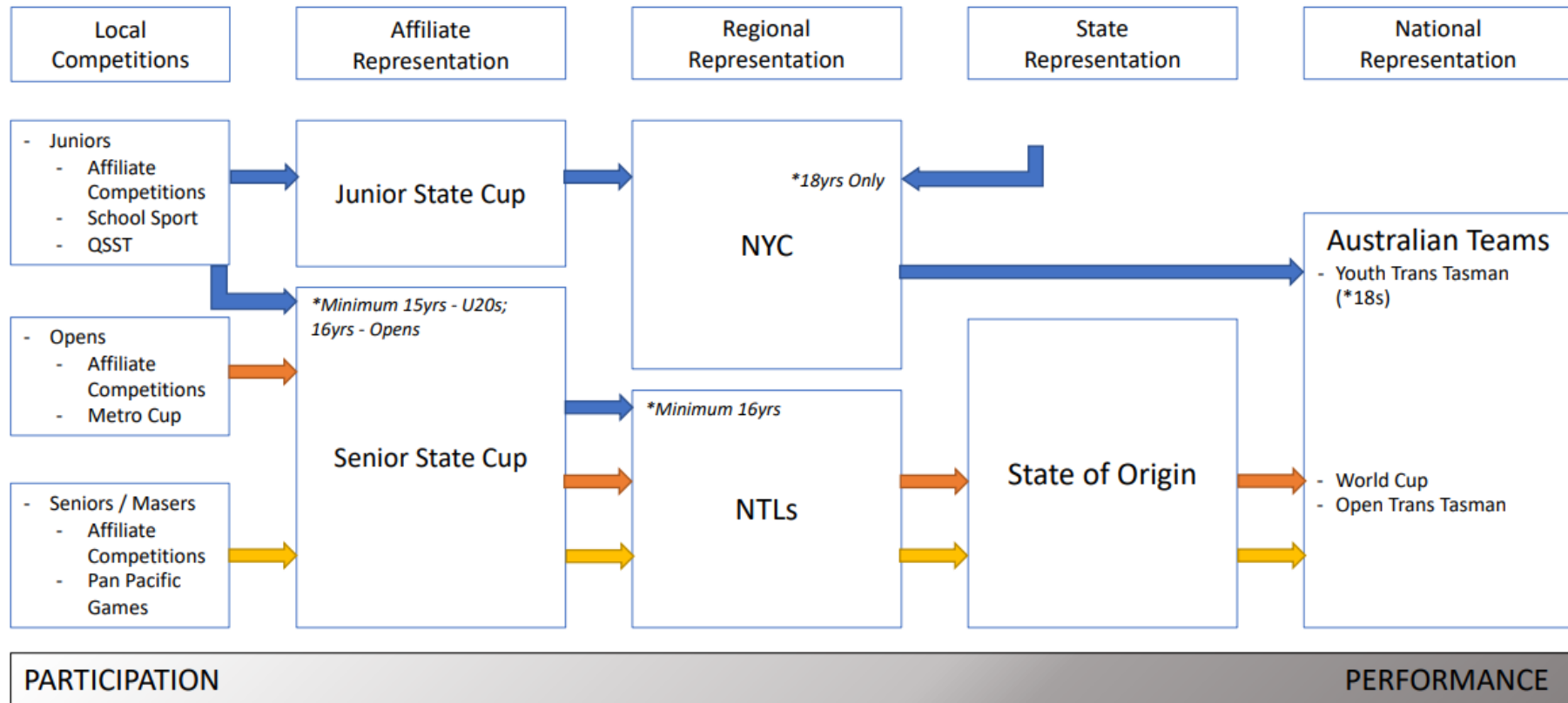


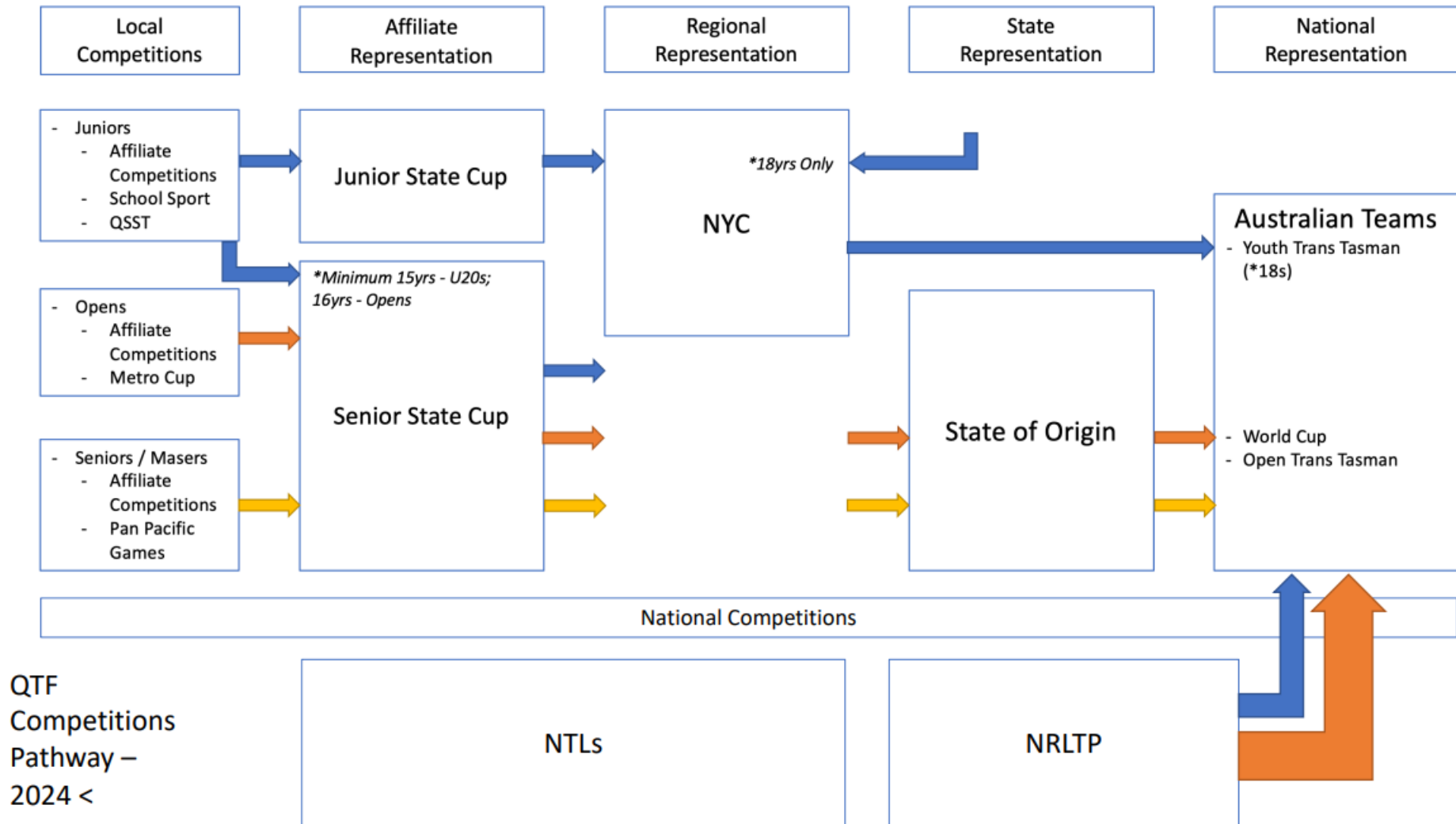
# 2023 Q YOUTH ACADEMY

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## QTF Competitions Pathway – Current (2023)





## QTF Player Pathway Environments – MSC Preliminary Observation

Junior (5-12 years)	
Pathway Environments	Alignment to FTEM
Primary school clinics / First Try Program	F1 – F2
Primary school gala days / local competitions	F1 – F3
Affiliate junior competitions and activities	F3
Junior State Cup (10s and 12s)	T1
School Sport Regional and State Tournaments	T1 – T2
NYC (12s)	T1 – T2
School Sport Nationals (12s)	T1-T2
QTF Youth Academy (12s)	T1-T2

Youth (13-20 years)	
Pathway Environments	Alignment to FTEM
Secondary school clinics / First Try Program	F1 – F2
Secondary school gala days / local competitions	F1 – F3
Affiliate competitions and activities	F1 – F3
Junior State Cup (14s, 16s and 18s)	T1
School Sport Regional and State Tournaments	T1 – T3
State Cup (20s)	T1 – T4
NYC (14s)	T2 - T3
NYC (16s)	T2 - 4
NYC (18s – regional)	T2 - 4
School Sport Nationals (15s)	T2 - 4
QTF Youth Academy (13-17)	T2 - 4
NYC (QLD 18s)	E1
NTL (20s)	E1
Youth Trans-Tasman / World Cup	E2

Adult (21+ years)	
Pathway Environments	Alignment to FTEM
Affiliate participation competitions	F1 - F3
State Cup	T1 – T4
Affiliate performance competitions	T1 – T4
NTL – The Championships	T1 – E2
NRL Touch Premiership	E1 – E2
State of Origin	E1 – Mastery
Trans-Tasman / World Cup	E1 – Mastery

### Commentary

- At this early stage of the Review, it is apparent there are a multitude of participation and talent pathway offerings for players, coaches and referees. It is also apparent that there is a lack of alignment between the many different elements of the model (e.g. a lack of coordination in the timing of events to optimally support development, minimize burnout and minimize the costs associated with player, coach and referee engagement in the pathway. QTF and its talent pathways partners (including TFA) working together with an athlete centred focus, to develop a seamless talent pathway, including a coordinated, whole of pathway events calendar presents as an opportunity.

## QTF Benchmark Event Results

### State of Origin

	Men's 20s	Women's 20s	Men's Open	Women's Open	Mixed Open
2021	QLD	NSW	QLD	QLD	NSW
2018	QLD	NSW	NSW	QLD	NSW
2016	QLD	QLD	NSW	QLD	QLD
2014	QLD	QLD	NSW	NSW	QLD
2012	NSW	NSW	QLD	QLD	NSW

### NTL

	Men's 20s	Women's 20s	Men's Open	Women's Open	Mixed Open
2023	<ol style="list-style-type: none"> <li><b>SQ Sharks</b></li> <li>SYD Mets</li> <li>SWS Suns</li> <li>HW Hornets</li> </ol>	<ol style="list-style-type: none"> <li>Sydney Scorpions</li> <li><b>BNE Cobras</b></li> <li>HW Hornets</li> <li><b>SC Pineapples</b></li> </ol>	<ol style="list-style-type: none"> <li><b>CQ Bulls</b></li> <li>HW Hornets</li> <li><b>SQ Sharks</b></li> <li><b>SWQ Swans</b></li> </ol>	<ol style="list-style-type: none"> <li>Sydney Scorpions</li> <li>HW Hornets</li> <li><b>SQ Sharks</b></li> <li><b>BNE Cobras</b></li> </ol>	<ol style="list-style-type: none"> <li><b>SQ Sharks</b></li> <li>HW Hornets</li> <li>Sydney Scorpions</li> <li>SYD Rebels</li> </ol>
2022	<ol style="list-style-type: none"> <li><b>SWQ Swans</b></li> <li>SW Hornets</li> <li>WSW Suns</li> <li><b>CQ Bulls</b></li> </ol>	<ol style="list-style-type: none"> <li>Sydney Scorpions</li> <li><b>BNE Cobras</b></li> <li><b>SWQ Swans</b></li> <li>HW Hornets</li> </ol>	<ol style="list-style-type: none"> <li><b>CQ Bulls</b></li> <li><b>BNE Cobras</b></li> <li>HQ Hornets</li> <li><b>SQ Sharks</b></li> </ol>	<ol style="list-style-type: none"> <li><b>SQ Sharks</b></li> <li>Sydney Scorpions</li> <li><b>BNE Cobras</b></li> <li>CBR Raiders</li> </ol>	<ol style="list-style-type: none"> <li><b>SC Pineapples</b></li> <li><b>SQ Sharks</b></li> <li>SYD Rebels</li> <li>Sydney Scorpions</li> </ol>
2021			<ol style="list-style-type: none"> <li><b>SQ Sharks</b></li> <li>HW Hornets</li> <li><b>CQ Bulls</b></li> <li>Sydney Scorpions</li> </ol>	<ol style="list-style-type: none"> <li><b>SQ Sharks</b></li> <li>Sydney Scorpions</li> <li>SYD Mets</li> <li><b>BNE Cobras</b></li> </ol>	<ol style="list-style-type: none"> <li><b>SQ Sharks</b></li> <li>HQ Hornets</li> <li><b>SC Pineapples</b></li> <li>SYD Rebels</li> </ol>
2020			<ol style="list-style-type: none"> <li>HW Hornets</li> <li><b>NQ Cyclones</b></li> <li><b>CQ Bulls</b></li> <li><b>SWQ Swans</b></li> </ol>	<ol style="list-style-type: none"> <li>SYD Mets</li> <li>Sydney Scorpions</li> <li><b>SQ Sharks A</b></li> <li><b>SWQ Swans</b></li> </ol>	<ol style="list-style-type: none"> <li>SYD Rebels</li> <li><b>SQ Sharks</b></li> <li>SYD Mets</li> <li>HW Hornets</li> </ol>
2019			<ol style="list-style-type: none"> <li>HW Hornets</li> <li><b>CQ Bulls A</b></li> <li><b>SQ Sharks A</b></li> <li>SYD Rebels A</li> </ol>	<ol style="list-style-type: none"> <li><b>SQ Sharks A</b></li> <li>Sydney Scorpions</li> <li>SYD Rebels</li> <li><b>CQ Bulls</b></li> </ol>	<ol style="list-style-type: none"> <li><b>SQ Sharks</b></li> <li>SYD Mets</li> <li>SYD Rebels</li> <li>SYD Scorpions</li> </ol>

### Commentary

→ Over the last 5 years, Queensland regional teams have won 12 of the 19 NTL divisions listed above.



National Youth Championship 2023 – Participation by QLD and NSW Teams

Divisions	QLD Regions						NSW / ACT Regions						
	BNE Cobras	CQ Bulls	NQ Cyclones	SC Pineapples	SQ Sharks	SWQ Swans	ACT Raiders	HW Hornets	NRN Eagles	SRN Rebels	SYD Mets	SYD Scorpions	WSW Suns
Boys 12s	2	1	2	1	2	1	1	1	1			1	
Girls 12s	2	1	1	1	2	1		1	1	1		1	1
Boys 14s	2	2	2	1	2	1	1	1	1	1		1	1
Girls 14s	2	2	2	1	2	1	1	1	1			1	
Boys 16s	2	1	1	1	1	1		1	1			1	
Girls 16s	2	1	2	1	1	1	1	1					
Boys 18s*	1	1	1	1	1		1	1					
Girls 18s*	1		1	1	1	1	1	1				1	
	14	9	12	8	12	7	6	8	5	3	0	6	2

\* The U18s Divisions sees the introduction of representative school teams – QSST, NSWCHS, NSW CIS and NSWCCC

*Commentary*

→	<i>The high number of Queensland regional teams participating in the NYC is pleasing, however one reason for this may be that the event has been hosted on the Sunshine coast for a number of years. Importantly, in 2024 the NYC will be hosted in Coffs Harbour (the term of this agreement is unknown). Whether this change will see the number of Queensland regional teams participating decrease and the number of NSW regional teams increase, only time will tell. Should the relocation of the NYC significantly decrease the number of Queensland teams participating, this gap in the pathway may need to be addressed by a QTF controlled event offering.</i>
→	<i>The reason for the comparatively low numbers of NSW teams participating in the NYC will be explored in the interview element of the Review, however potential causes may include:</i> <ul style="list-style-type: none"> <li>- 3 x NSW state schools teams participate in the NYC in the U18s Divisions (CHS, CIS and CCC), as opposed to 1 x QLD state schools team (QSST).</li> <li>- The costs associated with teams travelling to the Sunshine Cost being prohibitive.</li> <li>- NSWTA runs a junior state championships event annually, involving regional teams, which may be prioritised over the NYC.</li> </ul>



National Touch League 2023 – Participation by QLD and NSW Teams

Divisions	TOTAL QLD	QLD Regions						NSW / ACT Regions						
		BNE Cobras	CQ Bulls	NQ Cyclones	SC Pineapples	SQ Sharks	SWQ Swans	ACT Raiders	HW Hornets	NRN Eagles	SYD Mets	SRN Rebels	SYD Scorpions	WSW Suns
Mens Open	5	1	1		1	1	1		1		1		1	1
Womens Open	5	1	1		1	1	1	1	1		1		1	1
Mixed Open	3	1				1	1		1	1	1	2	1	
Mens 20s	5	1	1		1	1	1		1		1	1	1	1
Womens 20s	3	1			1	1			1		1	1	1	1
Womens 27s	4	1			1	2						1		
Mens 30s	2	1				1		1						
Senior Mixed	1	1							1	1		1	1	1
Womens 35s	0													
Mens 40s	2	1				1			1				1	
Womens 40s	2	1				1			1	1				
Masters Mixed	1	1												
Mens 45s	4	1	1		1	1			1		1		1	
Womens 45s	2	1			1				1				1	
Mens 50s	2	1				1		1	1	1		1	1	
Womens 50s	2	1					1	1	1	1			1	
Mens 55s	3	1		1		1		1	1				1	
Mens 60s	3	1		1		1				1			1	1
Men's 65s	0													
All Abilities Tier 1 (AAT1) (Inclusion)	2	1					1		1				1	
All Abilities Tier 2 (AAT2) (Inclusion)	4	1				2	1	1	1	2		1	1	
<b>TOTAL</b>	<b>55</b>	<b>19</b>	<b>4</b>	<b>2</b>	<b>7</b>	<b>16</b>	<b>7</b>	<b>6</b>	<b>15</b>	<b>8</b>	<b>6</b>	<b>8</b>	<b>15</b>	<b>6</b>

NTL (The Championships) 2024 – Participation by QLD and NSW Teams

Divisions	TOTAL QLD	QLD Regions						NSW / ACT Regions						
		BNE Cobras	CQ Bulls	NQ Cyclones	SC Pineapples	SQ Sharks	SWQ Swans	ACT Raiders	HW Hornets	NRN Eagles	SYD Mets	SRN Rebels	SYD Scorpions	WSW Suns
Mens Open A	4		1		1	1	1		1		1	1	1	
Mens Open B														
Womens Open A	2				1		1	1	1			1	1	
Womens Open B														
Mixed Open A	3	1				1	1		1	1	1	1	1	
Mixed Open B	0													
Mens 20s	4	2	1			1		1	2		1	1	1	1
Womens 20s	4		1		1	1	1		1		1	1	1	1
Womens 27s	0											1		
Mens 30s	3	1	1			1							1	
Senior Mixed	2		1			1			1			1	1	
Womens 35s														
Mens 40s	2	1				1			1	1		1	1	
Womens 40s	1	1							1	1				
Masters Mixed	2	1				1				1			1	1
Mens 45s	4	1	1		1	1			1		1			1
Womens 45s	2	1			1			1	1				1	
Mens 50s	3	1		1		1			1	1	1	1	1	
Womens 50s	2	1					1	1	1	1			1	
Mens 55s	3	1		1		1		1	1				1	
Mens 60s	2	1				1							1	
Men's 65s	2	1		1									1	1
All Abilities Tier 1 (AAT1) (Inclusion)														
All Abilities Tier 2 (AAT2) (Inclusion)	6	2				2	2	2	1	2		1	2	
	<b>51</b>	<b>16</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>14</b>	<b>7</b>	<b>7</b>	<b>15</b>	<b>8</b>	<b>6</b>	<b>10</b>	<b>18</b>	<b>5</b>

## NTL (The Championships) 2024 – Participation by QLD-Based Club / Affiliates

Divisions	Townsville	Uni Rebels	BMTA	Coolum	Arana Touch
Mens Open A	1	1			
Mens Open B					
Womens Open A		1	1		
Womens Open B					
Mixed Open A		1	1	1	
Mixed Open B		1		1	
Mens 20s					
Womens 20s	1	1	1		
Womens 27s			1		
Mens 30s		1			
Senior Mixed				1	
Womens 35s					
Mens 40s					
Womens 40s					
Masters Mixed					
Mens 45s					1
Womens 45s					
Mens 50s					
Womens 50s					
Mens 55s					
Mens 60s					
Men's 65s					
All Abilities Tier 1 (AAT1) (Inclusion)					
All Abilities Tier 2 (AAT2) (Inclusion)					
	2	6	4	3	1

### Commentary

→ The total number of Queensland Regional teams participating in the 2024 NTL (The Championships) was 51, compared to 55 in the 2023 NTL.

What is interesting to note is that in the 2024 event, 4 of the 6 QTF regions were **not** represented in the Women's Open A Division. In the 2023 NTL, only 1 QTF Region (NQ Cyclones) did not field a team in the Women's Open Division.

Similarly, the 2024 event saw only 4 of the 6 QTF regions field Men's Open A teams, with Brisbane Cobras and NQ Cyclones not fielding teams. This compares with 5 QTF regions fielding teams in the Men's Open Division in the 2023 NTL.

It should also be noted that whilst there were only 4 less regional teams competing at the 2024 Championships (compared with the 2023 NTL), there were 16 x QLD-based Club / Affiliate teams at the event. The impact this has (positive or negative) will be explored during interviews.

*Commentary*

→ In 2016, following an internal review of the QTF performance and pathway framework, QTF developed the 2017-2019 Performance and Pathways Plan. The plan is very detailed and appears to provide a well-evidenced plan for the enhancement of the QTF performance and pathways framework. The overarching goals of the QTF Performance and pathways framework are listed as:

- Establishing boundaries and components of the Performance and Pathways Program and its associated activities.
- Ensuring talented athletes around the state are identified and have the opportunity to reach their potential with the highest quality coaches, in supportive, specific high performing environments.
- Establishing a system of coach support, education, mentoring and succession planning.
- Ensuring an understanding, appreciation and support of the Performance and Pathways structure by the broader touch football community.
- Ensuring a connection and alignment to the TFA High Performance Plan.
- Establishing and articulating performance targets.
- Developing and solidifying links, relationships and cooperation between the State’s touch affiliates and the Performance and Pathways structure.

The level of QTF’s achievement of the aforementioned goals is unclear at this stage of the Review. What is also unknown is how many of the 138 specific actions listed in the plan were implemented. The impact the plan had on the talent pathway system will be a focus as the Review progresses.

What is known is that in 2016, QTF employed a Performance and Pathways Manager to drive the development and delivery of the plan and that this position was made redundant at some point in the last 3 or 4 years. As previously mentioned, the current QTF staff structure does not include a role whose primary focus in the enhancement / delivery of the state-wide talent pathway framework.

At the time of writing, QTF are applying for funding under the state government’s Active Industry Project Fund. Eligible projects include those that enhance athlete talent pathways and/or address athlete pathway inequalities, e.g. “Engage high-performance professionals to deliver training/development opportunities, including for regional and remote athletes, people with a disability or First Nations peoples; and deliver talent identification/testing programs that link to established pathways”.

Note: Although this QTF Talent Pathway Review is not yet completed, MSC helped shape QTF’s grant application, based on some early findings to come from the Review to date. Should QTF be successful in its application for funding (\$100,000 over 2-years), this will play an important role in the implementation of some QTRF endorsed recommendations to come from this Review.

## QTF Talent Pathway Financial Investment

### Commentary

→ The 2023 QTF Annual Report shows that no expenses were incurred which directly related to "Performance Pathways". More details relating to QTF's financial investment into Talent Pathway related activities (e.g. Q Academy, etc.) will be sought as the Review progresses.

QUEENSLAND TOUCH ASSOCIATION Inc.  
ABN 32 751 852 440

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE 12 MONTHS ENDED 30 JUNE 2023

	12 Months Ended 30 June 2023 \$	12 Months Ended 30 June 2022 \$
<b>NOTE 8: OPERATING EXPENSES</b>		
IT Expenses	24,511	21,021
Office Expenses	107,467	87,357
Meeting Expenses	5,664	10,703
Marketing and Promotions	45,095	42,088
Professional Fees	36,306	20,129
Vehicle Expenses	15,969	19,055
Bank Fees	1,737	1,195
Maintenance	1,610	170
Bad Debts Expense	(3,229)	9,000
Interest Expense	-	-
Depreciation	51,838	35,479
Amortisation Expense	5,069	16,015
Impairment Write Down	-	11,316
	<u>292,037</u>	<u>273,528</u>
<b>NOTE 9: HUMAN RESOURCE EXPENSES</b>		
Wages & Salaries	1,328,435	1,100,246
Other Employment Expenses	26,158	20,992
Superannuation	135,000	106,167
Mileage	22,421	13,316
FBT Expense	5,505	3,171
Payroll Tax	18,880	3,147
Professional Development	12,248	14,405
	<u>1,548,647</u>	<u>1,261,444</u>
<b>NOTE 10: EVENT EXPENSES</b>		
Event Expenses	<u>856,271</u>	<u>445,205</u>
	<u>856,271</u>	<u>445,205</u>
<b>NOTE 11: SPORT OPERATIONS</b>		
Course Expenses	6,925	6,443
Sporting Schools	88,207	102,628
Performance Pathways	-	-
Referee Performance	-	2,021
Development Expenses	16,983	17,327
	<u>112,115</u>	<u>128,419</u>
<b>NOTE 12: COMMERCIAL ACTIVITY</b>		
Regional Expenses	410,446	427,636
Sponsorship Expenses	29,310	33,863
Premier and City Expenses	431,272	437,409
	<u>871,028</u>	<u>898,908</u>



# NSW Touch Association Talent Pathway Summary



\*Athlete ages are a guide only, refer to individual competition guidelines and event conditions of entry





## NSW Touch Football Athlete Pathway

	Foundation	Talent	Elite	Mastery
<b>JUNIOR (5-15 years)</b>	<b>LOCAL</b> School & Community based development programs. School and Community based competitions	<b>REPRESENT</b> School Zone, Region and Affiliate Representation (Vawdon, Junior State & Regional Championships)	<b>REGION/STATE</b> State School Representation at School Sport Australia Championships U/12 & U/15	<b>NATIONAL</b> Nil
<b>YOUTH (16-19 years)</b>	<b>LOCAL</b> School & Community based development programs. School and Community based competitions	<b>REPRESENT</b> School Zone, Region and Affiliate Representation (Vawdon, Junior State & Regional Championships)	<b>REGION/STATE</b> State School Representation at National Youth Championships, State Representation (State of Origin)	<b>NATIONAL</b> National Representation (FIT Youth World Cup U/17 & U/19)
<b>OPEN (All Age)</b>	<b>LOCAL</b> Community based development programs. Community based social competitions	<b>REPRESENT</b> Affiliate Representation (Vawdon, Country and State Championships)	<b>REGION/STATE</b> NRL Touch Premiership, National Touch League, State Representation (State of Origin)	<b>NATIONAL</b> National Representation (World Cup & Trans-Tasman)
<b>SENIORS (30 years plus)</b>	<b>LOCAL</b> Community based development programs. Community based social competitions	<b>REPRESENT</b> Affiliate Representation (Vawdon, Country and State Championships)	<b>REGION/STATE</b> National Touch League, State Representation (State of Origin)	<b>NATIONAL</b> National Representation (World Cup & Seniors Trans-Tasman)

An athlete pathway spans the entire continuum of athletic development – from initiation of fundamental movement and participation in physical activity through to lifelong engagement and proficiency at a senior, elite, and/or international level. Athlete development pathways are fluid; participants enter, leave, progress, or remain at a particular stage according to their ability, maturation, interest, opportunities, personal circumstances, and goals.

## Emerging Blues Program – NSWTA Media Release July 2023

*In an exciting development for the sport of Touch Football and as part of the NSWTA Strategic Plan – Touch Football 2024, the New South Wales Touch Association (NSWTA) proudly announces the launch of its highly anticipated program, the NSW Touch Football Emerging Blues.*

*The Emerging Blues program, designed for players aged 15 to 18, aims to identify and nurture young talent across New South Wales. It serves as a platform for the state’s most promising athletes to refine their skills, gain invaluable experience, and compete at the highest level.*

*The initiative of the High-Performance Unit is headed up by Coaching Director Tony Trad and under the guidance of our State of Origin Men’s and Women’s Opens Coaches, participants in the Emerging Blues program will embark on a comprehensive training journey. Hosted at the NSWRL Centre of Excellence participants will have access to state-of-the-art facilities, specialised training sessions, seminars on mindset resilience as well as hearing from some of the best Sports Science experts.*

*One of the key objectives of the Emerging Blues program is to identify potential representatives for the New South Wales State teams. Players who demonstrate exceptional skills and dedication will have the chance to progress through the pathway system, aiming for the ultimate honour of representing their state at the State of Origin.*

*The NSW Touch Football Emerging Blues program is founded on the principles of inclusivity and equal opportunity. It seeks to create an environment where young athletes can flourish and reach their full potential, regardless of their background or previous experience in the sport. The program embraces diversity and encourages participation from all regions of New South Wales, with the ultimate goal of building a stronger and more vibrant Touch Football community.*

*The launch of the NSW Touch Football Emerging Blues program heralds a new era for the sport, empowering young athletes to dream big and chase their ambitions. It represents the NSWTA’s commitment to nurturing talent, fostering excellence, and securing a bright future for Touch Football in the state.*

*The program is designed to have two training camps annually in the lead-up to the 2025 SOO series. Camps will include various aspects as outlined below.*

- *Physiological preparations such as sports science-related education, including preparation and recovery techniques.*
- *Psychological strategies include tools for possessing a growth mindset, performing under pressure, making decisions, building confidence, developing resilience, and leveraging emotional intelligence.*
- *Providing Technical Skill Development through elite coaching and education.*
- *Fitness benchmark testing to ensure minimum requirements are met, including ongoing assessment tracking.*
- *Elite Training Camps are tailored to assist athletes in reaching their maximum potential whilst preparing for upcoming State of Origin events.*

*While the initial squad selections have been made via our talent Identification program by both the State Selectors Panel and HPU, players can be moved in and out of the squad on an ongoing basis. Our TID program continues at each NSWTA and TFA event.*





## Commentary

→ Some differences between the QTF and NSWTA Talent Pathways are summarized below.

- **JUNIOR REGIONALS CHAMPIONSHIPS** – This event is open to regions in the 12, 14, 16 & 18 year divisions. Each team is selected by their Region via a combination of Junior Regional Championships and the Junior State Cup. This event is rotated around the State each year and conducted in late April or early May.
- **VAWDON CUP** – A weekly competition conducted throughout the Sydney Metropolitan area catering to Open and Youth divisions. The competition commences in early August and ends in early November. Note: The Vawdon Cup is a significantly larger competition than the BMTA Metro Cup and importantly, the competition is owned and managed by NSWTA, not a region, or affiliate. Also, the BMTA Metro Cup does not include a youth division (only MO, WO, MXO).
- **COUNTRY CHAMPIONSHIPS** – The Country Championships is a representative event conducted by NSW Touch Football for the purposes of Country Affiliates. This event has been conducted for the past three decades and continues to be a great stepping stone toward representative pathway success. Divisions include: Mixed, Women’s and Men’s Open, Men’s and Women’s 20s, Boys and Girls Youth League, Mixed, Women’s and Men’s Seniors, Mixed, Women’s and Men’s Masters, Men’s 50s, Women’s 50s and Men’s 55s.
- **EMERGING BLUES PROGRAM.** Whilst there are similarities between the Emerging Blues Program and the Q-Youth Academy, a key difference is that the Emerging Blues Program targets players between 15 and 18 years, whereas the Q-Youth Academy targets players 12-17 years.

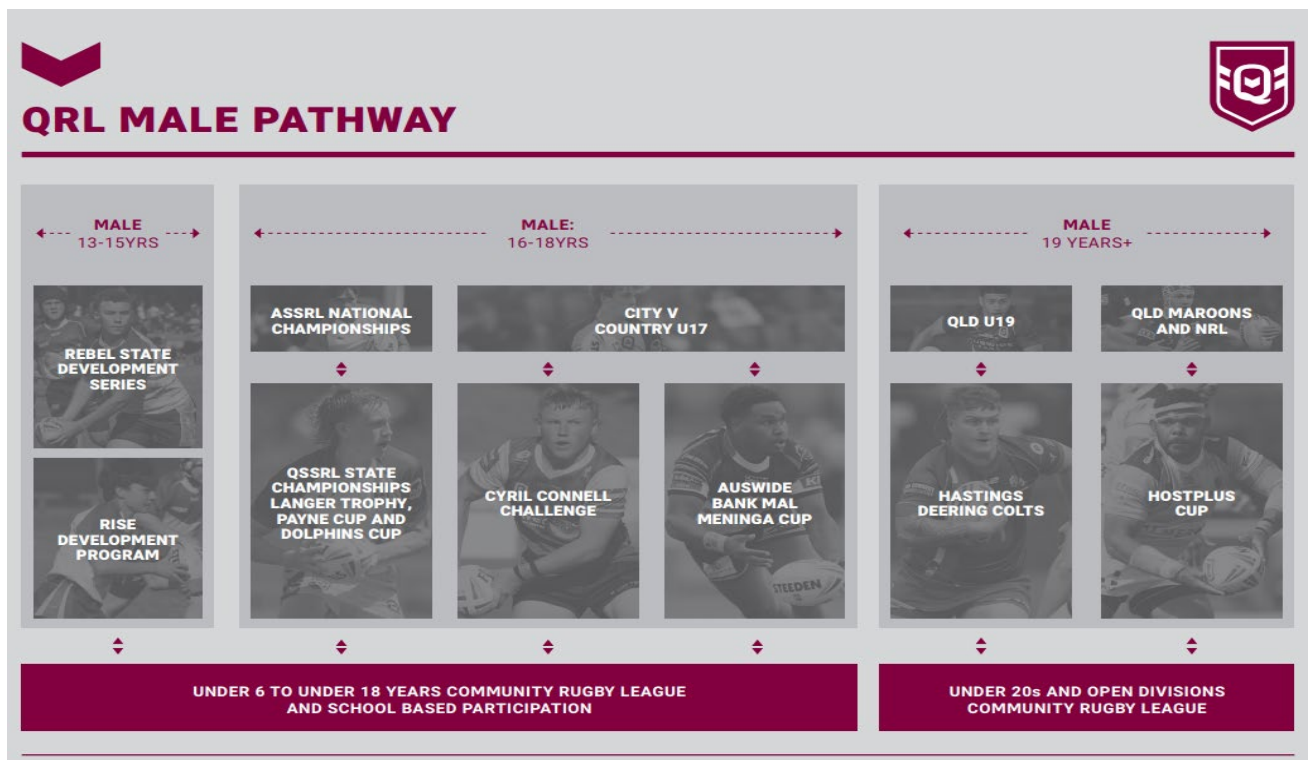


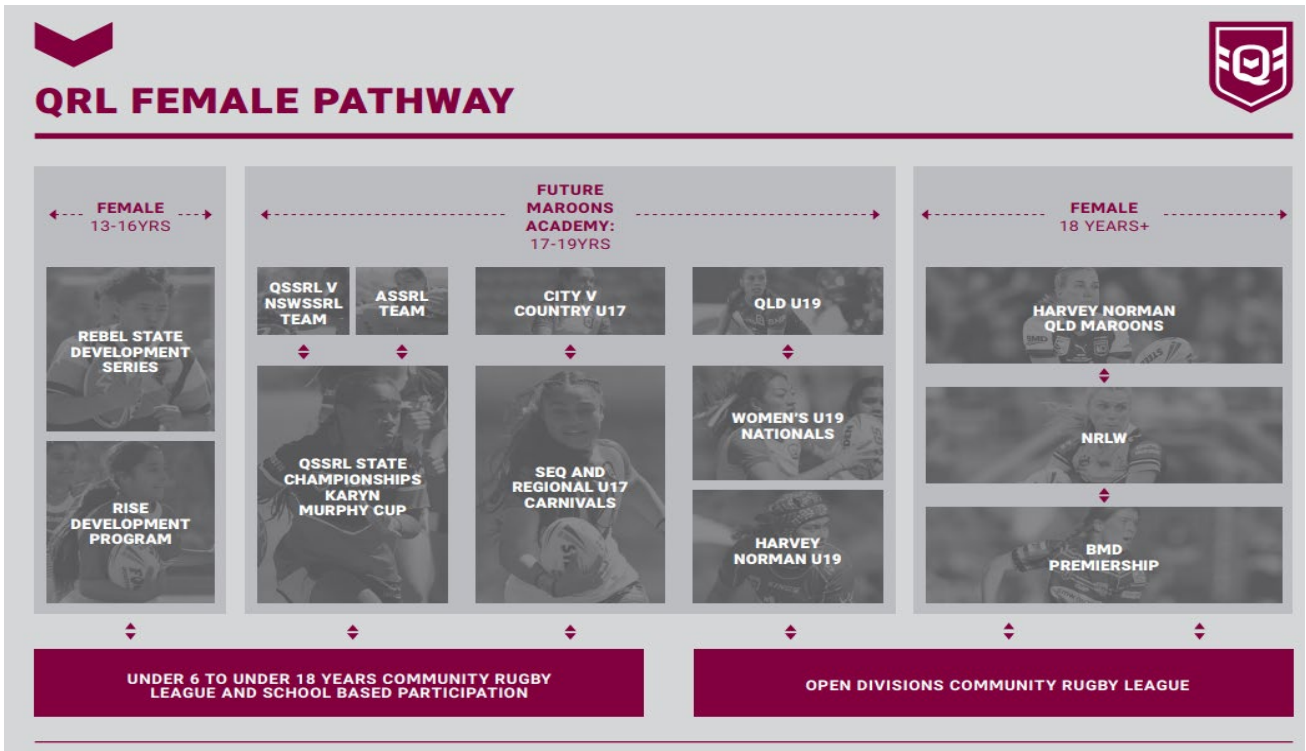
## Touch New Zealand Talent Pathway Summary



## Other State Sporting Organisation Talent Pathway Summaries

### Queensland Rugby league





*Commentary*

→ *The simplicity of the NZTA and QRL Talent Pathways is a key observation. However, in relation to the QRL pathway, the Queensland based NRL clubs also have independent talent development pathways which are well-resourced.*

**Football Australia National Talent Development Scheme**

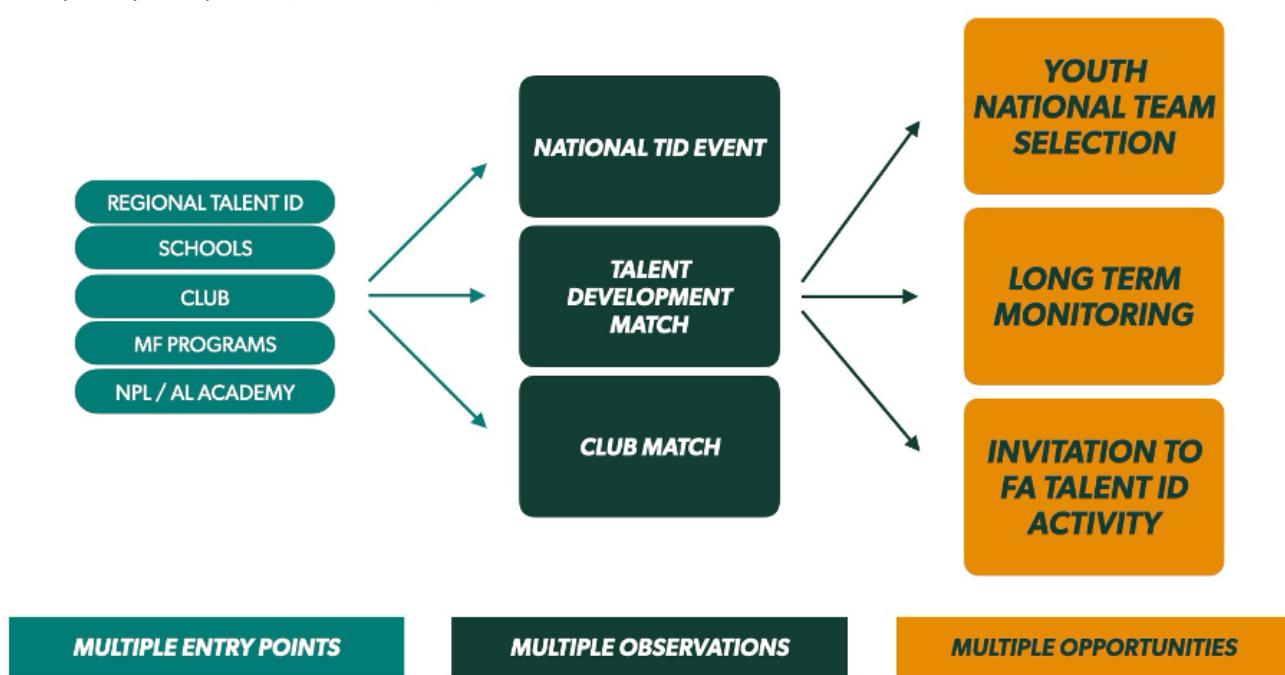
FA Media Release – February 2024

The 2024 Football Australia Talent Development Scheme has been designed to enhance the involvement of the nine member federations, in talent Identification, increasing coaching quality, and providing more opportunities to unearth and nurture raw talent nationwide through a **data-informed approach to talent identification**.

*“This tailored approach to our Talent Development Scheme highlights our commitment to the national growth of football by ensuring emerging talent from every corner of the country is given a chance to shine, leading to more players entering our national teams’ pathway,”* FA CEO James Johnson.



The core mission of Football Australia’s Talent ID and Development Strategy is to ensure that there are multiple capture points (refer below).



Note: Football Australia Academies to be launched in 2024.

Football Australia’s revised approach to talent identification takes away the traditional barriers that once existed due to the geographical nature of Australia. *“Historically, players identified for our national youth teams have resided in major metropolitan areas, where they have been part of A-League club set-ups or in Member Federation programs”*. *“This approach to talent identification has often meant that players based regionally or who aren’t part of an existing elite pathway have little opportunity to get on the radar of national teams’ technical staff*. Football Australia Chief Football Officer Ernie Merrick.

*“To ensure our youth and senior national teams achieve success both within Asia and globally, it is vitally important we are identifying and developing the best players from all corners of Australia and that no one is left behind. “We believe this bespoke approach will breakdown existing barriers to identification, where the Talent ID Webform will play a key role, providing an opportunity for accredited and approved coaches across Australia to submit technical assessments on players irrespective of where they live.*

*“Ultimately, the more talent we can identify and get into the right development programs, the stronger our national teams will be,”* Football Australia Chief Football Officer Ernie Merrick.

Data Driven Talent Identification

For the greatest impact and efficiency of the local TDS project, Football Australia has purposely interconnected with key parts of Australian football’s development ecosystem. FA will ensure that Talent Development Matches are linked end-to-end with Competitions, Coach & Referee Education and Youth National Teams.

Data will be used to inform on reform, evolution and development of resources, processes, and implementation of programs to increase player progression through National Teams and team success in international tournaments.

Due to the vastness of Australia, Football Australia has developed a secure **Talent ID Webform** that will allow accredited and approved coaches to submit technical assessments on players at club matches, Member Federation Talent Development Matches and National Talent ID Events.

Acting on recommendations from FIFA, the new system will allow for coaches around the geographically vast country to add information into a centralized database. This Talent ID Webform will be accessible to accredited and approved coaches who will assess players based on:

- Pressure
- Protection
- Positioning
- Possession
- Penetration
- Presence

Previously, talent identification in Australia has been focused disproportionately in the main cities and with limited capture points. The new scheme seeks to change that so that players can be assessed over a longer period of time in different settings.

Frequent Talent Development matches will be scheduled in every state and territory where scouted youngsters are selected to play in an 11 v 11 match. Participating players will be selected from Member Federation programs, NPL clubs, A-League clubs, Schools and regional areas. This is not strictly a youth development program, but aims to find as many potential stars as possible to enter those programs.

The inclusion of schools as part of the pathway is important. Club fees are expensive, often prohibitively so and there are limits to what Football Australia has been able to do to limit this. But if players can be discovered playing for their schools it simply widens the net beyond those that can afford to play.

How effectively this will be can only be known in time. There is the worrying potential that young players will be trying too hard to appeal to the assessable attributes instead of learning by playing, but it has received the glowing support of Junior Matildas coach Rae Dower and Melbourne City forward Bryleeh Henry.

Dower spoke of the usefulness of the Web form to easily compare data, but also the flow on effect from the program. *“We can not only look for some bespoke qualities in different positions,”* said Dower. *“But also gain the opportunity to identify some future coaches who we can see have a really great eye for being able to identify and select potential players.”*

*“I think its huge,”* said Henry. *“If you look at the participation numbers from the Women’s World Cup and how much they’ve grown already, there’s so much raw talent out there that’s just waiting to be unearthed. “It puts that belief back in players. Inside all players they should have that belief that no matter where they live that they can make it. Having these programs out there where they can get identified emphasizes that”.*

*“For current players it’s only going to make us work harder and push for spots because it’s only going to get more competitive which then has a flow on effect to our national teams.” “We want to eventually be number one, to win World Cups and Olympics and this is a good step in that direction.”*

## Commentary

- *The key takeaways from the FA Talent Development Scheme launched in 2024, relate to the renewed focus on identifying and developing the best players from all corners of Australia (not just metropolitan cities and those attached to A-League clubs) and that **no one is left behind**; the fact that players do not need to play in a particular competition in order to be identified, and the need for data driven Talent Identification and Development. These are three areas which could be relevant for the enhancement of the QTF pathway.*

## Netball NSW Talent Pathway Structure

### Regional Academies of Sport

#### NETBALL NSW'S DEVELOP A DIAMOND ACADEMY PROGRAM 14 - 16 YEARS

NNSW partners with Regional Academies of Sport (RAS) and NSW Office of Sport to deliver this very important step in the NNSW TD and HP Athlete Pathway. The Academy Program provides talented netballers the opportunity within the framework of Netball Australia's Develop a Diamond Program, to grow as netballers and people, in their home performance environments.

Athletes who turn 14 - 16 years and who aspire to realise their netball potential are encouraged to apply. The program is designed to enable 14 and 15 year old players to commit to Representative Netball without overload.

All Regional Academy of Sport delivered Develop a Diamond Programs will all include:

- **Coaching Excellence** – *In a series of sessions, players will work with experienced coaches to develop technical and tactical skills.*
- **Holistic Growth** – *Off court modules include sport life balance, mental toughness, nutrition and leadership.*
- **General Athletic Development** – *Testing and an introduction to Strength and Conditioning will improve speed, power and reactive ability on court and will lessen the chance of injury.*
- **Inter Academy Challenges** – *Two Academy Challenges are planned in 2018. Athletes will represent their Academy in competition that is focused on individual development.*
- **High Performance Camp** – *Academy athletes come together at Netball Central in Sydney for a weekend camp where the girls have the opportunity to learn from the best of the best.*
- **A step on the Pathway** – *If players dream of being selected to represent NSW one day or play for the Swifts, GIANTS or the Diamonds, Academy netball introduces players to Netball NSW coaches and staff that can assist them on their journey.*



There are 12 Regional Academies of Sport within NSW, each of which includes a netball program:

1. RAS – Hunter – [www.hunteracademy.org.au](http://www.hunteracademy.org.au)
2. RAS – Illawarra – <https://www.ias.org.au/program/netball>
3. RAS – North Coast – [www.ncas.org.au](http://www.ncas.org.au)
4. RAS – Northern Inland – [www.nias.org.au](http://www.nias.org.au)
5. RAS – Southern – [www.ssa-nsw.org.au/](http://www.ssa-nsw.org.au/)
6. RAS – Central Coast – [www.thinksport.com.au](http://www.thinksport.com.au)
7. RAS – South West Sydney – [www.swsas.org.au/](http://www.swsas.org.au/)
8. RAS – Western Sydney – [www.wsas.com.au](http://www.wsas.com.au)
9. RAS – Western Region – [www.wras.org.au](http://www.wras.org.au)
10. RAS – Far West – <http://www.fwas.com.au/>
11. South East (managed by the NSW Office of Sport) – [www.sesa.net.au](http://www.sesa.net.au)
12. Sydney (managed by Netball NSW) – <https://nsw.netball.com.au/high-performance/regional-academies-of-sport/sydney-netball-academy/>

### Commentary

→	<p><i>Netball in NSW is in the very fortunate and envious position of having a netball TD Program in place in each of the 12 Regional Academies of Sport.</i></p> <p><i>Unlike NSW, WA and Victoria, Queensland does not have a network of multi-sport regional academies, aligned with the Queensland Academy of Sport.</i></p> <p><i>If QTF were to consider a regional academy program as part of its Talent Pathway, the delivery system would need to be different to that of the Netball NSW regional academies model.</i></p>
→	<p><i>The NNSW Regional Academies Program is based on the delivery of the NA Develop a Diamond Program and its curriculum. The sport of Touch Football does not have a corresponding curriculum in place.</i></p>

### Emerging Talent Programs: 16-19 years (in the year of program)

Vision: Netball NSW will provide a series of inspiring, motivating and challenging programs that support athletes with confirmed talent to take the next step in Performance sport. Programs will focus on the holistic needs of each individual athlete and will maximise athlete readiness to progress on the Netball NSW Pathway.

Netball NSW selectors recognise that athletes develop at very different rates and are always on the look-out for athletes that display potential, a strong work ethic and determination to succeed.

Emerging Talent Programs currently include the **Metro Emerging Team**, **Regional Emerging Team** and **First Nations Emerging Team**, Performance Sessions and workshops throughout the year. Athletes can be identified at NSW State Trials, State Titles or other Netball NSW competitions.

Athletes in Emerging Talent Programs are exposed to coaching excellence in technical, tactical and physical components of the game. It is an expectation that athletes have a strong commitment to develop physically, technically and tactically and a desire to increase their understanding of emerging talent behaviours.

## NSW Institute of Sport (NSWIS) Netball Program

**Program Purpose:** The NSWIS Netball Program provides world-class coaching, training and competition, facilities and support services to improve athlete development with a view to provide a daily training environment that supports Netball Australia’s decentralised national netball programs and Netball NSW’s elite and potential elite athletes to train and compete at national and international level.

The NSWIS Netball Program also supports the NSW Swifts campaign in the National Netball League through the provision of high-performance services and facilities.

**Selection Aim:** The aim of selection is to ensure the best and most suitable athletes available are included in NSWIS programs, according to program description, selection processes and criteria, as agreed.

**Program Description:** The NSWIS program generally caters for select senior elite (national squad) and elite development (potential Australian representatives, 21/U, 19/U, 17/U national squad and/or nationally identified) athletes.

**Structure:** The NSWIS Netball Program is a centralised program operating from the NSWIS and Netball Central.

**Maximum no. of scholarships:** Up to 36 NSWIS scholarship (Commonwealth, Developing, Emerging, Talent and Training / Campaign) athletes will be selected each year.

- ✓ *Diamonds Squad*
- ✓ *21/U National Squad*

### *Commentary*

→	<i>Touch Football is not a sport supported by the Queensland Academy of Sport (nor is it supported by the NSWIS). Exploring the opportunity for QTF to partner with the QAS in the talent pathway space presents as an opportunity.</i>
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## 17&U Talent Development Squad

Introduced by Netball NSW in 2014, the 17&U Development Squad provides an opportunity for identified athletes who are not selected for the NSW 17&U State Team to continue their development in a High Performance environment.

The NSW 17&U Development Squad has an identical training schedule to the 17&U State Team, which includes match play in the lead up to the National Netball Championships.

## 17&U and 19&U State Teams

Based on the selection process outlined in the [NNSW Pathway Selection Policy](#) 12 players are selected to represent NSW at the 17&U national championships each year.



## NNSW Premier League

The Netball NSW Premier League (NNSWPL) is a competition designed to attract the best current and emerging talent within NSW. Its key purpose is to be the premier netball competition in NSW that provides the best opportunities for talented / high performance netballers. The competition offers a local, performance platform for Sydney-based players, coaches, officials and administrators, and provides bridging opportunities for players, coaches and officials into the Australian Netball League (ANL) and Suncorp Super Netball (SSN) competition.

The Competition consists of 2 divisions – Open Division and Under 20 Division. The Premier League is played between May and September at Netball Central (previously the Genea Netball Centre), Sydney Olympic Park.

### *Commentary*

→	<i>Just as NSWTA owns and manages the delivery of the Vawdon Cup, Netball NSW owns and manages the delivery of the NSW Premier League. QTF not owning and managing the delivery of a strategically designed, high performance competition targeting both youth and opens players may present as a significant gap in the pathway.</i>
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## NNSW ANL Teams

The Australian Netball League (ANL) is Netball Australia’s feeder competition into Suncorp Super Netball competition, providing a pathway for the development and identification of national athletes, coaches, administrators and officials in Australia. The ANL was first contested in 2008 and involves teams from all six states and two territories.

For the players, it is a fantastic opportunity to test their skills in a competition that bridges the gap between state league competitions and Suncorp Super Netball. This under-pinning competition is vital to the NA national pathway (and NNSW pathway), not only providing players an opportunity to develop but also coaches, umpires and officials.

## NNSW SSN Teams

NNSW is in the unique situation whereby it owns both NSW based SSN franchises (The NSW Swifts and the Giants). This poses some benefits as well as some potential difficulties, in that although both franchises are owned by NSW, by their very nature of being competing entities, they are managed in isolation from each other.

## Giants Academy

GIANTS Netball and Netball New South Wales launched the GIANTS Netball Academy in late 2019.

The program creates a clear path for athletes in New South Wales from grass roots netball to the elite level and will lay the foundations for the for the club and the sport for years to come. The GIANTS Netball Academy provides an holistic approach to preparing athletes for the elite level including skills sessions, strength and conditioning, mentoring, psychology and recovery.

The Academy underpins the Suncorp Super Netball program and will consist of the GIANTS Netball training partners, as well as up to 20 identified athletes who have been shown potential to both GIANTS Netball and Netball New South Wales selectors.

The competition avenue for the GIANTS Netball Academy will be through the Deakin University Australian Netball League, which is the underpinning competition to Suncorp Super Netball.

## Swifts Academy

Launched with the backing of Netball NSW and the NSW Swifts' principal partner QBE Insurance, the QBE Swifts Academy looks to strengthen the foundations of Australian netball's most decorated elite club by providing further pathway opportunities to aspiring players from across the state.

The Academy provides a daily training environment for home-grown NSW athletes who have the potential to play for the club in the future. Underpinning the 10 Rostered Athletes and Training Partners in the senior Swifts setup which will contest Suncorp Super Netball, Academy players consist of the best talent in the Netball NSW pathway.

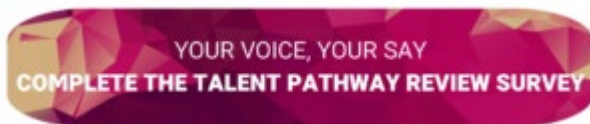
Under the stewardship of Academy head coach Lenore Blades, athletes benefit from up to three high-performance court sessions per week, three strength and conditioning sessions, and programs involving performance analysis, skill and movement mentoring, sports psychology and recovery.

## Commentary

→	<i>In addition to TD and HP pathway elements discussed above, Netball NSW is currently working with identified NSW Sporting High Schools to develop formal partnerships with such schools, based on a series of criteria. Sporting high schools (if managed well) can and should form part of an integrated, state-wide talent pathway framework for QTF.</i>
→	<p><i>Clearly the resources available to the Netball NSW Talent Pathway from Netball Australia, Netball NSW, GIANTS, Swifts, NSWIS, Sports High Schools, etc. is far greater than that currently available to QTF. A key consideration when MSC crafts its Review recommendations will be the financial sustainability of any proposed changes to the pathway.</i></p> <p><i>The current Netball NSW full-time staff structure for their pathways and performance team is:</i></p> <ul style="list-style-type: none"> <li>- <i>General Manager Performance and Pathways</i></li> <li>- <i>State Performance and Pathways Manager</i></li> <li>- <i>Performance and Pathways Coordinator</i></li> <li>- <i>Workforce Manager</i></li> <li>- <i>Workforce Coordinator</i></li> <li>- <i>State Umpire Coach</i></li> </ul>

## Section 5 – e-Survey Preliminary Findings

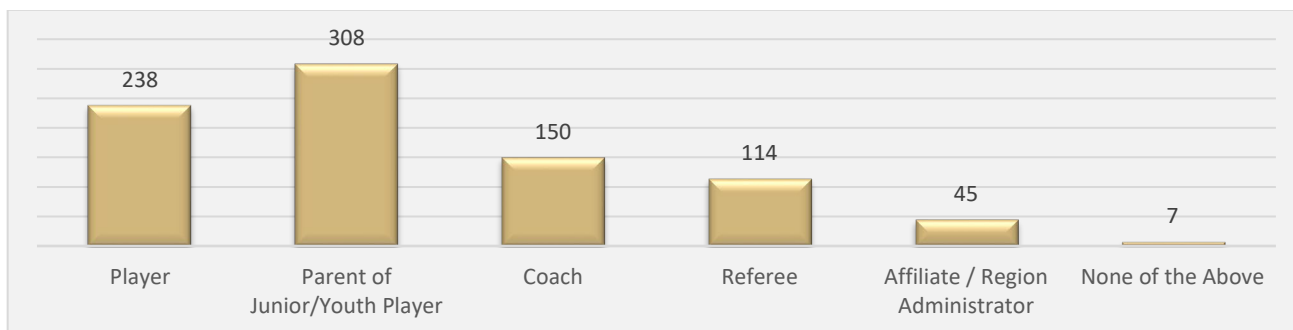
Stage 4 of the Review involved MSC developing a specifically designed e-Survey, with the purpose of gathering information and feedback from a number of key stakeholder groups – i.e. players, parents of junior/youth players, coaches, referees, and administrators who are currently or have recently (within the past 2 years) been involved with the QTF Talent Pathway.



QTF’s Marketing and Communications team did an exceptional job in promoting this important opportunity for people to engage with the Review, resulting in a total of **645 survey responses**. Due to the size and nature of the survey data, a **summary** of key response data is presented in this section; and 4 x Full Survey Reports (i.e. one for each of the stakeholder categories – Players and Parents of Junior/Youth Players; Coaches; Referees; and Administrators) have been provided to QTF separate to this Findings and Opportunities Paper.

### QTF Talent Pathway Review - HAVE YOUR SAY! Stakeholder Survey

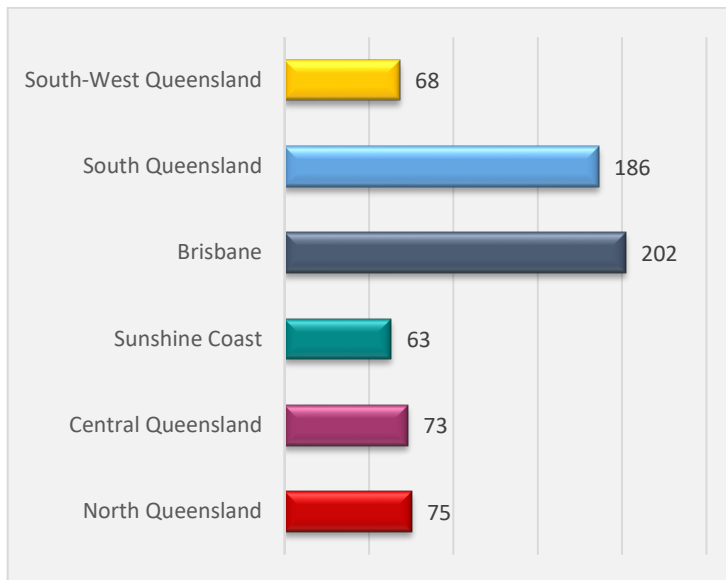
**Which role/s relate to your current or recent (i.e. within the past 2 years) involvement in the QTF Talent Pathway? Note: Respondents could select more than 1, if appropriate.**



Answered: 644 Skipped: 1

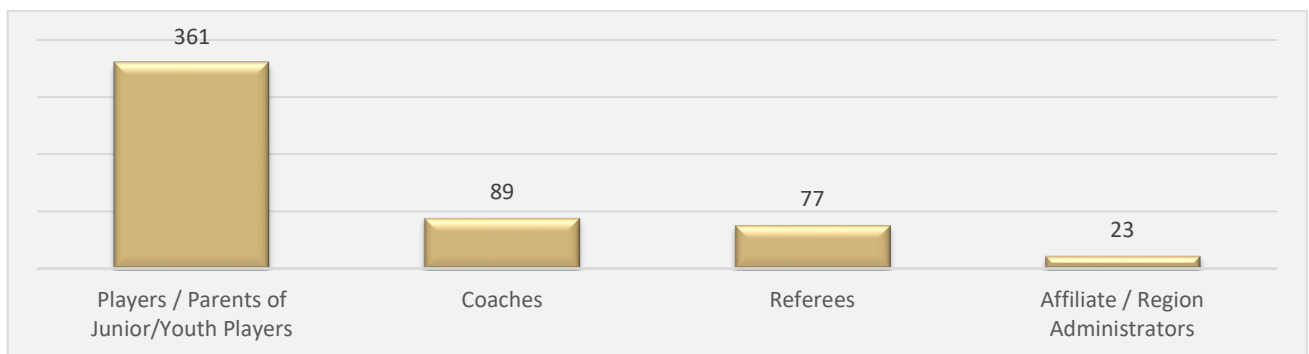


Which QTF Region are you / your child/ren currently associated with? *Note: Respondents could select more than 1, if appropriate.*



Answered: 639 Skipped: 6

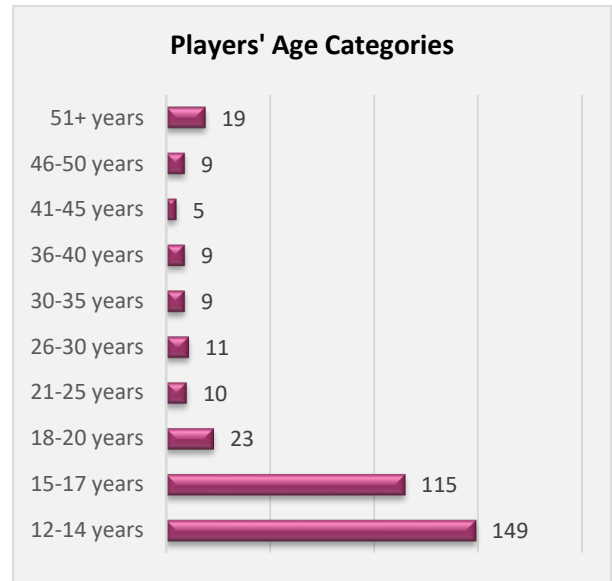
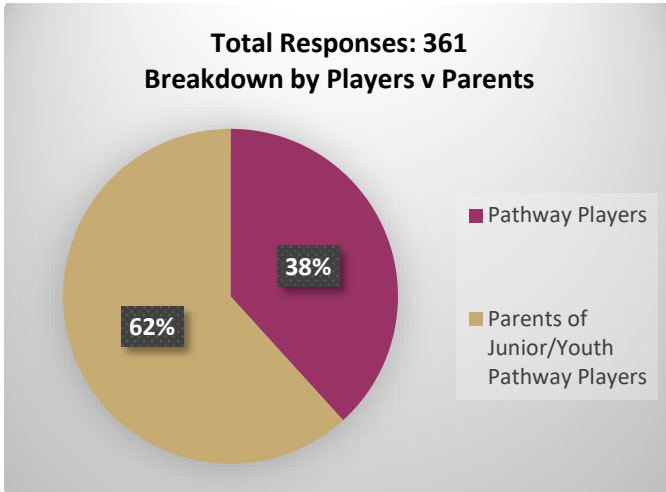
### Stakeholder Engagement with Survey Sections



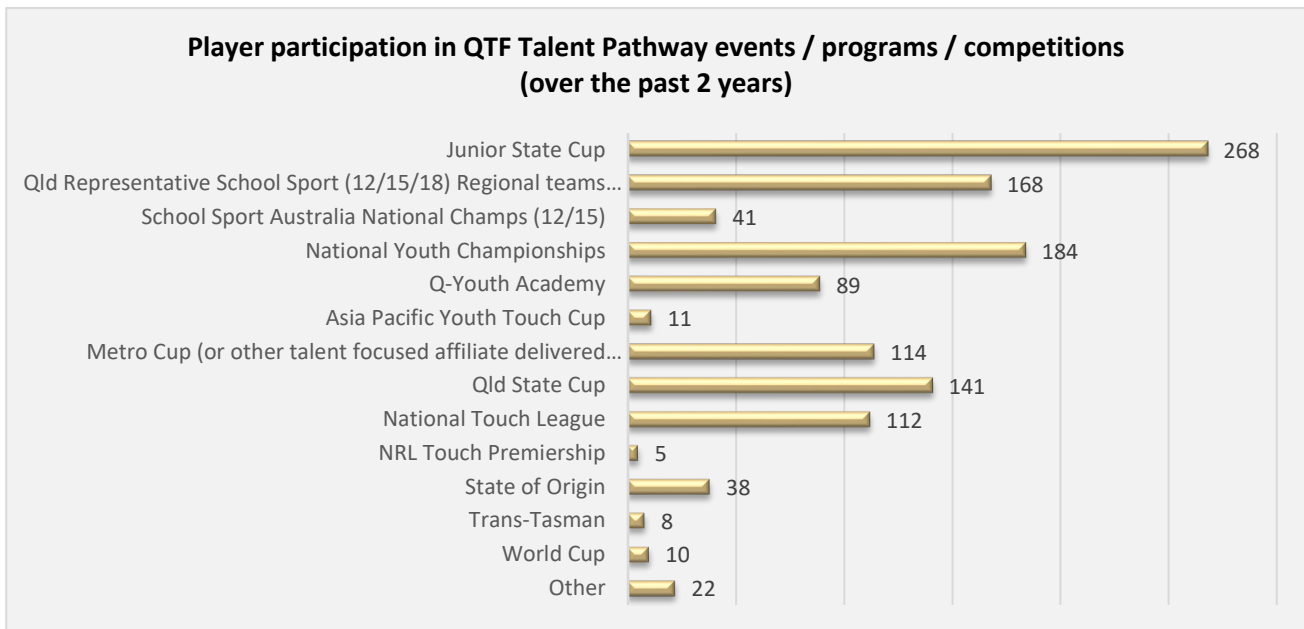
It was understood that many stakeholders engaging with the survey would wear multiple hats within the QTF Talent Pathway (e.g. coach + parent of junior/youth player; player + affiliate / region administrator, player + coach). For the purpose of completing the survey, respondents were asked to "**choose a hat**" in terms of what they believed to be their **main role** within the Pathway. This question directed them the section within the survey **most relevant** to them; and once done, they had the option of completing additional sections of the survey **IF** they deemed themselves to be heavily involved in the Pathway in other ways.

*stakeholder engagement*

## Summary of Feedback from PLAYERS (361 Respondents)



56.8% of players who responded (or whose parents responded on their behalf) identify as female; 40.4% identify as male; and 2.8% elected not to state their gender.



Answered: 358



The majority of Talent Pathway players (91.4%) are playing year round, across both seasons.



**Event participation is higher for players aged 12-20 years –**

*58.3% of players in this age group competed in 3 to 7+ Talent Pathway events / year, as opposed to 25.3% of players aged 21 years and over.*

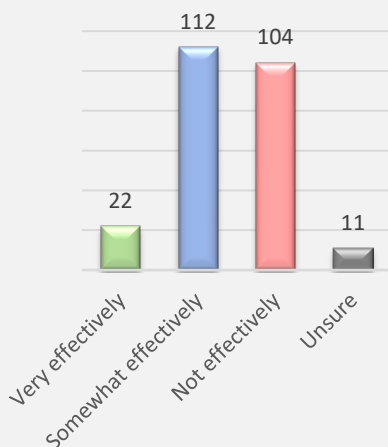


**Have players within the QTF Talent Pathway received athlete education (e.g. nutrition, psychology, time management, well-being, etc.) in the past 12 months?**

**The majority of respondents (67%) answered “NO”**

(26% of players *have* received athlete education and 7% were “Unsure”)

**Players / Parents' Perspective: How effectively does the structure of the current Touch Football Talent Pathway in Queensland support the identification, development and retention of talented players throughout the state?**



## Talent Retention

### Summary of key comment themes

→	Access to higher-level coaching is crucial for player development from a young age.
→	It's too political – parents coaching and selecting rep teams, no transparency around selection, etc.
	My children participate competitively in a number of sports including rugby league, soccer, rugby union, oztag and rowing, and touch football is the least professional at developing and retaining talent.
→	It is very political in terms of representative teams with far too many parents involved in the selection and coaching of their own children and the teams they play in. I am aware of at least 20-30 children and parents that have chosen other sports because they are so disappointed and disillusioned with the representative and player development side of junior touch football.
→	I feel many players are selected due to personal relationships with coaches and many talented players miss out because of this.
→	Regional / rural players need to be included more. Talent there but difficult to be recognized if you aren't playing in the right team.
	There is too much focus on teams winning and not enough focus on player development. The pathway should not be about winning in under 12s or 14s, instead it should be about preparing players to win at State of Origin level and then play for Australia in the open divisions.
→	The talent pathway should be about keeping talented players in the pathway so there are suitably skilled players to represent QLD (and AUS) in the open divisions.

## What is the biggest strength of the current Touch Football Talent Pathway in Queensland?

<i>Summary of response themes</i>	
→	Access to good events.
→	Year-round events and competitions.
→	Between school touch, club touch and rep touch, there are lots of tournaments for kids to play in, so they have lots of exposure to development opportunities if they want it.
→	So many avenues to make yourself better e.g. a lot of different competitions at different levels.
→	Elite coaches who are coaching at a junior levels.
→	Its comprehensive structure that emphasises skill development at various levels. This pathway provides opportunities for players of all ages and skill levels to progress through grassroots programs, regional competitions, and elite training camps, ultimately nurturing talent from a young age and ensuring a steady stream of skilled players into higher levels of competition.
→	The Q-Youth Academy.
→	Passionate, skilled coaches.
→	Pathway opportunities from under 10s to over 65s.
→	The size of the player talent pool.
→	That Touch is massive in the school system.

## What is the biggest weakness of the current Touch Football Talent Pathway in Queensland?

<i>Summary of response themes</i>	
→	Non transparency in how teams are selected. It appears teams are already selected prior to trials.
→	A lack of transparency and fairness in the representative pathway. Far too many children are selected on reputation and family connections with coaches and selectors.
→	Lack of development and selection opportunities for players, coaches and referees in regional and remote areas.
→	Biased selections.
→	Favouritism in team selection processes by coaches who have their own kids in teams and/or have friends who have kids in teams.
→	Selectors / coaches do not do enough research on players, don't watch games, they allow the dominant players in the team to put too much influence on who they want in the team. Most coaches pre-select teams based on reputation instead of being proactively searching for up and coming players and offering them an opportunity to try out for teams. The 2024 Gold Coast Sharks Open Mixed is a recent example of this occurring ... this happens on a lot of levels. I've played at state titles when origin teams have been selected, only to find out later there were ZERO selectors in attendance and the coach didn't even attend. He had his squad preselected before the tournament and had predominantly players from their own region. There really needs to be independent selectors in place who have no conflict of interest.
→	Bias, unfair practices. If you are not buddy buddy with the team coach or selectors, you/your child have no chance of being selected.
→	Selection process. Needs to be some form of open and criteria based selection panel and process used wherever feasible.
→	Costs associated with involvement in the pathway as players, coaches, referees, and/or volunteer administrators.

*transparent selection processes*

## What is the biggest opportunity for the current Touch Football Talent Pathway in Queensland?

Summary of response themes	
→	Implementing an independent, transparent and development focused selection process across the pathway.
→	More qualified coaches to choose from so the majority of junior rep teams don't have parents with players in the team as coach and head selector.
→	A large panel of qualified and independent selectors who are paid for their services.
→	To grow and support talent pathways in regional Queensland.
→	Implement development programs for kids who miss out of state teams to continue their development and stay connected to the pathway.
→	More development staff across the state to drive programs.
→	Better integration between Affiliates and Schools - by that I mean Affiliates / QTF providing development resources to schools (coaches/knowledge) and in return getting greater school participation in Affiliate competitions.
→	The growth of Rugby 7's and Rugby League should be seen as an opportunity for growth, given the skills foundation that Touch provides, and the lower contact nature of the sport.
→	To utilise the amazing talent in coaches and elite adult players to develop the next generation.
→	Coach recruitment, development, support and retention.
→	Continue to grow and improve TFA, QTF and affiliate pathway events.
→	Given limited control over TFA's decisions around NTL/Championships, perhaps make QLD state cup as elite as possible so players aspire to compete in this event, and then compete to win. At the moment, many players simply join "their mates" at an affiliate, go and play in a secondary division (not prems) and have the same chances to make Origin or Aussie squads. This is particularly prevalent in opens and masters.
→	More academies, clinics for ref's, players and coaches in regional areas.
→	Show the touch community exactly what the pathway is, its impacts, the opportunities and how to get into the pathway and stay in it.

- *“Greater connection, alignment and coordination between all elements of the Touch Football Talent Pathway in Queensland is needed to effectively and efficiently support talented player identification, development and retention.” 90.7% AGREE*

- *“A Talent Pathway curriculum, which identifies the technical, physical, tactical, psychological and other requirements of a player at the various stages of the pathway, including how these attributes should be developed, is needed to optimally support talented player identification, development and retention.” 88.2% AGREE*

- *“A more consistent and transparent state-wide player talent identification and selection system is needed to optimally support talented player identification, development and retention.” 94.7% AGREE*





**Does the Talent Pathway have a clear culture and values system, which is understood by all players at all levels of the pathway?**

**45% of respondents answered "NO"**

**20% responded "YES" | 35% were "UNSURE"**

**What is the most important change which should be made to the current QTF Talent Pathway, to more effectively identify, develop and retain more Talent Pathway players across Queensland?**

<i>Summary of response themes</i>	
→	Stop allowing parents of junior players to be directly involved in the selection, coaching and/or management of their own children. There are clearly significant conflicts of interest when selecting your own child at the representative level but it is rife in touch football.
→	Coaches and talent identification personnel need to look beyond who they "know" through the school or regional selection processes, to the wider pool of talent available and support all players through the QTF Talent Pathway.
→	From my experience I have seen too many talented players leave the game from frustration over preferential selections being made by biased coaches/selectors.
→	Support more kids from rural/regional areas to attend Q-Youth Academy and similar programs.
→	Greater investment into coach development, with a particular focus on female coaches.
→	Coaching and skill development programs being delivered state-wide for players from a young age needs to be more accessible and structured. More kids with better skills = a more level playing field and higher level of enjoyment/satisfaction from playing, as well as better elite players playing for Queensland and Australia.

**Perceived barriers to players achieving their Touch Football performance goals in the coming 2-3 years:**

	Major Barrier	Moderate Barrier	Minor Barrier	Not a Barrier	Unsure	Total
Costs associated with trying to achieve high performance success in Touch Football	23.91% 55	42.17% 97	18.70% 43	13.91% 32	1.30% 3	230
Limited access to high quality, supportive coaching	38.26% 88	30.00% 69	17.83% 41	13.48% 31	0.43% 1	230
The need to travel on a regular basis for training and/or competition	22.17% 51	32.17% 74	27.39% 63	17.83% 41	0.43% 1	230
Trying to manage work/study commitments with sporting commitments	14.35% 33	40.43% 93	34.35% 79	10.43% 24	0.43% 1	230
Limited access to high quality training and competition facilities	23.48% 54	31.30% 72	23.48% 54	21.30% 49	0.43% 1	230
The lack of a consistent and transparent state-wide player talent identification and selection system	52.61% 121	30.43% 70	9.13% 21	4.35% 10	3.48% 8	230
Limited access to a high-quality competition	22.17% 51	30.87% 71	23.91% 55	21.74% 50	1.30% 3	230
Limited access to sports science and sports medicine support	24.02% 55	26.20% 60	29.69% 68	18.78% 43	1.31% 3	229
Limited access to appropriate strength and conditioning training	18.70% 43	31.30% 72	27.83% 64	21.30% 49	0.87% 2	230
Limited access to high quality referees	19.57% 45	30.00% 69	30.00% 69	20.00% 46	0.43% 1	230
The need to play in so many competitions/events in order to be selected for representative teams	26.75% 61	35.53% 81	19.74% 45	16.67% 38	1.32% 3	228
Politics associated with representative Touch Football	69.13% 159	17.39% 40	7.39% 17	4.35% 10	1.74% 4	230

**Generally speaking, how effective have players' Talent Pathway coaches been in the following areas?**

	Very Effective	Somewhat Effective	Not at all Effective	Unsure	Total
Involving players in the design of training programs	16.23% 37	37.72% 86	35.96% 82	10.09% 23	228
Making training and competition fun / enjoyable	32.46% 74	54.82% 125	10.09% 23	2.63% 6	228
Planning and organisational skills	31.42% 71	52.21% 118	12.39% 28	3.98% 9	226
Communication skills	29.82% 68	55.70% 127	10.96% 25	3.51% 8	228
Developing player's technical skills	31.14% 71	47.81% 109	18.86% 43	2.19% 5	228
Developing player's physical capacities	20.18% 46	47.81% 109	28.95% 66	3.07% 7	228
Developing player's psychological / mental capacities	16.23% 37	36.40% 83	42.11% 96	5.26% 12	228
Improving player's competition performances	28.32% 64	51.77% 117	16.81% 38	3.10% 7	226
Linking players with necessary sports science and/or medicine personnel	6.61% 15	27.75% 63	58.15% 132	7.49% 17	227
Understanding the individual needs of the players and implementing programs to meet these needs	14.04% 32	35.53% 81	42.98% 98	7.46% 17	228
Using of technology as a coaching tool	7.93% 18	27.31% 62	51.98% 118	12.78% 29	227
Working with players to define a positive team culture	28.95% 66	47.37% 108	19.30% 44	4.39% 10	228

**Summary of "comments" themes**

→	There are many amazing coaches in our local region, however it is difficult for talented younger players to get exposure to them. They are limited in time and tend to stick to their own; or favourite teams.
→	30-50 year old players should be used to help develop the next generation, with the support of as QTF DNA syllabus.
→	Would like to see more around positive team culture.
→	The 2023 teams were actually negative experiences for my daughter but she did so well despite it. One coach who is quite prominent was pretty derogatory towards the girls.
→	Luckily my children have an amazingly talented and passionate club coach, but the rep coaches and association don't support them at all.



**How likely is it that the player will still be playing in the QTF Talent Pathway in 2-3 years time?**

**"Very likely" – 50.4%**

**"Somewhat likely" – 28.7%**

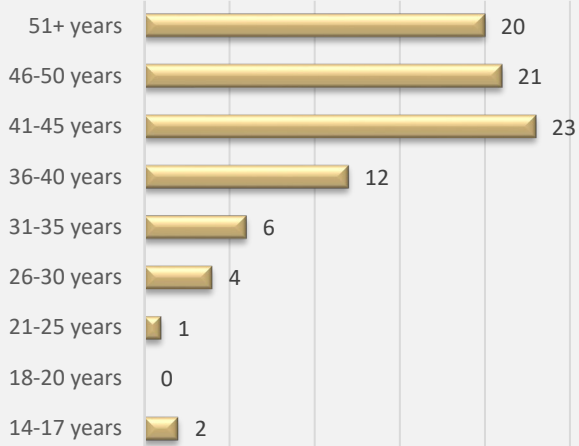
**"Unlikely" – 13.5%**

**"Definitely not" – 0.4%**

**"Unsure" – 7%**

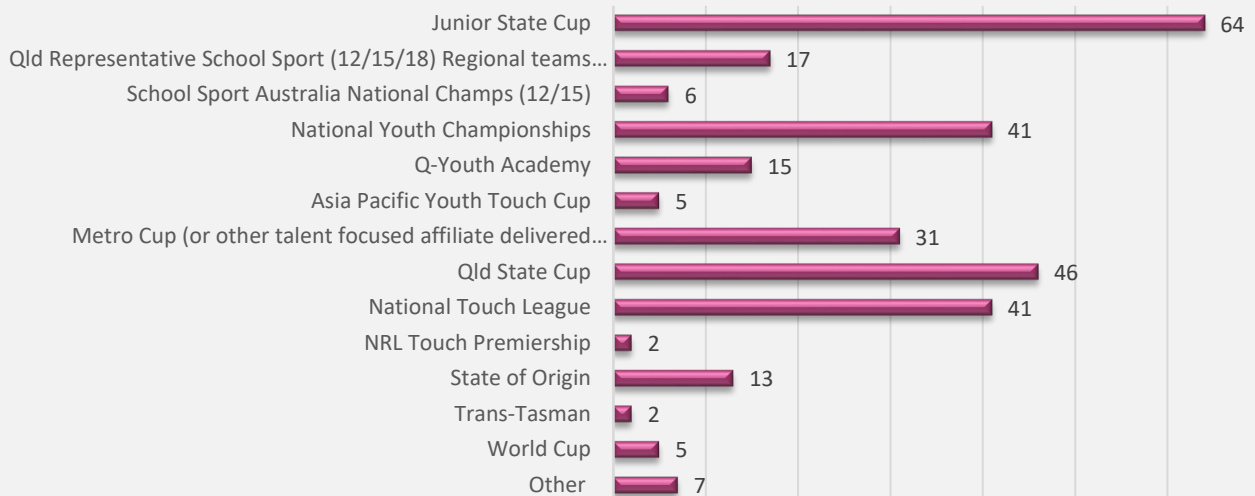
Feedback from **COACHES** (89 Respondents)

**Coaches' Age Categories**



**73% of Pathway coaches identify as male; 27% of Pathway coaches identify as female**

**Which QTF Talent Pathway events / programs / competitions have respondents coached at? (in the past 2 years)**



**Currency of Coach Accreditation:**

- 25.85% within the past 2yrs
- 34.85% 3-5 years ago
- 29.2% 5-10 years ago
- 10.1% 10+ years ago



*Only 26% of coaches who obtained their current level of coach accreditation within the past 2 years feel the course prepared them well for the highest level of Touch Football they have coached.*



Not including a formal TFA coach accreditation course, have coaches within the QTF Talent Pathway engaged in any professional development in the past 12mths? (e.g. worked with a coach developer or mentor, undertaken other formal or informal coach development activities)

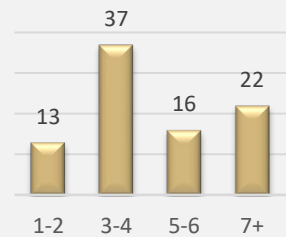
The majority of respondents (63.6%) answered “YES” and for more than half of these, their PD had a HIGH impact! (35.2% of coaches **have not** engaged in PD and 1.2% were “Unsure”)

*The majority of Talent Pathway coaches (92%) are coaching year round, across both seasons.*

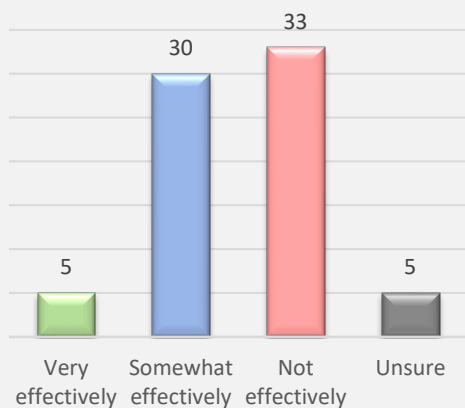
On average over the past 2 years, how much time are coaches spending per week on coaching activities during a summer or winter season?



How many teams/squads have Talent Pathway coaches coached in the past 2yrs? (at all levels)



**Coaches' Perspective: How effectively does the structure of the current Touch Football Talent Pathway in Queensland support the identification, development and retention of talented coaches and players throughout the state?**



**Summary of "comments" themes**

→	Whilst the initial goal should be to widen the talent pool of players and coaches in QLD, I feel that when it comes to junior (talent level) events, the players are supported much more than the coaches. Coaches seem to be appointed to a team and then left largely to their own devices.
→	We need better Q-Academy level coaches.
→	It's rife with nepotism and elitism from Australian coaches protecting their roles. They have access to all the players and still can't win trophies because they fundamentally can't develop players. Coaches manufacture their own team selection processes and don't actually know what they are looking for.
→	The support in our region is determined by stakeholders with values not aligning with players' best interests, but rather friends they need/want to look after.
→	Metro cup is failing to provide enough players and teams for players due to its structure.



**What is the biggest strength of the current Touch Football Talent Pathway in Queensland?**

**Summary of response themes**

→	The number, type and frequency of events available.
→	There are some of the world's best Touch coaches in QLD that are willing to give back to the sport and guide the next generation of coaches and players. A lot of this already happens with the great relationship QTF have with QLD School Sport.
→	School touch, school programs and QLD All Schools as a landmark event.
→	Key people, e.g. Peter Bell, Phil Gyemore and Katie Geiger.
→	The participation numbers.
→	Q-Youth Academy working with the coaches and development officers is phenomenal.
→	Q-Youth Academy - development for players, coaches and referees.
→	The size and quality of the player talent pool in Queensland.

## What is the biggest weakness of the current Touch Football Talent Pathway in Queensland?

Summary of response themes	
→	Look at All Schools - the top 2 or 3 teams in every division are miles and miles in front of the rest. You have the same coaches, same players, same teams winning. Touch is in trouble!
→	Limited "Coach developers" in the Regions & Affiliates.
→	Finance - Relying on coaches to volunteer their time, give up evenings and weekends, etc. I get that players need to pay, but coaches should be more supported for their efforts.
→	Lack of coaching resources and information.
→	Lack of availability of online resources to assist coaches and players.
→	Expensive to attend events and programs from regional Queensland if they are in metro locations.
→	Lack independence and transparency when selecting junior players. Parents should not be involved in selecting their own children.
→	Coaches and players being overlooked due to politics and friendship groups.
→	Far North Queensland players and coaches not given appropriate opportunities, when clearly doing well at tournaments.
→	Coaches who are not developing talent. BMTA is the largest affiliate and struggles to keep players as is evident by U18s where there are only 1 girls and 1 boys team. It's because they damage the confidence of fringe playing kids for their own ambitions. They still can't win trophies domestically, only when they have the Australian talent. Qld touch is kept buoyant by Gold Coast and Rockhampton touch. Brisbane is horrendous.

## What is the biggest opportunity for the current Touch Football Talent Pathway in Queensland?

Summary of response themes	
→	Same as strengths .... competitions a plenty.
→	Creating professional coaching resources online that can be utilised by all coaches at all levels; and not waiting for or relying on TFA or someone else to do it. These can be documents or videos of skills, drills, case studies etc.
→	Create a pathway that we can clearly see and aspire to.
→	To create a plethora of high-level coaches who excel in their desired divisions.
→	QTF having a dedicated high performance team to work with current and aspiring coaches, players and referees and to manage high quality pathway events/competitions.
→	Establish a great online Talent Pathway community.
→	Time for clubs to stop poaching players from other clubs.
→	Growth and continued enhancement of the Q-Youth Academy.
→	Schools.
→	Bring more coaching sessions and coaching courses to far North Queensland.
→	Get new coaches who are innovative, who have a clear separation from players and are looking to build the sport through such things as strength & conditioning, fitness, non-robotic game play.

**Does the Talent Pathway have a clear culture and values system, which is understood by all players, coaches, referees and support personnel at all levels of the pathway?**

**47% of respondents answered "NO"**

**24% responded "YES", 29% were "UNSURE"**



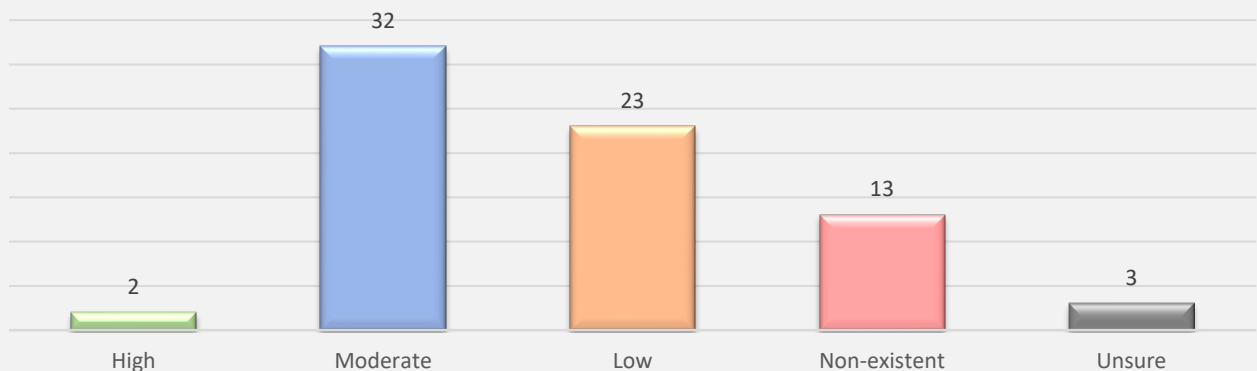


- “Greater connection, alignment and coordination between all elements of the Touch Football Talent Pathway in Queensland is needed to effectively and efficiently support talented player, coach and referee identification, development and retention.” **91.7% AGREE**

- “A Talent Pathway curriculum, which identifies the technical, physical, tactical, psychological and other requirements of a player at the various stages of the pathway, including how these attributes should be developed, is needed to optimally support talented player identification, development and retention.” **90.4% AGREE**

- “A more consistent and transparent state-wide talent identification and selection system is needed to optimally support talented player and coach identification, development and retention.” **91.8% AGREE**

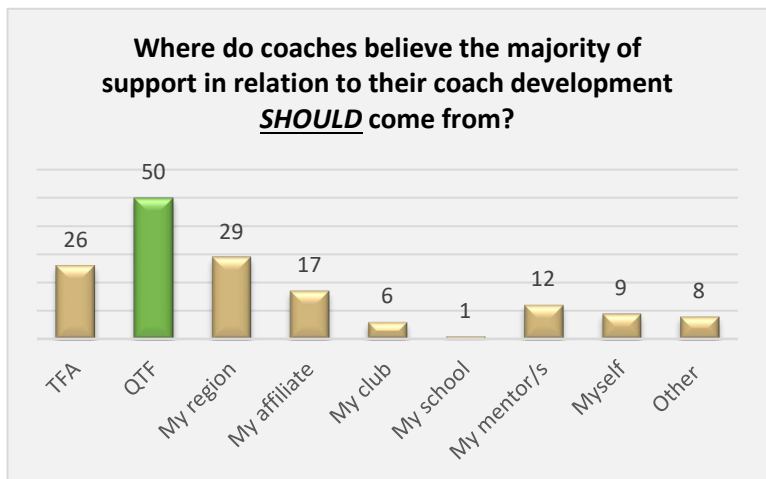
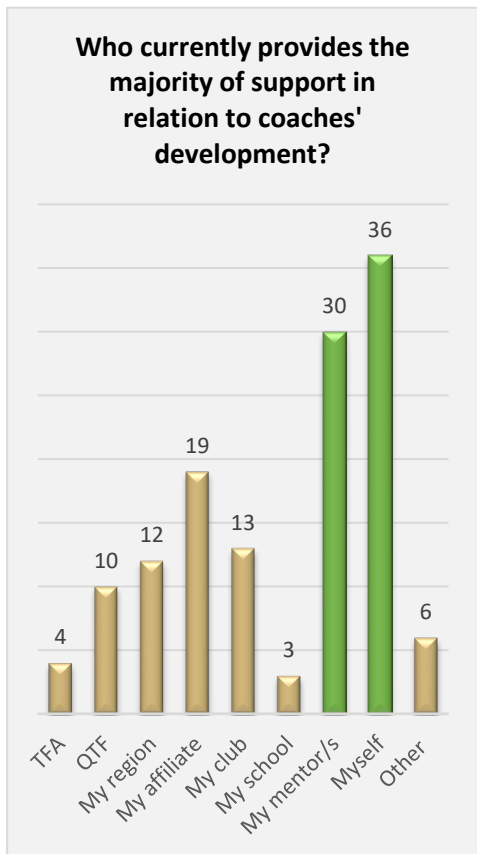
**Rate the overall level of trust, transparency and openness between all elements of the Touch Football Talent Pathway in Queensland (e.g. QTF, regions, affiliates, NRL, coaches, selectors, referees)**



**What is the most important change which should be made to the current QTF Talent Pathway, to more effectively identify, develop and retain more Talent Pathway players, coaches and/or referees across Queensland?**

Summary of response themes	
→	Metro Cup is dying. This needs to be a QTF-run competition that is affiliate based. Not clubs dragging in whoever they like.
→	QTF involvement in Metro Cup.
→	NTL going to an affiliate competition. What does this mean for NYC? Will this go the same? What is the point of the regions?
→	Develop a pathway for all. Make it transparent and an even playing field. Bring back qualified selectors and make the process transparent for players and coaches.
→	Invest resources into pathways and progression. Develop a comprehensive coaching, referee and selector education program. Invest in accredited courses, workshops, and ongoing professional development.
→	Have a known pathway to state of origin for all players, coaches and referees.
→	Share the opportunities across the regions.
→	QTF to set guidelines for each region on selection processes. Select the best players and coaches for Q-Academy.
→	Transparency of selection criteria with feedback.
→	Making the Talent coaching courses free this year was a welcome initiative. Make coach development more accessible.
→	Resourcing a state-wide, free educational portal, like netball and rugby, and many other sports.
→	There is a significant level of nepotism in the sport. Systems and resources need to be put in place to minimise this.

**61% of respondents feel coaches higher up the QTF Talent Pathway have either Low (33%) or Non-Existent (28%) input into their development as a coach.**





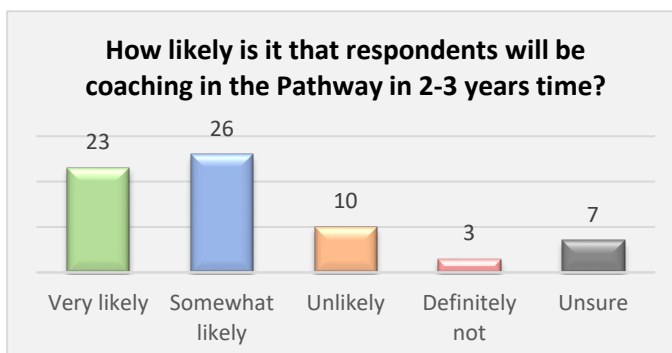
**Barriers negatively impacting QTF Talent Pathway coach development and/or retention:**

	Major Barrier	Moderate Barrier	Minor Barrier	Not a Barrier	Unsure	Total
Regular travel requirements (e.g. to attend coach education courses, competitions, major events, etc.)	17.65% 12	36.76% 25	27.94% 19	17.65% 12	0.00% 0	68
Financial burden caused by travel (for you as a coach and/or for the athletes you coach)	35.29% 24	32.35% 22	22.06% 15	10.29% 7	0.00% 0	68
Managing your coaching role/s with other paid employment / study commitments	35.29% 24	32.35% 22	25.00% 17	5.88% 4	1.47% 1	68
Limited access to high quality, flexible and modern coach education courses and resources	36.76% 25	38.24% 26	11.76% 8	13.24% 9	0.00% 0	68
Limited access to appropriate training and competition facilities	13.24% 9	27.94% 19	42.65% 29	16.18% 11	0.00% 0	68
Limited access to highly skilled coach mentors	41.18% 28	35.29% 24	10.29% 7	13.24% 9	0.00% 0	68
Limited access to a high standard of competition	20.59% 14	22.06% 15	25.00% 17	30.88% 21	1.47% 1	68
Limited access to a player talent pool of significant size and quality	11.76% 8	38.24% 26	16.18% 11	33.82% 23	0.00% 0	68
Limited access to a national player skills profile, which identifies what players at different stages of development should be doing, when they should be doing it and how often they should be doing it	22.06% 15	33.82% 23	29.41% 20	13.24% 9	1.47% 1	68
Limited access to/links with state and/or national level Touch Football coaches	30.88% 21	33.82% 23	25.00% 17	10.29% 7	0.00% 0	68
My limited use of contemporary Information and Communications Technology (ICT) as a coaching tool	10.29% 7	19.12% 13	39.71% 27	30.88% 21	0.00% 0	68
The lack of a consistent and transparent state-wide player talent identification and selection system	31.34% 21	31.34% 21	28.36% 19	7.46% 5	1.49% 1	67
The lack of a consistent and transparent state-wide coach talent identification and selection system	35.29% 24	33.82% 23	20.59% 14	10.29% 7	0.00% 0	68
Politics associated with representative Touch Football	54.41% 37	22.06% 15	14.71% 10	5.88% 4	2.94% 2	68

**Are Talent Pathway coaches planning to achieve a higher level of coach accreditation in the coming 12mths?**

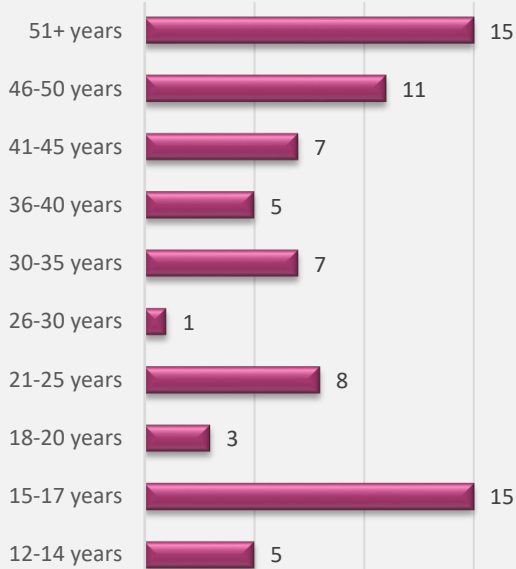
**45% of respondents answered “NO” | 40% responded “YES” | 15% were “UNSURE”**

*“I’m unaware how to get my level 3 elite coach certificate”*



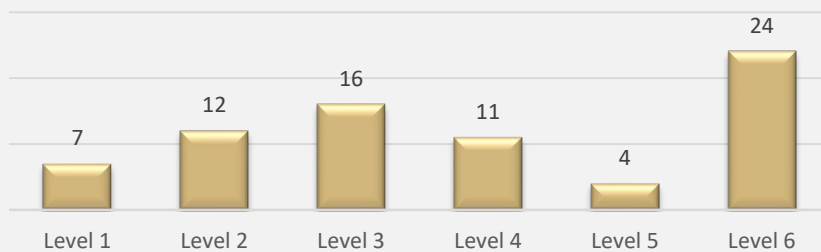
**Feedback from REFEREES (77 Respondents)**

**Referees' Age Categories**



**78% of Pathway referees identify as male;**  
**22% of Pathway referees identify as female**

**Pathway referees' current level of TFA Referee accreditation**



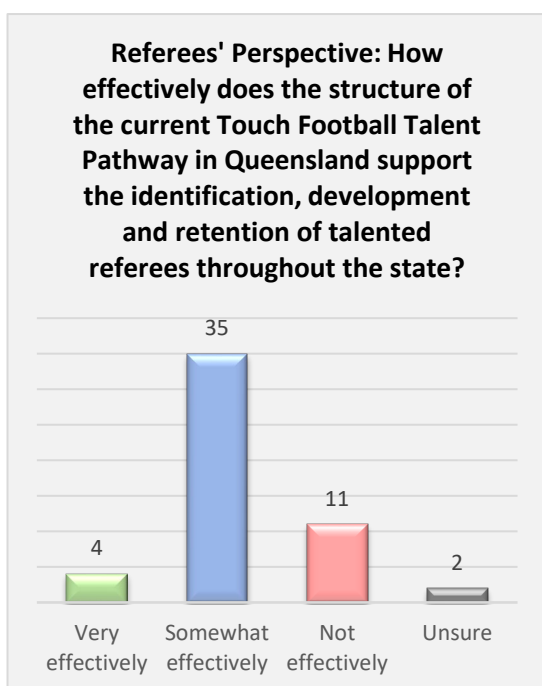
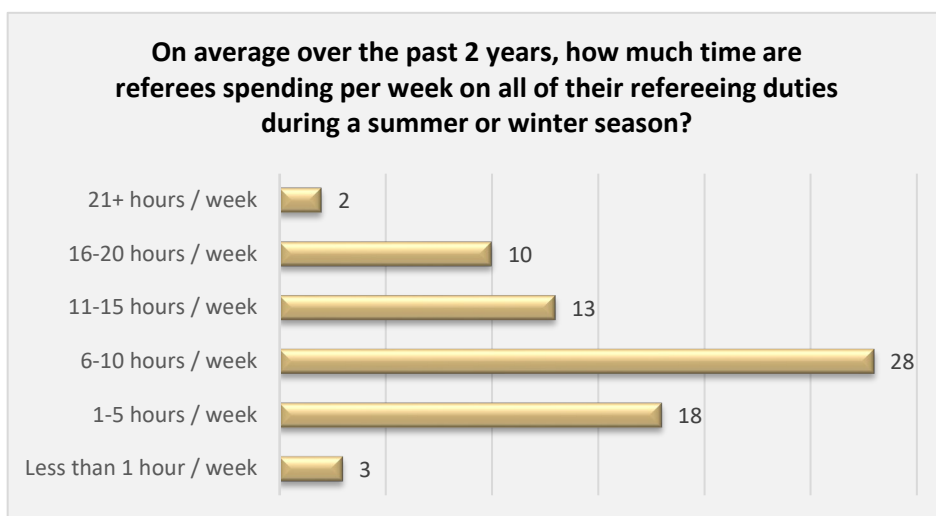
*40.5% of referees feel that obtaining their current level of referee accreditation prepared them "Very Well" for the highest level of Touch Football they have refereed at; and 55.5% thought it prepared them "Moderately Well".*

**Which referee coach / developer roles have Talent Pathway referees fulfilled in the past 2 years?**



*Interestingly, a large portion (33%) of the 24 x Level 6 coaches in the Pathway (who completed the survey) have not completed any of the listed referee coach / developer roles in the past 2yrs.*

The majority of Talent Pathway referees (96%) are refereeing all year round.



**Summary of "comments" themes**

→	There's a disconnect between state cup and nationals. They don't lead nicely into each other. It's helpful to have Ipswich Super 8s to help lead into nationals but would be good to have more referee coach support there. I also don't see a big connection between junior refs at JSC and those moving into senior comps.
→	Referee and referee coach courses are repetitive, covering much of the same information. Having courses based on face-to-face delivery is not flexible.
→	Referees with talent in a rural or remote areas have very limited opportunities to be scouted into representative pathways.
→	Whilst there are some affiliates / regions doing great work in this space, QTF does not have a talent pathway for referees in my opinion. The JETS camp / Q-Academy is not a talent pathway in my opinion as it is a once off event.

**What is the biggest strength of the current Touch Football Talent Pathway in Queensland?**

**Summary of response themes**

→	Large number of Referees and numerous competitions to attend and help achieve goals.
→	Referee coaches at tournaments.
→	The JETS program.
→	Recognition of potential juniors coming through.
→	Amount of ref coaching at events.
→	We have a lot of high-ranking referees to role model and support junior referees and they are very involved in local and junior comps
→	Lots of junior refs involved.

## What is the biggest weakness of the current Touch Football Talent Pathway in Queensland?

Summary of response themes	
→	Affiliate level coaching for referees. Referee coaching courses are not regular, plus it's hard to find out details for low level badge upgrades (e.g. 1 to 2).
→	School representative sports fails to develop referees and conducts a 2-day event over 4 days. People work during the week.
→	Losing NYC from the Sunshine Coast is a big hit as it was an opportunity for refs to get more time and coaching from the national panel. It was one of the best development opportunities in the calendar and the move to Coffs Harbour will mean less Qld refs attend so there will be less development and progression for our referees.
→	Player, coach parent and spectator attitude towards referees.
→	Not enough referees, referee coaches and course at affiliate level.
→	Distance to travel to tournaments and the funding allocated to referees.

## What is the biggest opportunity for the current Touch Football Talent Pathway in Queensland?

Summary of response themes	
→	Biggest opportunity is keeping strong competitions for players, coaches and referees to keep working and improving.
→	Ongoing improvement and expansion of JETS.
→	Q Academy and the JETS program.
→	Retention of the many 15-20 year old referees currently in the system. They have to be supported and given the opportunity to be exposed to the higher levels of the sport. This would require a transition strategy for the older age groups to make room at major tournaments for the under 20 year olds.
→	Touch is an accessible game however small and rural clubs struggle with the basics, so representative pathways are slowly defaulting to school pathways. Adults that show an interest in pursuing a referee pathway are decreasing, so this is an opportunity to revamp a pathway as there are many talented referees that are not identified and supported.
→	To create a talent pathway for referees that aligns to the work TFA are doing in their talent pathways for referees. This should develop a structure whereby information can flow from the elite level down to the talent and then foundation levels as appropriate.





- “Greater connection, alignment and coordination between all elements of the Touch Football Talent Pathway in Queensland is needed to effectively and efficiently support talented player, coach and referee identification, development and retention.” **94.2% AGREE**

- “A more consistent and transparent state-wide talent identification and selection system is needed to optimally support talented referee identification, development and retention.” **92.3% AGREE**

**Does the Talent Pathway have a clear culture and values system, which is understood by all players, coaches, referees and support personnel at all levels of the pathway?**

**43.1% of respondents answered “NO”**

**27.5% responded “YES” | 29.4% were “UNSURE”**



**What is the most important change which should be made to the current QTF Talent Pathway, to more effectively identify, develop and retain more Talent Pathway players, coaches and/or referees across Queensland?**

Summary of response themes	
→	Making sure there is great communication between the three - players/coaches/referees meetings after tournaments for all to have input and to keep improving the sport.
→	Insuring referees feel supported at local clubs. Maybe ensure each club has a referee coach visit twice or three times a season to support referees. Have referee training groups which are more accessible to referees (incl. a range of abilities and levels, e.g. beginner, intermediate and advanced).
→	More professional interactions between QTF and TFA. Everybody needs to align.
→	Get NYC back in Qld. It is the main connection between juniors and seniors and a great opportunity for introduction to national comps.
→	More courses being run.
→	Appoint suitably qualified people as Talent Pathway coordinators at each region which are supported by QTF HQ. CLEAR expectations of the role should be defined and it “cannot” be on a voluntary basis.
→	Invest in QTF development staff.
→	Transparency, opportunity and communication.
→	Develop and communicate a clear pathway for referees that aligns with the TFA referee pathway / structure. This could look like a state version of the NRS academy where up and coming referees have greater access to resources, including coaching, to help support them in making it into the NRS.

**Barriers negatively impacting QTF Talent Pathway referee development and/or retention:**

	Major Barrier	Moderate Barrier	Minor Barrier	Not a Barrier	Unsure	Total
Regular travel requirements (e.g. to attend referee education courses, competitions, major events, etc.)	29.41% 15	31.37% 16	29.41% 15	9.80% 5	0.00% 0	51
Financial burden caused by travel	45.10% 23	27.45% 14	11.76% 6	13.73% 7	1.96% 1	51
Managing your refereeing role/s with other paid employment / study commitments	36.00% 18	30.00% 15	26.00% 13	8.00% 4	0.00% 0	50
Limited access to high quality, flexible and modern referee education courses and resources	21.57% 11	35.29% 18	31.37% 16	9.80% 5	1.96% 1	51
Limited access to highly skilled mentors	23.08% 12	34.62% 18	19.23% 10	23.08% 12	0.00% 0	52
Limited access to a high standard of competition	25.49% 13	19.61% 10	29.41% 15	21.57% 11	3.92% 2	51
Limited access to/links with state and/or national level Touch Football referees	9.80% 5	41.18% 21	19.61% 10	29.41% 15	0.00% 0	51
The lack of a consistent and transparent state-wide referee talent identification and selection system	15.69% 8	37.25% 19	25.49% 13	13.73% 7	7.84% 4	51
Politics associated with representative Touch Football	57.69% 30	21.15% 11	9.62% 5	7.69% 4	3.85% 2	52

**Are Talent Pathway referees planning to achieve a higher level of coach accreditation in the coming 12mths?**

**52% responded “YES” | 33% of respondents answered “NO” | 15% were “UNSURE”**



**Feedback from ADMINISTRATORS (23 Respondents)**

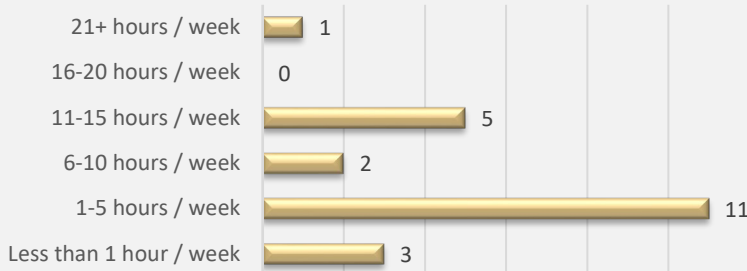


**Have Affiliate / Region administrators within the QTF Talent Pathway received education and/or support resources in the past 12 months?**

**The majority of respondents (68%) answered “NO”**

(14% of administrators *have* received education and/or support resources in the past 12mths and 18% were “Unsure”)

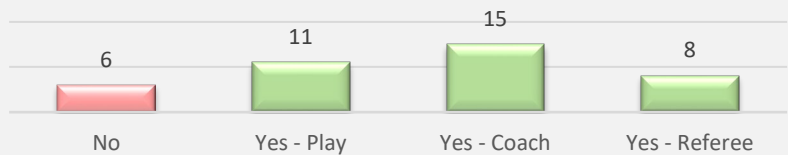
**On average over the past 2 years, how much time are administrators spending per week on administrative duties relating to Talent Pathway teams / programs?**



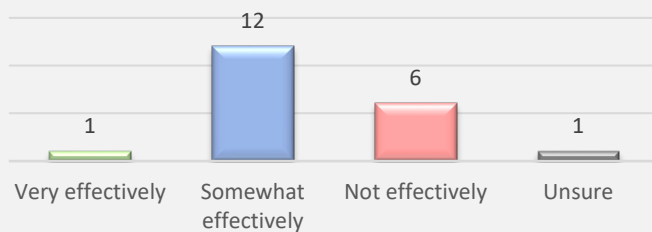
*The majority of respondents (73%) do not receive payment for these administrative hours.*

**The majority of Administrator respondents (77%) have a child who plays Touch Football.**

**Do you currently play, coach, or referee Touch Football?**



**Administrators' Perspective: How effectively does the structure of the current Touch Football Talent Pathway in Queensland support the identification, development and retention of talented players, coaches and referees throughout the state?**



**Summary of "comments" themes**

→	Lack of clear and transparent talent ID / selection.
→	Selections not based on merit - based on past performance and who the coach is.
→	Small clubs are forgotten and do not receive help.

**What is the biggest strength of the current Touch Football Talent Pathway in Queensland?**

**Summary of response themes**

→	Dedicated and committed staff and volunteers.
→	Availability of tournaments for juniors to play in.
→	In our region: Referee development.
→	Now we have a Qld development person in Central Qld.
→	High participation numbers, high level coaches, quality events/competitions.
→	Junior athletes having access to Aussie players at a club level.
→	The Junior pathway in SEQ - Affiliate - Tri Series - JSC, NYC is a great model. It allows for Referee, Coach and player development.

### What is the biggest weakness of the current Touch Football Talent Pathway in Queensland?

Summary of response themes	
→	Certain regions/affiliates not getting assistance or advice they require.
→	Player selection processes.
→	Minimal opportunities for players, coaches or referees from small or remote affiliates to be successful.
→	No clear pathway from affiliate to National status, especially for players.
→	The damage Metro Cup does to the senior pathways in SEQ and the interference of TFA staff in telling players, referees and coaches that they need to be at Metro Cup to have a chance to represent Australia.

### What is the biggest opportunity for the current Touch Football Talent Pathway in Queensland?

Summary of response themes	
→	To educate administrators and make them accountable financially.
→	So many opportunities of players/coaches within all regions are being missed due to selection processes.
→	The talent that can be fostered in North Queensland is an opportunity that Touch Football should tap into. So many talented Admin, Coach, Refs & Players but they miss out due to locality.
→	Create clear pathways that show players how they can achieve the highest possible level and each step they need to complete to get there. If we do this right we will develop and select the best players in the state irrespective of where they come from.



- *“Greater connection, alignment and coordination between all elements of the Touch Football Talent Pathway in Queensland is needed to effectively and efficiently support talented player, coach and referee identification, development and retention.” 95% AGREE*
- *“A more consistent and transparent state-wide talent identification and selection system is needed to optimally support talented player, coach and referee identification, development and retention.” 100% AGREE*

Does the Talent Pathway have a clear culture and values system, which is understood by all players, coaches, referees, support personnel and administrators at all levels of the pathway?

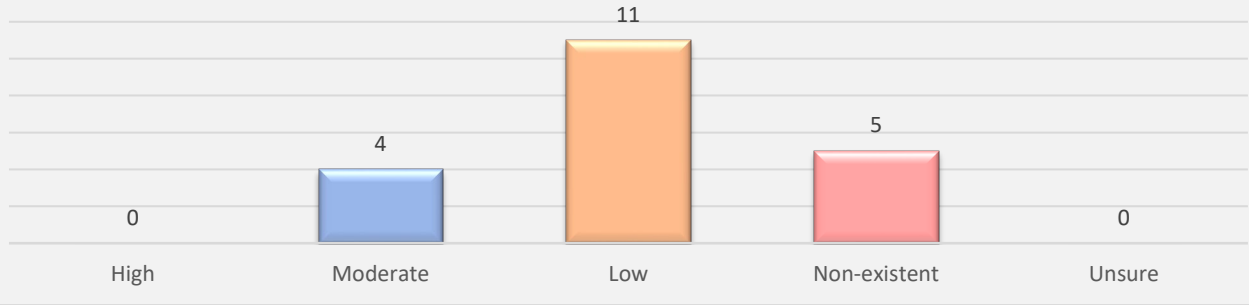
70% of respondents answered **“NO”**

10% responded **“YES”**, 20% were **“UNSURE”**





Rate the overall level of trust, transparency and openness between all elements of the Touch Football Talent Pathway in Queensland (e.g. QTF, regions, affiliates, NRL, coaches, selectors, referees)

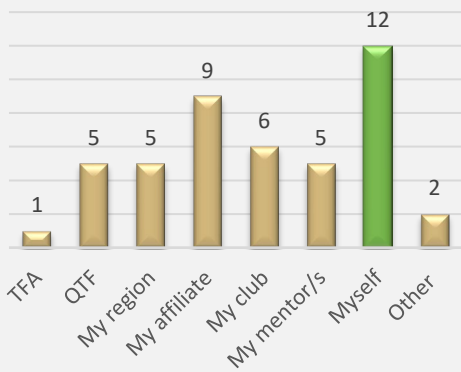


What is the most important change which should be made to the current QTF Talent Pathway, to more effectively identify, develop and retain more Talent Pathway players, coaches and/or referees across Queensland?

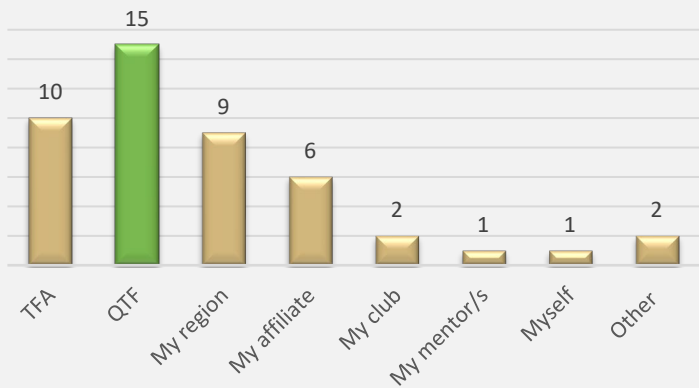
**Summary of response themes**

→	There are few opportunities for quality players to gain selection in rep teams if they are not in the CLIQUE with a few main few players and/or coaches. E.g. Sharks Open Mixed in 2024. Given the amount of juniors we have we should be playing NTL finals every year in most divisions.
→	Transparency, consistency and communication.
→	State-wide training, coaching, assistance for regions struggling with expertise.
→	Independent selectors.
→	Coach development.
→	With the new NTL structure what is the point of regions apart from NYC.
→	Get rid of the regions. They are too busy trying to justify their own existence instead of actually being of any benefit to the sport.
→	Clarity of pathway, it's purpose and what its values are.

Who currently provides the majority of support in relation to Touch Football Administrators' development?



Where do Administrators believe the majority of support in relation to their development as Touch Football Administrators should come from?

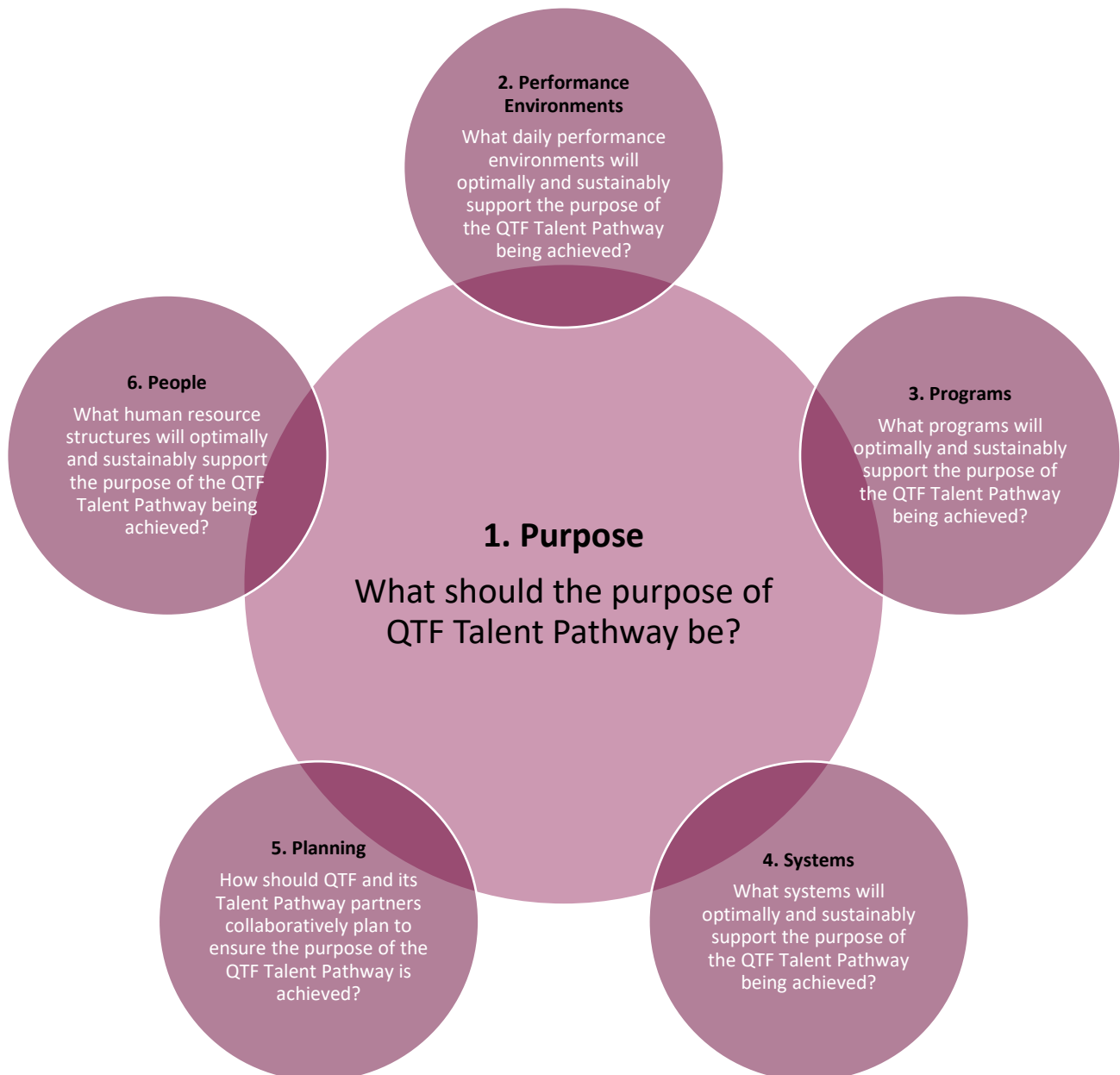


## Section 6 – Preliminary Opportunity Areas

The following ***preliminary opportunities*** are presented for consideration by the Review Reference Group, prior to MSC undertaking future stages of the Review.

These preliminary opportunities will assist MSC when planning for and facilitating *Stakeholder Interviews* and when developing the Recommendations Report.

### ***Preliminary Opportunity Areas***



## 1. Purpose

This Review provides QTF and its Talent Pathway delivery partners (clubs, affiliates, regions and TFA) with a great opportunity to clearly define the core purpose of the Touch Football Talent Pathway in Queensland, the role each partner / element of the Pathway plays, the importance of each of these roles and the connectedness of the Pathway. Is the purpose of the pathway to win State of Origin in the men's and women's open divisions? Is it to encourage more players, coaches and referees to participate at affiliate representative level? Is it both of these things ... or is it something else?

QTF should be clear about which level of player, coach, referee, competitions and events are considered to be in the QTF "Talent Pathway". QTF can then focus on designing a "high performing" Talent Pathway, designed to optimally support a player, coach and referee cohort of this size and nature, operating in different performance environments across the state.

If combined with good practice Talent Pathway governance, operational structures and collaborative delivery models throughout Queensland, this process could increase efficiencies, decrease duplications and more effectively achieve the purpose of the Pathway.

Once defined, the purpose of the Talent Pathway could guide all Pathway structures and activities (i.e. form follows function) and could also set the foundations for what QTF wants the future *culture* of its Talent Pathway to look and feel like.

The future purpose (and strategic direction) of the QTF Talent Pathway could also (where mutually beneficial) consider the current / future strategic directions of TFA in the Talent / High-Performance space.

# FORM follows FUNCTION



## 2. Performance Drivers

Once QTF is clear about the purpose of its Talent Pathway, it will have the opportunity to identify its success indicators and actions in relation to the key performance drivers of high-performing Talent Pathways in any sport – i.e.:

- ✓ **High Performance Culture** - The people and systems in place to identify, develop and manage a safe player-centred, performance focused culture, underpinned by values of integrity, excellence and well-being.
- ✓ **Leadership and planning** - The systems and processes to identify, develop, manage and grow quality leadership personnel to ensure that the Talent Pathway is well governed and managed.
- ✓ **Athlete performance pathways** - The resources and systems in place to identify, develop, manage and retain sufficient numbers and quality of players at each stage of the athlete development pathway to ensure that the sport achieves sustained high-performance success.
- ✓ **Coaches, Referees and Selectors** - The resources and systems in place to identify, develop, manage, retain and progress Talent Pathway coaches, referees and selectors.
- ✓ **Daily Performance Environments** - The resources, support and guidance provided in players' day to day training and preparation environments to achieve key performance targets for each player / team.
- ✓ **Competition** - The planned series of competitions and events in place that contribute to player / team development and progression. Note: Consideration should be given to current and future Talent Pathway competitions and events owned and managed by QTF.
- ✓ **Programs** - The planned series of talent development programs / initiatives in place that contribute to player / team development and progression (e.g. Academies, etc.).
- ✓ **Athlete well-being and engagement** - The resources and systems in place to ensure the well-being of everyone within the Talent Pathway is a priority.
- ✓ **Research and innovation** - The application of approaches that result in the adoption of something different and impacts upon sustained High Performance success.

Once QTF's performance driver success indicators are clear, strategies designed to achieve these can be developed, delivered, monitored and reviewed.

## 3. Systems

It is abundantly clear that the issue of player (and to a lesser extend coach and referee) selection, is perceived to be a **major** weakness within the Touch Football Talent Pathway in Queensland.

The opportunity for QTF (with or without the support of TFA) to develop and implement a player, coach and referee selection system (and selector accreditation and development system) designed to more independently identify (and develop) talent across the state at all levels of the Talent Pathway is clear. This system should align with a Talent Pathway curriculum, which identifies the technical, physical, tactical, psychological and other requirements of a player at the various stages of the pathway, including how these attributes should be developed. TFA's FTEM model and other best-practice sport pathway frameworks could be used as the base from which to build this curriculum.

It should be stressed that this curriculum would not only assist in the accurate and transparent identification of talent, it would also support coaches to more effectively develop the skills needed in players at the different stages of the Pathway.

Another key system related opportunity for the QTF Talent Pathway is the use of digital systems. Technology in all of its formats is playing a greater role in sport, particularly high-performance sport; and technology that leads to increases in efficiencies, connection and innovation in this space can lead to significant competitive advantage.

If QTF is looking to create a sustainable competitive advantage for its Talent Pathway athletes, coaches, referees and administrators, the use of technology within all elements of the Talent Pathway should be optimised wherever possible.

A contemporary example of a digital system used within a sport Talent Pathway, which was discussed within a previous section of this Paper, is the Talent ID Webform used by Football Australia. *“Due to the vastness of Australia, Football Australia has developed a secure Talent ID Webform that will allow accredited and approved coaches to submit technical assessments on players at club matches, Member Federation Talent Development Matches and National Talent ID Events. Acting on recommendations from FIFA, the new system will allow for coaches around the geographically vast country to add information into a centralized database. This Talent ID Webform will be accessible to accredited and approved coaches who will assess players based on specific performance criteria.*

The opportunity to optimise the use of digital systems in other ways, including the creation of specific online communities (e.g. Talent Pathway Coaches – Referees – Selectors – Administrators) and providing greater access to high-quality player, coach, referee, selector and administrator education and support resources is also evident.

#### 4. Alignment

A finding to come from the preliminary research, is the need for greater **connection, alignment** and **coordination** between all elements of the Touch Football Talent Pathway in Queensland. Whatever this Pathway and its associated programs, competitions and events framework look like following this Review, a key design feature should be how the Pathway can be effectively, openly, consistently and sustainably delivered *across the state* with minimal resources.

#### 5. Planning

QTF does not currently have a medium term (e.g. 5-year) Strategy / Plan in place to guide the strategic direction or operational delivery of its state-wide Talent Pathway, to efficiently achieve the purpose of the Pathway.

Following this Review, QTF will be presented with the opportunity to engage with key elements of its Talent Pathway to co-design a *simple and user-friendly* Talent Pathway Strategy. When undertaking this process, a key consideration should be clearly defining the roles and responsibilities of all Talent Pathway delivery partners in relation to the Plan’s delivery.

If a QTF Talent Pathway Strategy was in place, QTF and its partners would then have the opportunity to develop *Annual Talent Pathway Action Plans*, to guide the activation of the Strategy over its lifecycle. The Annual Action Plans could identify the operational details (actions, timelines, responsibilities, budgets, etc.) associated with the effective and efficient implementation of identified activities each year.

## 6. People

Once a medium-term Talent Pathway Strategy is in place, QTF will have the opportunity to design and activate a Talent Pathway human resource structure which will optimally (and sustainably) service the identification, development, support and retention of Pathway players, coaches, referees, selectors and administrators across the network.

Following this Review, QTF will have the opportunity to embed a Talent Pathway HR structure which is **fit for purpose** – i.e. the management model and staffing structure is designed specifically to optimally achieve the agreed purposes of the system via the delivery of the Talent Pathway Strategy – **form follows function**.

Clearly, any future HR structure will need to be sustainable, giving consideration to current and likely future financial resources available to QTF.

# STRATEGY – STRUCTURE – PEOPLE



## Section 7 – Next Steps

The next stage of this project is for MSC to facilitate an online Teams Meeting with the Review Reference Group to discuss the information contained within this Paper and to consider how this information should influence the stakeholder interviews stage of the Review.

The Review Recommendations Report will be provided to QTF in late April 2024.



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