

Queensland Sport and Recreation

Queensland Pathways Blueprint



Queensland
Government

CASE STUDY: Youfor2032, QUEENSLAND ACADEMY OF SPORT

Embarking on a quest to unearth the future champions of the Queensland Olympic and Paralympic Games, the Queensland Academy of Sport's Youfor2032 initiative stands as a beacon for multi-sport talent identification. The program actively seeks young individuals endowed with raw athletic potential, emphasizing that prior experience is not a prerequisite. In fact, they are on the lookout for those possessing skills and abilities transferrable to unexplored sporting arenas. This unique opportunity invites participants to step beyond their comfort zones, embracing new athletic challenges with the unwavering support of the Queensland Academy of Sport and national sporting organisations.

The Youfor2032 Talent team, in collaboration with Deadly Choices, recently concluded a successful visit to Thursday Island. The second phase of Talent ID testing unfolded, unveiling the exceptional skills and potential of 200 local kids who eagerly participated. Beyond the scope of talent identification, the team also cultivated relationships with influential community leaders, laying the foundation for future talent identification and development prospects. These connections are poised to play a pivotal role in empowering the upcoming generation of sports luminaries.



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Vision

Talent and broader participation pathways allow all Queenslanders to realise their potential as athletes, coaches, officials and volunteers.

Mission

To drive stakeholder collaboration and inspire good practice in the delivery of talent and sport participation pathways and the broader active industry.

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).



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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.



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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.



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Our blueprint environment

Sport talent and participation pathways in Queensland demonstrate many strengths, including a strong focus on foundational physical literacy and active encouragement and opportunities for junior participation. The Queensland Pathways Blueprint outlines strategies to build on and expand these strengths to ensure talent and participation pathways in Queensland are best practice, and support athletes and pathway leaders to reach their full potential.

Strengths

Strong foundational physical literacy focus

Sporting pathways that encourage and nurture junior participation

A focus on fun in early-stage physical literacy development

Support for individuals who develop at different ages and rates

Awareness of the consequences of overtraining during early pathway stages

Focus on the importance of well trained and supported pathway leaders

Areas for development

Balance resource distribution between elite talent pathways, general participation streams and broader active recreation opportunities

Develop strategies to improve participation retention rates, particularly for 15- to 18-year-olds

Create sport participation systems that enable movement between different sports, and along discrete but complementary participation pathways in the same sport

Develop strategies and pathways to support the development and retention of high-quality accredited sport pathway leaders at all levels of physical activity

Increase participation rates among communities with traditionally below average engagement and provide participation and talent development opportunities in regional and remote areas of Queensland

Develop participation strategies that recognise the importance of parents and guardians as enablers of engagement, particularly at early stages of participation

Future pathways will be

Supportive, well promoted, accessible and inclusive

Accessible at all levels of ability to remote and regional participants

Able to offer enhanced development opportunities and support for pathway leaders (coaches, volunteers, officials and administrators)

Supportive of participants who wish to move between pathways or sports or into active recreation and broader physical activity

Designed to encourage elite athletes and talent/elite coaches, performance program managers, sports science/sports medicine leaders and other high-level contributors to remain in the system and contribute their experience, knowledge and support to future leaders

Able to provide human and financial resources and support for all stages of development and ensure resourcing for elite talent pathways is not at the expense of broader participation or recreational outcomes

The Blueprint identifies three different streams of participation:



Physical activity, fitness and active recreation which incorporates casual and informal physical activity, and active recreation.

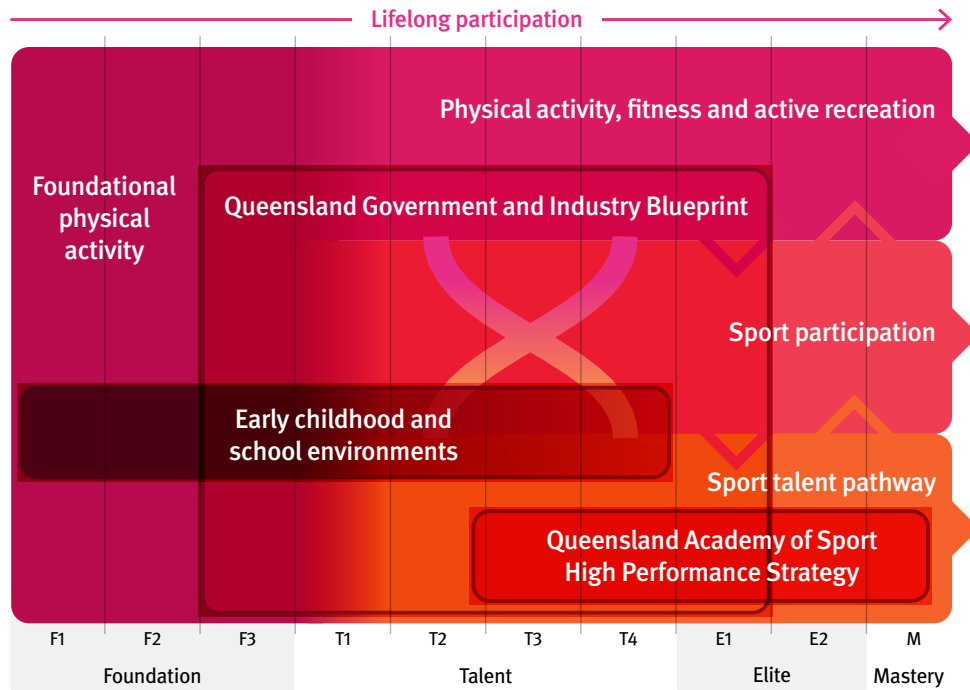


Sports participation which includes participation in organised sport activities at a community or social level.



Sport talent pathways incorporating higher level training leading to elite sport participation and competition.

The Queensland Pathways Blueprint supports participants moving between sport talent pathways, sport participation pathways and broader physical activity through different stages of their life.



Early-stage physical literacy development, including acquisition of basic movement skills and extension and refinement of movement, is not the focus of the Blueprint. However, these elements are central to existing foundational learning programs taught through early learning environments and schools and reinforced by entry-level programs run by sport organisations.

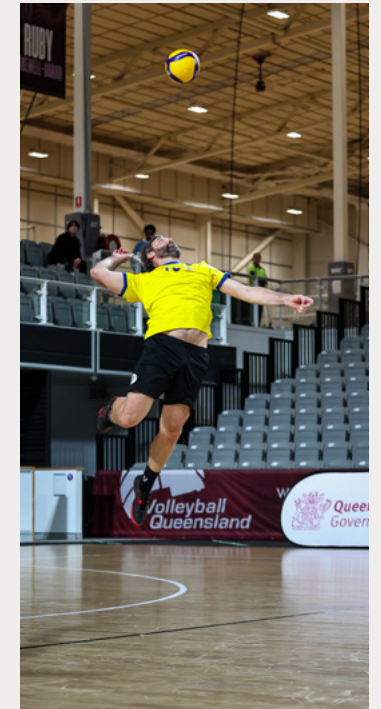
Queensland’s school environments also support talent and participation development. For example, Queensland Representative School Sport facilitates competitive pathways in a range of sports for children aged up to 19 years.

Most sports have a very effective focus on entry-level programs for childhood participation, and elite performance and success at the other end of the scale. **However, the pathways for athletes and pathway leaders between these two ends of the continuum – what we call the ‘missing middle’ – can be unclear.**

CASE STUDY: SCHOOL SPORT PROGRAM, VOLLEYBALL QUEENSLAND

Volleyball Queensland has made a commendable endeavour through the School Sport Program. Volleyball Queensland has successfully administered the accredited Level 2 coaches course to teachers and students across the education sector. This specialised course delves into the intricacies of volleyball coaching principles and practices, aiming to foster a deep understanding among participants.

Recognising the pivotal role that quality coaching plays in the volleyball experience at all levels, the initiative strives to create an environment characterised by enjoyment, safety, development, and performance. The outcome of this concerted effort manifests in the emergence of 45 newly accredited coaches in regional Queensland, actively sharing their acquired knowledge with fellow enthusiasts.



Successful pathways will provide a framework for addressing the ‘missing middle’ by providing greater clarity on other options and opportunities available for active recreation and sport participants, athletes, and pathway leaders.

Equally important is the development of quality participation pathways that will support lifelong participation by meeting the needs of those who may not wish to transition to, or remain on, a talent pathway journey, but who still may wish to participate in physical activity, either as participants, athletes or pathway leaders.

Additionally, although sport talent and participation pathways are nominally accessible for all prospective participants, different groups of Queenslanders, such as First Nations peoples, culturally and linguistically diverse people, women and girls, and people with disability, are underrepresented in sport talent and participation pathways particularly at the community level. Identifying and addressing the systemic challenges and barriers that these groups face has been identified as another key area for focus.

The Queensland Pathways Blueprint supports Queensland’s journey on the Green and Gold runway to the Brisbane 2032 Olympic and Paralympic Games and will generate benefits that endure beyond 2032. Implementation of the Blueprint will align with Olympic and Paralympic legacy goals, including sport, health and inclusion objectives outlined in the [Brisbane 2032 Legacy Strategy, Elevate 2042](#).

Implementation of this Blueprint aims to ensure the individual needs and ambitions of athletes and participation leaders are met and supported so they can achieve their best within a high-quality, inclusive and safe environment.



CASE STUDY: STATE PERFORMANCE PROGRAM, BASKETBALL QUEENSLAND

Basketball Queensland’s State Performance Program (SPP) orchestrates a systematic and progressive approach to the identification, selection, and development of athletes from under 16 through to under 20s. With the ultimate goal of preparing players for Queensland representation at the Australian Junior Championships, this state-wide program encompasses over 900 athletes.

Operating across multiple regions, the program ensures athletes, regardless of their location in the state, can access specialised individual and team resources. Identified athletes engage in a dedicated SPP by age program, honing their technical, tactical, physical and mental skills, and concepts. The program, based in regional hubs, seeks to enhance the understanding and performance of each athlete within a team context throughout its duration.

Following the implementation of this innovative program, Queensland witnessed the highest number of players ever selected for both national camps and inclusion in national teams, marking a significant milestone in player development and representation.



Objectives

Within each of the core themes, key areas for cooperation will drive the development of initiatives for implementation of the Blueprint. The key themes include:

1. Inclusion and lifelong participation
2. System alignment, collaboration and knowledge sharing
3. Building quality talent pathways.

Key stakeholders supporting the delivery of the Queensland Pathways Blueprint include education providers, local and state governments, the Australian Sports Commission, national and state sporting organisations and state sporting organisations for people with disability, peak industry bodies, and sport and recreation clubs. These key stakeholders will support existing and new aligned initiatives under the three core themes to deliver quality, safe, healthy and inclusive talent and participation pathways for all Queenslanders.

A monitoring and reporting framework will be used to guide and evaluate the progression of initiatives delivered through a dynamic implementation plan.



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Inclusion and lifelong participation

Key areas for cooperation	What success looks like
Develop and deliver a diversity of quality, accessible and affordable options	Individuals are able to access local opportunities that suit their interests, including engaging and enjoyable participation opportunities for teenagers and young adults so they are able and encouraged to sustain lifetime participation.
	No cost and low-cost options for sport and recreation are available for low-income Queenslanders.
	Programs are in place to facilitate increased active engagement of women and girls at all levels of participation, including pathway leaders, reinforced by a culture within sporting environments that promotes equitable access and opportunities for women and girls.
	Community based sport offers participation options that do not centre on talent or competition.
Targeted outreach for underrepresented participation groups	There is increased participation and retention of underrepresented cohorts within the active industry, including Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse people, women and girls, and people with disability.

Key areas for cooperation	What success looks like
<p>Attract, develop, retain, support and recognise capable participation leaders (coaches, referees, administrators, volunteers)</p>	<p>Pathways for participation leaders are developed and promoted to support lifelong involvement in sport and active recreation.</p>
	<p>Participants have access to pathway leaders and other performance support services (including strength and conditioning, physiotherapists, nutrition and medicine etc.) with appropriate qualifications, skills and insights to facilitate participation at all levels.</p>
	<p>Pathway leaders are positive role models for their sport and promote lifelong physical activity and opportunities for others to become participants and pathway leaders.</p>
	<p>Pathway leaders are skilled to deliver appropriately welcoming and high-quality programs and services to meet a range of needs, including for people with disability, culturally and linguistically diverse people, and Aboriginal and Torres Strait Islander peoples.</p>
	<p>Pathways leaders are recognised for their contribution to, and support of, sport talent and participation pathways.</p>
	<p>There is a greater diversity of representation in leadership, coaching and officiating roles, including for women and girls.</p>
<p>Effective communication (signposting) is provided to support all participants, including volunteers and the broader community</p>	<p>Queenslanders are able to access information about the diversity of participation opportunities, including as an active participant or as a volunteer.</p>
	<p>Queenslanders understand how to enter or move between different participation streams at all stages of life.</p>
	<p>Pathway leaders, including those in remote and regional locations, are able to access appropriate information to support athletes and participants, and effectively manage their local clubs and facilities.</p>
<p>Supporting lifelong participation</p>	<p>Young children are not pressured to specialise at an early age and are given opportunities to sample a diversity of sport and active recreation options within club sport and the education system.</p>
	<p>Young children aged 12 and under are engaged in fun, non-competitive sporting environments within club sport and the education system.</p>
	<p>Mature age participants, including returning participants, are supported to re-engage with sports talent and participation pathways.</p>



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System alignment, collaboration and knowledge sharing

Key areas for cooperation	What success looks like
<p>Collaboration, cooperation and knowledge sharing between key pathways stakeholders</p>	<p>The active industry collaborates and shares information and knowledge on good practice to unlock and enhance system-wide capability.</p>
	<p>Pathways within and between school sport and club sport are better aligned and integrated for the benefit of individuals and communities.</p>
	<p>Alternative participation streams for athletes, and pathway leaders are promoted to support lifelong involvement in sport and active recreation.</p>
	<p>Active industry capability in data collection, analysis and use is enhanced and knowledge and data are pooled for collective benefit.</p>
<p>Strong governance (including safety and integrity) frameworks and capability</p>	<p>Strong codes of practice exist to manage medical risks, and are implemented consistently within and between sports, particularly for head trauma and concussion.</p>
	<p>Talent and participation pathways are underpinned by strong governance, safety and integrity systems developed by national and state sporting organisations and national and state sporting organisations for people with disability in consultation with Sport Integrity Australia and the Australian Sports Commission and other key stakeholders.</p>
	<p>Initiatives which foster positive sideline behaviour and spectator behaviour underpin engagement in and enjoyment of sport and will be supported by codes of conduct where required.</p>
	<p>Sports are consistent and transparent in sanctioning poor behaviour across all regions and grades.</p>
<p>Share and retain knowledge, expertise and positive role models (athletes and pathway leaders) within the system</p>	<p>Elite athletes and pathway leaders are retained within the system for the benefit of participants and those on talent pathways.</p>



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.

