

Notes from ACP Tech Committee Strategy Workshop 28–29 May 2016

Attendees

Ian Beasley	James Harmer	Matt Moore	Dale Tomlinson
Anthea Courtney	Donald Leigh	Adam Rolls	Rob Watson
Peter Duong	John Moore	Don Steel (Qld)	John Yacoub

Apologies

Craig Hutchinson	Michael Lawrence-Taylor	Nikky Lee
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Item	Discussion	Presenter
DAY ONE		
1. Welcome and introductions		Ian
	Planning for the direction of our sport for the long term and mid-term. Junior tour to New Zealand needs to be planned 12 months ahead. Our 5 year calendar/plan needs to be updated and put on the website	
2. AC Canoe polo technical committee		Anthea
	Chair: Ian Beasley Secretary: Anthea Courtney Finance manager: Rob Watson Development manager: Matt Moore Chief referee: Donald Leigh	
	Member: John Moore FaceBook: Mikey Lawrence-Taylor High performance manager: vacant Competitions manager: vacant Communications manager: vacant	
3. State introductions		
	ACT would like sharing for a better understanding of what each state/region is doing and what ACT is doing. What coaching and officials pathways are available? ACT has been consistent – have not grown in numbers – they have more junior and micro-juniors coming along. What are and how to develop player pathways? Support key people in areas/regions.	<i>James Harmer</i>
	Queensland is doing well with juniors – 20 kids from a school playing regularly – the biggest problem is getting pool time and coaches to increase player base. Three active clubs playing. Planning and running Aust Championships took most of the focus for the past year. Qld schools run a six week programme – paddle play – week one learning to capsized and come out of kayak, week two learning to paddle, week three add ball and progress from there.	<i>Donald Leigh</i>
	SA problem is having venue/space. Outdoor venues are challenging in the colder months, with playing numbers down to 15 for the colder months. Want to hear what other states are doing and what we can learn from them.	<i>Peter Duong</i>
	There is a Hobart competition and a Launceston competition. Devonport travel to Launceston for competition, since the loss of the pool space. Outdoor based competitions two schools in Launceston play in competition and eight schools in Hobart, Four school teachers in Launceston have kayaking in their outdoor education programmes.	<i>Adam Rolls</i>
	Pool hire is becoming expensive in Melbourne. Looking for outdoor venue options. Summer competition and summer season outdoors. Keen committee and trying to have all games on one night instead of spread over two nights. Not as much work happening in schools to have schools competition. Need for planning summer series, so the committee can plan our seasons. Include regional areas – Wangaratta and Mildura. Dale has been informed that Andy has 15 kids playing, but he's not sure how accurate this figure is.	<i>Dale Tomlinson</i>
	Polo found John and he now has kids in kayaks. Geelong is 100 kms from Melbourne, but don't get much assistance from Canoe Vic or Vic canoe polo. His biggest challenge is getting people for their juniors to play against. 17 kids training each week. They can play against novice teams in Melbourne, but the competition is not strong. Mostly left to their own devices. John also spoke about the Barwon Sports Academy in Geelong – there are seven regional sports academies in Victoria. Geelong kids have access to scholarships through here. One of the criteria for receiving a scholarship is having represented your state/country or for developing skills. Access to a sports psychologist, sports medicine (muscular/skeletal screening, strength and conditioning, education sessions, nutrition/dietitian, drug info sessions, and TAC (transport, accident commission), as well as gym sessions.	<i>John Yacoub</i>
4. State associations and canoe polo committees		Matt
	There are three levels/layers: AC polo tech committee, state tech committee, clubs. <i>ACP tech committee role</i> – liaise with AC, liaise with states, publicity, helping with grant applications, help organise Aus championships (provide support to the state hosting the championships), national teams/squads, manage the summer series, elevate the status of canoe polo through publicity among other disciplines, sponsorship, national schools programme, uni games, Defence and emergency services programme, set the agenda for the sport, structure of the sport. <i>State committee role</i> – work with their state association, organise a state schools championship, grant	

applications, set state calendars, set up a state Interclub series, run referee/coaching course.
Club role – day to day running of the sport, organise training for state schools championships, run competitions – local and school, give players a home, run social events, help individuals develop/improve, run basic skills days, run events – club charges a fee for this, part of which is passed on to state association (eg \$15 per person for the event, club keeps \$10 and passes \$5 on to association).

- 5. Participation** group
Funding is age directed target group. Ownership at club level. Too few doing the work. Retirement of players – no ongoing involvement at grass roots. No club identity.
 Human resources – referees – lack of skills to manage competitions, planning and scheduling.
 Equipment, supply and demand.
Schools, road blocks: 9am – 4 pm, year 11/12 play one season and leave. Help from CSA. Create a platform in schools – ‘The field of dreams’. Give ownership, review insurance requirements, convenience.
Universities – same as schools, fly in/fly out, two years complete degree and leave.
- 6. Playing venues** Ian
 Problems: availability, late hours, weekends/weekdays.
 Cost – pool hire v rivers, lakes. Dealing with pool managers, staff. Deal with the council, not the pool – make a community and financial case. Approach schools with pools, universities.
- 7. Communications** groups
 What is required for more effective communication? AC website. Spike’s report/newsletter. Social media Facebook, twitter, Instagram. Email distribution list. ACP Tech → State chairs → Clubs → players.
Publicity, target focus – surf clubs, other disciplines. Attraction via club. Work with current clubs/memberships. Support key people, involve parents, resources, club. Come and Try club days across all disciplines. Help build sustainable clubs, get away from ‘paper’ clubs. Get clubs to engage with their members, Get clubs to recognise the importance of canoe polo.
- 8. Funding** Rob
Income – sponsorship via AC, summer series \$50 per team, player levy \$10 per player, nominations for worlds teams/Oceania teams \$70 per nominee.
Expenditure – development camps, Duncan Cochrane attendance at World ICF congress, subsidies to worlds’ teams, referee shirts and accreditation, equipment purchases.
Grants typically available in Victoria – significant sporting events programme, community sports infrastructure fund, sporting clubs grants, theft of equipment, boating safety, active club grant, building female change rooms, Holden motor car company \$100,000 over 10 years, Cadbury community grants, athlete pathway travel grant.
- 9. Promotion** groups
 Walking bill boards, branding. At local competitions, sandwich board with phone, email, flyers.
 Competitions results in local papers. Pay for promotion on Facebook page. Education conferences.
 Bunnings barbecue, fundraising, promotion. Kids TV show, eg: Totally Wild, etc. Radio interviews at competitions. Need to ensure that Come and Try or competitions are planned and advertised.
 University – open week. Water festivals, activities, scouts water activities. Public areas, playing polo.
 Web searches. Small sponsors for state interclubs league. Bumper stickers. Social media. Letter drops.
 Flyers. Local paper advertising. Club colours, professional looking, kayaks, tops, and helmets. Behaviour.
 Visibility. Draw from other disciplines – canoeing, surf life saving
 Keeping players in their sport (why do they leave?) Build officials courses – referees, coaches, table officials.
 Permanent venues – outdoor. State committees own gear. Win lotto, money, grants.
 Talk to New Zealand, demonstration games at Commonwealth Games (April 2018).
Local – newspapers, council led events and programs. Get in to schools. Radio. Community notice boards, virtual/physical.
State – TV – Totally Wild, providing internal communications/promotion
 National – search engine ‘keywords’. YouTube – video, Spike to all AC members. Reordering of games for promotion and coaching.

DAY TWO

- 10. Australian Canoeing** Ian
New name – changing to Paddle Australia, to better reflect community wide engagement in paddling.
www.paddleoz.canoe.org.au – national participation programme was released in April. Designed to provide young people with an enjoyable introduction to paddling that encourages lifelong participation. Promotes canoe polo. ASC sports in schools programme. Club focussed.
Membership challenges – Melbourne universities withdrew several teams because they were not prepared to pay AC membership as well as university club membership. Universities are a major source of players through outdoor ed programmes. How do we get them involved? UQ players have training sessions, but not called canoe polo because of membership cost concerns. Tas has an excellent schools competition. SA setting up schools involvement programme. University students could have affiliated

membership to AC or reduced fees or direct membership. Event licence fee \$50 for three weeks, comes off club fees when player joins a club.

Athlete pathway – target is really sprint and slalom, but applies to all disciplines. Canoe polo should adopt the approach and terminology.

11. Coaching Ian

AC is currently reviewing its approach to coaching access across all disciplines. Renewed approach requested by the ASC. Canoe/kayak development pathway submitted to the AIS.

Canoe polo – foundation coach course is now on line.

Incentives to take up coaching accreditation – assist states with grant funding applications. Canoe club reimburse on completion of course. Reduced entry fee at Aust Championships with accredited coach for team. ACP grant have accredited coach. Paddle Power accredited coach (ACAS requirement). Coach recognition on podium – team medal received by coach. At Aus championships recognise accredited coaches, referees, officials, managers (coach of the year, referee of the year, player of the year etc).

12. Refereeing Donald

Referee training and identification program very successful. Poor uptake at nationals with only Qld people attending (but no-one passed). Need states to actively train and test their referees to green standard. Need stronger uptake for orange and grey at the 2017 nationals.

13. Development Matt

Have appropriate talent development in place. What should we do differently? It is hard for emerging athletes to be involved in national events, unless you live in one of the key states. Set goals – 5 year, 3 year, 2 year, 1 year, 6 months etc.

Current pathway – play local competition, a bit involved at state level, exposure to Oceania and national squads. Pretty ad hoc at present. Focus on training, skillsets, broad based. Problem – if given the option 15-16 year olds kids are non-committal. Plan to run three development camps in 2017. Pay a deposit to secure your place at least two months out from camp. Interest in joining emerging squads.

Formal structure – early notification, commitment. Forms for joining the squad and forms for training camps. Training diary – bring this to camp to compare with others so that when there's competition to be selected into a squad. Attend a minimum of two training camps. Piggy back development camps with summer series games. Can players not take their own boats on planes – use hire boats. It is critical for Geelong to have competition. Run invitational, summer series should be div 1 div2 and club only teams. Change of name to reflect this competition?

Set up development squad inside of a senior squad. The development squad knew that they were not good enough for the first team, but being trained up for senior squad. Women – we don't have the depth to send a team this year. We are in a rebuilding phase now. Need to look at the current junior girls, and bringing them into a higher standard of competition without being crushed.

Coaching females is a lot different to coaching males. Need connection/cohesion, respectful, mindful, and inclusive coaching. Need to build in development camps for females. Hold development camps prior to summer series games.

14. Elite level groups

Challenges – geographical make-up, travel costs, transport equipment. Lack of new blood to feed up (long term planning). Availability of suitable competitors. Elite perceived as unattainable. Lack of support to move into elite.

Opportunities – increase levies to assist funding. Sponsorship/funding/grants. Clubs supporting players with costs. New types of competition, new platforms. Suitable pathway into elite level. (eg: development camps, development squads). Mentorship of emerging players. Communicate opportunities to emerging players. Talent spotting. Structured way of doing this.

Not enough pressure from below to make current members earn their spot. Continue doing what we are doing.

Develop younger players – expect to keep 10%, aim to keep more. Pathways into elite program. Better non-financial support. Grants to take away financial stress. More scientific testing.

Professionalism, contribution back to sport – coaching, mentoring at club level sponsorship, club representation. Better prepared – committee, club, etc

Five year calendar – rest

Encourage retired players to become referees, coaches

15. Championships Ian

Do we make the best use of our championships? Start the season with a state interclub competition Sept–March. Aust interclubs March or April – club based teams only – use as selection events. Hold Aust championships in October? Oceania, Asian championships.

16. Professionalism John

Boats, gear and uniforms. Knock back equipment at next Aust championships if equipment fails. Present to scrutineering as a team. Scrutineer kayaks throughout the summer series. Must have 20% non-black on kayaks for future competitions. 2017 Aust Championships – Geelong March long weekend 11 – 13 Oceania and World Masters are in April in Auckland.
