



# **QUEENSLAND RUGBY UNION**

## **Future Indigenous Leaders Program**

2020 Annual Report



The St. George Queensland Reds and the Queensland Rugby Union acknowledges the traditional owners/custodians of the land on which we conduct our business.

We pay our respect to their Elders, past, present and the emerging young leaders of our community.



**RioTinto**



# 2020 OVERVIEW

2020 for the world brought exceptional challenges, however new ways of doing and thinking outside of the proverbial box emerged for the Future Indigenous Leaders Program (FILP). With the continued support of the Indigenous Advisory Group (IAG) and Rio Tinto FILP was able to successfully deliver the organisations 9th annual Indigenous Round of Super Rugby, provide ongoing mentoring online despite travel restrictions into remote Aboriginal Communities, maintain engagement with Cherbourg, Woorabinda and Baralaba State School's and secure Cultural online Cultural Safety Training through the organisation's Supply Nation membership.

The most successful achievement for 2020 was the ability to deliver a December leadership camp that allowed FILP students to explore new employment avenues and open conversations around wellbeing. We would like to take this opportunity to also thank outgoing Central Queensland mentor Peniasi for all of his work within the region and with his departure will come new and exciting challenges for the program and it's team. With a challenging 2020 behind us, 2021 can only bring growth and opportunities for both FILP students and QRU staff working with and around the program(s).





# RIO TINTO STATEMENT

## on Juukan Gorge, Pilbara Western Australia



Rio Tinto apologised unreservedly to the Puutu Kunti Kurrama and Pinikura (PKKP) people, and to people across Australia and beyond, for the destruction of the rockshelters in the Juukan Gorge that occurred in May 2020. We fell far short of our values as a company and breached the trust placed in us by the Traditional Owners of the lands on which we operate. We have commenced a process of consultation with the PKKP people, Traditional Owners, Indigenous leaders and with other stakeholders to listen, learn and make changes in our business to ensure that the destruction of a site of such exceptional cultural significance never happens again, to earn back the trust that has been lost and to over time re-establish our leadership in communities and social performance.

Rio Tinto has been proud to partner with the Queensland Rugby Union to support the Future Indigenous Leaders Programme since 2013. More than 300 young people from the communities of Cherbourg and Woorabinda have been supported to make a successful transition from primary school to high school and mentored to develop as leaders and role models for others in their communities.



RioTinto



# INFOGRAPHIC INDEX



86

Face to face visits and/or contacts - roughly 2.5 hours average spent one-on-one  
= on average 120 hours spent with a mentor and student face-to-face one-on-one.

210

Contacts made between mentor and student through various platforms.

86%

Average attendance- average attendance for students across QLD in  
FILP. Down from 93% in 2019

9<sup>th</sup>

Annual Indigenous Round- First time in Australian Super Rugby History that TWO  
Australian teams wore their respective Indigenous Jersey.

8

Year 10 graduates



# FUTURE INDIGENOUS LEADERS PROGRAM SUMMARY

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The Queensland Rugby Union's Indigenous programs were able to continue engagement (despite global public health warnings) with students involved in the program from South East Queensland and Central Queensland.

While the global community was affected by the COVID19 pandemic, students residing in Cherbourg and Woorabinda experienced some of the countries greatest leadership with most Aboriginal and Torres Strait Islander communities leaders requesting that only essential workers be allowed to continue work through out a lockdown period. This did affect the face to face delivery of the Future Indigenous Leaders Program, however both mentors, students, families and stakeholders took it as an opportunity to reevaluate their practice and it allowed the exploration of new ways to communicate and remained engaged. Despite sports internationally and domestically being shut down for a period, Super Rugby was able to restart in a revised format. This made it possible to deliver the organisations 9th annual Indigenous Round against the Plus500 Brumbies at Suncorp where both Super Rugby AU teams made history by being the first two Australian Super Rugby franchises to don their respective Indigenous jersey's. Shelly Booth from Woorabinda, a FILP graduate and daughter of 2018 competition



winning artist Samantha Booth had her artwork displayed on the St. George Queensland Reds 2020 Indigenous Round Jersey, and was fortunate to be able to attend the game in Brisbane with her father Damien. Shelly's artwork conveyed her experiences of being away from home and wanting to feel closer to her family in Woorabinda. Shelly's first artwork has now joined many other successful pieces in the St. George Reds Indigenous jersey collection and was offered to the public in a limited presale. Additionally, the Acknowledgement of Country was recorded and played in Suncorp Stadium by current FILP student, Kenneth Davidson. Kenneth attended the game with a large group of his closest relatives and friends to celebrate.

After a challenging beginning to the year the delivery of a December Leadership Camp was a major highlight and enriched by other programs delivered by the Community Rugby team. The Indigenous programs team engaged the InTouch program with the support of the Thompson Institute to host a mental wellbeing workshop. The Thompson Institute ensured that it was delivered in a culturally appropriate way that engaged the students and allowed them to open up conversations among themselves. Rio Tinto were able to provide Robogals and a Drone workshop which explored fundamentals of engineering and technological advances in drone flight technology and considering those as a genuine employment avenue. The Indigenous programs team also engaged the Professional Rugby departments performance analyst to showcase how drone technology can be used in high performance sport.





# COMMERCIAL PARTNERSHIPS SUMMARY

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The Queensland Rugby Union Future Indigenous Leaders Program (FILP) has now been supported by Rio Tinto for eight years. In this time there have been dozens of students graduate from the program and we are now seeing these graduates become leaders in their communities as they become adults. Families whose children have participated in the program in Woorabinda and Cherbourg are also becoming more involved and proactive to develop leaders and positive role models in their communities. This is a result of seeing the positive results impact on their children as a result of participating in the program. One family who has been part of this program is now running their own rodeo program in Woorabinda to teach children in the community rodeo skills. They are teaching the children the skills to participate in rodeos, providing mentoring and support and taking the young people to competitions. Giving young people in Woorabinda something to focus on and goals to achieve, the demand is growing all the time as other children and families are seeing the benefits of this. As with everything in 2020, COVID-19 had an impact on many parts of the program, including the commercial deliverables. Including the unveiling of the 2020 St.George Queensland Reds Indigenous jersey. Previous years have seen artist(s) presenting the jersey to the team in Brisbane the week prior to the match. In 2020 we held a Zoom call







with the winning artist, Shelly Booth and FILP Ambassadors Moses Sorovi and Bryce Hegarty. Shelly and her family got to 'unbox' her jersey and see it for the first time. Shelly had the opportunity to talk about the story and meaning behind her artwork displayed on the jersey to Moses and Bryce who took that back to present to the team and they also thanked Shelly for what she had done with her artwork. Fortunately, the COVID-19 restrictions eased in time for QRU to host Shelly and her father, Damien, at the Reds v Brumbies match – the 2020 Queensland Reds Indigenous Round. Along with the visiting Plus500 Brumbies prior to the match, Shelly was presented with a custom engraved glass message stick. Shelly was an amazing ambassador for the program on the night and coped with all the attention brilliantly, taking everything in her stride. The Brumbies also played their part in the Indigenous Round by playing in their own Indigenous jersey which is the first time this has been done in a Super Rugby match by two Australian teams. The Rio Tinto logo featured on the Reds Indigenous jersey, on-field signage and in-stadium LED signs around the field.

The December camp had a very full schedule including a session run in conjunction with Rio Tinto, Emesent, Robogals and the Queensland Reds. Robogals challenged the students to build a catapult using some basic everyday items and hit a target with their finished product.

Rio Tinto partner Emesent presented hi-tech drones used at Rio Tinto sites to map mines and Queensland Reds performance analyst Jake Nicholls presented an interactive session to highlight how the Reds use

drones and performance analysis software as part of their program to improve team performance. All sessions were designed to showcase different uses for the same technology and to highlight developing career paths in this area. At the end of these sessions Rio Tinto generously donated a drone to all the students so they can develop their skills.

Both Moses and Bryce joined in on the tasks with students, generating some healthy competition. They also presented a signed, framed 2020 Reds Indigenous jersey to Rio Tinto to thank them for their continued support.

A program like this wouldn't happen without the generous support of Rio Tinto. They have been an active partner in this program and are always looking at ways to provide support and inspiration to the students, especially at the end of year camps. We thank them and their staff for their continued support, especially in an incredibly challenging year for everyone.

# 2020 GOOD NEWS STORIES



## **TALEISHA HARRISON**

*Woorabinda, Central Queensland*  
**St Ursula's College, Yeppoon**  
Year 9

In 2019 Taleisha was selected to be one of the two captains at Baralaba State School. It was a role that Taleisha took sometime to grow into, but once she did she continued to flourish.

In 2020 Taleisha has continued to exceed herself and has enrolled in to St. Ursula's College in Yeppoon as a year nine boarder. One visit that former Mentor Peniasi made had teachers, boarding staff and support staff having rave reviews commenting on how easily Taleisha had transitioned into the boarding school community.

## **RACHEAL SALTNER**

**Fairholme College, Toowoomba**  
Year 9

Racheal had been trialling over a number of weeks for her schools top year nine netball team. This team would compete against other Toowoomba schools for the Laura Geitz Division One Cup. Racheal's mum Lorelle sent through photos to the SEQ Mentor from a tournament where the schools Laura Geitz squad went through the tournament undefeated and met reigning champions Downlands College. Fairholme defeated Downlands to win the Division One Cup. Racheal was so proud of herself that when she saw her mentor the next week, she took her medal along with her.







### **LATRELL MUNNS & TYRELL CONWAY**

*Woorabinda, Central Queensland*  
Year 9 & Year 12 respectively

What became evident throughout most of 2020's hard lock downs were the value the programs face to face interactions are with students and mentors. Both Mentors had to find new ways of ensuring engagement was meaningful and still able to serve the function of the program.

It was mostly the mentors learning, as the kids are more than familiar with different social media platforms.

### **RAHCINE DOYLE**

*Woorabinda, Central Queensland*  
**Baralaba State School**  
Year 10

Rahcine like many other students in FILP had a challenging year. Worsened by the losses of close friends and family by suicide. Rahcine was supported so well by his family and Baralaba State School that he was still able to take joy in things such as Rodeo riding in which he won awards through out the year and attended the December Camp. Rahcine gave enormous insight into the InTouch and Thompson Institute wellbeing workshop that all students participated in in the December camp, as well as form stronger connections with other students and program staff.







### **LAYELHA SALTNER & TALEISHA HARRISON**

*Woorabinda, Central Queensland*

**St Ursula's College, Yeppoon**

**Year 10 & 9 respectively**

In November of 2020 South East Queensland Mentor and Program Coordinator Alisi was able to travel to Central Queensland to pay a visit to Woorabinda and to FILP students who were boarding in Yeppoon. It was great to catch up with these students in boarding, especially after such a challenging year. Both Layelha and Taleisha are thriving in their school and boarding communities.

### **KENNETH DAVIDSON**

*Cherbourg, South East Queensland*

**St Mary's Catholic College, Kingaroy**

**Year 7**

Froggy was lucky enough in 2020 to provide the audio for the Acknowledgement of Country at the Queensland Rugby Union's and St. George Queensland Reds 9th Annual Indigenous Round.

Froggy was able to attend the game to hear his voice on the big screen inside Suncorp Stadium with twenty of his relatives.

He was so nervous when recording but spoke very clearly. His recording has now become the regular Acknowledgement of Country for all 2021 St. George Queensland Reds home games.



# 2020 COORDINATOR & MENTOR REFLECTION

*Alisi Wilson | Indigenous Programs Coordinator & Mentor South East Queensland*

With all communities locking down, introducing check points and only allowing essential service providers into community. This presented a challenge to the delivery of face to face mentoring, However I took this as an opportunity to engage with students in a way more familiar and preferred to them.

Once travel restrictions were eased I reinstated regular visits to Cherbourg and students based in Brisbane, as well as a week long visit to Central Queensland where I spent time in Woorabinda with students, families and engaging with new staff at Baralaba and Woorabinda State School.

Two highlights for 2020 were the ability to deliver an Indigenous Round where we were able to bring Shelly and her father Damien to Brisbane, as well as a December leadership camp with engagement with the QRU's Mental Wellbeing InTouch program to facilitate conversations around wellbeing and address some traumas students may have experienced.

What became clear through out 2020, particularly in the midst of hard lockdown and isolation was that connection between mentor and student is highly valued by students, teachers and their families. As we move into the new year Reds to Regions visits have been

planned for both Cherbourg and Woorabinda, a new programs mentor has been hired to take on Central Queensland and we are looking to review the efficacy of the FILP work booklets.

I would also like to take this time to thank Peniasi in his role as the Central Queensland mentor over the years. His presence and professionalism with working with students has been exceptional and I know that his replacement will have some great connections through Woorabinda to continue the successful delivery of FILP.



# 2020 COORDINATOR & MENTOR REFLECTION

## *Peniasi Nasalo | Indigenous Programs Mentor, Central Queensland*

Every year comes with its challenges and highlights. 2020 though, like everyone reached new levels. Before the global lockdowns there had been heavy flooding which cut the roads between Woorabinda and Baralaba. Due to Woorabinda being so remote, hard lockdowns and restrictions really demanded a lot of the community.

A positive was the communities leaders making and sticking to hard decisions in order to keep their community safe.

Not being able to be physically there really showed the value families and students place on the relationships mentors and students have and how they bring about positive outcomes.

Sorry Business heavily affected many of our program students, and being able to still have some sort of online connection with them, as well as being able to host a December camp and have Programs Coordinator Alisi visit Woorabinda were great ways to reconnect. As with most students, online learning proved to be difficult for some, with others thriving. A highlight was having students return to have good attendance once face to face learning was able to go ahead.





# APPENDIX 1

## Future Indigenous Leaders Program Students 2020



	Name	Region/Community	Current School	Grade
1	Mariah Jacobs	Cherbourg, SEQ	Cherbourg State School	6
2	Kenneth Davidson	Cherbourg, SEQ	St Marys, Kingaroy	7
3	Ian Saltner	Cherbourg, SEQ	Murgon State High School	7
4	Robyn Langton	Cherbourg, SEQ		7
5	Laurie Speedy	Cherbourg, SEQ		8
6	Marhella Saltner	Cherbourg, SEQ		9
7	Keturah Murray	Cherbourg, SEQ		9
8	Katie Langton	Cherbourg, SEQ		9
9	Aquilla Malone	Cherbourg, SEQ		10
10	Racheal Saltner	Cherbourg, SEQ	Fairholme College, Toowoomba	9
11	Aileen Stafford	Woorabinda, CQ	Baralaba State School	7**
12	Shaneal Barnham	Woorabinda, CQ		7
13	Matthias Adams	Woorabinda, CQ		7
14	Shadrach Adams	Woorabinda, CQ		8
15	Kyneisha Alberts	Woorabinda, CQ		8
16	Francis Roberts-Darkin	Woorabinda, CQ		8
17	Perez Doyle	Woorabinda, CQ		8
18	Lyndsey Major-Booth	Woorabinda, CQ		8
19	Mackayla Oakley	Woorabinda, CQ		8
20	Mathew Saltner	Woorabinda, CQ		8

## Future Indigenous Leaders Program Students 2020



	<b>Name</b>	<b>Region/Community</b>	<b>Current School</b>	<b>Grade</b>
21	Adrianne Barry	Woorabinda, CQ	Baralaba State School	9
22	Deshaun Evans	Woorabinda, CQ		9
23	Marcus Conway	Woorabinda, CQ		10
24	Jahzmyrn Oakley	Woorabinda, CQ		10
25	Rahcine Doyle	Woorabinda, CQ		10
26	Taleisha Harrison	Woorabinda, CQ	St Ursula's College, Yeppoon	9
27	Delphine Cecil	Woorabinda, CQ		9
28	Dakota Saltner	Woorabinda, CQ		10
29	Layelah Saltner	Woorabinda, CQ		10
30	Natalie Booth	Woorabinda, CQ	Wadja Wadja	8
31	Yolanda Adams	Woorabinda, CQ		9
32	Latrell Munns	Woorabinda, CQ		9
33	Dinequa Booth	Woorabinda, CQ		9

Note 1. Awaiting confirmation of two students in Cherbourg. TWO additional places will be made available to the 2021 cohort.

Note 2. Woorabinda will onboard NINE new students in 2021, THREE will be current year 7 students in Woorabinda

# APPENDIX 2

*Table | Future Indigenous Leaders Program Annual KPIs*

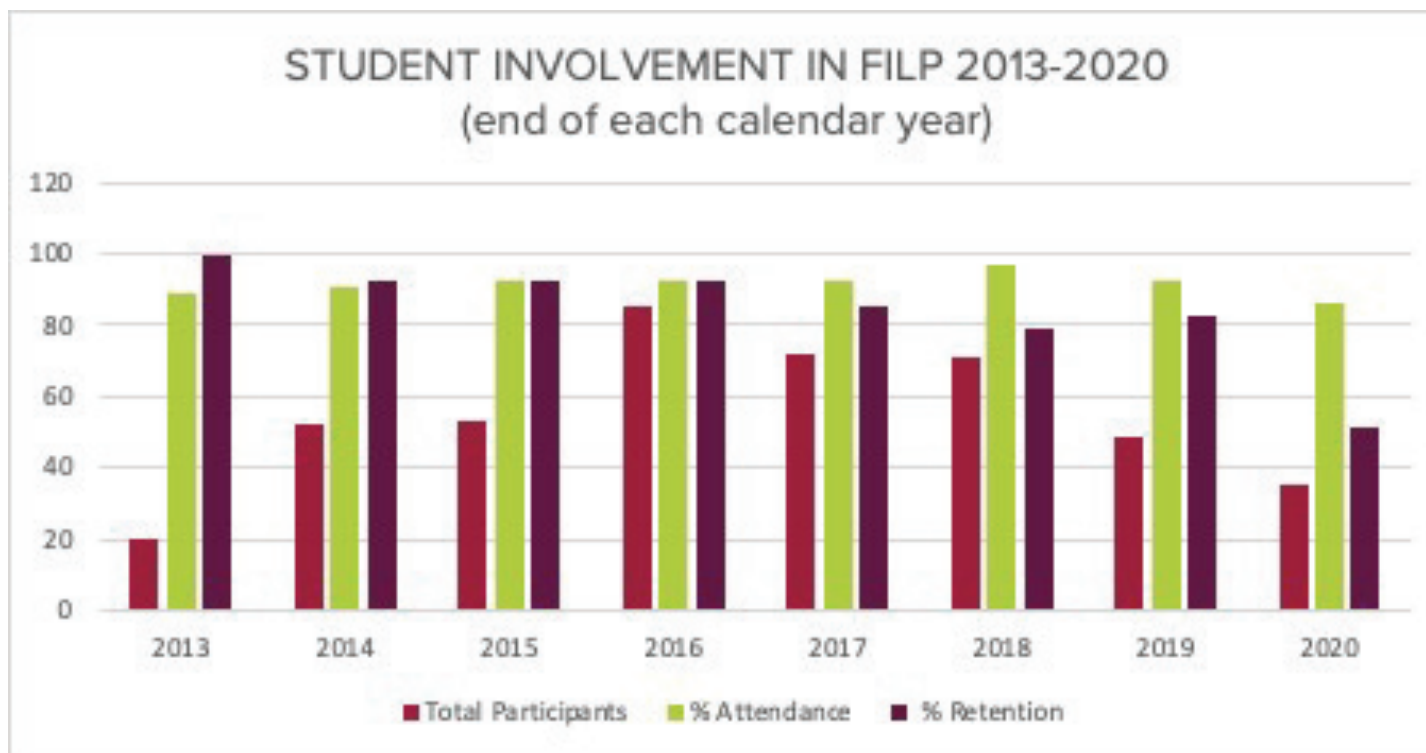
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	KPI Targets	2019		2020		Comments
		Cherbourg	Woorabinda	Cherbourg	Woorabinda	
A	<b>Participants</b> 35 in each community	17	32	10	25	Number fluctuations due to the following; - 10 FILP graduates - COVID travel restrictions interrupting 2020 intake - Students moving outside of areas of operation - Students being exited after not maintaining program criteria
B	<b>School Attendance</b> 95% in each community	92%	91%	90.4%	73.5%	- Return to face to face schooling a challenge after hard lockdown - Regular attendance reporting from CQ challenging once CQ mentor finished in term three of 2020
C	<b>Retention</b> 92% in each community	54%	94%	47%	78%	
D	<b>Program Mentor Community/School Visits</b> 20 visits/student annually	24	24	86		There were a total of: - 86 face to face visits across 2020 - 57 completed by one mentor alone in both regions - 49 Semester One - 37 Semester Two
E	<b>Community Reference Group Meetings</b> 4 in each community	3*	Fortnightly		Fortnightly	* Refer to 2019 Annual Report Planning for Youth Mental Health Week event with major community stakeholders.
F	<b>Leadership Camps</b> 2/year	0	0	1**	1**	**Due to COVID travel lockdown restrictions, December camp only camp to go ahead.

Annual Report



## Student Involvement in FILP 2013-2020



Note 1: Data represented is the combined data from both communities Cherbourg and Woorabinda

Note 2: 2016 student data includes Yarrabah Community

Note 3: 2019 to present student data does NOT include Yarrabah Community

# APPENDIX 4

## *Jersey revealed - News Article*

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The Queensland Rugby Union (QRU) has today launched their ninth annual Indigenous Round with the unveiling of the 2020 St. George Queensland Reds Indigenous jersey which will be worn in Saturday's Round 10 Vodafone Super Rugby AU match against the Brumbies at Suncorp Stadium.

The Brumbies will also play in their Indigenous jersey in what will be the first time two Australian teams will wear their respective Indigenous jerseys in a Super Rugby match.

QRU Indigenous Program Ambassadors Moses Sorovi, Bryce Hegarty and Brandon Paenga-Amosa proudly showed off the unique jersey designed by QRU Future Indigenous Leaders Program (FILP) graduate Shelly Booth.

"When I started to paint it (Reds Indigenous jersey artwork), I was thinking about my family because I was in Townsville at the time and my family were all in Woorie," said Shelly.

"I was nervous because it was my first painting. After I finished it, I was really proud of how it turned out, and even though I was far away from my family it helped me feel more connected to them in a way."

Dynasty Sport Managing Director Tyler Rakich said: "This year's Queensland Reds Indigenous Jersey is an absolute stand out.

"Shelly's connection to her family is evident and certainly assisted in the production of a stunning jersey, which we are confident Reds fans will absolutely love.



"As a QRU Future Indigenous Leaders Program (FLIP) graduate, we are absolutely thrilled to have Shelly's work featured on this year's jersey and congratulate the QRU on a fantastic Indigenous initiative with FILP assisting students in the Cherbourg and Woorabinda communities," said Rakich.

The FILP is a mentoring program the QRU runs in the communities of Cherbourg and Woorabinda where students in Years 6-10 with leadership potential are identified and offered mentoring and support from QRU mentors.

FILP students are encouraged to submit artwork to appear on the St. George Queensland Reds Indigenous Round jersey each year with one student's artwork awarded the winning design.

The Queensland Rugby Union Future Indigenous Leaders Program and also the Reds Indigenous Round is made possible through the support of Rio Tinto.

Saturday's Indigenous Round match will also see the awarding of the Frank Ivory Medal to the Reds' player of the match. The medal is named after Queensland's first Indigenous player.

# Leadership Camp Itinerary



Monday 14 December	
Time	Activity
8:30am	Depart Woorabinda
2:00pm	Depart Cherbourg
4:00pm - 6:00pm	Arrive at Camp
6:30pm	Dinner
7:30pm	Welcome to Camp
8:00pm	Leadership Workshop 1
9:00pm	Free Time
9:30pm	Lights Out

Tuesday 15 December	
Time	Activity
7:00am	Breakfast
9:00am	Leadership Workshop 2
10:00am	Morning Tea
11:00am	Group 1: Orienteering Group 2: Tyre Tubing Group 3: Giant Swing
12:30pm	Lunch
1:30pm	Group 1: Tyre Tubing Group 2: Giant Swing Group 3: Orienteering

Tuesday 15 December	
Time	Activity
3:00pm	Afternoon Tea
3:30pm	Free Time
6:00pm	Dinner
7:00pm	TribalLink
9:30pm	Lights Out

Wednesday 16 December	
Time	Activity
7:00am	Breakfast
8:00am	Leadership Workshop 3
10:30am	Morning Tea
11:00am	Reds, Rio & Robogals
12:30pm	Lunch
1:30pm	Reds, Rio & Robogals
3:00pm	Afternoon Tea
3:30pm	Bushwalk or Pool
5:00pm	Free Time & Showers
6:00pm	Dinner
7:00pm	Leadership Workshop 4
9:00pm	Free Time
9:30pm	Lights Out

Thursday 17 December	
Time	Activity
7:00am	Breakfast
8:00am	Free Time
9:00am	In Touch & Thompson Institute (Students)
10:30am	Morning Tea
11:00am	In Touch & Thompson Institute (Volunteers)
12:30pm	Lunch
1:30pm	Group 1: Raft Building Group 2: Giant Swing Group 3: Tyre Tubing
3:00pm	Group 1: Giant Swing Group 2: Raft Building Group 3: Tyre Tubing
5:00pm	Free Time & Showers
6:30pm	Dinner
7:30pm	Disco
9:30pm	Lights Out

Friday 18 December	
Time	Activity
7:00am	Breakfast
8:30am	Depart for Cherbourg & Woorabinda







# APPENDIX 5

## *Future Indigenous Leaders Program Awards & Graduates*



### *Students Choice Awards*

Due to short period of face to face contact and with Peniasi finishing his role in term four, we thought it a good opportunity to ask the Future Indigenous Leaders Program students who they considered to be positive roles models and great leaders in their respective areas. It was fitting that both recipients were Year 10 FILP graduates. Both students have shown incredible leadership for the entirety of their involvement in FILP and we look forward to seeing where their journey takes them.

#### **CENTRAL QUEENSLAND**

Marcus Conway

#### **SOUTH EAST QUEENSLAND**

Aquilla Malone

#### **YEAR 10 GRADUATES**

Aquilla Malone

Marcus Conway

Jahzmyn Oakley

Layelha Saltner

Rahcine Doyle

Dakota 'Bindi' Saltner





# **QUEENSLAND RUGBY UNION**

## **Reds Generation Next Program**

2020 Annual Report





The St. George Queensland Reds and the Queensland Rugby Union acknowledges the traditional owners/custodians of the land on which we conduct our business.

We pay our respect to their Elders, past, present and the emerging young leaders of our community.



**Australian Government**  
**National Indigenous**  
**Australians Agency**



**NIAA**



# INFOGRAPHIC INDEX



26

Students involved.

100%

Students graduated Year 12

29%

Further education.

57%

Workforce Transition

# REDS GENERATION NEXT PROGRAM SUMMARY

The Reds Generation Next Program (RGN) formerly Learn Earn Legen, was established on partnership with the Australian Government in 2012. RGN focuses on improving school attendance, retention rates and the attainment of Queensland Certificate of Education (QCE) or equivalent.

The program focuses on building personal aspiration and providing transitional opportunities through mentoring and supporting students throughout years 11 & 12 and for their first year, post formal secondary education.

At the close of 2018 program staff redetermined the eligibility criteria by only allowing Future Indigenous Leaders Program (FILP) students to apply for RGN. Mentors are committed to ensuring that the RGN program continues to evolve and provide a fit for purpose program, it is for this reason that a proposed alignment with the Queensland Rugby Union's Queensland Academy of Sport 7s and Reds Academy program(s) would see a genuine link to the high performance programs our organisation provides.

Like many throughout Queensland and indeed the world the affect of the COVID-19 impacted students and their families, however the resilience shown by all of the program students has been exciting and they have continued the high standard of achievement from previous years students.





# 2020 GOOD NEWS STORIES

## LIAM POLLARD

*Yarrabah, Far North Queensland*  
**Woodridge State High School,**  
**South East Queensland**  
**Year 11**

Liam was a part of the 2019 cohort of year 10 students to graduate from the Future Indigenous Leaders Program (FILP). Liam returned to Yarrabah early in December so he was unable to attend the 2019 December Camp. However, the South East Queensland (SEQ) Mentor was able to catch up with Liam to give him his awards for 2019. Liam was a standout at the July Camp leading by example and really keeping an eye out for the newest year six boys. The SEQ Mentor was fortunate enough to meet his school Rugby League coaches who made special mention of his strong and positive leadership on and off the field. Aunty Bronwyn from Woodridge State High School also spoke to SEQ mentor about Liam's improved demeanour at school. Liam had also told his mentor that he had passed the online Learner drivers test and has begun applying for casual jobs that he can do out of school hours.

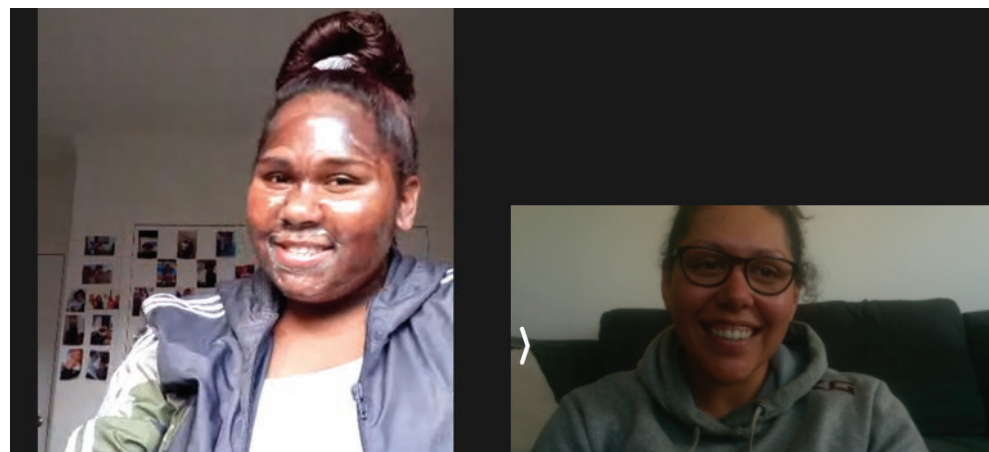


## RHONDA WALSH

*Cherbourg, South East Queensland*  
**Murgon State High School**  
**Year 12**

During the COVID19 hard lock down in 2020 Cherbourg had road blocks in place with only essential workers being admitted. Program mentor, Alisi was able to catch up with a few students via social media and video call.

Rhonda has had many challenges through out her life with the loss of her mum at the end of year six and then the loss of a former teacher and mentor early on in 2020. Rhonda's ultimate goal was to graduate year twelve, which she did and along with a few awards.





### **MIRAYHA SALTNER**

*Woorabinda, Central Queensland*

**Wadja Wadja High School**

**Year 12**

Mirayha Saltner, formerly a boarder at St Ursula's, Yeppoon, returned home to Woorabinda after some challenges in boarding. Mirayha continued her year 12 education at Wadja Wadja High School and the Distance Learning Centre. Mirayha graduated with her QCE and has been accepted into a Diploma of Science with Griffith University, Brisbane.



### **PETER BARRY**

*Woorabinda, Central Queensland*

**St Brendan's College, Yeppoon**

**Year 12**

2020 was an indifferent year and quite challenging, especially for those reaching milestone such as year twelve graduation. However, Peter Barry was able to graduate with his QCE and is now working in Woorabinda with an apprenticeship in a trade.



## **SHELLY BOOTH**

*Woorabinda, Central Queensland*

### **School Leaver**

Shelly Booth was a 2019 Future Indigenous Leaders Program graduate, attending her final camp in December (2019). Shelly has now transitioned into the Reds Generation Next Program. A year ten graduate of Baralaba State School in 2019, shelly was unsure of what her next step would be. Whether it be to continue with school elsewhere (Baralaba SS only goes to year 10), or attain a possible Traineeship/ apprenticeship.

Well known within her community, and school community, as a good, smart, honest student, who works hard with an obvious talent using her hands. In early 2020 (during school holidays) Shelly was approached to consider a role as an Apprentice Cabinet Maker. After a week of an 'on the job' trial and speaking with her parents, Shelly knew this is what she wanted to do- Shelly commenced officially in February 2020. When asked about it, shelly said, ' it's the best thing ever! I love the work, and then learning more each day- it's the best decision I've made so far.'

\* COVID severely affected this, however Shelly was able to get another trade





# REDS GENERATION NEXT STUDENT LIST



	Name	Region/Community	Current School	Grade
1	Jakada Gadd	Cherbourg, SEQ	Murgon SHS	11
2	Ayana Murray	Cherbourg, SEQ	Murgon SHS	11*
3	Charles Alberts	Cherbourg, SEQ	St Peters Lutheran College, Indooroopilly	11
4	Clayton Gadd- Weazel	Cherbourg, SEQ	St Peters Lutheran College, Indooroopilly	11
5	Jungarrangathi Malone	Cherbourg, SEQ	Toowoomba Anglican School	12
6	Liam Pollard	Yarrabah, FNQ	Woodridge SHS	11
7	Michelle Booth	Woorabinda, CQ	SL*	*
8	Kevin Saltner	Woorabinda, CQ	Wadja Wadja School	11
9	Andrew Young	Woorabinda, CQ	St Augustines College, Cairns	11
10	Dalvin Sullivan	Woorabinda, CQ	St Brendan's College, Yeppoon	11
11	Assarn Sands	Woorabinda, CQ	St Brendan's College, Yeppoon**	11
12	Peter Barry	Woorabinda, CQ	St Brendan's College, Yeppoon	12
13	Tyrell Conway	Woorabinda, CQ	The Cathedral College, Rockhampton	12
14	Mirayha Saltner	Woorabinda, CQ	Wadja Wadja School	12
15	Goomaine Yoren	Woorabinda, CQ	The Cathedral College, Rockhampton	12

Note 1: \*SL: School Leaver

Note 2: \*\*Began School year at St Brendan's College, finished at Rockhampton State High School

# REDS GENERATION NEXT

## 2019 GRADUATES & POST SCHOOLING TRANSITION



	<b>Name</b>	<b>Region/Community</b>	<b>Alma Mater</b>	<b>Transition</b>
1	Malachi Hill	Woorabinda, CQ	St Peters Lutheran College, Indooroopilly	Casual Sport & Recreation Officer, PCYC*
2	Allister Cameron	Woorabinda, CQ	Toowoomba Grammar School, Toowoomba	Apprentice Diesel Fitter
3	Blaine Saltner	Woorabinda, CQ	The Cathedral College, Rockhampton	Indigenous Youth Mobility Pathways Project (IYMP)
4	Dion O'Chin	Woorabinda, CQ	St Brendan's College, Yeppoon	Construction/Labourer
5	Kelly Anne Pearson	Woorabinda, CQ	Rockhampton Girls Grammar, Rockhampton	Gap Year
6	Shakira Dobinson	Central Queensland	Blackwater State High School	LC
7	Thalia Doolan	Central Queensland	Blackwater State High School	IYMP, Rockhampton

Note 1: \*Lost job due to COVID

Note 2: LC: Lost Contact

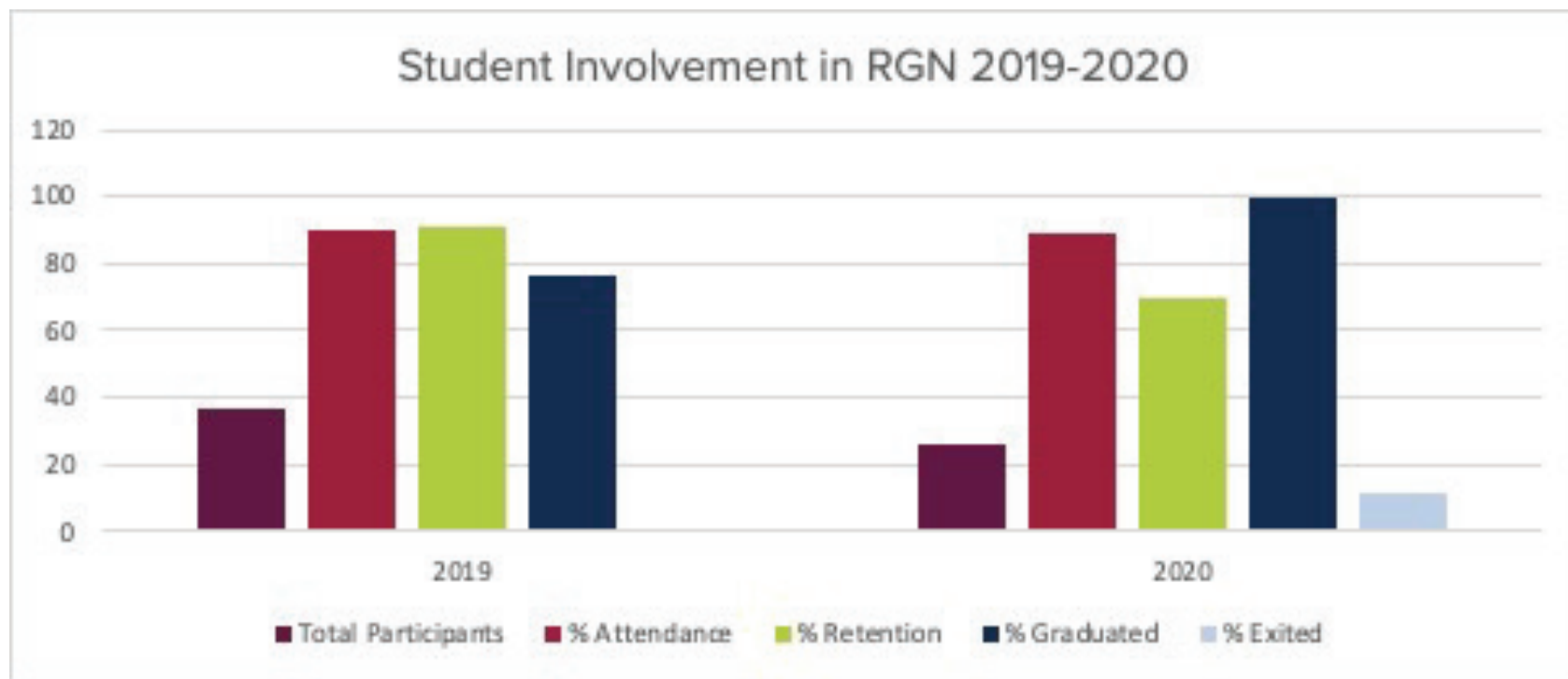
# REDS GENERATION NEXT

## KEY PERFORMANCE INDICATORS

	KPI Targets	2019	2020	Comments
A	<b>Students</b> 20 total across QLD	37	26	RGN is slowly bringing it's numbers in line with it's contractual agreement. Additional students are first year out of school.
B	<b>School Attendance</b> 95% across QLD	90.28%	89%	The affects of COVID meant that many boarding students did not return after lockdown, and students found it difficult to return to school face to face along with maintaining regular attendance.
C	<b>Retention</b> 92% across QLD	91%	70%	Decrease due to a large cohort of school leavers graduating out of the program
D	<b>Program Mentor Community/School Visits</b> 20 per region visits/ student	44	64 face to face visits	Visits are now carried out in line with Future Indigenous Leaders Program visits due to overall decrease in numbers across QLD
E	<b>Year 12 Graduations</b>	100%	100%	% is based on year 12 enrolments/engaged students in that year.

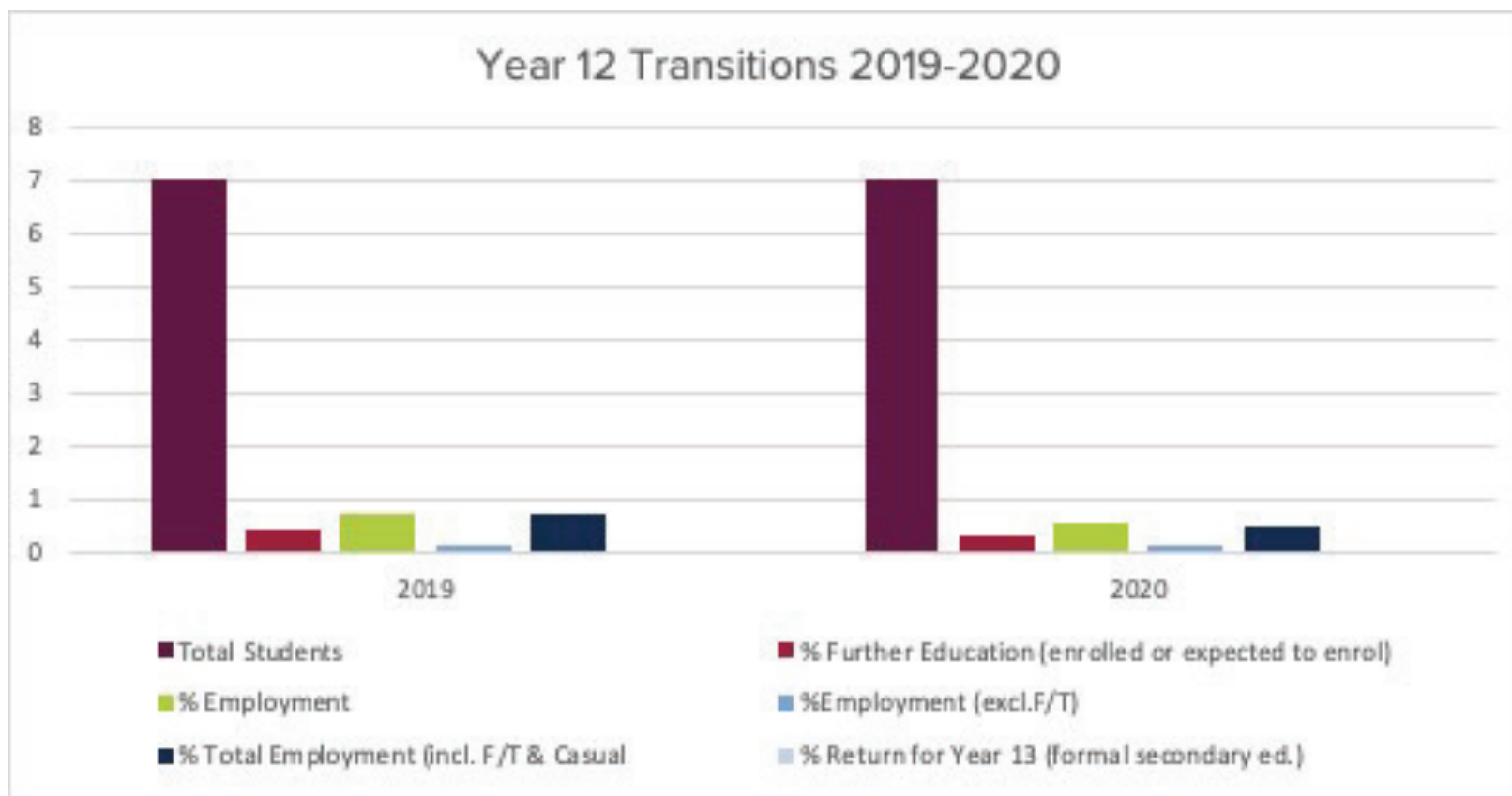


# STUDENT INVOLVEMENT IN REDS GENERATION NEXT 2019-2020



Note 1: Total number at the end of each calendar year includes students who are in their first year out of secondary schooling

# YEAR 12 TRANSITIONS 2019 - 2020



Note 1: Data represented is the combined data from across Queensland

Note 2: No students returning for year 13



RioTinto



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