

OfficiateQLD: Official Development Plan 2025-2028

A strategic roadmap to develop, recognise, and support officials across Queensland.



PURPOSE

Volleyball Queensland has set clear strategic objectives to ensure the continued growth of officiating in our sport. We will aim to exceed the proportion of the community participating in officiating of all forms of volleyball—including indoor, beach, and sitting—across Queensland by the end of 2028. Committing to the implementation of this strategy to accomplish this goal.

As the number of volleyball participants in Queensland continues to surge, it is our goal to see more games being played under the facilitation of accredited officials, benefitting both our sport and its athletes.

We aim to cultivate a cultural shift amongst the community. Through the promotion of a One Team, One Game mentality, we can ensure everyone recognises the pivotal role officials play in supporting the sports' future.

To sustain the growth and prosperity of volleyball in Queensland, we need to listen to our community, foster participation in officiating, and invest in the expansion and retention of officials.



QVRC ADDRESS

Embarking on a journey to grow official participation in Queensland, our 2025–2028 Official Development Plan emphasises the crucial role officials play in ensuring the success of our sport – volleyball. From grassroots competitions to national championships, officials are an important part of our sport's integrity and growth. A proactive approach to identifying, supporting, uniting and retaining accredited officials, will support our growing volleyball community. This plan prioritises recruitment, development, and retention, ensuring officials feel valued, supported, and equipped to remain a connected member of the volleyball community.

We must work in partnership with other participation areas of the sport to cultivate an environment where mutual respect and collaboration flourishes. Our vision is to build a cohesive official community that prioritises the well-being and development of every official. Together, we strive to be ambitious and forward-thinking, attracting diverse talents while creating supportive pathways that champion excellence and inclusivity at all levels of the game.

This strategy boldly aims to improve the proportion of gender representation within the officiating community, while expanding the number of accredited officials across all formats of volleyball by the end of 2028. Additionally, we aim to support Queensland accredited officials in achieving their goals within the sport, officiating at their highest level.

We are confident that this plan provides a clear path to success, ensuring the foundations for a thriving official community that will contribute to the sustained growth and excellence of Volleyball in Queensland.



JAEK PASSIER

QVRC Chair
Volleyball Queensland

OBJECTIVES



1

Increase the number of accredited officials greater than the growth in the sport.

2

Expand opportunities to increase female official participation, and greater gender neutrality.

3

Establish clear, sustainable pathways for officials, official educators, and official coaches.

4

Foster an increase in Queensland official representation at national and international events.





ATTRACT & RETAIN

Recognise that enjoyment is central to long-term participation.

INVOLVE

Ensure suitable development opportunities are accessible to the officiating community.

VALUES

ENABLE

Promote inclusive environments that support all officials, fostering equality.

SUPPORT

Ensure officials feel safe, supported, and valued.
One Team, One Game.

IDENTIFICATION, ENGAGEMENT & RETENTION

OUR COMMITMENT

In order to reach its' full potential our game benefits from having more accredited officials. We commit to achieving our objective of increasing accredited officials and a greater diversity of participation by female officials. Being achieved across all formats of volleyball by the end of 2028.

Knowing that enjoyment is key to long-term participation we look to promote accomplishments of officials and ensure the experience they have involved in officiating is a positive one.

Reimagining how we engage new officials, diversifying our officiating community and expanding our reach outside of the current volleyball community, ensuring active and engaged officials.



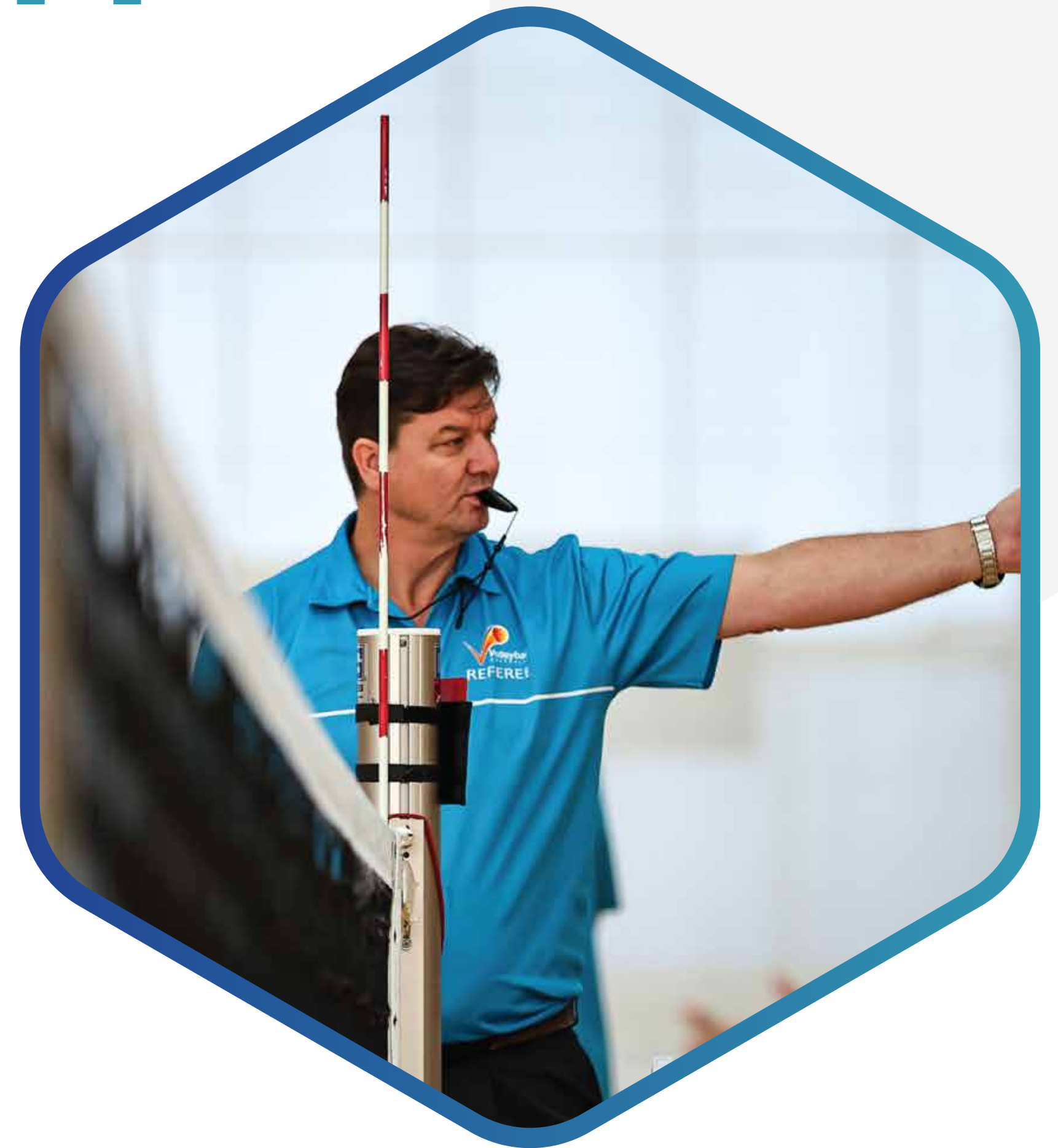
REMOVING BARRIERS & PROVIDING FLEXIBILITY

OUR COMMITMENT

"It's hard to be what you can't see". We commit to creating clear, accessible pathways for officials with diverse opportunities for growth. Aiming to support and develop a strong officiating community centering on enjoyment.

To ensure the long-term growth of our game, we will look to identify and remove barriers, promote diverse representation, and implement programs to attract new officials. We will look to foster inclusivity and a sense of belonging, innovation, and flexibility ensuring all officials—regardless of location, background, or experience—have access to opportunities.

Providing a clear and well-articulated pathway identifying opportunities for individual officials, not only on the court but also off it.



DEVELOP PATHWAY & TRAINING OPPORTUNITIES

OUR COMMITMENT

Officials throughout Queensland should have the ability to participate in training and development opportunities. This will assist in enhancing their knowledge, share best practices, and grow into the referee they aspire to be.

We will use technology to create modern and accessible development opportunities for officials across the state. We understand that ongoing development is crucial for raising officiating standards and fostering a unified officiating community.

Fostering a sense of cohesion and continuous improvement within the officiating community through the use the training programs, technology integration, and supportive learning environments.



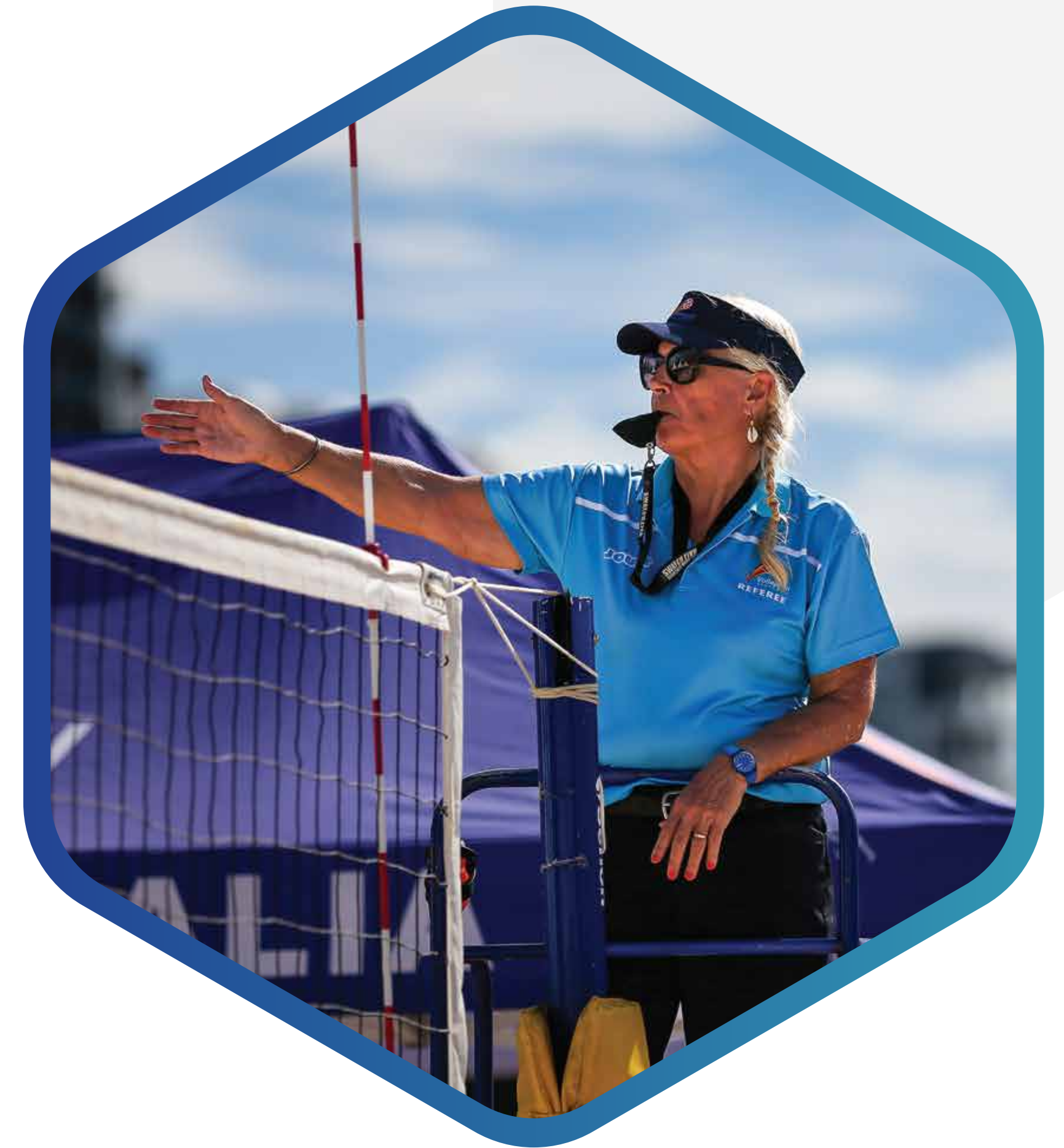
SUPPORT & COMMUNITY INTEGRATION

OUR COMMITMENT

Volleyball Queensland recognises the importance of creating a supportive and inclusive community that safeguards the overall well-being of all officials. We understand that supporting officials goes beyond physical safety and includes their emotional and social well-being.

We commit to facilitating the spectacle of the sport by making honest and unbiased decisions within game. We continue to respect and value all participants of the sport and commit to working collaboratively for the benefit of the whole sport. One Team, One Game.

Ensuring that our officials are supported and contributions recognised as an integral part of the whole volleyball community.



HOW IS SUCCESS MEASURED

1

Workforce Growth Relative to Sport Growth

To ensure the annual growth of accredited officials meets or exceeds the growth of overall sport participation in Queensland.

Retention, Progression, Equity & Specialisation

To strengthen the official workforce by improving retention, supporting progression, promoting neutrality and increasing specialisation.

2

3

Annual Official Survey Response Rate

Ensure consistent and increasing response rates to the annual official survey to inform strategic planning and workforce programs.



PROGRAMS

MiniRefs

01

School2Ref

02

Referee Mentor

03

Active RPL

04

RefEd

05



The Mini Refs program introduces the fundamentals of refereeing to junior players in Years 5 to 8. Delivered through school carnivals, grassroots competitions, and social leagues, it offers a fun and engaging first step into the world of officiating.

To make refereeing accessible and enjoyable for young players, building their confidence, understanding of the game, and fostering respect for the role of officials from an early age.

Mini Refs aims to normalise officiating as part of participation in volleyball by creating a low-pressure environment where juniors can learn and grow as referees alongside their playing journey.

Goals:

- Spark early interest in officiating through age-appropriate learning
- Provide a safe and supportive environment for young referees
- Strengthen the future referee pathway through grassroots engagement
- Embed officiating as a valued part of the broader volleyball experience

Junior volleyball participants in Years 5 to 8 looking to explore a new side of the game in a fun, inclusive setting.



School2Ref supports students in Years 9 to 12 to smoothly transition from school volleyball roles into the wider club and community referee environment. The program focuses on building strong connections with the referee community beyond schools and encouraging early involvement in development opportunities such as PVL and AYVC educational opportunities.

To ease the pathway between school volleyball and community officiating by fostering relationships, providing accessible training, and tracking referee progress through a structured Talent Identification Process which assists in identifying and nurturing natural officiating talent.

Goals:

- Support smooth transition from school to club refereeing
- Build strong connections with referee community
- Promote early involvement in PVL and AYVC development opportunities
- Track development to identify natural referee talent

Students in Years 9 to 12 involved in school volleyball, aiming to expand their officiating skills and connect with the wider volleyball referee community.



The Referee Mentor Program provides a structured support system that pairs referees at all levels with experienced mentors. It focuses on retaining skilled referees by empowering them to give back to the game through coaching and mentoring.

To support referees through key transition points by providing mentors with resources, training workshops, and guidance, ensuring they can offer effective coaching to developing officials.

By offering formal mentor workshops and running Expressions of Interest (EOI) for mentees, the program creates strong mentor-mentee partnerships that build referee confidence, accelerate skill growth, and improve retention throughout the officiating journey.

Goals:

- Retain experienced referees by involving them as mentors
- Equip mentors with resources and training workshops
- Pair mentors and mentees through a formal EOI process
- Support referees through critical career transitions
- Foster a supportive and connected referee community

Referees at all levels seeking mentorship or interested in becoming mentors to help develop the next generation of officials.



ACTIVE RPL (Recognition of Prior Learning) reconnects experienced volleyball referees by recognising their practical skills and knowledge, allowing them to return to officiating without full reaccreditation.

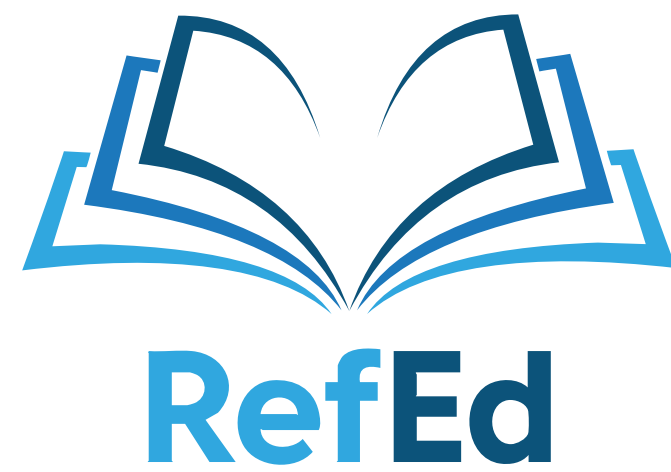
To provide flexible, supportive pathways for referees to re-enter community, club, or higher-level officiating efficiently through tailored assessments, refresher courses, and mentorship.

ACTIVE RPL aims to re-engage valuable officials, strengthen the referee workforce, and create mentoring opportunities that pass on expertise to the next generation.

Goals:

- Reclaim experienced referees who might otherwise leave the sport
- Offer alternative, flexible pathways to reduce burnout
- Build a stronger, more experienced officiating community

Former and experienced volleyball referees seeking to return to officiating with recognition of their prior skills.



RefEd builds a statewide network of referee educators, mentors, and trainers to enhance officiating development at every level across Queensland.

To equip experienced referees, teachers, and volleyball leaders with the tools and support needed to deliver high-quality, consistent referee education locally.

By focusing on grassroots environments like schools and young clubs, RefEd fosters continuous learning and empowers community leaders to actively grow referee skills and standards.

Goals:

- Expand referee education reach across Queensland regions
- Build leadership and teaching capacity within the volleyball community
- Promote consistent, standardised referee training statewide

Experienced referees, teachers, and volleyball leaders committed to developing referees in their local communities.



DEVELOP. RECOGNISE. SUPPORT.

Official Development Plan 2025-2028

