

Appendix 5. Extended list of example quotes for competency drivers and barriers to use of Prep-to-Play

TRAINING & EDUCATION	Quotes	Summary
What should the program, education and training contain? 131 quotes	<ul style="list-style-type: none"> I liked having something structured. I like the recipe approach....introducing it and saying this how we are warming up now aside from the injury benefits. It's just such a benefit to have a structure that you make it routine. <i>Senior's coach (P15, man)</i> If you want to show the value, base it on the elite players, they're doing it, but scale it for your group. <i>Senior's coach P18, man)</i> And how the warm-up and skills go together. This is why you've got the athletic stance...so your hips and knees are in the right plane. You are protecting your body and taking the right steps to being a better player". <i>Junior's coach (P5, man)</i> If you aren't transparent and open about the injury risks, then you're not going to get them to do anything. It takes some fear and anxiety out of people if they know why, and what the outcomes could be. They don't know what they don't know, then some of them don't come because they think it's hearsay. The more education you provide the better-informed people are and then they can make a decision. <i>Senior's coach (P3, woman)</i> They lack the skill of knowing how to be tackled, knowing how to jump and land... all those basic things. <i>Junior's coach (P10, man)</i> I notice they approach contests like they were playing netball. They were very upright. <i>Senior's coach (P18, man)</i> The Prep-to-Play stuff will come into my coaching this year because what I see as the girls get out on the ground is there's very little core strength. <i>Junior's coach (P2, woman)</i> I had three girls in hospital that were knocked out; and I had somebody from the league come to me and said, "Aren't you teaching these girls how to fall?" and I said, "Yeah, as well as trying to teach them to kick, to mark, to handball, to tackle, all the other things." Something like this, if I'd had that three years ago, it would have been such a help. <i>Junior's coach (P12, man)</i> 	<ul style="list-style-type: none"> Prep-to-Play should be condensed, more structured and prescriptive Based on elite programs but tailored to community Education <ul style="list-style-type: none"> women want to know why other benefits risk, but don't create fear Jump, land, agility and falling activities are relevant Football-specific contact skills (e.g., tackling, falling) highly relevant due to lack of exposure in women and for coach buy-in Barriers: time, and balance with football-specific training
Who should deliver the education and training? 64 quotes	<ul style="list-style-type: none"> Physios are good advocates; we listen to them when they tell us stuff about making our players stronger and faster and more resilient to injuries. They are a good first port of call or people in strength and conditioning. <i>Senior's coach (P4, man)</i> If you can try and get experts who are more local, they're more likely to have an interest. <i>Junior's coach (P1, man)</i> If you're able to talk to invite our physio, that's like a professional development opportunity for them <i>Senior's coach (P4, man)</i> Probably not AFL when you're dealing with local clubs...they get discouraged and the gap is massive. <i>Junior's coach (P1, man)</i> I'd be interested to hear from someone that had done strength and conditioning at an AFL level. <i>Junior's coach (P8, woman)</i> Physios would be good, that's their work. If it comes from AFL directive that would be persuasive. <i>Junior's coach (P8, woman)</i> I think the fact that it's coming from the AFL is enough. I guess I listened a bit more when the physiotherapist from the state team side stood up and said "this is what we're doing to try and prevent injuries" <i>Junior's coach (P2, woman)</i> The women and the coaches are the resource. I reckon there's 3 or 4 women... and we're low division, who have the skillset if you gave them a few hours of training and said, "We'd like you to go out and visit three or four clubs this year", they'll want to see you; they'll understand that you're a grassroots footballer who's learnt this thing, and you're coming to show it. They'd do it. So, for me, it's about mobilisation. It's not about organisational arrangements. <i>Senior's coach (P17, man)</i> We've got limited resources. We've got a couple of physios in our women's team, and they run all the warm-ups. I am going to say come and check what I am doing" – <i>Junior's coach (P21, man)</i> 	<ul style="list-style-type: none"> External experts Experts = physio, sport science professionals or students, elite coaches/players Ideally local Credible/endorsed by AFL or their league Cost/willingness to pay is a barrier: club level experts and self-education
When should education and training be delivered?	<ul style="list-style-type: none"> At the start of every year the two (coaching) coordinators run a coaches' day for our club, and we get expert coaches in to run a training session and experts on nutrition and the warm-ups. <i>Junior's coach (P1, man)</i> At the start of every season the league run an induction program for new volunteers coming into clubs...that would be a very good place to promote Prep-to-Play. <i>Junior's coach (P2, woman)</i> 	<ul style="list-style-type: none"> Pre-season with reinforcement in-season Staggered feed of information

18 quotes	<ul style="list-style-type: none"> • There's a lot of info, could it be staggered with warm-ups in pre-season and skill-specific in-season. <i>Senior's coach (P10, man)</i> • You could do variations on the standard program that rolls out with different phases of the year – <i>Junior's coach (P13, man)</i> • Get the newer coaches into it early, they want all the help they can get. <i>Senior's coach (P18, man)</i> • The burst of enthusiasm is when you need to capitalise. <i>Senior's coach (P4, man)</i> • I like the idea of accreditation even if it is only online, but you have video examples of technique. <i>Junior's coach (P2, woman)</i> 	<ul style="list-style-type: none"> • Early in learning journey at club (induction) or organisation level (accreditation)
How should education and training be delivered? 74 quotes	<ul style="list-style-type: none"> • A a two, three-hour program when you've got a bit of theory and then go out and use a group of kids to practise teaching those type of things. Firsthand experience of watching somebody else teach it was invaluable for me. <i>Junior's coach (P2, woman)</i> • Less tell and more show. People can be explained a warmup when and tell them, but it needs to be shown. Whether that's a video or someone actively doing it. <i>Junior's coach (P1, man)</i> • Face-to-face for practical and send them online for the theory. <i>Senior's coach (P3, woman)</i> • The posters you can download and print out are a great resource, but I don't know anyone will actually print them off. So supplying those posters to the clubs...in hard copy laminated format or something, as a pack, as a kit. <i>Junior's coach (P6, man)</i> • There's two choices. Someone who comes down physically and educates the players on that and the players who want to improve their Prep-to-Play will take it on board. The way to do it is webinars. People could ask questions from the safety of their own home, actively discuss and you'll get a much better uptake. <i>Junior's coach (P1, man)</i> • The thing with online is I can do it online, but do I actually know how to do it or utilise it? <i>Junior's coach (P6, man)</i> • As much as I try and watch the videos, I don't feel confident enough. <i>Senior's coach (P10, man)</i> • What about a Prep to Play app that keeps things updated and testimonials or ways to best use it. <i>Senior's coach (P3, woman)</i> • We use What's App. We have a staff and players group, we can post education pieces on that. <i>Senior's coach (P3, woman)</i> • Anything on social media. It is Facebook for us. But it needs to be interesting, catch their awareness. <i>Junior's coach (P20man)</i> • At the start of the year, we run a coaches' day... we cover dynamic warmup, nutrition, etc. We invite qualified people...I'd love to pretend to you that all the coaches do it, but they just don't. We can only present the information and try and engage the coaches to take it away from the old school mentality. <i>Junior's coach (P1, man)</i> • We have a Facebook group, a Dropbox group. We have so much great resources to provide our coaches to better themselves. But it always comes down to the same complaint. I'm time poor and I'm a volunteer. – <i>Junior's coach (P1, man)</i> 	<ul style="list-style-type: none"> • Face-to-face training and hard copy resources • At club or league level. • More practical less theory • Offer alternatives for accessibility – webinars, online • App-based resources • Social media and club communication platforms • Even with education offerings some won't attend, access and/or change practices
SELECTION OF DELIVERERS		
Selecting coaches with the capacity and motivation to deliver 90 quotes	<ul style="list-style-type: none"> • We expect the local coaches if you're going to coach you've got a basic of understanding how to prepare them properly; and it's not just your experience, there is AFL-endorsed Prep-to-Play material. <i>Junior's coach (P11, man)</i> • When I was doing my AFL Level 2 to not use a program such as that with female footy players, it was almost negligent. Coaches will say "I'm not a fitness trainer. I can't run that." But when you read the manual it's self-explanatory. <i>Junior's coach (P8, woman)</i> • I'm not a fitness and conditioning person. But I felt confident that I could explain the drill, watch the drill, correct performance, which is what I want to feel comfortable doing. I thought Prep-to-Play was fine from that perspective. <i>Senior's coach (P4, man)</i> • I know some of our coaches would say "look if you just give me the plan, I'm happy to follow it" whereas other coaches are like "well, no, I'm very tactically focused. I know what I'm doing. I've been doing it for years." <i>Junior's coach (P6, man)</i> • There is a challenge with coaches who it's not as much a focus, or they're not worried about it. A lot of coaches coach from their own knowledgebase. They might see something like this and go, "That's fine, but I'll do it my own way. <i>Senior's coach (P17, man)</i> 	<ul style="list-style-type: none"> • Motivated by a duty of care • Barrier: lack of perceived ability • Don't need expertise to deliver Prep-to-Play and current program is easy to follow • Ongoing barrier: willingness to change

Coaches can share responsibility 21 quotes	<ul style="list-style-type: none"> • I think it should be player-directed; by your captain, rather than you go as the coach doing it. ... It's all part of getting ready to play. They shouldn't have the coach holding their hand. Different if it was an under-12 team. <i>Junior girls coach (P7, man)</i> • The resources explain it really well. You can ask girls if you give them warning beforehand. <i>Senior's coach (P17, man)</i> • Let's not ignore the parents. We're talking duty of care; if you've got an arrogant coach that's not embracing this info that's going to stop my child from potentially getting injured...maybe one of your stakeholders has got to be parents. <i>Junior's coach (P11, man)</i> • Coaches need to tap into their parent resources. A good coach gets to know their families... you find out who has got some of these skills. For example, run rotations to Prep-to-Play principles happening on a regular basis. <i>Junior's coach (P8, woman)</i> • It's a shame that you can't utilise parents sometimes because it's a drop and go arrangement. <i>Junior's coach (P11, man)</i> • You've got to get all the coaches at the club to get on board with stuff; otherwise, you know, they just feel like stuff's being rammed down their throats, and they don't have enough time for things. So, it's a hard thing. <i>Senior's coach (P15, man)</i> 	<ul style="list-style-type: none"> • Coaches should share role of injury prevention with: • Players, but may not be appropriate for younger age-groups • Parents, difficulty with parent engagement • Club wide approach
COACHING AND SUPPORT		
Support and mentoring for coaches 26 quotes	<ul style="list-style-type: none"> • "With coaching coordinating, every 4 to 6 weeks, we run a coaching network. It's not about me saying, "Right, you should be doing this. You should be doing that..." it's a process where the coaches can input and discuss...you get some really rich discussion and debating. That's often how you can get coaches to start gradually changing from those old school ways. <i>Junior's coach (P8, woman)</i> • Our league this year had a coaches shed. They invited all the female teams' coaches. Like, here together we're all bouncing ideas off each other. To have like-minded people together might be a great idea. <i>Senior's coach (P19, man)</i> • We meet once a month as a minimum to discuss issues, plans going forward and a health and wellbeing check with coaches and make sure they're okay as well. <i>Junior's coach (P1, man)</i> • The other coaches who weren't doing it themselves and wondering why I was faffing around doing this stuff instead of getting them to kick a footy. <i>Senior's coach (P4, man)</i> • All of us in this room here are really keen on the Prep-to-Play, why aren't we the ambassadors to other clubs? If we're confident enough to do this with our own girls, why can't we be confident enough to show others <i>Senior's coach (P17, man)</i> 	<ul style="list-style-type: none"> • Important for feedback and ideas • Support from external or internal experts • Coach-to-coach support, mentoring and networking would be valued • Barriers can be lack of support from within the club
PERFORMANCE ASSESSMENT		
Actual performance assessment 20 quotes	<ul style="list-style-type: none"> • Trained up physios that would come, and monitor what they're doing, but also reinstating the necessary components of the program and giving them some ideas. <i>Junior's coach (P8, woman)</i> • I'm not necessarily one for a whole lot of data around that stuff. I think you can get a gut feel about a lot of that anyway. If it's being done right, well... I think you'll see it on the field. <i>Junior's coach (P2, woman)</i> • It's a continuous feedback loop "Two weeks ago I saw you jumping, your knees were bending inwards. After two weeks I can see that you've been doing your exercises so that you're landing with your knees in the right place." <i>Junior's coach (P5, man)</i> • If I put my marketing hat on. Coaches love accreditation so if there was something that was maybe workshop based specific to Prep to Play, you come along, you demonstrate you know how to utilise the tools or there's some way that you tick off... - from a club point of view I'd love to be able to say "all our female coaches are Prep to Play accredited." <i>Junior's coach (P6, man)</i> 	<ul style="list-style-type: none"> • Auding important for ensuring necessary components • Informal competency assessment (not data driven) for coaches and players • Strong agreement on integration into coach re-accreditation process to assess coaches and clubs

Table 3. Organisational drivers and barriers to use of Prep-to-Play

FACILITATIVE ADMINISTRATION	Quotes	Summary
Processes and procedures to enhance awareness/uptake 45 quotes	<ul style="list-style-type: none"> The new AFL coaching website has been a good bonus. They've been putting out some good information. I'm aware of Prep-to-Play through CoachAFL. They could put out more direct to coaches through CoachAFL. <i>Junior's coach (P12, man)</i> It needs to be promoted from AFL Victoria, then distributed through to your leagues, and then your leagues should be then distributing it through to all the clubs; and then the clubs should distribute it to all the coaches. <i>Junior's coach (P7, man)</i> Get the coach coordinators. For any interested coaches, that's a key way of spreading the news. <i>Junior's coach (P11, man)</i> Short sharp testimonials from recognisable people is a good way to disseminate to time-poor people. <i>Senior's coach (P3, woman)</i> 	<ul style="list-style-type: none"> All levels of system required to facilitate dissemination: National coaching department State coaching department League administrators Club coaching coordinators
SYSTEMS INTERVENTIONS		
Alignment with external systems to enhance awareness and uptake 25 quotes	<ul style="list-style-type: none"> They get a lot from media. Because a lot of coaches are male, they'll get a piece of information from AFL 360 or On the Coach. Which for coaching community female footballers is useless. <i>Senior coach (P3, woman)</i> If you could get commentators that are doing their chats before the game with players to have them highlight what they are doing in their warm-up for injury prevention. <i>Junior's coach (P5, man)</i> There is another variable, and that's the umpiring. You can talk about reducing injuries by 50% but our umpires just don't protect women's heads. <i>Senior's coach (P15, man)</i> A lot of play in school football competitions, so it would be finding out who is the head of that and trying to get Prep-to-Play a part of their set up as well. <i>Junior's coach (P5, man)</i> They could reach out to university students in the first instance who are studying sports science, as part of their overall practicum. One student goes out to 10 clubs to make it more embedded in a coach's session. <i>Senior coach (P3, woman)</i> 	<ul style="list-style-type: none"> Alignment with media to promote program Aligning with umpiring important, as coaches blame adjudication for injuries Implement Prep to Play within school football Undergraduate students provide support
DECISION SUPPORT SYSTEMS		
Feedback on program use or impact (e.g., injury rates) to enhance awareness and uptake 17 quotes	<ul style="list-style-type: none"> I convinced the state league here to start an injury audit. In year one, the major injuries were shoulder, upper body, head, and concussions. So, they embedded ground ball and tackling technique in pre-season coach education. The following season, it (injury rates) plummeted. <i>Senior coach (P3, woman)</i> The way you get people to adopt different things is by providing proof. So, if you were able to provide statistics through research or just through coach experience. <i>Junior's coach and coordinator (P8, woman)</i> I mean, not getting injured is a hard thing to notice. But shortening in the feedback loop and giving it a more obvious goal, would be an improvement. I'd have to say, "Look, if you can do a plank for 2-minutes, as opposed to 30 seconds, Give them a goal to achieve because it will help them on the footy field. <i>Senior's coach (P4, man)</i> Most players wouldn't care about the stats, but it's the stories. <i>Senior's coach (P17, man)</i> General observations by the coach of reduced injury across a season compared to other seasons. That is proof in the pudding enough for them. But I think it's probably unrealistic to get them to measure. <i>Junior's coach (P8, woman)</i> Team managers have to enter the scores online, and any comments about the game, or injuries that would be a good place to put that. <i>Senior's coach (P18, man)</i> Injury outcome is quite often a very long term one. So that having some of intermediary measures of saying "Oh well you're much better at doing the exercise, you're clearly much stronger at this. Your technique's much better at that," That is just basic good coaching I think anyway. <i>Junior's coach (P5, man)</i> 	<ul style="list-style-type: none"> Injury surveillance league-wide valuable to compare within age group and region, and implement specific strategies based on the injury profile But coaches and players not purely motivated by injury data. Stories and other measures of impact (e.g., are players getting stronger) more valued Community coaches limited capacity to contribute to data, team managers/trainers may be best suited to this role.

Table 4. Leadership drivers and barriers to use of Prep-to-Play

ADAPTIVE	Quotes	Summary
<p>Provide strategic and managerial leadership to enhance awareness and uptake</p> <p>64 quotes</p>	<ul style="list-style-type: none"> • If it comes from the AFL, as a part of the duty of care of coaching women, that's always a bit intimidating for coaches. <i>Junior's coach (P8, woman)</i> • The overarching body has to be responsible. If you put the club responsible then, you know, some clubs will do it well and other clubs won't. <i>Senior's coach (P10, man)</i> • The fact that they're researchers and they're AFL branded, helped me to get it up with the playing group and other coaches. To say "look, this is what we're going to do". It has been really helpful to show the commitment. It's not just something that I did when I was a 16-year-old and now I'm making you do it. This is modern. This is relevant. <i>Senior's coach (P4, man)</i> • Our league set up a women's competition, but I don't feel they've taken it seriously. They feel that's enough that they've just set it up. <i>Senior's coach (P15, man)</i> • If they (league) have one conference specific to women's footy each year and you said all coaches have to attend and you did a Prep-to-Play session there, you will have everyone in the same room. <i>Senior's coach (P10, man)</i> • From my different sports coaching accreditation there is an expectation that you must accrue a certain number of points... so that's a way of offering people incentive to learn about it. <i>Junior's coach (P8, woman)</i> • Our involvement was all part of us wanting to be seen in the parents' and players' eyes and the broader local football community as being driven to put together the best program for girls. <i>Junior's coach (P6, man)</i> • We just do it as a club (pay ~\$50 hour for experts), we want to get people who are experts in their field. <i>Senior's coach (P10, man)</i> • I've been president, the problem is getting all that information out there, and getting the coaches to buy in the same thing. Having a coaching coordinator that's got the time to implement a program... I employed a coaching coordinator, and he was paid. But that's his job, because we had almost 30 teams. <i>Junior's coach (P21, man)</i> • Have you got any ambassadors to be the face of Prep-to-Play? They can link the players in, especially the teenage girls. <i>Junior's coach (P20, man)</i> • It would be great to have ambassadors, one or two coaches can go and talk to other coaches and say "this is what is working" <i>Senior's coach (P10, man)</i> 	<ul style="list-style-type: none"> • Organisational endorsement from national, state, and local level • Club culture and expectations about duty of care • Resource allocation to support coach education. <ul style="list-style-type: none"> - leagues – coaches' seminar - clubs – coaching director and local experts • Provide incentives / motivation (e.g., accreditation points, compulsory seminars) • Ambassadors may enhance credibility and player buy-in
<p>TECHNICAL</p> <p>Provide technical leadership to enhance competency and uptake</p> <p>29 quotes</p>	<ul style="list-style-type: none"> • With coaching coordinating, every 4 to 6 weeks, we run a coaching network. It's not about me saying, "Right, you should be doing this" it's a process where the coaches can input and discuss...you get some rich discussion and debating. That's often the way that you can get some coaches to gradually change from those old school ways. <i>Junior's coach (P8, woman)</i> • Prep-to-Play should be a compulsory module in all coach education now, not just online and leave it to people to just find it. <i>Senior's coach and coordinator (P3, woman)</i> • I know they have put mentors in each area to observe coaches, they get paid a little bit, but you don't see them around that much really. It is hard. Resources is one of the biggest things. <i>Senior's coach (P14, man)</i> • The AFL regions/leagues now conduct a lot of female footy course. I think that would be a really good way of getting it through. It should be a requirement of all coaches. <i>Junior's coach (P8, woman)</i> 	<ul style="list-style-type: none"> • Seminars/meetings in pre-season from leagues/clubs • Develop compulsory coach accreditation module • Ongoing technical support from internal/external • Technical leadership limited by resources at all levels

--	--	--