



FREQUENTLY ASKED QUESTIONS

Elite Athletes Apprenticeship and Traineeship arrangements

What are Elite Athletes Apprenticeship and Traineeship arrangements?

Elite Athletes Apprenticeship and Traineeship (EAAT) arrangements provide flexibility around the minimum hours of employment required when undertaking an approved apprenticeship/traineeship.

EAAT arrangements allow elite athletes to commence or continue an apprenticeship or traineeship while pursuing their sporting commitments.

Training contracts entered into under an EAAT arrangement are also subject to the applicable provisions of the *Vocational Education and Training Act 1996* and related regulations and policies.

Who is considered an elite athlete?

A person is eligible for an EAAT arrangement if they are unable to meet the minimum hour requirement for a part time or full time apprenticeship or traineeship due to their sporting commitment and they are either:

- recognised as an elite athlete by national athlete categorisation, as defined by the National Institute Network athlete categorisation policy, and endorsed by the Western Australian Institute of Sport (WAIS) as suitable to undertake the apprenticeship or traineeship; **or**
- a professional contracted player with a recognised sporting body/entity within a state/national/international competition and endorsed by the Department of Local Government, Sport and Cultural Industries (DLGSC) as suitable to undertake the apprenticeship or traineeship.

What qualifications are approved for EAAT arrangements?

Qualifications approved for the EAAT arrangements are listed on the last page of this document. For detailed information on the relevant conditions for these qualifications, please refer to the [Register of Class A and B qualifications](#).

How do I apply to undertake my apprenticeship or traineeship through EAAT arrangements?

An application form must be completed by the relevant Western Australian or national sporting body/entity and endorsed by DLGSC or WAIS. Once endorsed, DLGSC or WAIS should provide the form to the applicant and their employer who will then submit it to the Department of Training and Workforce Apprenticeship Office, together with their training contract, through their nominated Australian Apprenticeship Support Network provider.

What happens if the application form is not endorsed?

Where the relevant sporting body/entity, WAIS or DLGSC does not identify a person as an elite athlete, the person cannot undertake the apprenticeship/traineeship through EAAT arrangements. The person could, however, consider undertaking the apprenticeship or traineeship through full time or part time arrangements.

For further information and advice on apprenticeships or traineeships please contact your nominated AASN provider.

Does an elite athlete have to undertake their apprenticeship/traineeship through EAAT arrangements?

No, if the elite athlete can satisfy the minimum hour requirement of 15 or 20 hours per week as specified in the [Register of Class A and B qualifications](#), they can undertake their apprenticeship/traineeship through part time arrangements.

Unlike the EAAT, under a part time arrangement there is no averaging of hours.

Not all apprenticeships or traineeships are available for part time delivery. Please refer to the [Register of Class A and B qualifications for conditions and restrictions applicable to a qualification](#).

What are the minimum hours for EAAT arrangements?

The minimum hours are 7.5 hours of work per week at the employer's workplace (or at the host employer's workplace if employed by a group training organisation). These hours may be averaged over six-month periods.

Averaging of the minimum hours under EAAT arrangements provides added flexibility to cater for the different training loads and competition schedules associated with the various types and codes of sport.

Does the minimum hour requirement include off the job training?

The 7.5 hours of work required is intended only for employment-based training to allow the apprentice or trainee the opportunity to develop and gain industry skills and knowledge. The off the job training component is additional to the 7.5 hours and is essential to the successful completion of the apprenticeship/traineeship.

The employer and athlete should discuss suitable options for the delivery and assessment of the chosen qualification with their registered training organisation (RTO).

Does the elite athlete have to work 7.5 hours in one shift?

No, the work times can be arranged to suit the employer and the athlete's availability. For example; the hours could be completed in one day, two half days; short shifts before or after training; weekend shifts; or a combination of these.

Can the elite athlete do more on the job/off the job training?

Yes, the apprenticeship and traineeship system in Western Australia is competency-based. The more training and practice an apprentice or trainee undertakes the likelihood increases that they will attain the required competency sooner.

Athletes wishing to increase their on or off the job training, for example during the off season, should discuss this with their sporting organisation, employer and RTO to reach an agreed arrangement.

Can an existing apprentice or trainee change to EAAT arrangements?

If an existing apprentice or trainee is recognised as an elite athlete, their current apprenticeship/traineeship arrangements can be changed to EAAT arrangements if:

- the qualification is approved for delivery under EAAT arrangements;
- the employer agrees to the variation to EAAT arrangements;
- their chosen RTO is able to accommodate the training delivery under EAAT arrangements;
- the *Application form for elite athletes apprenticeship and traineeship arrangements* is approved by the relevant WA/national sporting body/entity and endorsed by WAIS or DLGSC; and
- the variation is approved by Apprenticeship Office.

Are there any restrictions to what work the elite athlete can do?

Just like any other apprentice or trainee, an elite athlete undertaking an apprenticeship or traineeship needs to attain the required competencies outlined in the training plan in order to complete the training contract. For example; if operating power tools or working at heights forms part of the competency requirements, there should be no exception for the elite athlete apprentice or trainee to undertake those tasks.

When negotiating the training plan the RTO should be able to explain the requirements associated with the chosen qualification to the elite athlete. If the qualification does not suit the sporting body/elite athlete's needs the parties can choose not to proceed with the training contract, or select another qualification.

What happens if the elite athlete is injured or cannot attend the workplace for an extended period of time?

Suspension of a training contract is possible for all apprenticeships and traineeships, including those under EAAT arrangements. Refer to the fact sheet [Notice by parties to suspend a training contract](#) for more information.

What happens with the training contract if a person is no longer deemed an elite athlete?

If a person is no longer an elite athlete, they cannot continue accessing EAAT arrangements. The training contract can be varied to full time arrangements, part time arrangements (if the qualification is available for part time delivery) or be terminated if agreed by parties to the training contract.

Approved elite athletes apprenticeships and traineeships

Apprenticeships
Automotive Technician (Heavy Vehicle Road Transport)
Automotive Technician (Light)
Bricklaying
Carpenter
Carpentry and Joinery
Chef
Concreter
Electrical Mechanics
Engineering Tradesperson Fabrication (First Class Welding)
Engineering Tradesperson Fabrication (Heavy)
Engineering Tradesperson Fabrication (Heavy/Welding)
Engineering Tradesperson Fabrication (Light)
Engineering Tradesperson Fabrication (Marine Fitout)
Engineering Tradesperson Fabrication (Marine)
Engineering Tradesperson Fabrication (Patternmaking)
Engineering Tradesperson Fabrication (Sheetmetal)
Engineering Tradesperson Fabrication (Surface Finishing)
Engineering Tradesperson Mechanical (Refrigeration and Air Conditioning)
Painter and Decorator
Panel Beater
Patisserie
Plastering
Plumbing and Gasfitting*
Roof Plumbing*
Tilelaying
Traineeships
Horticulture (Arboriculture) Level 2
Horticulture (Arboriculture) Level 3

**These apprenticeships can only be undertaken if permitted under the industrial award or agreement applicable to your employment.*