

FREQUENTLY ASKED QUESTIONS

The purpose of the Internship Pilot Programme is to test and evaluate whether it will be an ongoing part of the PM Scholarship offering. We will be gathering feedback and adjusting the programme as needed in the future.

WHO IS ELIGIBLE?

You must be a New Zealand citizen, HPSNZ supported athlete and adhere to Schedule 3 of PM Scholarship Guidelines (link on PM Athlete Scholarship page on HPSNZ website)

Priority will be given to athletes who have recently completed or are in their final year of their tertiary qualification/training. Internships for the pilot will be undertaken in New Zealand.

WHAT IS THE VALUE OF THE INTERNSHIP?

The pilot allows for athletes to earn up to \$30,000 based on a **six month full time internship**. The amount will be pro-rated according to the number of hours/days that an athlete is able to commit to.

An approximate hourly rate for an entry level internship role is \$21-\$35 per hour.

Specific funding details will be worked through with the successful applicants, subject to the requirements of their internship.

WHAT IS THE STRUCTURE OF THE INTERNSHIP?

The length of the internship and structure of when the work is performed, based around sporting commitments, will be agreed between athlete, Performance Life Coach and Prime Minister's Athlete Scholarship (PMAS) Internship Pilot Lead.

The PMAS Internship Pilot Lead will negotiate with the partner organisation on behalf of the athlete and agree on a communication plan to ensure pastoral care of the athlete.

HOW IS THE INTERNSHIP FUNDED?

HPSNZ will pay 50% and the partner organisation will pay 50%. The athlete will be paid by the partner organisation (employer) and the partner organisation will invoice HPSNZ in the same way as tertiary institutions invoice for fees.

WHAT IF AN ATHLETE WANTS TO WORK WITH A CHARITY/NOT-FOR-PROFIT?

This is accepted and encouraged as part of the pilot programme and aligns with our strategic focus on athlete give back.

If the organisation is not in the position to contribute to paying the athlete's salary, then HPSNZ will consider funding the full amount.

CAN AN ATHLETE DO MORE THAN ONE INTERNSHIP?

Yes. Athletes are encouraged to identify multiple internship options that fit with their career exploration plan over the 12-month internship period

CAN GOLD SCHOLARSHIP ATHLETES APPLY?

If you are eligible for a Gold level scholarship this opportunity is open to you. Please discuss with your Performance Life Coach.

CAN AN ATHLETE DO AN INTERNSHIP IN A DIFFERENT REGION FROM WHERE THEY LIVE?

Yes, but this is at the discretion of HPSNZ and will be discussed according to specific athlete needs

IS THERE A MINIMUM COMMITMENT OF TIME FOR INTERNSHIPS?

No. Possible internship periods could be three, six, nine or 12 months in duration but an athlete could also apply for shorter time periods. For example, they might choose to do a three-week full time project with an organisation if they have some time off during the year. Payments will be pro-rated according to the number of hours/days that an athlete is able to commit to.

The key is that the work experience should work around athlete needs.

Specific funding details will be worked through with the successful applicants subject to the requirements of their internship.

CAN I DO AN INTERNSHIP AT HPSNZ OR AT MY SPORT NSO?

No. Athletes are encouraged to seek internship opportunities in organisations aligned with their career plans that also allow them to gain experience outside their immediate environment and networks. Athletes may however seek internships with NSOs other than their own.

WILL THERE BE A MID YEAR INTAKE?

No. The application period begins on 1 October and ends on 30 October the year before the internship is intended to be undertaken

WHO HAS DUTY OF CARE FOR ATHLETE WELFARE AND WORKPLACE STANDARDS FOR SAFE WORKING ENVIRONMENT?

All partner organisations will be vetted and must provide a healthy and safe environment for the athlete, taking measures to safeguard occupational health and safety as required by the Health and Safety at Work Act 2015.

ARE THERE FINANCIAL/TAX CONSIDERATIONS?

The partner organisation/employer will deduct tax for internship payments. HPSNZ does not provide tax advice but if athletes would like independent tax advice, they can be referred to athlete friendly network partners. To access this support please contact your Performance Life Coach

WHAT ELSE IS INVOLVED?

Aligning with the HPSNZ strategic vision of 'inspiring performance every day', the cohort group will identify a charity of choice to support. In doing so they will act as role models and encourage other athletes to participate in giving back to their community

It is intended that the athlete internship cohort will be brought together three times per year for shared learnings, tracking progress and internship support.

Athletes will also be matched with a mentor from their area of interest from within or outside their organisation.