



## **National Fair Internship Pledge**

## Contents

A message from Interns Australia .....	3
About Interns Australia .....	4
What is the National Fair Internship Pledge? .....	6
Why take the National Fair Internship Pledge? .....	7
Application Process .....	9
Get Started .....	12

## **Supporting diverse and inclusive workplaces – A message from Interns Australia on the National Fair Internship Pledge**

Internships play an important role in nurturing a skilled, capable and engaged workforce. For younger Australians, they support the transition between education and the workplace, enabling students, graduates and job seekers to enhance their studies with work experience. For employers, they provide the opportunity to identify talent, access fresh ideas and give back to the next generation.

While internships benefit individuals, employers and the community, in Australia the majority are unstructured and 87 per cent are unpaid. This limits access to internships for those who cannot afford to work for free, as a result impacting the diversity and inclusiveness of Australian workplaces.

The National Fair Internship Pledge aims to support diversity and inclusion by recognising and promoting employers that offer internships that are available to Australians from all socio-economic backgrounds. By joining the Pledge, you are helping to achieve greater diversity and inclusion while also creating a culture of fair and quality internships in Australia. Together, this provides a brighter future for both interns and their employers.

On behalf of Interns Australia, I invite you to join the National Fair Internship Pledge and look forward to recognising your internship program.

Dimity Mannering,  
Executive Director

## **What is Interns Australia?**

Interns Australia is the support and advocacy body for interns and students undertaking work placements in Australia.

### **Our vision**

Our vision is an employment landscape that is fair, regulated and protects the dignity of interns.

### **Our mission**

Interns Australia is committed to creating a culture of quality and equitable internships programs, to supporting interns and employers through a period of legislative uncertainty and to protecting the integrity of the industrial relations system. To do this, Interns Australia operates across three areas:

- Research: We conduct research to gain quantitative and qualitative data on internship-related issues.
- Consulting and lobbying: We engage with employers, industry and government to promote and facilitate best practice internships and to lobby for law reform to protect interns.
- Education: We raise awareness of issues affecting interns and the value of genuine and worthwhile internships among students, interns, employers, the community and other stakeholders.

## EDUCATION



## RESEARCH



## CONSULTATION





### **What is the National Fair Internship Pledge?**

The National Fair Internship Pledge (NFIP) is Australia's first independent review and seal to recognise and distinguish best practice internship programs. It aims to create a culture of fair and quality internships in Australia while also supporting diversity and inclusion in workplaces.

Developed by Interns Australia in collaboration with employment specialists, industry, government agencies, interns and students, the NFIP supports employers and interns to identify, commit to and create a culture of fair and high quality internship programs. It does this by:

- recognising and promoting employers whose internships meet best practice standards
- providing prospective interns with confidence in the fairness and quality of an internship program through the National Fair Internship Pledge seal
- providing employers with guidance on how to establish world-class internship programs
- setting the standard of fair and quality internships across Australia for other employers to follow.

Under the National Fair Internship Pledge, employers offering internship programs that meet best practice standards can register for a review of their program and upon approval, are able to use the National Fair Internship seal to promote their internship program as among Australia's best.

### Why join the National Fair Internship Pledge?

Employers of all sizes operating in all industries choose to take the National Fair internship Pledge to:

- improve workplace diversity by increasing the accessibility of an internship program;
- attract and recruit high calibre internship candidates;
- receive an independent tick of approval for an internship program from Australia's first and only intern support and advocacy body;
- enhance the reputation of an internship program and an organisation through recognition from Interns Australia;
- gain fresh perspectives and ideas;
- achieve corporate social responsibility goals;
- contribute to creating a culture of fair and quality internships in Australia.

### Why prospective interns choose internship programs from NFIP employers

Prospective interns choose internship programs under the NFIP seal to:

- have confidence that an internship will be fair and worthwhile;
- gain valuable knowledge, skills and experience in a supportive, professional environment;
- participate in a remunerated internship program;
- align themselves with an employer that demonstrates a commitment to supporting the next generation.



Photo: Arthur, a software engineer at dairy investment consultancy XCheque, joined the firm as a paid intern during his participation in the Tin Alley Beta program. The Tin Alley Beta program is the inaugural recipient of Interns Australia's Most Outstanding Internship Program Award.

### Promotional benefits for NFIP organisations

Interns Australia is committed to promoting NFIP organisations and supporting them to promote their pledge. To do this, we:

- offer approved internship programs the NFIP seal for use on your online and printed collateral;
- post your organisation's logo and website link on the Interns Australia web page;
- include your organisation's logo in Interns Australia newsletters and in appropriate printed and online materials;
- announce your sign up to the Pledge and appropriate updates relating to your organisation's internship program on social media;
- can arrange to present at your annual graduate recruitment or other event.

## **Application Process**

Interns Australia provides significant support to employers applying for recognition under the NFIP. While the review process is robust and thorough to ensure the integrity of the Pledge, the process for applying organisations is simple:

1. submission of your application and documentation through our website or via email;
2. review by Interns Australia within 10 business days;
3. phone interview with Interns Australia;
4. invitation to formalise Pledge or invitation to resubmit based on the review by Interns Australia.

If your organisation's internship program is approved under the NFIP, Interns Australia will review the application every two years to ensure compliance with the NFIP criteria. Optional consultation with Interns Australia is also available to support employers to develop or improve their internship programs.

**Submission of application  
and documentation**



**Review by  
Interns Australia**



**Phone interview**



**Approval or invitation to  
resubmit based on feedback  
by Interns Australia**

### Criteria for review

The National Fair Internship Pledge's criteria for assessment have been developed in consultation with the Fair Work Ombudsman and the Australian Institute of Employment Rights. They also reflect the International Labour Organization's Decent Work Indicators.

Financial and Legal	Being paid is essential to an intern as it ascribes value to the intern and their work. It also helps to create a system of equal access to internship opportunities by ensuring that people of all economic backgrounds are able to participate.
Infrastructure	A mentor, buddy or point of contact provides the intern with a support person responsible for ensuring the intern enjoys a safe and healthy workplace, that they feel supported and have a person to report concerns or feedback to.
Education and Training	Quality internships are based on learning and skills development. Learning outcomes should be targeted at the education and training needs of the intern and should complement the needs of the host employer.

### Cost

Registration	\$200.00 (Non-refundable, payable every second year upon re-registration.)
Consulting Fee	Determined based on the needs of an employer.

### Take the Pledge

To register your organisation's interest in taking the National Fair Internship Pledge, visit <http://www.internsaustralia.org/nationalfairinternshippledge> or contact us at [nfip@internsaustralia.org](mailto:nfip@internsaustralia.org)

## Get Started

To register your interest in taking the National Fair Internship Pledge, visit <http://www.internsaustralia.org/nationalfairinternshippledge> or contact us at [nfip@internsaustralia.org](mailto:nfip@internsaustralia.org)

Connect with us on:



<https://www.facebook.com/internsaustralia>



<https://www.linkedin.com/company/interns-australia>



<https://twitter.com/internsaus>