



National Fair Internship Pledge

Recognising and rewarding Australia's best internship programs



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 young Australians, they support the transition from education to the workplace, and enable students, graduates, and job seekers to complement their studies with work experience. For employers, they provide the opportunity to identify talent, access fresh ideas, and support 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, and 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 are committed to offering 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.

A handwritten signature in black ink that reads "Sarah Ashman-Baird". The signature is written in a cursive style with a large, looping initial 'S'.

Sarah Ashman-Baird
Executive Director

What is Interns Australia?

Interns Australia is the support and advocacy body for interns and students undertaking work placements in Australia. Since 2013, we have worked with employers, interns, universities, governments and communities to raise awareness of the benefits of fair and quality internship programs.

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 fair and quality internship programs that lead to better outcomes for young people, employers, and communities. To do this, Interns Australia operates across three areas:

- **Research:** We conduct research to gain insights into internship-related issues.
- **Consulting:** We engage with and support employers, industry, educators, and government to promote and offer best practice internships.
- **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.

What is the National Fair Internship Pledge?

The National Fair Internship Pledge (NFIP) is Australia's first independent review with a logo to recognise and distinguish internship programs committed to best practice. 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 quality internship programs. It does this by:

- recognising and promoting employers that commit to ensuring their internships meet best practice standards - distinguishing them in a crowded internship market,
- providing prospective interns with confidence in the commitment to the fairness and quality of an internship program through the NFIP logo,
- providing employers looking to set up an internship with guidance on how to establish a world-class program, and
- setting the standard of fair and quality internships across Australia for other employers to follow.

Under the NFIP, employers offering internship programs that are committed to meeting best practice standards can register for a review of their program and recognised employers are able to use the NFIP logo to promote their internship program as among Australia's best.

Why Interns Australia developed the National Fair Internship Pledge:

- Our research found that 87% internships in Australia are unpaid. The NFIP promotes paid internship programs so that young Australians can get a foot in the door no matter their socio-economic background.
- In recent years, there has been increased scrutiny and growing concerns around the legality of unpaid or underpaid internships. The NFIP creates a community of paid internship providers.
- Educators and students seek transparency and assurance around the quality and educational benefits of internship programs. The NFIP recognises high-quality internship programs with clear structure and learning outcomes.
- Interns are particularly vulnerable to bullying, harassment, and unfair work practices. The NFIP encourages employers to put safeguards in place to help address these issues.

Why join the National Fair Internship Pledge?

Employers of all sizes, operating in all industries, choose to take the NFIP to:

- improve workplace diversity by increasing the accessibility of an internship program;
- attract and recruit high calibre internship candidates;
- receive independent recognition for an internship program;
- enhance the reputation of an internship program and an organisation through recognition from Interns Australia;
- receive ongoing promotion by Interns Australia on their website, social media, and via other channels;
- gain fresh perspectives and ideas;
- achieve corporate social responsibility goals;
- contribute to creating a culture of fair and quality internships in Australia.

Why do prospective interns prefer internship programs from NFIP employers?

Prospective interns choose internship programs under the NFIP to:

- have confidence that an internship provider is committed running an internship program that 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 recognised internship programs the NFIP logo 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, and
- can arrange to present at your annual graduate recruitment or other event.

Application process and pricing

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.



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

Pricing: A\$495, payable every 2 years upon renewal

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. The National Fair Internship Pledge is a voluntary commitment to pursuing best practice internships and it does not replace or override any law.¹

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 socio-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.

Take the Pledge

To register your interest in taking the National Fair Internship Pledge, visit <http://www.internsaustralia.org.au/national-fair-internship-pledge> or contact us at nfip@internsaustralia.org.au.

Not ready to take the pledge?

Interns Australia often supports employers looking to establish paid, fair, and quality internship programs that provide benefit to interns and your business. Using the framework of the NFIP, we provide assistance and guidance to make setting up your program cost effective and simple. Get in touch with us at nfip@internsaustralia.org.au to learn more.

¹ Interns Australia does not express any opinion in respect of the lawfulness of any internship programme. If you are, as a prospective intern or internship provider, concerned about the lawfulness of an internship, Interns Australia strongly encourages you to seek independent legal advice.

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National Fair Internship Pledge Application Form

Applicant name _____ Company name _____

Contact email _____ Company telephone _____

Office address _____ State _____

Financial and Legal

The company commits to ensuring the internship is/will be paid at or above minimum wage / award wage. Yes No

Please state the name of the relevant award. _____

The company commits to ensuring that a contract is signed between the intern and the company. Yes No

Where the intern is/will be a tertiary student, an agreement or contract exists between the intern, the company and the education institution. Yes No

Education and Training

Goals and learning outcomes are/will be set at the beginning of internship. Yes No

Learning outcomes are/will be developed in collaboration with the intern and/or the education institution Yes No

Training is/will be provided "on the job". Yes No

Training is/will be provided according to a schedule throughout the internship. Yes No



Interim performance review / feedback is / will be provided. Yes No

If you have previously run an internship program, have past interns been retained as casual or full-time employees? Yes No

Infrastructure

The intern is/will be provided with an induction upon the commencement of the internship. Yes No

The intern is/will be assigned a mentor and/or a buddy. Yes No

If yes, how regularly does/will the intern engage with the mentor / buddy? _____

The intern is/will be provided with a point of contact who is not their mentor or buddy in the event of a dispute. Yes No

Please attach the following documents where available: *

- Sample of an agreement signed between the intern and the company
- Sample of an agreement signed between the intern, the university or education provider and the company
- Induction / Training document(s)
- Dispute Resolution policy document(s)
- Performance review /meeting schedules or communications between mentor and intern

* We understand that your organisation might not have all of the above documents. In lieu of those document(s), please provide a description of how your organisation aims to acquire the documents eventually and/or reasons why the particular document is currently absent in your internship program.



When approved for the National Fair Internship Pledge, I would like to receive the following:

- Digital NFIP logo for use on your online and printed collateral
- Announcement of your sign up to the Pledge and appropriate updates relating to your organisation's internship program on Interns Australia's social media
- Inclusion of a feature article of your organisation's program in Interns Australia newsletters and in appropriate printed and online materials
- Post your organisation's logo and website link on the Interns Australia web page
- Arrange to present at your annual graduate recruitment or other event(s). **

** This offer is subject to further negotiation depending on needs of the client.

Rationale for Assessment	Rating					Documents required
	★	★★	★★★	★★★★	★★★★★	
Financial and Legal						
<p>Being paid is essential to an intern as it ascribes value to the intern and their work.</p> <p>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.</p>	The company does not commit to ensuring that the internship is/will be paid. No contract exists between the intern and the company.	The company commits to ensuring the internship is/will be paid. No contract exists between the intern and the company.	The company commits to ensuring the internship is/will be paid. A contract exists between the intern and the company but it is unclear on duration, learning outcomes, and other protections.	The company commits to ensuring the internship is/will be paid. A contract exists between the intern and the company. It is clear on duration and learning outcomes, but unclear on other protections.	The company commits to ensuring the internship is/will be paid. A contract exists between the intern and the company and it is clear on duration, learning outcomes, and other protections.	<p>Completed application form.</p> <p>A contract between intern and the company.</p> <p>A tripartite contract between the intern, the education institution and the company.</p> <p>NB - Interns Australia does not assess whether a contract exists as a matter of law. Interns Australia will consider the clarity of any contract provided by the company on its face.</p>
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	There is no mentor or buddy system.	A mentor or buddy is provided but the arrangement is haphazard.	A mentor or buddy provided inside the direct line of work. A system is in place to facilitate the relationship.	A mentor is provided inside the direct line of work, a buddy is provided at an appropriate level and a system is in place to manage	A mentor is provided inside the direct line of work, a buddy is provided at an appropriate level and a system is in place to manage the	<p>Buddy or mentor policy documents.</p> <p>Buddy or mentor meeting schedules</p> <p>Evidence of training or training</p>

feel supported and have a person to report concerns or feedback to.				the relationship.	relationship. Mentors and buddies have received training.	manual for the mentors and buddies Dispute resolution policy
	No point of contact is provided. No specific process provided for dispute resolution.	A point of contact is provided. No process provided for dispute resolution.	A point of contact is provided. A specific process provided for dispute resolution.	A point of contact is provided outside of the direct line of work. A specific process is provided for dispute resolution	A point of contact provided outside of direct line of work. A specific process provided for dispute resolution and intern is informed of this resource.	

Education and Training

<p>Quality internships are based on learning and skills development.</p> <p>Learning outcomes should be targeted at the education and training needs of the intern and should complement the needs of the host employer.</p> <p>Goal setting and performance review will provide interns with a solid understanding of what is</p>	No goals set	Goals set by informal agreement.	Goals set by intern and are formally recorded in recruitment/training documents.	Goals set by relevant manager and are recorded in recruitment/training documents.	Goals set are negotiated between intern and relevant manager and are recorded in recruitment/training documents.	<p>Document stating learning and development goals of the intern.</p> <p>Training schedule</p> <p>Training content</p> <p>Sample performance review</p>
	No training provided	"On the job" training provided only	"On the job" training and induction provided only	Training provided according to schedule throughout internship	Training provided according to schedule throughout internship by members of the business as well as	Records on intake and number of offers made

<p>expected in the workplace and how they have performed during their placement.</p>					<p>by dedicated learning and development staff</p>	
<p>The hiring of interns as employees indicates the commitment of the employer to fostering talent.</p>	<p>No performance review</p>	<p>Performance review recorded in HR system</p>	<p>Performance review provided to candidate in face-to-face meeting</p>	<p>Interim as well as final performance review provided to candidate in face-to-face meeting</p>	<p>Interim as well as final performance review provided to candidate according to criteria set out in the Goals</p>	
	<p>None</p>	<p>Less than 25%</p>	<p>Less than 50%</p>	<p>Less than 75%</p>	<p>Greater than 75%</p>	

INTERNS AUSTRALIA

Terms and Conditions of Use

1 Background

- 1.1 Interns Australia is a not-for-profit organisation that supports interns and students undertaking work placements in Australia.
- 1.2 The National Fair Internship Pledge is Australia's first independent review with a logo to recognise and distinguish employers that are committed to best practice internship programs in accordance with Interns Australia's three **criteria** for fair internships (see page 8 of the National Fair Internship Pledge brochure, available on our website).

2 Terms of license

- 2.1 Interns Australia grants you a non-exclusive, royalty free license to use the National Fair Internship Pledge logo subject to these terms and conditions. This license is revocable at any time at the sole discretion of Interns Australia upon written notice to you from Interns Australia.
- 2.2 This license commences on the date on which the National Fair Internship Pledge logo is emailed to you or downloaded from the Interns Australia website and ceases upon notice by Interns Australia under clause 2.1.
- 2.3 You may not assign your rights under these terms and conditions or grant or assign any license, sub-license or interest under these terms and conditions.
- 2.4 All right, title and interest in and to the Intellectual Property in the National Fair Internship Pledge logo remains with Interns Australia. Nothing in these terms and conditions will be deemed to convey to you any right, title or interest in and to the Intellectual Property in the National Fair Internship Pledge logo, other than as licensee.
- 2.5 For the avoidance of doubt, this is a license to use the National Fair Internship Pledge logo. It does not constitute a license to use the Interns Australia logo.
- 2.6 "Intellectual Property" in these terms and conditions means all intellectual and industrial property rights of whatever nature (whether or not registered or registrable).

3 The National Fair Internship Pledge Seal is not an endorsement of a lawful internship

- 3.1 The National Fair Internship Pledge is a voluntary commitment to pursuing best practice internships and it does not replace or override any law.

- 3.2 The National Fair Internship Pledge logo is a way for you to signify to the public that you are committed to uphold the highest standards of employer practice in relation to internships, in accordance with the Interns Australia **criteria** for fair internships (see page 8 of the National Fair Internship Pledge Brochure, available on our website). Beyond demonstrating your commitment to pursuing the Interns Australia criteria for fair internships, the license to use the National Fair Internship Pledge logo does not constitute any form of advice, recommendation or representation (express or implied) and you will make clear in your use of the National Fair Internship Pledge logo that it must not be relied upon by any person as such.
- 3.3 Interns Australia does not express any opinion in respect of the lawfulness of your internship programme and neither warrants nor represents that your internship programme complies with Australian laws.
- 3.4 Interns Australia has not audited or reviewed the source of information upon which your National Fair Internship Pledge is based.
- 3.5 You will make clear in your promotion of the National Fair Internship Pledge logo that students and other prospective interns should seek to make their own enquiries and assessments and seek their own advice before participating in an internship programme.
- 3.6 To the extent permitted by law, Interns Australia and its employees, directors, officers, agents, volunteers and collaborators do not accept liability for any loss or damage suffered by you or any other person arising directly or indirectly from your use of the National Fair Internship Pledge logo.
- 3.7 To the extent permitted by law, you agree to indemnify Interns Australia including its employees, directors, officers, agents, volunteers and collaborators from any loss or damage (whether from negligence or otherwise) which it may suffer as a result of or in connection with your use of the National Fair Internship Pledge logo.
- 3.8 To the extent permitted by law, you agree to release and forever discharge Interns Australia including its employees, directors, officers, agents, volunteers and collaborators from all claims and demands of whatever description and however arising against Interns Australia as a result of or in connection with your use of the National Fair Internship Pledge logo.

4 Restrictions regarding use of the National Fair Internship Pledge Seal

- 4.1 The National Fair Internship Pledge logo may only be used and displayed in accordance with the following requirements regarding its appearance, including its colour, size and format:
- (a) the logo cannot be edited, cropped or skewed in any way;
 - (b) colours must not be altered and remain as per the original logo provided by Interns Australia;

- (c) you must maintain aspect ratio of 123 : 128 and a minimum size of 200 X 208 pixels: and
 - (d) the logo cannot be used on personal documentation (e.g. business cards, LinkedIn profile).
- 4.2 The National Fair Internship Pledge logo must only be used by you in relation to an internship programme submitted to Interns Australia for assessment for the National Fair Internship Pledge.
- 4.3 The National Fair Internship Pledge logo must not be used by you in any way which may cause a member of the public to believe that Interns Australia endorses or approves of your activities, that you are related to Interns Australia or that Interns Australia has advised that your internship programme complies with Australian laws.

5 Dispute resolution

- 5.1 If you fail to comply with these terms and conditions, Interns Australia reserves the right to take action against you, including to enforce its ownership of the National Fair Internship Pledge logo.

6 Acceptance

- 6.1 By downloading the National Fair Internship Pledge logo, you agree to these terms and conditions and agree to be bound by them.
- 6.2 These terms and conditions may be updated by Interns Australia from time to time at its sole discretion, without notice. Any changes will take effect from the date of posting on the Interns Australia website.

These terms and conditions were last updated on 22 May 2018.