



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, flowing style with a large 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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