

AUSTRALIAN EMPLOYMENT COVENANT

Between

The AUSTRALIAN GOVERNMENT (“Government”)

and

**ANDREW FORREST ON BEHALF OF THE EMPLOYMENT COVENANT PTY. LTD.
ABN 65 133 911 298 (“The Employment Covenant”).**

1. PRINCIPLES

The Australian Employment Covenant (the “AEC”) is a national industry-led initiative which brings all Australians together to break the vicious cycle of unemployment, hopelessness and poverty amongst many Indigenous Australians. It is the first initiative of its kind and represents a major commitment to providing the majority of Indigenous Australians who are capable of work, with a real opportunity to achieve their full potential as productive members of Australian society.

The Employment Covenant will:

- Provide the leadership and the facilitation to drive the collaborative efforts of industry, Indigenous leaders and Government in an aspiration to secure 50,000 sustainable jobs filled by Indigenous Australians.
- Ensure participating Australian employers (“AEC Employers”) formally guarantee to provide sustainable employment for Indigenous Australians on successful completion of pre-employment job specific training funded by Government to the AEC Employer’s specifications. The AEC Employer guarantee includes access to post job placement support through individual mentoring in the work place.
- Encourage AEC Employer workplace culture and practices directed at improving the recruitment, retention and development of Indigenous participants. The Employment Covenant will, through a network of patrons, ambassadors and champions at national, state and regional levels, support AEC Employers at all levels in the nation’s economy in this drive.

The Australian Government will assist by providing funding for AEC Employer specified training to the appropriate job levels for the guaranteed jobs. The Australian Government will also contribute funding and expertise to enable Employment Covenant to access support for mentors, AEC Employer support and direct administration assistance of this nationwide program.

2. THE COVENANT

The AEC is a three way commitment that involves:

- AEC Employers formally guaranteeing employment to job ready and training ready Indigenous Australians, providing industry specific training specifications to Government training providers and providing individual mentor support to Indigenous participants.
- The Australian Government, through employment services, supporting the recruitment of Indigenous job-seekers and supporting pre-employment training to the specifications of AEC Employers resulting in sustainable employment.
- Indigenous people committing to accept and remain in employment once trained.

The Government fully endorses the AEC principles and aspirations to secure 50,000 sustainable jobs for Indigenous Australians, recognising the AEC’s contribution to Closing the Gap. The Government agrees to adopt and implement each of the Government Commitments set out below.

The Employment Covenant will provide support and guidance to the Government, AEC Employers, Indigenous job seekers and workplace mentors in performing their roles, by implementing the Employment Covenant Commitments.

3. EMPLOYMENT COVENANT COMMITMENTS

The Employment Covenant commits to:

Provide leadership and to facilitate the collaborative efforts of industry in securing 50,000 sustainable jobs.

Raise awareness of the AEC and endeavour to establish a national consciousness of personal responsibility and opportunity for all Australians to play a historic role in breaking the cycles of welfare dependency and poverty within the Indigenous population by participating in and supporting the AEC.

Provide support to all stakeholders in meeting their obligations under the AEC. This includes:

- Actively encouraging and increasing the commitment by Australian employers to employ Indigenous workers;
- Working with the Indigenous community to strongly encourage participation in the AEC;
- Sharing AEC Employer specifications for pre-employment training with relevant stakeholders;
- Providing support mechanisms and information to AEC Employers, mentors, training providers, employment service providers and Indigenous Australians;
- Advising Government on recommendations in regards to barriers to sustainable employment for Indigenous Australians; and
- Providing a network of patrons, ambassadors and champions to support and encourage participation in the AEC program.

4. GOVERNMENT COMMITMENTS

The Australian Government will use its best endeavours to:

Support and promote the AEC objective, on a non-discriminatory basis and in accordance with the law.

Engage Employment Service Providers in efforts to attract and support at least 50,000 Indigenous people to participate in AEC training (to the specifications of AEC Employers), job placement and ongoing support.

Provide for pre-employment job training in accordance with the training specifications of AEC Employers (who will guarantee employment upon completion of specified training by the Indigenous job-seeker).

Executed on the 30th day of October 2008

The Hon Kevin Rudd MP
For and on behalf of the
Australian Federal Government

Andrew Forrest
For and on behalf of Employment Covenant.
Pty Ltd. ABN 65 133 911 298 and as an AEC
and as an Australian Employer