



Australian Government

Fact Sheet—The Australian Employment Covenant

What is the Australian Employment Covenant?

The Australian Employment Covenant (AEC) is a national industry-led initiative which brings all Australians together to help close the gap between Indigenous and non-Indigenous Australians in employment and employment opportunities. It is the first of its kind and represents a major commitment to providing the majority of Indigenous Australians who are able to work, with a real opportunity to achieve their full potential.

The AEC involves the placement and long term retention of 50,000 Indigenous people into 'Covenant Jobs' within a two year period. It is a three way commitment that involves:

- Employers formally guaranteeing job-ready and training-ready Indigenous Australians employment, job specific training, post-placement and individualised mentor support;
- The Australian Government facilitating the identification, recruitment and preparation of Indigenous job seekers for successful placement in the workforce; and
- Indigenous Australians committing to appropriate employment preparation and training and remaining in employment once placed.

What is the Australian Government's role in supporting the Australian Employment Covenant?

The Australian Government is committed to halving the gap between Indigenous and non-Indigenous employment outcomes over a decade.

The Australian Government will contribute to the AEC initiative in four critical areas:

1. Facilitating and coordinating training for eligible Indigenous Australians to the appropriate job standards of the employing industry;
2. Facilitating referral, placement and support processes involving the take up of AEC jobs by eligible Indigenous job seekers;
3. Facilitating post-placement and mentor support for eligible Indigenous Australians through universal employment services, the Indigenous Employment Program and the Community Development Employment Projects (CDEP) Program; and
4. Recording and tracking of AEC jobs and the placement and retention of Indigenous job seekers into AEC jobs and training (where the information is recorded within the Australian Government's IT systems) following the go-live date in February 2009.

The Australian Government will also contribute funding and expertise to the AEC for direct administration assistance. This includes one-off funding for the establishment of an interim call centre and for the development of promotional and website materials.

What will the Australian Employment Covenant Executive do?

The Australian Employment Covenant Executive, under the directions of its Steering Committee, will:

1. 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.
2. Ensure covenanted employers formally guarantee to provide sustainable employment for Indigenous Australians on successful completion of pre-employment training. This guarantee includes access to post-placement and individual mentor support through mentoring in the workplace.
3. Encourage employer workplace culture and practices directed at improving the recruitment, retention and development of participants. The AEC Executive will, through a network of Patrons and Champions at national, state and regional levels, support employers at all levels in the nation's economy.

Where will the 50,000 Indigenous job seekers come from?

Every Indigenous job seeker is encouraged to participate in the AEC.

In addition to a broad promotional campaign targeting all Indigenous job seekers, the AEC will focus on those locations that are most likely to attract the greatest number of Indigenous job seekers.

Over three quarters of all workforce-aged Indigenous Australians reside in capital cities and regional areas.

When will the Australian Employment Covenant commence?

The AEC will be launched by the AEC Executive at Kirribilli House on Thursday 30 October 2008.

It is expected that the AEC will be fully operational by mid-February 2009. Interested employers, training providers and job seekers can find more information or register their interest at www.fiftythousandjobs.com.au or by phoning the Australian Employment Covenant Hotline on 1300 346 325.