



Australian Government

Department of the Prime Minister and Cabinet

EMPLOYMENT SCHEDULE – JOBS, LAND AND ECONOMY PROGRAMME

Executed by

the Commonwealth of Australia as represented by the Department of the Prime Minister and Cabinet (ABN 18 108 001 191)

AND

National Rugby League Limited (ABN 23 082 088 962)

Grant System Agreement number (System ID)	4-2U0IVAP
Project Schedule reference number (System ID)	81682242
Provider reference number (System ID)	4-21UHRY

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Version 18/3 2016

s47F



How this Project Schedule works

The Commonwealth has agreed to execute this Project Schedule, under which the Commonwealth will provide the Grant/s for the purpose of delivering one or more Projects.

Once this Project Schedule has been executed, a separate contract is formed. That contract is called a **Project Agreement**.

The terms and conditions of this Project Agreement are as set out in:

- a) this Project Schedule;
- b) the Head Agreement; and
- c) any attachments to, or documents incorporated by reference into, either of those documents.

This Project Schedule contains terms and conditions that relate specifically to the Projects and Grants listed in this document. The document comprises:

- Part 1 – a summary of the Projects and Grants in this Project Schedule;
- Part 2 – terms and conditions applying to all Projects and Grants in this Project Schedule; and
- Part 3 – specific terms and conditions for particular Projects and Grants in this Project Schedule.

The Head Agreement contains general terms and conditions that apply to all Projects and Grants.

(See also clauses 1 to 10 of the Head Agreement).

PART 1: PROJECT AND GRANT SUMMARY

1. List of Projects

	Project name
Project A	National Rugby League – School to Work

PART 2: GENERAL INFORMATION, TERMS AND CONDITIONS FOR ALL PROJECTS IN THIS PROJECT SCHEDULE

1. Interpretation

1.1 Unless the contrary intention appears:

- (a) words used in this Project Schedule have the same meaning as in the Head Agreement; and
- (b) the terms listed in the Definitions in Annexure 1 have the meaning given to them in that Annexure.

1.2 Information, terms and conditions in Part 2 of this Project Schedule apply to the Projects under this Project Agreement, unless the contrary intention appears in Part 3.

2. Programme

2.1 The Grants are provided under the Indigenous Advancement - Jobs, Land and Economy Programme (JLEP).

3. Programme outcomes

3.1 For each Project, the Provider must contribute to or achieve the following programme outcomes to the extent they are not inconsistent with the Project.

Programme outcomes

- Adults into work
- Foster viable Indigenous businesses
- Generate economic and social benefits for Indigenous people from land and sea use and native title rights, particularly in remote areas

3.2 The Provider agrees to deliver each Project under this Project Agreement so as not to conflict with or adversely impact upon the school attendance of children in the location/s at which the Project is being delivered.

4. Overview

4.1 The Provider is:

Provider	
Full legal name	National Rugby League Limited
ABN, ICN, ACN or other identifier	ABN 23 082 088 962

4.2 This Project Agreement commences on the Project Agreement Start Date and ends on the Project Agreement End Date:

Project Agreement Start Date	1 July 2017
Project Agreement End Date	30 April 2021 or earlier termination date.

5. Strengthening Organisational Governance - one-off payment

- 5.1 If the Provider has been required to become incorporated pursuant to clauses 64 to 68 of the Head Agreement, the Commonwealth will pay a one-off payment of \$10,000 (excl GST) following:
- (a) the Provider changing its incorporation status in accordance with clauses 64 to 68 of the Head Agreement; and
 - (b) the Commonwealth receiving proof of the change in incorporation status.
- 5.2 The parties agree that this payment represents a genuine pre-estimate of the costs likely to be incurred by the Provider in complying with the incorporation requirement, and that the Commonwealth is not liable for any further amount. This payment is a one-off payment, and will be made only if the Provider has not received a similar payment under another Project Agreement.
- 5.3 The payment provided for under Part 2 Item 5.1 is a Grant for the purpose of this Project Agreement.

6. Tax and invoices

(Clauses 16 to 19 of the Head Agreement)

- 6.1 The Commonwealth may direct the Provider to issue invoices to the Commonwealth. This direction can relate to all or part of a Project Agreement. Each invoice must be addressed to the relevant Commonwealth contact officer listed in this Project Schedule.
- 6.2 Each invoice issued by the Provider must contain:
- (a) the words 'tax invoice' or 'invoice', whichever is relevant, stated prominently;
 - (b) the Provider's name and ABN;
 - (c) the Commonwealth's name and address;
 - (d) the date of issue of the tax invoice or invoice;
 - (e) the name of the Project and this Project Schedule reference number (if any);
 - (f) the total amount payable (including GST if it is a taxable supply); and
 - (g) the GST amount shown separately, if it is a taxable supply.
- 6.3 An invoice issued by the Provider must not:
- (a) include amounts that are not properly payable under this Project Agreement; or
 - (b) relate to a payment or include an amount in relation to which the Commonwealth has exercised its rights under clauses 79 - 81 (Withholding, Provider not entitled to amount or amount not spent in accordance with a Project Agreement, Unspent Grant amounts), 84 (Breach of Project Agreement), or 88 - 91 (Termination or reduction in scope for default) of the Head Agreement.
- 6.4 The Commonwealth may require the Provider to reissue an invoice that does not meet the requirements of this Project Agreement.
- 6.5 Alternatively, the Commonwealth may issue recipient created tax invoices (RCTIs) and any adjustment notes for taxable supplies made by the Provider to the Commonwealth, within 28 days of determining the value of the taxable supplies in question. The Provider must not issue tax invoices or adjustment notes for taxable supplies covered by a RCTI.

7. Reporting

(Clauses 52 to 58 of the Head Agreement)

7.1 The Provider must provide to the Commonwealth the following reports for each Project as specified in Part 3 of this Project Schedule:

Report	Details
Invoices and Documentary Evidence	Invoices must conform with the requirements of Part 2, item 6 and be accompanied by the relevant Participant Commencement Advice Forms and other Documentary Evidence as specified in the table at Part 3, item 8.1 for the relevant Project.
Interim Performance report	Interim Performance reports must detail the progress and performance of the Project during the reporting period, including against the outcomes, objectives and performance targets set out in this Project Schedule. If there are significant issues affecting the progress of the Project, the Interim Performance report must specify the actions being taken to address the issues.
Final Performance report	<p>The following information must be provided:</p> <ul style="list-style-type: none"> (a) a statement of compliance with the Project Agreement and details of any areas of non-compliance; (b) information about the progress of the Project, including against the outcomes, objectives and performance targets for the Project; (c) information about how the Provider managed risk to give the Project the best chance of achieving the outcomes, objectives and performance targets for the Project; (d) a statement about the extent to which the Project achieved results which are consistent with and promoted the Commonwealth's priorities (including any priorities specified in relevant guidelines); and (e) any other information considered relevant by the Provider or required in the Project Schedule.
Expenditure report	<p>The following information must be provided:</p> <ul style="list-style-type: none"> (a) a detailed statement of income and expenditure relating to the Grant; (b) a definitive statement about whether the financial accounts are true and fair, and a statement of the balance of the bank account referred to in clause 13 of the Head Agreement and whether there are any unexpended Grant funds; and (c) a statement confirming whether the Grant was expended for the Project and in accordance with the Project Agreement. <p>If unaudited, the report is to be certified by the Provider's finance manager (or equivalent).</p> <p>If audited, the report is to be audited in accordance with clauses 55-56 of the Head Agreement.</p> <p>Part 3 of this Project Schedule specifies whether the Expenditure report for a Project is to be unaudited or audited.</p>

PART 3: SPECIFIC INFORMATION, TERMS AND CONDITIONS FOR PARTICULAR PROJECTS IN THIS PROJECT SCHEDULE

1. Interpretation

- 1.1 Each of the Projects specified in this Project Schedule has its own sub-part under this Part 3, which sets out specific information, terms and conditions applying for that particular Project. To the extent of any inconsistency between Part 2 and Part 3 of this Project Schedule, Part 3 will take priority in relation to the relevant Project.

3A: PROJECT A – NATIONAL RUGBY LEAGUE – SCHOOL TO WORK

1. Project description

1.1 The Provider must deliver the following Project:

Project description

1. The Provider must deliver the following Activities for the Project in accordance with the requirements of this Project Agreement:

The NRL School to Work (S2W) project will support the Australian Government broader commitment to halve the gap between Indigenous and non-Indigenous year 12 attainment and halve the gap between Indigenous and non-Indigenous unemployment levels within a decade.

The primary objective of the S2W project will be to increase year 12 completions and increase the number of Indigenous students successfully transitioning into employment or further education.

Eligible year 10, 11 and 12 students from approved schools in defined regions must be provided with one-on-one sessions with their respective Project Officer to build career development plans focused on career aspirations and personal goals. The Provider must ensure that students work with their Project Officers to pursue these plans by participating in educational, cultural and leadership workshops. The Provider must ensure that students are provided with the opportunity to visit club sponsors, partner organisations and other government and corporate supporters of School to Work to undertake work experience and job-readiness training.

The Provider must ensure that students attend career days and industry visits exposing them to a range of employers from varied industries to ensure that they have access to as much information as possible to make informed choices about their future careers.

Graduating students will be equipped to make informed choices about their future careers and have a solid foundation in 'job readiness' skills to help guide students through a smooth transition to life after school. The Provider must support participants in the School to Work Program for six months post commencement of their chosen career path, with close monitoring of progress and adaption on a structured 'post-school' plan.

A list of the current schools engaged in the program is at attachment A to this schedule. Any additional schools to be added to the program will need to be approved in writing by the Commonwealth.

The Provider must ensure the participation of School to Work students in the NRL All Stars Week through the Indigenous Youth Leadership Summit held in conjunction with the NRL All Stars, to assist in developing future Indigenous leaders across our communities.


Project description

NRL Clubs to support the program will include but not limited to;

- Canberra Raiders
- Canterbury-Bankstown Bulldogs
- Cronulla Sharks
- Gold Coast Titans
- Melbourne Storm
- Newcastle Knights
- Parramatta Eels
- Penrith Panthers
- St George Illawarra Dragons
- Sydney Roosters
- Wests Tigers


Any additional Clubs to be added to the program will must be approved in writing by the Commonwealth .

s47G; s47; s47E(d)



The Provider must ensure the following staff deliver the Project ;

s47G(1)(a); s47E(d); s47



NRL Ambassadors will also be utilised to support the program. Where possible the Provider must recruit Indigenous staff members to fulfil the service delivery team positions.

The Provider must ensure that the program receives support from a number of areas across the NRL where required. The program management responsibility must sit within the Provider's Indigenous Strategy Team.

2. Current students s47; 47 participating in the NRL Indigenous Programs contract (68596971) will transition into this NRL School to Work contract to complete their HSC.

3. Current students placed into employment and education outcomes through the NRL Indigenous Programs contract (68596971) will transition into this NRL School to Work contract to complete their 26 week milestones.

Domestic Violence

Project description
<p>The Provider must establish a Family Violence Action Plan that targets NRL School to Work Transition participants by incorporating preventative measures regarding family violence including physical, sexual, emotional and psychological abuse.</p> <p>The Action Plan will address family violence preventative measures through targeted activities, information sessions and mentoring (where appropriate) delivered throughout the life of the Project Schedule.</p> <p>The Department will work with the Provider to develop the Action Plan in partnership with appropriately qualified authorities specialising in Aboriginal and Torres Strait Islander family violence matters with authorities to be appointed in agreement with the Department. The NRL would look to work with its current partners through its Voice Against Violence program.</p> <p>A finalised action plan will be developed and submitted to the Department by 22 December 2017.</p>

2. Key performance indicators

2.1 The Provider must meet the performance targets for the following key performance indicators within the timelines shown in the table below:

Number	Key Performance Indicator	Target and Data Source / Timeline / Frequency
A.1	M1 - Number and proportion of Indigenous people employed in delivery of the Project.	Number and % of staff employed in delivery of Project who are Indigenous. Source: Provider census taken 1 mth after Project Start Date and then 31 Mar & 30 Sept each year during which the Project is delivered, or other dates specified by Commonwealth
A.2	M2 – Extent of compliance with Project Agreement terms and conditions.	Provider complies to the Commonwealth's reasonable satisfaction. Source: Records and Material relating to Project Agreement and other information reasonably requested by the Commonwealth and feedback from other relevant persons or organisations.
A.3	JLE3 - Take up of activity / funded places filled.	100% of places filled against the agreed target. Source: Provider Records. Frequency: Reported six monthly.
A.4	JLE14 - Service delivery quality rating.	Requirement met based on Agreement Manager rating of the quality of Project delivery. Source: Provider records, combined with Commonwealth assessment of Provider's performance. Frequency: Quarterly assessment, reported six monthly.

Number	Key Performance Indicator	Target and Data Source / Timeline / Frequency
A.5	JLE7 - Sustained 26 week employment outcomes.	Proportion of {participants} that reach 26 week retention outcome (eg. employment). Source: Provider Records. Frequency: Monthly.
A.6	JLE7 - Sustained 26 week education outcomes including completion of HSC.	Proportion of {participants} that reach 26 week retention outcome (eg. education). Source: Provider Records. Frequency: Monthly.

3. Duration of Project

- 3.1 The Project must be delivered from the Project Start Date until the Project End Date and each of the Activities must be conducted during the relevant Activities Period specified below for the Activities:

Project dates	
Project Start Date	1 July 2017
Project End Date	31 March 2021 or earlier termination date
Activities Period	<p>All Activities, other than the General Activities, must be conducted so that all Outcomes are achieved by the Project End Date.</p> <p>In addition the following time periods apply:</p> <p>General Activities Period: 1 July 2017 – 31 December 2020.</p> <p>Recruitment period for Job Participants: 1 July 2017 – 30 June 2020.</p> <p>Training period for Training Participants: 1 July 2017 – 30 June 2020.</p>

4. Party representatives for notices

(Clauses 134 – 135 of the Head Agreement)

- 4.1 The parties' representatives are responsible for liaison and day-to-day Project management, as well as issuing and accepting any written notices relating to the Project:

Commonwealth	Details
Contact officer / position for Project	s22
Physical / postal address(es) for notices	GPO Box 9932 Sydney NSW 2001
Telephone	s22
E-mail	

Provider	Details
Contact officer / position for Project	s47F
Physical / postal address(es) for notices	
Telephone	
Fax	
E-mail	

5. Location

5.1 The Project is to be delivered at the following location/s:

Name location	Address
League Central – Driver Avenue Moore Park NSW 2021	
School to Work Activities will be delivered across the following regions:.	Western Sydney South West Sydney Southern Sydney South Coast Central Coast Hunter Northern NSW South East QLD ACT/Southern Tablelands Melbourne

- 5.2 Unless approved in writing by the Commonwealth, all Activities are to be conducted in Australia.
- 5.3 The Provider warrants that it has the right to access and use all premises required for the purposes of delivering the Project.
- 5.4 The Provider must use all reasonable efforts to obtain the right to access and use the premises listed above, including negotiating any leases, licences, permits or other arrangements.
- 5.5 If the Provider has been unable to obtain a right to access and use the premises listed above within 30 calendar days of the Project Start Date, it must obtain access to an appropriate alternative location that has been approved by the Commonwealth within a further 30 calendar days.

6. Job Activities

Nature of activities to be provided

6.1 The Provider must provide the following Job Activities:

Job Activities description
<ol style="list-style-type: none">1. The Provider must use its best endeavours to facilitate Job Placements to achieve the Maximum Number of Job Outcomes for the Project.2. The Provider must support the delivery of employment services to Participants from the locations listed in the Locations table at Part 3A, item 5.1.3. The Provider must provide employment services to Participants using a career based assessment, planning and coaching model.4. The Provider must facilitate pre-employment and post-employment support that includes, but is not limited to, the following:<ol style="list-style-type: none">a) Receive and provide referrals from and to other Employment Service Providers.b) Work with any S2W Participant who requests their assistance.c) Register Participants and keep up to date and accurate records of all employment servicing provided to each Participant.d) Undertake an initial assessment of each Participants qualifications, skills, experience and aspirations.e) Undertake regular reviews of each Participants qualifications, skills, experience and aspirations.f) Review and update each Participants resume.g) Match Participants to Job Activities relevant to their qualifications, skills, experience and aspirations.h) Refer Participants to Job Activities relevant to their qualifications, skills, experience and aspirations.i) Provide each Participant with interview coaching and mentoring for each Job Activity they are referred to.j) Facilitate access to resources to assist their Job Activities (including: computers, internet, printers, office space, telephones; transport assistance; and purchase of job related resources such as clothing).k) Broker Job Activities for Participants with employers.l) Confirm and document all Participant Job Activity commencements with respective employersm) Confirm and document the achievement of all job Activity milestones with respective employers.n) Facilitate pre-employment training (accredited or unaccredited) as required.o) Provide Participants with pre-employment and post-employment support to address barriers to employment as required.p) Refer Participants to other service providers to address non-vocational barriers to employment.q) Provide Participants with post-employment support for 26 weeks, including:<ol style="list-style-type: none">a. providing each Participant with mentor support from a suitably qualified mentor acceptable to the Participant.b. Providing on the job support, including assisting the Participant familiarise themselves with workplace and industry specific issues;c. identification of issues that may impact upon a Participant's work or training, and discussion of those issues with the Participant;d. assisting the Participant communicate with their employer, including speaking on behalf of the Participant where requested by the Participant;

Job Activities description

- e. assistance and support with personal issues; and
 - f. assistance or advice on any other topic related to a Participant's employment and/or training, as requested by a Participant.
 - g. mentoring must be provided by appropriately qualified mentors via face to face visits at the workplace and elsewhere, telephone or email.
5. Facilitate cultural support to an Employer's employees and contractors where needed. Cultural support may include:
- i. increase staff and contractor awareness of their personal responses to cultural differences;
 - ii. assist staff and contractors to develop an appreciation, knowledge and understanding of the histories, lifestyles, values, beliefs and experiences of Indigenous Australians; and
 - iii. develop and enhance ways of improving staff and contractor's professional approach to Indigenous Australians in a culturally appropriate, relevant and respectful way within the context of the organisation.
5. The Provider must complement its services by building a strong network of service providers to which it can refer Participants for assistance to address any vocational and non-vocational barriers to employment they might face.
6. The Provider must work with other Employment Service Providers to assist Participants into work.
7. The Provider must hold upfront negotiations with any Employment Service Provider it works with to agree who will claim relevant fees and to ensure that any service is only paid for once by the Commonwealth.
8. The Provider must provide Claims for Payment to the Commonwealth in a timely manner.
9. The Department will conduct on-going desktop monitoring and bi-annual on-site audits of performance will be undertaken by the Commonwealth.

Number of Job Outcomes and Job Outcome Payments being funded

- 6.2 The Provider must recruit and use its best endeavours to retain Job Participants to achieve the Maximum Number of Job Outcomes as specified in the table at Part 3, item 8.1 for the Project.
- 6.3 For each Job Participant, the Provider must submit a Participant Commencement Advice Form to the Commonwealth within 20 business days of the Participant commencing employment.
- 6.4 Job Participants for the Project may be recruited only within the recruitment period specified in Part 3, item 3 (if any).

Eligibility requirements for Job Participants for the Project

- 6.5 For a person to be a Job Participant under the Project, the following eligibility requirements must be satisfied:
- (a) the person must be an Indigenous Australian;
 - (b) the person must not be receiving a wage subsidy funded by the Commonwealth (or a Commonwealth entity), a State or Territory (unless that person is authorised in writing by the Commonwealth to participate in the Project notwithstanding that support);

- (c) the person must not be receiving a payment which derives (in whole or part) from monies provided by the Commonwealth (or a Commonwealth entity) for, or in connection with, the delivery of the same or similar activities (unless that person is authorised in writing by the Commonwealth to participate in the Project notwithstanding that support);
- (d) the person must not be receiving a payment from the Provider or a third party (e.g. an Employment Services Provider or State or Territory) which derives (in whole or part) from monies provided to the Provider or the third party by the Commonwealth (or a Commonwealth entity) for, or in connection with, the delivery of the same or similar activities (unless that person is authorised in writing by the Department to participate in the Project notwithstanding that support);
- (e) the person must not be a person who is in receipt of other support under the JLEP, including under the Vocational Training and Employment Centre (VTEC) initiative (unless that person is authorised in writing by the Commonwealth to participate in the Project notwithstanding that support);
- (f) the person must not have participated in the same or similar activities (under an Indigenous Grant or otherwise) within a six-month period preceding consideration of eligibility unless approved in writing by the Commonwealth;
- (g) the person must not, near the time of their commencement as a Participant, have been employed by the Provider, or employed in a Related Entity, or employed by an Employment Services Provider; and
- (h) the person must be undertaking year 10, 11 or 12 in an approved school and be actively engaged in their schooling;
- (i) any other eligibility requirements specified at Part 3, items 6.6 to 6.8

Additional Job Participant eligibility requirements

None specified

Requirements for a Job Outcome

- 6.6 For a Job Outcome Payment to be paid to and retained by the Provider in respect of a Job Participant achieving a Job Outcome under the Project, the Job Participant must:
- (a) for a Job Outcome commencement payment (if any) – commence a job under the Project, which is intended to last for a Job Outcome Period (or longer), in accordance with this Part 3, item 6; and
 - (b) for other Job Outcome Payments –
 - (i) commence a job under the Project and be employed for the relevant Job Outcome Period as a continuous period (with paid leave periods counting towards the continuous employment);
 - (ii) not have had more than 20 business days of unpaid leave or absence during the Job Outcome Period; and
 - (iii) achieve the specified amount of continuous employment during the Job Activities Period.
- 6.7 Subject to this Project Agreement, the Provider may claim a Job Outcome Payment for a Job Participant under this Project who has one or more breaks in employment.

- 6.8 The Provider must notify the Commonwealth of any breaks in employment when claiming a Job Outcome Payment in respect of a Job Participant under this Project.
- 6.9 A Job Outcome Payment (other than a Job Outcome commencement payment) is not payable in respect of a Job Participant if there has been a break in employment of more than 20 business days during the relevant Job Outcome Period, unless the Provider has otherwise obtained the Commonwealth's prior written approval.
- 6.10 A break will not be counted as a period of employment for the purposes of achieving a Job Outcome. However, subject to this Part 3, item 6.10, employment of the Job Participant following the break will be treated as a continuation of the employment undertaken before the break (and will not entitle the Provider to claim a further Job Outcome commencement payment (if any) in respect of that Participant).
- 6.11 For the avoidance of doubt:
- if a Job Participant does not achieve the relevant Job Outcome under the Project prior to the end of the Job Activities Period, the Commonwealth will not provide any pro-rata Job Outcome Payment; and
 - no more than one of each type of Job Outcome Payment may be claimed for an individual Job Participant, unless otherwise approved in writing by the Commonwealth.
- (Note: Column C in the table at Part 3, item 8.1 sets out the different types of Job Outcome Payments payable under the Project).*

6A. Training Activities

Nature of activities to be provided

- 6A.1 The Provider must provide the following Training Activities:

Training Activities description
<ol style="list-style-type: none"> The Provider must facilitate suitable training for Training Participants to achieve the Maximum Number of Training Outcomes for the Project. For each Training Participant the training: <ol style="list-style-type: none"> must be tailored towards the person's needs, address any identified barriers to employment for the person and assist them to achieve sustainable employment; must relate to the job in which the person is employed, if the person is a Job Participant; and must consist of one or more of following types of training: <ul style="list-style-type: none"> Pre-Employment Support; Industry Specific Skills Training; and Accredited Skills Training. <p>The Provider must maintain records regarding the referral and performance of the Training Activities.</p>

- 6A.2 The Provider must ensure that the Training Activities are:
- provided by appropriately qualified training organisations and presenters;
 - relevant to each of the Training Participant's needs;
 - relevant to achieving the relevant Training Outcome; and

- (d) conducted in Australia.

Number of Training Outcomes and Training Outcome Payments being funded

- 6A.3 The Provider must provide suitable training for Training Participants to achieve the Maximum Number of Training Outcomes as specified in the table at Part 3, item 8.1 for the Project.
- 6A.4 For each Training Participant, the Provider must submit a Participant Commencement Advice Form to the Commonwealth within 20 business days of the Participant commencing Training Activities.
- 6A.5 Training for Training Participants for the Project must be delivered within the training period specified in Part 3, item 3 (if any).

Eligibility requirements for Training Participants for the Project

- 6A.6 For a person to be a Training Participant, the following eligibility requirements must be satisfied:
- (a) the person must meet the eligibility requirements for a Job Participant specified in Part 3, items 6.5 to 6.8 for the Project; and
 - (b) any other eligibility requirements specified at Part 3, item 6A.7 below.

Additional Training Participant eligibility requirements

- 6A.7 The following eligibility requirements also apply for Training Participants under the Project:
- None specified.
- 6A.8 Despite Part 3, items 6A.6 and 6A.7 above, the Commonwealth may otherwise agree in writing that a person who does not meet the requirements in Part 3, items 6A.6 and 6A.7 is eligible to be a Training Participant under the Project.

Requirements for a Training Outcome

- 6A.9 For a Training Outcome Payment to be paid to and retained by the Provider in respect of a Training Participant achieving a Training Outcome, the Training Participant must:
- (a) for a Training Outcome commencement payment (if any) – commence as a Training Participant as part of Training Activities under the Project in accordance with the requirements of Part 3, item 6A; and
 - (b) for other Training Outcome Payments – participate in Training Activities under the Project in accordance with the requirements of Part 3, item 6A and achieve the Key Pre-Requisite Requirement for the relevant Training Outcome Payment.
- 6A.10 The Provider must notify the Commonwealth of any significant absences from, or breaks in, training when claiming a Training Outcome Payment in respect of a Training Participant.
- 6A.11 For the avoidance of doubt:
- (a) If a Training Participant does not achieve the Key Pre-Requisite Requirement for the relevant Training Outcome Payment prior to the end of the Training Activities Period, the Commonwealth will not provide any pro-rata Training Outcome Payment; and
 - (b) no more than one of each type of Training Outcome Payment may be claimed for an individual Training Participant, unless otherwise approved in writing by the Commonwealth.

6B. Structured Mentoring Activities

Nature of activities to be provided

6B.1 The Provider must provide the following Structured Mentoring Activities:

Structured Mentoring Activities description	
1.	The Provider must provide suitable Mentoring for Mentoring Participants to achieve up to the Maximum Number of Mentoring Outcomes for the Project.
2.	Mentoring may be provided only for Job Participants or Training Participants who require Mentoring in addition to normal workplace mentoring (but does not include Training Activities): (a) as a result of exceptional personal circumstances; or (b) where there are multiple barriers affecting the retention and progression of the Mentoring Participant in employment.
3.	Structured Mentoring Activities may include the provision of assistance to a Mentoring Participant's family members and employer to address barriers external to the Participant's workplace.
4.	Structured Mentoring Activities may not include: (a) normal support or mentoring provided as part of the Project to Job Participants (direct employment support); (b) routine support such as attendance at sign up interviews; (c) attempts to contact a Mentoring Participant without success; (d) resumé and application preparation; (e) attendance at or preparation of cultural events; and (f) connection to other programs or services, such as apprenticeship sign-up.
5.	A mentoring plan must be prepared for each Mentoring Participant which: (a) is negotiated with the Mentoring Participant and is specific to their needs; and (b) if relevant, involves the Mentor working with community /family members and employers.
6.	The mentoring plan must be a living document (which is updated in response to changed circumstances or specific issues which arise) and, among other things, must detail the type of support required, method of contact (e.g. telephone contact, face-to-face) and the timeframes (e.g. weekly, monthly). Each mentoring plan must be available to the Commonwealth upon request and on completion of the conduct of the Structured Mentoring Activities for the Mentoring Participant.
7.	As per the Domestic Violence Action Plan, mentoring will include information on family violence preventative measures, including information on physical, sexual, emotional and psychological abuse. Mentoring or referral to appropriate services will be delivered throughout the life of the Project Schedule.

6B.2 The Provider must ensure that the Structured Mentoring Activities are:

- (a) provided by appropriately skilled Mentors who are acceptable to each of the Mentoring Participants they are mentoring;
- (b) relevant to each of the Mentoring Participant's needs; and
- (c) relevant to achieving the relevant Mentoring Outcome and achieving a Job Outcome.

Number of Mentoring Outcomes and Mentoring Outcome Payments being funded

6B.3 The Provider must provide suitable mentoring for Mentoring Participants to achieve up to the Maximum Number of Mentoring Outcomes as specified in the table at Part 3, item 8.1 for the Project.

6B.4 For each Mentoring Participant, the Provider must submit a Participant Commencement Advice Form to the Commonwealth within 20 business days of the Participant commencing Structured Mentoring Activities.

Eligibility requirements for Mentoring Participants for the Project

6B.5 For a person to be a Mentoring Participant, the following eligibility requirements must be satisfied:

- (a) the person must be participating as a Job Participant or Training Participant under the Project; and
- (b) meet any other eligibility requirements specified at Part 3, item 6B.6 below.

Additional Mentoring Participant eligibility requirements

6B.6 The following eligibility requirements also apply for Mentoring Participants under this Project:

- (a) The Commonwealth must not have notified the Provider in writing that the person or category of persons is not eligible, or no longer eligible with effect a date specified in the notice, to participate as a Mentoring Participant under the Project.

6B.7 Despite Part 3, items 6B.5 and 6B.6, the Commonwealth may otherwise agree in writing that a person who does not meet the requirements in Part 3, items 6B.5 and 6B.6 is eligible to be a Mentoring Participant.

Requirements for a Mentoring Outcome

6B.8 For a Mentoring Outcome Payment to be paid to and retained by the Provider in respect of a Mentoring Participant achieving a Mentoring Outcome, the Mentoring Participant must have participated as a Mentoring Participant in accordance with this Project Agreement. The Key Pre-Requisite Requirement for the relevant Mentoring Outcome Payment for the Project must also be met.

6B.9 For the avoidance of doubt the number of hours of Structured Mentoring Activities showing in column E of the table at Part 3, item 8.1 for the Project is the maximum number of hours the Provider may claim for Structured Mentoring Activities for the Project.

7. General Activities

7.1 The Provider must deliver the following General Activities:

General Activities description
<p>1. The Provider must deliver the following Activities for the Project in accordance with the requirements of this Project Agreement:</p> <p>The NRL School to Work (S2W) project will support the Australian Government broader commitment to halve the gap between Indigenous and non-Indigenous year 12 attainment and halve the gap between Indigenous and non-Indigenous unemployment levels within a decade.</p>

General Activities description

The primary objective of the S2W project will be to increase year 12 completions and increase the number of Indigenous students successfully transitioning into employment or further education.

Eligible year 10, 11 and 12 students from approved schools in defined regions will be supported with one-on-one sessions with their respective Project Officer to build career development plans focused on career aspirations and personal goals. Students will work with their Project Officers to pursue these plans by participating in educational, cultural and leadership workshops. Students will also be provided with the opportunity to visit club sponsors, partner organisations and other government and corporate supporters of School to Work to undertake work experience and job-readiness training.

To further support students, they will be supported to attend career days and industry visits exposing them to a range of employers from varied industries to ensure that they have access to as much information as possible to make informed choices about their future careers.

Graduating students will be equipped to make informed choices about their future careers, and be armed with exceptional leadership capabilities and have a solid foundation in 'job readiness' skills. To help guide students through a smooth transition to life after school, participants in the School to Work Program will be supported for six months post commencement of their chosen career path, with close monitoring of progress and adaption on a structured 'post-school' plan.

A list of the current schools engaged in the program can be found at attachment A to this schedule. Any additional schools to be added to the program will need to be approved in writing by the department.

The NRL will also ensure the participation of School to Work students in the NRL All Stars Week through the Indigenous Youth Leadership Summit held in conjunction with the All Stars, to assist in developing future Indigenous leaders across our communities.

NRL Clubs to support the program will include but not limited to;

- Canberra Raiders
- Canterbury-Bankstown Bulldogs
- Cronulla Sharks
- Gold Coast Titans
- Melbourne Storm
- Newcastle Knights
- Parramatta Eels
- Penrith Panthers
- St George Illawarra Dragons
- Sydney Roosters
- Wests Tigers

General Activities description
Any additional Clubs to be added to the program will need to be approved in writing by the department.
s47; s47G; 247E(d)

8. Grant payments

(Clause 11 and 12 of the Head Agreement)

Payments

8.1 Subject to this Project Agreement, the Commonwealth will pay the Grant for the Project, which may comprise:

- (a) Outcome Payments (including, if specified, Advance Payments) payable in respect of the Provider achieving Outcomes, up to the total of the maximum amount payable for Outcome Payments as specified in Column G of the following table; and
- (b) General Activity Payments.

Activities type (A)	Outcome Payment type (C)	Maximum Number of Outcomes funded (E)	Outcome Payment amount (per Outcome per Participant) (GST inclusive) (Full Time Employment) (F)	Maximum amount of Outcome Payments payable (GST inclusive) (G) (=E x F)	Documentary Evidence (H)	Other requirements/ Conditions for Training (I)
HSC Support Placements	Commencement into S2W			s47G(1)(a); s47E(d); s47	Training Commencement Advice Participant Commencement Advice Form. Correctly rendered invoice.	For HSC Support Placement Outcomes see Project Description Part 3, item 1; and HSC Placement Support Activities Description Part 3, item 6
	Completion of HSC				Training Cessation Advice Correctly rendered invoice and evidence from the education facility to demonstrate completion of the HSC.	For HSC Support Placement Outcomes see Project Description Part 3, item 1; and HSC Placement Support Activities Description Part 3, item 6
Transition Students	Transition to new contract				Spread sheet detailing transitioning student, school, current year or other documentary evidence acceptable to the Department. Correctly rendered invoice.	For Transition Students Placement Outcomes see Project Description Part 3, item 2
	Completion of HSC				Training Cessation Advice Correctly rendered invoice and evidence from the education facility to demonstrate completion of the HSC.	For Transition Students Placement Outcomes see Project Description Part 3, item 2.
Transition Outcome Placement (Employment)	Spread sheet detailing transitioning student, school, current year, current				Correctly rendered invoice. Employer confirmation of continuous employment, including payslips and/or payroll details or other documentary	For Transition Students Placement Outcomes see Project Description Part 3, item 3 and Job Activities Description Part 3, item 6.

	employer and/or other documentary evidence acceptable to the Department.				evidence acceptable to the Department. Cessation Form – for each Job Participant who attains the Job Outcome - 26 Week.	
Transition Outcome Placement (Education)	Spread sheet detailing transitioning student, school, current year, current Education Institution and/or other documentary evidence acceptable to the Department	s47G(1)(a); s47E(d); s47			Correctly rendered invoice. Education confirmation of continuous studies, including email from University Indigenous Unit, Training Institution, Student email or other documentary evidence acceptable to the Department. Cessation Form – for each Participant who attains the Training Outcome - 26 Week.	For Transition Students Placement Outcomes see Project Description Part 3, item 3 and Job Activities Description Part 3, item 6.
Employment Placement	Commencement into Employment Achievement of 26 week employment outcome				Employment Commencement Advice Participant Commencement Advice Form. Correctly rendered invoice. Correctly rendered invoice.	For HSC Support Placement Outcomes see Project Description Part 3, item 1; and Job Activities Description Part 3, item 6 For HSC Support Placement Outcomes see Project Description Part 3, item 1; and Job Activities Description Part 3, item 6

s47F

					- 26 Week.	
Education Outcomes	Commencement into Education Outcomes (Min Cert III or Above)	s47G(1)(a); s47E(d); s47	s47G(1)(a); s47E(d); s47		Training Commencement Advice Participant Commencement Advice Form. Correctly rendered invoice.	For HSC Support Placement Outcomes see Project Description Part 3, item 1; and Job Activities Description Part 3, item 6
	Completion of 26 weeks within Education Outcomes (Min Cert III or Above)	s47G(1)(a); s47E(d); s47			Correctly rendered invoice. Education confirmation of continuous studies, including email from University Indigenous Unit, Training Institution, Student email or other documentary evidence acceptable to the Department. Cessation Form – for each Participant who attains the Training Outcome - 26 Week	For HSC Support Placement Outcomes see Project Description Part 3, item 1; and Job Activities Description Part 3, item 6

s47F

8.2 The Commonwealth will pay a percentage only of the Job Outcome Payment amount specified in column F of the table in Part 3, item 8.1 for the Project in respect of a Job Participant employed on a part time basis, based on the following calculation:

- (a) Part Time Employment A: 50% of the Job Outcome Payment amount specified for the applicable Job Participant type;
- (b) Part Time Employment B: 75% of the Job Outcome Payment amount specified for the applicable Job Participant type.

8.3 Subject to Part 3, item 8.4, of the maximum amount of Outcome Payments payable for the Project, the amounts showing in column A of the following table will be Advance Payments in respect of the number and type of Outcomes specified in the corresponding columns of the table, payable within 20 business days of the start of the relevant Activities Period:

s47G(1)(a); s47E(d); s47

8.4 The Provider must submit an invoice in respect of any Advance Payment (if any) within 10 business days of the start of the Activities Period for the relevant Activities.

8.5 General Activity Payments and Outcome Payments under the Project will be paid within 20 business days of the Commonwealth receiving and accepting:

- (a) a correctly rendered invoice in accordance with Part 2, Item 6 and, if applicable, Part 3, item 8.4;
- (b) Documentary Evidence from the Provider, to the Commonwealth's satisfaction, to support the claim;
- (c) any required reports in accordance with Part 2, item 7 and Part 3, item 9; and
- (d) any other documentation the Commonwealth reasonably requires to determine that the Provider has complied with its obligations under this Project Agreement.

8.6 Subject to this Project Agreement, the Commonwealth will pay the Provider Grant payments for the Project in accordance with the following table:

Description	Maximum Amount Payable (GST inclusive)	Payment Date/Schedule
HSC Support Placements	s47G(1)(a); s47E(d); s47	Within 20 business days of receipt by the Commonwealth of a correctly rendered tax invoice and satisfactory Documentary Evidence as required under Part 3, item 8.5
Transition Students		Within 20 business days of receipt by the Commonwealth of a correctly rendered tax invoice and satisfactory Documentary Evidence as required under Part 3, item 8.5
Transition Outcome		Within 20 business days of receipt by the Commonwealth of a correctly rendered tax

Description	Maximum Amount Payable (GST inclusive)	Payment Date/Schedule
Placement (Employment)		invoice and satisfactory Documentary Evidence as required under Part 3, item 8.5
Transition Outcome Placement (Education)	s47G(1)(a); s47E(d);s47	Within 20 business days of receipt by the Commonwealth of a correctly rendered tax invoice and satisfactory Documentary Evidence as required under Part 3, item 8.5
Employment Placement		Within 20 business days of receipt by the Commonwealth of a correctly rendered tax invoice and satisfactory evidence of incorporation in accordance with Part 2, item 5.1
Education Outcomes		Within 20 business days of receipt by the Commonwealth of a correctly rendered tax invoice and satisfactory Documentary Evidence as required under Part 3, item 8.5
Total Grant payable:		

Other

8.7 The Provider:

- (a) must use the Grant only for the purpose of achieving the Outcomes under the Project as provided for in this Project Agreement and to conduct the General Activities for the Project (if any); and
- (b) is entitled to retain monies paid as an Outcome Payment (including Advance Payments) under the Project only if the relevant Outcome is achieved during the relevant Activities Period.

Offsetting and recovery

- 8.8 If the Commonwealth pays an Advance Payment, the Provider must provide written evidence to the Commonwealth's satisfaction that demonstrates that the Provider has achieved the requisite number of Outcomes equivalent to the amount paid.
- 8.9 The Commonwealth will offset all Advance Payments against other Outcome Payments payable until the total offset amount equals the amount of the Advance Payment paid.
- 8.10 If the Provider:
 - (a) fails to achieve the requisite number of Outcomes for the relevant Activities under the Project equivalent to the Advance Payment paid in respect of those Activities, or fails to provide evidence under Part 3, item 8.8 to the Commonwealth's satisfaction; and/or
 - (b) has obtained any monies that it is not entitled to under the Grant for the Project,

the Provider must repay the applicable amount to the Commonwealth, and the Commonwealth is entitled to recover after giving written notice (as a debt in accordance with clauses 126 – 130 of the Head Agreement) or offset the applicable amount, or part thereof, under this or any other Project Agreement, up to the applicable amount.

Payments from other sources

- 8.11 Subject to this Project Agreement, the Provider is not entitled to Outcome Payments under this Project Agreement if it receives or is entitled to receive payment from the Commonwealth (from other Commonwealth sources) or from State, Territory or local government bodies for delivering the same or similar activities. The Commonwealth may require evidence, in a form acceptable to the Commonwealth, which demonstrates that the Provider complies with this Item 8.11.
- 8.12 Subject to this Project Agreement, the Provider is not entitled to Outcome Payments under this Project Agreement if:
- (a) it receives or is entitled to receive payment from a third party (e.g. an Employment Services Provider) for, or in connection with, the delivery of the same or similar activities; or
 - (b) a third party is receiving payment from the Commonwealth or an Employment Services Provider for, or in connection with, the delivery of the same or similar activities for the relevant Participant.
- The Commonwealth may require evidence, in a form acceptable to the Commonwealth, which demonstrates that the Provider complies with this item 8.12.
- 8.13 For the purposes of Part 3, items 8.11 and 8.12, if the Commonwealth determines, in its absolute discretion, that the Provider is receiving or entitled to receive payment as described in Part 3, items 8.11 or 8.12 the Commonwealth may:
- (a) make the payment of the relevant part of the Grant;
 - (b) decide not to make the payment of the relevant part of the Grant;
 - (c) reduce the relevant part of the Grant against any future Outcome Payments or General Activity Payments owed to the Provider.
- 8.14 The Commonwealth may, at any time and in its sole and absolute discretion, deem activities as being the same or similar activities for the purposes of Part 3, items 8.11 or 8.12.

9. Reporting

(Clauses 52 - 58 of the Head Agreement and Part 2 Item 7 of this Project Schedule)

- 9.1 The Provider must submit the following reports to the Commonwealth by the following due dates:

Report	Information the Report must contain	Due date
Invoices	As per Part 2, item 7.1	Within 20 business days of the achievement of the relevant Outcome for which a payment is being claimed or as otherwise specified in this Project Agreement or approved in writing by the Commonwealth
Reporting on Key Performance Indicators	In the manner and form specified by the Commonwealth, the report must contain: - Number of Indigenous and	Due on 30 June and 31 December each year of the project,

Report	Information the Report must contain	Due date
	<p>non-Indigenous people employed in delivery of the Project;</p> <p>Number of Indigenous and non-Indigenous people working on the Project on 31 March of each year; and</p> <p>- Number of Indigenous and non-Indigenous people working on the Project on 30 September of each year.</p>	
Interim Performance report on all Activities covering the period 1 July to 31 December 2017	As per Part 2, item 7.1	15 January 2018
Interim Performance report on all Activities covering the period 1 January to 30 June 2018	As per Part 2, item 7.1	15 July 2018
Interim Performance report on all Activities covering the period 1 July to 31 December 2018	As per Part 2, item 7.1	15 January 2019
Interim Performance report on all Activities covering the period 1 January to 30 June 2019	As per Part 2, item 7.1	15 July 2019
Interim Performance report on all Activities covering the period 1 July to 31 December 2019	As per Part 2, item 7.1	15 January 2020
Interim Performance report on all Activities covering the period 1 January to 30 June 2020	As per Part 2, item 7.1	15 July 2020
Final Performance report on General Activities covering the full duration of the Project	As per Part 2, item 7.1	31 March 2021
Expenditure report for all Activities unaudited covering the full duration of the Project	As per Part 2, item 7.1	31 March 2021

10. Bank account details

10.1 The Provider's bank account for the purpose of clause 13 of the Head Agreement for this Project is:

Bank / institution name	s47G(1)(a), s47E(d)	
Branch		
BSB number		
Account name		
Account number		

Project A – Additional Conditions

The following additional conditions apply for this Project.

11. Additional Conditions for employment-related projects

Specified personnel

11.1 The following persons are to deliver the Activities for this Project as specified in the following table:

Type of Activities	Persons	Parts of Activities the persons are to deliver
Job Activities	None	The NRL will have a delivery team responsible for these activities
Training Activities	None	The NRL will have a delivery team responsible for these activities
Structured Mentoring Activities	None	The NRL will have a delivery team responsible for these activities
General Activities	s47F	Overall management of the contract

No charge to Participants

11.2 Unless otherwise agreed in writing by the Commonwealth, the Provider must not demand or receive any payment or other consideration, either directly or indirectly, from a Participant for, or in connection with, this Project Agreement.

Referrals

11.3 If the Commonwealth refers a person to the Provider to as a potential Participant, the Provider must use its best endeavours to engage the person as a Participant under the Project.

No charge to employers

- 11.4 The Provider must not demand or receive any payment or other consideration, either directly or indirectly, from an employer for, or in connection with this Project Agreement.

Working with Employment Service Providers

- 11.5 To the extent permitted by law, the Provider must provide Employment Services Providers with accurate and complete information on activities undertaken by a Participant registered on their case load within ten business days of any request from the Employment Services Provider.

12. Other Additional Conditions

Nil

ANNEXURE 1 to the Project Agreement

DEFINITIONS

(Clause 143 of the Head Agreement)

Reader's Guide to the Definitions

The Definitions below apply to all parts of this Project Agreement.

Other Definitions are located in clause 143 of the Head Agreement.

Unless the contrary intention appears, words used in this Project Agreement have the same meaning as in the Head Agreement. The following definitions also apply for this Project Agreement unless the contrary intention appears:

Accredited Skills Training	means training for a Training Participant which is: (a) delivered by a registered training organisation and accredited by the Australian Skills Quality Authority to meet national standards; and (b) directed at the Participant gaining, retaining or progressing employment opportunities.
Activities	are the activities under this Project Agreement that the Provider is required to provide to the Commonwealth's satisfaction and may include: - Job Activities; - Training Activities; - Structured Mentoring Activities; and/or - General Activities.
Activities Period	means the period stipulated in Part 3, item 3 for a Project during which the specified Activities may be conducted in order to qualify for a relevant Outcome to be paid.
Advance Payment	means an amount payable by the Commonwealth under this Project Agreement in accordance with Part 3, item 8.3 for the relevant Project, in respect of one or more Participants, which is paid in anticipation of the Provider achieving the relevant Outcome for the specified number of Participants for those Activities.
Community Development Programme or CDP	means the Community Development Programme administered by the Commonwealth.
CDP Region	means one of the CDP geographical areas identified and displayed at mip.gov.au/ or such other website as advised by the Commonwealth from time to time in our absolute discretion.

Accredited Skills Training	means training for a Training Participant which is: (a) delivered by a registered training organisation and accredited by the Australian Skills Quality Authority to meet national standards; and (b) directed at the Participant gaining, retaining or progressing employment opportunities.
Documentary Evidence	in relation to claims for Outcome Payments means records in relation to the relevant Outcome Payment for a Project, as specified in the table at Part 3, item 8.1, which verifies that the relevant Activities were conducted and the relevant Outcome achieved.
Employment Services Provider	means an organisation that is a provider of employment or employment-related services under the: (a) Commonwealth's jobactive employment services arrangements and the jobactive Deed 2015 – 2020 (or any agreement under which jobactive is administered); (b) Disability Employment Services and the Disability Employment Services Deed (or any agreement under which Disability Employment Services are administered); or (c) Community Development Programme and the CDP funding agreement (or any agreement under which the Community Development Programme is administered), and includes any organisations declared by the Commonwealth to be Employment Services Providers from time to time.
Full Time Employment	means employment that: (a) is specified as full-time within the relevant industrial award, ratified enterprise agreement or registered employer/employee agreement; (b) if there is no specification, involves an average of 35 hours per week or more during the relevant 13 or 26 week Job Outcome Period; or (c) if a Participant has a restricted work capacity, hours as agreed by the Parties in writing, but not less than 15 hours per week during the relevant 13 or 26 week Job Outcome Period.
General Activities	means the activities the Provider is required to undertake as specified in Part 3, item 7 for a Project in this Project Schedule.
General Activity Payment	means an amount payable by the Commonwealth in respect of General Activities for a Project under this Project Agreement (and excludes any Outcome Payments), in accordance with Part 3, item 8.6 for the relevant Project.
General Activities Period	means the period specified in Part 3, item 3 for the relevant Project during which the Provider is to conduct the General Activities for that Project in order to qualify for General Activities Payments to be paid.
Indigenous Australian	means a person who is of Aboriginal or Torres Strait Islander descent and who identifies as an Aboriginal or Torres Strait Islander person, and who is accepted as such in the community in which the person lives or has lived.

Accredited Skills Training	means training for a Training Participant which is: (a) delivered by a registered training organisation and accredited by the Australian Skills Quality Authority to meet national standards; and (b) directed at the Participant gaining, retaining or progressing employment opportunities.
HSC Support Placement	Means an Aboriginal or Torres Strait Islander student in year 10, 11 or 12 being supported to complete their High School Certificate or its equivalent in other States
Industry Specific Skills Training	means training activities for a Training Participant which are directed at the Participant gaining, retaining or progressing employment opportunities in a particular industry.
JLEP	means the Jobs, Land and Economy Programme referred to in Part 2, items 2 and 3 of this Project Schedule.
Job Activities	means the provision of a job and associated assistance to Job Participants in accordance with Part 3, item 6 of the relevant Project in this Project Schedule.
Job Activities Period	means the period specified in Part 3, item 3 for the relevant Project during which the Provider is to conduct the Job Activities for that Project and achieve Job Outcomes in order to qualify for Job Outcome Payments to be paid.
Job Outcome	means a Job Participant achieving any of the following: (a) if provided for in the table in Part 3, item 8.1 of the relevant Project - commencing a job under a Project for a Job Outcome Period in accordance with Part 3, item 6; or (b) commencing a job under a Project and maintaining continuous employment for a Job Outcome Period as provided for in the table in Part 3, item 8.1 and in accordance with the requirements of Part 3, items 6.6 - 6.11 for the relevant Project.
Job Outcome Payment	means an amount payable by the Commonwealth under this Project Agreement in accordance with the table in Part 3, item 8.1 of the relevant Project in respect of a Job Participant who achieves a Job Outcome and includes Advance Payments payable pursuant to Part 3, item 8.3.
Job Outcome Period	means a period of continuous employment of a duration of: (a) 13 weeks; or (b) 26 weeks, as provided for in Part 3, item 6.6 - 6.11 for the relevant Project, which a Job Participant is required to achieve for a Job Outcome Payment to be payable in respect of that Outcome.
Job Participant	means a person who meets the eligibility requirements for a Job Participant for a Project under this Project Agreement.
Key Pre-Requisite Requirement	means the specific requirements stipulated in column D of the table at Part 3, item 8.1.

Accredited Skills Training	<p>means training for a Training Participant which is:</p> <p>(a) delivered by a registered training organisation and accredited by the Australian Skills Quality Authority to meet national standards; and</p> <p>(b) directed at the Participant gaining, retaining or progressing employment opportunities.</p>
Maximum Number of Job Outcomes	<p>means the maximum number of Job Participants to be recruited and retained by the Provider, as specified in column E in of the table at Part 3, item 8.1 for a Project, and for which Job Outcome Payments will be payable to the Provider if the Participants achieve the relevant Job Outcomes, as specified in Part 3, items 6.6 - 6.11 and the table in Part 3, item 8.1 for a Project.</p>
Maximum Number of Mentoring Outcomes	<p>means the maximum number of hours of Structured Mentoring Activities, as specified in column E of the table at Part 3, item 8.1 for a Project, to be provided to Mentoring Participants by the Provider and for which Mentoring Outcome Payments will be payable to the Provider if the relevant Mentoring Outcomes are achieved.</p>
Maximum Number of Training Outcomes	<p>means the maximum number of Training Participants to be assisted by the Provider, as specified in column E of the table at Part 3, item 8.1 for a Project, and for which Training Outcome Payments will be payable to the Provider if the Participants achieve the relevant Training Outcomes.</p>
Mentor	<p>means a person who:</p> <p>(a) possesses one of the following qualifications:</p> <ul style="list-style-type: none"> i. Certificate IV in Mentoring and Coaching; ii. Certificate IV in Mentoring Diverse Groups (Indigenous Mentoring); iii. Diploma of Leadership Coaching and Mentoring; or iv. Bachelor / Master of Social Work, <p>or is otherwise approved by the Commonwealth to be a Mentor for a Project; and</p> <p>(b) is available out of normal business hours for family and community visits if required.</p> <p><i>Note: Elders, peers and community members may be considered for approval by the Commonwealth if they can demonstrate minimum competencies such as the capacity to recognise potential mental health issues, understanding of referral strategies, and awareness of youth vulnerabilities.</i></p>
Mentoring	<p>means a Mentor:</p> <p>(a) establishing a structured and trusting relationship, and interacting, with a Mentoring Participant;</p> <p>(b) providing guidance, coaching, encouragement and other support for the Mentoring Participant,</p> <p>to assist the Mentoring Participant to progress and retain employment opportunities.</p>

Accredited Skills Training	means training for a Training Participant which is: (a) delivered by a registered training organisation and accredited by the Australian Skills Quality Authority to meet national standards; and (b) directed at the Participant gaining, retaining or progressing employment opportunities.
Mentoring Outcome	means a Mentoring Participant participating in one or more hours of Structured Mentoring Activities under a Project in accordance with the requirements of Part 3, item 6B and the Key Pre-Requisite Requirement being met for a Mentoring Outcome Payment.
Mentoring Outcome Payment	means an amount payable by the Commonwealth under this Project Agreement in accordance with the table in Part 3, item 8.1 for a Project in respect of a Mentoring Participant who achieves a Mentoring Outcome and includes Advance Payments payable pursuant to Part 3, item 8.3.
Mentoring Participant	means a person who meets the eligibility requirements for a Mentoring Participant as specified in Part 3, item 6B for a Project and has been selected by the Provider to participate in Structured Mentoring Activities under the Project.
Outcome	includes: (a) a Job Outcome; (b) a Training Outcome; and (c) a Mentoring Outcome.
Outcome Payment	means an amount payable by the Commonwealth under this Project Agreement in respect of a Participant who achieves an Outcome under the relevant Activities and includes Advance Payments (if applicable).
Participant	means a person who meets the eligibility requirements under this Project Agreement for Activities and who participates in the relevant Activities during the relevant Activities Period. There may be different types of Participants for each type of Activities.
Participant Commencement Advice Form	is a document maintained by the Provider (in a format specified by the Commonwealth) which contains details concerning a Participant's commencement in Activities.
Part Time Employment A	means employment that involves a minimum of 15 hours per week and an average of no more than 24 hours per week during the relevant 13 or 26 week Job Outcome Period.
Part Time Employment B	means: (a) employment that involves an average of between 25 and 34 hours per week during the relevant 13 or 26 week Job Outcome Period; or (b) if a Participant has a restricted work capacity, the number of hours of employment per week as agreed by the Commonwealth in writing, but not less than 15 hours per week during the relevant 13 or 26 Job Outcome Period.

Accredited Skills Training	means training for a Training Participant which is: (a) delivered by a registered training organisation and accredited by the Australian Skills Quality Authority to meet national standards; and (b) directed at the Participant gaining, retaining or progressing employment opportunities.
Pre-Employment Support	means support that assists a Training Participant to overcome identified barriers to employment which impede the person's ability to attain and retain employment.
Related Entity	means: (a) those parts of the Provider other than the part of the Provider that delivers the Project; (b) entities connected with a 'corporation' as defined in section 64B of the <i>Corporations Act 2001</i> (Cth) with the word 'Provider' substituted for every occurrence of the word 'corporation' in that section; (c) if the Provider is a company, an entity that: i. is a holding company of the Provider; ii. is a subsidiary of the Provider; iii. is a subsidiary of a holding company of the Provider; iv. has one or more directors who are also directors of the Provider; or v. without limiting items (c)(i) to (iv) of this definition, controls the Provider; (d) an entity where a familial or spousal relationship between the principals, owners, directors, officers or other like persons exists between that entity and the principals, owners, directors, officers or like persons of the Provider; or (e) any other type of entity defined in any guidelines or notified by the Commonwealth.
Structured Mentoring Activities	means the provision of Mentoring for Mentoring Participants in accordance with Part 3, item 6B for the relevant Project in this Project Schedule.
Structured Mentoring Activities Period	means the period specified in Part 3, item 3 for the relevant Project during which the Provider is to conduct the Structured Mentoring Activities for that Project and achieve Mentoring Outcomes in order to qualify for Mentoring Outcomes to be paid.
Training Activities	means the provision of training for Training Participants in accordance with Part 3, item 6A of the relevant Project in this Project Schedule.
Training Activities Period	means the period specified in Part 3, item 3 for the relevant Project during which the Provider is to conduct the Training Activities for that Project and achieve Training Outcomes in order to qualify for Training Outcomes to be paid.

Accredited Skills Training	means training for a Training Participant which is: (a) delivered by a registered training organisation and accredited by the Australian Skills Quality Authority to meet national standards; and (b) directed at the Participant gaining, retaining or progressing employment opportunities.
Training Outcome	means a Training Participant achieving any of the following: (a) if provided for in the table in Part 3, item 8.1 of the relevant Project - commencing as a Training Participant as part of Training Activities for a Project in accordance with the requirements of Part 3, item 6A for the Project; or (b) participating in Training Activities for a Project in accordance with the requirements of Part 3, item 6A for the Project and achieving the Key Pre-Requisite Requirement for a Training Outcome Payment.
Training Outcome Payment	means an amount payable by the Commonwealth under this Project Agreement in accordance with the table in Part 3, item 8.1 for the relevant Project in respect of a Training Participant who achieves a Training Outcome and includes Advance Payments payable pursuant to Part 3, item 8.3.
Training Participant	means a person who meets the eligibility requirements for a Training Participant for a Project under this Project Agreement.

SIGNATURES

This Project Schedule, together with the Head Agreement and any attachments to, or documents incorporated by reference into, either of them, forms a Project Agreement.

Executed as an agreement:

Commonwealth

SIGNED for and on behalf of the Commonwealth of Australia as represented by the Department of the Prime Minister and Cabinet by:	
Name (print): Position (print): Signature and date:	s22, s47F
Witness name (print): Signature and date:	
Provider	
SIGNED for and on behalf of National Rugby League Limited ABN 23 082 088 962 by:	
Name of signatory (print): Signature and date: by the authority of the Council	
Witness name (print): Signature and date:	

