



**the dpsa**

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Department:  
Public Service and Administration  
REPUBLIC OF SOUTH AFRICA

# Accelerated Implementation of the Internship Programme

**04 October 2007**

# Presentation Outline

Overview purpose of presentation:

- ✓ Purpose of the presentation
- ✓ Objective of the internship programme
- ✓ Situational challenges
- ✓ Implementation framework
- ✓ Implementation role-players & their roles
- ✓ Critical success indicators

# Purpose of the presentation

Present an

An overview of the accelerated  
Implementing Plan for the Internship and  
Learnership Programme

# Objectives of the programme

## The objectives of the internship programme

- ✓ Provide valuable structured workplace learning & employment opportunities
- ✓ Address shortage of qualified and skilled personnel in identified areas within PS
- ✓ Increase awareness of jobs and careers within PS
- ✓ Support future strategic staffing needs of the PS
- ✓ Provide work-based training as part of a qualification

# Situational challenges

The ff. challenges exist:

- ✓ Dept. capacity to provide quality mentorship and coaching for skills transfer process
- ✓ Framework for structured training and development
- ✓ Structured induction and mentorship process
- ✓ Implementation coordination process
- ✓ M&E to monitor and support placement
- ✓ Triangulation of database and reporting
- ✓ Alignment to core business, scarce skills and staffing priorities
- ✓ Structures for interns and learners to share success and challenges
- ✓ Partnership and cooperation
- ✓ Linking and synergizing the program with other HRD initiatives

# Proposed implementation framework

Internship & Learnership implementation must focus on:

- ✓ Standardization of internship contracting process (standard application form, development contract etc.)
- ✓ Development of capacity building for mentorship and coaching strategies
- ✓ Development of workplace training and development framework for interns, learners and traineeships
- ✓ Exit management plan
- ✓ Implementation coordination strategy
- ✓ Monitoring and evaluation

# Implementation role-players

The ff. are strategic role-players

- ✓ Relevant SETA
- ✓ SETA Forum
- ✓ National depts. and provinces
- ✓ SA Graduate Development Association
- ✓ HEIs and FETs
- ✓ Umsobomvu
- ✓ SAMDI

# Role-player inputs

## DPSA:

- ✓ Strategic collaboration with role-player groups
- ✓ Policy framework to ensure effective implementation
- ✓ Monitoring and evaluation and compliance reporting

## SAMDI

- ✓ Interns and mentors training framework
- ✓ Capacity-Mentorship and Coaching training

## HEI, FET's.

- ✓ Provide sites for promoting jobs and careers in the PS
- ✓ Sources for recruitment
- ✓ Provide training

## NGO's

- ✓ Database for recruitment
- ✓ Training and Capacity building programmes

## SETA Forum

- ✓ Learnership implementation coordination plan



# Critical success indicators

*To promote learnerships, traineeship and internships as a capacity building strategy*

- Total number learnerships, Internships & traineeships undertaken.
- Total number of interns, learners and traineeship placed
- Quality of capacity building interventions provided.
- Long term program impact on supply of scarce skills
- General strategic staffing needs of the PS and;
- Employment opportunities created for unemployed graduates

# Way forward

## **The following actions are to be undertaken**

- ✓ Formation of strategic partnerships (e.g. Gseta Forum)
- ✓ Learnership implementation coordination framework (DPSA, PSETA)
- ✓ Detailed action plan for internship implementation (task team etc.)
- ✓ Monitoring and evaluation process
- ✓ Reporting strategies
- ✓ Communication plan with stakeholders