YouthMap Internship Programme

April 22, 2015
Kampala, Uganda
PROGRAMME DESIGN

Programme intended;

– To increase employability skills and employment opportunities of targeted youth

– To increase collaborative arrangements between private, public and civil society organisations in support for youth employability and leadership

• Partnership model of programme implementation (interns, employers, Restless Development, advisory board)
KEY ACTIVITIES

1. Advisory board meetings
2. Recruit employers
3. Recruit interns
4. Conduct foundation training
5. Employer Orientation
6. Intern placement for 6 months
7. Support and mentorship
8. Debrief and career fair
9. Graduation
10. Employment support
## EMPLOYERS ON THE PROGRAMME

<table>
<thead>
<tr>
<th>Both cohorts</th>
<th>Cohort 2</th>
<th>Cohort 1</th>
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<tbody>
<tr>
<td>MTN</td>
<td>SAFE PROJECT</td>
<td>Smart FM</td>
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<td>UPFYA</td>
<td>STAR EC - JINJA</td>
<td>Marie Stopes Uganda</td>
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<td>ARAMEX</td>
<td>CARE International- SCORE</td>
<td>Uganda Telecom LTD</td>
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<td>AVSI -SCORE</td>
<td>SANLAM</td>
<td>Pearl Capital Partners</td>
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<td>Hotel Paradise-Jinja</td>
<td>Star SW EGPAF</td>
<td>NARO</td>
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<td>Plan International-NUHITES</td>
<td>TPO-SCORE</td>
<td>National Agricultural Research Laboratories</td>
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<td>Daily Monitor</td>
<td>Black Lantern</td>
<td>SDS</td>
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<td>FICA Seeds</td>
<td>Protea Hotel</td>
<td>Act 4 Africa</td>
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<td>DFCU BANK</td>
<td>IHAA (SUNRISE)</td>
<td>Barclays Bank</td>
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<td>Feed the future</td>
<td>Unity FM</td>
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<td>ACDI/VOCA</td>
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<td>Crested Hotel Jinja</td>
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<td>St. Lira Hotel</td>
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**Internship Placements and Employment**

**Intern Placement by Sector**
- Agriculture: 9%
- Banking and Finance: 20%
- Government: 10%
- Hospitality & Tourism: 16%
- Information & Communication: 13%
- NGO: 32%

**Intern Employment by Sector**
- Agriculture: 9%
- Banking & Finance: 22%
- Government: 9%
- Hospitality & Tourism: 15%
- Information & Communication: 11%
- NGO: 34%
OUTCOMES: INTERN EMPLOYMENT

- Employed externally: 23%
- Employed by host: 52%
- Entrepreneurial income: 15%
- Unemployed: 10%
OUTCOMES: INTERN EMPLOYMENT

• Follow-up survey
  o 75% currently working
  o 50% with some type of benefits
  o Average monthly earnings: 700,000
  o Majority (73%) in contractual work
  o 80% satisfied with their work
OUTCOMES: FOLLOW-UP SURVEY DATA

• Increased independence: 8% → 35% identified as the head of household from baseline to follow-up survey
• Intern graduates are supporting family members
• 35% identify as business owners
  – 13% as their primary income
  – Majority are saving, very few have applied for loans
WHAT ASPECT OF THE PROGRAM IS MOST USEFUL TO WHAT YOU ARE DOING NOW?

- Foundational training: 35%
- Networking: 20%
- Entrepreneurial/financial skills training: 10%
- Job placement support: 10%
- Mentorship during internship: 5%
- On-the-job training: 20%
LEARNING FOR SUSTAINABILITY: ADAPTATIONS FOR NEW COHORTS

• Stipend: Increasing employer contribution and reducing programme contribution
• Place interns in relatively close placements to reduce costs
• Foundation training- one week
• Support and mentorship (strengthen capacity of mentors and more emphasis on employer orientation)
• Develop a strong business case to articulate the cost-benefit of the internship model
LEARNING FOR SUSTAINABILITY

• Collaborating, Learning and Adapting (CLA)
  – Youth attitudes towards Sexual and Reproductive Health
  – Youth engagement in the agricultural value chain
• Building Your Business (BYB)
  – Seven businesses started with training and mentoring
• Employer Handbook: Designing and Managing Youth Internship Programme for Impact
  – Tool for employers to host interns