



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

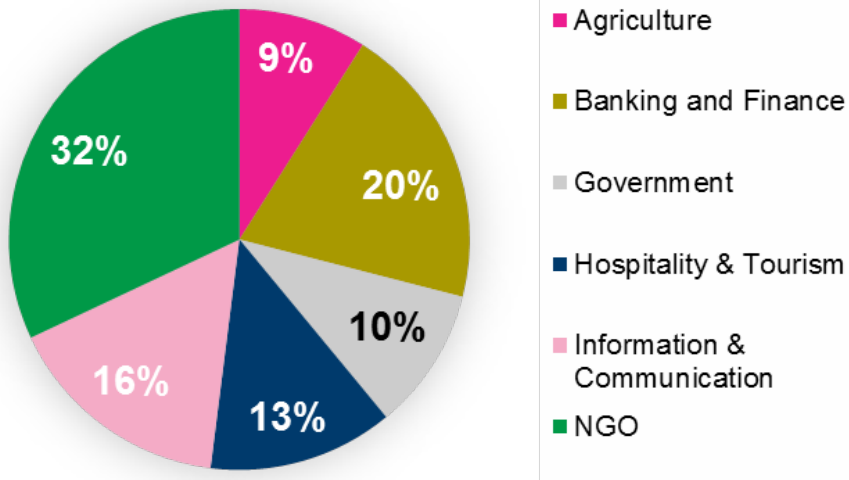
1. Advisory board meetings
2. Recruit employers
3. Recruit interns
4. Conduct foundation training
5. Employer Orientation
6. Intern placement for 6 months
7. Support and mentorship
8. Debrief and career fair
9. Graduation
10. Employment support

EMPLOYERS ON THE PROGRAMME

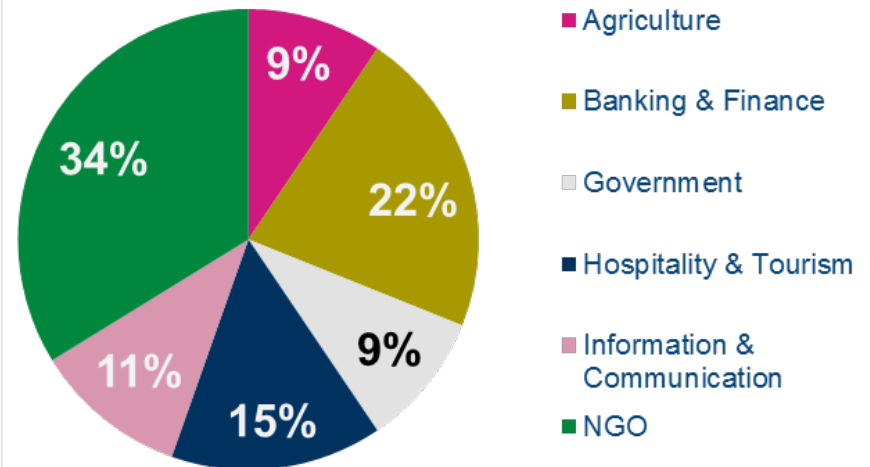
Both cohorts	Cohort 2	Cohort 1
MTN	SAFE PROJECT	Smart FM
UPFYA	STAR EC - JINJA	Marie Stopes Uganda
ARAMEX	CARE International- SCORE	Uganda Telecom LTD
AVSI -SCORE	SANLAM	Pearl Capital Partners
Hotel Paradise-Jinja	Star SW EGPAF	NARO
Plan International-NUHITES	TPO-SCORE	National Agricultural Research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

INTERNSHIP PLACEMENTS AND EMPLOYMENT

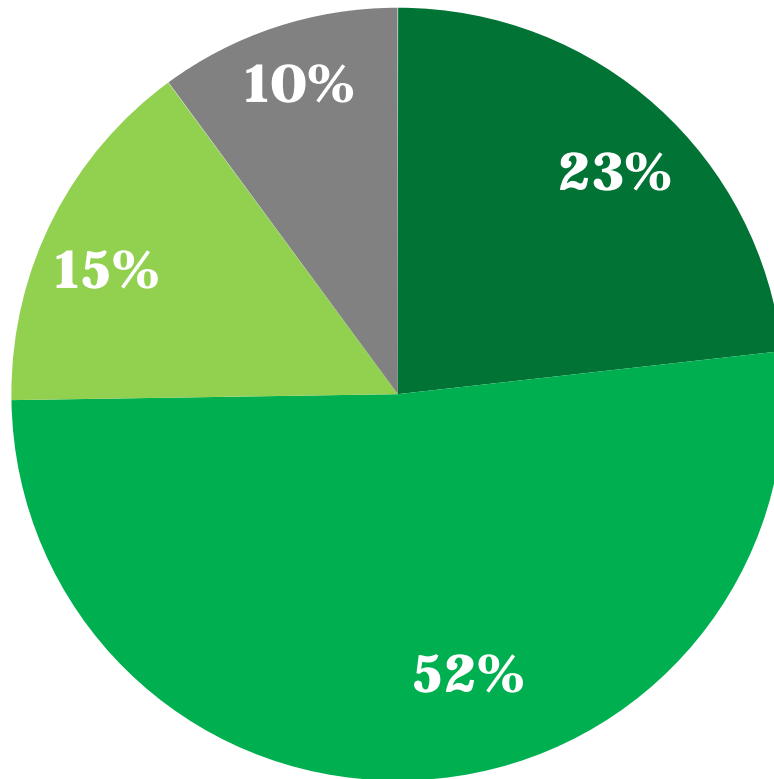
Intern Placement by Sector



Intern Employment by Sector



OUTCOMES: INTERN EMPLOYMENT



- Employed externally
- Employed by host
- Entrepreneurial income
- Unemployed

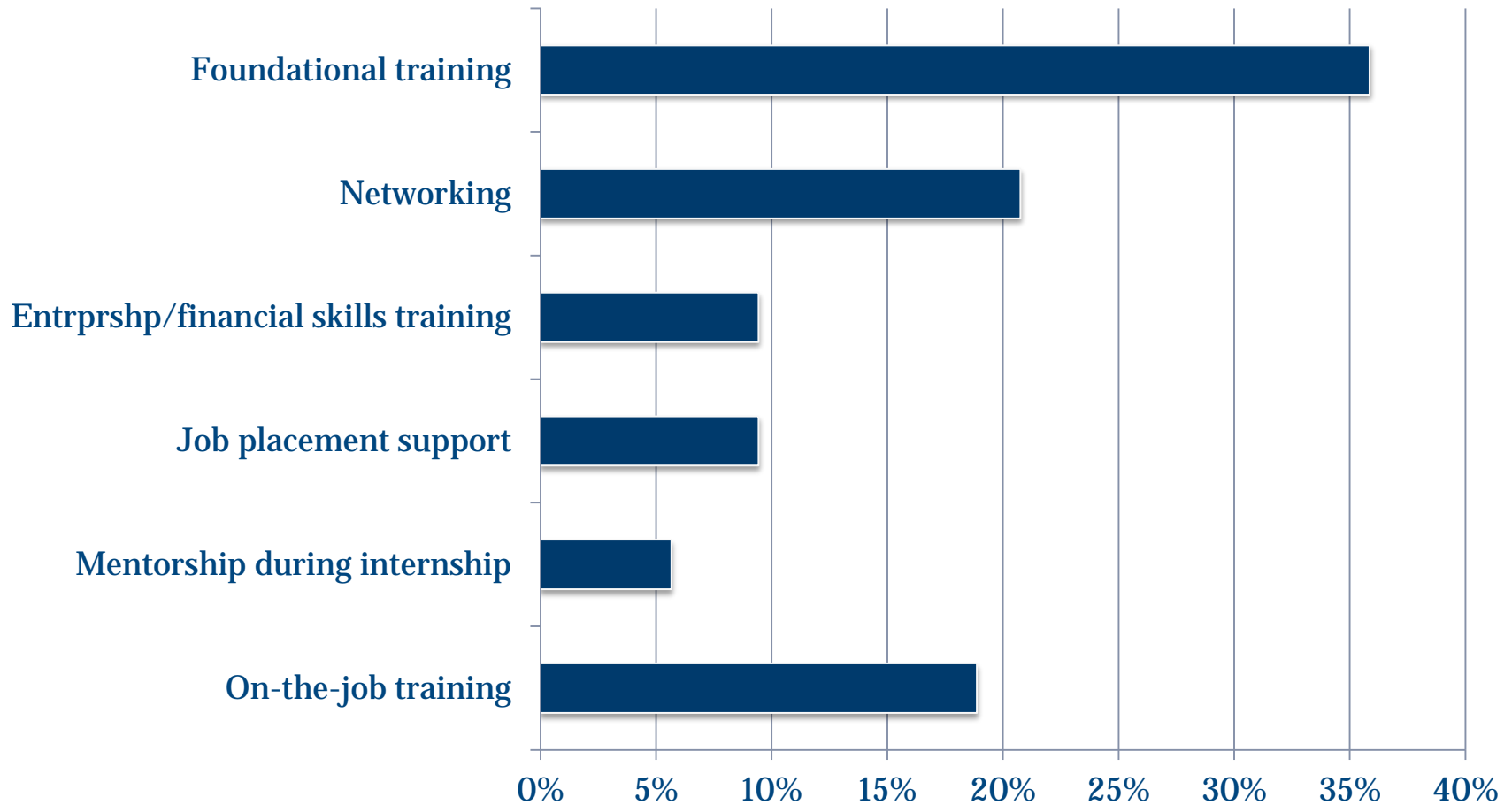
OUTCOMES: INTERN EMPLOYMENT

- Follow-up survey
 - **75%** currently working
 - **50%** with some type of benefits
 - Average monthly earnings: **700,000**
 - Majority (**73%**) in contractual work
 - **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?



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

