



Internship program shines



The youth are set to benefit from the Internship program

President Uhuru Kenyatta unveiled an internship program targeting university and middle level graduates last year. Addressing youth unemployment and the skills gap, he said:

“Beginning next year, university, polytechnic and technical training institute’s students will be offered a one to one-and-a-half year paid internship.”

These are programs where students or graduates are given an opportunity in public and private organizations or institutions to sharpen the skills learnt in colleges and universities. Supervisors in the organization examine the progress of the students as they work. The span of internship varies with each organization.

In this program the students or graduates have a chance to get involved in the practical aspects of the discipline they major in. Internship programs usually have the aim of familiarizing the students or graduates with the knowledge they need to know in their field.

Another advantage of the internship program is that it is a way a graduate or a student can boost the chances of getting fully employed. This is because

internship offers on-the-hand experience of one’s career

It is worth noting that most employers would prefer to employ a person who has had experience of the job. It is costly to provide training for a person who has had no previous experience compared to employing a graduate who has experience through an internship program. Many employers integrate their interns as full time employees after they finish the internship program. This is so in cases where the interns show the ability of good performance.

In other words, the internship program gives the students or graduates an entry point to employment. On completion of the program, a recommendation letter is written by the organization to help the intern add value to his/ her curricula vitae.

Internships offers the students or graduates with a chance to earn some stipend while gaining work experience.

“This would end the story of youths being denied jobs due to lack of experience. The initiative is aimed at imparting skills and knowledge to youths.” The president added.

As one of the largest employers, the public service has a role to play in ensuring that the youth, especially those with relevant qualifications, are offered opportunities to enable them gain practical work experience.

The Mombasa County Government started the internship program in the county to try and ease unemployment among the youth. This program intends to produce a youth workforce that has a high chance of securing employment. This is because of the quality training the County Government of Mombasa gives the youth.

At the beginning of this year’s Financial Year, the Governor of Mombasa advised the County Government to start the program. The first batch of interns have been given a six-month internship period.

All the Chief Officers in the County Government were given an orientation of how to assimilate the interns. This is with a view to make the interns perform well in the program.

“We do want to have a diverse public service so we consider a candidate’s background, ethnicity and gender when recruiting them. However, we do not ask for clearances from the police, HELB, EACC as we do for candidates of other positions.” says the Public Service Board CEO, Mr. Jeizan Faruk.

All departments in the county are beneficiaries of the program. They advise the Public Service Board the number of interns they want. The Board then has the responsibility of advertising the positions in the mainstream media and the official website. Shortlisting is done from applications received. Interviews are then done and successful candidates are placed in the respective departments.

While encouraging the youths to take advantage of the program, the CEO said, “It’s an important program that equips one with knowledge and skills to work in a public service.”

He further added:

“I would also advise the youths to pursue academic excellence. This gives one an advantage in this competitive world where there is a huge number of skilled youths looking for jobs and limited opportunities.”

The Mombasa County Public Service Board would like to encourage students and graduates to be on the lookout for fresh internship opportunities. Advertisements for vacancies are normally done in the official website and local dailies.