



science & innovation

Department:  
Science and Innovation  
REPUBLIC OF SOUTH AFRICA

# DSI-HSRC Internship Programme 2021-2023

**Induction Workshop  
11 October 2021**



**Shirin Motala  
Chief Research  
Manager: Impact and  
Research Development**



## MENTI.COM EXERCISE

- 1. AS AN INTERN OR MENTOR WHAT DO YOU HOPE TO ACHIEVE THROUGH PARTICIPATION IN THE INTERNSHIP PROGRAMME?**
- 2. WHAT QUESTIONS OR COMMENTS ARE YOU BRINGING TO THIS WORKSHOP?**

**CLICK ON THE LINK BELOW  
ENTER THE CODE AND TYPE YOUR ANSWERS IN THE SPACE PROVIDED  
YOU CAN SUBMIT AS MANY RESPONSES AS YOU WISH**

<https://www.menti.com/er8zjt26rg>

**CODE: 3227 8983**



science & innovation

Department:  
Science and Innovation  
REPUBLIC OF SOUTH AFRICA



**DSI - HSRC  
INTERNSHIP  
2021-23**



networking  
engagement independence  
exceptionally useful  
stepping stone  
training  
decision making  
confidence  
personal development  
interpersonal skills  
communicating  
initiative  
cv boost  
project management  
career development  
team working  
great opportunity  
interview ideas  
responsibility  
inspiring experience  
liaising employability skills  
career plan



science & innovation

Department:  
Science and Innovation  
REPUBLIC OF SOUTH AFRICA



DSI - HSRC  
INTERNSHIP  
2021-23



# PROGRAMME PURPOSE

- The purpose of the Internship Programme as articulated by the DSI is to provide work experience for unemployed graduates through placing them in RDI & NSI institutions and other relevant institutions in both the public and private sectors.



# PROGRAMME OBJECTIVES

- To establish and increase the pool of capable human resources for the public sector, science councils, national research institutions, and industry;
- To provide graduates with work relevant experience in their field, in order to increase their chances of employment;
- To expose interns to research, development and innovation (RDI) Programmes where applicable that are critical to the National System of Innovation (NSI),
- To build capacity and capability in research management at higher education and research institutions throughout the country and to improve equitable access to marginalized groups;
- To contribute to (i) life-long learning e.g., furthering formal qualifications and Continuous Professional Development (CPD) where applicable, and/or (ii) workplace dynamics capacity enhancement; and
- To design, implement, measure and document a Post-Graduate Internship Model for the research and innovation sectors in South Africa



# KEY FEATURES (1)

Design Feature	DSL-HSRC
<b>Programme Management</b>	Dedicated management in place to provide strategic leadership and ensure the effective implementation of the Programme.
<b>Implementation approach</b>	Informed by the construction of a DSI – HSRC Internship Theory of Change which will map the causal pathways from inputs to activities in order to achieve the outputs and bring about change (outcomes) towards the realisation of the programme goals (impacts). The ToC will contribute to the development of a programme Results Logframe disaggregated to define programme success in terms of implementation success and strategic success.
<b>Purpose</b>	The programme is aimed at bridging the gap between academic study and competent performance in the workplace by offering structured internship opportunities to unemployed graduates.
<b>Focus</b>	Workplace skills focused on the development of applied and occupational competencies as well as on the development of transversal skills which serve as building blocks for the development of hard skills
<b>Targeted Beneficiaries</b>	Unemployed Science, Engineering and Technology (SET) graduates and postgraduates, (including those in Social Sciences and Humanities) with a focus on recruiting black females and graduates with disabilities as primary beneficiaries of the programme. Interns with disabilities and/or the respective host institutions will be provided with disability employment reasonable accommodation support grant to facilitate workplace adjustments where required.
<b>Targeted Host Institutions</b>	Public and Private Research Development & Innovation Institutions, Higher Education and Research Institutions in the RDI and NSI sectors, including those who have not previously served as host institutions and to encourage hosting of interns with disabilities.

## FEATURES (2)

Recruitment and Contract signing	<ul style="list-style-type: none"> <li>• Bi-annual Invitation of both host institutions and prospective interns;</li> <li>• Recruitment strategy focused on DSI &amp; White Paper on STI paper targets in respect of female and disability equity targets being met;</li> <li>• Expansion of host institution categories for hosts in the Innovation discipline.</li> <li>• Annual vacancy replacements undertaken;</li> <li>• Contracts signed with interns, host institutions and with individual mentors in respect of their responsibilities.</li> </ul>
Orientation & Induction of Interns, Host Institutions	<ul style="list-style-type: none"> <li>• Orientation/induction Programme implemented for Interns and Host Institutions</li> <li>• Dedicated Mentor Induction and Mentorship Capacity Strengthening Programme</li> <li>• Dedicated disability intern accommodation requirement support provision</li> </ul>
Supervision & Mentorship	<ul style="list-style-type: none"> <li>• Intern works under an expert in a relevant field;</li> <li>• Annual Workplan Submitted;</li> <li>• Quarterly Progress Reports submitted;</li> <li>• Workplan templates redesigned to collect information on indicators relating to measurement of Programme outcomes</li> </ul>
Capacity Development	<ul style="list-style-type: none"> <li>• Baseline assessment of reported capacity strengthening needs as identified by both interns and mentors through a baseline survey;</li> <li>• Participation in Capacity Development Interventions provided to all interns with attendance being made mandatory;</li> <li>• Mentor capacity strengthening interventions:</li> </ul>

## FEATURES (3)

<b>Monitoring &amp; Evaluation</b>	<ul style="list-style-type: none"><li>• Evidence based M&amp;E informed by the Programmes theory of change</li><li>• Programme Log-frame with key indicators and assumptions</li><li>• Stronger emphasis on the collection of baseline indicators</li><li>• Baseline data on each intern collected via online platform.</li><li>• Host institution biennial perception survey conducted at cohort exit</li><li>• Quarterly Monitoring Reporting</li><li>• Annual Evaluation Report developed tracking progress on Implementation and Outcome Indicators.</li><li>• Implementation of track and trace studies to understand the Programmes impact on post intern transitions into the labour market. This will include qualitative and quantitative data collection methods</li><li>• 3 yearly Impact evaluation study conducted.</li><li>• Production and dissemination of knowledge briefs on design and impact of internship Programme lessons and outcomes.</li></ul>
<b>Graduation/Exit Strategies</b>	<ul style="list-style-type: none"><li>• Series of labour market orientated workshops;</li><li>• HSRC-Host institution graduation/exit strategy;</li><li>• Career guidance and career pathing clinics hosted for interns;</li><li>• Explicit host institution exit preparation approach to mentoring</li></ul>



# CRITICAL FOCUS AREAS

- ***Mentor Forum*** to share methodologies and practices for enhanced mentoring.
- ***Transversal/soft skills*** development for interns
- ***Regular engagements*** with interns and mentors to provide support
- Engagements with host institutions pertaining to ***remote working capabilities***
- Intensive ***monitoring*** programme
- ***Evaluation*** of the internship programme – for several years beyond exit

# CRITICAL AREAS CONT.

- ***Communications programme***
  - to share information on training opportunities;
  - job opportunities,
  - stories to celebrate achievements, successes or even challenges that interns are experiencing to inspire and to learn
  - Networking between interns
- ***Disability work accommodation*** support and **recruitment of hosts**
- Special recruitment focus on ***Waste and Circular Economy*** partnership between CSIR-DSI-HSRC
- ***Alumni Club*** – post exit engagements and support
- ***Exit programme*** interventions - work readiness, inking with employers etc.

# THANK YOU!



science & innovation

Department:  
Science and Innovation  
REPUBLIC OF SOUTH AFRICA



**DSI - HSRC**  
**INTERNSHIP**  
2021-23

