



REPUBLIC OF SOMALILAND

Ministry of Employment, Social and Family Affairs

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NATIONAL INTERNSHIP POLICY

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HARGEISA

MINISTER'S MESSAGE

It is with great pleasure that the Ministry of Employment, Social and Family Affairs (MESAF) presents the National Internship Policy for the Republic of Somaliland. This Policy is the first of its kind that has been formulated for over the past 27 years, which is in line with the strategic goals of the Somaliland National Development Plans whose primary aims are to reduce the number of unemployed Somaliland youth through skills and career development,

Bearing this in mind, MESAF has thus far taken an exemplary role to ensure that the skills and knowledge of Somaliland youth in the workplace are enhanced while drawing up strategic plans, and employment-related policies, including Somaliland National Internship Policy, to combat the high unemployment in Somaliland.



The Somaliland National Youth Policy is timely in responding to the need that mass youth are unemployed due to their limited work skills and knowledge, of which the academic institutions have not adequately provided to the students. The current government, therefore, gives critical importance to this national issue, and maps out new meaningful guidelines to ensure that youth are placed in the workplaces, to improve their practical skills, and harmonise the institutional policies that regulate and govern the limited internship opportunities available within the public and private sectors.

I firmly believe that this National Policy will provide a framework and a guiding tool in which the limited internship opportunities will be founded upon. Therefore, my Ministry will ensure that this policy is successfully implemented in all across the country, and I call upon all the relevant stakeholders to take this policy document seriously and feel the responsibility that our youth skills and knowledge are enhanced. Because it is the youth that the future of our country lies, and equipping them with necessary skills that help them in the job market is a demanding responsibility of all of us.

Last but not least, I am particularly thankful to all those individuals and institutions that have spared no efforts to turn this policy document into a reality. Rest assured that MESAF is dedicated entirely to see the Somaliland National Internship Policy successfully implemented by all the stakeholders.

Hinda Jama Hirsi Ghani,
Minister for Ministry of Employment, Social and Family affairs

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Abdirashid Ibrahim Sh. Abdirahman
Director-General,
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LIST OF ABBREVIATIONS

AET	-	African Educational Trust
CCS	-	Committee of Concerned Somalis
HAVOYOCO-		Horn of Africa Youth Voluntary Organization
HYDA	-	Horn Youth Development Association
M&E	-	Monitoring & Evaluation
MESAF	-	Ministry of Employment, Social and Family Affairs
NDP	-	National Development Plan
NIP	-	National Internship Policy
SONSAF	-	Somaliland Non-State Actors Forum
SMEs	-	Small Medium Enterprises
SVO	-	Steadfast Voluntary Organization
VTCs	-	Vocational Technical Centers
WAAPO	-	Women’s Action for Advocacy And Progress Organization
WiP!	-	Work in Progress! Alliance

DEFINATIONS

Graduate - a person who has finished studies from a college, TVET, or university education.

Host Institution - a public or private institution which hosts interns to enhance their skills, and knowledge related to the workplace.

Internship- a temporary training programme provided unemployed graduates or registered students at a college, TVET or university education to further their employability skills

Intern- Unemployed person who is either studying or graduated from a college, TVET or university education whose aim is to gain practical work skills and knowledge to increase chances of employability.

Testimonial Letter- a letter given to the intern upon the satisfactory completion of an internship for a defined period.

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EXECUTIVE SUMMARY

Somaliland is a country where youth unemployment is more than 70 per cent. While a high number of students are enrolled in the higher academic institutions (i.e. colleges, TVET and university), and thousands have thus far graduated, but unfortunately, few numbers of youth get jobs. This impact the youth who are discouraged by the reality in Somaliland and most of them go out of the country in search of better job opportunities elsewhere or commit violent crimes for their survival. It is against this backdrop that Somaliland government gives a high priority to the job creation through policy formulation which is tailored to the youth whose skills development and access to quality education and training are not considered as such.

Somaliland National Internship Policy is formulated with the aim to set out guidelines and support unemployed Somaliland graduate youth with opportunities where they can gain practical work experience and bridge skills between academic and the world of work, ultimately contributing to increased youth employment and Somaliland's development.

This National Policy applies to public, and private sectors, as well as Civil Society Organisation, NGOs, and UN bodies, to harmonise their existing human resource and internship policies to open up opportunity doors for Somaliland students who have not yet gained practical skills, and knowledge access job markets. However, the policy is framed within the existing legal and policy frameworks that are currently practised in the Republic of Somaliland.

Somaliland National Internship Policy encourages the internship selection process to be carried out in a fair and transparent manner. The interns should be selected on the basis of merit, fair representation, respect for minority and marginalised, and with a consideration for the people of special needs. Nevertheless, the policy particularly endorses the mutual benefits enjoyed by the hosting institution and intern.

In conclusion, the Somaliland National Internship Policy has clear mechanisms that are aimed to monitor, and evaluate the performance of the interns during the internship. The Policy's M and E frameworks are enforced by all the key stakeholders (i.e. the hosting institution and MESAF) to ensure that interns develop their practical skills, and knowledge at the workplace. This is of a great help to the government's efforts to promote the number of skilled youth workforce, and ultimately reduce unemployment within Somaliland youth by giving them an opportunity to further their practical skills and knowledge in the workplace, therefore enabling them to have a competitive edge in their job search.

1. INTRODUCTION

1.0 Background

Since the rebirth of Republic of Somaliland from May 18th, 1991, Somaliland has been struggling with significant economic, social and political predicaments. Somaliland, however, is a country with an exceptionally youthful population, and it is the youth who are bearing the most significant burden of many of the socio-economic problems that exist within the state. The unemployment problems, for instances, have touched upon every household, and the efforts made thus far have not adequately addressed the challenges despite the government has widely recognised the need to sort out the mass unemployment in the country.

Like many parts of the developing world, Somaliland experiences one of the highest unemployment rates. According to SONYO(2015), the unemployment rates are relatively high in major cities of Somaliland (i.e. Hargeisa, Burao, and Borama). For instance, Hargeisa's unemployment rates were 34% and 41% for urban and rural areas while Burao had unemployment rates of 46% and 53% for urban and rural areas. Whereas in Borama the unemployment rates were 69% and 62% for urban and rural areas respectively.

In Somaliland, people under the age of 35 constitute 70 per cent of the population, and a staggering 75 per cent of the Somaliland youth are unemployed, and they hardly gain economic empowerment and skills development¹. Although the Somaliland government is keen to develop the skills of youth, few TVET institutes and schools are functional in Somaliland. It is also significant to note that there are only two job centres in Somaliland, one in Hargeisa and another in Borama, which are functioning and thus the access to employment information is limited for both the employers and the job seekers. This has broader negative impacts, as 30 per cent of unemployed youth perpetuated violence due to negligence from the stakeholders², while a high number of Somaliland youth leave the country for Developed countries (*Tahriib*) in pursuit of better economic opportunities, and higher living standards.

1.2 Justification of the policy

The academic institutions and training centres though have hugely contributed to the growing graduates in the countrywide. However, the skills gained after completion of studies have not been promising. Simply put, the higher institutions offer similar courses of which their provision are not based upon well-researched pieces of evidence, and do not translate the need of market

¹SONYO 2015. *Youth Violence and Youth Role in Peacebuilding: Baseline Survey*, pp. 8

²SONYO 2015. *Youth Violence and Youth Role in Peacebuilding: Baseline Survey*, pp. 13

demands. However, saturation of students with almost similar skills against the limited market opportunities lead to a vast number of graduates unable to secure jobs, and as such result in the frustrations within youth who migrate to overseas countries in search of a better life or turn to negative coping mechanisms.

NGOs, private companies and others offer some internship opportunities, but each institution has its unique stipends provisions and selection procedures. Private organisations vary the time frame of their internship programs ranging from one month to twelve months, and the policies governing their programmes. For instance, some NGOs provide an incentive to interns, others offer an incentive to host-trainers only, whereas others pay neither to the host-trainers nor to the intern. Such different financial offers deteriorate internship environment among private institutions. Thus, the needs to harmonise the time frames, policies and selection guidelines have been demanding, and as such or because of the fact the conflicting mandates of the institutions is a matter of national concern.

On the other hand, Somaliland youth hardly gain fair and equal access to limited internship opportunities. Each organisation decides to recruit interns with their procedures, and few organisations recruit on a merit basis. Mass youth in Somaliland are therefore discouraged by the fact that the opportunities are not advertised at open platforms, and the screening and selection of the interns have been so controversial due to non-transparent and accountable processes, which inspired the malpractices within human resource units of many institutions. All these have led to youth graduates to be marginalised in the job market, and hence thousands of them have left the country to secure better job opportunities elsewhere, causing the state to lose educated and skilled workforce.

It is against this backdrop that the Ministry of Employment, Social and Family Affairs is formulating a National Internship Policy to address the above challenges facing Somaliland youth. The policy development requires a strategic approach to generate further employment opportunities for the youth, by exposing them to the safe and learning work environment. The National Internship Policy primarily addresses the need to capacitate students with further relevant skills on the work fields. They aim to foster and harmonise policies, guidelines and protocols to ensure the youth graduates obtain relevant skills after the development of a uniform system.

2. POLICY OBJECTIVES, SCOPE AND FRAMEWORKS

2.0 Introduction

This chapter highlights the essential elements of the Somaliland National Internship Policy. From the policy objectives, guiding principles and targets of the policy is explicitly mentioned in this chapter. Besides, further details and explanations are made regarding the relevant legislation and policy justification upon which the policy is based.

2.1 Objectives

2.1.1 Overall Objective

The overall aim of the Somaliland National Internship Policy is to set out guidelines and support unemployed Somaliland graduate youth with opportunities where they can gain practical work experience and bridge skills between academic and the world of work, ultimately contributing to increased youth employment and Somaliland's development.

2.1.2 Specific Objectives

The specific objectives of Somaliland National Internship Policy are to:

- Harmonise standards, policies, guidelines and procedures of internship programme policy in private, public and Civil Society Organizations in Somaliland
- Guide all internships to provide practical experience and skills to intern to enhance their market competitiveness concerning the market demand.
- Ensure mutual benefits for both the intern and hosting institution.
- Promote a fair, equitable and transparent recruitment and selection process.
- Build positive work ethics amongst the youth, including work competencies and employability skills for positive workforce contributions to the hosting institution.
- Address gender inequalities in the workplace, by proactively supporting young women's economic participation, empowerment and leadership.

2.2 Key Policy Directives

- a) Internships must comply with the Organization's human resource planning, workplace skills plan and the employment equity including the need for demographic representation.
- b) Internships should be a skills improvement, career development and assessed practical programme.

- c) Transparent and fair selection process and procedures must be followed, including equal opportunity for young women.
- d) Performance management and development system should recognise the intern's contribution to the hosting institution and vice versa.
- e) Define internship objectives before the internship program and with validation at the beginning, based on a mutual understanding between intern and host organisation.
- f) Design Internship program guidelines/handbook explaining how the internship is conducted, with a focus on how to do induction, supervision, ethics and professionalism and expected outcomes.
- g) Circulate the guidelines/handbook to all host institutions and interns before the beginning of the internship.#
- h) Guidelines on effective internship should be produced for both the intern and hosting institution to ensure that the quality of the internship is achieved.
- i) Well- designed internship must promote mutually beneficial propositions for both parties involved—intern and hosting institution.

2.3 Target

2.3.1 Target Individuals

Somaliland National Internship Policy applies to the following individuals:

- a) Registered youth students (TVET, college, university or similar) that require an internship as part of their studies.
- b) Registered youth students that want to pursue an internship opportunity in addition to their studies.
- c) Youth graduates from the aforementioned educational institutions, but subject to two years' after graduation.

2.3.2 Target Institutions

Somaliland National Internship Policy applies to the following institutions:

- a) Public Institution- this includes ministries, commissions and agencies.
- b) Private Institutions- this includes private companies and SMEs.
- c) Non-governmental Organizations (NGOs), Civil Society Organizations and UN bodies.

2.4 Relevant Legislation and Policy Framework

The formulation of the Somaliland National Internship Policy has a legal and policy basis, which has been integral to its development. The constitution of Somaliland and all other legal mechanisms in place are of full support of the formulation of the policy as detailed in the following parts. Specifically, the policy framework is derived from Somaliland's National Development plans, Somaliland National Youth Policy and the strategic plan of Ministry of Employment, Social and Family Affairs (MESAF), which all respond to the need of creating employment opportunities for Somaliland's growing number of

graduates. However, none of these frameworks specifically focus on youth, necessitating this internship.

2.4.1 Legal Framework

a) The Constitution of Republic of Somaliland

The Constitution of the Republic of Somaliland has a clear stance on the creation of jobs for the youth³. The constitution consent the government to give particular attention to youth to access education, and employment opportunities. As per the constitution, the Republic of Somaliland has the utmost respect for youth and their nurturing regarding upgrading their skills, knowledge and expertise within the work fields. The article 11 of Republic of Somaliland's constitution, which primarily focuses upon the National Economy states, *'the state shall lay down the national economic policy based on the principles of free enterprise and the joint working of private property, public property, the national wealth and foreign investment so as to realise the growth of productivity, the raising of the standard of living, the creation of jobs, and, in general, the advancement of the economy of the nation.'* This implies that the state has a prominent position for the creation of employment opportunities for Somaliland citizens- including youth. With this in mind, the *Law on the Delineation of the Organisation of the Government and the Independent Public Bodies*⁴ gives the job creation mandate to MESAF, which is tasked to create an enabling environment for youth (with relevant skills) find jobs within the public and private sector.

b) Institutional Governance Arrangement Act⁵

In line with the Somaliland constitution, Act 70/2015 is a legally-binding with the approval of the Parliament and the President. The Act stipulates that it is the mandate of the MESAF to create job opportunities and employable skills for youth as outlined explicitly by article 41. Under article 41, the sub- provision 10 encourages employment skills creation for youth and learning skills, sub- provision 13 details the setting and executing for the youth development policy, sub- provision 14 highlights the significance of coordinating the programs regarding supporting and developing for youth issues, whereas the sub- provision 16 briefly outlines the prevention and awareness for youth the challenges faced in the country such as migration, unemployment and drugs and cooperation through the government institution

c) 1996 Somaliland Civil Service Law⁶.

Somaliland Civil Service Law, based on the Somaliland National Charter of 1993, is still applicable despite no further amendments was made up to date. The law regulates the employment of Somaliland's civil servants, of which youth

³ Republic of Somaliland Constitution.

⁴Law No. 01/2018

⁵ Law 70/2015

⁶ Law No. 7/96

graduates are very vital. Somaliland Civil Service Law is the regulation that shapes the nature of employment contracts of Somalilanders working in the public sector. This legislation covers the employees of civilian central government- this means that youth are integral to the recruitment of Somaliland Civil servants.

d) Regions and Districts (Self-management) ⁷

This is a relevant law which mainly focuses on Somaliland government employees, as stated in Article 59(4) of the Regions and Districts, which briefly underscores the security, welfare and treatment of workers at the workstations.

e) Private Sector Employees Law ⁸

This is the primary law covering the Somaliland private sector employment, which details the rights and responsibilities of employees at the workplace. In a sense, this law promotes the job creation within youth and encourages public sector institution to particularly generate an enabling environment for youth to contribute to the economic development of Somaliland.

2.4.2 Policy Framework

a) Somaliland National Development Plan (I& II)

Under Somaliland National Development Plans, youth employment has been given special consideration. The Youth Development is reflected in Somaliland Vision 2030 under its pillar of Social Sector: *'A nation whose youth are secure, confident, development-oriented and empowered to their potentials.'* The NDP has been a key in providing guidance and defining the priorities in the sector. However, this underscores the importance the youth have in Somaliland National Development Plans. All the planning efforts have been made to promote the youth participation in the social, cultural, economic and civic development of Somaliland through providing youth employment training, supporting youth business start-ups and youth volunteering program.

b) Somaliland National Youth Policy

Somaliland National Youth Policy (SNYP) envisages a society where all Somaliland young men and women are secure and confident and have a strong sense of identity and loyalty to their peaceful and prosperous nation and its Islamic values and culture. They are protected and have equal opportunities to participate in all democratic processes while having unlimited access to sporting, social, educational and employment opportunities. Youth employment, economy and employment opportunities are one of the twelve priorities of the updated Somaliland National Youth Policy (NYP) which seeks to provide direction and a framework for all institutions committed to youth development. The NYP aims

⁷Law 23/2002

⁸Law No. 31/2004

at coordinating existing youth programmes to improve young people's job-related skills and employability, the participation of youth in employment creation programmes (especially employment in growth and youth-friendly sectors), entrepreneurship and making accessible labour market information to young men and women in Somaliland. Somaliland has very low employment-to-population ratios among the youth with 28% for males and 17% for females (15-24 youth in Borama, Hargeisa and Burao).⁹

c) MESAF Strategic Plan for 2018 – 2021

MESAF is tasked to implement the National Internship Policy which is in line with its vision of creating ‘a society guided and steered by competitive and innovative human resources performances with inclusively integrated equity and social welfare’. Thus, MESAF serves for Somaliland unemployed public, who are willing to upgrade their skills necessary for the workplace. As per its mandate, MESAF similarly serves for specific target groups of the society, especially women, children, people with disabilities and other socially disadvantaged groups to ensure their rights of accessing fair employment opportunities are provided. As such, MESAF engenders strong working relationships with different stakeholders whose roles are to design and implement macro/microprograms and projects in the areas of creating employment opportunities and empowering women to participate key national decision-making bodies. It has also mapped out Strategic Plan for 2018 – 2021 (see the appendix) which is key to the minimisation of the number of unemployed Somaliland youth and upgrading the skills.

d) The Technical and Vocational Education Strategy

The Somaliland Technical Vocational Education and Training (TVET) Strategy¹⁰ is intended to provide a practical guide in the implementation of TVET programs in Somaliland. This strategy is expected to support scaling up of TVET to higher levels and upgrading of some VTCs into technical schools and a national polytechnic. The TVET document addresses the technical and vocational challenges facing Somaliland youth through the adoption of a strategic approach which supports the economic growth and the creation of national wealth and contributes to poverty eradication in Somaliland. The TVET strategy's primary goal is to strengthen, guide and synchronise the TVET systems in Somaliland. The Government's Policy Statement reflected in the National Education Policy 2015-2030 address the need for a significant Technical and Vocational Education and Training (TVET) for economic development. The Government of Somaliland recognises the importance of TVET in developing the critical mass of labour with quality, relevant, demand-driven, and higher-level technical skills needed for national development and industrial growth.

⁹SONYO 2015. *Youth Violence and Youth Role in Peacebuilding: Baseline Survey*, pp. 10-11

¹⁰Somaliland National Policy of Education 2015 - 2030

3. PROCESS, PROVISIONS AND REQUIREMENTS

3.0 Introduction

The internship programme is a short-term supervised work experience usually related to a student's specific field of study or career aspirations. The internship combines practical work experience with a structured learning experience through specific briefs aimed at achieving the identified objectives of the NIP. Under this chapter, the following are considered:

3.1 Selection Process

The hosting institution should carry out the selection process in a fair, equitable and transparent manner, in a setting where the MESAF is present.

3.1.1 Eligibility Criteria

To be eligible for an internship, candidates must meet the following criteria:

- a) The intern must be a Somaliland citizen between the age of 15 to 35 years old; with particular consideration to those older than 35 years old who need to get practical skills.
- b) A graduate from a college, TVET, university or similar institution, within the two years' since graduation; or
- c) A student enrolled in a college, TVET, university or similar institution.

3.1.2 Advertising

All the internship vacancies both public and private institutions must be advertised locally and for free of charge. The vacancies should also be publicised through formal communication channels, particularly the state media (i.e. print media, radio), social media, informal communication channels (i.e. through word of mouth) or by any other possible means to ensure that all youth have maximum access to the advertisement, including those with limited or no internet access. The internship postings must clearly outline the role description including the areas of specialisation, the number of interns required, duration of the internship, including working hours, and the deadline for the application.

3.1.2 Selection Process Guiding Principles

The following principles will guide the intern selection process:

- a) Merit: proven skills and achievements relevant to the proposed internship.
- b) Fair representation: supporting a balanced and diverse geographical representation of interns, prioritising the recruitment of interns from rural and other areas with fewer employment opportunities.

- c) Special needs: equal opportunities for youth with special needs/disabilities to access internships and ensuring internships are adapted to their specific needs.
- d) Minorities: equal opportunities for minority, marginalised clans and lower socioeconomic status. A quota for 15 per cent should be allocated for minorities.
- e) Gender equality: affirmative action to prioritise the recruitment of women interns and promote young women's leadership in the workplace, and 30 per cent of internship opportunity should be allocated explicitly to women.

3.2 Duration of Internship

The period of internship period is between two (2) months to six (6) months. The internship should probably be full working day of eight (8) hours per day and five (5) days per week, but subject to negotiation. The internship is temporary, but priority should be given to the interns in case of employment opportunity. Interns can do a maximum of two internships, in order to avoid delayed employment through recurring internships.

3.3 Benefits of Internship

3.3.1 Benefits of Intern

- a) Practical experience, skills and knowledge related to the workplace.
- b) Develop relevant networking, communication, teamwork skills, and all other necessary skills
- c) Testimonial letter upon the completion of the internship.
- d) Public holidays and leave (annual, sick, maternity, paternity, compassionate leave and otherwise) according to Somaliland labour laws, except the provision of a salary.
- e) Monthly allowance, in kind or cash, of which the rate is to be set by the MESAF and reviewed annually, and payable by the host institution.

3.3.2 Benefits for Hosting Institution

- a) Gain cost-effective and youth workforce.
- b) Advance their innovative skills and knowledge, opens a door for learning and innovative mainstreaming into the workplace
- c) Enhance their public image by being a socially responsible institution, and contribute to the reduction of the country's unemployment rate.
- d) Attain highly-motivated, committed, hardworking and knowledgeable graduate or studying youth.
- e) MESAF should recognise any hosting institution that fairly treats interns, develops their skills, and allocates 30 per cent to the intern on a yearly basis
- f) Provision of guarantor by the intern, before the beginning of the internship.

3.4 Requirements

2.5.1 Intern

The Intern is required to perform the following:

- a) Apply the theories, knowledge, and skills learned from the classroom into the workplace.
- b) Respect and comply with the code of conduct, regulations, and policies of the host institution during the internship.
- c) Deliver the results effectively and efficiently, as stipulated in the agreement letter.
- d) Observe the privacy policy of the hosting institution during the internship.
- e) Safeguard the tools, equipment, and materials of the hosting institution during the internship.
- f) Assure clearance by handing over all materials and equipment/tools belonging to the hosting institution before the completion of the internship.

2.5.2 Hosting Institution

The hosting institution is required to perform the following:

- a) Guarantee to provide access to a safe workplace, where interns are not exposed to unreasonable physical or mental health risks.
- b) Draw up the job descriptions for the interns, and a legal contract must be entered into between the host institution and the intern, for a specific time frame.
- c) Provide all the necessary information and work-related tools and equipment to the intern to successfully deliver his/her duties during the period of the internship.
- d) Expose interns, as far as possible, to relevant activities and processes of the institution and should be given an opportunity to take part in relevant and appropriate activities as part of their development and exposure.
- e) Monitor and evaluate the performance of the intern

3.5 Termination

Upon satisfactory completion of the internship, the intern must be provided with a testimonial/recommendation letter detailing the skills and experiences that the youth graduate gained upon the end of the internship, and the intern's overall performance. Whereas the unsatisfactory completion of internship due to the failure to comply the established rules, regulations and procedures of the hosting institution, the hosting institution terminates its legal agreement with intern within 72 hours after two formal warnings documented in writing, in two weeks' interval.

Interns can terminate the internship willingly on their part, if they secure a full-time paid job, or due to reasons that the hosting institution mistreats the interns such as sexual harassment, but subject to intern's report to MESAF.

4. PERFORMANCE MONITORING AND EVALUATION

4.0 Introduction

As a policy requirement, the Monitoring and Evaluation framework should be an integral part of all activities implemented by the government, organisations and companies. Similarly, monitoring and evaluation will be carried out on Internship Programmes to ascertain the extent to which the objectives have been reached and to ensure that programme effects are attributable to the reason of tracking measures. The following mechanisms are undertaken to monitor and evaluate the performance of the intern:

- a) Monitoring of internship implementation and planning purposes;
- b) A monthly progress report outlining -internship performance;
- c) Assessment and evaluation of performance in practical work assignments;
- d) Database tracker to be developed by MESAF to remain aware of internship placement activities by different institutions
- e) Setting up complaint mechanism by MESAF and making it aware by interns and host institutions
- f) Periodic field visits how the internship is operationalised in workplaces

4.1 M&E Framework for Programme

In an internship programme, the adoption design of M&E framework will be a participatory approach whose aim is to ascertain robust implementation of the programme in the workplace. The method primarily comprises of the following:

- i) defining of objectives and goals;
- ii) determination of indicators to measure the performance-efficiency and effectiveness- of the programme activities;
- iii) finding out areas of improvement and lessons learnt; and
- iv) The set objectives should also form the basis for performance evaluation that happens at the end of the program

4.1 Evaluation by Hosting Institution

The hosting institution must measure the performance of the intern based on the above M&E framework, and produce monthly performance appraisal to reflect the performance of the intern during the internship, and identify performance gaps for improvements if any. This supports the intern structure their practical work.

4.2 Evaluation by MESAF

The Ministry of Employment, Social and Family Affairs will carry out regular supervision both at the intern and the hosting institutions to evaluate the progress of the interns against the agreed M&E framework check how the interns are used in the workplace, collect monthly performance appraisal, and guide the interns to improve the identified performance gaps at the practical work.

4.3 Policy Review

Somaliland National Internship policy must be reviewed once every five years, and when a need arises.