World Vision
KENYA

Graduate Intern's

**CLASS OF** 



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#### **Natasha** People & Culture

"It has been a wonderful experience being part of a significant cause for the children of Kenya."

#### **Alvin** Sponsorship

"Working with World Vision has not only sharpened my skills in my career but also gave life-changing experience that will be of great importance in my career and impacting lives of others."

#### **Carolyne** Faith & Development

"Am grateful to World Vision for this opportunity and everyone that has contributed to who I am today."

#### **Sarah** Supply Chain

"It has been one year abounded with new adventures, immense growth in aspects such as leadership, professional development and incredible work-place experiences."

#### **Henry** Protection

"I was driven by the service with dignity that was witnessed in World Vision's work in my area programme."

#### **Vero Child Learning**

"I can confidently say that I have acquired positive life skills and grown both spiritually and socially."









#### **Faith** Health

"The daily devotions that I attended every morning has enabled me to have a deeper understanding on the word of God and also grow spiritually."

#### **Damaris** WASH

"My spiritual life has really grown and I now understand that my life has a purpose and that all I do is my form of worship unto God."



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## FIND OUT MORE.

You want to join us? Learn more about World Vision Kenya Graduate Internship Programme.



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World Vision

## Dean World Vision Kenya

We greet you in the name of our Lord and Savior, Jesus Christ.

As the members of the Elite Graduate Intern's Class of 2023, we want to express our heartfelt gratitude for the tremendous support you have provided us during our internship. We deeply appreciate your unwavering commitment to equipping us with essential skills and knowledge, whether professional, spiritual, or social. Your dedication has been truly transformative.

In the words of Sun Tzu, "opportunities multiply when they are seized."
We seized the opportunity to work with World Vision Kenya, and you, in turn,
believed in our potential and generously offered mentorship to
help us hone our skills.

When we first arrived at World Vision, we were fresh graduates seeking to discover our life's purpose. It is within these walls that we found our calling - a true calling to serve humanity with unwavering dedication and faith. During our time with World Vision Kenya, we have witnessed the immense power of faith and prayer. We've seen communities in despair, but through faith and collaborative efforts with the less fortunate, we have witnessed the transformation of these communities.

In conclusion, we want to reiterate our sincere appreciation for the invaluable support you've provided. The skills we've acquired have laid a strong foundation for our professional lives. We are honored to be part of the World Vision Kenya family and look forward to future collaborations as we continue our collective mission of societal transformation.

Colossians 4:2-4 (NKJV) reminds us to "continue earnestly in prayer, being vigilant in it with thanksgiving."

May the peace and favor of our Almighty God accompany you on your journey.



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## SELF AWARENESS AND WORK-PLACE SUCCESS

To what extent can you say you fully know yourself? How many could claim total knowledge their weaknesses, dislikes, and blackspots?

This is what self-awareness is about. The theory of self-awareness was first published by Shelley Duval and Robert Wicklund in 1970s. They defined self-awareness as the ability to look inward, think deeply about your behavior, and consider how it aligns with your moral standards and values. More recently, Daniel Goleman (2001) defined Self-awareness as the ability of knowing your emotions, your personal strengths and weaknesses, and having a strong sense of your own worth. With good self-awareness, one is able to build on their strengths, minimize their weakness and appreciates team work.

Those with minimal self-awareness suffer low self-esteem, struggles to fit in teams and are prone to self-defeatist and depressive dispositions. This was the case of King Saul in the Bible.

Conversely, Jesus 'knew that the Father had put all things under his power, and that he had come from God and was returning to God; …' He this proceeded Needless to say, selflessness is the hallmark of greatness.

Thus, in order to attain self-awareness, you must appreciate your past, present and future. Your past constitutes recognition of joyous and painful experiences. Your present is about acknowledging your current humanness, potentials amidst imperfections. Your future includes distilling your life purpose, dreams and pursuit of a better you.

The journey to self-awareness drains one of personal insecurities, selfishness, and ineptness. It builds self-confidence, courage and conqueror – spirit. These are key to self-improvement – a critical success factor in public and private arena including the work place as well as family and other relationships.

## MEET CAROLYNE.

GRIP has been a worthy experience, my capacity to solve complex tasks, think/make quality decisions and produce professional output has been greatly enlarged.

I have acquired substantial Skills in raising payments (Mpesa, Invoice and Cash transfer), Proposal Writing, Monitoring and Evaluation and Communication through engagement with both partners and the community.

GRIP programme gave me a better understanding of the humanitarian sector, the role of Faith in attaining Sustainable Development and building the capacity and resilience of people as the core mitigative measure of the various disasters occurring in our world today.



Am grateful to World Vision for this opportunity and everyone that has contributed to wh I am today.



Carolyne Mwikali Mueni | Masinde Muliro University of Science and Technology Course: Bachelor of Science in Disaster Mitigation and Sustainable Development Department: Disaster Management Location: Nairobi County



ELLA-NOI

#### MEET NATASHA.

It has been a wonderful experience being part of a significant cause for the children of Kenya.

The fulfilment of completing a task you learned is the cherry on the cake". It is the feeling I have always yearned for during my Graduate Internship Programme. I am glad to have been under an incredible team who were always ready to teach me something new and engage me in conversations that would bring the theory I learned in class to a realization. It has been a wonderful experience being part of a significant cause for the children of Kenya. Human Resources is an essential asset in an organization, and therefore, being able to bring about the core value; We Value People, has been my driving force. It is an opportunity I will cherish forever in my career.

Natasha Wairimu Njoroge | Jomo Kenyatta University of Agriculture & Technology Course: Bachelor of Science in Human Resource Management Department: People and Culture | Location: Nairobi County

## MEET LEONARD.

Working with the organization has empowered me both spiritually and professionally, allowing me to contribute more effectively to the cause we hold dear. I have been exposed to digital fundraising and proposal development.

In addition, witnessing the transformation in the lives of vulnerable children has also left an indelible mark on my heart, and I extend my heartfelt thanks to the dedicated members of World Vision for their selfless work.

I cherish the memories and look forward to continuing my support for their noble mission. Thank you for changing my life for good. With deepest appreciation and warm regards.

My journey with World Vision's Grip programme has been profoundly transformative, and I am filled with gratitude for the enriching experience.



**Leonard Kiptooh** | University of Kabianga Course: Bachelor of Science in Communication and Public Relations

**Department: National Resource Development** 

**Location: Nairobi County** 



## MEET FAITH.



I take this opportunity to express my profound gratitude and deep regards for the opportunity to be part of the GRIP programme. My GRIP internship has been one of the most beneficial and eye opening to my career path.

I worked under USAID Tumikia Mtoto Project which aims at increasing the use of quality county-led health and social services in Kiambu and Nairobi Counties.

Some of the achievements that I gained during my internship experience are working with diverse populations, developing effective communication strategies for conveying complex ideas to diverse audiences, partnership engagements and Institutional Capacity Building.

The daily devotions that I attended every morning has enabled me to have a deeper understanding on the word of God and also grow spiritually.

Faith Ndeve Kyalo | University of Enbu Course: Bachelor of Science in Community Health Department: Child Learning & Household Resilience | Location: Nairobi County

#### **MEET** PRISCILLA.

I can describe my journey in World Vision as one full of gratitude. I was ecstatic when I got accepted into the family.

The professional ethics and Christian values which I hold dear being instilled in me while working closely with the professionals who are well abreast with the current policies. The greatest achievement that I have had is to get the chance to influence children's lives, thanks to this opportunity.

I believe they are the future of tomorrow. I recommend GRIP program to all the graduates, be part of the experience.



Now, I can face the world with boldness knowing I have much more to offer.



Priscilla Nelima Temba | Kenyatta University Course: Bachelor of Commerce Department: Finance | Location: Nairobi County



# MEET KELVIN.

Nothing is more glorious; than the feeling of fulfilment when you see others prosper as a result of your hard work and goodwill.



The key to realizing a dream is to focus not on success but significance, and then even the small steps and the little victories along your path will take on greater meaning."

My GRIP journey at World Vision can be described by three words; awesome, unforgettable, and a learning opportunity.

GRIP has nurtured me to become a competent professional in Livelihoods and Resilience field. Also, GRIP gave me the opportunity to develop and fine tune my skills, and knowledge, and to become a better individual socially, spiritually, physically and mentally.

I am grateful for the opportunity I got to spearhead the implementation of the UTRA POOR GRADUATION (UPG) model that aimed to ensure ultra-poor and extremely poor households are supported to graduate out of extreme poverty through the UPG approach: and also to participate in formulation of budgets.

God bless World Vision fraternity.





lvin Kimani Kairu | Egerton University urse: Bachelor of Science - Agricultural Economics partment: Child Learning, and Household Resilience | Location: Lamu County

## MEET SARAH.

It has been one year abounded with new adventures, immense growth in aspects such as leadership, professional development and incredible work-place experiences.

Times and seasons bring out the best in us. I never thought an excellent programme as the GRIP existed until the Lord designated me to be here.

I am confident enough that I am well equipped to face the outside world. I will forever cherish the experience I have had in working with World Vision to serve the vulnerable children. A special thanks to the GRIP coordinators and Fellowship of Christian Unions (FOCUS) team who made this program successful.

for the support they accorded me that has seen me develop professionally. "He who died and rose again be with you; World Vision fraternity," Thank you!

Sarah Mutheu Muli | Dedan Kimathi University of Technology Course: Bachelors in Purchasing and Supplies Management Department: Supply Chain Location: Nairobi County

#### MEET ALVIN.

Working with world Vision has not only sharpened my skills in my career but also gave life-changing experience that will be of great importance in my career and impacting lives of others.

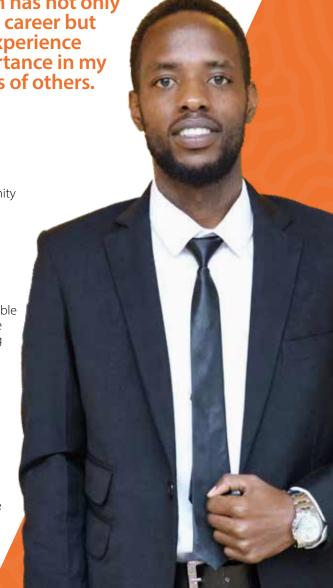
Growing up, I have always aspired to be something bigger than myself. My experience as a graduate intern in Community Engagement and Sponsorship Program (CESP) at World Vision Kenya has given me the opportunity to obtain practical work experience and personal life development as well as fulfilling my desire for serving vulnerable communities.

Through integration with other staff, I was able to learn different aspects in sponsorship like child monitoring, uploading and processing correspondences as per the World Vision business process and sponsorship 2.0. I also participated in report writing, facilitated community trainings such as Empowered World View (EWV).

**Alvin Nyakundi Nyamaiyeria** | Kenyatta University

Course: Bachelor of Cooperatives and Community Development

Department: Community Engagement & Sponsorship | Location: Kitui County



## MEET VERO.

I can confidently say that I have acquired positive life skills and grown both spiritually and socially.

The past twelve months have had a huge impact on my life. Through guidance from colleagues and experience acquired in the field, this has shaped me all around, especially in interacting with and learning to live with a whole different community than what I was used to.

During field activity implementation and while interacting with the caregivers and teachers, seeing them grow has made me learn more about life, myself, how to be hands-on, appreciate more, and also find a positive way of living not just for myself but also appreciating diverse cultures. Through the GRIP Initiative, I am forever grateful to World Vision Kenya for the great learning, wholesome and amazing opportunity.

**Vero Wairimu Kuria** | Kenyatta University Course: Bachelor of Early Childhood Development and Education **Department: Child Learning and Household Resilience** | **Location: Turkana County** 

## **MEET** VICTOR.

This experience has deepened my understanding of the power of compassion and dedication in making a positive impact on the world.

My one-year internship at World Vision has been truly transformative, leaving an indelible mark on my life and accounting career.

During my time at World Vision, I had the privilege of participating in numerous workshops, seminars, and trainings that have been instrumental in shaping both my professional skills and personal growth. The organization's unwavering commitment to creating positive change in communities inspired me to dedicate myself wholeheartedly to the betterment of society.

I extend my heartfelt gratitude to my colleagues at World Vision for creating an exceptional learning environment that fostered inclusivity and support. The challenges I encountered during my internship further honed my problem-solving abilities and decision-making skills, enabling me to grow both personally and professionally.

I am deeply thankful to World Vision for the resources they generously sacrificed to offer me this invaluable opportunity.

Victor Othigo | Kenyatta University Course: Bachelor of Commerce Department: Finance | Location: Bomet Courty



#### MEET DANIEL.



I gained experience in public speaking, and leadership skills among others.

I must admit that joining World Vision has proved to be by far the best experience of my life. I have been longing to work in a humanitarian organization that upholds and instills Christian virtues, World vision has proven to be the best.

During my GRIP period, I worked in USAID Tumikia Mtoto Supporting Orphans and Vulnerable Children (OVC) service delivery. I developed vast skills in various aspects of programming such as coordinating project management activities, liaising with partners to identify and define requirements, scope, and objectives and also work plan and budget utilization preparation.

A big thanks to my supervisors for their constant support. I appreciate the World Vision fraternity for the opportunity to serve. I am grateful to God for this life-changing opportunity.

Daniel Kipsoi | Kirinyaga University
Course: Bachelor of Science in Community Health and Development
Department: Child Learning and Household Resilience | Location: Nairobi County

MEET LEWIN.

I am so grateful to World Vision for giving me countless opportunities to grow professionally, spiritually and personally.

Working with World Vision has been a pleasure. Being a part of World Vision has taught me a lot.

To the IT team, I really appreciate the opportunity I had here to grow in my career and be a part of the team. The team's collaborative efforts have been integral to my success.

Thanks to everyone for all the support. God bless World Vision

**Lewin Okombe** | Machakos University Course: Bachelor in Telecomunications and Information Technology Department: Information Computers Technology Location: Nairobi County



## MEET JACINTA.

I appreciate the work World Vision Kenya is doing in transforming the lives of children in vulnerable communities who face challenges such as access to education, clean water, health facilities and malnutrition.

I have gained skills in project design, proposal

**Jacinta Wambui Maina** | Moi University Course: Bachelor of Arts in Community Development Department: Resource Acquisition and Management Location: Nairobi County

#### MEET JANET.

I have been fortunate to collaborate with an exceptional team of dedicated professionals, where I got unwavering support, guidance, and mentorship which have played a crucial role in my personal and professional growth.

Nothing is more fulfilling than putting a smile/hope on a child's face, creating a safe space for them to learn, to dream, to grow, to enjoy life and enjoy it to the fullest.

I would like to thank God for opening an opportunity for me serve him through World Vision to bring holistic transformation to the most vulnerable in our communities.

Throughout the year, I am immensely grateful for the invaluable knowledge and skills that I have gained through my interactions with World Vision Kenya fraternity. God bless World Vision.

Janet Muindi Musee | KCA University Course: Bachelor of Commerce (Finance) Department: Finance | Location: Makueni County



# MEET CAROLYNE.

have gained strong interpersonal skills, enjoyed working and serving the Lord at the same time, and broadened my networking skills.

Fresh from University, the GRIP program equipped me with a one-year experience that has since shaped my world's view. Thrust into the deep end of complex humanitarian emergencies not only shaped my career but allowed me to appreciate the diversity and resilience of communities in many ways.

Programming for education in fragility and promoting sustainable livelihoods drove me closer to the most vulnerable children in one of Kenya's rural communities in Lokis Area program.

Reflecting, I feel happy for the 26 learners I supported to ensure they were assessed and enrolled in school. We eased their pain by placing in their arms the relevant assistive devices that would help them overcome their barriers and soldier on towards their hope & dreams. We never let their disability limit their ability.

Over this period, To my supervisor, coaches, fellow gripers, peers, and the entire GRIP coordination team, words cannot express my gratitude.





**Carolyne Akello O** | Jaramogi Oginga Odinga University of Science and Technology Course: Bachelor of Education (Special Needs Education) with Information Technology Department: Child Learning Household Resilience | Location: Baringo County

## MEET RONALD.



I have learnt accountability in financial areas and resilience through field works and working with the community for mutual development.



Finding myself in World Vision as an intern has been the best opportunity in my career life. It was my solemn prayer to be part of a Christian based organisation as my foundation in developing my skills and utilizing my acquired knowledge to practice.

Improving health for the children and providing conducive working environment has been a key priority to me by ensuring that children can thrive and grow in a state of complete physical, spiritual, social and mental well-being.

The support that I was given by fellow staff also improved my self-confidence as well as improving my social interaction with different personalities at work-space. As a public health officer, I feel elevated. Shalom.

Ronald Okoth | Jaramogi Oginga Odinga University of Science and Technology Course: Bachelor of Science - Public Health Department: Water Sanitation and Hygiene Location: Kwale County

#### MEET NANCY.

I learned the importance of teamwork, communication, stakeholder engagement and dedication in achieving goals.

My sincere gratitude to World Vision for the GRIP opportunity. I can confidently say I wouldn't have grown as much as I have these past 12 months without the guidance, mentorship and support from a team of dedicated and passionate professionals.

While supporting health activities in USAID Tumikia Mtoto Project, I have gained understanding of the impact World Vision has on the lives of orphaned and vulnerable children (OVC) including children and adolescents living with HIV/AIDs.

As I step into the next phase of my journey, I will carry these lessons, memories and World Vision's ethos of love, care and compassion with me. Thank you for an unforgettable year of growth, service and impact!

Nancy Oketch | Mount Kenya University Course: Bachelor of Science in Environmental Health Department: Child Learning and Household Resilience | Location: Nairobi County



## MEET HENRY.

I was driven by the service with dignity that was witnessed in World Vision's work in my area programme.

Joining World vision has been full of experiences, not only in my life but also in my career. Since my childhood as a registered child.

Through the GRIP programme, my dream of social, spiritual growth and career growth has been realized. This initiative has enabled me to build strong partnership networks with child focused organisations in dealing with issues of Female Genital Mutilation, child marriages and other forms of violence against children in Samburu North and Fast

I will like to attribute this achievement to Almighty God and my Kenya Big Dream Phase II colleagues who continuously gave me moral support and mentorship.

Henry Lokoda Lakam | University of Kabianga Course: Bachelor of Arts Public Adminstration Department: Child Learning and Household Resilience | Location: Samburu County

#### MEET HARRIET.

I have not only experienced professional growth, but also spiritual growth through this journey.

I am very grateful to World Vision for having given me this amazing experience for 12 months. My journey has been incredible and wouldn't have wished for it to have gone any other way. The mentorship and support I have received from my supervisor cannot go unnoticed.

Grateful for the amazing experience I gained from the design, monitoring, evaluation, analysis and learning department.

Thankful to God and World Vision for this amazing experience.

Harriet Mnyazi | Maseno University Course: Bachelor of Science Applied Statistics with IT Department: DMEAL | Location: Nairobi County



## MEET IAN.



I am leaving with a profound sense of fulfillment and pride in the experience gained so far.

It is my sincere gratitude for the enriching experience of working with World Vision Kenya for the past one year. As I prepare to transition, I reflect on the valuable lessons learned and the wonderful experience during my internship. I'm truly appreciative of the support, guidance, and camaraderie provided by my supervisor, manager, and colleagues.

This supportive environment and mentorship have fostered my professional growth with valuable skills and enriched my perception of the humanitarian world.

I wish the ministry of World Vision Kenya and the team the best of luck and success in their endeavors. Until next time, heartfelt gratitude.

lan Kipkemboi | Moi University

Course: Bachelor of Arts Law

Department: Governance, Compliance, Lagal and Risk | Location: Nairobi County

**MEET** DONALD.

I have gained advanced knowledge and experience in finance and accounting systems including Sun system, Provision and Infor Q.

World Vision GRIP has enabled me to incorporate my skills with the support of other colleagues to perform my tasks efficiently and bring impact to the vulnerable in the community. With the help of my Supervisor.

Being in finance department has enabled me manage the limited resources as a steward to maximize outcome as far as impacting lives of the vulnerable is concern.

Being a Christian organization, World Vision has also enabled me grow spiritually through the daily devotions held before the beginning

of every day's tasks.

**Donald Kiptoo Rotich** | Masinde Muliro University of Science and Technology Course: Bachelor of Commerce - Finance **Department: Finance** 

**Location: Marsabit County** 



## MEET PETER.

In very rare cases does a graduate get an amazing learning opportunity like this one.

11

I have always viewed the GRIP programme as a dream come true. This is because, in very rare cases does a graduate get an amazing learning opportunity like this one.

This GRIP programme has really shaped my career and has made me realize my passion for productions. I have also grown spiritually. Massive gratitude to my supervisors, managers and the whole World Vision fraternity.

May God bless you as you give graduates an opportunity not to just grow their careers, but to also serve the humanity.

Peter Mwaura | Maasai Mara University Course: Bachelor Communications and Journalism

Department: Communications Location: Nairobi County

MEET DAMARIS.

My spiritual life has really grown and I now understand that my life has a purpose and that all I do is my form of worship unto God.

The GRIP journey has been an awesome journey. I got to learn from a supportive team from different projects and more so from the Water Sanitation and Hygiene department. I have developed skills which will enable me to face the world with confidence. My supervisor walked closely with me and ensured that I learnt every process that is involved in the construction industry and other fields and for that I am so grateful.

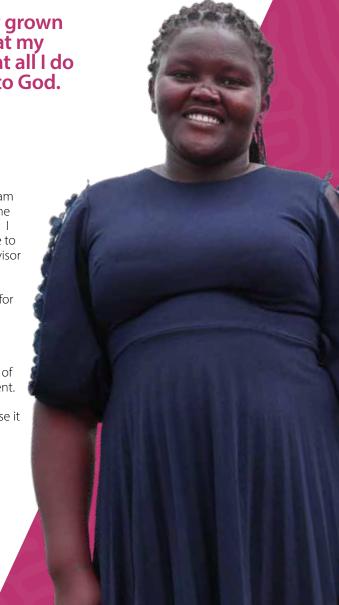
Working with the most vulnerable communities and providing solutions to some of their issues like water scarcity, lack of sanitation facilities gave me a lot of fulfilment.

I thank God for such an opportunity because it was a fulfilling experience.

**Damaris Jeboisio Kibet** | Kenyatta

University Course: Bachelor of Science ( Civil Engineering) Department: WASH

Location: Kilifi County



## ONE YEAR OF BUILDING SELF-ASSURANCE.

Dear GRIP Elites 2023. Congratulations! You stood out from the crowd of candidates vying for these positions, and a year later, with experience from a reputable organization, you are one step ahead of your peers.

I strongly believe that securing an internship gives you a head start in the job market. This is because internship, particularly at World Vision, gives you the chance to discover more about who you are. While being exposed to a number of industries, involved in health, livelihoods, the environment, WASH, advocacy, education, and many more, you come to understand your strengths, limitations, interests, and passion.

As a former GRIP intern, I can attest to the fact that in addition to your skill set, this year of experience gives you an advantage over other applicants and peers in interviews.

Think of it as such, you have had a year of:

- Making "acceptable" mistakes and learning from them.
- Using your valuable skills in a real work environment.

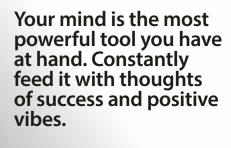
- Having access to mentors and a support system.
- Networking and developing your people skills.
- Assessing whether you chose the right career.
- Gaining knowledge from and drawing inspiration from other GRIP interns.
- Discovering more about yourself through the perspective of others.

This is a crucial encounter that helps mold your career, thus it is more than simply a mere experience. So, did you make it count? Are you going out the same way you came in, or have you grown into a self-assured professional?

I'm hoping that from today, you'll have complete faith in your ability to complete the task at hand and perform well in your future position as the professional that you are

There is no turning back in life, so make sensible decisions, be persistent, manifest your goals and have fun while you're at it. I wish you all the best in your planning as you consider your next steps.





"

Hellen Owuor Communications Officer World Vision Kenya

# ACHIEVING CAREER DEVELOPMENT GOALS.

**Every individual jumps** into the employment scene with expectations, with each individual setting a personal or career growth. It is quite common for young people to aspire careers they identify with for various reasons, but the reality checks in when they are exposed to the work environment which drives them to make some adjustments and alignment.

To achieve career goals, one needs to have a personal blueprint of what and who they want to be in future. This is shaped by one's skill set, personal desire, environmental or social influence of people they either look up to or find them inspiring. That however, is never the absolute case, it is important that individuals set their

personal professional goals and take initiatives to make that happen. This is where mentorship comes in handy, where professional guidance is given and accountability mechanisms are put in place to ensure that one is on track.

As much as it may sound cliché, it is rather factual that 'your network is your net worth!'To develop in one's career associations are fuel to the advancement goals. Having a professional network as well as social network offers one the building blocks into climbing the career ladder, what one needs to put in check is whether they desire depth or breadth in career

"An educated man should know everything about something and something about everything," Veronica Wedgwood. It is worth noting that for one to grow, they need to have a wealth of knowledge, and this makes it important for an individual to learn about other departments apart from their own. This puts them at a vantage position when internal opportunities arise, and an all-round person offers a perfect fit!

Just like any growth process, adding some knowledge is important, and this is where furthering education or enrolling for short courses becomes key as a catalyst to career development. This calls for a conscious introspection and through one's mentors to review their progress and mapping growth plans and patterns beneficial to their growth.



#### FIND OUT MORE.

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