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WORLD VISION KENYA

GRADUATE INTERNSHIP PROGRAM

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ABOUT WORLD VISION

World Vision Kenya is a locally registered Christian non-governmental organization that has been working in Kenya since 1974. World Vision Kenya works towards transforming communities where the well-being of the most vulnerable children is realized, sustained and cherished. We work in 35 counties countrywide.

Being a child-focused organisation, World Vision has four strategic goals regarding the well-being of children. Our aspiration is that:

- ▶ Children enjoy good health.
- ▶ Children are educated for life.
- ▶ Children experience love of God and their neighbours,
- ▶ Children are cared for, protected and participating in the decisions that affect their lives.

World Vision Kenya works through 55 Area Development Programmes (ADPs) which provide a long-term entry point in delivering community driven programmes that transform lives. Our projects currently impact approximately 2 million children per year, including clients of Vision Fund Kenya (VFK) a micro-finance institution of World Vision.

World Vision serves all people regardless of religion, race, ethnicity or gender.

Vision

Our vision for every child, life in all its fullness. Our prayer for every heart, the will to make it so.

Mission

World Vision is an international partnership of Christians whose mission is to follow our Lord and Saviour Jesus Christ in working with the poor and oppressed to promote human transformation, seek justice, and bear witness to the good news of the Kingdom of God.

Core values

- ▶ We are Christian.
- ▶ We are committed to the poor.
- ▶ We value people.
- ▶ We are stewards.
- ▶ We are partners.
- ▶ We are responsive.

ABOUT GRIP

GRIP is World Vision Kenya's Graduate Internship Program designed to provide real work experience and professional development to university Christian undergraduates to impact the national workforce. Through the Graduate Internship Program (GRIP), fresh graduates in various disciplines from both public and private universities in Kenya are placed in rural and urban settings for one

year as World Vision Kenya interns. GRIP offers students real work experience under the guidance of dedicated professional supervisors who ensure they are ready for the work place and committed to servant leadership in society.

LEARN MORE: www.wvi.org/Kenya

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FOREWORD

NURTURING A HIGH-CALIBRE NATIONAL WORKFORCE



The unemployment rate in Kenya as reported by the Kenya National Bureau of Statistics currently stands at 40 percent. This is a serious concern. According to UNESCO's Education for All Global Monitoring Report, "It is not possible to fix the job crisis without fixing the skills crisis. Linking schooling with work-based programmes through internships and apprenticeships has the potential to help young people learn practical problem-solving skills and practice crucial workplace skills."

World Vision Kenya's Graduate Internship Program (GRIP) is a one-year mentorship program that seeks to address the unemployment crisis in Kenya by fixing the skills crisis.

GRIP offers a comprehensive curriculum molding fresh graduates into competent,

disciplined and socially responsible individuals who are job-ready and can excel in any organisation. The impact of our GRIP graduates is felt in the various organisations they work - from universities, UN agencies, national and county governments, corporate and multilateral organisations.

When World Vision Kenya began its Graduate Internship Program (GRIP) in 1993, the main goal was to provide real work experience and professional development to university Christian undergraduates to work in World Vision and the wider humanitarian industry. Over the past 14 years of successful implementation, World Vision Kenya has created a large pool of employable young graduates who serve not only in the humanitarian sector but also in the corporate, multilateral and government sector.

GRIP provides young graduates comprehensive training in a variety of sectors such as Human Resource Development, Finance and Audit, Communications, ICT and Civil

Engineering to name just a few. Through the Graduate Internship Program, graduates get knowledge and experience in their field and are made ready for entry-level positions in any organisation.

As I was finishing my studies in university in 1985, prospective employers were canvassing universities, holding career talks and inviting students to consider their organisations as they started their careers. Today, you rarely hear of such, as there are more university graduates than organisations can absorb. Organisations now want work experience, which is not possible for students coming straight out of university. The role of World Vision's Graduate Internship Program is to bridge this gap by supporting graduates to gain work experience and meet employers' expectations.

In this next season of the Graduate Internship Program, we invite partners who, like us, recognize the value of nurturing a high-calibre socially responsible national workforce, to sponsor graduates through the one-year internship program.

With our experience in running a large-scale professional internship program and your financial support we can play a significant role in mentoring the next generation of the Kenyan workforce, transforming Kenya into a world class, just and prosperous society.

This information booklet provides more details on the internship program, testimonials from former GRIP interns and opportunities for partnership with World Vision.

I invite you to invest in the next generation and leave a lasting legacy for Kenya and beyond.

Thank you for partnering with World Vision Kenya. We are partners!

Dickens Thunde
National Director,
World Vision Kenya

“IT IS NOT POSSIBLE TO FIX THE JOB CRISIS WITHOUT FIXING THE SKILLS CRISIS. LINKING SCHOOLING WITH WORK-BASED PROGRAMMES THROUGH INTERNSHIPS AND APPRENTICESHIPS HAS THE POTENTIAL TO HELP YOUNG PEOPLE LEARN PRACTICAL PROBLEM-SOLVING SKILLS AND PRACTICE CRUCIAL WORKPLACE SKILLS.”

“THE GRIP PROGRAM IS A CAPACITY - DEVELOPING PROCESS WHERE A GREENHORN ACADEMIC IS TRANSFORMED IN A MATTER OF MONTHS. I HAVE INTERACTED WITH FRESH GRIP INTERNS COMING IN DIFFERENT DISPOSITIONS - SOME WITH LOW SELF-DRIVE, OTHERS LOW ON CONFIDENCE BUT AT THE END, I HAVE SEEN CHANGED INDIVIDUALS READY TO GO OUT AND CONQUER THE JOB MARKET.”

WORLD VISION KENYA'S GRADUATE INTERNSHIP PROGRAM

AN INTERVIEW WITH THE PEOPLE AND CULTURE (HUMAN RESOURCES) DIRECTOR, MARIONNE TUCKER.



1. How did the Graduate Internship Program (GRIP) start in World Vision?

GRIP started in 1993 when World Vision Kenya strategically decided to take responsibility to mentor young graduates in social work to impact the humanitarian industry in Kenya. Through GRIP, young graduates are coached and mentored for a year to enable them to gain real work experience and professional development in the context of the humanitarian sector.

2. Why is World Vision promoting mentorship of young graduates?

As a child-focused humanitarian organisation, we are aware that there are many youth who are qualified but unemployed. They cannot get jobs to improve their livelihood because they do not have work experience. GRIP provides graduates the work experience they need to get into reputable organisations. We run this program not only to provide a workforce for our organisation but because we believe it is the right thing to do for the next generation of workers. In Kenya there is a large pool of unemployed fresh graduates from university who do not have any work experience, the Graduate Internship Program provides the experience and mentorship they need.

3. What makes GRIP different from other internship programs?

The GRIP program is holistic. It does not just focus on the professional aspect of graduate's experience but also focuses on values, leadership skills, faith and social interaction. Another thing that makes GRIP different is the aspect of accountability. GRIP interns work under the guidance of supervisors, whom they look up to and account to. The supervisors are entrusted to mentor and invest in the intern's life and career for one year.

4. What kind of training does a World Vision GRIP intern receive?

GRIP interns work alongside World Vision employees getting on the job experience in their field, under the guidance of a skilled supervisor. The interns participate in study stints in a number of World Vision Kenya projects countrywide and are exposed to quarterly thematic workshops that broadly cover self-awareness, personal branding and relational skills. We give young graduates a head start in their careers and life.

5. Lessons learnt from running GRIP for the past 14 years.

Every time GRIP internship opportunities are advertised, World Vision Kenya receives in excess of 4,000 applications. Many more unsolicited applications come in throughout the year. This shows that there is a need for a comprehensive quality internship program like GRIP that gives practical value driven experience to young people. We often get calls from employers in the humanitarian and corporate field asking us to share our alumni database with their recruiters. This shows that our final product is relevant for the market.

6. What is the absorption rate of GRIP candidates in the job market?

GRIP alumni are varied skill-wise which leverages their entry into the job market. Ninety-six percent of all World Vision GRIP graduates join the job market actively within one year of leaving the program. GRIP alumni are well placed in their careers with most interns continuing to champion social causes to transform their communities.

MEET SOME OF OUR GRIP ALUMNI

PAUL MUNGAI

Senior National Water Sanitation and Hygiene Program Manager

Samaritan's Purse International Relief
Former World Vision GRIP Water, Sanitation and Hygiene intern in Machakos County



I joined GRIP in October 2008 as the Water, Sanitation and Hygiene (WASH) project intern in Yatta Area Development Program (ADP) after learning about the program from interns who visited our university to talk about it. I applied to the water sanitation and hygiene program as this was closely related to my background in Civil and Structural Engineering and I also had a desire to work with communities.

As a fresh graduate, I had very limited working experience. It was during my time in Yatta ADP that I learnt about humanitarian work, working for a non-governmental organisation, working with others, interacting and working with communities and overall project implementation and management.

GRIP graduates are coached, mentored, and given every opportunity to have hands on experience in line with their qualifications. This gives them a springboard to excel in any company, in line with their training and experience. My supervisor, James Maringa, was very instrumental in coaching me, guiding me, and I liked the way he was strict with policies and guidelines, which I find very useful and emulate to date.

My experience at World Vision helped me reach where I am today. It set out a path to my career as a humanitarian worker. Looking back at the vast experience I currently have working in eight countries (Kenya, Uganda, Mozambique, Malawi, Liberia, Sierra Leone, South Sudan and Nepal) and travelling to an additional five countries as a humanitarian worker, I owe all this to the head start that World Vision's GRIP gave me. Without GRIP, I would probably be working in construction sites and would not have had a chance to make a difference, serving the most vulnerable communities around the world.

NICHOLAS WAMBUA MUSEMBI

Nutrition Support Officer
UNICEF – Kenya

Former World Vision GRIP Nurse Nutritionist intern in Turkana County



I joined GRIP in 2007 working as a nurse nutritionist in Turkana. Working on nutrition programming and learning from program managers in the area, I got an opportunity to "test-drive" my chosen career path. The experience I gained at World Vision Kenya was an eye-opener as well as a foundation to my career growth.

While working as a GRIP intern, I was able to roll out, implement and evaluate health and nutrition programs. I worked with World Vision Kenya and international Medical Corps in the top management all of which impacted my career and made me who I am today. The experience I gained has enabled me to serve in the UN – working with UNICEF as a Nutrition Support Officer.

The GRIP internship was a great learning experience. I learnt both through involvement in the programs I was attached to as well as from the HR staff on career development and preparation for interviews as well as CV writing.

One of my fondest memories was rehabilitating a very malnourished child who later recovered, got registered into World Vision's child sponsorship program and is now able to continue with her education.

GRIP graduates are a worthy investment as they are complete the program fully equipped with knowledge and skills to tackle all tasks bestowed to them and performing their assignments with passion and minimal supervision.

CAROLINE WATETU

Human Resource Business Advisor (Senior Advisor)
KPMG in East Africa

Former World Vision GRIP Accounts intern in Taita Taveta County



The GRIP internship was an all-round experience that grew me spiritually, personally and professionally. I was an accounts intern in Voi in 2007 where I learnt basic accounts operations and how to conduct myself in a professional environment. I also got the opportunity to run the accounts office for a few days when the accountant was out of town – giving me great exposure to operations in a busy accounts office. Later in 2008, I moved to the World Vision Kenya National Office in Nairobi.

I remember my internship experience with nostalgia.

Today I am a HR professional with an accounting background and with an understanding of how finance and accounts operations work. This is a big plus for me since HR professionals today cannot afford to shy away from the financial aspect of an organization as they seek to add value.

The exposure that GRIP interns get is amazing. They get to take part in challenging tasks that give them good experience.

DAMARIS MANENO

Teacher
Teachers Service Commission

Former World Vision GRIP Education intern in Turkana County



I joined World Vision's GRIP Program in October 2007 and was posted to Lokori -Turkana. I worked under the supervision of the Development Facilitator whose docket was education. I learnt a lot and was able to land a job immediately I completed my GRIP internship as an assistant lecturer at Mombasa Polytechnic, currently the Technical University of Mombasa, teaching on HIV/AIDS. After this, again because of the experience gained from GRIP, I moved to CARE International Kenya.

My greatest accomplishment as a GRIP intern was helping youth to go back to school. I was a role model to many girls. They would come and ask me how I made it and I was so glad to talk to them giving them hope and guidance.

The training offered to GRIP interns is so intense making them very competent in the real world. Any employer looking for a good, well-rounded, dedicated employee who can work anywhere in this world, look no further. Just look at GRIP interns from World Vision. They are the best. Personally if I was to employ anyone I would seriously consider World Vision GRIP interns.

PARTNERSHIP - JOIN US!

HELP US CHANGE LIVES AND POSITIVELY TRANSFORM THE NATION BY INVESTING IN WORLD VISION'S GRADUATE INTERNSHIP PROGRAM.

We invite organisations (and individuals) to join us and help make a difference in the life of Kenyan graduates. Sponsor a graduate to attend the one-year Graduate Internship Program offered at World Vision Kenya. Through your sponsorship, World Vision Kenya will train and mentor graduates to become professional, motivated personnel with broad experience and a sense of social responsibility.



INVESTMENT VALUE

Evidence based social investment - nurturing a national workforce

Enhanced brand visibility – Public GRIP events and graduation

Transforming the lives of vulnerable children, families and communities in Kenya

Talent development - GRIP interns gain skills and experience from World Vision to succeed in their careers and positively contribute to their employer.

GRIP graduates gain local knowledge and perspective - A GRIP graduate from a region in which you currently do business – or intend to do business – can provide you with practical insights and a cultural exchange that you otherwise would not have.

GRIP graduates are from diverse backgrounds - GRIP interns are recruited from all over the country, building their capacity to work with people from different cultures and backgrounds.

SECTORS

GRIP interns can be sponsored to gain experience in a number of different sectors including:

- ▶ Agriculture
- ▶ Audit
- ▶ Child Rights
- ▶ Civil Engineering
- ▶ Communications
- ▶ Community Development
- ▶ Design Monitoring and Evaluation
- ▶ Economics
- ▶ Emergency Response
- ▶ Finance, Accounts
- ▶ Grant Management
- ▶ Human Resource
- ▶ ICT, Software Development, Computer Systems
- ▶ Peace and Conflict
- ▶ Procurement, Supply Chain Management
- ▶ Public Health
- ▶ Nutrition
- ▶ Social Services

INTERNSHIP PACKAGE AND SPONSORSHIP

INTERNS WHO JOIN THE WORLD VISION GRADUATE INTERNSHIP PROGRAM RECEIVE

- ▶ One year comprehensive mentorship (October - September)
- ▶ On the job experience under the guidance of experienced professional supervisors
- ▶ Deferential experience - Study stints in a variety of World Vision Kenya projects
- ▶ Quarterly thematic workshops conducted that broadly cover - self-awareness, personal branding and career development.
- ▶ Seven (7) dedicated coaches running thematic workshops

WHO CAN BE A SPONSOR

A sponsor may be a private sector employer, public sector organisation, government organisation, charitable trusts, international governmental agencies, foundations or not-for-profit organisations, who have agreed to pay all or part of the costs on behalf of an intern.

WHAT DO YOU NEED TO DO

If you are meeting the costs of an intern, you need to provide World Vision Kenya with evidence on official headed paper including details of whom, where any invoice should be sent and confirmation of sponsorship amount.

SPONSORSHIP

Approximately 670,700 Kenya Shillings or 6,575 USD to train one intern for one year. *Costs are revised annually

THE STANDARD GRADUATE INTERNSHIP PROGRAM SCHEDULE

ITEM	UNIT COST (per month)	TOTAL (Ksh)
Stipend	25,000 * 12	300,000
Gratuity @13.5%	3,375 * 12	40,500
Leave allowance	12,500	12,500
Medical benefit	100,000	100,000
NSSF	850 * 12	10,200
Life insurance	4,000	4,000
GPA	3,500	3,500
Workshop costs	36,000 * 4	144,000
Graduation event expenses	56,000	56,000
TOTAL COST PER YEAR		670,000



GRIP 'PILARES' FY2015 GRADUATION

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