**NATIONAL ASSEMBLY**

**WRITTEN QUESTION FOR WRITTEN REPLY**

**QUESTION NUMBER: 2185**

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**2185. Ms T Bodlani (DA) to ask the Minister in The Presidency: *[Interdepartmentally transferred from Communications and Digital Technologies with effect Friday, 10 June 2022]***

With regard to the recruitment of 22 graduate interns in line with the Presidential Youth Employment Programme in the 2021-22 financial year with the aim of alleviating unemployment amongst young graduates and providing opportunities to gain work experience, what (a) are the details of how the graduates were recruited, (b) is the duration of the internship, (c) is the total cost of the programme to the Office of the Presidency and (d) support is given to the graduates when they exit the programme? NW2591E

**REPLY:**

**(a) What are the details of how the graduates were recruited?**

 The advert was published through the DPSA Public Service Vacancy Circular;

 Received applications were recorded and screened;

 Prospective Candidates were shortlisted as per the departmental Recruitment and Selection Policy;

 Interviews were conducted;

 Recommended candidates were subjected to suitability checks including( criminal records and verification of qualifications);

 Successful candidates were appointed.

**(b) What is the duration of the internship?**

All graduate Interns were appointed on a 24 months contract as per the DPSA Determination on Employment of Persons on Developmental Programmes.  
  
**(c) What is the total cost of the programme to the Office of the Presidency (Government Communication and Iformation System -GCIS)?**

The total cost of 22 graduate interns for the period of 24 months is **R 3 562 833.12,** paid monthly as stipend to all Interns. The cost is defrayed from the Compensation of Employees budget of the Department.

**(d) What support is given to the graduates when they exit the programme?**

The GCIS Graduate Internship Programme is one of the departmental skills pipeline programmes meant to develop and nurture skills required by the GCIS. It is provided for in the DPSA Determination on Employment of Persons on Developmental Programmes.

This Programme has been the strongest tool the GCIS uses to attract youth into the permanent establishment of the Department. The GCIS Internship Programme is an integral part of the Department’s overall Human Resource Strategy, integrating Human Resource Development initiatives and Human Resource Planning processes of the Department. The Programme is linked to building capacity for technical and specialist communication professions addressing scarce and critical skills essential to the Department’s mandate.

The Internship Programme further provides a talent pool from which to recruit when vacancies are available. In the year under review 17 Graduate Interns were permanenltly appointed into the establishment of the Department.

Due to budgetary constraints and the unavailability of suitable positions(entry level), the Department released some of the Interns into the mainstream economy at the end of the contract. They leave the Department having ammased a lot of valuable skills through on the job-training, mentoring and coaching interventions. In addition all Interns are taken through the compulsory Workplace Readiness Training Programme- The Breaking the Barrier to Entry ( BB2E).

Thank You.