



LIMPOPO

PROVINCIAL GOVERNMENT  
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF  
PUBLIC WORKS

## VISION

A leader in the provision and management of provincial government land and buildings .

## MISSION

Optimal utilization of resources in the provision and management of provincial government land and buildings and the coordination of the implementation of the Expanded Public Work Programme.

## CORE FUNCTIONS

The core functions of the Department of Public Works are:

- Construction Management
- Property and Facilities Management
- Infrastructure Planning and Management
- Expanded Public Works Programme



## CONTACT DETAILS

Telephone number: 015 284 7000  
Department of Public Works  
Private Bag x9490 Polokwane, 0700  
43 Church Street, Polokwane  
Limpopo Province

HRD: Ms Ester Sehlapelo - 015 284 7422  
Ms Linda Kaseke- 015 284 7156/7107

# HUMAN RESOURCE DEVELOPMENT

## INTERNSHIP PROGRAMMES



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# INTERNSHIP

## WHAT IS AN INTERNSHIP?

- Internship is a public service graduate work experience programme targeting unemployed graduates.
- Internship gives students workplace experience or an opportunity to practice the work skills that they have studied and will practice in future.
- Internship in the public service is a planned, structured, and managed programme that provides work experience for a specific period varying from three to twelve months.

## TWO CATEGORIES OF INTERN

- A graduate intern is a person who has completed a qualification but has been unemployed and needs workplace exposure to enhance chances of future employment.
- A student intern is someone who is enrolled at a tertiary education institution for a SAQA registered qualification and requires practical experience as part of their study programme, in order to obtain their qualification.
- Both cases interns should be between the ages of 18 and 35 years.

## OBJECTIVES OF INTERNSHIP

- To resolve the general shortage of qualified and skilled people in the workforce by encouraging graduates to equip themselves with the necessary practical experience.
- To assist in meeting the strategic staffing needs of the Department by providing practical and accelerated work experience programmes that

expose interns to specific occupations.

- To address the problem of youth unemployment and provide unemployed graduates with valuable work experience and skills to enhance their employability.
- To provide opportunities to gain some practical experience for students who are required to do this to earn credits towards a qualification.
- To contribute to accelerated service delivery through the improved introduction of skilled personnel in the public sector and improve equitable access to the public sector employment for rural and marginalized groups such as women and the disabled.
- To contribute to lifelong learning and increase awareness among students of job and career opportunities in the public service.

## BENEFICIARIES OF THE PROGRAMME

- Unemployed South African graduates from SAQA registered institutions who have completed their degrees or diplomas.
- Students registered with SAQA.

## FRAMEWORK FOR INTERNSHIP

Institutions who require practicals as part of their Degree/Diploma in order to complete their qualification.

- Fit to purpose
- Promote equity
- Partnership and Cooperation
- Enhance understanding of the public service
- Efficiency

## RECRUITMENT STRATEGY

- Newspapers

- Career exhibitions

## TARGETED AREAS

- Quantity surveying
- Mechanical Engineering
- Civil Engineering
- Landscaping
- Electrical Engineering
- Electrical Engineering
- Human Resource Management
- Information Technology Management
- Communications
- Records Management
- Procurement Management
- Supply Chain Management
- Occupational Health and Safety
- Financial Management
- Property and facilities Management
- Architecture

## CONDITIONS OF SERVICE AND REMUNERATION OF GRADUATED INTERNS

Interns must meet the qualifying criteria to be eligible for the following provisions in the Public Service:

- Leave.
- Payment for performing overtime duty.
- Travel and subsistence allowance.
- Night shift allowances.
- Danger and special danger allowance.
- Standby allowance.
- Camping allowance.
- Clothing for work/ protective clothing.

Remuneration of interns are guided by the Determination on interns and learners made by the Minister of Public Service.