



USAID
FROM THE AMERICAN PEOPLE

AFGHANISTAN

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FACT SHEET

Women in Government Internship Program

OVERVIEW

Women's empowerment and involvement in the development process is strongly linked to economic growth and the overall achievement of USG objectives in Afghanistan. Of the more than 333,000 GIRoA employees, less than 20% are female. As part of the Afghanistan National Development Strategy (ANDS) and Millennium Development Goal benchmarks, GIRoA has committed to raise this number. To support this goal, USAID launched the Women in Government internship program in February 2010. This program builds women's capacity to participate fully in Afghan society by providing internships to recent female university graduates, with the goal of transitioning them into full-time positions in the public and private sectors. Following successful completion of the internship, these women will have developed essential skills, experience, and working relationships that will enable them to succeed as they start their professional lives. To supplement on-the-job training, USAID provides skills-building workshops to help the interns gain effectiveness and comfort in their assignments and more marketable for full-time employment.

In FY 2012, the project expanded the program with the goal of graduating an additional 120 interns. In response to GIRoA's stated needs, the project conducts periodic need assessment surveys to ensure the needs of ministries are being met and to identify potential new internship areas. To build the interns' skills and enable them to succeed in their positions, USAID is providing two days per week capacity building workshops and implementing weekly trainings on good-governance and accountability, human rights, leadership, business & financial management, and presentation skills. The project has also established a formal association for interns to develop involvement in community related issues build network with past, present and future interns, and take more active and self-sustainable role for all young women graduates. USAID is implementing this program through the Economic Growth and Government Initiative (EGGI).

CURRENT ACTIVITIES

- Expand program to graduate 287 interns in FY 2013.
- Conduct regular Monitoring and Evaluation of interns and supervisors.
- Support interns to identify full-time jobs following graduation.
- Develop standard training material for the interns basic skills and professional skills development
- Conduct formal workshops and training session to facilitate capacity building for interns and supplement on-the-job training on a systematic and continuous basis.
- Develop formal intern alumni network through establishment of association and social media.

ACCOMPLISHMENTS

- Provided internship opportunities to a total of 440 current and former interns to date.
- Graduated 208 interns, and achieved **76%** job placement rate as of January 2013.
- Developed strong relationships with GIRoA intern supervisors, ministries' Gender Unit officials, Kabul University faculty, and prominent women in the private sector.
- Successful expansion of the program in Balkh, Herat, and Nangarhar provinces.
- Promoted volunteerism by connecting interns with Kabul-area schools