INTERNSHIP PROGRAMME

PAICTA.
Introduction: PAICTA has invested in training and improving youth through its Internship Programme. The programme aims to provide unemployed youth graduates with advanced scarce digital skills and quality theoretical and practical experience in 4IR-related technology fields.

Our focus is on taking the youth through what is referred to as 5IR – Human Computer Interaction. Our programme not only contributes to our mission but also helps bridge the skills gap in the digital industry and enhances the employability of young graduates.

Training Programme

The PAICTA carefully designed training programme includes theoretical and practical digital experience, OEM internationally accredited digital courses, valuable soft skills training, and interns secondment to our strategic partners/collaborators. We provide the youth with a dynamic environment to broaden their professional network and gain valuable workplace experience.

By working on real-world projects and collaborating with professionals in the digital field, our interns are exposed to multi-disciplinary and international networks, which assist them in developing their skills and finding suitable employment or becoming technopreneurs.
The internship programme runs for 12 months, with a three-month short skills programme that addresses scarce digital skills in the industry. We incorporate advanced short skills programmes that provide focused training on specific skills that may be in high demand and help interns stand out in the job market.

However, our previous internship programmes have been successful, and we have hosted three programmes to date, which have offered international digital courses to address scarce digital skills and industry experiential knowledge.

**Achievements:**

> The majority of the youth interns were seconded to CSIR, Rutilogix, Kernel Connect, and developed PAICTA’s digital platforms using Django, Laravel frameworks, just to mention a few. Our internship programme provides interns with valuable field experience in their area of interest and helps them determine if it is a good fit for their skills and interests.

The programme also provides them with the opportunity to gain first-hand experience, expand their professional network, and learn how to be professional, accountable, and take initiative.
Programme Objectives:
The objectives of our Internship Programme are:

- To provide advanced scarce digital skills to unemployed youth graduates in South Africa
- To enhance the employability of young graduates by providing them with quality theoretical and practical experience in 4IR-related technology fields
- To bridge the skills gap in the digital industry
- To contribute to the economic growth of the country
- To provide valuable field experience in the interns’ areas of interest
- To provide interns with the opportunity to gain first-hand experience, expand their professional network, and learn how to be professional, accountable, and take initiative.

Programme Outcomes:
Our Internship Programme aims to achieve the following outcomes:

- To empower young people by providing them with advanced scarce digital skills
- To increase the employability of young graduates by providing them with quality theoretical and practical experience in 4IR-related technology fields
- To bridge the skills gap in the digital industry
- To contribute to the economic growth of the country
- To create a pool of skilled young professionals who are ready for the job market or become technopreneurs.
Our two internship programs at PAICTA were made possible through a strategic partnership with MICT SETA (Media, Information and Communication Technologies Sector Education And Training Authority), which provided the necessary funding for the programs via a Memorandum of Agreement (MOA).

Conclusion:

PAICTA’s Internship Programme is committed to training and improving the youth, enhancing their employability, and bridging the skills gap in the digital industry. We strive to provide valuable practical and theoretical experience, along with advanced digital skills training and soft skills training, to prepare the interns for the 5IR era.

Our programme’s achievements show that we are making significant progress towards achieving our mission, and we aim to continue providing a dynamic environment for the youth to thrive in the digital industry.

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