



# **FEMALE STUDENT INTERNSHIP PROGRAM (FSIP) COHORT IV & V**



**Hybrid/Juba**

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**Reported by:**

**Susan Poni Waya  
Program Officer**

**[poni@excellencefoundations.org](mailto:poni@excellencefoundations.org)**

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## I. Introduction

We remain committed to our mission of building professional capacity and providing much-needed services to communities we serve in South Sudan. The Female Student Internship Program (FSIP) aligns with this mission by fostering leadership skills, self-confidence, and a strong sense of civic responsibility in selected interns, thereby preparing them to become agents of positive change and future leaders who will contribute significantly to South Sudan's social, economic, and political development.

The Female Internship Program is a transformative three-month initiative designed to support and nurture the leadership potential of young South Sudanese women in their final year of university and those who have recently graduated. Through a highly competitive selection process, the program provides selected female students with hands-on experience across various sectors, mentorship opportunities, skill development, and networking platforms.

In the fourth cohort, eight (08) students were selected from universities in Uganda and Kenya, after a rigorous review and assessment process. The program started on 4<sup>th</sup> January 2025 and ran through 4<sup>th</sup> April 2025. Initially, sixteen (16) applicants were shortlisted for interviews, and only eight (08) were admitted into the program after meeting the requirements from a pool of over fifty (50) applications. Of the eight selected, five (62.5%) completed all the internship requirements, two (25%) transitioned into new roles elsewhere, while one (12.5%) dropped out due to studies.

In the fifth cohort, which ran from 14<sup>th</sup> April to 14<sup>th</sup> July 2025, another eight internees were onboarded after a rigorous selection process, but only two (25%) completed the internship program, while the other six (75%) all dropped out due to personal reasons.

### I.1. Objectives of the Activity

- To enhance the leadership skills, self-confidence, and civic responsibility of the selected female South Sudanese finalist students or fresh graduates from higher institutions of learning within and outside the country, equipping them to become influential change agents and contributors to the nation's social, economic, and political development.

- To provide the selected young women with a three-month hands-on experience in communications, project management, finance and administration coupled with mentorship and networking opportunities, fostering their professional growth and preparing them for impactful roles in their communities and beyond.

## **1.2. Methodology**

The program methodologies employed included a call for applications advertised across all our social media platforms. Interested candidates submitted applications through a Google Form. The process was highly competitive, involving an applications review and selection phase, followed by conference call interviews and physical project activity assignments.

Out of the over fifty (50) applications received, sixteen (16) candidates were shortlisted for interviews, and eight (08) were selected for the internship program per cohort.

A combination of physical and online (hybrid model) engagement methods was used during the internship period. Interns actively participated in EFSS in-person and virtual activities, ensuring an all-around hands-on learning experience.

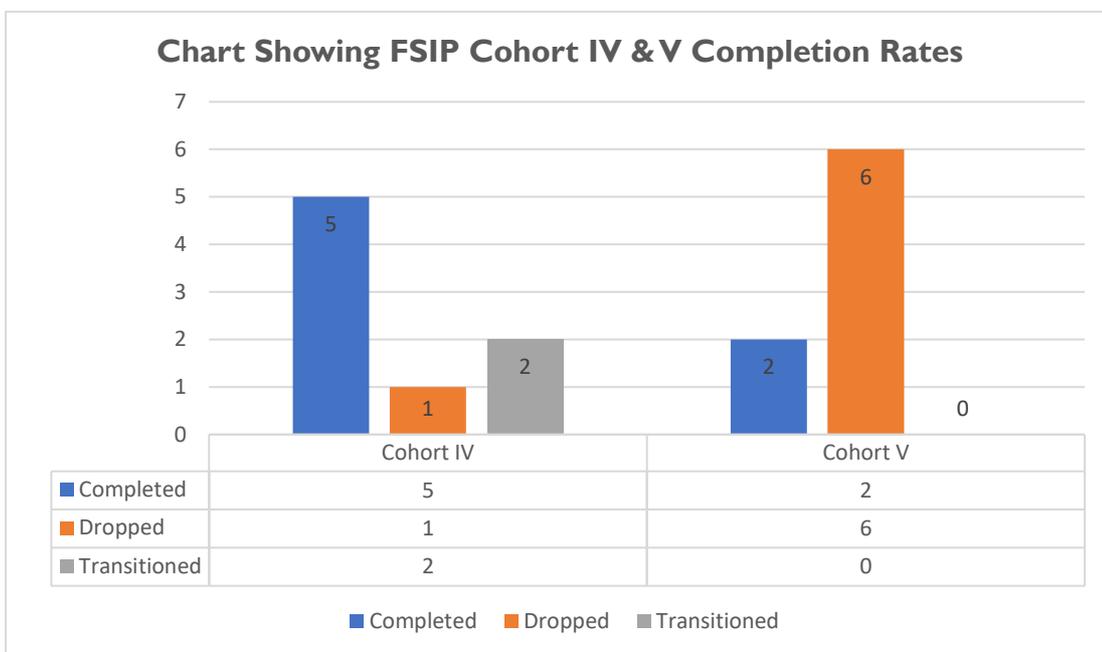
## **1.3. Description of Beneficiaries**

The target beneficiaries of this reported project activity are sixteen (16) female South Sudanese students from higher institutions of learning who were selected through a rigorous and competitive process based on their ability to meet all selection criteria, demonstrating competence through oral interviews, and showing strong potential to benefit from the program. Out of the sixteen interns in these two reported cohorts, four (04) of them were posted at our partner organisation, Good Shepherd Educational Foundation (GSEF).

The table below outlines the names of the selected interns, their universities, assigned work titles and respective cohorts.

<b>S/No.</b>	<b>Intern's Name</b>	<b>Position</b>	<b>Cohort</b>	<b>Status</b>
1.	Aber Fiaster – <i>Uganda Christian University</i>	HR Assistant – GSEF	Cohort 4	<i>Transitioned</i>
2.	Hannah Samson – <i>Makerere University Business School</i>	Communications Officer	Cohort 4	Dropped
3.	Juan Annet Poni – <i>Ndejje University</i>	Finance and Administration Officer	Cohort 4	Completed
4.	Juru Bianka Nyolia – <i>Clarke International University</i>	Project Officer	Cohort 4	Completed
5.	Rejoice Martin – <i>Uganda Christian University</i>	Administrative Assistant – GSEF	Cohort 4	Completed
6.	Rose Yobu Marle – <i>Uganda Christian University</i>	Finance and Administration Officer – GSEF	Cohort 4	<i>Transitioned</i>
7.	Tina Ahmed – <i>Victoria University</i>	Project Officer	Cohort 4	Completed
8.	Yar Rebecca Mayen – <i>United States International University - Africa</i>	Project Officer	Cohort 4	Completed
9.	Achol Mary – <i>Makerere University</i>	Project Officer	Cohort 5	Dropped
10.	Amer Deborah - <i>SRM Institute of Science and Technology</i>	Project Officer	Cohort 5	Dropped
11.	Elizabeth Nyachok – <i>Mount Kenya University</i>	Communications Officer	Cohort 5	Dropped
12.	Muja Vivian - <i>Uganda Catholic Management and Training Institute</i>	Communications Officer	Cohort 5	Dropped
13.	Reginah Nanya - <i>Masinde Muliro University of Science and Technology</i>	Finance and Administration Officer	Cohort 5	Dropped
14.	Sonia Megimega - <i>Parul University, India</i>	Project Officer	Cohort 5	Dropped

15.	Tamara Cesaroni - <i>University of Exeter</i>	Communications Officer	Cohort 5	Completed
16.	Kiden Jesca – <i>Catholic University of South Sudan</i>	HR Assistant - GSEF	Cohort 5	Completed



Majority of the selected interns were based in Juba, our primary location of ongoing projects, while one was in Kapoeta South (Cohort V) and another in Nairobi, Kenya (Cohort V). The proximity of the Juba-based interns ensured their active participation and practical engagement in the in-person project activities. The interns posted at Good Shepherd Educational Foundation (GSEF) worked in person and full-time.

## 2. Description of the Activity

### 2.1. Activity Tasks

During the internship, the selected interns were assigned project tasks including participation and facilitation of workshop sessions for the teachers and engagements in online campaigns, managing project activities and supporting partnerships across multiple initiatives and different networking opportunities. They were also involved in many soft skills training classes. These activities provided the interns with practical experience and opportunities to apply their leadership and project management skills in real-world settings.

They were also tasked with participating in internal meetings and representing the organisation in cluster and partnership meetings. Capacity building through online self-paced short certificate courses in monitoring, evaluation, social media management, and digital security classes.



*Picture 1: Finance and Administration Intern Juan Annet Poni at her home desk*

## **2.2. Interaction with Beneficiaries**

The selected interns actively engaged with their roles during the internship, demonstrating a strong commitment to implementing and understanding EFSS projects. Their participation included direct involvement in the projects, execution, and collaboration with various stakeholders, showcasing their enthusiasm and potential.

Feedback from the interns highlighted their understanding of the objectives and appreciation for the learning opportunities provided. Initially, the interns were eager to contribute to the organisation's activities, such as the Juba Schools Mini Competitions and other partnership initiatives.

Their interaction with the projects offered valuable insights into project coordination and communication strategies, aligning with the program's goal of nurturing leadership and practical skills. Learning experiences were impactful, contributing to both the interns' personal growth and the success of the activities.



Picture 2: Intern Juru Bianka facilitating a workshop on Mental Health for teachers at JCC Hai Negil N/P School

### **2.3. Evaluation of Activity by Beneficiaries**

The interns who completed all the program requirements shared positive feedback regarding their experiences and expressed gratitude for the opportunity to participate. They say that the skills and insights gained during their time with the organisation will continue to shape their careers. They appreciated the support and guidance offered by their respective supervisors. Their feedback underscores the importance of maintaining structured support and consistent engagement throughout the internship program to maximise its impact and sustainability.

*“I gained some presentation skills and boost in confidence at the teachers’ workshops,”* said Juru Bianka, *“I have also got the knowledge and the skill of reviewing job applications and conducting interviews after being engaged in the process for the next cohort,”* she added.



Picture 3: Rose Yobu and Tina Ahmed pose for a photo after a launch in Juba

## 2.4. Beneficiaries' Quotes

*"I was guided on how to draft a comprehensive income statement for EFSS for the first quarter of 2025," said Juan Annet, "I have also improved my skills in financial software management (especially QuickBooks)," she added.*

*For Rejoice Martin, "The internship has been productive, marked by important strides in refining her career while learning student registration processes and ensuring records are well-organised."*

## 3. Evaluation of activity

### 3.1. Main Achievements

- Though the fifth cohort of the internship suffered a very high dropout rate, the fourth cohort was a great success with 62.5% of the selected interns being able to complete the program requirements with a strong commitment to it.
- Five of the sixteen interns secured new roles between one and three months after completion of the internship program.
- The interns reported adequate networking opportunities with individuals during cluster meetings and teachers' workshops.

- The full interns' involvement in organizational activities contributed to project achievements, while their selfless participation in networking and growth opportunities earned notable appreciation.



Picture 4: Tina Ahmed, Yar Mayen, Juru Bianka and Emmanuel Bida pose for a photo after an inception meeting



Picture 5: Program Manager, Emmanuel Bida poses for a photo with Cohort IV interns after a workshop in Juba

This outcome demonstrates the program's potential to make a significant difference in individual participants' lives, even when faced with broader challenges.

### 3.2. Challenges and Lessons Learned

- Some of the interns faced mobility challenges due to long distances to the venues where workshops were conducted. Transport issues in terms of expenses to travel to workshop places and data purchases.
- A few interns felt that they had limited time to balance the activities of the organisation and personal commitments.
- Admitting students from within universities of South Sudan continues to be a challenge because they do not show up for interviews, though they're selected. The organisation should develop better strategies to support the onboarding of students from within South Sudan-based institutions for the internship.

### 3.3. Recommendations and Way forward

- The organisation should allocate some petty cash for emergencies to address mobility challenges faced by interns for in-person movements.
- There is a continued need to incorporate a more tailored mentorship program during the internship, which enables the female interns to learn many aspects of the work environment, including workplace ethics.
- The interns should be engaged so much in outreach programs within local communities that the organisation serves to equip them with presentation, facilitation and the ability to support other young people, hence enabling the interns to build their professional relationships.
- The organisation should include at least one student from within the universities or institutions in South Sudan in each cohort of the program.

### 3.4. Follow-up and Action Points

*Below are some action points we can implement or follow up on to ensure a successful project.*

- Implement a good application review process with emphasis on adherence, structured onboarding, regular mentorship, and performance review meetings.
- Conduct post-internship evaluations (3 – 6 months after the program) and document lessons for future program improvement.

## 4. Annexes

- <https://medium.com/@excellencefoundationss/application-for-the-female-student-internship-program-fourth-cohort-is-now-open-f6b963a8f662>
- <https://medium.com/@excellencefoundationss/efss-publishes-open-call-for-the-fifth-cohort-of-its-female-student-internship-program-5682a0edf0f3>