

## FSD Jinja Uganda Virtual Internship: Fall Semester, 2020

### Brief

Through this 10-week virtual internship in Uganda, we offer participants practical experience of applying sustainable development approaches to support locally managed grassroots groups and organizations that are working to improve the welfare of marginalized communities in Uganda. The ultimate goal is to support students in learning how to achieve sustainable development results in a cross-cultural setting while producing positive outcomes for local communities they work with. Our internship programs supply building blocks for establishing international development careers, strengthening graduate school applications, fulfilling practicum requirements, and cultivating professional relationships. Our hands-on training program teaches interns practical skills, development issues, and cultural competencies necessary for collaborative community-driven project work.

**Proposed internship start date:** Wednesday, September 23, 2020

**Proposed internship end date:** Saturday, December 05, 2020

### Internship Overview

Students will be placed on a project that addresses immediate sustainable development issues. Projects have been selected to be conducted remotely and flexible to Covid-19 restrictions. Students will be matched to projects based on skills and interests. On completion of the project, each group will present a summary of their work to the group and a document to their organization.

Some placements may support more than one student to work on a joint project, where others may host individuals, and will depend on the skills and interests of applicants.

Due to the importance of relationships in Ugandan business culture, organizations will seek to introduce students to all or as many people within the organization and the communities they serve as possible. We recognize the potential challenges of this if a state of lockdown continues within the country and will be assisting organizations with any technological solutions to enable this where possible.

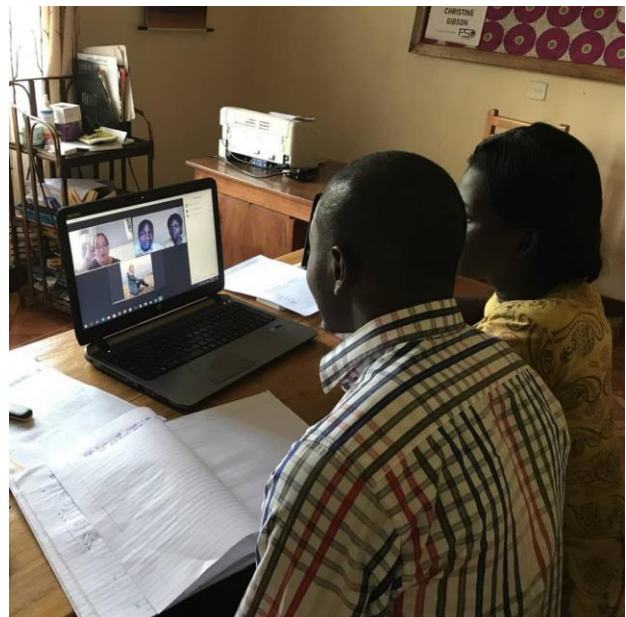
\*\*Please refer to attached Proposals document for specific internship possibilities and tentative outline.

#### Internship sectors include:

- Women Empowerment and Gender
- Health
- ICT
- Microenterprise/Microfinance
- Environment
- Community Development
- Human Rights
- Education and Youth Development
- Arts

#### Internship fields of work may include:

- Entrepreneurship and Business Development
- Psychology and Social Work
- Marketing Strategy
- Marketing Communications
- Microfinance
- Public Health and Health Sciences
- Environmental Engineering
- Environmental Planning



- Primary Education
- Library Sciences
- Youth and Women’s Empowerment

### Program Inclusions and Cultural Components

All students in the Virtual Internship Program will have the following additional support and resources:

- *Virtual Orientation and Workshops throughout the internship.* Led by FSD Site team staff through Zoom, these presentations are the foundation of the students learning in sustainable, community-based development. These workshops include:
  - History & Culture of Uganda
  - Culture Shock
  - Working with an NGO
  - Development Concept
  - Conducting a Community Assessment
  - Project Implementation
  - Workplan and Budgeting
  - Monitoring and Evaluations
- *Community Meetings.* Throughout the internship, the FSD Site Team will be going to each of the host organizations to allow for group/community meetings. Using various technologies, students are able to tour their host organization, virtually travel around their community and meet people directly where they are.
- Weekly check-in with host organization’s project supervisor
- Weekly check-in with FSD Site Team
- A supplementary session with a guest speaker
- Seed funding and technology budget for project implementation
- Access to supplemental resources and recommendations such as music, videos, and books. This includes Luganda Language Practice.
- Ongoing support from FSD Site Team
- Mid and End-of-Program evaluation and reflection



*Figure 1: A student is introduced to the host organization and some community members during the summer virtual internship.*





*Figure 2: Community Assessment from Summer 2020. A student has called in virtually to meet the community in their local village. The student and the host supervisor developed a discussion focus group to start engaging with the group of Busoga sugarcane farmers.*

*Figure 1: FSD Site team leading a workshop with the virtual students using Zoom*



## Sample Cultural Highlights

No White Saviors (guest speaker): an advocacy campaign led by a majority female, majority African team of professionals based in Kampala, Uganda. They have a deep commitment to seeing things change in a more equitable and anti-racist direction. This session would be about the effects of racism in international development, aid, and missions.

Mr. Mutalya Johnson (guest speaker): Mr. Mutalya is a teacher, botanist, and civil engineer. He will speak on Ugandan history, culture, religious practices, and current events, including Ugandan response to COVID-19.

Host Family Member (guest speaker): The host family member may speak to the home life in Uganda and demonstrate local traditions and local foods such as posho, matooke, and goat dishes.

## Additional Details

### Infrastructure:

All orientations and cultural workshops hosted by the Uganda ground team will be held on the Zoom platform. Students will work with their host organization to determine the best means of communication during the week. This may include Zoom, email, Facebook or WhatsApp video and messaging services.

\*\*\*Live sessions will be planned for US morning times to accommodate time differences.

### Student Expectations:

All group sessions will be recorded, but students are asked to engage in all workshops and group meetings at the scheduled times to maximize engagement. Internship work will be within 15-20 working hours/week. Students should have a steady internet connection and access to a computer or device with video conference capabilities.

### Considerations:

Internships may be subject to change in the event of organizational restructuring or changes in local regulations surrounding Covid-19, but have been selected in consideration of the potential for ongoing lockdown regulations.

### Others:

<b>Internship Period</b>	<b>Ten (10) weeks</b> - September 23 to December 5, 2020
<b>Hours:</b> A total of 150 hours for the entire Internship ( <i>3 hours a day, 15 hours a week</i> )	<b>Breakdown of Hours:</b> <ul style="list-style-type: none"> <li>• Three hours/week for self-assessment and reflection (weekly reports, weekly check-in calls with the FSD site team)</li> <li>• One hour/week meeting with the host supervisor</li> <li>• One hour/week training with the site team</li> <li>• Seven hours/week on project deliverables (ex. community assessment report, workplan, budget)</li> <li>• Five hours/week on community meetings, reviewing video footage, catching up on activities that happened during the day</li> </ul>