



South Sudan NGO Forum Internship Programme

Impact Summary

December 2025

Programme Overview

The South Sudan NGO Forum Internship Programme effectively connects young graduates with professional opportunities in the aid sector. Its purpose is to improve employability of South Sudanese youth across the country and support their transition into professional roles.

This assessment, based on responses from **57 interns** and **20 host organizations**, shows the programme is meeting its objectives and building workforce capacity.

Programme at a Glance

- **154 interns** placed across Finance, HR, Logistics, MEAL, Communications, IT, and Procurement
 - **57 host organizations** (32 INGOs, 25 NNGOs)
 - **4-month placements** with monthly stipend support
 - **Intern profiles:** 82.5% bachelor's degrees, 17.5% diplomas | 57.9% male, 42.1% female | Ages 18–34
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Assessment Methodology

Online Kobo Collect surveys (57 interns, 20 hosts), focus groups (17 interns) and key informant interviews (12 participants) conducted between October and November 2025 by Imatong Employment Solutions.

Key Findings

Programme Contribution to Employability

 86%
Good or Excellent

- Excellent: 57.9%
- Good: 28.1%
- Satisfactory: 8.7%
- Needs Improvement: 5.3%

86% of interns rated the programme's contribution to their employability as good or excellent.

Participants gained practical skills in:

- **Technical:** Financial management, payroll, recruitment, procurement, data analysis, reporting
- **Professional:** Communication, teamwork, time management, problem-solving, confidence

"I have learned a lot of skills that made a difference. I am not the same person." – Intern

Placement Relevance



Relevant to career goals

- Highly relevant: 54.4%
- Relevant: 26.3%
- Somewhat relevant: 10.5%
- Not relevant: 8.8%

81% of interns found placements relevant to their professional aspirations, with most deployed to functions matching their backgrounds.

Employment Outcomes

Outcome	Percentage
Interns transitioned to employment/education (6–12 months)	45.6%
Host organizations retained at least one intern	55%
Interns maintained professional relationships	75.4%

The programme is creating clear pathways into employment: nearly half of interns moved into work or education within 6–12 months, and over half of hosts retained at least one intern.

Pre-Deployment Training



Interns rated Good or Excellent



Host organizations rated Good or Excellent

80% of interns and 65% of hosts rated pre-deployment training as good or excellent, showing strong foundational preparation with room for continued enhancement.

Supervision Quality



Good or Excellent

79% of interns rated the quality of supervision and mentorship as good or excellent, indicating that most received meaningful guidance from dedicated supervisors.

Contribution to Workforce Development



Good or Excellent

- Excellent + Good: 93%
- Satisfactory + Needs Improvement: 7%

93% of interns rated the programme's contribution to building a skilled workforce as good or excellent.

With over **1,000 applicants** on the waiting list, demand far exceeds capacity.

"The experience I gained has shifted my thinking. I will be prepared for the next job." – Intern

Programme Strengths

- Strong alignment between placements and career goals
- Meaningful technical and professional skills development
- Effective employment pathways (45.6% secured opportunities within 12 months)
- High retention of interns (55%)
- Sustained professional networks (75.4% maintained relationships)
- Strong diversity and inclusion (42% female, broad ethnic representation)
- High host satisfaction (95% willing to continue participation)

Looking Forward

The programme is well-positioned to scale and

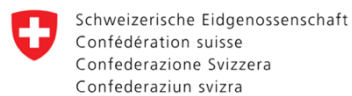
expand, with strong demand from graduates and host organizations and over 1,000 applicants on the waiting list. Within Juba, it continues to strengthen South Sudan's development workforce and create sustainable pathways into professional employment.

"I have maintained a professional relationship with the...team during my internship, which ultimately led to the opportunity to work as a Communications & Advocacy Officer." – Intern

"...I had the opportunity to build meaningful professional relationships with colleagues across various departments... These networks have kept me informed about new opportunities and best practices in the humanitarian sector." – Intern

This impact summary draws on an assessment of the internship scheme carried out by **Imatong Employment Solutions** (Imatong), a South Sudanese HR firm providing recruitment, HR outsourcing and workforce development services.

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**Swiss Agency for Development
and Cooperation SDC**