

**CONCEPT PAPER**

**SETTING THE BENCHMARK OF EXCELLENCE IN**

**"QUALITY STUDENT INDUSTRIAL ATTACHMENT AND INTERNSHIP**

**PROGRAMS FOR AGRICULTURE-LED ECONOMIES OF EAST, CENTRAL AND**

**WEST AFRICA"**

**[THE GUIDE MANUAL DEVELOPMENT PROCESS [Q-SIAIP; Vol 1-2022]**

**A Transformation Journey [1<sup>st</sup> July 2022 - 31<sup>st</sup> July 2023]**

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## **Introduction**

Kenya, like many African countries have an alarmingly poor industrial attachment and internship programs expected to serve agriculture led-economies in Africa today, which translates into graduates lacking the expected **Day-1 competence** at employment, whether formal or informal, employed or self-employed. This occurs despite the fact that Agriculture forms a significant portion of most economies in Africa. Worse still, the seemingly never-ending ‘**compartmentalization**’ of other **critical sectors** such as manufacturing, supply chain, animal related sector, packaging, ICT, infrastructure, energy, tourism, quaternary and service industries that are supposed to be of direct or indirect support to enable Agriculture to thrive has exacerbated the problem even further. In turn, this is reflected in the poorly performing agriculture sector in Africa. The African Union has launched various programs which hope to transform Agriculture in Africa. The success of this ambition anchors in the production of **quality expertise** to support the sector. There is therefore an urgent need to **transform the approach** used to produce graduates from the training institutions, a move that will bring closer the attainment of Continental, Regional and National flagship initiatives, Vision 2030, Africa Union 2063 Aspirations and Sustainable Development Goals, particularly that of No. 1; 4 and 10 among others.

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## **Problem Statement**

Findings from cross-country studies in selected parts of Africa have clearly stipulated that there exists **critical issues and challenges** surrounding Student Industrial Attachment & Internship Programs for Agriculture-Led Economies; limited resources and lack of financial equity and low capacities in fundraising mechanisms being top on the agenda. These studies allude that often students undergo divergent challenges during their attachment and internship period. The disconnectedness and compartmentalization of **economic sectors** expected to work and operate in tandem and in synergies with each other augment the problem further. These challenges include but not limited to; Mind-Set on the Shortage of Industrial Attachment and Internship Places for Students; Inadequate Knowledge and Skill on the Role of Induction Training for Industrial Attachment & Internship; Lack of Sufficient Goodwill to include **Induction Training** Policy for Agriculture as an Industry in a Range of Policies; Employers Reluctance to take Students on attachment and internship; Low Quality Supervision and Assessment on Suitable Assessment Techniques that is expected to Triangulate among Lecturer, Student and the Workplace Supervisor for ‘Beneficiation’ and Value Addition; Inadequate Finance and Resources to carry out Well-Structured and Planned Academic Attachment Training & Internship Programs for Students; Insufficient Resources to Sustain Students’ during Attachment and Internship; and Inadequate Preparedness of Students for ‘Rough and Tough’ On-The-Job Training for Work Environment [employed or self-employed; formal or informal] as well as insufficient preparedness on Career Physical Fitness and Mental Preparedness Capacities of these Students among others.

## **Methodology**

Based on the above background therefore, with leadership from Innovative Academic Placement Solutions [INAPS], [www.inaps.net](http://www.inaps.net) and in collaboration with Steering Committee derived from different spheres of academia, industry and civil society, a tripartite-modeled-initiative to accelerate the transformation agenda into Quality Student Industrial Attachment & Internship Programs for Agriculture-Led Economies across East, Central and West Africa has been mooted. **The road map entails undertaking a one-year** pilot focusing on intense research and collaborative activities in areas of Environment & Climate Change, Animal Welfare, Industry &

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Trade. The initiative is being rolled out in East, Central & West Africa in partnership with a selected group of 10 universities from each region being the Pioneer 2022-2023 Cohorts. A team of highly skilled and reputable experienced professionals in Research, Strategy and Resource Mobilization and Fundraising have been set up to drive the process.

The pilot initiatives directly focus on the wider agriculture sector laying emphasis on the **surrounding enabler sectors** to accelerate its performance such as manufacturing, energy, supply chain, packaging, infrastructure, tourism, quaternary and service industries. It is envisaged that the engagement of critical industry players spread across diverse sub sectors will go a long way in enhancing undergrad and graduate students' participation in solving societal problems affecting Sub Sahara Africa today. These projects cannot be rolled out without the involvement of institutions and organizations from the academia, industry and civil society spheres spread across the 3 regions – East, Central & West Africa.

For the past 5 years INAPS, through the initiative steering committee has been collating background information to be able to contribute to the transformation journey. This is with an aim of transforming the approach used to produce graduates from training institutions. The focus for INAPS and partners has been to make a total transformation on the way student industrial attachment and internships, as far as agriculture related courses contributing to the success of agriculture-led economies are conducted. The envisaged output of the transformation journey is a Guide Manual on how to undertake Quality Student Industrial and Internship Programs in Agriculture-Led Economies with a focus on East, Central and West Africa [**Q-SIAIP, Vol 1-2022**].

### **Roadmap to Actualizing the Q-SIAIP, VOL 1-2022**

The well-thought-out roadmap takes the form of a one-year pilot, integrating 30 universities, 150 professional consultants, 300 industry players, 90 NGOS and 4500 students from institutions of higher learning as part of the consultative and collaborative team to take part in achieving the expected objective spread across East, Central and West Africa. The roadmap also involves intense research activities in a select of thematic areas, events, workshops, seminars and mini project implementation to collate authentic information and data from existing best practices on attachment and internship programs across East, Central and West Africa. From the pilot

findings, the team envisages putting together a comprehensive Guide Manual on “The How on Undertaking Quality Student Industrial Attachment and Internship Programs in Agriculture-Led Economies of East, Central and West Africa” [Q-SIAIP, VOL 1-2022].

**Summary Table of the Initiative Major Milestones [A 360<sup>0</sup> Outlook]**

	Activity	Date	Location	Country
1	Concept Development, Pretest & Approval:	January & February 2022	Across East, Central & West Africa	Tanzania, Uganda, Cameroon, Ghana, Kenya, Rwanda
2	Concept Marketing through Pre-Seminar Conferences to Stakeholders in East, Central & West Africa	15 <sup>th</sup> March to 15 <sup>th</sup> April 2022	Across East, Central & West Africa	Tanzania, Uganda, Cameroon, Ghana, Kenya, Rwanda
3	Recruitment of Thematic Consultants [30 Universities, 300 Industry Players, 90 NGOs & 1500 Students per region]	15 <sup>th</sup> April to 25 <sup>th</sup> June 2022	Across East, Central & West Africa	Tanzania, Uganda, Cameroon, Ghana, Kenya, Rwanda
4	1 <sup>st</sup> Regional Conference on “Funding Beyond Government Aid for Sustainable Universities, TVETs & Industry Players in a Global Changing Climate”	11-13 July 2022	Utalii Hotel, Nairobi Kenya	Kenya
5	1 <sup>st</sup> Review Meeting – Thematic Area Consultants plus [Post Conference Meet Up] – Concretizing, Collating & ‘Putting to Focus’ Conference Outputs	30-31 August 2022	Nairobi	Kenya
6	Industry-Meets-Academia Exposhop, & FBGA 2022 Conference Post-Mortem Workshop:	5-9 December 2022	Malaika Beach Resort, Mwanza	Tanzania
7	1 <sup>st</sup> Documentation Write-shop on Quality Student Industrial Attachment & Internship Program <b>Draft 1, Vol 1, 2022</b>	24-28 March 2023	Doula	Cameroon
8	Thematic Area Consultants’ 2 <sup>nd</sup> Review Meeting	May 29-31 2023	Nairobi,	Kenya
9	2 <sup>nd</sup> Documentation Write shop Review Meeting on	July 24 -28 2023	Mombasa	Kenya

	Quality Student Industrial Attachment & Internship Program <b>Draft 2, Vol 1, 2022</b>			
10	3 <sup>rd</sup> Documentation Write shop Review Meeting on Quality Student Industrial Attachment & Internship Program <b>Draft 3, Vol 1, 2022</b>	September 24 -28 2023	Naivasha	Kenya
11	2 <sup>nd</sup> Regional Conference on “Funding Beyond Government Aid for Sustainable Universities, TVETs & Industry Players in a Global Changing Climate”:	25-29 October 2023	Accra	Ghana

### **Overall Objective of putting together a Guide Manual on Q-SIAIP VOL 1, 2022**

Through a pyramidal approach, the overarching objective of the pilot initiative is to **encourage, motivate and accelerate** the production of a **Young Breed of Critical Thinkers-Change Agent Graduates** from Sub Sahara Africa that drive important economic agendas into sustainable development. These young critical thinkers must be able to apply their knowledge into action from Day-1 of their graduation and become relevant in tackling the ever-changing societal issues affecting the continent of Africa today, in real time.

Further aligned to the 1-year pilot initiative, the roadmap also aims to utilize available platforms to discuss, strategize and make recommendations geared towards paving way for functional Industry-Academia Partnerships that work towards accelerating employability of all graduates in East, Central and West Africa while paving way for revamped systems that work for current and future higher education programs for Africa. It will further bring to the fore the re-establishment and re-alignment of unique, innovative and collaborative resource mobilization & aggregation models that create sustainability for higher institutions of learning in ECWA regions. This is with a focus on creating capacity to attain economically sustainable institutions of learning, solid corporations and impactful civil society that pay key attention to a global changing climate way

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‘beyond’ the traditional high reliance and dependency on government aid in the era of contemporary Global Climate Change and COVID-19 pandemic.

## **Thematic Focus Area in Attachment and Internship Guide Manual Vol 1-2022**

### Q-SIAIP FOR ECWA REGIONS VOL 1-2022

1. **Environmental Conservation & Climate Change** [Natural Resource Management; Forestry & Ecosystems Restoration, Environmental Science; Ecotourism and Hospitality Management; Integrated Forest Resource Management; Drylands Management; etc.,]
2. **Animal Welfare as relates to Higher Education** [Veterinary Medicine and Surgery; livestock (mainstream & emerging), domestic & animals of the wild; Dairy Technology and Management; Animal Science and Technology; Applied Aquatic Sciences; Wildlife Enterprise Management; Animal Health & Production Management]
3. **Supply Chain as relates to Agriculture Sector Value Chains** [Farm Resources Management;
4. **Agronomy** [Soil Environment and Land Use Management; Horticulture;]
5. **Education-Extension Advisory Services** [Agricultural Education and extension; Early Childhood Development and Education; Medical Sociology; Psychology; Community Development; Agriculture and Human Ecology Extension;
6. **Industry and Trade** [Agribusiness Management; Marketing - Crop & Livestock produce, Food Science and Technology; Agricultural Economics; Livestock Resources Management; Catering and Hotel Management; Clothing Textiles and Interior Design; Criminology and Security Studies; Gender and Development Studies; etc.,]
7. **Sustainable Packaging within Regenerating Ecosystems** [E-waste & Biowaste as a key focus, etc.,]
8. **Collaborative Research in Developmental Science** [Statistics; Actuarial Science; Modern Chemistry and Laboratory Technology; History and International Studies;
9. **Agriculture Development Information, Communication, Technology** [Applied Computer Science; Film & Animation;
10. **Appropriate Technology in Agriculture Development** [Civil and Environmental Engineering; Agricultural Engineering; Electrical and Control Engineering; Mechanical and Manufacturing Engineering;