

National Professional Internship Impact Assessment Report (2020-2024)



Republic of Rwanda
Ministry of Public Service
and Labour

MIFOTRA-CSO

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Introduction

National Professional Internship Program Overview.



⌚ Program Objective

To equip graduates with relevant practical work experience, and the **skills, knowledge, and experience needed to successfully transition from academic studies to the labour market.**

🌐 Digital Platform

This **National Internship portal** was established to streamline the application and placement process across public, private institutions and Civil Society Organisation (NGO, Faith Based Organisation) in Rwanda.

↳ Report Scope

This report presents a comprehensive assessment of the program's performance and labour market outcomes of beneficiaries over the past five years, from **2020 to 2024**.

Motivation and Objectives

Why This Assessment Matters



>Analyse

Analyze program data to understand **application trends, placement rates, and Labour market outcomes of program beneficiaries** across different sectors, institutions.

Evaluate

Evaluate the program's **efficiency** in placing interns, its **relevance** in terms of equipping interns with hands-on experience and labour market outcomes of beneficiaries.

Improve

Propose actionable recommendations to **refine implementation, enhance partner engagement, and inform evidence-based decision making**.

Specific Objectives



Assess Performance

- Program uptake and completion rates
- Labour market outcomes of interns



Identify Gaps

- Sectoral disparities
- Key operational challenges



Policy Actions

- Strategies to enhance program impact
- Recommendations to improve program implementation

Overall Objective: To evaluate Labour market outcome of beneficiaries of professional internship program.

Methodology

Triangulation of different data sources



Data source

- Extracted administrative data from (NIP, E-recruitment, RRA)
 - We did not manage to use RSSB data in order to track employability in private sectors

Data Processing

- Cleaned and merged datasets (NIP, E-recruitment, RRA)
- Standardized formats (EX: Field of education to ISCED Level 2 or ISCED Level 1) for analysis

Survey Administrative

- Administered an online survey to all who completed internship
- Conducted follow-up calls to increase response rates

Operational Analysis

- Analyzed placement and completion rates
- Assessed programme efficiency and effectiveness

Impact Analysis

- Assessed Labour market outcomes of interns
- Measured program effectiveness

Disaggregated Analysis

- By education field, gender, and institution type, Sector
- Compared trends across years

This triangulation approach integrates administrative data, surveys, and multi-level analyses to conduct a comprehensive evaluation.

Program Performance

Overall Program Performance



All Applicants
28,194
Female: 45%
Male: 55%

Placed Interns
11,429
49% of potential candidates
Female: 49%
Male: 51%

Expired
3,928
Female: 39%
Male: 61%

Waiting List
4,471
Female: 39%
Male: 61%

Completed
10,520
90% of Placed
Female: 48%
Male: 52%

Rejected
4,634
Female: 45%
Male: 55%

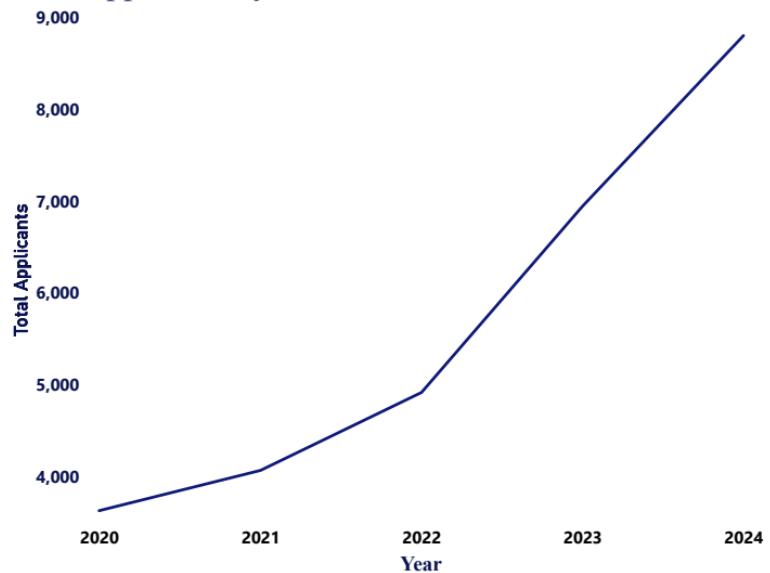
Key Insight: Out of all potential candidates (Qualified interns: Total Applicants - Rejected), 49% were placed into internships. Among those placed, 90% successfully completed their programs.



Applicants by Year



Total Applicants by Year



↑ **A Significant Increase:**
The number of applicants rose substantially from 2020 to 2024.

↗ **A Consistent Upward Trend:** Each year had more applicants than the previous year because:

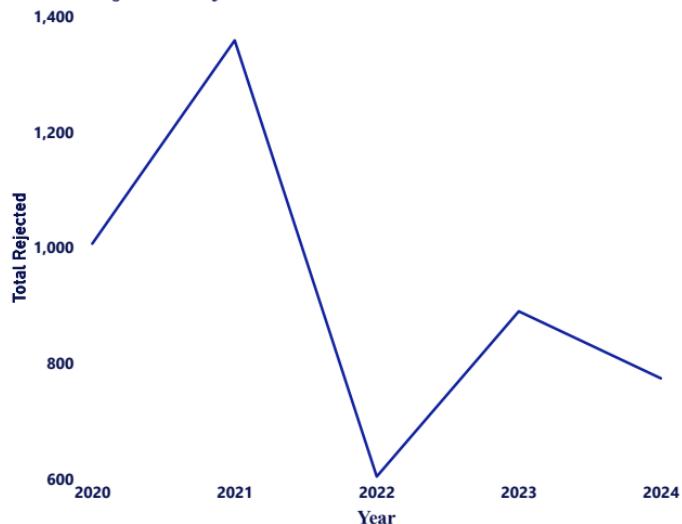
- Ongoing WPL mainstreaming effort
- Fully digitalization of application proceeding
- Increased awareness in schools and universities through outreach programs



Rejected by Year



Total Rejected by Year



Fluctuating Rejection Pattern:

The number of rejected applicants do not follow a steady trend.

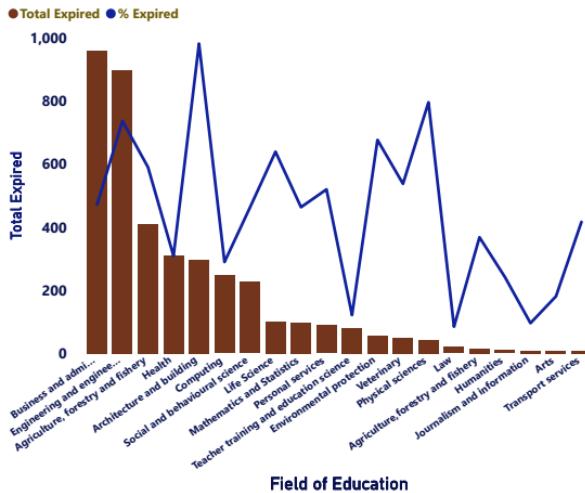


The changes in rejection numbers, especially the decreases in 2022 and 2024, suggest that applicants received better guidance during the application process, ensuring that their submissions were complete and met the required qualifications.

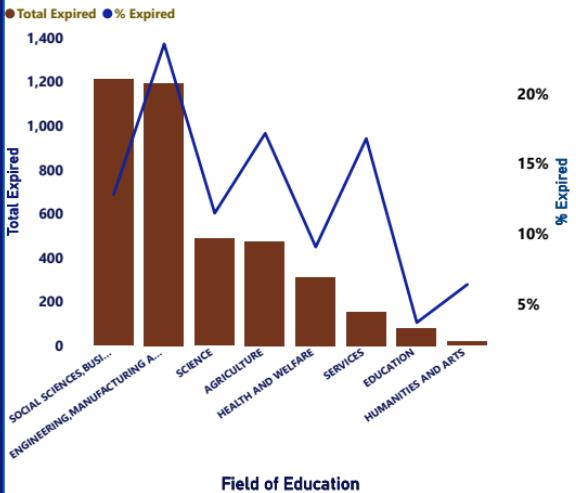
Expired by Field of education



Total Expired and % Expired out of total applicants by Field of Education



Total Expired and % Expired out of total applicants by Field of Education

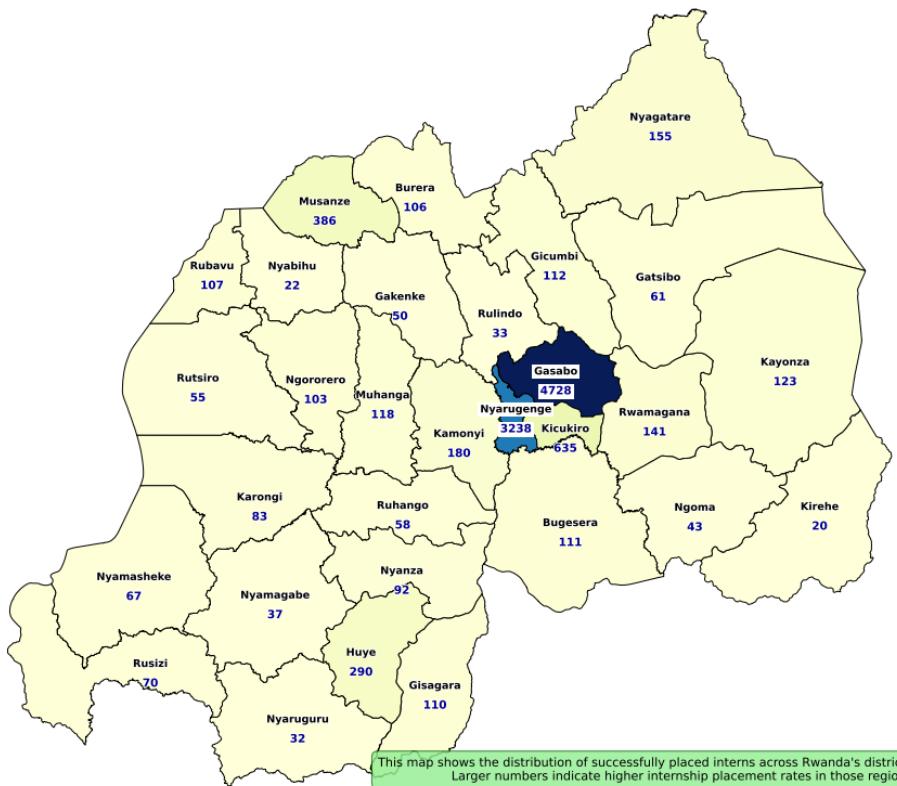


The higher number of interns whose applications were expired was from Business and Engineering fields. However, fields such as Architecture and Building, and Veterinary have higher percentages expired.



Broadly level, Social Sciences, Business, and Law, along with Engineering, Manufacturing, and Construction, have the highest number of interns whose application were expired.

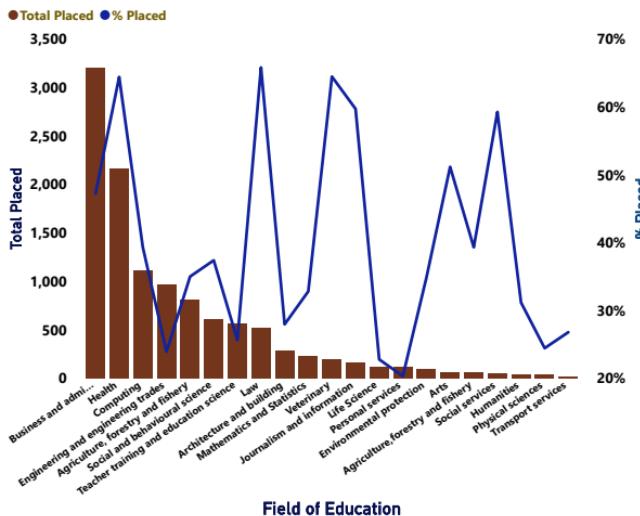
📍 Internship Placements Across Districts



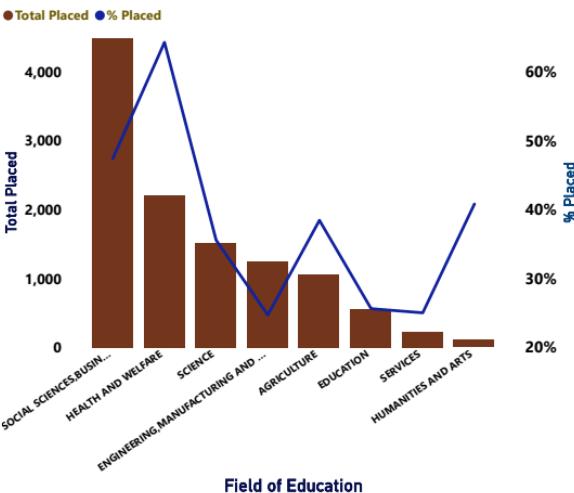
Placement by Field of education



Total Placed and % Placed out of total applicants by Field of Education



Total Placed and % Placed out of total applicants by Field of Education



Business and Administration have highest interns placed. However, Health, Law, and Veterinary had higher placement rates.

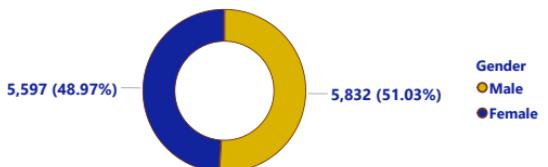


Social Sciences, Business, and Law had the highest number of placements, while Health and Welfare had higher placement rates.

Placement by Gender ♀♂ or by fields of study



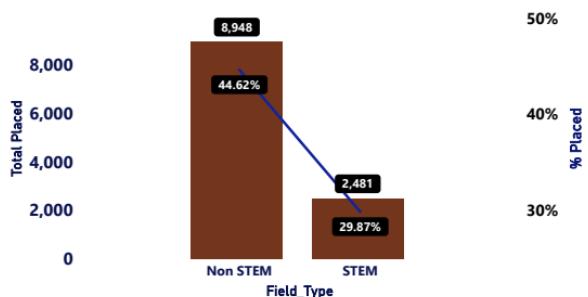
Total Placed by Gender



♀♂ Placements rate of males and females is nearly the same (male: 51%; female: 49%).

Total Placed and % Placed by Field_Type

● Total Placed ● % Placed



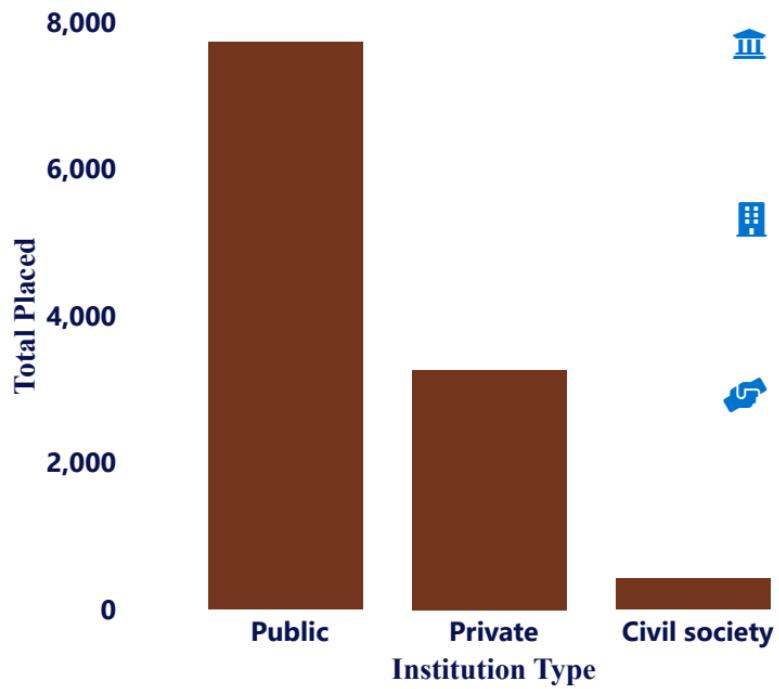
📊 Non-STEM fields recorded a placement rate of 45%.

🔬 STEM fields recorded a placement rate of 30%.

Placement by Institution Type



Total Placement: Institution Type



Public Sector: The majority of interns (68%) are placed in public institutions.

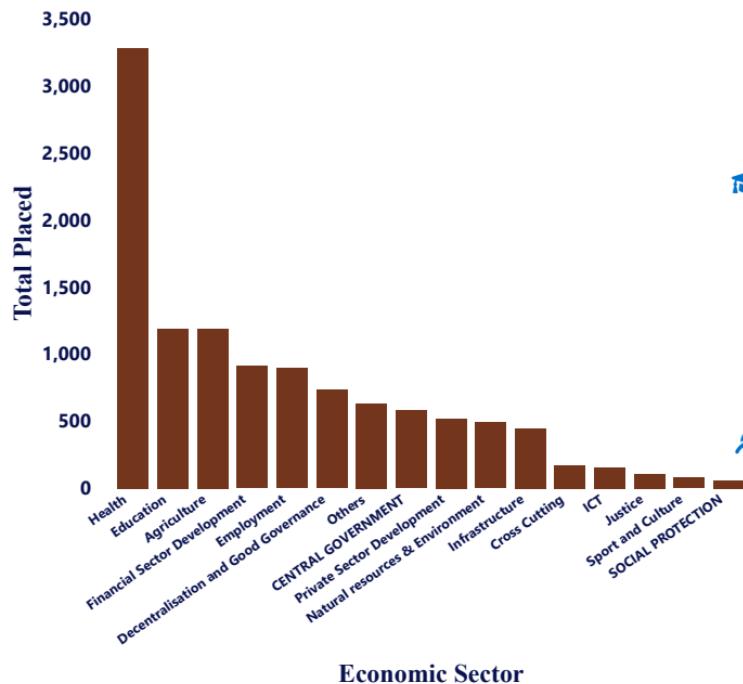
Private Sector: 28% of interns are placed in private institutions.

Civil Society : Civil society organizations also host 4% of interns.



Placement by Economic Sector

Total Placement: Economic Sector



- Heart icon **Health Sector:** The Health sector received the highest number of placed interns (29%), because demand of health professional is always high.

 **Education Sector:** Education received the second highest number of interns (10%), because of mobilisation of schools through ministry of education to host interns.

Agriculture Sector: Agriculture almost receive the same number of Education sector with a 10% placement rate, driven by high demand from institutions such as RAB, Kenya Seed, RTI, and MINAGRI projects.

Labour Market Outcomes of Interns



Labour market outcomes of NIP beneficiaries

Overall Employment Status

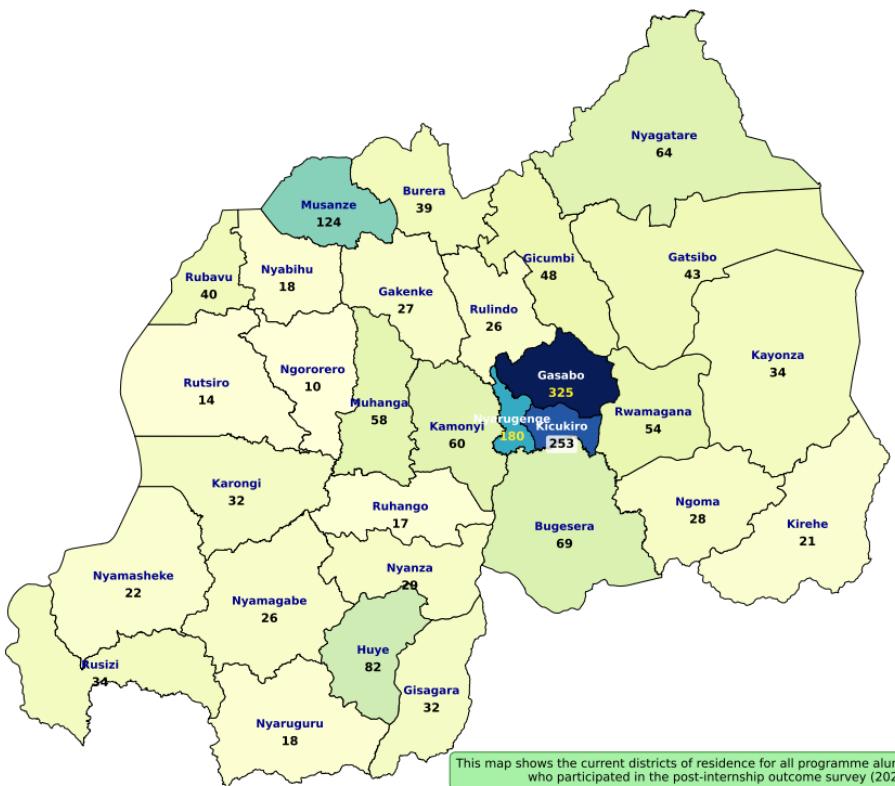
Total Survey Respondents: 1,827

Employed: 1,143 (63%)

 **Unemployed:**
684
 **37%**

Key Insight: Survey results suggest that the internship program is a bridge to employment.

📍 Geographic Distribution of Respondents



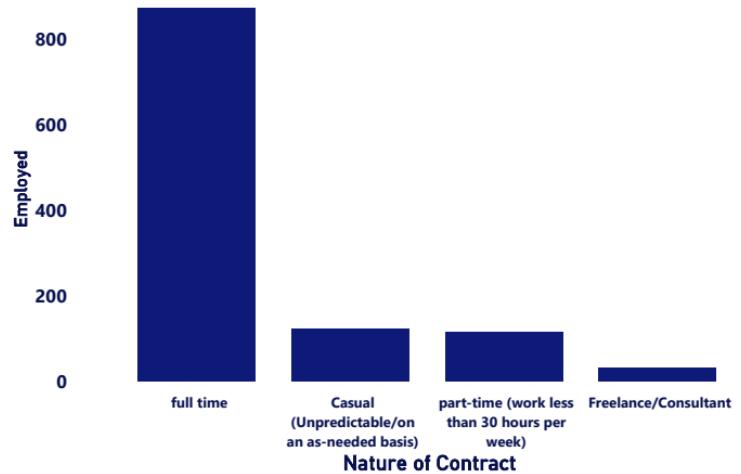
This map shows the current districts of residence for all programme alumni who participated in the post-internship outcome survey (2025).



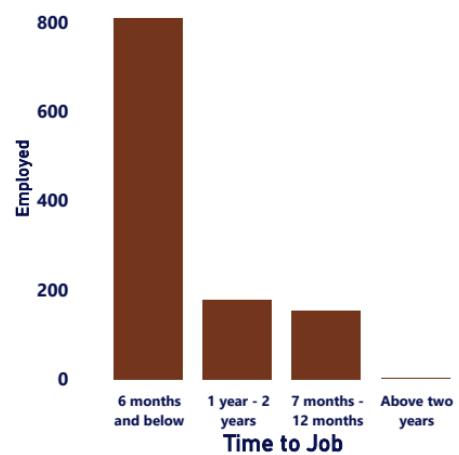
Type of Employment and Time required to Employment



Employed: Nature of Contract



Employed: Time to Job



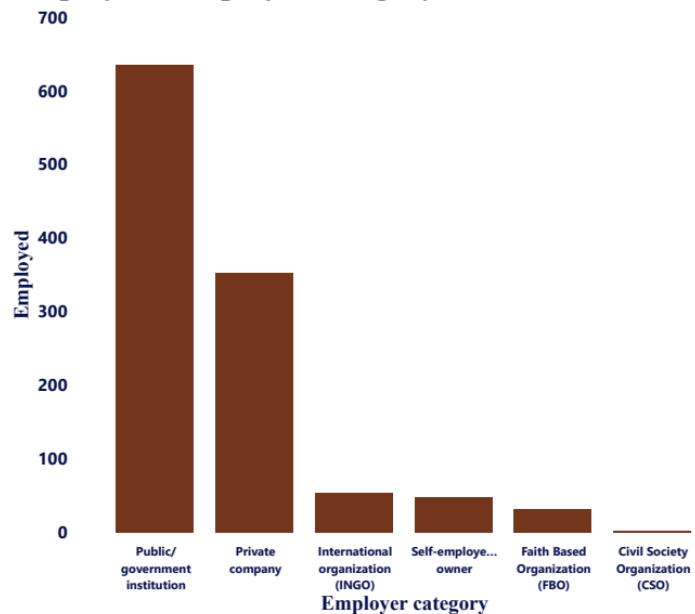
Pathway to a employment: More than three quarters (76%) of employed interns have secured full-time contracts.

Over 70% of employed interns secured a job in **less than 6 months** after their internship.

Employment by Sector



Employed: Employer category



 The **Public Sector** is the largest employer of former interns (57%).

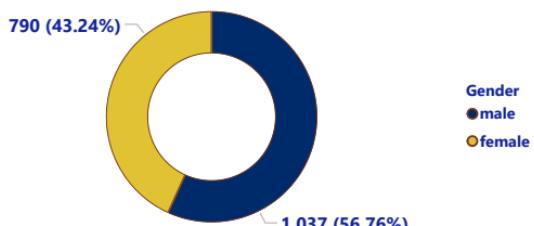
 The employment in **Private Sector** accounts for 31%,

 Employment in NGOs and Self-employment account 4% respectively, while less than 1% have ventured into **Civil Society Organization (CSO)**.

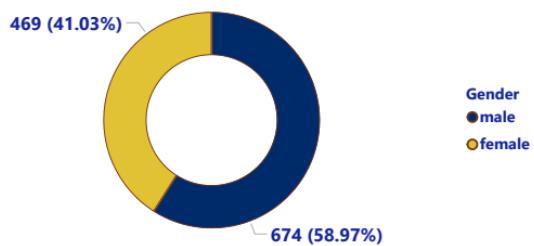
Employment of Interns by Gender



Total Respondents by Gender



Total Employed by Gender



Female: Out of 790 female respondents, 469 were employed (59%).



Male: Out of 1,037 male respondents, 674 were employed (65%).

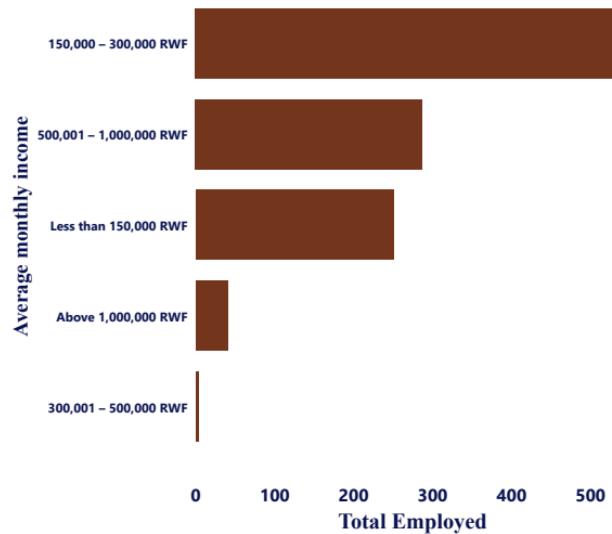


Males had a slightly higher employment rate than females by **6%**.



💰 Distribution of Average Monthly Income of Respondents

Employed: Average monthly income



 Almost a half of employed interns (48%) earn between **150,000 - 300,000 RWF** per month.

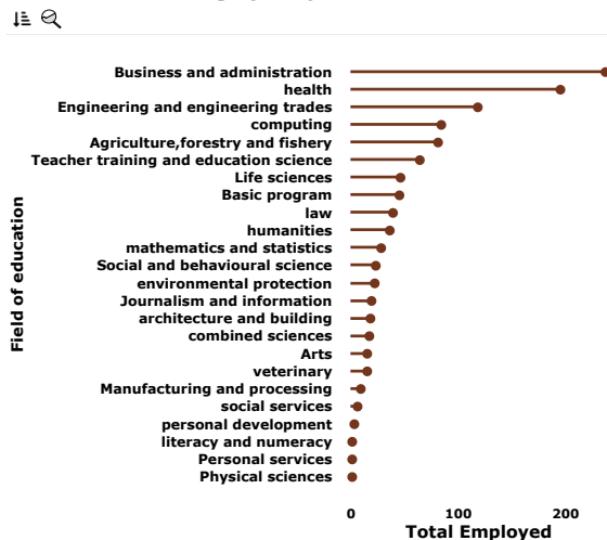
-  Around a quarter (26%) earn between **500,001-1000,000 RWF**.



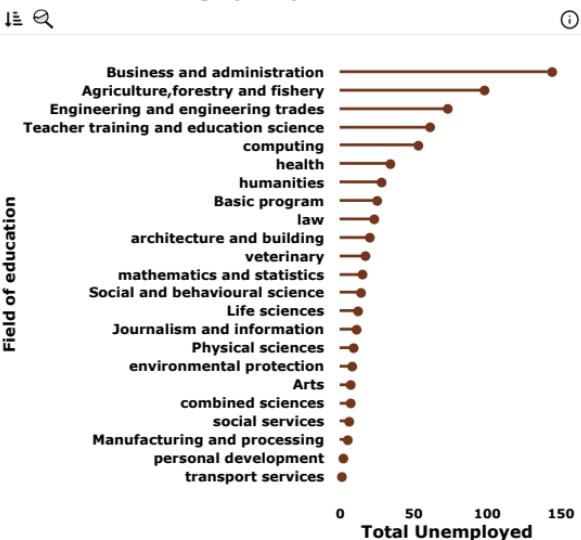
Employment status by Field of Education



Total Employed by Field of Education



Total Unemployed by Field of Education

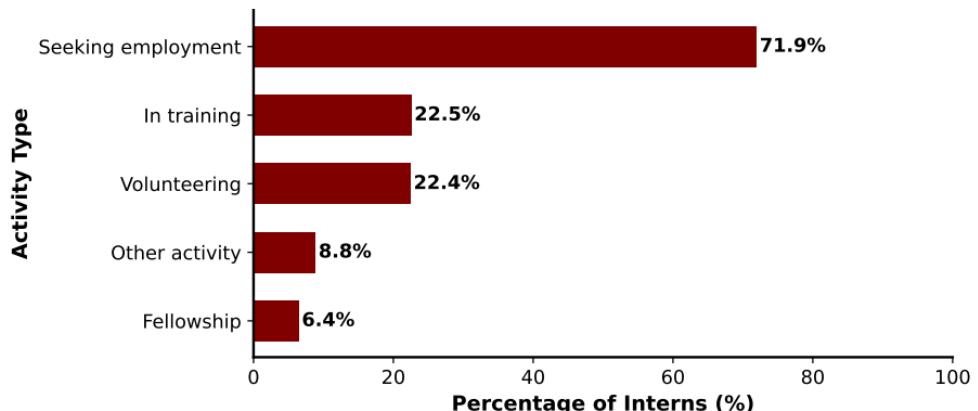


The graphs show that Business and Administration, Health, and Engineering fields have the most employed interns, but also the most unemployed. A possible reason is that these fields also have the highest placement rates, which increases their representation in the overall sample size. .

Pathways to Employment for Unemployed Interns



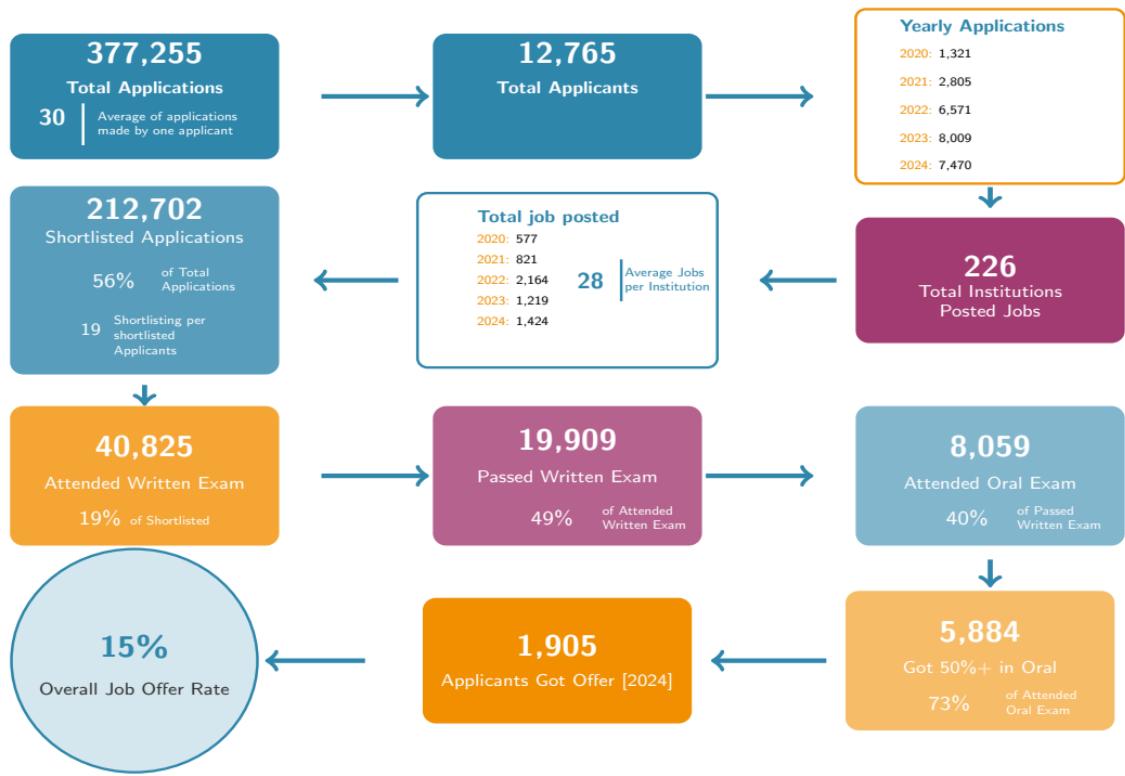
Current Status of Unemployed Interns



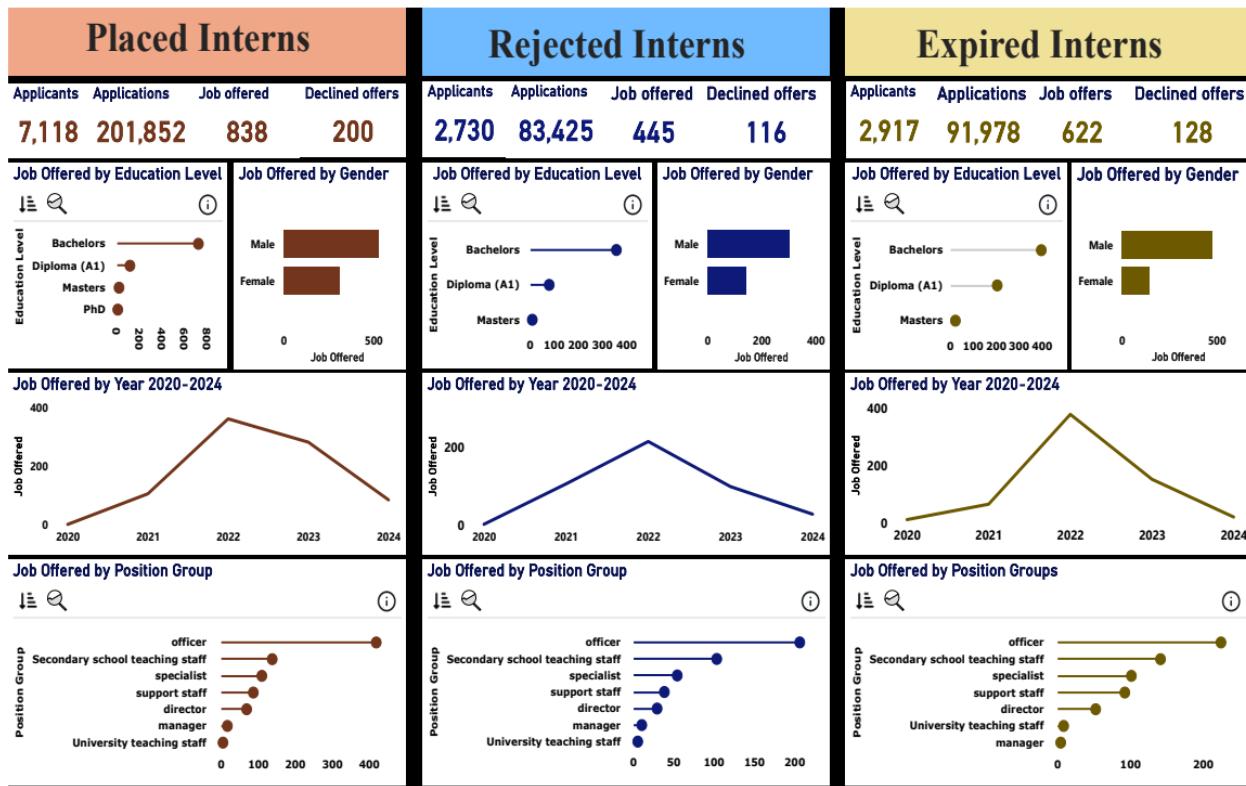
Key Insights

1. The majority of interns are proactive. 72% are actively seeking for employment opportunities, while some portion invests in skills development through **training** (23%) or **volunteering** (22%).
2. **Diverse Engagement:** A smaller portion participates in **Fellowship** (6%) or other activities (9%), confirming that interns pursue multiple strategies to build experience and secure employment.

Interns' Pathway to Employment in Public Sector (2020 - 2024)

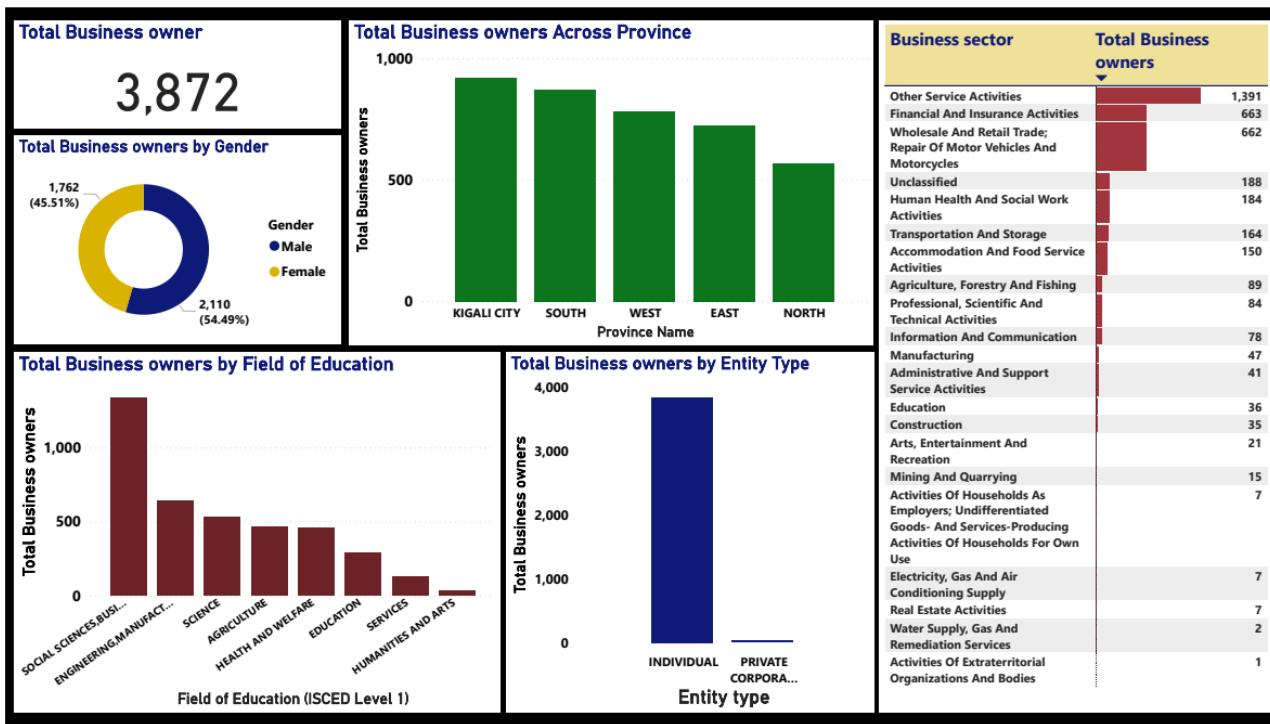


Interns' Pathway to Employment in Public Sector (2020 - 2024)





Interns' Pathway to Employment in Private Sector (RRA)



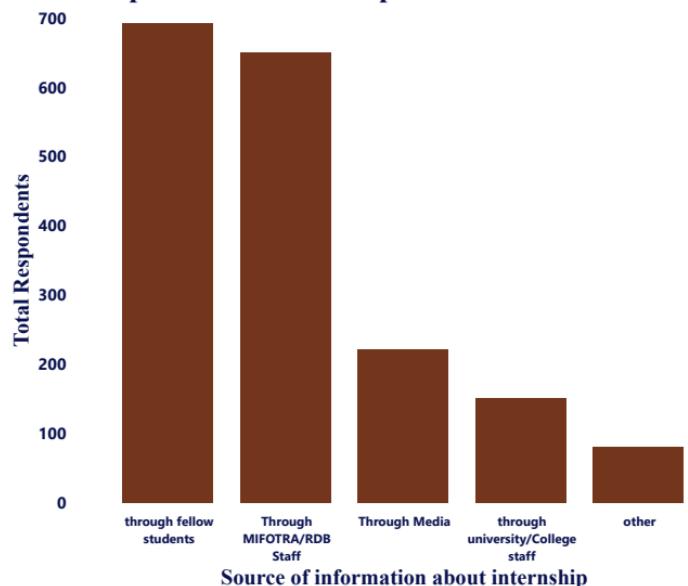
Program Users Experience & Feedback



Awareness about professional internship



Total Respondents: internship Information source



Friends are the top information source (39%).



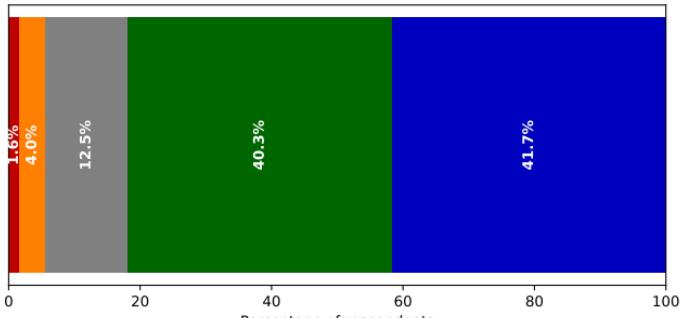
The **MIFOTRA Website** is the second largest source (36%).



Placement Satisfaction & Mentor Assignment Responses

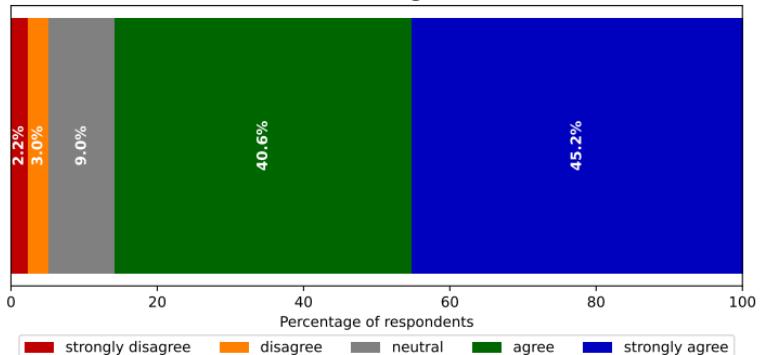


Placement Satisfaction



A vast majority of respondents (82%) reported being satisfied indicating relevance of program and its impacts on interns' professional development.

Mentor Assigned



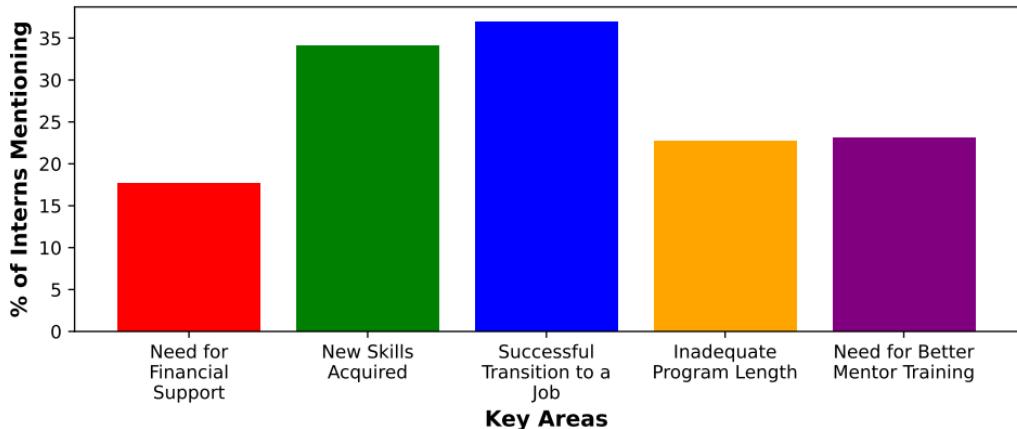
A vast majority of respondents (86%) agreed that host institutions avail a mentor.

Voice of the Interns: Successes & Challenges

What Interns Are Talking About Most



Overview of Intern Feedback



💡 Insight

Interns deeply value the program's core benefits but seek improvements in **operational** and **financial** support to maximize its impact.



Voice of the Interns: Successes & Challenges



Qualitative Analysis of Intern Responses

Success Stories

Skills Development

Gained hands-on, practical experience in their field of study.

Professional Exposure

Increased confidence and understanding of a professional work environment.

Networking

Built valuable connections that led to job opportunities and career growth.

Key Challenges

Financial Support

Insufficient stipend and frequent delays in payment.

Mentorship & Guidance

Lack of consistent supervision and constructive feedback.

Program Structure

Short internship duration limiting skills acquisition and project impact.

→ The program is successful but requires improvements to realise its full potential.

Conclusion and Implications



Summary of Key Findings

↑ Supply & Placement

- ▶ High number of applicants vs. low placement (49%)
- ▶ Gender distribution nearly balanced

█ Sector Performance

- ▶ Health & Welfare: highest placement rate
- ▶ Non-STEM: higher placement rate than STEM
- ▶ Among all economic sectors, the health sector recorded the highest number of interns.

★ Being not placed does not mean the end.

💡 Core Insight

The program successfully bridges education to employment but requires strategic expansion and operational improvements to address financial constraints and sector-specific mismatches.

💼 Employment Outcomes

- ▶ **62.56%** employment rate post-internship
- ▶ The majority employed within 6 months (over 70%)
- ▶ Public sector is the main employer

🗣 Intern Experience

- ▶ Added value: skills, experience, networks
- ▶ Challenges: financial support, retention after internship
- ▶ Word-of-mouth: key source of information

Key Recommendations & Actions



◎ Targeted Expansion

- Scale up areas with high employment rate
- Increase placement in Private sector, CSO.
- Increase internship placement opportunities in fields of education with lower placement rates

► Outreach & Engagement

- Increasing the awareness of the program

⚙️ Operational Improvements

- Review and increase financial support (stipend)
- Enable real-time monitoring of post-internship outcomes through system integration.

🤝 Partnership Development

- Create more pathways from internship to employment (eg:guarantee a start-up capital, business advisors)
- Establish partnerships with other stakeholders that offer internships and share reports for evaluation purposes.

☒ Implementation Focus

Immediate Priorities: Financial support review and real time tracking system

Next stage: Partner with key employers to create intern-to-job pathways and finding opportunities to those low demand fields.

Ongoing: Keep using interns' alumini to track long-term results in a consistency way.

Critical Discussion Points



☒ Supply–Demand Imbalance

- ⌚ How can we increase placement in fields of education with low placement rates?
- ⌚ How can we balance the growing number of applicants with available placement opportunities?

⌚ Sectoral Participation Gaps

- ⌚ How can we increase placement in the Private sector, and CSO to optimize opportunities?

⌚ Tracking, Partnerships & Intern Welfare

- ⌚ How can we onboard other stakeholders offering professional internships?
- ⌚ How can we improve the welfare of interns?
- ⌚ What systems can be introduced to monitor post-internship employment outcomes in real time?

Thank You



Let's build the future of Rwanda's workforce, together.

 www.mifotra.gov.rw
 <https://internship.rw/>