

## **Build-for-Skills Internship Program (BSIP) Program Brief**

Under the Build-for-Skills component of Ba-Ikhtiyar Naujawan Internship Program, around 20,000 interns will be hired for a period of one year in new/ongoing Public Sector Development Projects (PSDPs). Interns with 16 years or above qualification shall be paid a monthly stipend Rs. 25,000-40,000. Upon the successful completion of their internship, interns will be awarded a certificate by the concerned Project Director and by the Ministry of Planning, Development and Special Initiatives.

Candidates can apply to the Build-for-Skills Internship Program (BSIP) and the Work-for-Skills Internship Program (WSIP) simultaneously. However, candidates selected for one program will be excluded from the selection process of the other program.

### **Eligibility**

1. Nationality: Pakistani
2. Level of education: Minimum 16 years of education in any field or 3 years' diploma of associate engineer, paramedic/technician courses, or any other recognized three-year diploma after intermediate in a technical field from a recognized body/institution in the field relevant to the project.
3. Location: Domicile of the respective district is mandatory
4. Age-limit: 30 years
5. Candidates who have once availed an internship opportunity under this program will not be eligible for another internship in any other project (s) under this policy.

### **Duration**

Interns will be engaged in the development projects for a period from 6-12 months. No extension in internship period shall be granted. An intern will be regarded as a "Development Fellow". This shall be treated as the official designation of the intern for his/her internship ID card, internship certificate and all other official correspondence.

Interns may leave the program prematurely subject to the submission of a one-month written notice to the Project Director and the Ministry of Planning, Development and Special Initiatives.



## **Compensation**

Interns with 16 years or above qualification shall be paid a monthly stipend Rs. 25,000-40,000.

## **Host organizations**

Following their selection, interns will be placed in positions relevant to their job roles in both new and ongoing Public Sector Development Projects (PSDPs).

## **Application process**

Applicants will register themselves through CNIC and Domicile. After the registration he/she will provide personal and academic details including bachelor's degree, intermediate degree/A-level and matriculation/O-level. All candidates are allowed to apply for five projects at most under the Build-for-Skills Internship Program (BSIP).

Shortlisted candidates will be called for an interview and will be required to bring their attested and verified educational documents. Any misrepresentation of information during the application stage will not only lead to immediate termination of internship contract but also constitutes fraudulent activity which is prosecutable under Pakistan's law.

## **Selection criterion**

Selection of candidates will be based on interviews and educational scores.

## **Internship deliverables**

In addition to the day-to-day tasks at project, interns will be required to attend mentorship sessions with leading mid-career professionals and submit monthly progress reports. At the end of his/her internship period, the intern will also be required to submit a report based on his/her experiences, lessons learned and suggestions for improvement in the program.

## **Internship certificate**

All interns will be awarded an internship certificate by the concerned Project Director and the Ministry of Planning, Development and Special Initiatives upon the

successful completion of their internship. The award of completion certificate will be conditional on the submission of all internship deliverables.

### **Terms and conditions**

1. The applicant is required to produce upon arrival, attested copies of testimonial from a gazetted officer.
2. The candidates shall, prior to their internship, be bound to sign an internship agreement with the project authority that she/he will abide by the laid down code of conduct in this policy.
3. The interns are bound to work on the project's site/location or as required by the authority.
4. The interns shall work as per their assigned terms of reference.
5. An intern hired in a project shall in no case be transferable to any other project.
6. At the end of his/her internship period, the candidate is required to submit a report based on his/her experiences, lessons learned and suggestions for improvement in the system.
7. The internship is neither an immediate or subsequent offer of a job nor does it grant any right of absorption. It is a placement which will automatically terminate after the completion of the internship. The internship contract may be terminated before the completion of the internship on the basis of any misconduct on part of the intern or non-availability of funds or a change in policy.