

**SPEECH BY MR STEPHEN K. KIROGO, FPRSK, CBS,
CHAIRMAN PUBLIC SERVICE COMMISSION DURING THE
COMMISSIONING OF NEW GRADUATE INTERNS UNDER
THE PUBLIC SERVICE INTERNSHIP PROGRAMME AT MOI
SPORTS COMPLEX KASARANI, ON 9TH OCTOBER, 2019**

**Cabinet Secretary, Ministry of Public Service, Youth and
Gender, Prof. Margaret Kobia;**

Cabinet Secretaries present;

**Chairpersons of Independent Commissions
and Independent Offices;**

Principal Secretaries;

PSC Vice Chairperson and Commissioners;

Graduate Interns;

Fellow Public Servants;

Distinguished Guests;

Ladies and Gentlemen,

Good morning,

Today is a great day in the calendar of the Public Service Commission and indeed the entire public service. Upon assuming office this year, the Commission that I am privileged to lead as chairman made it a priority to address the challenge of youth employability caused by the lack of experience and skills demanded by the job market.

This was also in response to the government's pledge to provide internship opportunities to the youth to launch them into the world of work. Indeed, the internship programme is a key plank in the

Commission's new strategic plan 2019-2024 that we launched a fortnight ago and which focuses on ensuring a citizen-centric transformation of service delivery.

I am happy to note that the little steps we started in this journey early this year have finally begun to yield fruits, resulting in today's commissioning ceremony of 3,100 young graduate interns. I therefore, at the outset, wish to congratulate this pioneer group of interns for making it to the final list of the inaugural Public Service Internship Programme.

The roll out of this program would not have been possible without the support of Parliament that allocated Ksh.1 billion for this program in the current financial year. On behalf of the Commission, we are truly grateful for the support and assure all Kenyans that we will endeavor to ensure that every allocated penny is committed to this cause as envisaged.

Ladies and Gentlemen,

The interns that we have before us today were selected through a pre-selection interview process that was conducted in various centres across the 47 counties and constituencies. The recruitment process was professionally done by Public Service Commission staff and out of the 18,600 who applied, the group being commissioned today emerged successful. We ensured that the interns reflect the face of Kenya by distributing the available slots to all the constituencies in the country.

After this commissioning ceremony, the new interns will be taken through two days of induction on Thursday and Friday before they are released to the various Ministries, Departments, Agencies (MDAs) and State Corporations for a period of one year.

Their deployment has been determined by matching their

respective skills with the MDAs' requirements. We look forward to a mutually beneficial working relationship between the interns and the organizations to which they will be deployed.

The Public Service Commission is confident that respective MDAs and State Corporations receiving the interns will conduct a robust mentorship programme for these young Kenyans. On our part as a Commission, we have already embarked on institutionalizing the Internship Programme through developing an Internship Management System; Reviewing the existing Internship Policy and Guidelines to incorporate the envisaged changes; Expanding the reach to include private sector organizations; and Developing and implementing a Monitoring and Evaluation framework for the programme to be conducted quarterly so as to assess its effectiveness.

The Commission will also continue to engage key partners and stakeholders on programme improvement. Through this programme, the Commission aims to:

- Provide opportunities for college graduates to acquire and develop valuable technical and professional skills, while gaining work experience.
- Enhance youth development and employability by creating clear linkages between education, training and work;
- Provide hands-on experience for interns to build upon skills learned in the classroom;
- Instill in them public service etiquette, values and ethics;
- Establish a database of skills available to the public service for future human resource needs; and
- Promote inclusivity and diversity as envisaged in the Constitution.

The programme will benefit the interns by providing them with work experience, which will give them a competitive edge in the job

market. It will also offer them financial incentives through payment of a stipend and expose them to the world of work and networking.

The interns will also have a chance to get an insider-view of available career paths in the public service, enhance their professionalism and gain access to opportunities for mentorship. Through the programme, the Commission will enhance capacity in human resources to reduce overall employee workload; access new expertise, ideas, trends, talent and energy infused into the workplace and have opportunity to screen and evaluate future employees.

The Commission will also be able to establish a pool of talent for urgent capacity enhancement when needed; be able to foster relations with its citizens through mentorship and training; provide an opportunity for renewal of the public service through youth inclusion and have a better understanding of the needs of the youth and the skills gaps in order to engage the training institutions.

Ladies and Gentlemen,

As I conclude, let me take this opportunity to thank everyone that has contributed to the success of this event.

To the interns, I once again congratulate you all for securing this opportunity and wish you well in the institutions where you will shortly be deployed to serve.

It is now my pleasure to invite our Chief Guest, Prof Margaret Kobia, Cabinet Secretary, Ministry of Public Service, Youth and Gender, to address this gathering and officially commission the interns to go out and serve.

Thank you and may God bless you all.