

OFFICE OF THE VICE-CHANCELLOR



LAUNCH OF UNIVERSITY OF GHANA INTERNSHIP POLICY

ADDRESS BY:

**PROFESSOR NANA ABA APPIAH AMFO
VICE - CHANCELLOR, UNIVERSITY OF GHANA**

TUESDAY, OCT. 24, 2023

GREAT HALL

UNIVERSITY OF GHANA



Honourable Minister of Employment and Labour Relations, Mr.
Ignatius Baffour Awuah;

Chairperson of the University of Ghana Council; Her Ladyship
Justice Sophia Akuffo (rtd);

Head of Civil Service Ghana, Dr. Evans Aggrey-Darkoh;

Pro Vice-Chancellors

Registrar;

Provosts, Deans and Directors;

Faculty and Staff of the University ;

Invited guests from Corporate Ghana;

Students;

The Media;

Distinguished Ladies and Gentlemen.

I am delighted to welcome you all to the launch of a landmark initiative, the University of Ghana Internship Policy, Strategy, and Implementation Framework, a significant step forward in our ongoing commitment to enhancing the educational experiences and career

prospects of our students. This move is particularly special as we are in the period of our 75th Anniversary celebrations, a time for reflection on how we have fared as a university in the past and planning for the years ahead.

The University of Ghana has a commendable history of providing internship opportunities for our students. These programs have continuously evolved over the years, with various units and departments actively participating, and with internship counting for credit in some programs.

A number of gaps in the organization of internships have however persisted throughout the years. Firstly, there is the absence of comprehensive records documenting the extent and duration of internship programs. This lack of documentation has made it challenging for us to document the value of internships in the holistic development of our students and the business value internships bring to the University.

In addition to this, the majority of our units and departments engaged in internship activities lack formal agreements with the organizations where our students complete their internships.

I am pleased to note that the University's Careers and Counselling Centre has for many years collaborated with various companies to provide internship opportunities focused on experiential learning for our students.

The overarching goal of introducing this structured and formal Internship Policy, Strategy and Implementation Framework at the University of Ghana is to empower our students and graduates. This policy aims to bridge the gap between the skills students acquire during their academic journey and the demands of the labour market. By doing so, it seeks to boost the confidence of students and enhance their employability, ultimately promoting successful transitions into the workforce for UG graduates. This reflects our commitment to preparing our students not just for academic success but for real-world challenges.

The launch of this policy gives impetus to the Key Strategic Objectives anchored through technology and humanism that I outlined during my inaugural speech as Vice-Chancellor. The policy stipulates the robust processes and technology-driven approach our internships will henceforth take: the decentralization of internships at the college level, which will empower colleges to be more responsive to students while promoting efficiency, effectiveness, accountability, and a sense of responsibility.

The policy will ensure the institutionalization of UG-wide internship programmes; formalize internship arrangements with UG partners; integrate and prioritize internship activities in units; provide for budgetary support for internship programmes; expand the enrolment of partners into internship programmes; explore opportunities for student exchange programmes and develop monitoring and evaluation mechanisms for internship strategy.

As the world continues to evolve, so does the job market, and this policy reflects our commitment to providing our students with meaningful internship experiences. These experiences will not only contribute to their academic growth but also set them on a path to

successful and fulfilling careers. It underscores the University's dedication to creating well-rounded graduates who are prepared to meet the challenges of the ever-changing job market.

In implementing this policy, we will seek to establish formal internship agreements with organizations, ensure proper record-keeping on internships, and to facilitate more financial benefits from internships for our students. We will work towards ensuring that every student at the University of Ghana is able to embark on a transformative internship journey, one that can shape their future and empower them to be leaders in their chosen fields.

Dear students, my expectation of you with the introduction of this policy is that you will leverage the resources and innovative systems being put in place, take advantage of the opportunities available to become critical thinkers, technology savvy, sensitive to the rapid changes in society, and to respond positively to the change to become the leaders our country and the world envisage.

Students, as we roll out the Internship Policy, I urge you to be good ambassadors of the University wherever your internships take you.

Work hard, give your best, and let the motto of our dear University: *Integri procedamus*; be your mantra. Uphold the values of integrity, commitment, respect, and loyalty. It is my hope that many of you, because of your excellent performance during your internships, will open up opportunities for yourselves and also pave the way for other students to intern at some of these companies.

To our cherished external stakeholders—companies that offer internship opportunities to our students; we are most grateful for your support over the years, and we will continue to engage and collaborate with you in ways that will be mutually beneficial. I take this opportunity to call on other corporate bodies to partner with the University of Ghana in offering students internship placements in their firms.

I would like to commend the Committee that designed this policy and saw it through the various approval processes. My profound gratitude goes to all internal stakeholders who have been instrumental in shaping this policy, and I also extend my appreciation to the organizations that have over the years, supported our students in their quest for experiential learning.

Today, as we embark on a journey that reinforces the University of Ghana as a hub for holistic education and a driving force behind our students' professional success, I believe this policy will be a game-changer, and I look forward to seeing the positive impact it will have on our students and the broader community.

Let us collectively embrace the spirit of the University of Ghana's Internship policy as we continue to build a brighter future for our students and the University of Ghana.

I thank you for your attention.

Launch of University of Ghana Internship Policy

October 24, 2023

Professor Nana Aba Appiah Amfo

Vice-Chancellor