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ASSESSMENT OF THE INTERNSHIP PROGRAMME

Impact | Challenges | Potential Solutions

11 February 2020 | Kingston, Jamaica

Presenter: Kayon Wray



OUTLINE

- **Overview of ISA's Internship Programme**
 - Background & Context
 - Administration & Policy
 - The Selection Process
- **Description of the Survey**
 - Profile of participants
 - Summary of results
- **Internal Assessment and Findings**
- **Issues/Challenges and Potential Solutions**





Administrative Instruction

ISA Internship programme

ISBA/ST/AI/2014/01

To provide a framework through which students and young government officials from diverse academic backgrounds gain exposure to the work and functions of the ISA, and

To enable ISA to benefit from the skills and value provided by these qualified students and young government officials.

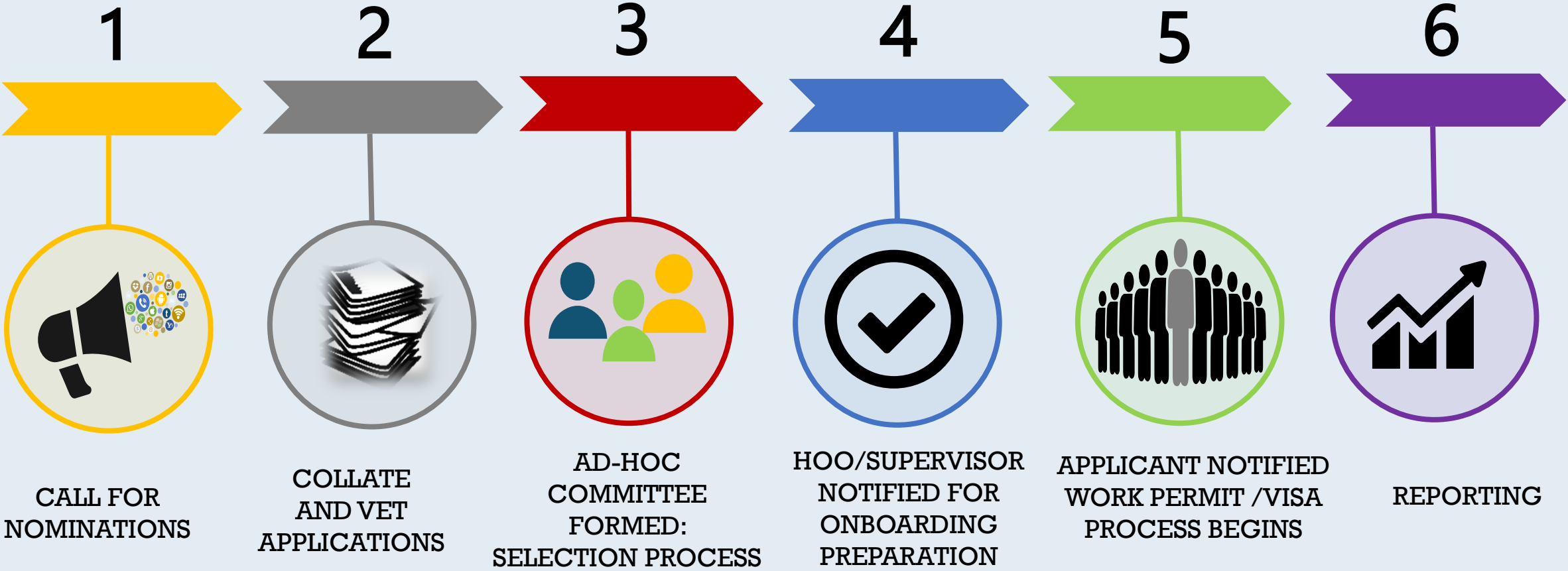


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Areas: Law of the Sea | International Law | International Environmental Law | Mining Law | Deep Sea Mining | Oceanography | Marine Science | Public Information | Publications & Library Science | Translation



THE SELECTION PROCESS



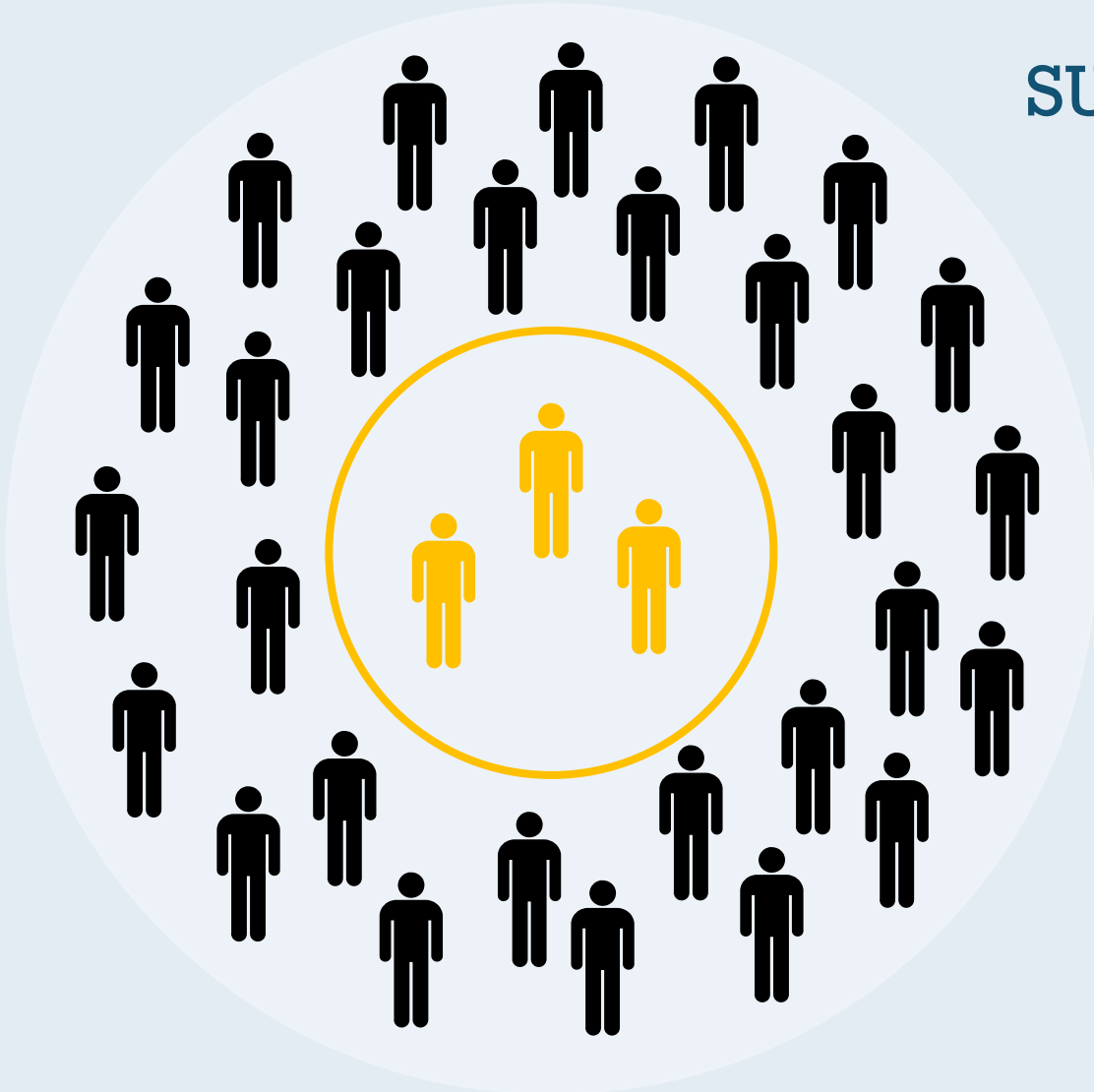
DESCRIPTION OF SURVEY



- Demographic Information
- Pre Training Phase Questions
- During Training Phase Questions
- Post Training Phase Questions
- Suggestions for Improvement



SURVEY RESULTS

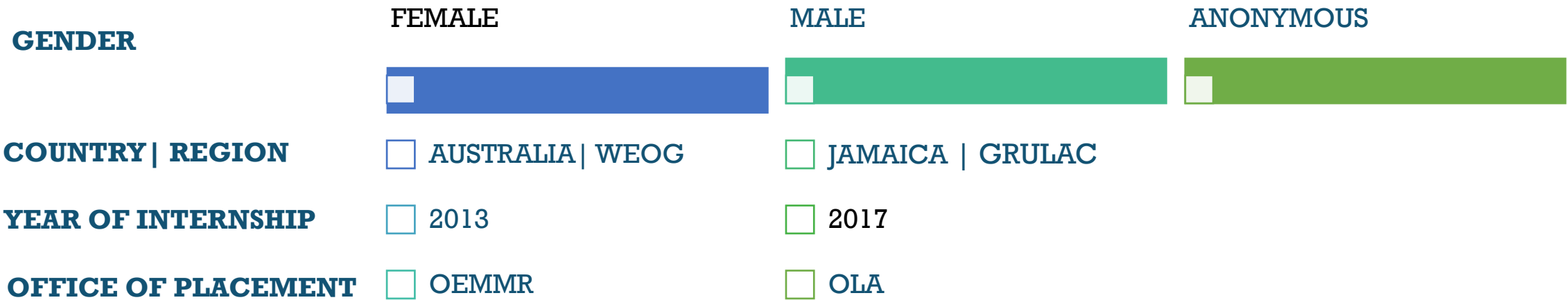


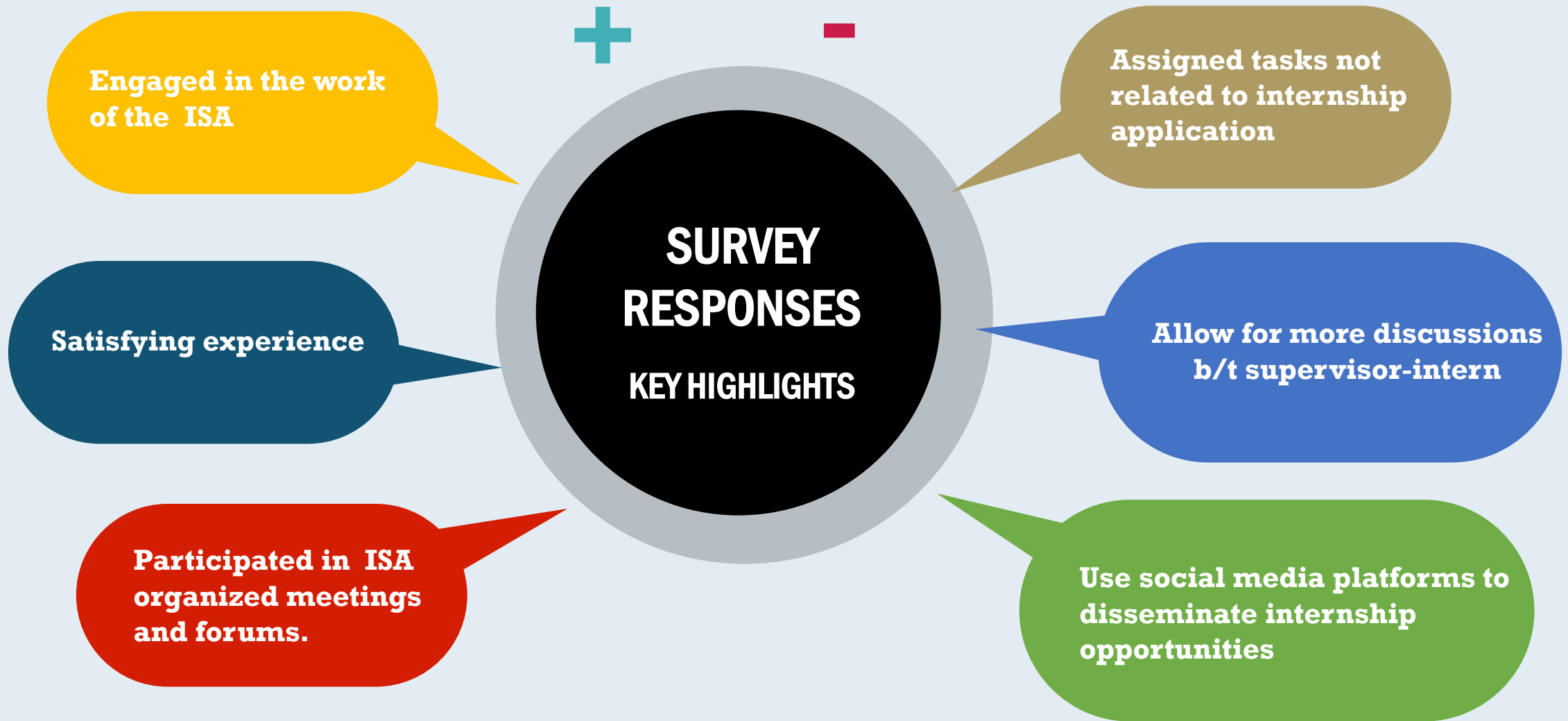
TOTAL SURVEYS ADMINISTERED:
30 | 100%

TOTAL RESPONSES:
3 | 10%



INDIVIDUAL PROFILES OF SURVEY PARTICIPANTS

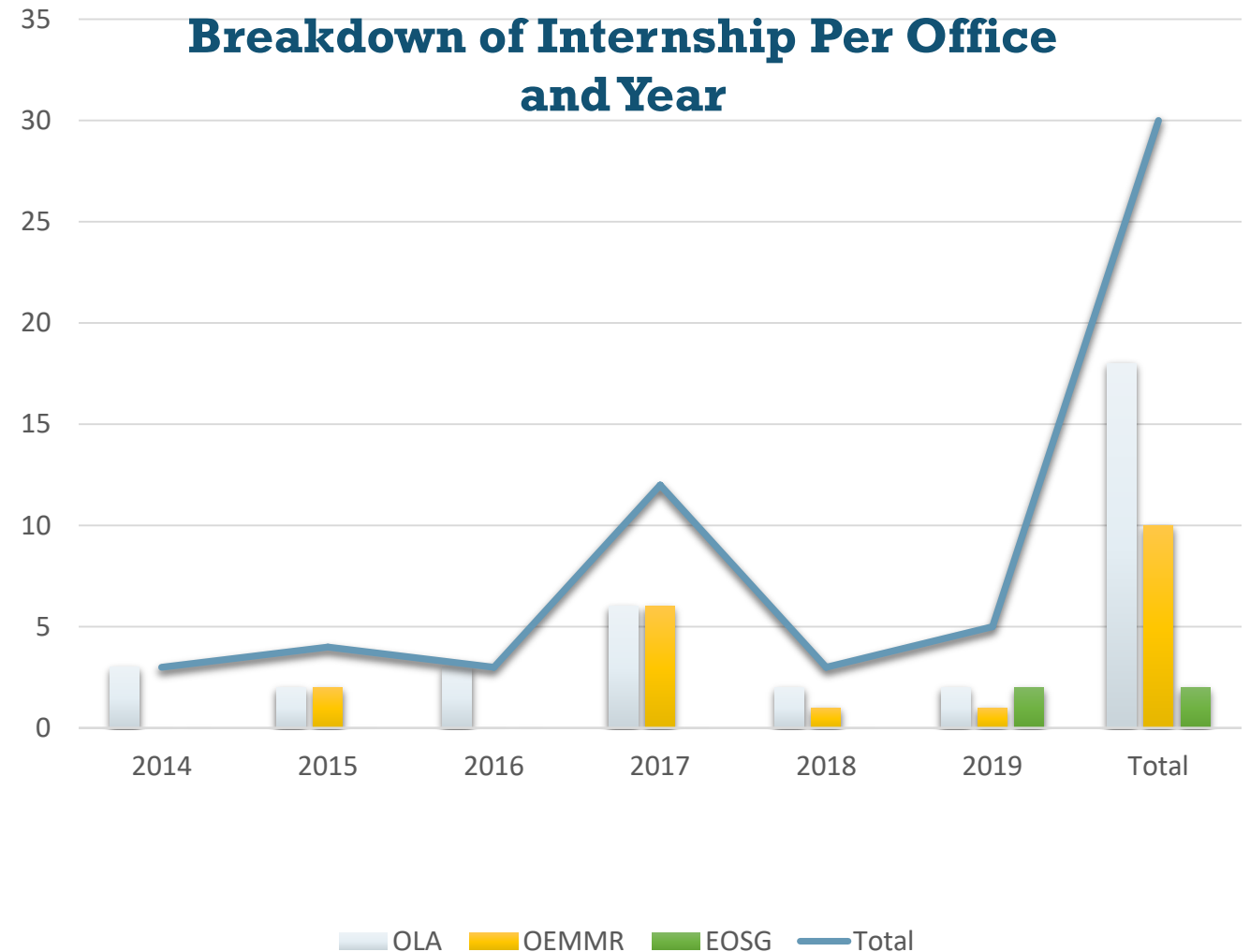




INTERNAL ASSESSMENT & FINDINGS

Review Period 2014-2019

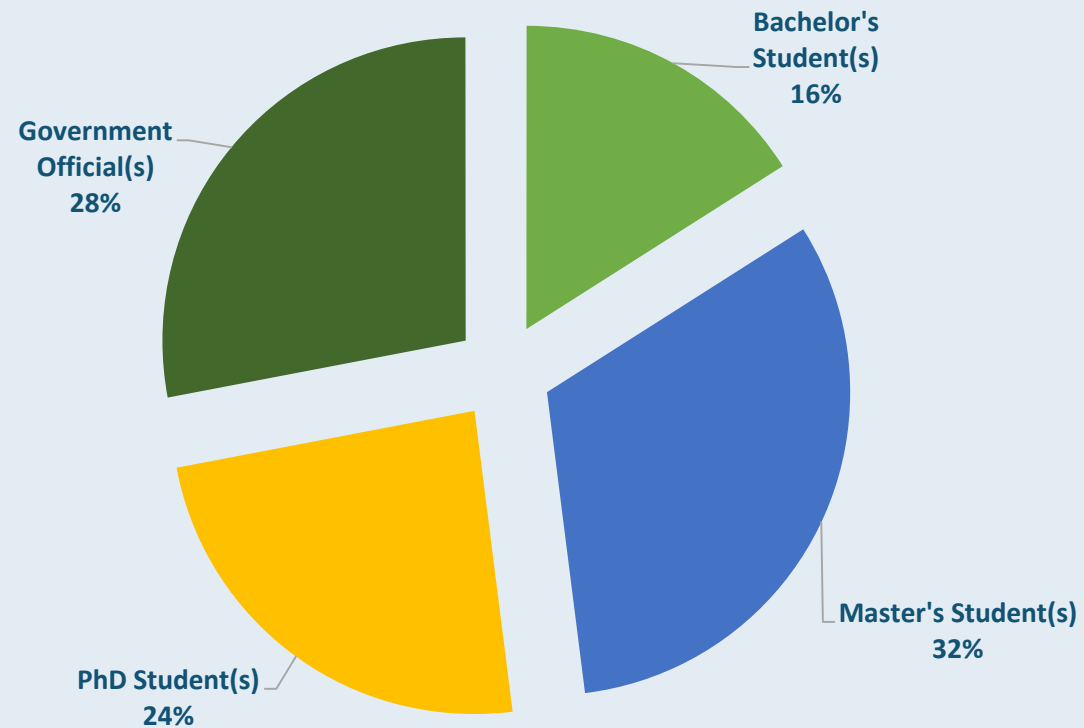
Breakdown of Interns Per Office and Year				
Year	OLA	OEMMR	EOSG	Total
2014	3	0	0	3
2015	2	2	0	4
2016	3	0	0	3
2017	6	6	0	12
2018	2	1	0	3
2019	2	1	2	5
Total	18	10	2	30



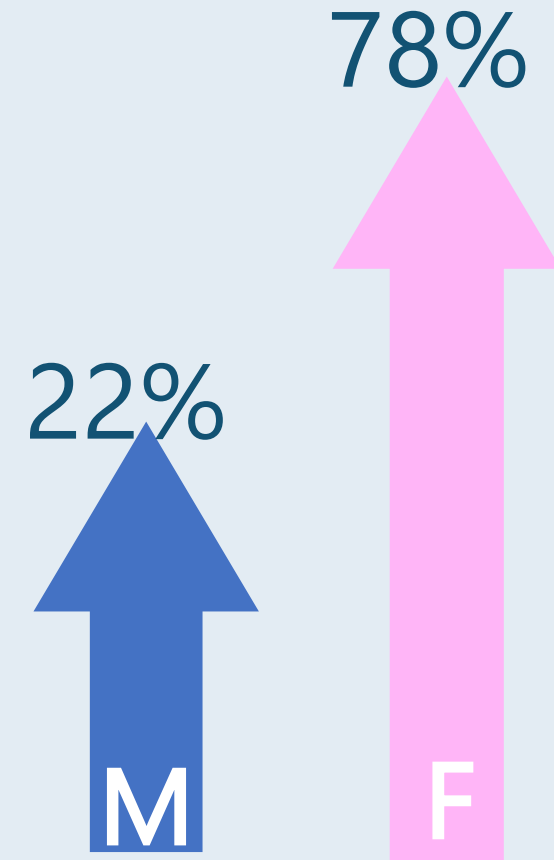
INTERNAL ASSESSMENT & FINDINGS

Review Period 2014-2019

CATEGORIES OF INTERNS



GENDER REPRESENTATION OF INTERNS



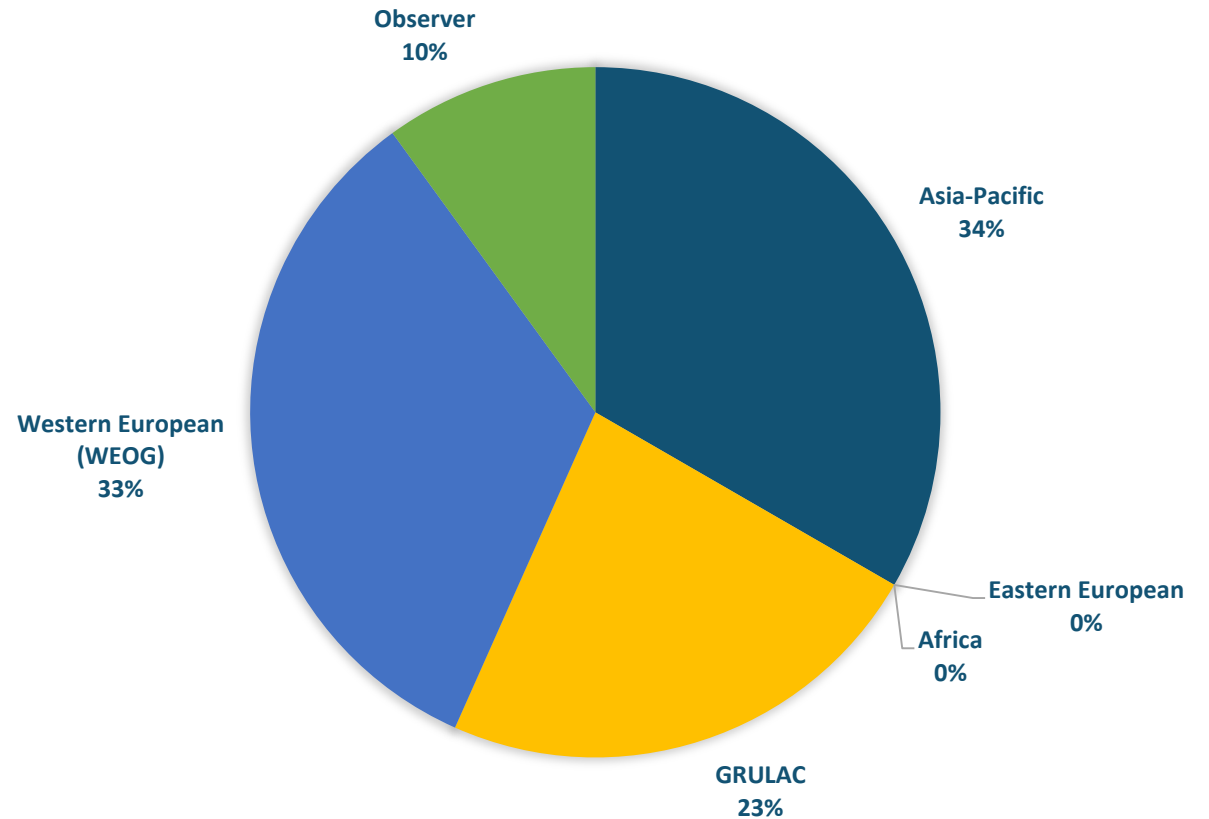
INTERNAL ASSESSMENT & FINDINGS

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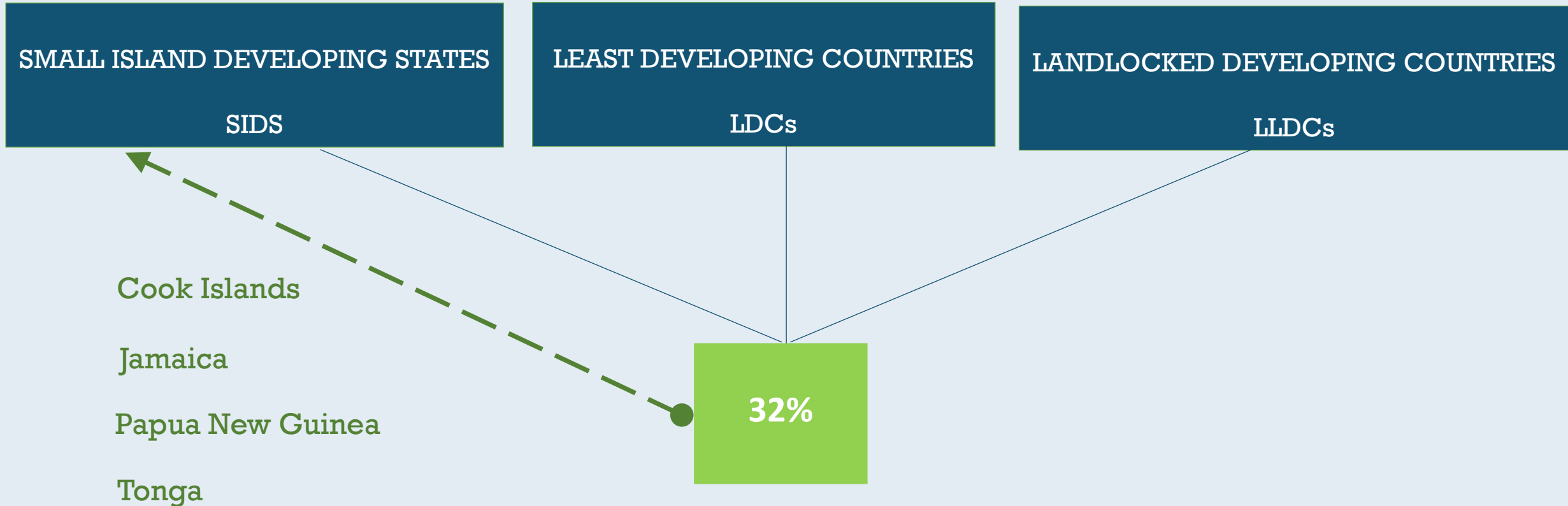
BREAKDOWN OF INTERNS BY REGIONAL GROUPS

Regional Group	Number
Asia-Pacific	10
Africa	0
Eastern European	0
GRULAC	7
Western European (WEOG)	10
Observer	3
Total	30

GEOGRAPHIC REPRESENTATION OF INTERNS BY REGIONAL GROUPS



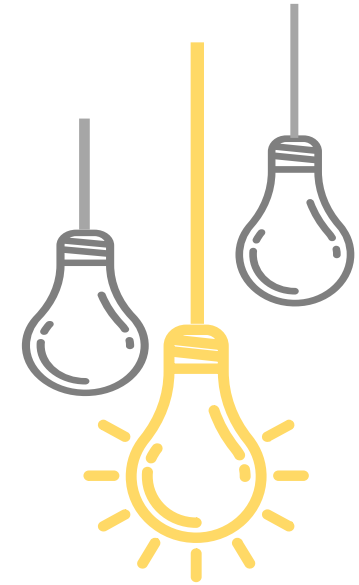
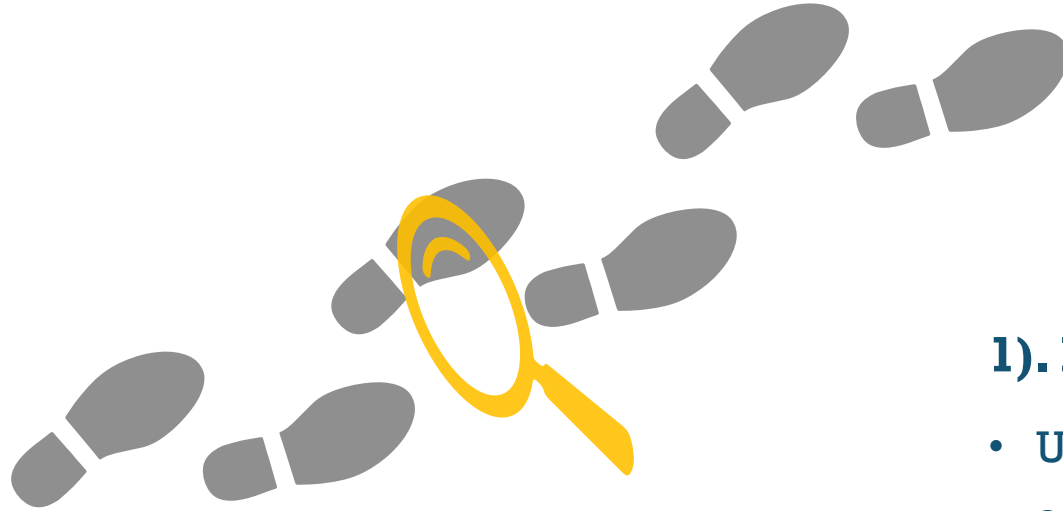
INTERNAL ASSESSMENT & FINDINGS



LET'S CONSIDER....

1) ISSUE:

- Low level of awareness of the Internship Programme.



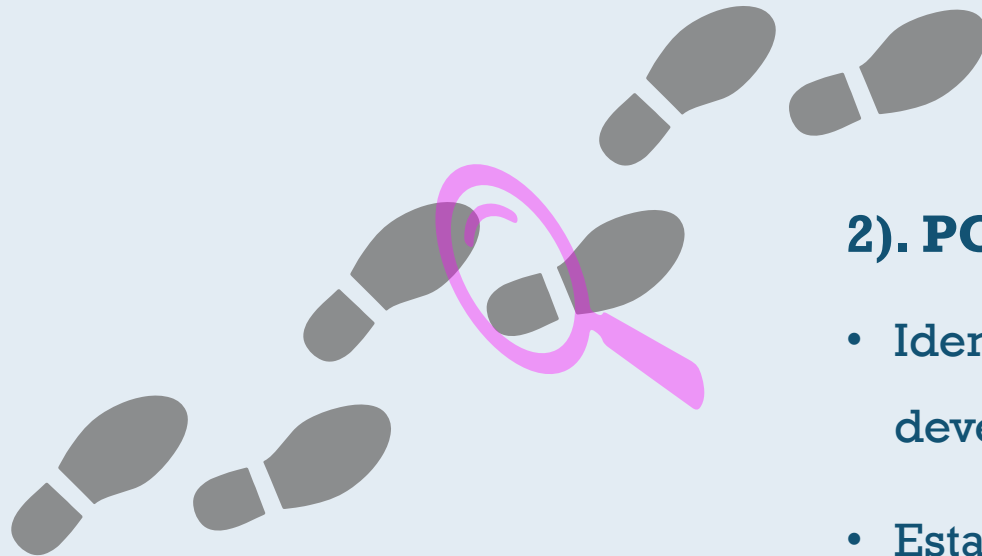
1). POTENTIAL SOLUTION

- Use focal points of ISA to establish a network of academic institutions and diplomatic academies.

LET'S CONSIDER....

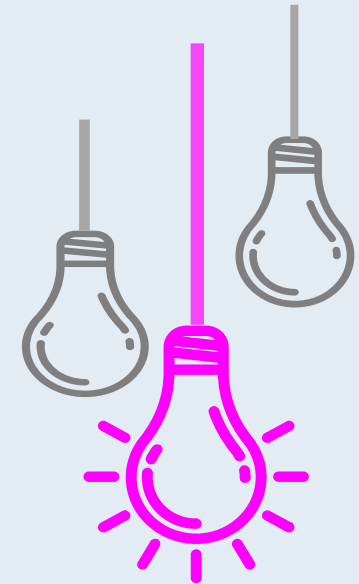
2). ISSUE:

- No clear Terms of Reference (ToRs) or work plans have been developed by the different offices.



2). POTENTIAL SOLUTIONS

- Identify the priority needs of developing States by the developing States.
- Establish/prepare a recruitment plan for interns.

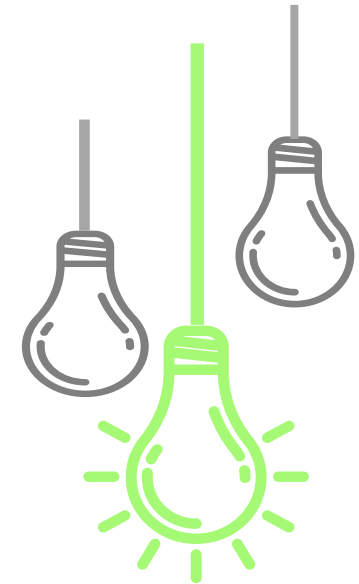
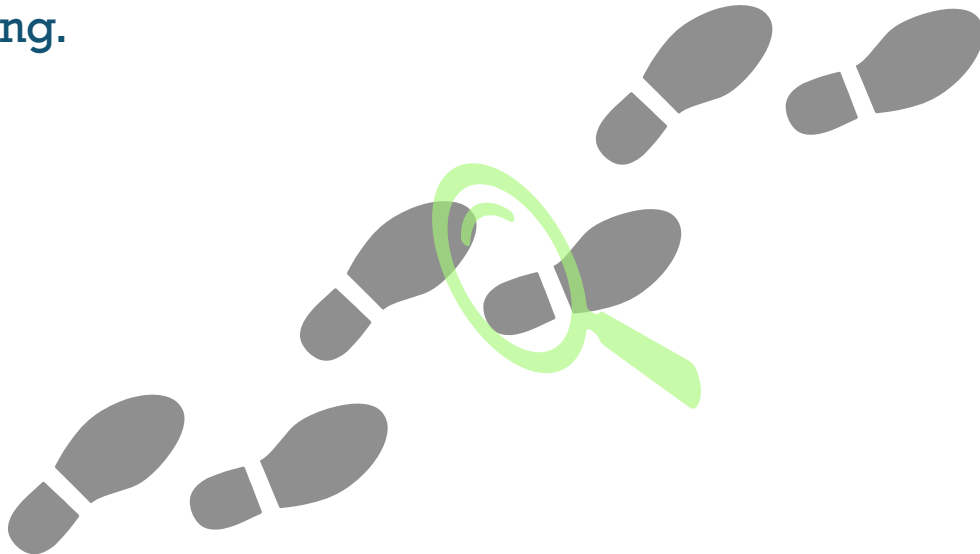


LET'S CONSIDER....

3. ISSUE:

- **Point of Interest:**

Participation to the programme have to be renounced because of inability to access funding.



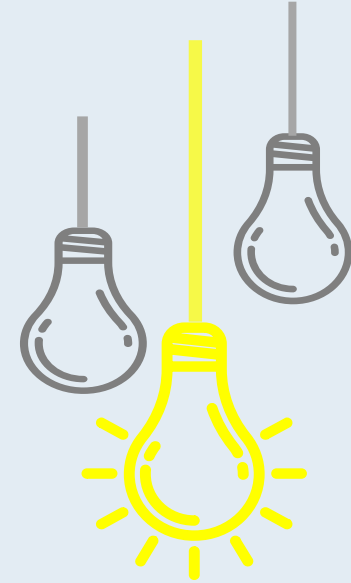
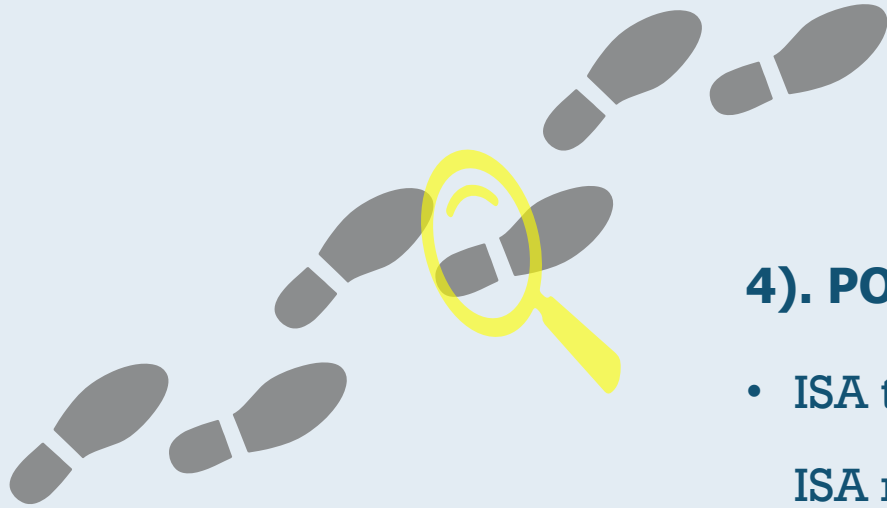
3). POTENTIAL SOLUTION:

- Maximize opportunities for funding of ISA's capacity development activities.

LET'S CONSIDER....

4). ISSUE:

- Cost associated with the programme can present an impediment to the participation of candidates from developing member States.



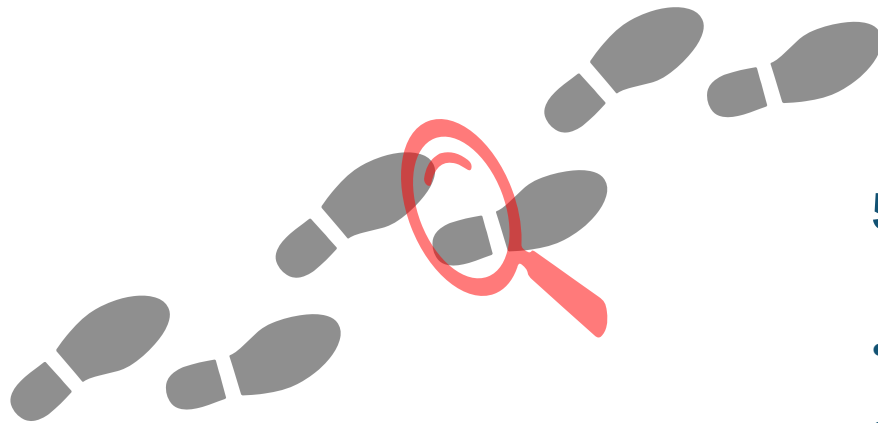
4). POTENTIAL SOLUTION:

- ISA to explore options to secure financial contributions from ISA members, observers and contractors.
- Consideration for NGOs contributing to the capacity development programme and activities.

LET'S CONSIDER....

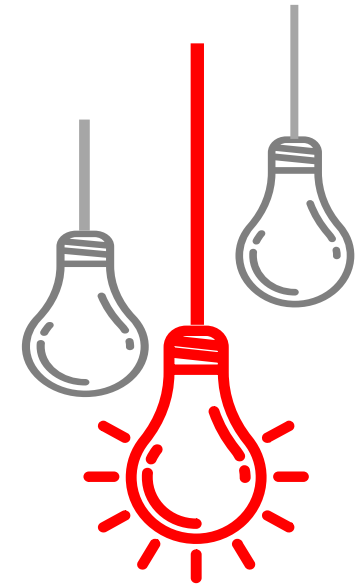
5). ISSUE:

- Internship reports and supervisor assessments.
- Contribution of the programme to intern's career development | reinforcement of government capacities
- Monitor and track interns.



5). POTENTIAL SOLUTION:

- Develop clear indicators and targets
- A report should be systematically submitted to the ISA.
- Develop a reporting template form monitoring purposes.
- Establish a network of former interns.





THANK YOU!
