

## Concept Note: Youth Internship Program

### Introduction

Retrofit Business Pact is a newly registered Auditing and Assurance Firm in Tanzania, dedicated to making a positive impact on society and the environment. Recognizing the rising trend of unemployed graduate youth and the associated social challenges, we are committed to contributing to the solution through our comprehensive internship program.

### Community Engagement and Impact

#### Mission Statement:

We recognize our responsibility to make a positive impact on society and the environment. Through corporate social responsibility initiatives and community engagement, we seek to contribute to the well-being and sustainability of the communities we serve.

### Program Overview

The Youth Internship Program is designed to provide fresh graduates with practical experience, professional development, and employment opportunities. This initiative will focus on graduates from business and accounting courses, offering them internships that will equip them with essential skills and knowledge for their careers.

### Program Details

#### Internship Structure:

**Duration: 3 years**

#### Cost:

Item	Descriptions	Cost (TZS)
<b>Monthly Allowance</b>	Starting in year one, with a constant increment to year three (tax inclusive)	
<b>Working Tools</b>	Modern laptops are provided as a soft loan, deducted from the monthly allowance at an estimated cost to establish a revolving fund	
<b>Medical Insurance</b>	Basic coverage from reputable service provider	
<b>Office Space</b>	Will charged per intern per day (to cover cleaning, stationeries,	

	refreshments, and other office consumables)	
<b>Professional Certification</b>	CPA exam registration and fees and stationeries are covered, at an estimated cost (possibly to establish a boot camp)	

**Locations:** Dar es Salaam and Arusha

**Year One:**

- Introduction to accounting and auditing
- Basic consultancy techniques
- Supervised practical experience

**Year Two:**

- Advanced accounting and auditing skills
- Intermediate consultancy techniques
- Continued practical experience with increased responsibilities

**Year Three:**

- Mastery of accounting and auditing practices
- Advanced consultancy techniques
- Preparation for professional certification exams
- Job placement assistance and networking opportunities
- Entrepreneurial Skills Training: Throughout the program, interns will also be equipped with entrepreneurial skills. This will include:
  - i. Business planning and development
  - ii. Financial management for startups
  - iii. Marketing and sales strategies
  - iv. Legal and regulatory requirements for businesses
  - v. Access to resources and support networks for entrepreneurs
- Community Engagement: In addition to their professional training, interns will participate in environmental and sports programs on weekends and holidays. Activities will include:
  - i. Planting trees
  - ii. Cleaning public areas such as sports fields and schools
  - iii. Organizing and participating in community sports events

**Intern Recruitment:**

To ensure a fair and transparent selection process, we will recruit interns through university challenges. These challenges will be organized openly and fairly, providing all eligible graduates an equal opportunity to participate. The selection process will include:

- Announcing the challenges in collaboration with universities

- Hosting competitive events to assess candidates' skills and potential
- Conducting interviews and assessments to finalize selections

#### **Program Benefits**

- **Skill Development:** Interns will gain hands-on experience in accounting, auditing, consultancy, and entrepreneurship, enhancing their employability and potential for self-employment.
- **Professional Certification:** Support for CPA exams, ensuring interns are qualified and competitive in the job market.
- **Employment Opportunities:** Interns will be marketed to employers seeking experienced accountants, facilitating their transition into the workforce.
- **Entrepreneurial Opportunities:** Interns will acquire the skills needed to start and manage their businesses, providing an alternative to traditional employment.
- **Community Impact:** By addressing youth unemployment and engaging in community activities, we aim to reduce associated social issues such as drug abuse and exploitation, and promote environmental sustainability and community health.

#### **Call to Action!**

We invite stakeholders, including educational institutions, corporate partners, and governmental bodies, to support this initiative. Together, we can create a sustainable solution to youth unemployment and contribute to the development of skilled professionals in Tanzania.

For more information or to discuss partnership opportunities, please contact us at [csr.projects@retrofitbusinesspact.co.tz](mailto:csr.projects@retrofitbusinesspact.co.tz)

To get more details on what we do visit us at [www.retrofitbusinesspact.co.tz](http://www.retrofitbusinesspact.co.tz)