**How to encourage internships and staff secondments   
among EUROSAI member SAIs?**

***A distance brainstorming session for EUROSAI members***

Dear Colleagues,

Encouraging internships and staff secondments among EUROSAI members is an ambitious task put forward in the EUROSAI Strategic Plan 2011-2017.

Internships and secondments serve to transfer knowledge and experience among SAIs, and have a role to play in our institutions’ capacity building and our staff’s professional development.

It seems however that internships and secondments are not a very frequent experience in our community, and it also seems to us that many of EUROSAI members do not have a systemic approach to this capacity building tool.

We would like to invite you to share with us your views on that issue and to help us find out what we can do in EUROSAI to increase the secondments and internships “traffic”.

We will analyse your answers and try to propose to EUROSAI ways of boosting the exchange between our SAIs.

Best regards,

Team working on Item 3.2.3. of the EUROSAI Strategic Plan

**PART I. Hosting the internships/secondments**

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| *Below we have listed several factors/conditions that, in our opinion, are necessary or at least helpful for a SAI that considers hosting employees of another SAI for internships/secondments. Please, tick (✓) those which are or can be true for your SAI.*  *Please, add comments/additional remarks if you would like to add something in each of the items.*  *Maybe you would like to make a more general comment in this Part? Please, do! You are most welcome, as this is a brainstorming session!* | |
| 1. Our legal framework allows us to host interns/secondees from other countries. |  |
| *Comments/Additional remarks* | |
| 1. We think there could be persons in other SAIs speaking our language interested in an internship in our SAI. |  |
| *Comments/Additional remarks* | |
| 1. We think we could arrange an internship in our SAI for persons speaking another language.   (for example one of the international languages  or a language of some other EUROSAI member country that is spoken well and frequently enough among your staff  or maybe your language is close enough to some other EUROSAI member country’s language that you can easily communicate?) |  |
| *Comments/Additional remarks* | |
| 1. We think we could find some staff interested to work with interns/ secondees. |  |
| *Comments/Additional remarks* | |
| 1. We have an internship policy in our SAI. |  |
| *Comments/Additional remarks* | |
| 1. If some of the above mentioned items are not ticked, do you think the future could bring some change in that respect? How could EUROSAI help? | |
| 1. Has your SAI been a host for interns/secondments for other SAIs within last 10 years?   Yes ( ) No ( ) | |
| 1. Is your SAI going to be a host for interns/secondments for other SAIs in coming 2-3 years?   Yes ( ) No ( ) | |
| *Comments/Additional remarks* | |

**PART II. Internships/staff secondments to other SAIs**

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| *Below we have listed several factors/conditions, that in our opinion are necessary or at least helpful for a SAI that considers* applying for internships/secondments of its *employees* to another SAI*. Please, tick (✓) those which are or can be true for your SAI.*  *Please, add comments/additional remarks if you would like to add something in each of the items.*  *Maybe you would like to make a more general comment in this Part? Please, do! You are most welcome, as this is a brainstorming session!* | |
| 1. The information about existing internships/secondments opportunities of the other SAIs is available for our SAI. | ( ) |
| *Comments/Additional remarks* | |
| 1. We think that it could be a possibility to find funds for staff internship/secondments in our budget. | ( ) |
| *Comments/Additional remarks* | |
| 1. We have enough human resources to allow some employees to leave from their original duties for internship/secondments. | ( ) |
| *Comments/Additional remarks* | |
| 1. We think there could be employees of our SAI who fluently speak foreign languages (one of international languages or a language of some other EUROSAI member country) interested in an internship in another SAI. | () |
| *Comments/Additional remarks* |  |
| 1. If some of the above mentioned items are not ticked, do you think the future could bring some change in that respect? How could EUROSAI help? | |
| 1. Has your SAI applied for internships/secondments to other SAI within last 10 years?  Yes (  ) No ( ) | |
| 1. Is your SAI going to apply for internships/secondments to other SAI in coming 2-3 year?  Yes ( ) No ( ) | |
| *Comments/Additional remarks* | |
| 1. Do you see any benefits of internships/secondments to another SAI?   Yes (  ) No ( )   1. If yes, what kind? (please enumerate them) | |
| *Comments/Additional remarks* | |

**PART III. General question**

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| 1. Do you have any experience (best practices) on internships/secondments, which you would like to share?  Yes ( ) No ( )   If yes, please, share that experience |