

Project 3.2.3 „Encourage internships and staff secondments among EUROSAl member SAIs”

Proposal of “marketing “ methods and tools leading to an increased number of EUROSAl internships and staff secondments

Introduction

The survey on internships and staff secondments carried out by EUROSAl GT3 in September 2012 gives a general view on SAIs’ practices of internships and staff secondments within the region and existing barriers in this field. The results of the survey make it possible to propose concrete sets of methods and tools, which could lead to increasing number of EUROSAl internships and staff secondments. The proposal presented below is based on the deep analysis of:

- EUROSAl member SAIs practices of internships and secondments revealed in the survey
- EUROSAl activities which, in the opinion of questionnaire respondents, could help to overcome existing barriers and increase the number of internships and staff secondments “traffic” in the region
- similar INTOSAl initiatives
- activities/projects of EUROSAl GT1 (Capacity Building) and GT2 (Professional Standards) predicted in EUROSAl Strategic Plan 2011 – 2017.

List of proposed methods and tools

- **wide dissemination of INTOSAl Guidelines for Internship Programs (developed by INTOSAl Capacity Building Committee) within EUROSAl community.** The Guidelines provide SAIs with basis for understanding the nature and operation of internships programs. They comprehensively embrace all possible aspects of managing internships programs and managing learning experiences from interns. The knowledge about that is undoubtedly essential for taking any decisions related to potential SAI’s involvement in staff secondments’ and internships’ programs.
- **presenting/telling “success stories” along with illustration of experiences gained in process of arranging internships and staff secondments .** Positive experiences of the others would play a key role in taking decisions about involvement of SAIs in internships or staff secondments programs. “Success stories” in this field could be presented in various forms: reports presented at EUROSAl seminars and workshops, short notes in EUROSAl newsletter or on EUROSAl webpage, articles in EUROSAl Magazine, special paper developed to illustrate internships’ and staff secondments’ best stories and experiences.
- **setting up a EUROSAl database of internship possibilities and demands –** as the survey revealed such the centralised, systematic advertising forum would be more than welcome. The database could be placed on the EUROSAl internet webpage and in this way facilitate finding partners for SAI’s capacity building through internships and staff secondments. The following information could be included into the database: name of SAI offering staff secondments or internship in its office, main subject and duration of proposed staff secondments or internship, expectation from the candidates, contact persons, name of SAI

interested in sending its employee for staff secondments or internships in sister institutions abroad, main area (subjects) of staff secondments or internships which SAI would be interested etc.

CVs of candidates for internships and secondments and announcement of their availability (duration, languages spoken etc.) could be also placed on the EUROSAI webpage.

- **launching EUROSAI internships award** – as one of possible methods of promotion internships on top management level. The regulation of the award (developed by GT3 in cooperation with GT1) could be adopted by the Governing Board.
- **basing on the results of activities 1.2.1 , 1.2.2 and 2.2.1 of EUROSAI Strategic Plan 2011 – 2017, identification of topics for which sample EUROSAI internships programs could be developed** (as for the most severe needs for EUROSAI capacity building process and for implementing ISSAIs by EUROSAI members)
- **setting up EUROSAI internship program for selected capacity building and ISSAIs implementations needs**