

INDUSTRIAL PSYCHOLOGY HOST SITES REQUIRED 2021



Shine is a boutique consultancy who works with our clients to optimise the effectiveness of relationships in the workplace. We work at the individual, team and organisational level, making use of psychometrics, facilitation techniques, workshops and consulting skills to improve all aspects of relationships at work.

Why host an intern?

We offer organizations the opportunity to engage in a value exchange with an Industrial Psychology Masters graduate. As a host company, you offer these young professionals an opportunity to learn, grow and in turn add value to your organization. Further, as a host site, by providing the exposure to these young professionals, you are supporting the development of not only the individual and the profession of Industrial Psychology, but also the skills development of our country. Host sites contribute to the improvement of our professional society by allowing these individuals a platform on which to expand their knowledge and expertise, thus setting them up to transform aspects of the South African workplace as they move forward in their careers.

How will your company benefit?

An intern becomes part of your people practices team for 12 months at a relatively low cost. We will ensure that the Intern is equipped to support and serve your organization in the practices you buy into and live by. Thus, by hosting an Intern, your organization gains the knowledge benefit of a Masters graduate, as well as the backing and expertise of the full Shine team. Additionally, we will handle the administrative details of the Internship requirements as well as ensuring that the Internship criteria are met. Lastly, if you accept a PDI Intern you will gain BBBEE points.

What is the Shine Internship Program?

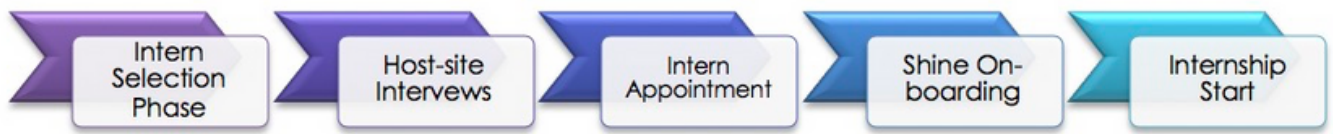
Our Internship Program has been designed to meet the requirements of, and be approved by the Health Professionals Council of South Africa (HPCSA). The approval of the program by the HPCSA is necessary for Intern registration with the HPCSA, as well as ensuring a reliable, high-quality internship program. To date, the programs of all our previous interns (i.e. 28 interns) have been successfully approved by the HPCSA without any complications.

The host organisation is required to provide the intern with exposure to the required areas of practice (Appendix 1) and in return, the intern will make the best contribution possible to your organisation with the full support of our team. Subsequently, this provides the intern an opportunity to acquire workable knowledge and a level of competence in various areas of practice.

In our attempt to support and up-skill Interns, they may be required to attend scheduled training and internship meetings, as well as some Psychometric Accreditation training. All time away from your business will be discussed and agreed with you before the intern schedules the training or the meetings.

Interns should be selected carefully so as to ensure they are a good fit for both our and your companies. To ensure this, you will be given an opportunity to interview and choose from our shortlisted candidates. Therefore, once again, maximising the value-add that an intern can make to your organisation during their internship year.

Proposed process



Internship management

We will provide the intern with the following services and support:

- One-on-one support and guidance during his/her internship
- Group meetings/workshops with other Shine interns and consultants
- If the intern is lacking exposure to certain aspects of the internship program, he/she may leverage off other Shine interns
- Review and submission of internship proposal to the HPCSA
- Checking and reviewing of Quarter reports
- Quarterly check-ins with the Host Company
- Formal and informal Shine training (e.g. Effective Meeting Training, Train the Trainer Workshops, Co-Resolve Sessions, EQ Workshops, Coaching)
- IOP-related information sharing
- Access to mentorship of Shine professionals
- Access to Shine's resources.

Please note that we do not fund psychometric accreditation training for any of the interns. This is typically a cost incurred by the intern during the internship, unless otherwise negotiated with the host company.

Connect with us

Should you have any questions, queries or concerns regarding the above-mentioned information, please feel free to contact:

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