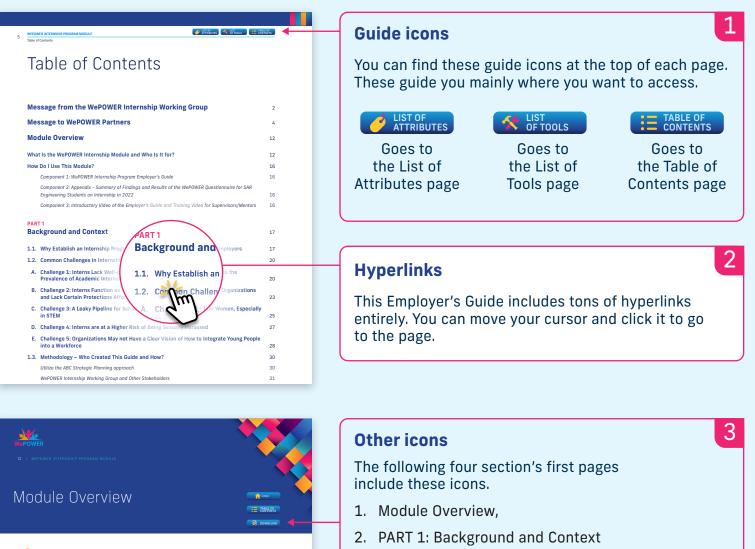


WePOWER Internship Module, Employer's Guide User's Manual

WePOWER Internship Module – Employer's Guide was published as an interactive PDF. The followings explain how to use it effectively.



What Is the WePOWER Internship Module and Who Is It for?

The South Asia Women in Power Sector Professional Network (<u>WinPOWEB</u>) supports higher participation of women in the energy sector and utilities, and promotes normative changes for women and girls in STEM. An internship Working Group of WePOWER partners has created this internship Module as a tool for South Asian energy sector utilities and other stakeholders to establish and/or scale-up their internship programs. The South Asia Gender and Energy Pacility (SAGE) and the World Bank, acting as Interim Secretariat of WePOWER, supported the working group in compiling this Internship Module.

The WePOWER Internship Module is a collective effort to consolidate knowledge and build from the experience of power sector utilities in the South Asian Region (SAR). The module is based on the following elements

- a. A comprehensive literature review of global best practices and research. There are multiple publicly available internship guides/toolkits online, prepared by universities, chambers of commerce, NGOs supporting youth development and so on. The lessons from these have been applied to develop aspirational internships for energy sector utilities and organizations in South Asia.
- b. Guidance from the WePOWER Internship Working Group. Multiple rounds of consultative workshops were held with engineering university professors and expert energy sector stakeholders from nine WePOWER Partners who have been implementing internship programs.
- c. The WePOWER Questionnaire for SAR Engineering Students Summary of Findings. Over 500 male and female students from SAR countries provided.
- Based on this research and the consultations, three Principles form the foundation for the aspirational WePOWER Internship Program (see Figure 1).
- Well-Structured: A comprehensive, structured internship Program takes a performance-based approach with structured program support for interns from orientation to post-completion to maximize the outcomes for both the organization and the intern
- Inclusive: Addressing normative and institutional barriers to women's employment in technical roles and designed to attract talented women with STEM education

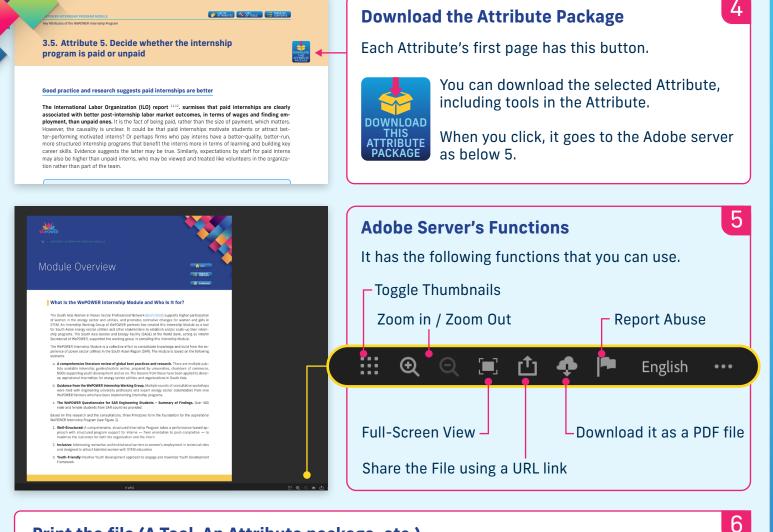
- 3. PART 2: The Three Principles of the WePOWER Internship Program
- 4. PART 3: Key Attributes of the WePOWER Internship Program



DOWNLOAD

Goes to WePOWER Internship Module landing page Download the whole section





Print the file (A Tool, An Attribute package, etc.)

Please use the Adobe Server's "Download it as a PDF file" function to download, then print it out.

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http://www.wepowernetwork.org/internships/ WePOWER Interim-Secretariat; South Asia Gender and Energy (SAGE), World Bank wepower@worldbank.org











