

Explanatory information for companies

Supplementary to the general
information



Field of Study and Level:

The company offering the internship suggests what the student's field of study should be. The interns are bachelor students in their final year. As from 2022 the internships may also be open to master-degree students.

Language:

The working language is English. Most interns neither understand nor speak German.

Duration:

Each internship lasts from 3 to 4 months.

The workload will be 40 hours per week. The participating company should provide the intern with 30 hours of tasks and projects per week.

The remaining 10 hours will be covered by the B360 training program.

If the internship company would like the student to work 40 hours per week that can be arranged.

Supervision and Support:

Onboarding program based on the company's existing programme for new employees.

Approx. 30 minutes for the daily contact.

In the starting phase we recommend that a member of the Swiss team calls or meets the intern per video in the morning and in the afternoon. (As with home-office work in Switzerland, frequent contact and active supervision of employees benefits all involved.)

An assessment/performance meeting of around 30 to 45 minutes should be planned to take place once every 3 to 4 weeks.

Co-coaching by several team members can work very well. For younger team members this can provide a valuable opportunity to acquire leadership and coaching skills.

- Compensation/Salary:** Partner companies are not required to pay a salary to the interns.
The interns receive transport and lunch allowances. These costs are covered by the foundation. This allowance approach is in line with standard practices in Namibia.
However, depending on the performance throughout the program (ICT training, Career Starter Course and work for the company), the intern will be able to keep the office equipment provided. For interns in Southern Africa this «payment in kind» is a very generous compensation and a big help for the students.
- Working place:** Interns are provided with a room on the university campus.
B360 will equip each working place with a laptop, headset, and hotspot connection. The Foundation will cover all related costs.
- Legal and Tax:** So far the topics have been investigated by B360 in both Switzerland and Namibia. No permanent establishment or licensing problems should occur. The interns will not be required to pay taxes in either country.
- B360 Support:** The interns will be assisted and supported by the B360 Team in Zug for the duration of their internships. B360 will also provide advice to the participating companies whenever needed.
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