

A CUMULATIVE REPORT ON INTERNS/MENTEES IN NANDI COUNTY GOVERNMENT IN COLLABORATION WITH FORD FOUNDATION IN THE MONTH OF OCTOBER.

INTRODUCTION.

A cumulative report on interns in Nandi County was reported to assess their goals, aspirations, achievements, skills and experience acquired and gained respectively, challenges they went through during the internship period and recommendations from the mentees/interns, and their respective supervisors to Ford foundation and the county government of Nandi.

The exercise entailed visiting the mentees to their respective work areas, finding out the activities they engaged in, meeting with their supervisors and discussing at length the progress of the mentees.

The areas of work that were visited include:

- Ministry of Health at Kemeloi dispensary in the department of ICT, Koibarak dispensary in the department of finance and special education, Kipture dispensary in the department of finance and Kobujoi dispensary in Medical laboratory.
- Ministry of Agriculture in Nandi in the department of livestock production and Agribusiness Management.

Meetings with the supervisors/county officials.

Routine meetings were held with the county officials to assess the progress of the mentees.

In the Ministry of health, the following health centres were visited:

- Koibarak dispensary.

The supervisor Mrs. Betty Orestia nurse in charge, elaborated on the duties of the mentees which included:

- Interpretation of the sign language i.e. the dumb and the deaf in the department of special education.
- Authorization and withdrawal of money from the bank, budgeting the allocated money to the dispensary from the county government, working on financial records, management of dispensary facilities and seeing that the allocated money from the county was utilized according to the stipulated budget in the department of finance. The supervisor also commented on the good conduct of the mentees, eager to learn more, hardworking nature and always on time during working days.
- Kipture dispensary.

The supervisor, Mrs. Brigid Jepkosgei in the department of finance outlined the duties of the mentee which included data entry, processing and analyzing data, reconciliation of accounts, record keeping, preparation of financial reports, budget preparation on the purchase, price and quantity of medicine to be used in the dispensary and filing of patients' records. The supervisor commented on the mentees' hard work, well disciplined and timely completion of assigned work.

- Kobujoi dispensary.

The supervisor, Mr. Samuel Too who is the head of Medicaldi laboratory, commented on the roles of the mentee which were: documentation of patients' details in the register, processing samples taken from the patients in the laboratory, diagnosing and dispensing drugs. Mr. Samuel Too congratulated the mentee on his good performance while in the laboratory, hardwork and good relation with staff members in the hospital.

- Kemeloi dispensary.

In the department of ICT, the supervisor, Mr. Innocent appreciated the mentee on her timely completion of assigned work during report writing. He outlined the duties that were assigned to the mentee which were: data entry, maintenance of patients' records, registration of women, children, people with disabilities and HIV into the system and recording patients' details for future reference.

In the Ministry of Agriculture in Nandi, the meetings with the supervisors took place in the following departments:

- Livestock production.

The supervisor Mr. Victor Saisi Mkanda commented on the duties of the mentee which included: establishment of fodder crop, training farmers on preparation of seedbeds, making feed formulations to increase milk production on livestock, training farmers on how to make bales manually due to lack of mechanization, goat rearing, farm visits to supervise farmers on their progress, poultry management by use of improved kienyegi breeds and distribution of bee hives, refineries to produce pure honey and centrifuges.

- Agribusiness Management.

The supervisor, Mr. Eric Kemboi elaborated on the duties of the mentee which included: supervision of farmers, solving dispute between farmers related to crop damage, making assessments and reporting to the police, reaching out to farmers, sensitization of farmers on the importance of construction of terraces, and encouraging farmers on the importance of forming cooperative societies. The supervisor congratulated the mentee on his good relation with farmers and cooperation whenever he was on duty.

Meetings with the coordinator.

A weekly meeting with the coordinator was organized to discuss the progress of the mentees, organize visitations to the mentees work stations, receives reports from their supervisors, review weekly reports from the mentees, to solve issues and challenges that came up during the internship period, and how to coordinate activities and information to the mentees via the county officials in an effective manner without delay or loss of information.

Meetings with the mentees.

A routine meetings with individual mentees was conducted in their respective work areas/stations to make a follow up on their progress. Assessment was done to find out the

skills they had acquired, how much experience was gained from the internship program, the challenges they faced during the internship period and how they were managed to make the program successful.

Some of the skills that were acquired by the mentees include:

- **Communication skills:** to communicate to patients in hospitals and to train farmers on how to make silage, feed formulations, and establishment of terraces to prevent soil erosion. This skill was also utilized while using sign language to communicate to the dumb and deaf.
- **Computation skills:** was used while entering data, recording patients' details, registering women, children, people with disabilities and HIV, and keeping financial records.
- **Report writing skills:** was employed while recording all the daily activities that were performed by the mentees in their duty stations, and writing of weekly minutes in the hospitals.
- **Team-building skills:** was effective when the mentee was involved in training farmers on how to engage on other cash crops e.g coffee as a source of income, encouraging farmers to establish fodder crop for livestock production, training farmers to make feed formulations for increased milk production and highly nutritious milk and to use AI (Artificial Insemination) to improve/upgrade the livestock breed for higher milk and meat production. To encourage poultry keepers to use improved kienyeji breed to shorten the egg laying duration for maximum production of eggs.
- **Budget preparation skills:** was useful at the department of finance in hospitals while making an order for the purchase of medicine and hospital facilities.
- It enabled the mentee to calculate the price and quantity of medicine to be purchased. This skill enabled the mentee to utilize the allocated money according to the stipulated budget.
- **Time - management skills:** this skill was beneficial to the mentee while reporting to work at 8am and leaving at 5pm, meeting deadlines on the assigned work by their

supervisors and to achieve best results on the stipulated time frame. It enabled the mentees to write and submit their reports on time.

- **Problem-solving skills:** was used by the mentee in Agribusiness Management department to solve issues raised by farmers on how to manage and control livestock diseases, dispute among farmers concerning crop damage by livestock, problems concerning finding a ready market of their dairy products and minimizing cost while maximizing production on their farm produce.
- **Ability to adapt to change:** this skill was demonstrated by a mentee who was a graduate and was engaged in Boda Boda as a source of income for one and a half years. When he got this internship opportunity with Ford foundation, it took him time to adapt to the routine of reporting to work at 8am and leaving at 5pm.
- **Interpersonal skills:** was used by the mentees to relate to patients seeking medical attention, organize trainings for farmers to help increase livestock production and working in harmony with other staff members in the organization.
- **Presentation skills:** was demonstrated by a mentee when visiting farmers and educating farmers on the importance of forming cooperative societies so as to borrow loans to expand their projects, encouraging farmers to construct terraces to reduce soil erosion and to empower farmers on the importance of engaging in the plantation of other cash crops like coffee as a source of income.

Experience gained by the mentees.

The mentees had an opportunity to gain experience in their choice of careers during the internship period. These included:

- Budgeting of the allocated money from the county government to purchase medical supplies and ran the day to day activities in the hospital.
- Extensive use of sign language to communicate to people with disabilities e.g. the dumb and the deaf who visited the hospital to seek medical attention.

- How to relate and interact with patients, advising farmers on the best feed formulations to increase milk and meat production and empowering farmers to use improved kienyeji chicken breed as an alternative to increase egg production.
- Report writing on the daily activities performed by the mentees in their work stations and writing minutes organized by organizations.
- Filing procedures, keeping farms records on milk production, number of eggs produced per day, records of patients attending hospitals, registration of women, children, PWD and HIV patients attending clinics.
- Supervision of farmers progress on disease and pest control, dipping routines to prevent disease outbreaks e.g. East coast fever in livestock and Newcastle in poultry. Supervision of patients' progress using the records in the system.
- Silage making procedures as a source of balanced diet for livestock, making feed formulations to increase milk production and to make it more nutritious, utilizing AI (Artificial Insemination) to produce high breeds for increased milk and meat production.
- Management of dairy farming projects e.g. animal health and husbandry, brooding programs to produce good quality chicks.
- Vaccination programs on livestock, goat rearing and poultry keeping to control pest and disease outbreaks.
- Diagnosing of diseases, dispensing drugs on results of samples taken from patients e.g. blood samples to check for malarial parasites and stool samples to check for amoeba, Giardia and trypanosoma parasites.
- Documentation of patients in the register for future reference for easy follow up during subsequent visits to the hospital.
- Ability to work under minimum supervision i.e. a mentee in the department of Agribusiness management could work and attend to farmers satisfactorily in the absence of the supervisor during field extension programs.
- Management of hospital facilities e.g. record books, financial reports, laboratory equipment and computers in the offices.

Challenges faced by the mentees during the internship period.

During the internship period, mentees faced various challenges of which some could be solved by the coordinator instantly while some were unavoidable. These included:

- No record books in Koibarak dispensary, this made working a bit challenging since there were no computers to do financial auditing.
- No equipment for use in sign language e.g. audio machines to check the level of deafness and brail machines to communicate effectively to the dumb and the deaf in Koibarak dispensary. The mentee used only oral language which was not much effective to communicate to the dumb and the deaf who wanted medical assistance.
- There were no ICT facilities in Kupture dispensary in the department of finance. These forced the mentee to use pen and paper which made computation of figures cumbersome and difficult.
- Poor time management by the staff at kipture dispensary i.e. the hospital opens at 9am and closes at 3pm. These resulted to the mentee not gaining much from the work assigned .
- No office space to accommodate both the mentees and the staff from the county. These forced the mentees to relocate to other departments.
- Farmers at Nandi sub-county could complain that the scale that was used to assess crops that were damaged by livestock was not accurate. These led to misunderstanding between the farmers and the mentee.
- Most county workers were reluctant and only came to the office when necessary at Nandi in the Ministry of Agriculture. These resulted to farmers not being attended to and forcing the mentee to handle work in the departments which he was not conversant with.
- Lack of resources and facilities from the county government which led to the delay of the mentee to reach farmers at the right time to solve problems in the farm related to livestock diseases and farm produce.

- Impassable rugged roads to reach farmers on time, and transport farm products to the market on time.
- Lack of power for almost three days, these made working with computers impossible and processing samples from patients difficult.
- Lack of equipment in the laboratory e. g. haemoglobin machine to test for hemoglobin level, septic tank to sterilize used up needles, scissors, forceps e.t.c., fulmogram machine to check the level of blood cells.
- Cracks on the floor in the laboratory leading to cross infection from the patients to the mentee.

Recommendation from the supervisor/county officials.

- The County Government congratulated Ford foundation for the internship program which has enabled youths who have completed higher education and still unemployed to gain experience in their career of choice as an added advantage when recruited for job interviews.
- The County Government recommended Ford foundation to offer trainings, seminars and workshops to the mentees to keep them updated and more experienced.
- The supervisors requested Ford foundation to coordinate with the county government to do a follow up and absorb the mentees after the internship period.
- The County Government requests Ford foundation to fully facilitate the mentees by giving them the necessary equipment and tools required in their work areas and together with the county government to create a room specifically for the mentees to avoid inconveniencing them when deployed for the internship program.
- The council of governance requested Ford foundation to increase the number of interns and trainees since it's a source manpower in the county without necessarily having to recruit employees and training them.
- The council of governance recommended Ford foundation to extend the internship period to a year to enable the mentees to gain enough experience and acquire adequate skills for great performance in their professionalism.

Recommendation from the mentees.

- The mentees appreciated Ford Foundation for giving them an opportunity to gain experience in their career choice, facilitating them to enable them work with ease and enabling them to get exposure, interact and relate with various people in and out of their work stations e.g. during seminars, workshops and field extensions.
- The mentees requested Ford foundation to extend the internship period to enable them get adequate experience and acquainted well with the system in their work areas.
- The mentees requested Ford foundation to offer them with ICT facilities for timely completion and submission of their monthly reports.
- The mentees recommended Ford foundation in collaboration with the council of governance to give them a job contract after the internship period so as to assess their performance and suitability in the positions offered to work.
- The mentees requested Ford foundation to increase the amount of stipend to match the increased economic standards to sustain them till the end of the internship period.

Photo Gallery

