

PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS – VARIOUS ROLES NATIONALLY

The Department of Employment and Labour invites qualifying graduates to apply for participation in the internship programme for the 2025 – 2027 financial years. Opportunities are available nationally across various roles under the Project 20K initiative.

INTERNSHIP OPPORTUNITIES ARE AVAILABLE ACROSS ALL PROVINCES:

- | | | |
|-----------------|-------------------|------------------|
| 1. Gauteng | 4. Kwa Zulu Natal | 7. Eastern Cape |
| 2. Western Cape | 5. Limpopo | 8. North West |
| 3. Free State | 6. Mpumalanga | 9. Northern Cape |

WHO CAN APPLY?

- South African citizens
- Individuals who are unemployed and seeking workplace experience
- Those who have not previously participated in any internship programme
- Holders of a matric certificate and a relevant post-school qualification
- Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups

Note: Selection criteria will be applied according to the specific requirements of each role.

APPLICATION CLOSING DATE

21 November 2025

CONTRACT DURATION

24 Months

STIPEND

R7 860 per month

HOW TO APPLY



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PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS FOR OCCUPATIONAL HEALTH AND SAFETY

The Department of Employment and Labour would like to invite qualifying graduates to apply to participate in an internship programme in the 2025 to 2027 financial year.

PARTICIPATING SITES

1. Gauteng
2. Western Cape
3. Free State
4. Kwa Zulu Natal
5. Limpopo
6. Mpumalanga
7. Eastern Cape
8. North West
9. Northern Cape

WHO CAN APPLY?

- South African citizens
- Unemployed and seeking workplace experience
- No prior participation in any internship programme
- In possession of a matric certificate and a relevant post-school qualification
- Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups

SELECTION CRITERIA

3-year tertiary qualification (National Diploma – NQF 6/Undergrad Bachelor's Degree – NQF 7) in one of the following:

- Environmental Health
- Environment Science
- Mechanical Engineering
- Mechatronics Engineering
- Electrical Engineering
- Engineering
- Chemical Engineering
- Construction related
- Chemistry
- Explosives Management
- Explosives Engineering
- Mining/Industrial Engineering
- Occupational Health/Hygiene/Analytical

APPLICATION CLOSING DATE

21 November 2025

CONTRACT DURATION

24 Months

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PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS FOR BASIC CONDITIONS OF EMPLOYMENT (BCEA)

The Department of Employment and Labour would like to invite qualifying graduates to apply to participate in an internship programme in the 2025 to 2027 financial year.

PARTICIPATING SITES

1. Gauteng
2. Western Cape
3. Free State
4. Kwa Zulu Natal
5. Limpopo
6. Mpumalanga
7. Eastern Cape
8. North West
9. Northern Cape

WHO CAN APPLY?

- South African citizens
- Unemployed and seeking workplace experience
- No prior participation in any internship programme
- In possession of a matric certificate and a relevant post-school qualification
- Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups

SELECTION CRITERIA

3-year tertiary qualification (National Diploma – NQF 6/Undergrad Bachelor's Degree – NQF 7) in one of the following:

- Labour Relations
- Bcom Law
- LLB
- Labour law
- Commercial Law

APPLICATION CLOSING DATE

21 November 2025

CONTRACT DURATION

24 Months

STIPEND

R7 860 per month

HOW TO APPLY



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PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS FOR EMPLOYMENT EQUITY (EEA)

The Department of Employment and Labour would like to invite qualifying graduates to apply to participate in an internship programme in the 2025 to 2027 financial year.

PARTICIPATING SITES

1. Gauteng
2. Western Cape
3. Free State
4. Kwa Zulu Natal
5. Mpumalanga
6. Eastern Cape
7. North West
8. Northern Cape

WHO CAN APPLY?

- South African citizens
- Unemployed and seeking workplace experience
- No prior participation in any internship programme
- In possession of a matric certificate and a relevant post-school qualification
- Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups

SELECTION CRITERIA

3-year tertiary qualification (National Diploma – NQF 6/Undergrad Bachelor's Degree – NQF 7) in one of the following:

- Labour Relations
- B Com Law
- LLB
- Labour law
- Commercial Law

APPLICATION CLOSING DATE

21 November 2025

CONTRACT DURATION

24 Months

STIPEND

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PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS FOR EMPLOYER AUDIT SERVICE (EAS)

The Department of Employment and Labour would like to invite qualifying graduates to apply to participate in an internship programme in the 2025 to 2027 financial year.

PARTICIPATING SITES

1. Gauteng
2. Western Cape
3. Free State
4. Kwa Zulu Natal
5. Mpumalanga
6. Eastern Cape
7. North West
8. Northern Cape

WHO CAN APPLY?

- South African citizens
- Unemployed and seeking workplace experience
- No prior participation in any internship programme
- In possession of a matric certificate and a relevant post-school qualification
- Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups

SELECTION CRITERIA

3-year tertiary qualification (National Diploma – NQF 6/Undergrad Bachelor's Degree – NQF 7) in one of the following:

- Com Law/ LLB
- Labour Law
- BCom Accounting
- Internal Audit
- Auditing
- Financial Accounting
- Cost and Management Accounting
- Financial Information System
- BCompt. Accounting
- Financial Management

APPLICATION CLOSING DATE

21 November 2025

CONTRACT DURATION

24 Months

STIPEND

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PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS FOR EMPLOYEE RELATIONS

The Department of Employment and Labour would like to invite qualifying graduates to apply to participate in an internship programme in the 2025 to 2027 financial year.

PARTICIPATING SITES

1. Pretoria Head Office
2. Gauteng
3. Western Cape
4. Free State
5. Kwa Zulu Natal
6. Limpopo
7. Mpumalanga
8. Eastern Cape
9. North West
10. Northern Cape

WHO CAN APPLY?

- South African citizens
- Unemployed and seeking workplace experience
- No prior participation in any internship programme
- In possession of a matric certificate and a relevant post-school qualification
- Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups

SELECTION CRITERIA

3-year tertiary qualification (National Diploma – NQF 6/Undergrad Bachelor's Degree – NQF 7) in one of the following:

- LLB
- Labour Relations
- Labour Law

APPLICATION CLOSING DATE

21 November 2025

CONTRACT DURATION

24 Months

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PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS FOR TRAINING AND PERFORMANCE MANAGEMENT

The Department of Employment and Labour would like to invite qualifying graduates to apply to participate in an internship programme in the 2025 to 2027 financial year.

PARTICIPATING SITES

1. Pretoria Head Office
2. Gauteng
3. Western Cape
4. Free State
5. Kwa Zulu Natal
6. Limpopo
7. Mpumalanga
8. Eastern Cape
9. North West
10. Northern Cape

WHO CAN APPLY?

- South African citizens
- Unemployed and seeking workplace experience
- No prior participation in any internship programme
- In possession of a matric certificate and a relevant post-school qualification
- Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups

SELECTION CRITERIA

3-year tertiary qualification (National Diploma – NQF 6/Undergrad Bachelor's Degree – NQF 7) in one of the following:

- Human Resource Management
- Human Resource Development
- Management of Training
- Public Management

APPLICATION CLOSING DATE

21 November 2025

CONTRACT DURATION

24 Months

STIPEND

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PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS FOR HUMAN RESOURCE OPERATIONS

The Department of Employment and Labour would like to invite qualifying graduates to apply to participate in an internship programme in the 2025 to 2027 financial year.

PARTICIPATING SITES	WHO CAN APPLY?
<ol style="list-style-type: none">1. <u>Pretoria Head Office</u>2. <u>Gauteng</u>3. <u>Western Cape</u>4. <u>Free State</u>5. <u>Kwa Zulu Natal</u>6. <u>Limpopo</u>7. <u>Mpumalanga</u>8. <u>Eastern Cape</u>9. <u>North West</u>10. <u>Northern Cape</u>	<ul style="list-style-type: none">• South African citizens• Unemployed and seeking workplace experience• No prior participation in any internship programme• In possession of a matric certificate and a relevant post-school qualification• Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups

SELECTION CRITERIA

3-year tertiary qualification (National Diploma – NQF 6/Undergrad Bachelor's Degree – NQF 7) in the following:

- Human Resource Management

APPLICATION CLOSING DATE

21 November 2025

CONTRACT DURATION

24 Months

STIPEND

R7 860 per month

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PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS FOR EMPLOYEE HEALTH AND WELLNESS PROGRAMME

The Department of Employment and Labour would like to invite qualifying graduates to apply to participate in an internship programme in the 2025 to 2027 financial year.

PARTICIPATING SITES

1. Pretoria Head Office
2. Gauteng
3. Western Cape
4. Free State
5. Kwa Zulu Natal
6. Limpopo
7. Mpumalanga
8. Eastern Cape
9. North West
10. Northern Cape

WHO CAN APPLY?

- South African citizens
- Unemployed and seeking workplace experience
- No prior participation in any internship programme
- In possession of a matric certificate and a relevant post-school qualification
- Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups

SELECTION CRITERIA

3-year tertiary qualification (National Diploma – NQF 6/Undergrad Bachelor's Degree – NQF 7) in one of the following:

- Social Work
- Psychology
- Occupational Health and Safety

APPLICATION CLOSING DATE

21 November 2025

CONTRACT DURATION

24 Months

STIPEND

R7 860 per month

HOW TO APPLY



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SA YOUTH

PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS FOR GENDER, DISABILITY AND YOUTH

The Department of Employment and Labour would like to invite qualifying graduates to apply to participate in an internship programme in the 2025 to 2027 financial year.

PARTICIPATING SITES		WHO CAN APPLY?
1. <u>Pretoria Head Office</u>	6. <u>Limpopo</u>	<ul style="list-style-type: none">• South African citizens• Unemployed and seeking workplace experience• No prior participation in any internship programme• In possession of a matric certificate and a relevant post-school qualification• Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups
2. <u>Gauteng</u>	7. <u>Mpumalanga</u>	
3. <u>Western Cape</u>	8. <u>Eastern Cape</u>	
4. <u>Free State</u>	9. <u>North West</u>	
5. <u>Kwa Zulu Natal</u>	10. <u>Northern Cape</u>	

SELECTION CRITERIA

3-year tertiary qualification (National Diploma – NQF 6/Undergrad Bachelor's Degree – NQF 7) in one of the following:

- Social Work
- Psychology
- Social Science
- Gender Studies
- Youth Studies

APPLICATION CLOSING DATE

21 November 2025

CONTRACT DURATION

24 Months

STIPEND

R7 860 per month

HOW TO APPLY



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SA YOUTH

PROJECT 20K

RECRUITMENT OF UNEMPLOYED GRADUATE INTERNS - PRETORIA HEAD OFFICE ONLY

The Department of Employment and Labour invites qualifying graduates to apply for participation in the internship programme for the 2025 – 2027 financial years. Opportunities are available nationally across various roles under the Project 20K initiative.

WHO CAN APPLY?

- South African citizens
- Individuals who are unemployed and seeking workplace experience
- Those who have not previously participated in any internship programme
- Holders of a matric certificate and a relevant post-school qualification
- Preference will be given to qualifying South African youth, persons with disabilities, and individuals from previously disadvantaged groups

ROLES	CRITERIA
	3-year tertiary qualification (National Diploma – NQF 6/Undergrad Bachelor's Degree – NQF 7) in one of the following:
<u>OFFICE OF THE COO (PME)</u>	Public Administration and Management / Project Management / Statistics
<u>OFFICE OF THE INSPECTOR - GENERAL</u>	Public Finance and Administration / Business Administration / Business Management / Local Governance and Management / Financial Management / Administrative Management
<u>OFFICE OF THE DDG: CORPORATE SERVICES</u>	Public Administration / Business Administration / Office Management and Technology / Management Assistant / Business Management
<u>ORGANISATIONAL DEVELOPMENT</u>	Management Services / Industrial Engineering / Operations Management / Production Management / Industrial and Organisational Psychology / Human Resource Management / Work Study
<u>POLICY RESEARCH AND MONITORING</u>	Human Resource Management
<u>OFFICE OF THE COO (OPERATIONS)</u>	The above criteria does not apply to this role. A three (3)-year tertiary qualification (B-Degree/B-Tech) is required in one of the following: Operations Management / Business / Public Administration & Management

APPLICATION CLOSING DATE
21 November 2025

CONTRACT DURATION
24 Months

STIPEND
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