
DIRECTORATE

Corporate Services

DEPARTMENT

Human Resources

SALARY

Basic Salary: R 38.40 – R 60.36
per hour

REFERENCE NUMBER

CS 138/26

CLOSING DATE

30 September 2026

ELIGIBILITY

Suitably qualified candidates

TRAINING AND DEVELOPMENT STUDENT OPPORTUNITIES

The City is embarking on an ongoing drive to train numerous recruits on various programmes within the City of Cape Town.

This forms part of the City of Cape Town's commitment in addressing the high levels of unemployment in our youth, as well as providing the necessary opportunities for skills enhancement.

The Student Opportunity initiative is to provide exposure and experience in various Directorates within the City. Once completed, the acquired skills will significantly enhance opportunities for employment in various sectors industry.

The City invites suitably qualified unemployed candidates, who meet the relevant minimum requirements to apply for Internship Programme. Only Students permanently residing within the jurisdiction of Cape Town are eligible to apply.

Preference will be given to graduates from universities, technical universities, colleges and TVET colleges, in the jurisdiction of Cape Town. Interns *must not be enrolled* for further studies coinciding with the internship period with the exception of PhD and Doctoral students.

Requirements:

Skills Programme- Fixed Term Contract

- Grade 10/11/ National Senior Certificate (Grade12/Matric)/ N1 - N5/ Level 2 -4

The programme gives practical exposure to candidates with the objective of providing structured experiential learning opportunities.

Work Integrated Learning (WIL) - Fixed Term Contract

- National Certificate - N6 (WIL/In-service Training)
- Institutions of Higher Learning – Letter from the Institution requesting WIL (In-service training), Transcript (Academic results)

The City offers a program which integrates academic learning with its application in the workplace where such learning is a specific requirement to obtain a formal qualification. This work experience is usually defined, with clear learning outcomes and is formally known as In-Service Training.



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National N Diploma/Diploma

- The City offers graduate internship programmes to students who have completed their qualification at a Further Education & Training (FET) Colleges or from accredited academic institution of higher learning. The programme is full time for the purpose of skills transfer

Graduate Internship Programme (GIP)- Fixed Term Contract

- A 3-year Diploma/National Diploma (from a registered Institution of Higher Learning)
- Advanced Diploma/ B-tech
- Degree
- Honours
- Masters
- PhD

The City offers graduate internship programmes to graduate students who have completed their qualifications at an Institution of Higher Learning. The programme may be either part time or full time for the purpose of skills transfer.

Key Performance Areas:

Special conditions attached to the opportunity:

Students must not be enrolled for further studies coinciding with the internship programme training period with the exception of Work Integrated Learning Programme, PhD and Doctoral Programme.

It must be emphasised there is no automatic guarantee of employment following the successful completion of the programme

How to Apply

By submitting your application for a position at the City of Cape Town, you are consenting to the use of your personal information provided as part of your application and/or Recruitment process for Recruitment and Selection purposes. In addition, you may be required to undergo, including but not limited to, Criminal and Security Checks, Personal Verification, and Lifestyle Audits, throughout your recruitment process and/or subsequent employment.



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Applicants must apply on-line via e-Recruitment.

Please note that no hard copy or emailed applications will be accepted.

In order to apply on-line, applicants must first create an e-Services Account on the City of Cape Town Website. [Apply for a graduate internship/ www.capetown.gov.za/internships](http://www.capetown.gov.za/internships)

On-line applications must include the following submission:

- A certified copy of your South African Identity Document/South African Citizenship (no affidavits will be accepted)
- A recently certified copy of matric certificate/ Statement of results (mandatory)
- A recently certified copy of your Highest Qualification

Applicants may use any computer with internet access to apply. Smart phones are not compatible with this on-line application process and cannot be used to apply.

Applicants may use a Smart Cape computer at a City of Cape Town Library if they are a library member. (To become a library member, you will need to apply for membership at a library with your ID and proof of residence.)

If appointed, candidates are required to make themselves available to work as they are rostered, and are not permitted to have other employment or run a private business whilst in the employ of the City without the City Manager's written permission.

Certified copies of qualifications must be available on request. Applicants are respectfully informed that, if no notification of appointment is received within three months of the closing date, they must accept that their applications were unsuccessful.



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