

Implementation Checklist: Your Step-by-Step Guide

Use this actionable checklist to plan and execute your own outsourced digital internship programme.

Critical Success Milestones

Milestone	Target Timeline	Success Metric	Review Point
First employer contracts signed	Month 7	2-3 committed partners with 6+ month agreements	Month 8 review
Pilot cohort fully onboarded	Month 9	15-25 candidates successfully integrated	Month 10 review
Client work delivery begins	Month 10	Interns producing billable work for employers	Month 11 review
Financial break-even achieved	Month 15	Monthly revenue covers all operational costs	Month 16 review
First cohort job placements	Month 20	90%+ placement rate for graduating interns	Month 21 review
Scale to target capacity	Month 24	80-100 interns annually with sustainable operations	Month 25 review

Let's Get To Work.

This model is challenging but immensely rewarding. **You will be building a new ecosystem for talent in South Africa.**