

Helping students start their careers

Despite having completed a degree, many university graduates in Namibia have difficulties finding a job. An internship abroad can help remedy this situation.

For tourists, Namibia offers spectacular wildlife and scenery. What they don't see, however, is that although this sparsely populated country is one of the richer nations in Africa, it struggles with very high unemployment. One reason for this is that large parts of the population lack an education. But even university graduates have difficulty finding a job. In their case, this is often due to a lack of practical experience. That's where B360 education partnerships comes in. By partnering with countries in the West, the non-profit organisation gives prospective university graduates from countries in southern Africa the opportunity to take part in internships abroad, as well as in targeted coaching and mentoring pro-

grammes. B360's programmes are designed to make it easier for students to start their careers or become self-employed.

Learning through experience

Paulus Nanguti and Richard !Khabeb are two students from Namibia who completed a three-month internship at LGT in Vaduz, Liechtenstein, in 2022 as part of a B360 programme. Nanguti is studying accounting and will graduate in the fall of 2023. "At LGT, I worked in Group Accounting. I was responsible for various tasks – from recording transactions to helping prepare monthly financial statements", he says. Nanguti came to the job with a number of



A positive experience: The two interns in conversation with Stephan Tanner, Member of LGT Private Banking's Senior Management Board.

advantages: he was already familiar with the accounting standards used at LGT, as they are also used in Namibia. And, his responsibilities covered exactly the same areas that he is currently focusing on at university. Serena Zoller, his mentor in Group Accounting, was impressed by her intern, “It was fascinating to see someone from another culture become an active participant in our work environment. Paulus has a real talent for IT programme and learned quickly. As a result, I was able to give him specific responsibilities while I was on vacation, which he was quickly able to handle on his own.” Nanguti says that receiving this recognition motivated him and was a perfect example of LGT’s strong corporate and management culture.

Expanding competencies

Richard !Khabeb, a third-year computer science student who will also be graduating a few months from now, had a similarly positive experience. “I wanted to understand how IT problems are solved in a real working environment and how the concepts applied to that end are implemented.” He was already familiar with the basic concepts from his studies, he says, but only superficially and in theory. “Thanks to the internship, I was really able to expand and consolidate my skills – especially my practical skills. I received a lot of support and was introduced to tasks that were completely new to me in a way that was very straightforward. That made learning



Over a period of three months, Paulus Nanguti (left) and Richard !Khabeb were able to experience first-hand what it is like to work at LGT.

fun”, he says. Andy Hirschauer, Head of Internal IT Support, returns the praise: “Thanks to his open and friendly personality, Richard quickly became part of the team and was soon able to support us in our day-to-day work.”

A positive overall experience

The idea behind these internships abroad is to help students not only improve their expertise, but also strengthen their soft skills and broaden their horizons as individuals. For !Khabeb, these objectives were fully met: “I learned how to get the most out of the resources at hand – which is knowledge that I will take with me and that will serve me well in the future. I also learned that a successful company doesn’t have to have the rigid hierarchies we’re accustomed to in Namibia.” For Nanguti, the experience was also a positive one: “Thanks to the internship, I learned a lot about proper behaviour and etiquette at work”, he says, adding, “If it were up to us, the internship would have lasted much longer.” Andy Hirschauer feels the same way. Despite the programme’s rather short three-month duration, his experience was so positive that he looks forward to continuing to support it in the future. ◆

Knowledge transfer

B360 promotes the exchange of knowledge and experience between organisations and professionals in Europe and students in Southern Africa, with the aim of contributing to long-term development and stability in these countries. Through its programmes, professionals based in Europe share their knowledge with students, help them to better present themselves in the job market and support them in developing their own business ideas. LGT has been working with B360 since 2020 as part of its Employee Volunteering Programme, motivating experts from among its own ranks to offer Namibian students internships in their field or to coach them either on-site or online and help them get started in their careers.