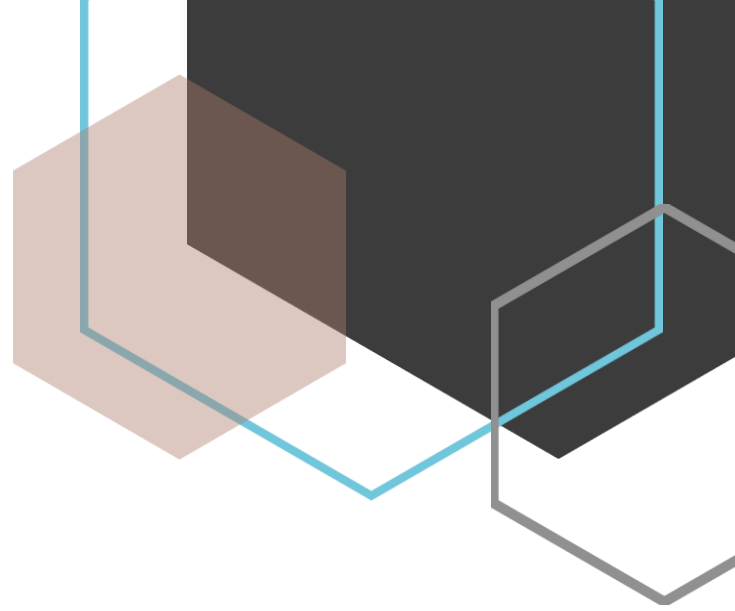




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PROPOSAL FOR REVIEW OF INTERNSHIP AND PLACEMENT SCHEME FRAMEWORK

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Integrating Talent Development into Innovation Ecosystems in Higher Education

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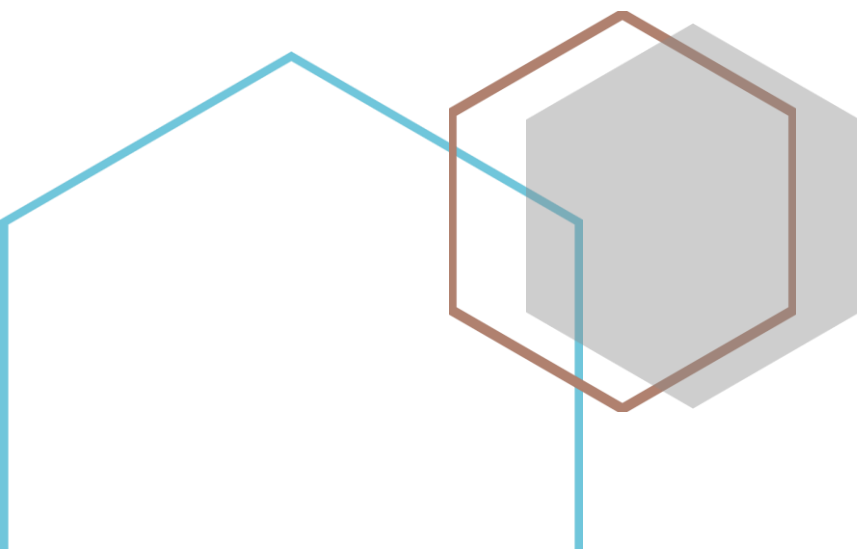




Table of Contents

Description of current policy	2
Planning and management of the process	2
Preparation of the students for internships	2
Procedures in place to monitor the quality of internships / placements	2
Collecting feedback from students and employers regarding the quality and effectiveness of internships	3
Procedures in place for monitoring and assessment of the skills and competencies that the student has developed during the internship / placement	3
Possibility for engaging in internships / placements in the non-profit and public sector	3
Gaps, weak points and inefficiencies of the internship policies at the university	3
Possible improvements in internship policies	4

The framework review proposal outlines the current University policy and practice regarding student internships and placements and makes proposals for improvements.



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DESCRIPTION OF CURRENT POLICY

The University has conferred the status of academic autonomy to all Departments since 2005-06. The Choice Based Credit System (CBCS) has been implemented since 2011-12 on the basis of an appropriate combination of core, foundation, elective courses for enhancing academic acumen, employability and entrepreneurial skills of the students.

Presently at the University only a few Departments are taking such initiatives. The Department of Bio-Chemistry, Deen Dayal Upadhaya Kaushal Kendra, Gopinathrao Mundhe National Institute of Rural Development, Law, Chemical Technology, Botany, Zoology have taken the lead by identifying organizations, offices, NGOs and civic organizations that can form a solid platform for hands-on-training so as to season students for employment. The University is aiming at making Internship a compulsory component at least in all the Science, Professional and Inter-Disciplinary subjects. Attempts will be made in due course to even develop a uniform policy for governing Internships and Placements in every Faculty.

For overall success of the Internship Scheme, the University ought to develop its own Internship Policy, similar to the policies in place in premiere institutions of higher education in India like for example IIT Bombay, IIM Calcutta, IIM Bangaluru and AICTE. Internship needs to be made compulsory in every Faculty, along with Project work. When Internships are successful in producing suitable manpower, automatically, placements will flourish. This framework should be viewed as the first step toward developing such a policy.

PLANNING AND MANAGEMENT OF THE PROCESS

The University has 53 academic Departments having their own courses and curricula. Few courses include the provision of Internships, Apprenticeships and Projects as well. These courses are governed by respective Department Heads. Every Department Head is in charge of the planning for sending their students for Internships.

The University has a central Training and Placement Cell that coordinates with Industries for sourcing the opportunities for the students. The Placement Cell periodically organizes job fairs in consultation with employer organizations and industries.

PREPARATION OF THE STUDENTS FOR INTERNSHIPS

Students are supported by Departments to approach different organization for Internship opportunities. The process is monitored by the Faculty Mentor. The University has a Mentorship Scheme wherein all students are allotted to Faculty Mentors and Internships are monitored by concerned Faculty Mentors. However, there is a need to further develop a concrete foolproof policy by setting up the said procedure and implementing it seriously in all the Departments.

PROCEDURES IN PLACE TO MONITOR THE QUALITY OF INTERNSHIPS / PLACEMENTS

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COLLECTING FEEDBACK FROM STUDENTS AND EMPLOYERS REGARDING THE QUALITY AND EFFECTIVENESS OF INTERNSHIPS

PROCEDURES IN PLACE FOR MONITORING AND ASSESSMENT OF THE SKILLS AND COMPETENCIES THAT THE STUDENT HAS DEVELOPED DURING THE INTERNSHIP / PLACEMENT

POSSIBILITY FOR ENGAGING IN INTERNSHIPS / PLACEMENTS IN THE NON-PROFIT AND PUBLIC SECTOR

GAPS, WEAK POINTS AND INEFFICIENCIES OF THE INTERNSHIP POLICIES AT THE UNIVERSITY

foolproof policy by setting up the said procedure and implementing it seriously in all the Departments.

After completion of the Internship, students have to submit a detailed report on the activities conducted during the Internship period, along with certification by the host organization, office, lab or NGOs about the performance of the student intern. These reports provide all the necessary feedback.

Every student has to prepare a presentation on his / her report prepared during the Internship period. On the scheduled dates, examination / viva is conducted to assess the skills and competencies the student has developed during the Internship period. In some cases even employer certification is also collected.

There are ample opportunities for practical training and internships in non-profit organizations, NGOs and the public sector. The University offers courses like MBA, MSA (Master of Social Work) and MTA (Master in Tourism Administration) which are highly demanded by these NGOs and public sector employers like MTDC.

The University encourages and communicates opportunities in these fields to students and students enthusiastically participate in such activities.

Creating opportunities for internships

- Not all courses have the provision of internships
- Desired skills which are expected to be enhanced through the internships are not identified
- Preferred sectors, industries and areas for internship are not identified for concrete courses, so there is not enough specific planning in view of maximizing impact.
- Internship is voluntary, not compulsory.

Planning

- There is yet no concrete internship policy at the university.
- Lack of strong student communication mechanism
- Weak coordination between faculty coordinator and students
- Time-frame or duration is not fixed and it changes frequently.
- At least one Semester should have been reserved for compulsorily Internship for post graduate students, along with project work which, till date, has not been done in all Departments and Faculties.

Preparation of students



- Internships are not yet effective in developing adaptable mind-set of the students
- According to current time-tables, there is not enough time to conduct activities related to student preparation for internships
- Lack of financial incentives for Internship period. If such initiatives were in place, economically poor students can take care of the expenses incurred while undergoing Internships.

Monitoring of quality

- Weak execution of the existing monitoring mechanism
- Less importance given to Mentorship scheme
- No concrete rules in place to govern and regulate quality monitoring process during Internships
- No periodic trainings for Mentors on the application of the quality monitoring matrix.

Monitoring of developed skills and competencies

- Skills and competencies that are expected to be developed during the internship are not identified.

Diversification of Internship Opportunities.

- Application-based Internships are not designed.

Improving the process of establishing contacts with business, public sector and the non-profit sector in view of creating opportunities for students to get engaged in placements and internships

- An Online Portal should be developed to plan internships for all Departments, wherein Departments can update the dates for which their students are available. This should be planned considering exam timetable and holidays
- Every Department should have a separate coordinator for Internship and Placement related activities.
- Every Department should have a team of at least 10 students to coordinate with the Departmental Coordinator.
- There should be a strong communication channel to communicate various opportunities to students. Use of ICT should be the preferred way to achieve this.
- There should be a slot in the time-table to conduct Internship activities. Preferably, the 4th Semester should be reserved for Internship activities and Project work.

Improving the process of planning internships/placements

- An Online Portal should be developed to plan internships for all Departments, wherein Departments can update the dates for which their students are available. This should be planned considering exam timetable and holidays.

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Improving the process of preparation of students for internships/placement

- More value-added courses and interactive sessions should be arranged within individual Departments to encourage and motivate students to participate in Internship and Placement activities.
- Formal tie-ups in the form of Memoranda of Understanding should be concluded with professional organizations to train students on employability skills.
- Some financial incentives should be provided for Internship period for students.

Strengthening the monitoring process in order to ensure the quality of internships/placements

- The Mentorship Scheme should be implemented rigorously to guide and counsel students on various aspects related to internship and practical training.
- A feedback mechanism should be developed to monitor the quality of Internships. This feedback should concern the performance of mentors, students and employers
- Mentors should be regularly trained for their job of mentoring. Such training should focus on skills of teaching the tricks of the trade in the respective specialized area.
- Mentors should be regularly trained for effective monitoring and assessment of students undergoing Internship.
- The assessment process should include collection of feedback from the host organization, lab, office, NGO or civic group, where students are doing their Internship. Such feedback should have additional weight in assessment results.
- Satisfactory certification ought to be required from the host organization
- Mentor's Certificate should be issued about the performance of the student during the Internship.

Improving procedures for monitoring and assessment of the skills and competencies that the students acquire during internships



/placements

- First of all, the University should identify which skills and competencies should be developed through Internships.
- A formal viva / interview should be conducted by Departments to assess the skills and competencies developed during the Internship period.

Expanding the possibilities of internships/placements in the non-profit and public sectors

The non-profit sector is a sector suitable for all students and it provides ample opportunities for Internships. Exploring the opportunities for practical training in the non-profit sector further will be a win-win situation for both the University and the sector itself. However, it is necessary to prepare the student mind-set required to work in the non-profit sector.

