





Pathway in Enterprise Systems Engineering (PENS)

Internship Framework (Proposal)

Dr. Rashid Jayousi Al-Quds University

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Students Focused Internships

"Internships can no longer be viewed as a way for companies to secure free or inexpensive labor from an area college student, nor can students try to breeze through internships without showing a solid level of effort. And finally, the universities that structure internship programs need to balance the two, ensuring that both employer and student are benefiting."



Internship Objective

To provide students with the following:

- A balance between the intern's learning goals and the specific work an organization needs.
- Gain practical work experience
- Contribute in the workplace
- A project assignment, given by a designated manager/supervisor
- Networking opportunities
- Feedback and mentorship

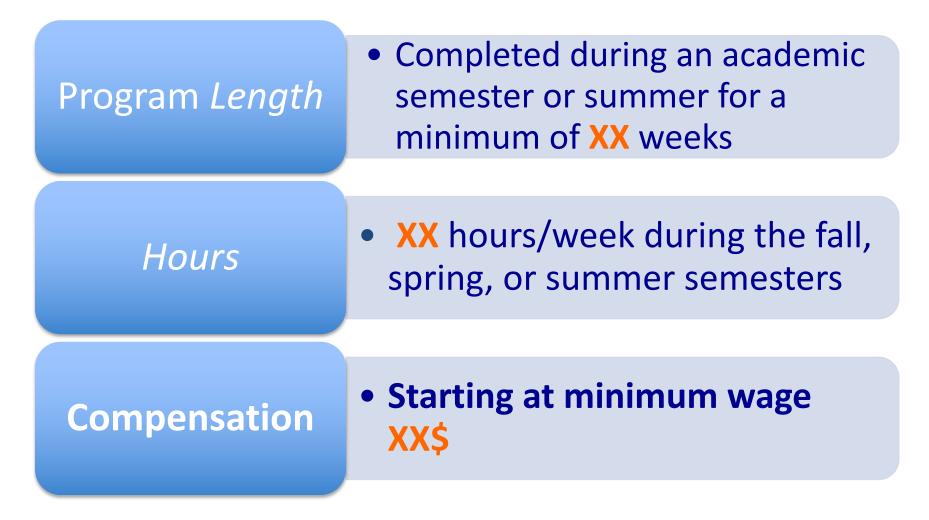


Internship Elements

| A set of learning expectations/delivera bles | • Agree on certain learning expectations and deliverables |
|--|---|
| Clear expectations of the job requirements | A set of clear expectations of what is required from the student while on the job. |
| A streamlined communication structure | • Open lines of communication should be established |
| Financial compensation for the work | • A adequate compensation must be provided to the student |
| Flexibility and creativity | Whatever is being taught in the internship relates back to the student's academic curriculum. |



Characteristics





Guidelines

Goals Setting

Organisation Needs Assessment

Define the aspects that will make an internship an interesting experience

Develop individual expectations, goals, and learning objectives for the intern



http://www.pens.ps - Pathway in Enterprise Systems Engineering (PENS)

Initial Preparation

- Draft a job description for the intern
- Consider the organization's ability to provide monetary compensation and office space and relevant work assignments
- Thorough interns selection, training, supervision, and evaluation
- Identify a staff member who would enjoy mentoring an intern, who is committed to and capable of providing structure and constructive feedback



During an Internship

- Orientation to get the intern acquainted with the working world
- Schedule a formal appointment to discuss progress and expectations.
- Provide colleagues with background information about the intern's projects and responsibilities
- Meet regularly to discuss the projects and expected outcomes
- Schedule a mid-semester evaluation and an exit interview with the intern to provide a forum for constructive feedback and questions



Al-Quds University Cases

- Field training for 40 hours
- Internship elective course
- Dual study model



Suggested Action Plan

- Develop a draft internship framework Based on the pathway objectives and constraints.
- Conduct a workshop in each partner country to discuss such framework with the private sector.
- Agree on a customized framework for each University that is based on the different discussions



rjayousi@staff.alquds.eud

THANK YOU FOR YOUR ATTENTION!



