

1. Purpose of internships

Internships are formal programs within organizations whose primary purpose is to offer practical work experience in a particular occupation to people who are new to that field. Internships strengthen resumes by giving students visible work experience and providing older job hunters with needed credentials to change careers. Would-be interns should evaluate internship programs carefully, to see if those programs offer the training they need. ¹

2. Internship objectives

The following list of internship program objectives²:

- a. Internships will provide students the opportunity to test their interest in a particular career before permanent commitments are made.
- b. Internship students will develop skills in the application of theory to practical work situations.
- c. Internships will provide students the opportunity to test their aptitude for a particular career before permanent commitments are made.
- d. Internship students will develop skills and techniques directly applicable to their careers.
- e. Internships will aid students in adjusting from college to full-time employment.
- f. Internships will provide students the opportunity to develop attitudes conducive to effective interpersonal relationships.
- g. Internships will increase a student's sense of responsibility.
- h. Internship students will be prepared to enter into full-time employment in their area of specialization upon graduation.
- i. Internship students will acquire good work habits.
- j. Internships will provide students with the opportunity to earn a salary while pursuing educational goals.
- k. Internship students will develop employment records/references that will enhance employment opportunities.
- l. Internships will provide students with an in-depth knowledge of the formal functional activities of a participating organization.
- m. Internships will provide students the opportunity to understand informal organizational interrelationships.
- n. Internship programs will enhance advancement possibilities of graduates.
- o. Internship students will have higher levels of academic performance.
- p. Internship programs will increase student earning potential upon graduation.
- q. Internship programs motivate students to continue their education.

¹ (2012). What Is the Purpose of an Internship? | Chron.com. Retrieved November 3, 2014, from <http://work.chron.com/purpose-internship-8335.html>.

² Internship Objectives. Retrieved November 3, 2014, from <http://www.intech.mnsu.edu/mgmtintern/objectives.htm>.

3) Internship Benefits:

- a) Benefits to Employer ³
 - i) Interns are a great resource for one-time projects.
 - ii) Interns provide completion of special projects and fill the gap during peak workloads.
 - iii) Interns perform fundamental tasks freeing permanent employees to do more advanced or higher-priority work.
 - iv) Interns are great public relations agents; students can have a positive effect on future recruiting and hiring efforts.
 - v) Interns can complement the organizational or corporate goals that focus on community involvement.
 - vi) Interns are often recruited to career positions reducing recruitment costs and lowering training costs.
 - vii)
- b) Benefits to University ⁴
 - i) Provides an opportunity for the university to relate academic training to job requirements.
 - ii) Uses many community facilities and resources for educational purposes making it possible for the university to provide education in fields that it could not otherwise serve.
 - iii) Enables the university to keep abreast of developments in the business and industrial world.
 - iv) Provides a direct avenue through which the university can meet community needs.
- c) Benefits to Community ⁵
 - i) Provides the community with an increased source of well-educated workers.
 - ii) Provides the community with a labor force that is more thoroughly educated than graduates who have not had work-experience education and hence works more efficiently.
 - iii) Increases cooperation between the community and the university.
 - iv) Increases the possibility that young people will remain in the community after graduation.

4) Internship types:

1) Pedagogical - 3 credits, unpaid

Internship type where student is intended to involve in department's or university's pedagogical, professional or social activity.

Examples: Organization of Clubs, Organization of minimum department wide contest, social activity (celebrations, picnics, parties, holidays, trips, meetings, visits of public or historic places), workshops, seminars, science fairs, volunteer activity, trainings, researches to detect and fix problems or any university wide community activity or anything that will enhance the social life of CS department in IAAU. We are open to any interesting and brave ideas.

Pedagogical Internship is intended to develop intern's leadership, communication, responsibility, organizational, analytical, problem solving, adaptivity, flexivity, risk-taking skills.

³ (2014). Internship Program. Retrieved November 3, 2014, from <http://careers.ucr.edu/employertools/internshipprogram/internshipprogram.html>.

⁴ (2011). Keys to a Successful Internship Program - Congressional ... Retrieved November 3, 2014, from <http://www.congressfoundation.org/component/content/article/134>.

⁵ Internship Objectives. Retrieved November 3, 2014, from <http://www.intech.mnsu.edu/mgmtintern/objectives.htm>.

2) Project based - 6 credits, unpaid

Internship type where student is supposed to complete professional project within his / her specialization field inside the university campus. These projects are intended to enhance the CS dept, IAAU or community life.

Projects that are within Computer Science limits. Examples: web sites, design work, automation projects, solution of engineering problem, development of any useful application for CS dept, IAAU or local community.

3) Industrial - 6 credits, paid or unpaid

Internship type where student has to complete industrial internship outside the IAAU campus. Intern has to undergo full-time job within IT, Software developing, Computer hardware related organizations or IT departments of organizations whose primary purpose is to offer practical work experience in any direction of Computer Science to people who are new to that field.

5) Skills required by employers:

Employers rated these personal characteristics as the top 20 they are seeking in job candidates ⁶.

- a) Communication Skills
- b) Strong Work Ethic
- c) Teamwork Skills (work well with others)
- d) Initiative
- e) Interpersonal Skills (relates well to others)
- f) Problem-solving Skills
- g) Analytical Skills
- h) Flexibility / Adaptability
- i) Computer Skills
- j) Technical Skills
- k) Detail-oriented
- l) Organizational Skills
- m) Leadership Skills
- n) Self-confidence
- o) Friendly/Outgoing Personality
- p) Tactfulness
- q) Creativity
- r) Strategic Planning Skills
- s) Entrepreneurial Skills / Risk-Taker
- t) Sense of Humor

6. Technical details - credits vs hours and periods.

In order for your internship to be accepted intern must undertake the internship equivalent to the educational plan's credit requirement. 1 credit is equivalent to the 32 clock hours. The work that is to be completed must be calculated by supervisor and intern together in terms of clock hours and specified inside "internship application" form. One internship can be consisted from several micro tasks, where total number of hours is equal to total internship credit requirements.

Interns may take the internship during semester, winter or summer holidays as part-time or full-time positions.

⁶ (2009). Top 20 Skills/Qualities Gained During Field Periods and ... Retrieved November 3, 2014, from <http://experiential.keuka.edu/field-period/top-20-skillsqualities-gained-during-field-periods-and-internships>.

7. GPA relationship

Each internship has credits which directly affects interns GPA. So it is in best interests of intern to earn highest possible grade and get best references from employers.

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