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**P E N S**

Pathway in Enterprise Systems Engineering



**Pathway in Enterprise Systems Engineering (PENS)**

# Internship Framework (Proposal)

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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/deliverables**

- 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

## Program *Length*

- Completed during an academic semester or summer for a minimum of **XX** weeks

## *Hours*

- **XX** hours/week during the fall, spring, or summer semesters

## Compensation

- **Starting at minimum wage  
XX\$**



# 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*



# 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**



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**THANK YOU FOR YOUR ATTENTION!**

