

INDUSTRIAL INTERNSHIP TRAINING PROGRAMMES : POTENTIAL FOR ENHANCING INDUSTRY - ACADEMIA COLLABORATION

PROF. A. G. MATANI

Editors Note : (Many Institutes send internees to Industry. This article will be a good guide to them. Training and placement officers dealing with internships, may take guidance from this article and report to the editor / author on their experiences; this will pave way for a better administration of the internees).

ABSTRACT

The commercial value of engineering institutions are examined by industries since its output or services are treated as essential input into business, commerce or industrial enterprises. The quality of outputs of universities and technical institutions, thus, have a significant bearing on the Indian economy. Thus, industries will have to be more liberal in financing education, research activities and providing internships training programmes to technocrats. Industries will have to recognize that they are not doing any 'favour' to institutions but are really helping themselves.

RATIONALE :

An internship is a co-operative programmes between university / technical institution and industry / company. It is designed to integrate classroom theory with planned and supervised work experience. Although sponsoring an internship training will require time and resources of industries, the industries and business are benefited in several ways. For example, industry will have the opportunity to employ a

bright, highly motivated person who is ready and eager to work. This extra person can concentrate his efforts on a specific project or task.

PLANNING INTERNSHIP TRAINING PROGRAMMES :

Before actually hiring an intern, the industry need to plan programme on paper by using the following outline :

1. Needs Assessment :

The first steps of any internship is

Faculty - Mechanical Engg. Govt. Polytechnic, Amravati. (Maharashtra).

to determine where the intern will be most needed. Outline the goals of the internship for both the company and the student. The key is to identify tasks that need to be done, not just "make work" assignments.

2. Administration :

After the need is determined, the management structure of the internship programme should be outlined. Management can consist of an advisory committee and a general co-ordinator. The co-ordinator is responsible for all the administrative, organizational, and instructional activities of the internship for the benefit of both the student and the company.

3. Methodology of Internship :

For maximum benefits, an internship should provide the student with mental challenge, personal growth, and the opportunity for a variety of experiences. The co-ordinator in conjunction, with the advisory committee, should outline and organize the activities and assignments necessary to fulfill those goals.

4. Stipend :

Most of students who accept an assignment become eligible for some stipend by sponsoring industry. This may vary, depending upon institute and the industry policy.

JOB DESCRIPTION PURPOSES :

Once the goals and methods of accomplishment are underlined, the co-ordinator is ready to make the job description that will help an intern. The job description serves three purposes :

1. It requires the industry to thor-

oughly plan the programmes from beginning to the end.

2. It proves that university / industry involved think that work is valuable and merits academic credit;
3. It shows the students the opportunities and responsibilities.

JOB DESCRIPTION ITEMS :

The following items should be included in the job description :

- Duties and responsibilities of the position.
- Special requirements, such as study skills of work, or previous experience.
- Location of the position to whom the students reports.
- Salary / stipend.
- Length of employment / internship.

MAKING INTERNSHIP MORE INTERACTIVE :

As the end of the internship draws near, the co-ordinator should closely monitor the intern's progress toward completion of projects. If a specific task is not finished, the interns should leave it in such condition that someone else can it up.

Interns should be convinced that their work is important to the company. If, for example, the intern had to collect certain information, demonstrate to him how the data will be used. Likewise, if an intern has worked on a variety of more than one projects under the supervision of more than one person, encourage each supervisor to thank him for his

diligence and indicate how his work fits into the whole scheme of things.

One of the most important aspects of an internship involves helping the intern discover the relationship between the tasks he performed. In other words, the student should leave the internship with a better understanding of how a specific company operates, what the business involves, and whether this area helps career potential for him.

Before he leaves, give the internship detailed evaluation form covering all aspects of the programme and sufficient time to complete this form. During the last few days, the co-ordinator also should schedule a meeting between the intern and several key management per-

sonnel to review what was accomplished during the internship and to discuss the overall direction of the next one.

CONCLUSIONS :

An industrial internship programmes, if planned and implemented carefully, often results in significant benefits to both the students and the industries involved. Although a quality internship programme requires an investment of time, effort and money, the results will be seen to be useful to both the intern as well as to the company and both will be willing to continue such interaction.

★