

About Internship in Under Graduate Programmes as per NEP-2020

The National Education Policy 2020-(NEP-2020) views that the purpose of the education system is to develop good human beings capable of rational thought and action,

possessing compassion and empathy, courage and resilience, scientific temper and creative imagination, with sound ethical moorings and values. It aims at producing engaged, productive, and contributing citizens for building an equitable, inclusive, and plural society as envisaged by our Constitution. The NEP-2020 envisions promoting quality research in higher education and to ensure quality education by higher education institutions (HEIs), research and innovation are two inherently important aspects. The societal needs of our country can only be addressed by having a strong knowledge, skills, value and research- oriented vibrant higher education ecosystem for sustainable development.

In line with the spirit of NEP-2020, internship has been integrated as a compulsory component in the Credit and Curriculum Framework for UG Programmes (CCFUGP) implemented by Kurukshetra University, Kurukshetra. The internship course is defined and implementation directions have been provided in the ordinance for Under Graduate Programmes which are as follows:

(Clause 2.6.5):

A course requiring students to participate in professional employment-related activity or work experience or co-operative education activity with an entity external to the educational institution normally under the supervision of an employee of an organization or an individual professional. A key aspect of the internship is induction into actual, formal and organized work situations. The internship will involve working with local industry (Government or Private Organizations/Institutions), business establishments (micro, small and medium), local governments (such as Municipal Corporations, Zila Parishads, Block Smiti, Panchayats and Municipalities), media organizations, social organizations, artists, craft persons, or a professional (individual/organization) etc. to provide the opportunities for students to actively engage in an on-site experiential learning.

(Clause 5.15):

Every student for the UG Programme shall be required to undergo 4 credit internship of 4-6 weeks duration before taking an exit or completing the degree programme.

A student for the UG Programme shall be required to undergo internship during summer vacation either after the second semester examination or after the fourth semester examination. If s/he opts to exit with Undergraduate Certificate in the discipline, then it

shall be obligatory to complete the internship after second semester examination. However, for those students who have taken lateral entry into the third semester and have completed internship of 4-6 weeks duration during first year, the internship is not required after the fourth semester examination

A student will inform and get approval from the Chairperson/Principal/Director of the DCI before going for an internship. The internship will involve working with local industry (Government or Private organizations/Institutions), business establishments, artists, craft persons, or a professional (individual/organization). Student will submit a copy of the report (a hard copy and a soft copy in PDF) to the Department/College/Institute within 15 days after the completion of internship. A student has to submit a certificate of attendance and work done report from the organization/professional where at the internship was done. The evaluation of the internship shall be done by an internal examiner mainly on the basis of the report and viva-voce. Marks will be awarded by the internal examiner out of 100 marks.

The internship will be governed by the prevailing rules of the University from time to time.

Objectives

An internship is gaining first-hand experience by an individual besides comprehending the way of working in an organization, leading to improve the skill aptitude for a specific job or job role and building research capabilities with learning opportunities. Internships should be such organized that benefits the intern as well as the internship providing organization. Following are the intended objectives of engaging undergraduate students in internship for employability and research internship programmes:

Integration of workshop with workplace: To see the internship in a broader, integrated and holistic manner where the delivery of the classroom is aligned with outcomes of the workplace. The objectives of the internship need to be designed with the intention of integrating workshop / classroom / lab/research lab learnings with the workplace (organization/enterprise/start-ups/corporate/farmlands/artisans/gig workers/non-government organizations (NGOs)/research & development organizations, higher education institutions (HEIs), local governments (such as Municipal Corporations, Zila Parishads, Block Smiti, Panchayats and Municipalities), media organizations, social organizations, artists, craft persons, or a professional (individual/organization) etc.)

Understanding of the world of work: To provide undergraduate students with an opportunity to improve their understanding of the experiences, challenges, and opportunities of the real world of work, as well as to set their expectations and

behaviour in accordance with the demands, culture, and values of current and emerging jobs.

Hybrid model learning: To broaden learning opportunities by combining physical and digital modes of learning while working in industry, corporate, research & development organizations, workplace, within or outside HEIs, blended with a mentor or research expert and as per the need and convenience.

Developing research aptitude: To create and facilitate conditions that allow students in their quest for knowledge, its discovery, learn, understand and sharpen research acumen, familiarizing with analytical tools and techniques with appropriate usage, research methodologies, data analysis, integrity and ethical behaviour, manuscripts preparations, identification of appropriate journals, patent and intellectual property rights, and their application in solving research/complex/real- life problems.

Exposure in emerging technologies: To provide exposure to emerging technologies/automation and how it can support, facilitate, improve and reinforce work processes/culture/job roles/art and craft, including the traditional areas of art-craft/heritage skills, agriculture, etc.

Enhance entrepreneurial capabilities: Understand how organizations/enterprises are formed for sustainable progress so that start-ups and entrepreneurial capabilities are strengthened among students and they are encouraged to be job creators.

Development of decision-making and teamwork skills: To facilitate the development of problem-solving and decision-making skills, enable teamwork & collaboration culture to promote research, academic and professional developments.

Cultivate a sense of social imagery and citizenship responsibility: To develop a sense of social imagery (issues) and philanthropic versatility among the graduating students that will facilitate towards the development of an attitude towards citizenship responsibility.

Stimulate collaborative influence: To promote HEIs collaboration, industry-academia partnership will be developed to provide collaborative internships, apprenticeships, and research opportunities to the students in the predefined areas of importance which will lead institutions, universities, organizations, academicians, and students to collaborate on how to learn with one another.

Enhancing professional competency: The internship should not only focus on employability or research capabilities; there is also a need for professional principles, ethics, values, integrity and dignity of labour which will enable them to gain perspective, practice, develop as competency and perform professional tasks in the way that the employment market demands.

Internship Categories

The employability of graduates can be improved by developing practical experience and exposure with the required right kind of attitude for the workplace. The internship is one of the important apparatuses that help in improving these employability skills and can help in generating competency, capability, professional working skills, expertise, and confidence among the students for employability and developing interest/passion for research. The interns can understand the application of theory in the workplace. The undergraduate internships can be classified into two types:

Internship for enhancing the employability:

Employability refers to the certain attributes of an individual that enable him/her to perform any job opportunity in line with the set standards of performance to meet expectations for the expected job. Employability is a set of skills and attributes developed through a range of experiences at workshops and workplaces. It states that when a student can demonstrate skills on the job. Individuals need to develop such competencies which reduce the obstacles as job seekers and also increase their potential as job providers. The internship programs build capabilities/aptitude/skills of our under-graduates/researchers/faculties for development of project and its execution, decision-making, confidence development, working/coordinating in a team, creative and critical thinking and problem-solving, ethical values, professional development, understanding of government/local bodies work, reference of resource persons in the field, development of online/simulation-based module for a virtual research internship, understanding the nuances of building a deep-technology start-up, study certain entrepreneurs, study of the enterprises, farmers, artisans, etc.

Internship for developing the research aptitude:

Research aptitude refers to the attribute of inquiry/investigation, analysis and interpretations in a scientific and objective method that facilitates to uncover facts and present an individual viewpoint in an organized manner. Research internship aims at providing hands-on training to work on research tools, techniques, methodologies, equipment, policy framework and various other aspects in pursuing quality research. Research internship will mainly be helpful for the students of Single Major programmes under Scheme C who want to pursue Honours programmes or Masters programmes. Apart from gaining relevant research experience, the interns would learn the following, through research professionals/mentors:

- Ideation and conceptualization of a research question/problem
- Learning about new tools and handling of equipment
- Experimentation and collection of data

- Simulations and development of models
- Preparation and presentation of report

Research Internship experience can be gained by working with faculty/scientists/mentors in HEIs, research institutions, universities, Industrial research labs, nationally and internationally reputed organizations, farmers, and entrepreneurs, using local experts through recognition of prior learning models and individual persons distinguished in specific fields. The integration of research, innovation and technology development is the foundation of Atma-Nirbhar Bharat (Self-reliant India). Institutionalization of internships at undergraduate levels is expected to play a pivotal role in catalyzing the inter-disciplinary/multi-disciplinary/trans-disciplinary and translational research culture embedded in NEP-2020.

The internship can be done by a student to get the opportunities for active engagement in on-site experiential learning preferably in their respective discipline at an Internship Providing Organization (IPO) with the permission of the DCI. Internship Providing Organization is an organization, HEI, philanthropy, farmer, government organization, R&D institutions, research labs, artisans, enterprises, institution/person of eminence, cooperatives, corporates providing an opportunity to the student for Internship during the programme.

Different categories and types of the internship providing organizations are mentioned below:

Local industry;

Government or Private Organizations/Institutions;

Business establishments (micro, small and medium);

Local governments (such as Municipal Corporations, Zila Parishads, Block Smiti, Panchayats and Municipalities);

Media organizations;

Social organizations;

Artists, craft persons, or a professional (individual/organization);

Research laboratories;

HEIs for doing survey studies regarding social, economic, agricultural,cultural, educational aspects;

Placement cell;

Alumni;

Libraries;

Organizations working for adult education;

Community service;

Organization/enterprise/start-ups/corporate;

Farmlands;

Gig workers;

Non-government organizations (NGOs);

Research & development organizations, and

Educational institutions

Training/Skill Development Certificate courses/programmes from Govt./Govt. approved agencies/bodies, of equal duration i.e., minimum 4-6 weeks will also be considered as internship courses. Internships offered through Central/State Govt. portals for offering internship/apprenticeship/skill development/training programmes shall also be considered as equivalent to internship courses. The internship cell will explore the possible internship positions in different areas in different organizations and make the students aware about the same through regular notifications, mentor-mentee meetings, counselling sessions and other such programmes organized at College. Local organizations should be given preference for doing the internship. Students should be encouraged to choose the organization for doing internship and to seek the consent from that organization.

The students can also generate internship projects based on their own contacts. Students can choose industry mentor from HEIs/ research organizations/industrial R&D labs/Universities/other national reputed institutions/organizations/industries/ emergency professional/NGOs/local government officials/outside India experts working at the international level/social networking sites (e.g., LinkedIn).