

Navigating the Maze of INTERNATIONAL INTERNSHIPS

Program Model Assessment

Does a program offer a high-quality internship opportunity, one that aligns with best practices and offers a strong framework?



Access to a Quality Host Company



The Local Advantage



NACE Alignment



Total Placement Hours



Strong Academic Focus



Depth of Expertise



Safety and Planning



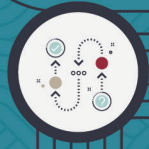
Evaluation Process



Pre-departure and On-site Support

Program Provider Assessment

Does a program provider offer the right resources and tools to place students in meaningful internships abroad?



Placement Methodology



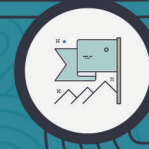
Curiosity Barometer



Maturity Barometer

Student Readiness Assessment

Is a student ready for the challenges that come with an international internship?



Motivation



Career Readiness



Capacity to Manage Ambiguity

FIVE THINGS TO CONSIDER WHEN RESEARCHING A

Program Model



Access to a Quality Host Company

Small- to medium-sized companies provide a depth of integration and career field experience for students that large multinational companies often can't offer.



The Local Advantage

On-site study abroad teams are better positioned to offer internships with carefully vetted local companies. They are also personally invested in the success of the students and are able to pay greater attention to their progress while abroad.



NACE Alignment

Programs aligning with the Eight Career Readiness Competencies, as defined by the National Association of Colleges and Employers (NACE), address best practices in both international education and career development ensuring a standard of quality throughout the internship.



Total Placement Hours

120-160 hour internships (minimum of 6-8 weeks) offer greater options and exposure for the student. Anything less limits interest from employers and a student's ability to take on meaningful projects and integrate with colleagues. Anything more (32-40 hours per week) hinders a student's capacity to actively engage in a reflective academic component.



Strong Academic Focus

A reflective learning component allows students to integrate the learning from the placement experience and facilitates an accountability loop.

FIVE THINGS TO LOOK FOR IN A

Program Provider



Depth of Expertise

A professional proficiency is demonstrated in student, career, and intercultural development that supports the holistic learning and growth of a student.



Placement Methodology

A skills-based Personalized Placement Process, involving multiple conversations to identify a student's strengths and goals, is utilized to align them with the appropriate internship experience.



Evaluation Process

Continual appraisal of a student and host site is employed throughout the internship process to ensure a better experience and facilitate refinement of programs and professional relationships.



Safety and Planning

- » **Logistical responsibilities**, including visa management and housing, are managed conscientiously, allowing students to focus on their abroad experience.
- » **Risk mitigation** is addressed through the exploration of insurance options, safety protocols, etc.



Pre-departure and On-site Support

- » **Pre-internship programming** that piques curiosity and instills a sense of responsibility for the upcoming placement.
- » **Locally based staff and infrastructure** that enhances personal and professional cross-cultural growth.

FIVE KEY POINTS TO ASSESSING

Student Readiness



Motivation

The reality of an international internship: Does the student's motivation for pursuing an internship abroad align with the reality of an international internship?



Capacity to Manage Ambiguity

Allowance for uncertainty: Does the student recognize and accept the inherent ambiguity in an internship abroad experience?



Career Readiness

Previous experience or a foundation of coursework: Does the student have experience or other factors that indicate they are in the right place to get the most out of an international internship?



Curiosity Barometer

- » **Ambitious:** Does the student show a drive to learn?
- » **Engaged:** Is the student ready to contribute and learn from a placement?
- » **Confident and optimistic:** Does the student see potential challenges as opportunities for growth?



Maturity Barometer

- » **Responsible:** Is the student ready to accept responsibility for the opportunity and be accountable to stakeholders outside of the university?
- » **Independent:** Does the student have a developed sense of self-reliance, both in work and in life?