

Planning an Internship – WUR example

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WAGENINGEN UR
For quality of life

Education approach

- Teacher centred education – Expert driven
- Student centred education – Creating space for reflecting on viewpoints through experiences

Internship

- **Supervised work experiences** whereby students get engaged in work related programs, while closely supervised by an **experienced employer and staff of the education institute**

- The most common study load is 24 ects (16 weeks) but can go up to 39 ects (26 weeks)

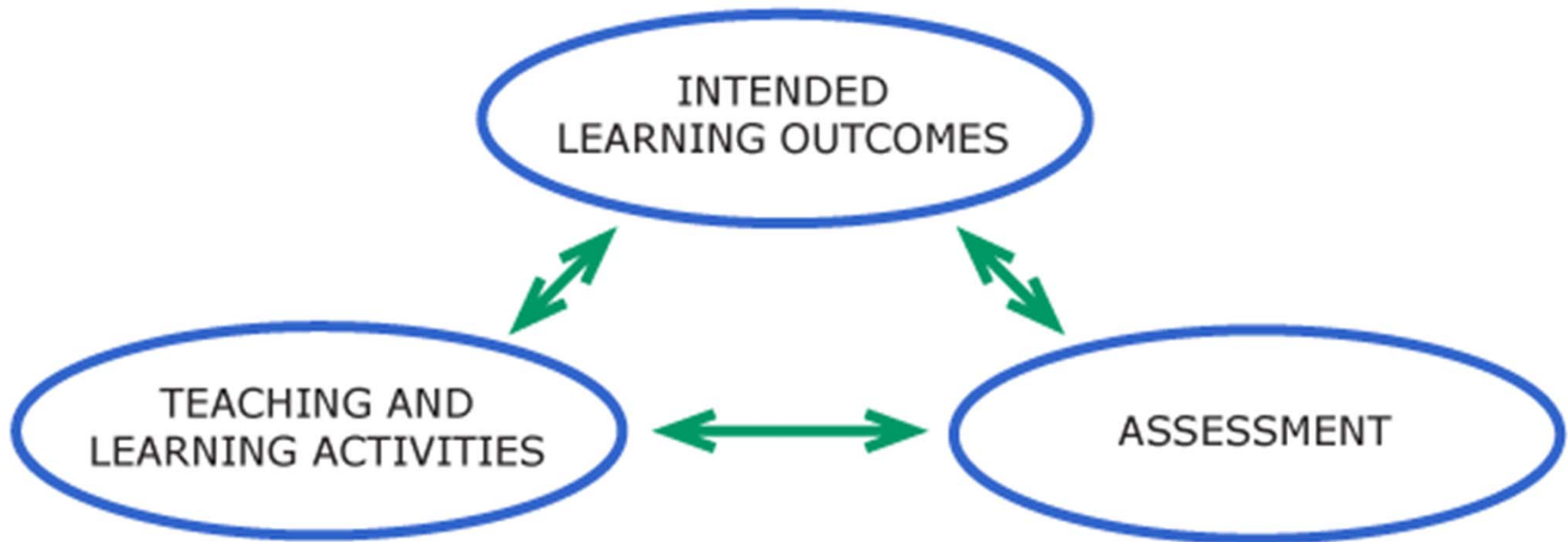
Internship

- Work integral part of students course of study
- Student receives credits. It is a requirement for graduation
- Student prepares a report submits to faculty supervisor
- Learning objectives are clearly defined
- Employee gets a letter/contract from the education institute indicating that it approves the internship and its education relevance

Types of internships

- Different phases of a program
 - BSc internship
 - MSc internship
 - Research internship
 - Professional internship
- Where to do the internship
 - NGO/Governmental organisation
 - Industry
 - Local/global

Recap: constructive alignment



Intended learning outcomes

- **apply** (academic) knowledge and (professional) skills acquired during the course of study;
- **execute** certain professional skills better;
- **deliver** an academic report or contribute to it as one of the outputs;
- **work independently** and with a feeling for the organization;
- **reflect** on the personal internship learning outcomes in a reflection report.
- **expand** the professional network;

Teaching and learning activities

Learning activities

- Internship orientation
- Setting personal learning goals
- Conducting professional tasks
- Reflecting on learning activities
- Report writing



Teaching and learning activities

Teaching activities

- Actively supervise the students on their personal learning goals
- 1st Meeting formulating learning outcomes
- 2nd Meeting to make further agreements about content of the internship different tasks and responsibilities together with the local supervisor
- 3rd Evaluation meeting

Local supervisor: Responsible for daily activities. Is asked to give feedback on the process of achieving the students learning outcomes

Personal learning outcomes

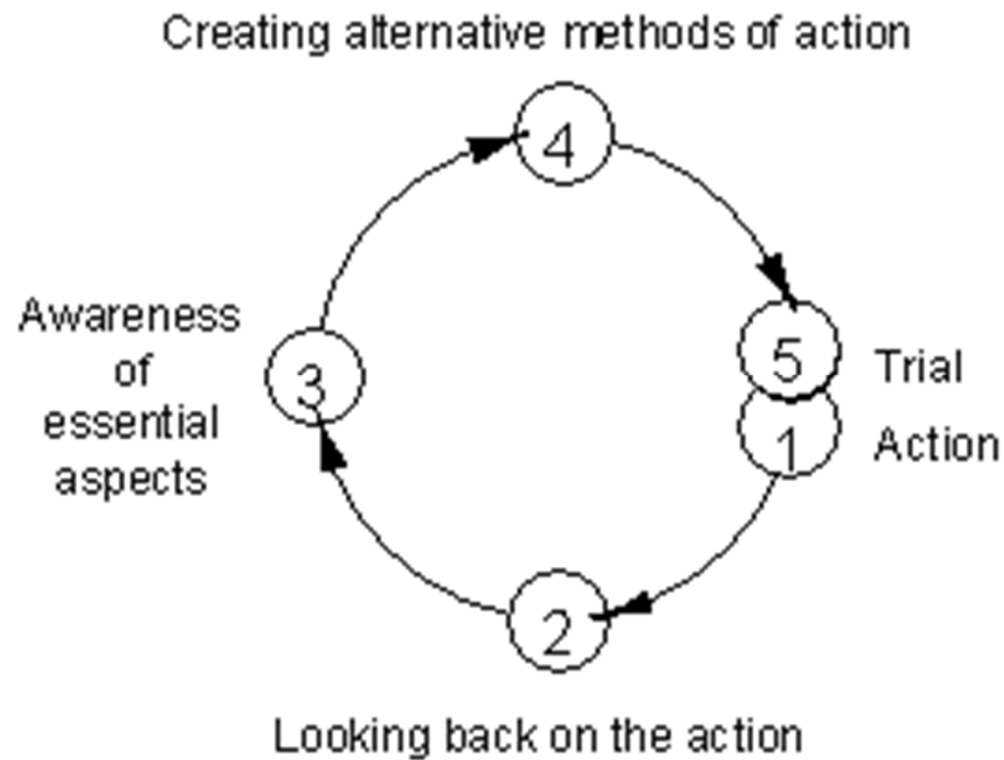
reflect extensively on your personal internship learning outcomes in a reflection report.

- Important for academic internship
- Student share those with their local supervisor
- Students regularly reflect on those with their local and academic supervisor

Examples of personal learning outcomes – Svenja

- To gain an in-depth understanding of the consequences of implementing renewable energy technologies in Myanmar. To understand the consequences from various angles, including political, environmental, social, technological, and economic.
- To clearly express myself to and communicate with external people (e.g. project partners, supervisors) and to maintain good relations with the people I work with.

Korthagen's cycle of reflection



Korthagen's cycle of reflection

Phase 1/5: Action

- What did you want to achieve?
- What did you want to try out?

Phase 2: Looking back

- What happened concrete (Actions, thoughts, feelings from myself and others)?

Korthagen's cycle of reflection

Phase 3: Awareness of important aspects

- How did the context influence on this?
- What does this mean for you?
- What did you experience as challenging?

Phase 4: Alternatives

- Which alternatives are possible
- What are the pros and cons of the alternatives?
- What do you want to do next time?

Assessment

- Formative assessment
 - Coaching the student to reflect on his/her learning goals and providing feedback on the intermediate products
- Summative assessment
 - Internship report
 - Reflection report
 - Oral presentation at the internship provider

Assessment criteria Internship

Learning Outcomes

A Professional skills (20-50%)*

- 1 Initiative and creativity
- 2 Insight in functioning of another organisation
- 3 Adaptation capacity
- 4 Commitment and perseverance
- 5 Independence
- 6 Handling supervisor's comments and development skills
- 7 Time management

B Report internship (20-50%) *

- 1 Formulation goals, frame work project
- 2 Theoretical underpinning, use of literature
- 3 Use of methods and processing data
- 4 Reflection on results
- 5 Conclusions and discussion
- 6 Fluency of language and writing skills

C Self reflection on internship (10-30%)*

- 1 Report on self reflection

D Presentation (5%) *

- 1 Presentation: graphs, powerpoint
- 2 Oral presentation and defence

Discuss rubric related to external supervisor

- What roles do external partners play in your programmes: to what degree do they play a role in guiding or coaching assignments, act as assessor?

In pairs

- Think of at least one benefit of giving the external partner a role in assessment?
- Think of at least one challenge of giving the external partner a role in assessment

Internship phases

Identification

- Student identifies his or her internship provider

Preparation

- Formulating personal learning goals, creating a work plan

Gaining hands-on experiences

- Supervising the student while working in their field of study

Final report writing

- Writing final report (research report + reflection), Presentation

Teacher roles

- Coach/Mentor
 - Reflecting on personal learning outcomes
 - Motivating the student to apply knowledge and experiment with 'new' behaviour
- Advisor
 - Providing advise on the procedure

Benefits for the three parties involved

Students

- hands-on experiences and exposure to their future working field
 - develop their interpersonal skills and personal skills
 - enhance their expert knowledge in their area of study
 - marketability of graduates improved
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- motivational level of the students
 - clarify career choice

Benefits for the three parties involved

Education institutes

- increase cooperation within the industry
- research possibilities
- update education programs accordingly
- use it as case study examples in the education program

Employees

- inexpensive support
- new ideas
- potential future employees

Challenges

- Lack of funding
- Internship periods too short
 - 6 to 9 months
- Cheap labour
- Supervision of interns
- Not much learning for the students when they are most educated person in the organisation

Thank you for
your attention

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