



## Exploring the Need of Internship Program for Productive Learning among Students at College Level In Pakistan

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### Abstract

*This research study emphasized on the significance of internship as a vital element of productive learning vis-à-vis the perception of students regarding as a tool for professional development in the real-work scenario with practical skills. The main objective of this study is to highlight the importance of internship for students to develop connections between learning into practice i.e. course work and work place as well as to create career prospects and employment opportunities for students. The study also aims to obtain in depth understanding of how internship is supported by various stakeholders. The method that was used in this study was descriptive method. The population of study was consisted of students and teachers of public colleges in Karachi. Those 80 students and 20 teachers from 10 colleges were selected as sample for the data collection by using questionnaire. The data collected by the respondents were studied and analyzed through SPSS; it was found through the results that there is a strong association between academic success and internship program regarding future professional expansion among students and it helps them to hone in on further choices within the concern field. On the other hand due to the lack of internship opportunities they confront various challenges and barriers while progressing towards career path. In the light of results, recommendations were also presented regarding initiation of internship program as an essential part of academic program as well as to overcome the gaps within internship program to acquired maximum benefits and professional skills among students for productive life.*

**Key words:** Internship, Professional development, Economic cohesion



## Introduction

Education is a constant need of human beings. It is through education that the character of human beings is created and fulfilled, and it is through education that the difference between human beings and animals becomes noticeable and it reaches the hidden secrets of the universe and recognizes its real creator.

Islam has placed great emphasis on education and training. Its importance can be gauged from the fact that the first revelation that was revealed in Qur'an was also related to knowledge. The development of man and the prosperity of society are not the result of nature, but the result of man's constant efforts and they are achieved to the extent that man demonstrates his abilities through education. Education is not something that can be acquired merely as a skill or to be used only for mental development but encompasses all aspects of human life. Guarantee of the welfare of the society.

The main purpose of education is to give social coherence to the individual by developing his mental, emotional, moral, and physical development. At the same time, the purpose of education is to bring harmony in the society by developing the moral, emotional, mental, and physical development of the individual and collectively for the progress of the country. In this regard, along with education, vocational training institutes are also engaged, and various programs are organized during the educational process and students are provided opportunities to participate according to their interest and tendency. Among these programs internship program is very effective for students' future success. No doubt, teacher plays a pivotal role in propagating education, but importance of discipline maintenance, social community and organization of school can hardly be denied in this phenomenon (Siddique, 2004).

Therefore, internships are conducted at different levels of education, especially at the college level, so that the students can effectively apply the knowledge and information acquired in their practical life. Internship is a bridge from class to workplace (Baş-Coolins, 2002). An internship is a program/training that is required at school, college and university level but it becomes an essential need for students' academic and professional progress at college as it is an initial step towards their practical life. That is the reason why universities pay attention to internship practice (Alpert, Heaney, & Kuhn, 2009).

At this stage, if the internship training is provided to the students according to their aptitude and interests, they will have the opportunity to learn and enhance their professional skills and



abilities with ease in choosing a profession. This will help them to choose the subject according to their abilities in time and will save the student from getting lost. In addition, if a student wants to go into a field, he will be assessed in time how much skill and expertise he has in that field.

The prosperity and improvement of human society depends on the fact that most of the society is affluent and capable of living in society through being well matched with society. And it's feasible when people are socially skilled. Because the major aim of education is to create cognizance in the character and construct new necessities and adjustments to build the persona and the position of the character to enable the fantastic compatibility in the society Not only those students are able to get like-minded with society, but they can additionally pay full attention to social development. Therefore, educational institutions have a large accountability to pay full interest not solely to the physical, mental, emotional, but also social improvement of the individual by way of making use of curricular & co-curricular activities as well as to ensure the holistic development of college students via an application for teachers, students, curriculum and co-curricular activities, guidance, and counseling. Apart from all this, another aspect viewed as fundamental and obligatory in the current educational process is referred to as "internship training". However, Song (2008) analysis of the entrepreneurship programs established by Taiwan university indicated that such programs fail to provide the skills and knowledge that students need, while also lacking traineeship opportunities and community resources At college level education is very important because at this level students have an awareness and opportunities to choose his interesting field. For the fulfillment of college and students' requirements, an internship program is useful for both. As most of the students step into their practical life so here internship support a lot to them to be aware of what career will be appropriate for them according to their ability and tendency so that they can make new developments/advances in the concern profession as well as the innovation and exchange in the profession by taking the route of development in it. All these things require robust guidance, and that preparation is nicely provided via the internship program.

An internship is important due to the fact it can provide them with new abilities and opportunities that you would not receive. Internships give awareness about how to study and engage with experts in an administrative center setting, and enhance imperative tender skills like time management, organization, adaptability, problem-solving and team work. Students figure out the career they want and attain professional experience while studying. That's the reason



behind why internships are necessary when figuring out a career. As an example, if one comprehends himself as an elementary school teacher, but after finishing a two-week internship, he realizes that you enjoy caring for your college students more than attempting to instruct them on a lesson plan. This helps you determine that you choose to pursue pediatric nursing. Its first-hand coaching and if interns make a mistake at their internship, they can learn how to address it, but extra importantly, move forward from it.

There is additionally a magnificent need for an internship program at this stage that prepares the college students for the occupation while they are analyzing and does no longer want any training for the job at the end of education. At the same time, schooling is the supply to introduce internships regarding essentials of the profession. Students have a range of technical and professional abilities. Internship training affords possibilities to practice these abilities and capabilities to society. Each student demonstrates his or her ability. Guidance is given to make use of this potential and supplied through the internship program.

Besides, due to the rapid changes and innovation in every society, professionals are also modified in accordance with individual and society requirements. Therefore changes in these professions need to be introduced to the new era with information about new professions, exclusive techniques used in the professions. Giving them extra statistics about the students' occupation is also necessary to avail possibilities for advancement in new professions. In this regard, the need for internships has emerged as apparent. As it help students in selecting the profession in accordance with their aptitude and interest. Students must be delivered to their objective and pick out the career they choose to pursue so that high quality effects can be achieved.

This is a program through which college students will not solely understand about the profession however also when they go for training, they will recognize about the occupation, its nature, requirement they will understand to associated profession. They will be properly conscious of development opportunities. That is, in which career he can get many opportunities for development, whether he can go beforehand in this occupation or not. Beside it the certificates issued at the end of the internship training ensures employment for college students' help to develop contacts with professionals. On the other side, professionals encourage those students who have a certificate of internship training. Here the need for internships is extra emerging.



Internship program for students offered a unique platform that provides them knowledge, experiences and guidance about the most up to date information about various professions. It promotes the development of the students and also gives a chance to do more improvement and enhancement in their professional skills. It supports the building of a shared vision of successful working as students become more engaged, motivated and active to achieve equality outcomes in their careers. Most of the internship programs keep in from the provision of monetary support to fresh learners and also to keep them engross in achieving more knowledge concerning their own field what they want to adopt (Collins, 1991). Due to the importance of internship programs, it is necessary that it should be conducted at college level as it gives a hand on experience for students who want to update their knowledge in professions and fulfill the new trends of today's professional demand.

**Aims of the study:** This research aimed to;

- To highlight the importance of internship programs for professional development among students at college level.
- To assess the extent to which internships help students to benefit from their technical abilities and skills during their studies.
- To expand the interval of training to the potential extent to remove poverty and unemployment within society.
- To what extent internship training opportunity is provided equally among students.
- To justify the importance of internship in furthering students' education and career regarding individuality among them.
- To emphasize the importance of internships for the promotion of economic and social cohesion at the national level.
- To determine what elements students and organization need to bring to achieve a successful internship program.

### **Internships programs in developed countries**

The majority of nations run internship programs for their students or young people. These nations export their citizens' professional expertise. These programs are run differently in different nations. We'll briefly touch on a few nations.



England	The chances of success are practically boundless in England because the country is home to only extremely powerful and well-known businesses. Some very well-known and significant businesses have mandated internships. Additionally, from the start, students receive training through internship programs to hone their professional abilities in the fields of architecture, art, design, fashion, business, and banking.
Argentina	In this area, there are also huge cities in addition to forests, mountains, waterfalls. In business, mining, communications, and other fields, there are numerous opportunities. At various educational levels, internship programs and related initiatives are run to train students in these disciplines
China	The number of talented people in the world's most populous country has not decreased. On the list of large cities are Beijing, Shanghai, Guangzhou, and others. The world has been introduced to numerous innovative technologies by China. The economy of this nation appears to be expanding at the highest rate in the globe. In China, pupils receive physical and occupational training along with schooling from the very beginning, and rural areas contribute significantly to a stronger economy.
Australia	In Australia, we experience the excitement and wonder of other cultures. The internship program is offered in every profession, including business, law, tourism, and lucrative industries like conservation
Chile	If you go to Chile and want to push the boundaries and experience culture in a way that deviates from the standard. Opportunities for internships are available here in any field, so far as that is concerned
New Zealand	In fact, this nation's neighbor is significantly different culturally. Here, guidance and special internship possibilities are offered. Young people are getting more and more training chances to develop their talents and careers
Spain	Spanish people enjoy a good standard of living. Delicious cuisine and other Spanish historical attractions can be found here. There are several chances for tourism. Students may apply for internships in a variety of industries, including business, tourism, and education, at this location
India	India, a neighboring country, too offers internships in a number of fields. Consider India for voluntary work experience in a worthwhile career if you're looking for a



foreign internship site. India is a nice environment for this kind of internship if the student is studying medicine. It offers chances and experiences
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### **Internship in Pakistan**

There are initiatives ongoing in Pakistan to offer internship programs that are relevant to contemporary culture. A quality education system is definitely the foundation for a country's growth and wealth as well as the source of a people with better morals. It is also true that the educational process only contributes to success and prosperity when it secures students' futures. And only by integrating education with practical training will this be made achievable. There are many ways to receive this training, with internship training coming in first. Basically, the concept of internship is evident if we consider Pakistan in terms of various professional natures such as training is mandatory in teacher training programs, MBA, ACCA. There are numerous instances of this, all of which are professional in nature. With the exception of the Aga Khan Institute that offers regular internship training to its higher secondary students. Additionally, there is nothing about internships in Pakistan's educational policies; nevertheless, if we look at the following policies and opportunities in a similar way, they do have some provisions that promote vocational training such as;

#### **First National Education Commission 1959:**

1. After middle school, students should be directed from general education to professional technical one and after tenth grade, they should be admitted in polytechnic institutes.
2. Three years from the duration of courses in vocational schools. Polytechnics and technical institutes should be set up where supervisors should be trained.

#### **Educational Policy 1970:**

1. Provide vocational training for students who do not attend secondary schools.
2. The trend of general education in our country is high. The ratio of general and scientific, technical and vocational education should be increased from 20 to 40 by providing scientific, technical and vocational education facilities.

#### **Educational Policy 1972 to 1980:**

1. Secondary and higher education should also be linked to the nature and extent of economic development and should be closely linked to employment opportunities.



2. Additional seats will be provided in technical and vocational education. For technical or professional students, 3500 extra points will be set at matriculation and 1600 at intermediate level.

#### **National Educational Policy 1992 to 2000:**

1. Technical and vocational educational institutions will be established in rural areas. A National Testing Service for Admissions will be set up which will work for universities, professional institutes and higher education.
2. Increase the number of facilities of technical and professional institutions.
3. Vocational and technical training subjects will also be included in the curriculum.

#### **National Educational Policy 1998 to 2010:**

1. Students will be specially prepared for vocational training.
2. If we look at the education system from an educational and professional point of view, we do not see any significant effort at the government level regarding internships. And the work that is being done has not yielded significant results. This can be done with existing programs and activities.
  - Youth Development Program by Benazir Bhutto Shaheed.
  - Youth Development Program by Maryam Nawaz

Vocational training opportunities are also being provided to the youth in the name of these programs and have also been organized to train various professions. Here are some highlights of these programs.

**Youth Development Program by Benazir Bhutto Shaheed:** The specific objectives of conducting this program are as follows:

1. It enhances employment related skills and abilities among the youth through public and private sector training in Sind.
2. Preparing to tackle poverty in urban areas.
3. Periodic survey of the program to meet and check national and international employment and certification requirements.
4. To train human resources in Sind to meet the needs of the public and private sector in the local and international market.
5. Unemployed youth should be provided stipends for various types of employment so that they can earn income.





6. To provide quality training and certification to the unemployed youth and “on-job training” by the public and private sector through professional and technical institutes.
7. Establishing a link between the workforce and the local and international job market through training so that individuals can explore self-employment opportunities and facilities.
8. Encouraging compliance with the Industry Apprentices Ordinance 1962 and its rules/regulations 1966.

### **Youth Development Program by Maryam Nawaz**

Under this scheme, students will receive around 50,000 interns. The interns of the program will receive training in public and private institutions of the country according to their education. Students of religious schools will also be included in the skill development program in consultation with HEC. Top internees will be awarded certificates. Toofar, 25,000 young people from all around the nation including those in Gilgit-Baltistan and Azad Kashmir—have benefited from the Youth Development Program through training in about 100 trades. The youth of Pakistan are talented. In addition to helping their families, youth often aspire to advance their nation. Youth participating in the development program are awarded scholarships based on their merit. In The provinces, similar schemes were already being planned for launch. Each youth received a monthly stipend of Rs.2000 in the program's first phase, but in the second phase, they will earn Rs.2500, while those who belong in federally administered tribal areas would receive Rs.3000.

### **AIOU Islamabad**

In addition to these two programs, Allama Iqbal Open University also offers short-term courses and internships. However, while these programs are rather successful from a professional standpoint, they are not given equal opportunity to be used to their full potential. On the contrary, the Aga Khan is providing invaluable services in this area at the private level.

**Aga Khan Internship program:** The Aga Khan School offers its students with access to a variety of programs and technology for the same goal of promoting quality and skill. The Aga Khan Higher Secondary School offers a number of courses in a variety of subject areas while keeping in mind the demands of the students in both their academic and professional livelihoods. The Aga Khan Internship Program is a unique program in Pakistan for higher secondary



students. It is the organization that offers its higher secondary students internship opportunities and training. Its goals are;

1. To review teacher feedback on the need for a mentoring program at the secondary level.
2. Explain the urgent need for a secondary educational guidance program in schools.
3. Present practical recommendations and suggestions for the inclusion of guidance in the educational system at the secondary level.

This internship helps students in the selection of career paths with acquiring professional relationships, gaining experience, and not only that, but it also helps in securing employment after graduation. Aga Khan Higher Secondary School has many contacts at companies that take in Aga Khan Interns. The internship training provided at our higher secondary school or level, according to teachers at various Aga Khan Higher Secondary Schools, helps students in identifying their careers and securing those careers. The Advisory Unit assists students in satisfying their needs and achieving their objectives, including education. All of the students at Aga Khan Higher Secondary School have the chance to take part in the internship training that is offered. Interns receive guidance so they can choose their own courses of study and careers. Students are required to continuously give feedback. For this program, there is a check-and-balance process. Annual reports are written by monetary teams. In view of which, new strategy and planning are made. The Aga Khan Higher Secondary School's internship program benefited almost 3000 students. The foundation for students' professional development is established by these internship programs. Their professional life is based on the foundation of this. Along with choosing their schooling, students also choose their profession on time. As a result, they are able to adapt to a particular profession and are proven to be sources of progress both individually and collectively. Some organizations in our nation and overseas are also supporting the Aga Khan for the internship program. Which additionally offer financial assistance after completing internships in businesses; students provide feedback and contribute fresh, innovative ideas, which is very advantageous to the company.

### **PM Youth Internship Program 2022**

The PM Youth Internship Program 2022 in Pakistan is open for only Pakistani Applicants who want to enhance their knowledge or polish their skills. Students who have finished their Bachelors may apply for the Fully Funded PM Youth Internship Program. The Federal Government is going to provide a PM Youth Internship with starting from to at least 150,000



educated youngsters. The Internship is open to students from Pakistan only. The goal of the Youth Internship Program is to support the country's jobless youth. The PM Young Training Scheme is open to educated jobless youth from all provinces and areas, including Gilgit-Baltistan, Azad Jammu and Kashmir, FATA, and the Islamabad Capital Territory. According to the Prime Minister's Youth Education Plan, Ministry of Inter-Provincial Coordination, Interns are placed in federal ministries, industries, banks, divisions, provincial departments, corporations, and various private and public institutions for 12 months and get a stipend of 30,000 per month. Student who have completed 16 years of school, or Matric or FSC, are eligible for this internship. The Youth Internship Program does not charge a registration fee. Prime Minister Imran Khan offers Jobs in marketing, finance, food technology, law, engineering, public administration, and business are available. One of the best aspects of this internship is that they also award a monthly stipend of 30,000 per month to the students. The major goal of this internship is to train Pakistan's educated young by providing them temporary jobs in both the private and public sectors. This internship gives a monthly stipend of 30,000 to the students.

### **Sind School Teaching Intern Jobs 2022**

Government of Sind School education & literacy department has announced school teacher interns program in 2022 under STIP (Sind teaching interns program). Applications are invited from males and females to teach 11 and 12th classes and Learn the Art of Teaching with excellent salary packages. Total vacancies are 1200 Male / Female in the subject of Physics= 240, English= 240, Chemistry= 240, Mathematics= 120, Pakistan Studies= 60, Zoology= 60, Urdu=60, Botany= 60, Sindhi= 60, Islamiyat= 60. Required Qualification: Master's degree second division or Equivalent qualification by HEC recognized Institutes. Age limits till 43 years for both i.e. male and females. Selection shall be done by District Selection Committee for Interns (DSCI) according to the weight age=80% on the basis of marks obtained In Master's Degree and 20% On the basis of interview. Selected candidates will get Rs.60, 000 per month stipend.

### **Importance of Internship Program**

The importance of internship programs for professional development among students cannot be denied at any stage especially at college level. Internship programs provide practical approaches to the students regarding their career paths. As a result, it helps in making progress toward better professions with required demands of working places.



The importance of internships at the higher secondary level is also a result of the ability to select a course of study that interests the student and fulfills his/her aptitude for a future job. Due to such importance it is necessary that every educational institute should provide this opportunity to their students.

### **Elements**

If your institution does not provide internships, you could be losing out on some astonishing talent at a low cost. According to estimates, 20 to 25 percent of newly employed workers participate in internship programs. Internship programs are a component of recruitment strategies used by businesses to meet their goals. This youthful talent is eager to get experience and is prepared to put in a lot of effort to do so. In general, interns seek out real-world experiences that will put their skills to use and provide them with challenging work. They want to put to the test everything they have learned in school.

Colleges and universities created internship programs to provide students with practical work experience as part of their degree program. Schools and businesses collaborate to place students in real-world settings where they can learn essential skills. Today's businesses use internship programs to find potential and hire new employees. As part of a succession plan, this might be a practical strategy to hire people and find talent. Organizations use interns to finish tasks that could have otherwise been difficult to complete or that have been delayed indefinitely. The internship process can evaluate a student's aptitude, skill set, and workplace socialization. A formal, management procedure, and allocated resources are necessary for an internship program to be successful in both attracting new interns and overseeing those who have already applied.

### **Major hypothesis:**

- The importance of the internship program will be due to the promotion of technical and professional skills among students at the higher secondary level.

### **Minor hypothesis:**

1. It will be due to expand the interval of training to the potential extent to remove poverty and unemployment within society.
2. It will be highlight the needs of internships for the promotion of economic and social cohesion at the national level.
3. It will be helpful for students to provide awareness regarding professional requirements and solutions of problems within the working place.



4. It will enable the students to develop understanding between further education and career regarding individuality among them.
5. It will facilitate the education institutes to provide better opportunities to students for successful future life as per globalized perspectives.

### Methodology

Descriptive method of study is used in this study. Population of study is consisted of Students and Teachers of 10 Public Colleges of Karachi. 80 students and 20 teachers are selected at random. Data is collected through questionnaire. Descriptive technique of the study consisted of percentage and frequency analysis of demographic characteristics of the participants and central tendency measurement of their responses, whereas statistical technique comprised of scale analysis including normality and reliability tests. Reliability of the questionnaire was tested using Cronbach's alpha, and normality was evaluated employing univariate and multivariate normality of skewness and kurtosis. Each variable of the questionnaire was assessed using 5-point Likert scale, where 1 is strongly disagree, 2 is disagree, 3 is neutral, 4 is agree and 5 is strongly agree.

**Findings:** Percentages, Means, Standard Deviation and Z test is used to find out the results.

**Table 1**

Comparison of opinion of College Students and Teachers regarding the importance of Internship program

Group	N	Mean	S.D	Z -Value
Teachers	20	51.3	4.3	1.09
Students	80	49.6	3.2	

Table 1 showed that the Z value equal to 1.09 which is less than the tabular value equal to 1.96 at 0.05 level of alpha. This shows that the teachers have more positive attitude towards internship programs in college.



**Table 2**

Comparison of opinion of male teachers' v/s female teachers' regarding the importance of Internship program

Group	N	Mean	S.D	Z -Value
Male	8	39	1.32	1.51
Female	12	61	6.9	

Table 2 shows that the z value equal to 1.51 which is less than the tabular value equal to 1.96 at 0.05 level of alpha. This shows that there is insignificant difference between the opinion of male and female teachers. This means that female teachers are more concerned about the importance of internship programs.

### **Conclusion**

Internship program has very strong position in college studies. Teachers and students both know the importance of internship and are very clear about attending an internship to apply the theory in practical terms. It is also clear that as compare to students teachers are more concerned about the application of internship programs.

### **Recommendations:**

1. It is necessary that through internship training/program administration make sure to acquaint the students with the new issues that arise in various professions so that they understand the various problems and are able to adopt modern methods of solving them regarding concern career at national and international level.
2. Internship training should be made common at the higher secondary level. For due purpose govt. should conduct awareness campaigns and sessions in the colleges. So the students, teachers and administration will be aware of its significance and need.
3. Through internship training, it becomes easier to develop positive thinking, research and inquisitive qualities professional skills among students as well as enable them to adopt quality life.
4. If internship training facility is provided at college level, students will not only get opportunities to use their skills in an appropriate manner, but also able to participate in professional activities and understand the desire need of concern industry.



5. The management of the colleges should ensure that various types of programs, seminars, workshops are organized accordingly and all students should be given opportunities to participate.
6. Internship training facility should be provided to the students through the collaboration with various organizations in public and private sectors, and students must be given certificates and initiatives at the end of the training.
7. Internship programs of other developed countries should be reviewed and supported for planning and implementation of the internship program at our colleges so it will provide global perspective of professional development to the students.
8. One of the ways internship programs become ineffective and fail is that they do not have an internship/leader with a set vision in charge. Therefore it is essential to hire an internship coordinator to create the program and be in charge of implementing it. Internship coordinators can build a program that ensures your interns are having a collective learning experience.
9. For smooth running of internship program feedback is one of crucial need. For due purpose meeting, discussion sessions, online conversation with all stake holders should be conducted and once feedback is receive, try to embed required changes for improvement

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