

Designing Transnational Internships

Knowledge Exchange Conference
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Hong Kong America Center
December 6, 2011

Student Factors

- Goals (Personal and Career)
- Expectations
 - Internship Experience
 - Overseas Environment/ Culture
- “Sense of Adventure”
- Work-relevant skills
- Language/ Communication skills
- Personality
- Maturity; grad or undergrad
- Financial arrangements: Who pays?

Host Agency Factors

- Type (Commercial, Gov't, NGO)
- Size
- Global brand - local
- Resources
- Formal – informal
- Hierarchical – flat
- Management style
- Organizational culture
- Motive to host international intern

Two Transitions

- From Home Culture to Host Culture
- From University to Workplace
 - Double Adaptation

Structure and Ambiguity

- Formal Education
 - High Structure Low Ambiguity
- Non-formal Education
 - Low Structure High Ambiguity
- Freedom and Anxiety
- Vagueness of Role/ Status
- How to Predict Adaptability?

Time

- Duration of internship
 - Management intensity vs output value
- Pace of Activity in the Workplace
- Pressure of Deadlines
- Flex-time?
- After-hours and weekends
- Access to supervisor; co-workers

Space

- Where to sit/ work
- Density and “elbow room”
- Encroachment on others
- Access to computer/ tools
- Commuting distance/ experience
- Office location in the city

Negotiating the Intern's Work

- What tasks/ project?
- How these tasks fit with office work-flow?
- Relation of task to intern's skill level?
- With whom will intern work/team?
- Physical location
- Access to tools/ information
- Time-line and key targets to complete work
- Assessment of work (who, how, when)?
- To whom to go to clarify issues?

Negotiating Work/Learning Plan

- Supervisor
- Intern
- Co-workers
- HR office person
- Sponsor/ placement agency/ university
- Training Visa (government)
- Pre-arrival preliminary plan
- On-site F-2-F negotiations
- Written and/or verbal

Stages of Internships

- Pre-arrival communication/ anticipations
- Program orientation:
 - Pre-departure
 - Upon arrival
- Introductions and first impressions
- Settling in; learning the tools/ systems/norms
- Finding one's stride; engaging in project
- Completing tasks; finding closure
- Disengage and farewell/ reflection
- Post-departure communication/ reflection

Learning Design

- Intended learning outcomes (ILO)
- Individualization/ customization of learning
- Internships as “cottage industry”
- 4 factors (teacher; student; curriculum; classroom) re-framed in internship
- How/when will ILOs be assessed?
- What activities will lead to those ILOs?
- Organize reflection; articulation;
- Personal change from intern experience

General Issues for Transnational Internships

- Credit or non-credit
 - If credit, who offers? how transfer?
- Language learning and teaching
- Ethics in use of information
- Health insurance; access to services
- Front-loaded set-up; deterrent for drop-out
- Housing (quality, cost, location, ambiance)
- Motives for host agencies
- Placement agency – host relationship
- Local interns and transnational interns
- Interns vs employees; economic status
- Paid and non-paid internships