THE EDUCATION COLLABORATIVE

2023 June Convening

Leveraging **Internship Evaluation Data** for **Strategic Development & Stakeholder Buy-in** in Higher Education Institutions
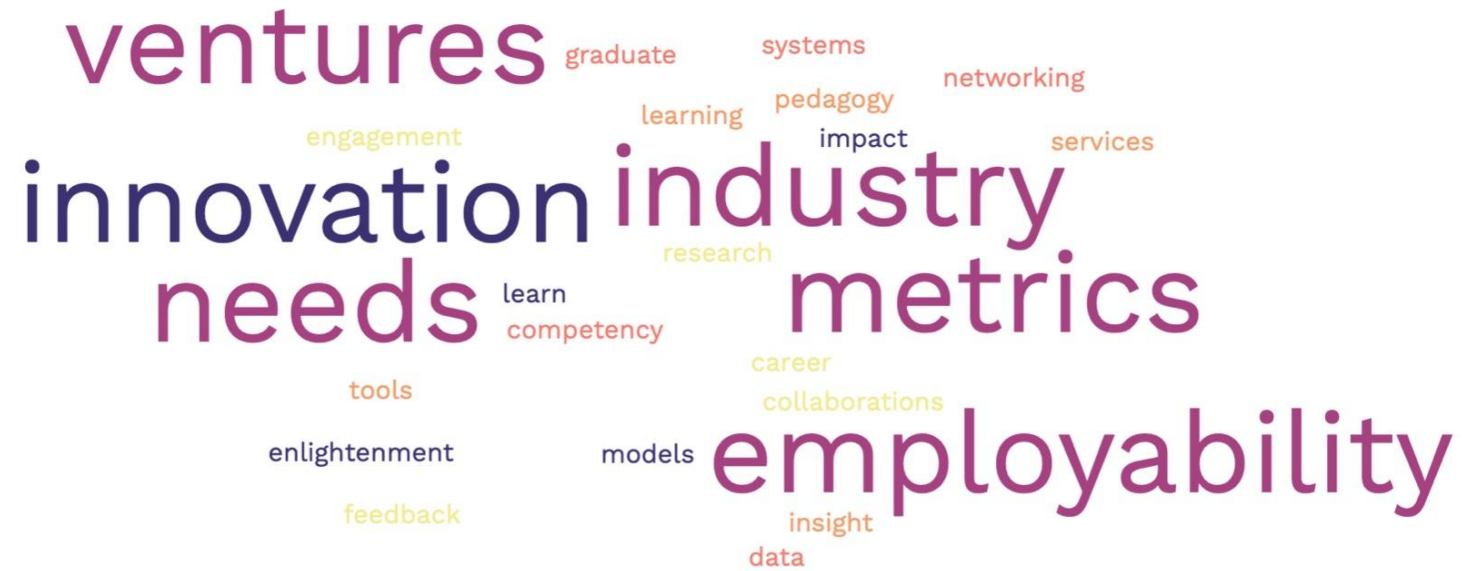
Facilitators

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What are your expectations?

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Introduction

Why are we talking about this topic?

- Redefine objectives of our internship surveys
- Relook at our internship survey questions & align to new objectives
- Rethink different ways to collect and analyze survey results
- Use these results for strategy design and stakeholder buy-in

Presentation (pre-session questionnaire)

Strategy Guide & Group Discussion

Debriefing

Closing Activity

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Pre-session Questionnaire Results: What is successful employability as defined by your institution?

When students from our University get either formal or self employment after graduating from the University	The university has a vision to make all the graduates to be self reliant. So all programmes would require that skills are developed to enhance successful employability
Ability to obtain and maintain suitable employment in line with their skills, qualifications, and career aspirations	Students acquiring the necessary practical and theoretical skills and competencies to secure employment or be self employed.
Successful Employability, to us, goes beyond securing a job. It involves a holistic approach to career success, including the development of technical expertise and essential soft skills.	Development of requisite career focused skills from industry
Being able to achieve defined and set goals.	Soft skills and practice

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Pre-session Questionnaire Results

- Do you have an internship program in place ?

    Yes – 10   No - 0

- Do you already have an Internship Evaluation Form for your students to complete at the end of their internship ?

    Yes – 9   No - 1

- Has this form been revised/edited since it was created ?

    Yes – 4   No - 5

- How do you track students' performance at their internship?

    " Through supervision and monitoring at their work site "

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Persona Activity

- Draw a Persona on a blank sheet of paper and give the persona a name.

- This is an individual who has successfully graduated out of your university

- Write down 5 – 8 competencies/attributes of this individual.
  - ❑ Think about your institution's mission and vision, the goal of your academic program and the desired outcomes of your career success programming.

- Now compare this with what you wrote down in your pre-session questionnaire – is everything captured?

Quick Discussion on 2 Attributes

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Pre-session Questionnaire Results

What are 5 – 8 key areas the internship evaluation questions focus on?

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Next Step

- **Who can/is giving us information on this and Why?**
  - o Internship Evaluation/Assessment Form

- **When was the last time this form was edited?**
  - o Covid-19 – virtual internships (digital prowess, ability to deliver results
  - o Academic programming
  - o Employer feedback
  - o Institutional Strategy

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Ashesi University's 8 Learning Goals

In 2010, our **community - faculty, staff, students and alumni** - came together to identify seven key learning outcomes that every Ashesi graduate must achieve after completing their education at Ashesi. An additional goal was included in 2017, after broad stakeholder engagement. These learning goals **guide our curriculum and co-curricular programmes**, and spread **across all majors at Ashesi.**

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Ethics and Civic Engagement

Innovation & Action

Ethics and Civic Engagement

- An Ashesi student is an ethical, responsible and engaged member of his/her community.

- Demonstrates concern for others

- Has the courage to be ethical and demand ethical behaviour from his/her peers

- Does the right thing when nobody is looking.

Innovation & Action

An Ashesi student takes intellectual risks and demonstrates an entrepreneurial spirit.

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Critical Thinking

Communication

Critical Thinking

- An Ashesi student is able to apply critical thinking and quantitative reasoning to approach complex problems.

- Demonstrates skills in data analysis and modeling

- Sees things from multiple perspectives

- Has awareness of a broad range of concepts and ideas that have personal, local and global significance

Communication

- An Ashesi student is an excellent communicator in a variety of forms.

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Leadership & Teamwork

Technological Competency

Leadership & Teamwork

- An Ashesi student is adept at leading and functioning in teams.

- Demonstrates confidence and humility

- Has good interpersonal skills and engages fully with members of a team

- Is organized and able to plan and follow through on complex projects

Technological Competency

An Ashesi student is an effective and flexible user of technology.

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Curiosity & Skill

Professionalism

Curiosity & Skill

- An Ashesi student is inquisitive and confident, has breadth of knowledge, and has attained a high level of mastery in his/her chosen field.

- Probes deeply and continuously in a chosen field

- Keeps an open mind

- Shows confidence but never feels he/she knows it all

- Demonstrates awareness of global and multicultural issues

Professionalism

An Ashesi student:

- Honors contracts and commitments, and adheres to professional standards

- Is respectful of people, time, and resources

- Executes responsibilities with excellence

- Takes ownership of his/her own development and decisions

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Summer Internship Evaluation by Employers
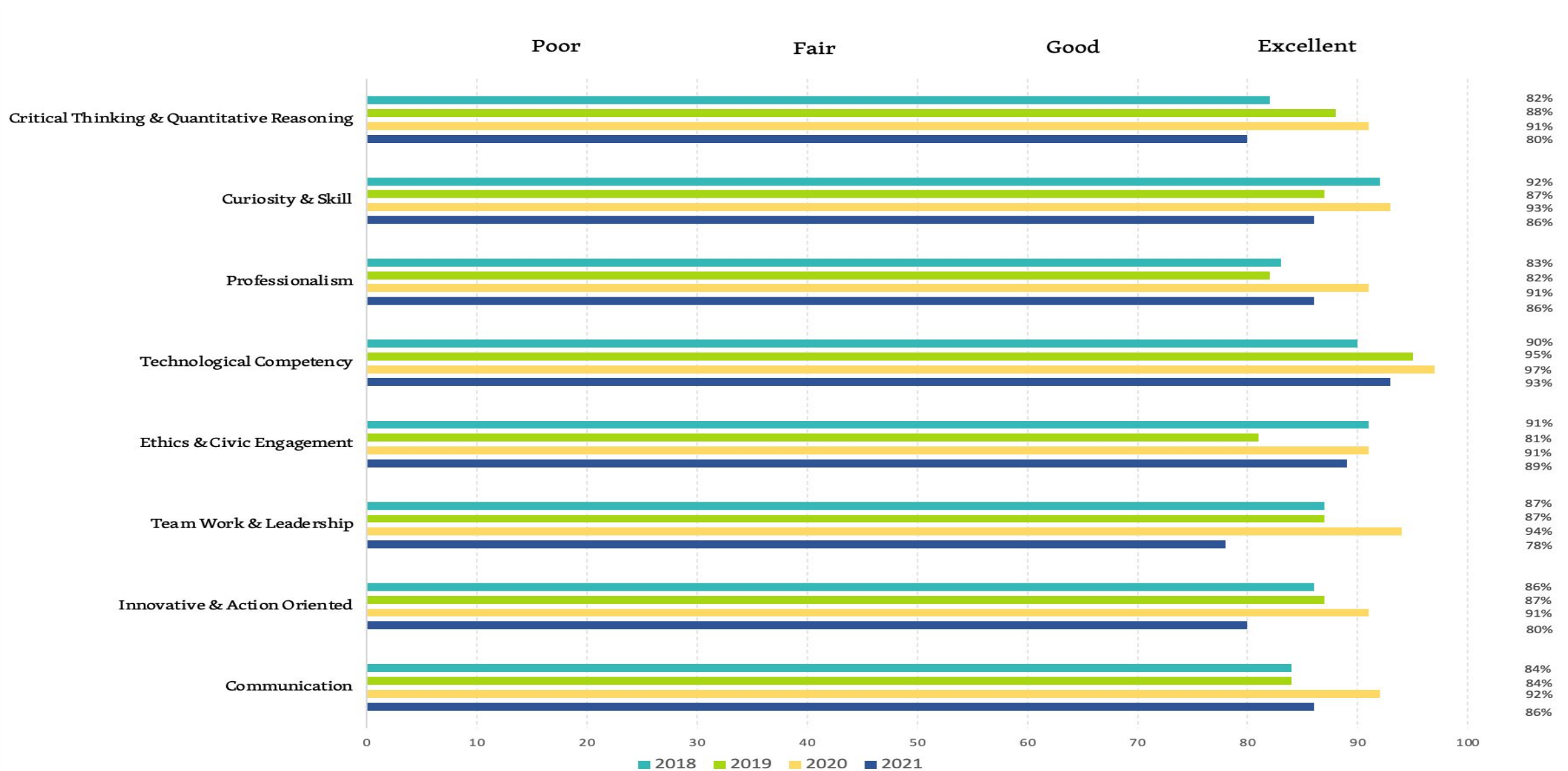
Qualitative Components of the Form (Technical and Soft Skills, Work Performance)

- What can the university do to better prepare students for work?

- What development plan would you recommend for the student?

- Discussing with the intern, what are some updates faculty can make to the curriculum?

- What are the strengths of the student?

- What developmental areas have you identified for the intern?

- What are the weaknesses of the student?

- What is your overall impression of the student?

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Pre-session Questionnaire Results

- Is the form in hard copy or soft copy format?

  Hardcopy – 8   Softcopy - 2

- Have you ever shared data/information from the Internship Evaluation form with the University Management?

  Yes – 2   No - 4

- What are the current challenges you are facing with your Internship Evaluation Form, if any?

We have not revised it in many years nor analyzed the responses and shared with management.	Placement Financial assistance
It focuses much more on what the student did during the internship rather how the student did it.	Inability to analyse large volume of reports and data to inform management decisions.

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Data Analysis and Collection

- How are you collecting this information from Employers?

- Hardcopy / Online?

- Which platform are you using/can you use to analyze this data?

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What Purpose Can This Data Serve?

Institutional Strategy Development	Management, Alumni, Donors – Funding Drives	Admissions – Evidence of ROI to attract prospective parents and students	Employers – Value Proposition and Opportunities for students and graduates and Association of great brands

Faculty – Accreditation	Faculty and Staff (Career Services, Student Services) – Improved Programming	Students – Self Evaluation

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Strategy Guide and Group Discussion
(Groups of 5-8)

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Debrief & Accountability Partners

- A Quick Recap

- What Are The Areas You Need to Work On?

- Accountability Partners – Who can demonstrate most progress in 6 months.

- Discussions and results will be shared in the ECOP Group.

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