

Somaiya Vidyavihar University:
K J Somaiya College of Education
Workplace based Internship Model (2021-2022)

This model provides a unique opportunity for aspiring teachers to gain real-world experience in the classroom while receiving guidance and support from experienced mentors. The importance of this model cannot be overstated. By providing hands-on experience, student teachers are better equipped to handle the challenges of teaching, such as managing a classroom, developing lesson plans, and adapting to diverse student needs. Additionally, this model allows for collaboration between schools and universities, creating a more seamless transition from student to teacher.

Outcomes

After this WPL based internship the psts will be able to:

1. develop understanding about highly structured and protocol based school environment
2. expand and refine his organisational, pedagogical and technical skills for classroom practices (taking negotiative decisions, creating timely several support structures with in and out of classroom etc)
3. develop awareness about the vast repertoire of tasks and responsibilities of a school teacher in and out of the classroom
4. develop positive work habits
5. develop appropriate work ethics
6. develop the competency for problem solving in the work related areas
7. develop awareness about rules, policies related to education system in general and his job context in particular
8. develop understanding about workplace related expectations
9. work collaboratively in team
10. establish professional contacts for future employment
11. develop socio-cultural competencies for working in variety of school contexts
12. develop competences for inclusive practice

The Context:

The Online Workplace-based Internship Model was continued in the second year of Pandemic too (2021-2022). Though the pilot year didn't see amazing conversion rate yet the model gained significant popularity in recent years, offering both advantages and challenges for both interns and employers. This model involves interns working remotely or partially remotely, leveraging digital tools and communication platforms to complete their tasks and contribute to the organization.

Here are some key points regarding its success and challenges:

Successes:

Global Talent Pool: Employers can access a diverse talent pool from around the world, allowing them to tap into a broader range of skills and perspectives.

Flexibility: Interns can work from the comfort of their own homes or chosen locations, leading to increased flexibility and potentially improved work-life balance.

Reduced Overhead Costs: Employers can save on infrastructure and office-related costs since interns are not physically present in the office. **Flexibility:** Interns can work from the comfort of their own homes or chosen locations, leading to increased flexibility and potentially improved work-life balance.

Skill Development: Interns gain experience in remote work, time management, and independent problem-solving—valuable skills in today's digital work environment.

Technology Utilization: Both interns and employers get to explore and master a variety of digital collaboration tools, enhancing their technological proficiency.

Inclusivity: The online model can provide opportunities to individuals who may face barriers to in-person internships, such as those with disabilities or those located in remote areas.

Challenges:

Communication: Remote work can sometimes lead to miscommunication due to the lack of face-to-face interactions, potentially resulting in misunderstandings or incomplete tasks.

Isolation and Engagement: Interns might experience feelings of isolation and reduced engagement compared to being physically present in a workplace, which could impact their overall experience.

Mentorship and Supervision: Effective mentorship and supervision can be more challenging in a virtual environment, potentially affecting interns' professional growth.

Distractions and Work-Life Balance: Interns might struggle with managing distractions at home, which could impact their productivity and ability to maintain a healthy work-life balance.

Skill Development Limitations: Some skills, particularly those that require hands-on experience or direct interaction with physical equipment, may be challenging to develop in a virtual setting.

Problem encountered and resources required:

This year we tried to work out the Workplace based internship model with our sister institute. Like the earlier year this time too all the instructions, policies and procedures were well oriented to the students. At the same time the requirement of Internship was clearly informed

to the interning institute. In his year the first semester was online and from the second semester onwards students joined I person mode as Covid 19 pandemic came in control. We again started in full swing and collaborated for WBL with SK Somaiya Vinay Mandir. However this time too the same story continued out of 9students assigned only 1 student (Madhuwanti Baneerji) was placed with the conversion rate of 9.01%.

Following is the method-wise details of the students interning in the Jr. College where WBL Model was implemented:

S K Somaiya Vinay Mandir Junior College

| | | | |
|----|-------------------------|----------|----------|
| 02 | Madhuwanti Baneerji | History | English |
| 28 | Nishita Maru | Commerce | Eco |
| 32 | Geetika Negi | Commerce | |
| 70 | Aritra Deb Sarkar | Eco | Commerce |
| 52 | Ayushi sharma | Commerce | Eco |
| 50 | Saima Shaikh | Commerce | Eco |
| 57 | Puja Singh | Commerce | Eco |
| 69 | Nessie Edward Ravikumar | English | History |
| 29 | Yesha Mehta | English | |

Internship programs that are located in the workplace may run into problems including poor communication, ambiguous expectations, and difficulties with remote skill development. To overcome these obstacles and guarantee a fruitful and rewarding internship experience, resources like clear internship plans, strong digital communication tools, virtual mentorship programs, task management software, online skill development platforms, regular performance evaluations, virtual team-building activities, technology support, and data security protocols are crucial.

Conclusion:

The Online Workplace-based Internship Model has many advantages, including flexibility and access to talent from around the world. It does, however, also present issues with mentoring, communication, and work-life balance. Successful implementation of this model requires careful consideration of these factors and the adoption of strategies to address the associated challenges.

Glimpses of Workplace based Internship Model 2021-2022

