

The Role of Internship on Preparing Students for Employment: Prospects, Challenges and Policy Options

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Abstract— This study examines the role of internships in preparing students for employment in Basilan State College. A total of 41 students pursuing a Bachelor's degree in Computer Science who completed their internship as part of their educational program were surveyed using a Google Form questionnaire. Purposive sampling was used to select the respondents. The results showed that the majority of the students found their internships to be meaningful and relevant to their career interests and goals, providing them with opportunities to work on meaningful projects and receive feedback and guidance from experienced professionals. Students also expressed a high level of satisfaction with their overall internship experience and believed that internships are essential for preparing students for the workforce. Recommendations for improving the internship programs at Basilan State College include providing more guidance and support to students in identifying and applying for internships, increasing the number of available internship opportunities, and increasing opportunities for networking and building relationships with professionals in their field. Overall, this study highlights the importance of internships in preparing students for employment and provides valuable insights for improving internship programs in educational institutions.

Keywords— Employment, internship program.

I. INTRODUCTION

Internships play a crucial role in preparing students for employment in the Philippines. They provide practical, hands-on experience that allows students to apply the theoretical knowledge they have learned in the classroom to real-world situations. In addition, internships provide students with the opportunity to develop essential workplace skills, such as teamwork, communication, and problem-solving. It also offers students the chance to network and establish connections in their chosen field. By working with professionals in their desired industry, students can gain insights into the industry's norms, practices, and expectations. They can also receive mentorship from experienced professionals, which can help them gain a competitive edge when applying for jobs after graduation.

Moreover, these are often seen as a way for employers to evaluate potential employees. By working as an intern, students can showcase their skills, work ethic, and potential to prospective employers. Internships can serve as a stepping stone for students to secure a job offer upon graduation. Internships are an invaluable experience for students in the Philippines to prepare for employment. They provide a

practical learning experience, opportunities to network, and a chance to showcase their potential to employers. As such, students are encouraged to take advantage of internship opportunities available to them as they pursue their academic and career goals.

Research indicates that internships play a significant role in the transition of students from academics to employment. Internship programs provide students with opportunities to apply their knowledge in practical settings, develop professional skills, gain exposure to the industry, and establish professional networks. In a survey conducted by the National Association of Colleges and Employers (NACE), more than 90% of employers stated that they preferred to hire graduates with relevant work experience, such as internships, co-op, or other work-integrated learning experiences. Moreover, 77% of employers indicated that they hire former interns as full-time employees (NACE, 2021).

Internship programs offer several benefits to students, including improving their employability, providing a competitive edge in the job market, enhancing their professional development, and building their professional networks. In a study conducted by Sarfraz, Qureshi, Sial, and Riaz (2018), they found that internship programs significantly impact the employability of graduates, as students who participated in internship programs had higher chances of finding employment. Furthermore, the study found that the majority of employers preferred graduates who had completed internships.

These programs are also beneficial to employers as they provide an opportunity to evaluate potential employees and assess their skills and abilities. In a survey conducted by the Association of American Colleges and Universities (AAC&U), 91% of employers agreed that internships and other work-integrated learning experiences were essential in evaluating job candidates' skills (AAC&U, 2020). Employers also benefit from internship programs as they can leverage interns' skills to complete projects and provide new ideas and perspectives to the organization.

Notwithstanding the numerous benefits of internship programs, some students still face challenges in securing internships due to various factors such as competition, lack of opportunities, or geographical location. Furthermore, some employers do not offer paid internships, which can be a barrier

for low-income students who cannot afford to work for free. Internships are critical in preparing students for employment by providing them with relevant work experience, professional development, and exposure to the industry. Employers also benefit from internships as they can evaluate potential employees and leverage interns' skills to complete projects. However, some students face challenges in securing internships, which can hinder their employability after graduation. Therefore, institutions and employers should work collaboratively to create more internship opportunities and ensure that they are accessible to all students, regardless of their socio-economic status.

Despite the growing recognition of the importance of internships, there is still a lack of consensus on their effectiveness in preparing students for the workforce, particularly in the context of Basilan State College. It is unclear whether internship programs at Basilan State College effectively prepare students for the workforce, and there is a lack of research on the specific factors that contribute to the effectiveness of internship programs in this context. Therefore, this study seeks to address these gaps in the literature by examining the role of internships in preparing students for the workforce and identifying the factors that contribute to their effectiveness in Basilan State College.

The purpose of this study is to explore the role of internships in preparing students for employment. Specifically, the study aims to examine the following research questions:

- What are the benefits of completing an internship?
- How do internships contribute to students' professional development?
- What factors contribute to the effectiveness of internships in preparing students for employment?

This study is significant for several reasons. First, it will provide insights into the benefits of completing an internship and how internships contribute to students' professional development. Second, the study will identify factors that contribute to the effectiveness of internships in preparing students for employment, which can inform the development of best practices for internship programs. Finally, the study will contribute to the broader discussion about the value of internships in higher education.

As to the limitations, this study will focus on the role of internships in preparing college students for employment. The study will be conducted using a survey questionnaire administered online via Google Forms. The survey will be distributed to the BS in Computer Science (BSCS) students of Basilan State College who have completed an internship as part of their educational program.

II. METHODS

This study will utilize a quantitative research design to examine the role of internships in preparing students for employment in Basilan State College. The study will involve the distribution of a survey questionnaire via Google Forms to a purposive sample of 41 students. Purposive sampling will be used to select participants who have completed an internship as part of their educational program.

The primary data collection method for this study will be a survey questionnaire distributed through Google Forms. The questionnaire will consist of closed-ended questions designed to assess the respondent's perceptions of the role of internships in preparing them for employment and their overall satisfaction on the program. The questions will cover areas such as the skills and knowledge gained during their internships, the impact of the internship on their career prospects, and the effectiveness of the internship program in preparing them for employment. The data collected through the survey questionnaire will be analyzed using descriptive statistics such as frequencies and percentages. These will be organized and presented in charts and graphs to facilitate data interpretation.

Informed consent will be obtained from all respondents before they participate in the study. The respondents' identities will be kept confidential, and their responses will be used for research purposes only. The study will comply with ethical guidelines and regulations set by the research institution and national ethical standards. The study's limitations include the small sample size, which may limit the generalizability of the findings. The study's reliance on self-reported data may also introduce bias into the results. Additionally, the study's focus on only one academic program in the College, may limit the transferability of the findings to other contexts.

III. RESULTS AND DISCUSSION

Age

41 responses

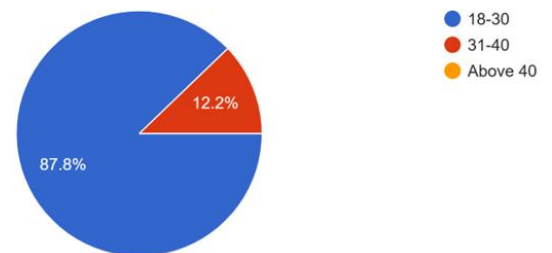


Figure 1. Age Distribution

The results show that the majority of the respondents (87.8%) were between 18-30 years old, while only a small percentage (12.2%) were between 31-40 years old. This finding suggests that the study's respondents were mostly composed of young adults who were still in the early stages of their career development.

Gender

41 responses

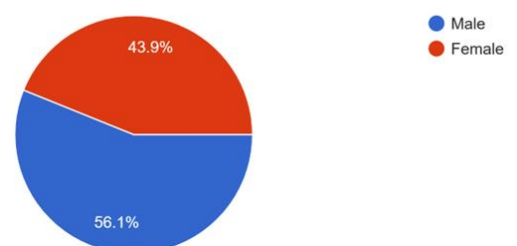


Figure 2. Gender Distribution

Figure 2 shows that 56.1% of the respondents were male, while 43.9% were female. This finding suggests that the study is composed of a slightly higher proportion of males than females.

Civil Status
41 responses

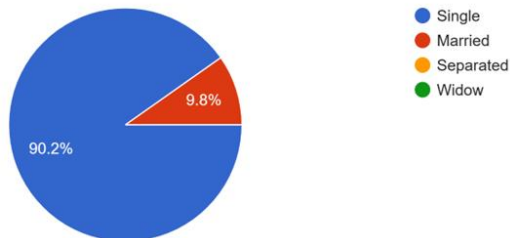


Figure 3. Civil Status Distribution

Figure 3 shows that the majority of the respondents (90.2%) were single, while only a small percentage (9.8%) were married. This finding suggests that the study's respondents were predominantly composed of single individuals.

My internship provided me with valuable practical experience in my field of study.

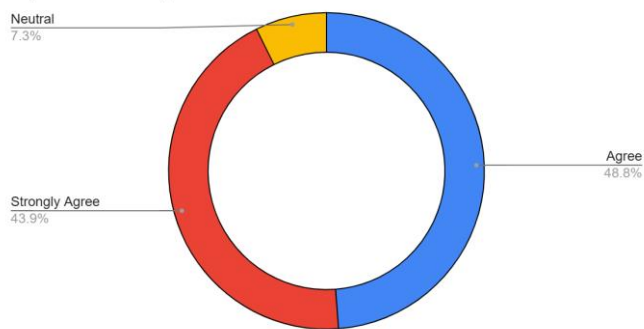


Figure 4. Survey Q1

The result that 92.7% of respondents either agreed or strongly agreed with the statement "My internship provided me with valuable practical experience in my field of study" is a key finding in the study on the role of internships in preparing students for employment. This result indicates that a vast majority of the respondents found their internships to be beneficial in terms of gaining practical experience in their field of study.

The high percentage of respondents who strongly agreed with the statement (43.9%) indicates that internships have a significant impact on the practical learning experiences of students. This finding is consistent with the broader literature on internships, which suggests that they can provide students with hands-on, practical experience that is often difficult to replicate in a classroom setting. The small percentage who responded neutrally (7.3%) indicates that some students may have had less positive experiences during their internships, which may be attributed to various factors such as the quality

of the internship program or the specific tasks assigned to them.

My internship helped me develop new skills and knowledge that I can apply in my future career.

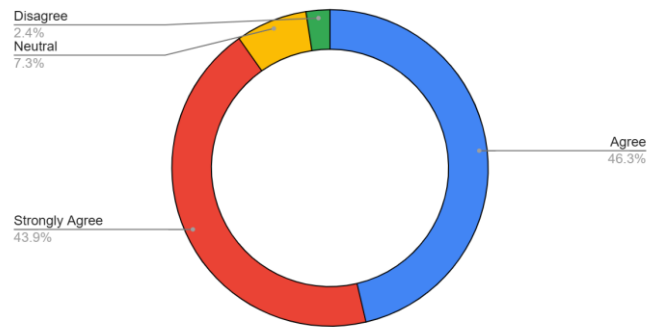


Figure 5. Survey Q2

The finding that 90.2% of respondents either agreed or strongly agreed with the statement "My internship helped me develop new skills and knowledge that I can apply in my future career" is a significant result. This result indicates that the vast majority of respondents found their internships to be helpful in developing new skills and knowledge that they could use in their future careers.

The high percentage who strongly agreed with the statement (43.9%) is particularly noteworthy, as it suggests that internships can have a significant impact on skill development and knowledge acquisition. This finding is consistent with the broader literature on internships, which suggests that they can provide students with opportunities to apply classroom learning to real-world situations, acquire new skills, and develop a better understanding of industry practices.

The small percentage who disagreed (2.4%) indicates that some students may have had negative experiences during their internships, which may have hindered their ability to develop new skills and knowledge. On one hand, the percentage of respondents who responded neutrally (7.3%) suggests that some students may not have felt strongly about the extent to which their internships helped them develop new skills and knowledge. This may be attributed to various factors, such as the quality of the internship program or the specific tasks assigned to them.

My internship provided me with networking opportunities that may be useful for my future career.

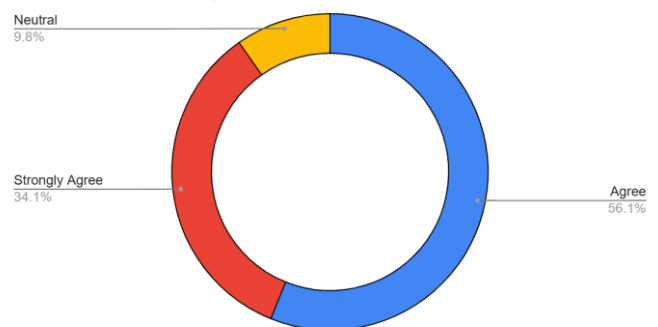


Figure 6. Survey Q3

The finding that 90.2% of respondents either agreed or strongly agreed with the statement "My internship provided me with networking opportunities that may be useful for my future career" is an important result. This indicates that the vast majority of respondents found their internships to be helpful in providing networking opportunities that could be beneficial for their future careers.

The high percentage who strongly agreed with the statement (34.1%) suggests that internships can have a significant impact on networking opportunities. Internships can provide students with opportunities to meet and connect with professionals in their field of study, which can be useful for future job prospects and career advancement.

The percentage who agreed (56.1%) indicates that many students found their internships to be beneficial for networking, but may not have felt as strongly as those who strongly agreed. This could be attributed to various factors, such as the quality of the internship program or the specific networking opportunities provided to them. Also, the percentage of respondents who responded neutrally (9.8%) suggests that some students may not have felt that their internships provided them with significant networking opportunities. Future research could explore the reasons behind the neutral responses to gain a better understanding of the factors that contribute to a lack of networking opportunities during internships.

My internship improved my understanding of the professional work environment.

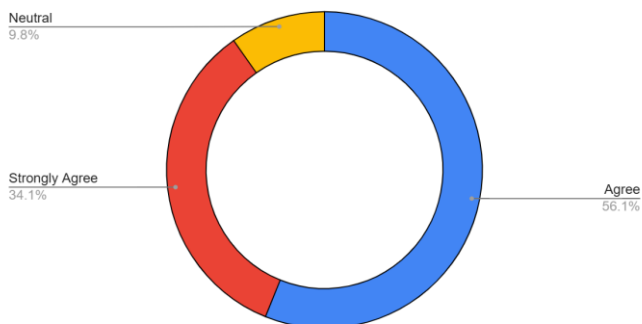


Figure 7. Survey Q4

Figure 7 indicates that the vast majority of respondents found their internships to be helpful in improving their understanding of the professional work environment. The high percentage of those who strongly agreed with the statement (34.1%) suggests that internships can have a significant impact on improving students' understanding of the professional work environment. Internships can provide students with opportunities to experience the day-to-day operations of a professional work environment and gain insight into the industry practices and norms.

The percentage of respondents who agreed (56.1%) indicates that many students found their internships to be beneficial for improving their understanding of the professional work environment, but may not have felt as strongly as those who strongly agreed. This could be attributed

to various factors, such as the duration and quality of the internship program or the specific tasks assigned to them. Those who responded neutrally (9.8%) suggests that some students may not have felt that their internships provided them with significant improvements in their understanding of the professional work environment. Future research could explore the reasons behind the neutral responses to gain a better understanding of the factors that contribute to a lack of improvement in understanding the professional work environment during internships.

My internship helped me clarify my career goals and aspirations.

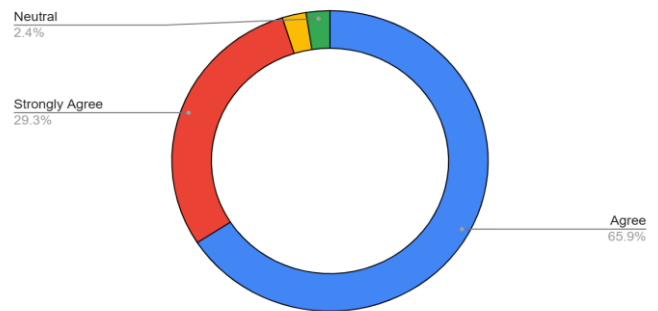


Figure 8. Survey Q5

This result indicates that the vast majority of participants found their internships to be helpful in clarifying their career goals and aspirations. The high percentage who strongly agreed with the statement (29.3%) suggests that internships can have a significant impact on helping students clarify their career goals and aspirations. Internships can provide students with opportunities to gain first-hand experience in their chosen field and explore different career paths within that field.

The percentage of respondents who agreed (65.9%) indicates that many students found their internships to be beneficial for clarifying their career goals and aspirations, but may not have felt as strongly as those who strongly agreed. This could be attributed to various factors, such as the quality of the internship program or the specific tasks assigned to them. The percentage of respondents who responded neutrally (2.4%) suggests that some students may not have felt that their internships provided them with significant help in clarifying their career goals and aspirations.

My internship provided me with opportunities to work on meaningful projects and tasks.

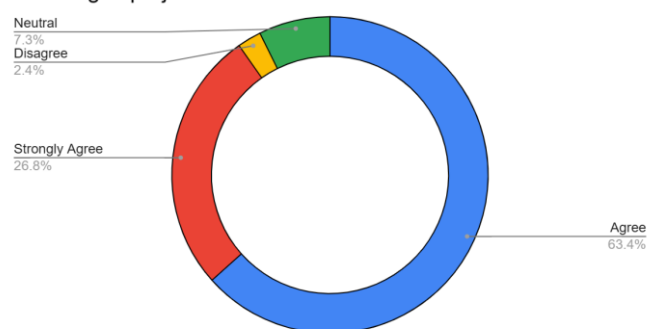


Figure 9. Survey Q6

The high percentage of respondents who strongly agreed with the statement (26.8%) suggests that internships can have a significant impact on providing students with meaningful and challenging work experiences. Internships can offer students the opportunity to apply their knowledge and skills in a real-world setting, allowing them to develop their professional competencies and build their confidence.

The percentage who agreed (63.4%) indicates that many students found their internships to be beneficial for providing them with opportunities to work on meaningful projects and tasks, but may not have felt as strongly as those who strongly agreed. This could be attributed to various factors, such as the quality of the internship program or the specific tasks assigned to them. The percentage of participants who responded neutrally (7.3%) suggests that some students may not have felt that their internships provided them with significant opportunities to work on meaningful projects and tasks.

My internship was well-structured and provided me with clear learning objectives.

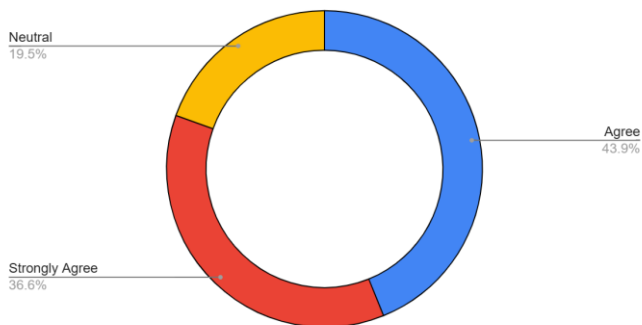


Figure 10. Survey Q7

The percentage of respondents who strongly agreed with the statement (36.6%) suggests that internships that are well-structured and provide clear learning objectives can be highly beneficial for students. When internships are well-organized, students are more likely to feel supported and have a better sense of direction in their work. This can result in a more meaningful and beneficial learning experience.

Further, results indicate that many students found their internships to be well-structured, but may not have felt as strongly as those who strongly agreed. This could be attributed to various factors, such as the quality of the internship program or the specific learning objectives assigned to them. The percentage who responded neutrally (19.5%) suggests that some students may not have felt that their internships were well-structured or that they were provided with clear learning objectives.

The percentage of respondents who strongly agreed with the statement (31.7%) indicates that internships that align with students' career interests and goals can be highly beneficial. Students who have the opportunity to work in areas that interest them are more likely to be engaged and motivated in their work. This can lead to a more rewarding and fulfilling experience for the students, and can also benefit the

organizations hosting the internships.

My internship was relevant to my career interests and goals.

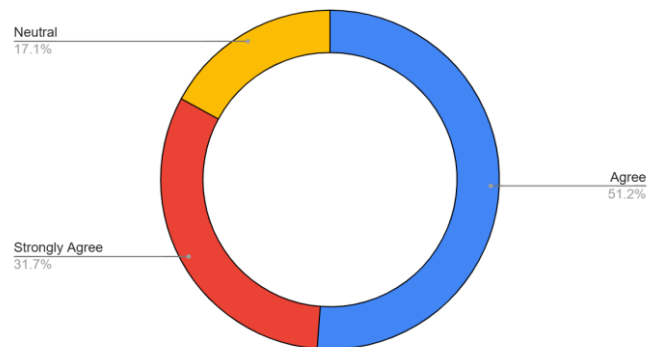


Figure 11. Survey Q8

The percentage who agreed (51.2%) indicates that many students found their internships to be relevant to their career interests and goals, but may not have felt as strongly as those who strongly agreed. This could be due to various factors, such as the quality of the internship program or the specific tasks assigned to them. The percentage of participants who responded neutrally (17.1%) suggests that some students may not have found their internships to be relevant to their career interests and goals.

My internship provided me with opportunities to receive feedback and guidance from experienced professionals.

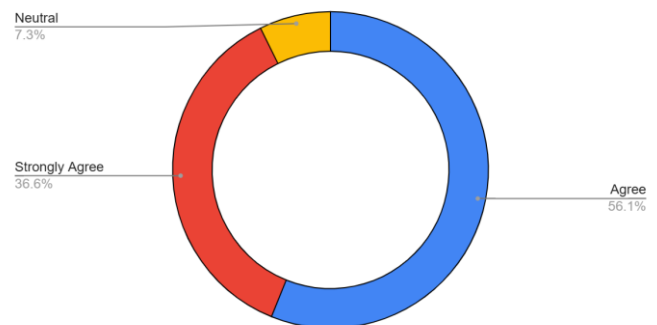


Figure 12. Survey Q9

The finding that 92.7% of respondents agreed or strongly agreed that their internships provided them with opportunities to receive feedback and guidance from experienced professionals is a significant result in the study. This result suggests that internships can be an effective way for students to learn from experienced professionals and develop their skills.

The percentage of respondents who strongly agreed with the statement (36.6%) indicates that internships that provide opportunities for feedback and guidance from experienced professionals can be highly beneficial. Students who have the opportunity to receive feedback and guidance from experienced professionals are more likely to gain a deeper understanding of the skills and knowledge required to succeed in their chosen field. This can lead to improved performance and increased confidence in their abilities.

The percentage who agreed (56.1%) indicates that many students found their internships to be helpful in receiving feedback and guidance, but may not have felt as strongly as those who strongly agreed. This could be due to various factors, such as the quality of the feedback provided or the level of interaction with experienced professionals. However, the percentage who responded neutrally (7.3%) suggests that some students may not have received as much feedback and guidance from experienced professionals during their internships.

Overall, I would recommend internship programs to other students as a way to prepare for the workforce.

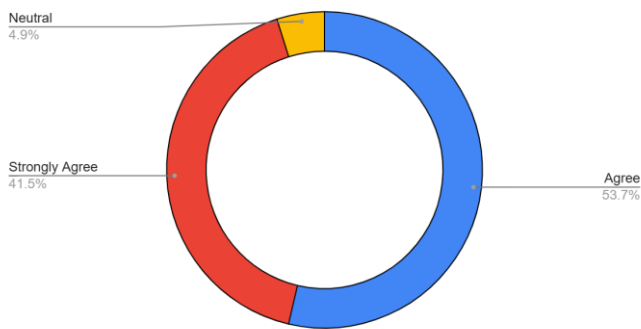


Figure 13. Survey Q10

The result indicating that the majority of the respondents (95.2%) either agree or strongly agree with recommending internship programs to other students as a way to prepare for the workforce is an important finding in the study. This suggests that the participants recognize the value of internships in their career development and believe that it can be helpful to their peers.

The high percentage of respondents who strongly agree (41.5%) with the statement further supports the positive impact of internships on students' readiness for the workforce. This indicates that students who have completed internships have gained valuable skills and experiences that they consider to be essential for success in their future careers. The relatively low percentage of respondents who were neutral (4.9%) about recommending internships suggests that most students have a clear understanding of the benefits of internships, and those who have had positive experiences are more likely to recommend them to others.

How satisfied were you with your overall internship experience?

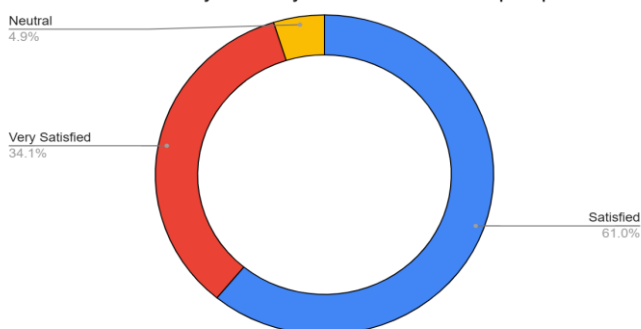


Figure 14. Survey Q11

The high percentage of satisfaction with the overall internship experience, with 56.1% of participants reporting that they were satisfied and 34.1% reporting that they were very satisfied, is a positive result for the effectiveness of internships in preparing students for employment. It suggests that students are benefiting from their internships and are finding them valuable in terms of gaining practical experience, developing skills and knowledge, and clarifying career goals. The low percentage of neutral responses (4.9%) also indicates that the majority of participants had a clear opinion about their internship experience. This suggests that internships may be an effective way for students to gain valuable work experience and prepare for the workforce, as they are not simply neutral or passive observers of the work environment but are actively engaged in meaningful tasks and projects.

What suggestions do you have for improving internship programs of Basilan State College? (Select 3 from the given options)
41 responses

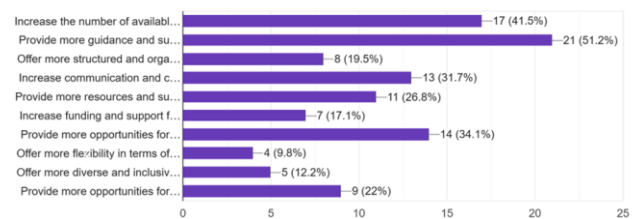


Figure 15. Survey Q12

The results indicate that there are several areas for improvement in internship programs at Basilan State College, as suggested by the respondents. The most commonly suggested improvement is to provide more guidance and support to students in identifying and applying for internships, which was indicated by more than half of the participants. This may include workshops or resources to help students find relevant internships or assistance with the application process.

The second most common suggestion was to increase the number of available internship opportunities for students, indicating that some students may struggle to find suitable internships. This could be addressed by building relationships with more employers or expanding the types of organizations that offer internships.

Other suggestions include providing more opportunities for students to network with professionals in their field, improving communication and collaboration between educational institutions and employers, offering more resources and support to students during their internships, and increasing funding and support for students participating in internships. It is noteworthy that some participants suggested offering more structured and organized internship programs with clear learning objectives and expectations. This may indicate that some internships offered may lack structure and clarity, leading to a less valuable experience for students.

The results of the study show that the majority of the participants, 95.1%, either agree or strongly agree that internships are an essential component of preparing students for the workforce. This indicates that students recognize the

value of internships in gaining practical experience, developing new skills and knowledge, clarifying career goals, and building their professional network.

Do you feel that internships are an essential component of preparing students for the workforce?
41 responses

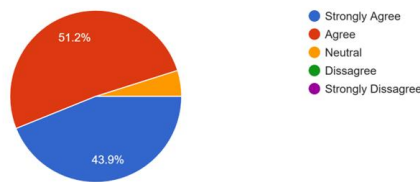


Figure 16. Survey Q13

The fact that only a small percentage of participants expressed a neutral stance suggests that there is a widespread recognition of the importance of internships among students. Additionally, the high percentage of strongly agree responses indicates that students feel very strongly about the value of internships in preparing them for their future careers.

In your opinion, what factors contribute to the effectiveness of an internship program? (Select 3 from the given options)
41 responses

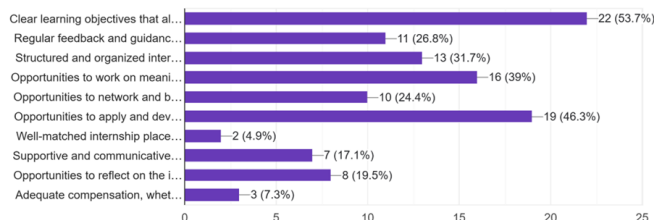


Figure 17. Survey Q14

The study results show that there are several factors that contribute to the effectiveness of an internship program in preparing students for the workforce. The most significant factor, according to 53.7% of the respondents, is clear learning objectives that align with students' academic and career goals. This finding highlights the importance of designing internship programs that provide students with specific goals to work towards, which can help them develop relevant skills and knowledge for their desired careers.

Another important factor identified by 46.3% of respondents is the opportunity to apply and develop new skills and knowledge. This highlights the value of internships in providing students with hands-on experience and exposure to real-world situations that cannot be replicated in the classroom. It is important for internship programs to offer challenging and meaningful projects and tasks that allow students to practice and develop their skills.

The study also suggests that structured and organized internship programs with clear expectations and guidelines are important, as identified by 31.7% of the respondents. This finding suggests that internships should be well-designed and structured to ensure that students are aware of their responsibilities and expectations during the program. Regular feedback and guidance from experienced professionals

(26.8%) and opportunities to network and build relationships with professionals in the field (24.4%) were also identified as significant factors that contribute to the effectiveness of internships.

IV. CONCLUSION AND RECOMMENDATION

In conclusion, the results of the study demonstrate that internships have a positive impact on students' professional development and career preparation. The majority of the respondents agreed that their internships improved their understanding of the professional work environment, helped them clarify their career goals and aspirations, provided opportunities to work on meaningful projects and tasks, and were relevant to their career interests and goals. They also indicated that their internships provided opportunities to receive feedback and guidance from experienced professionals, and that they would recommend internship programs to other students.

However, the study also highlights areas for improvement in the internship programs offered by Basilan State College. Many respondents felt that more guidance and support is needed for students in identifying and applying for internships, and that more internship opportunities should be made available. Additionally, there is a need for more opportunities for students to network and build relationships with professionals in their field, as well as more resources and support during their internships, such as regular check-ins and feedback.

Based on these findings, it is recommended that Basilan State College increase efforts to improve and expand their internship programs. This could include establishing partnerships with more employers to increase the number and diversity of internship opportunities available to students. It is also suggested that the college provide more guidance and support to students in identifying and applying for internships, and that they prioritize structured and organized internship programs with clear learning objectives and expectations. Additionally, it is recommended that the college provide more resources and support to students during their internships, such as regular check-ins and feedback, to enhance their learning experience. Finally, efforts should be made to increase opportunities for students to network and build relationships with professionals in their field, as this can lead to valuable career connections and opportunities in the future.

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