
***INTERNSHIP TRACER
STUDY
2004-2019***

About the Tracer Study

An 'Intern Tracer Study' was conducted at EMC during the month of May 2020. The tracer study sought to assess the effectiveness of the EMC's Internship program. It also attempted to answer to what extent skills developed during internship helped in building the interns career. The idea was to learn about intern's achievements and accomplishments and continue a relationship with them.

Accordingly, a google survey form was designed and shared with the interns through email to receive their responses.

Number of Interns over Years

The internship program at EMC started since the inception of EMC. Number of interns from different universities and countries were involved with EMC. Over the years, 87 interns successfully completed their internship at EMC during 2004-2019 (refer Figure 1).

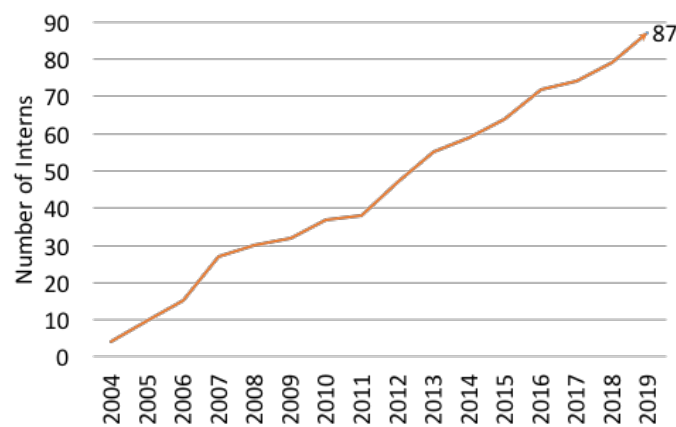


Figure 1 Number of Interns over Years

Geographical locations of Interns based on universities

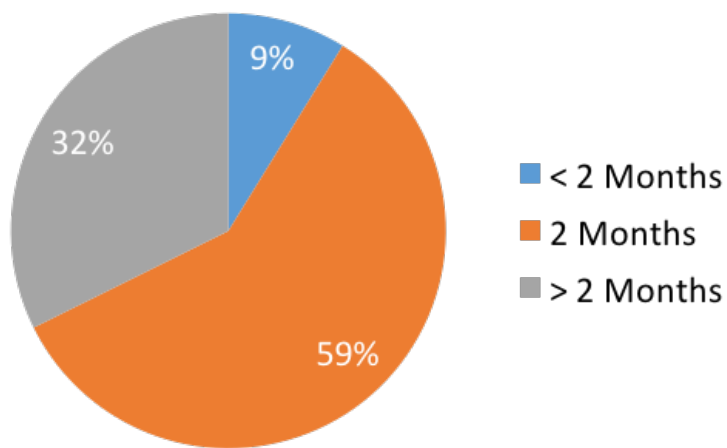
Students and alumni from reputed national and international schools have interned at EMC (Refer Figure 2). National schools include TERI School of Advanced Studies, CEPT University, Indian Institute of Technologies, Tata Institute of Social Sciences, Symbiosis Institute of International Business, etc. International Schools includes Washington University at St Louis, Columbia University, USA, Wageningen University in the Netherlands, University of Waterloo, Canada, Cardiff University in the UK, etc.



Figure 2 Geographical Locations of Interns based on Universities

Duration of Internship at EMC

In most cases, an internship at EMC was designed for two months. About 59% of interns had a duration of internship of two months. Around 32% of interns were involved for a longer duration of internship (mostly three months, and very few for six months) and 9% of interns were engaged for a short duration of one month.



Current Status of Interns

Interns were asked to indicate their current status – whether employed or not. The interns who reported that they were not employed at the time of survey were further inquired about their status – continued studies (enrolled in further academic studies), doing an internship, self employed (set up their own business) and looking for an employment. A snapshot of the status of Interns is provided in Figure 4.

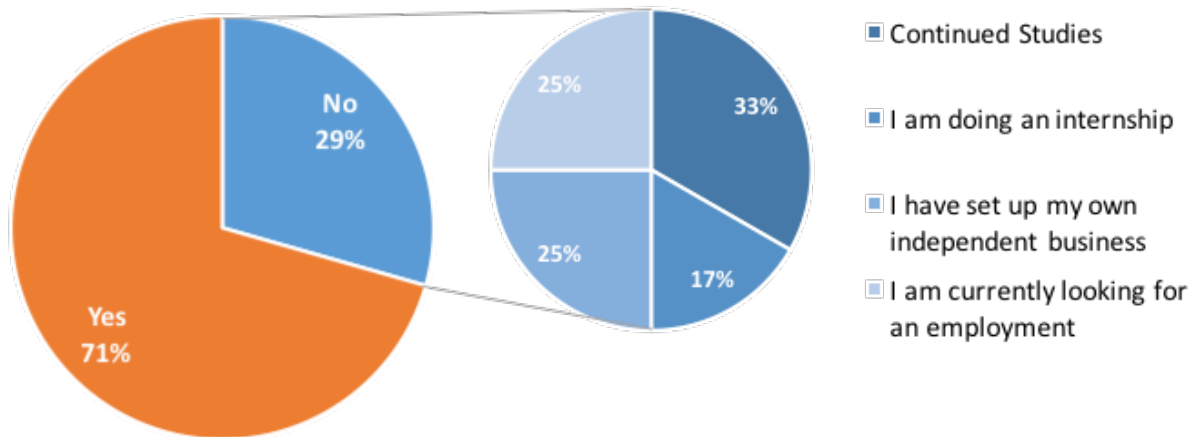


Figure 4 Current Status of Intern at the time of survey

As described in Figure 4, a total of 71% of interns were employed at the time of survey. From the 29%, who were not employed, 33% were enrolled in further academic studies, 17% were doing an internship, 25% were self employed (set up their own business) and 25% were looking for an employment.

Employment Categories of Interns

Around 71% of interns who were employed were asked to give information about their current job. The category of employment in which interns were involved at the time of survey is given in Figure 5. Nearly 72% of the interns were employed in a private company followed by educational institute and universities (12%) and remaining in NGO (8%), not for profit research organisation (4%) and proprietor (4%).

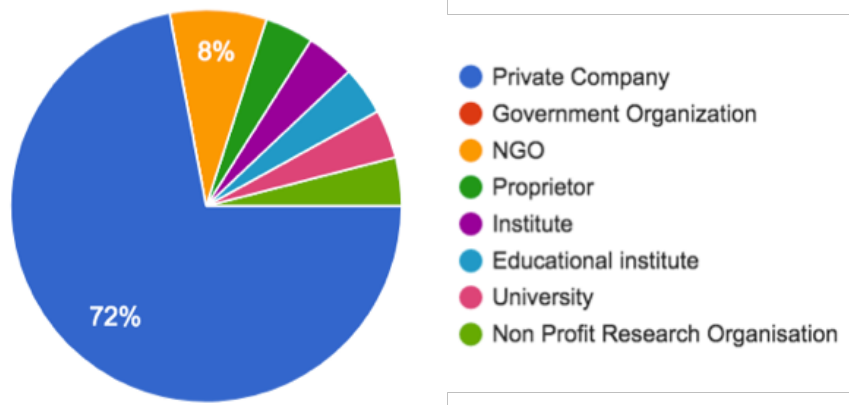


Figure 5 Current Employment Category of Interns at the time of survey

Interns who were employed during the time of survey were employed in reputed consulting companies such as KPMG, PwC, EY, etc.; large Corporates such as Adani Ports and SEZ, ITC Ltd, etc.; NGO such as WWF, Instituto Centro de Vida – ICV, etc.; not for profit research organisation such as International Water Management Institute and educational institute such as Indian Institute of Technology.

How Internship at EMC helped in developing competencies

This question was asked to rate the competencies that got developed (such as time management, writing and speaking skills, practical knowledge, theoretical knowledge and entrepreneurial skills) during the internship at EMC. The rating given by the interns is provided in Figure 6.

Around 55.9% and 38.2% of interns felt that they have developed skill of time management at EMC to a great extent and to some extent, respectively. About 67.6% and 29.4% of interns felt that their writing and speaking skills have improved to a great extent and to some extent, respectively. Nearly 58.8% and 26.5% of interns felt that they have gained practical knowledge at EMC to a great extent and to some extent, respectively. Around 70.6% and 58.8% interns felt that they gained theoretical knowledge to a great extent and developed entrepreneurial skills to some extent respectively at EMC.

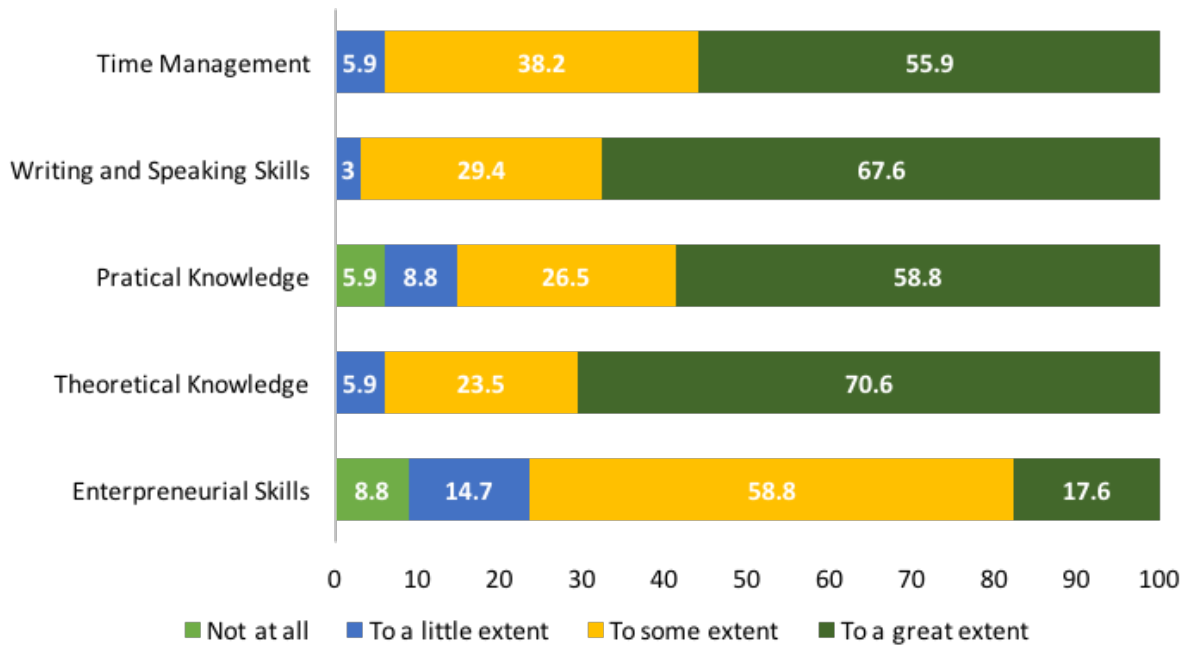


Figure 6 Rating of the Competencies that got developed at EMC

Did Internship at EMC helped in building your career

Interns were asked to score the impact of internship at EMC in building their career. They were asked to score between 0 to 5, 0 indicating that internship made no difference and 5 indicating that internship made a huge difference. About 41.2% and 38.2% interns scored 4 and 5 respectively, indicating that the internship at EMC helped a lot in building their career. The score given by the interns is represented in Figure 7.

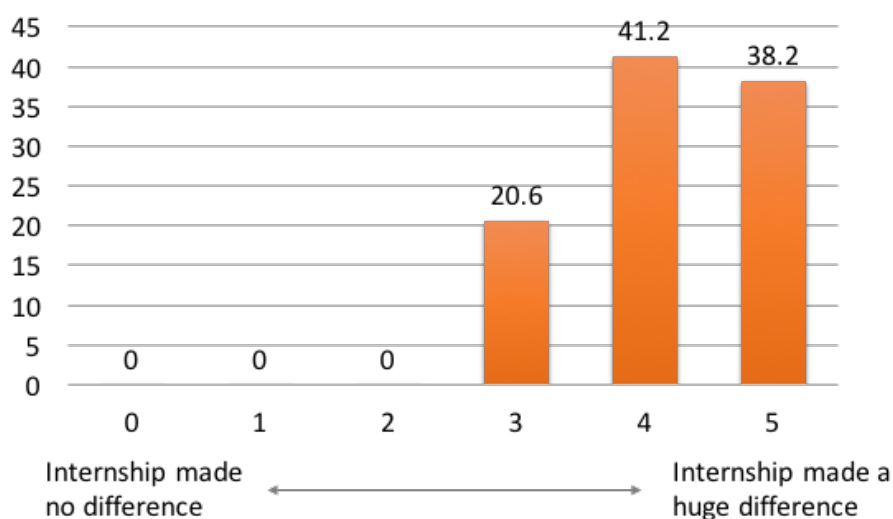


Figure 7 Impact of Internship at EMC on Career Building

Experience of Internship at EMC

Interns were asked to describe their experience of working at EMC. Great experiences were narrated by the interns. Some of the experiences are described below:

"It was an amazing opportunity of technical learning and cultural exchange, I'm very thankful for all EMC's team support!"

"A great learning time among such experienced professionals, good work culture, found ample opportunities for personal and professional growth."

"Small things I learnt at EMC during my internship have given me the confidence of making some important decisions."

"Working at EMC was a dream: ownership of work, brilliant mentors and supporting and engaging peers."

"It was very enriching. The Saturday sessions taught me a lot and were a unique learning."

"Enlightening to get an idea of how consulting projects and real-life things work."

"Thorough research and discussions with Dr Prasad Modak sir for "circular economy" helped me to develop my expertise area which opens a lot of opportunities in my career path."

Comments/ Suggestions for Improvement

The question was asked to give comments and suggestions for improvement of the internship program. Some of the few suggestions that were received are given below:

"More one-on-one session with Dr. Modak along with his lectures."

"Partial/screened client exposure could be provided. Also, career planning can be supported toward the end of the internship."

"Would have been great to understand the impact of my work and how it was used by EMC. (if there were any outcomes)."