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# SECOND INTERN TRACER STUDY

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# 1

## EMC's Internship Program

### 1.1 Brief Introduction

Internship forms a key component of higher education. In current times it is a challenge for students and young professionals to get ideal internship placements. It is an even greater challenge to secure internships in the interdisciplinary areas such as environmental management. Many capable and deserving students often do not get the opportunity to work at organizations where they can get practice experience. Further, their potential largely remains untapped due to lack of mentoring.

Environmental Management Centre's (EMC) internship program has been designed to address this critical gap.

### 1.2 Design of Internship program

The internship at EMC is designed for a minimum period of 1 month and maximum of 6 months. Interns may opt to work EMC's offices in Mumbai or in Ahmedabad. Virtual internship is also possible.

Interns are generally involved in the ongoing projects at EMC and are accordingly mentored. Once the project is assigned, a work plan is prepared by the intern. Interns have to give fortnightly presentations on their progress during the internship and at the end submit a report. Often the outputs get published giving the intern confidence and recognition. After the successful completion of internship, an internship completion certificate is awarded to the interns.

### 1.3 Details on Stipend

A modest stipend in the range of 5000 to 10,000 INR/month is offered depending on qualifications and experience of the intern. The stipend provided to the intern is only to help meet the subsistence and a token of appreciation. It does not imply any honorarium or salary. Accommodation facility is not provided to the intern during an internship.

### 1.4 Getting an internship at EMC

Getting an internship at EMC is very competitive. Up to four interns out of 200+ applications are selected each year. Interested interns have to submit their CV citing two references through the online portal <https://www.emcentre.com/careers>. Once the CV is shortlisted, interns are asked to submit a Statement of Purpose and samples of recently written output. An interview is conducted as a final round for selecting an intern.



## 1.5 About the Tracer Studies

We conducted a survey and published the first intern tracer study on 5th June 2020 on our EMC website. 34 interns had responded in this study.

This is the second time we have sought feedback from interns in June- July 2023. 24 interns responded in the survey.

These tracer studies 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 relationship with them.

Findings of second intern tracer study, were found to be very interesting. It was observed that the trend seen in the responses is similar to the first intern tracer study. After review and analyses, findings of the second tracer study have been presented in this report.

# 2

## Overview

### 2.1 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, 105 interns successfully completed their internship at EMC (refer Figure 1).

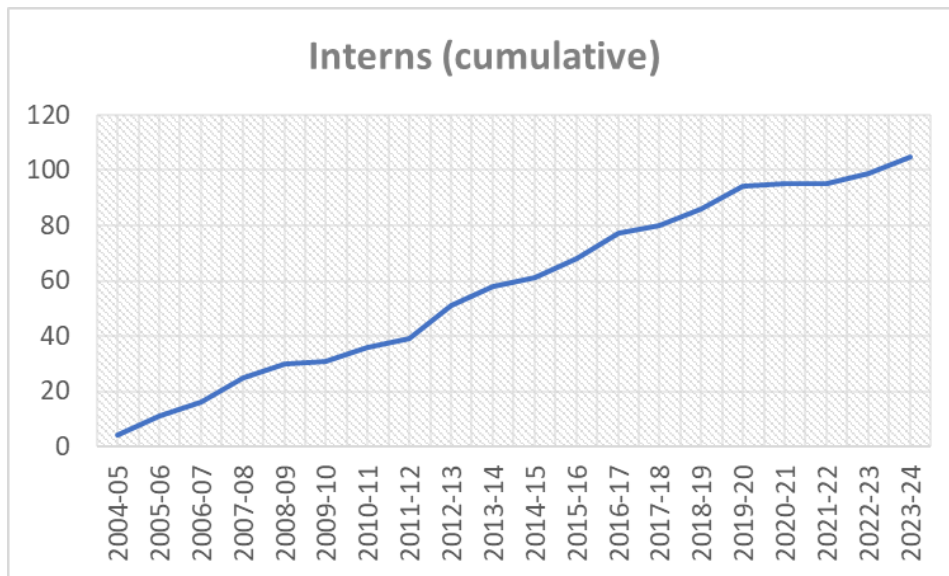


Figure 1 Number of Interns over Years

### 2.2 Geographical Locations of Interns

Students and alumni from reputed national and international schools have interned at EMC.

National schools include TERI School of Advanced Studies, CEPT University, IIT, TISS, SIIB, Ashoka University etc.

International Schools includes University of San Francisco, George Washington University School of business, Cardiff University, Carnegie Mellon University, Columbia University, University of Toronto, Aston University, University of Texas at Austin etc.

On completion, interns are placed in different cities across the globe. Figure 2 shows geographical locations of interns who responded in 2023. Most interns in India are in Mumbai (33.33%), followed by Gurugram (16.67%). Most others are located in various cities in USA like New York City, Atlanta, San Jose, San Francisco and Washington DC and one is in Frankfurt, Germany.

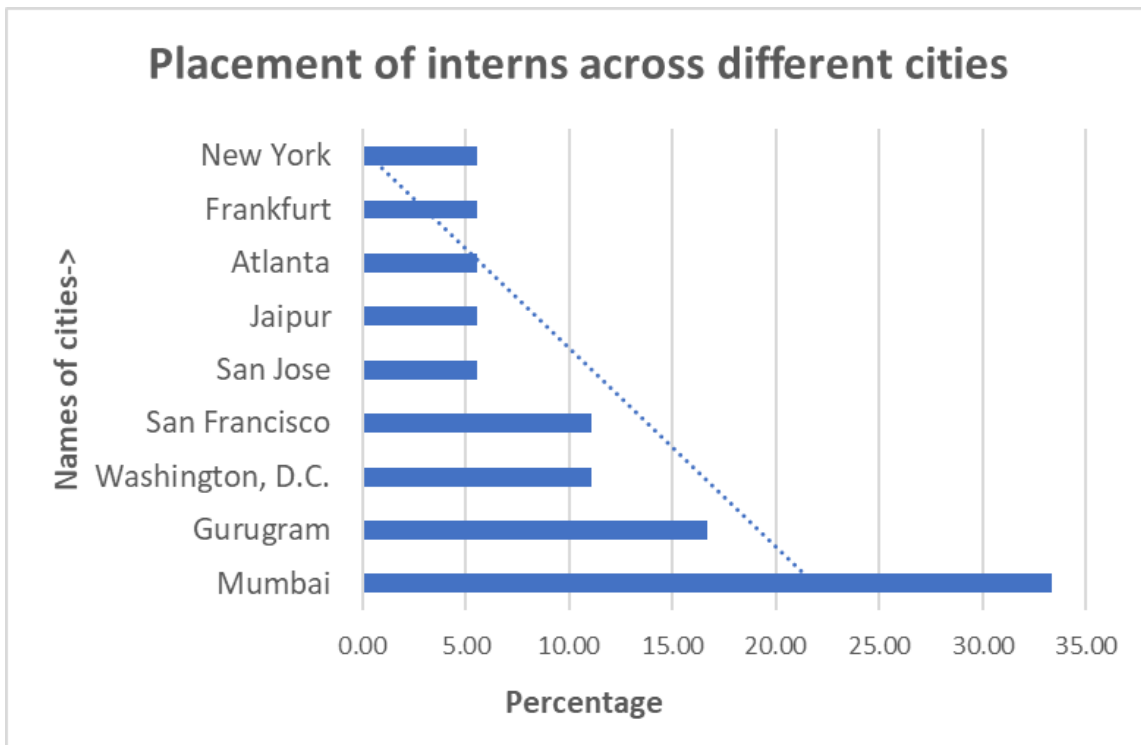


Figure 2 Geographical Locations of Interns based on 18 respondents

### 2.3 Duration of Internship at EMC

In most cases, an internship at EMC is designed for two months. For the sample of interns who responded, the following trend was observed. Around 54% of respondents did an internship for a period of two months. 25% completed internship for a period of 3-6 months. Only 21% did an internship for a period which was less than 2 months or more than 6 months.

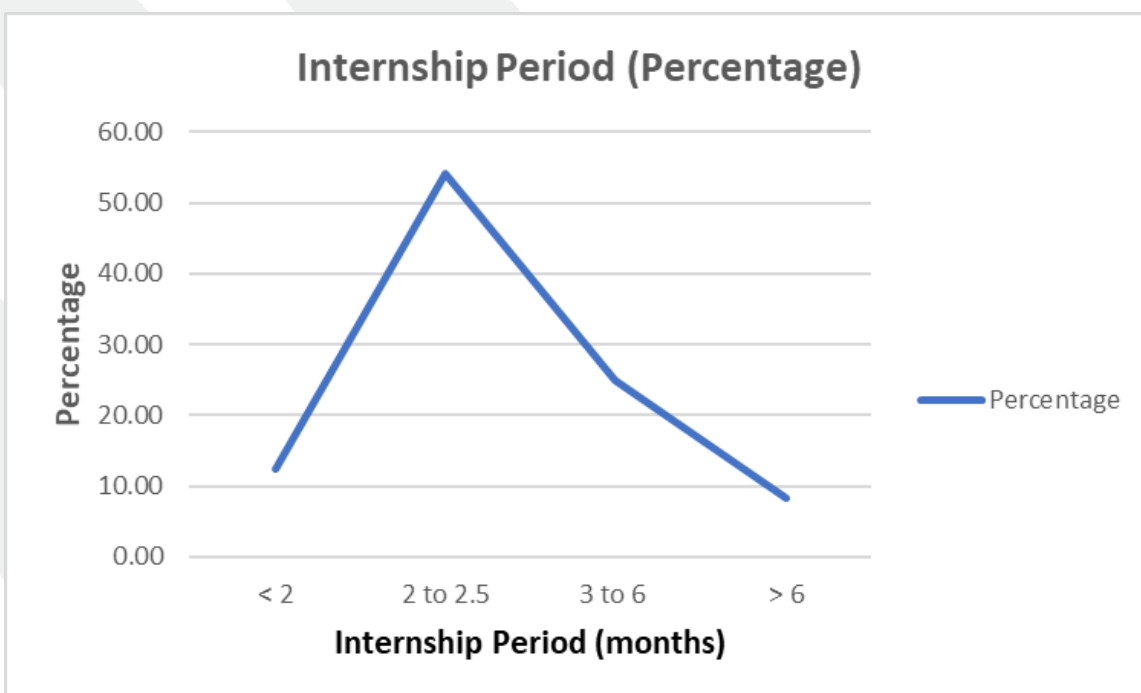


Figure 3 Duration of Internship at EMC

# 3

## Results of the Intern Tracer Study

### 3.1 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 current status of Interns is provided in Figure 4.

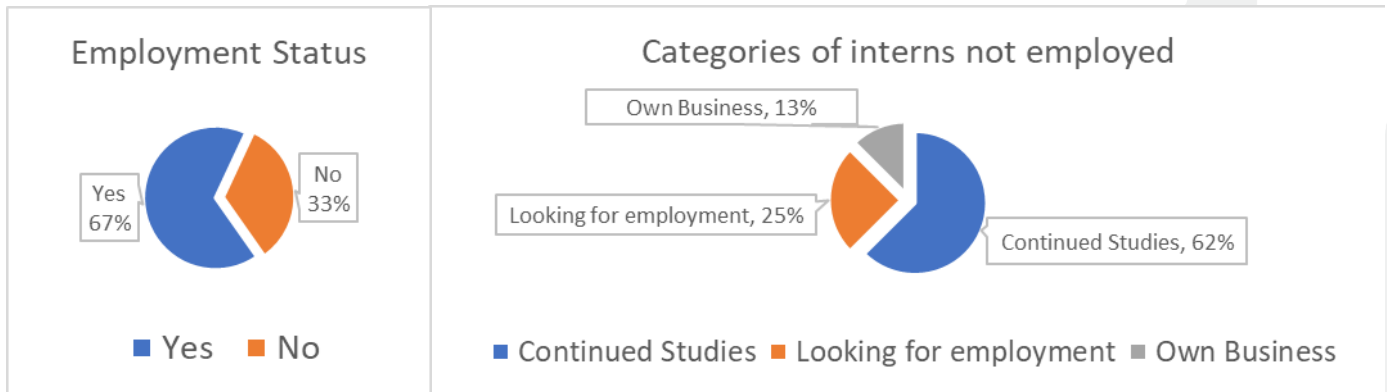
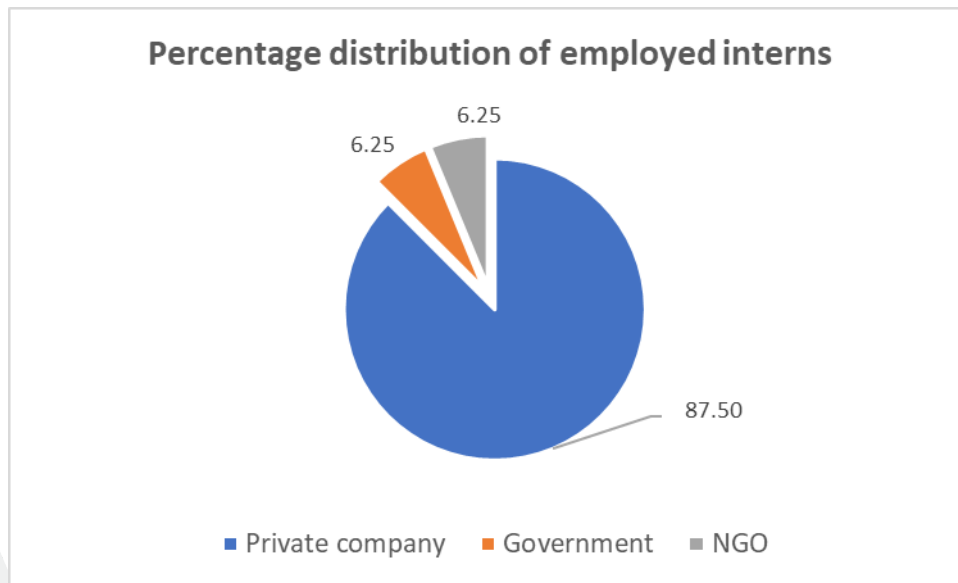


Figure 4 Current Status of Interns based on 24 respondents

As described in Figure 4, 67% of interns were employed at the time of survey. From the 33%, who were not employed, 62% continued studies, 13% were self-employed (set up their own business) and 25% were looking for an employment.

### 3.2 Employment Categories of Interns

Around 67% 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 87.5% of interns were employed in a private company followed by Government and NGO each at 6.25%.



**Figure 5 Distribution of Employment Categories of Interns**

Interns who were responded to the current survey were employed in reputed companies / institutions such as The World Bank, Olam Agri, Lumentum Holdings LLC, MSCI, Boston Consulting Group, C-quest Capital, State Farm, ESG Book Affirm, KPMG India, Bloomberg LP and educational institute such as Georgetown university.

### 3.3 How Internship at EMC helped in developing Competencies

This question was asked to rate the extent to which internship at EMC helped them to develop competencies like Theoretical Knowledge, Practical Skills, Entrepreneurial skills, Writing and speaking skills, and Project Management during the internship at EMC. The rating given by the interns is provided in Figure 6.

- \* Around 75% and 25% of interns felt that they have developed Theoretical Knowledge at EMC to a great extent and to some extent respectively.
- \* Nearly 54.17% and 37.5% of interns felt that they have gained practical knowledge at EMC to a great extent and to some extent respectively.
- \* Around 16.67% and 45.83% interns felt that they developed entrepreneurial skills to a great extent and to some extent respectively at EMC.
- \* About 79.17% and 12.5% of interns felt that their writing and speaking skills have improved to a great extent and to some extent respectively.
- \* About 41.67% interns felt that they learnt Project Management skills to a great extent and to some extent each respectively.



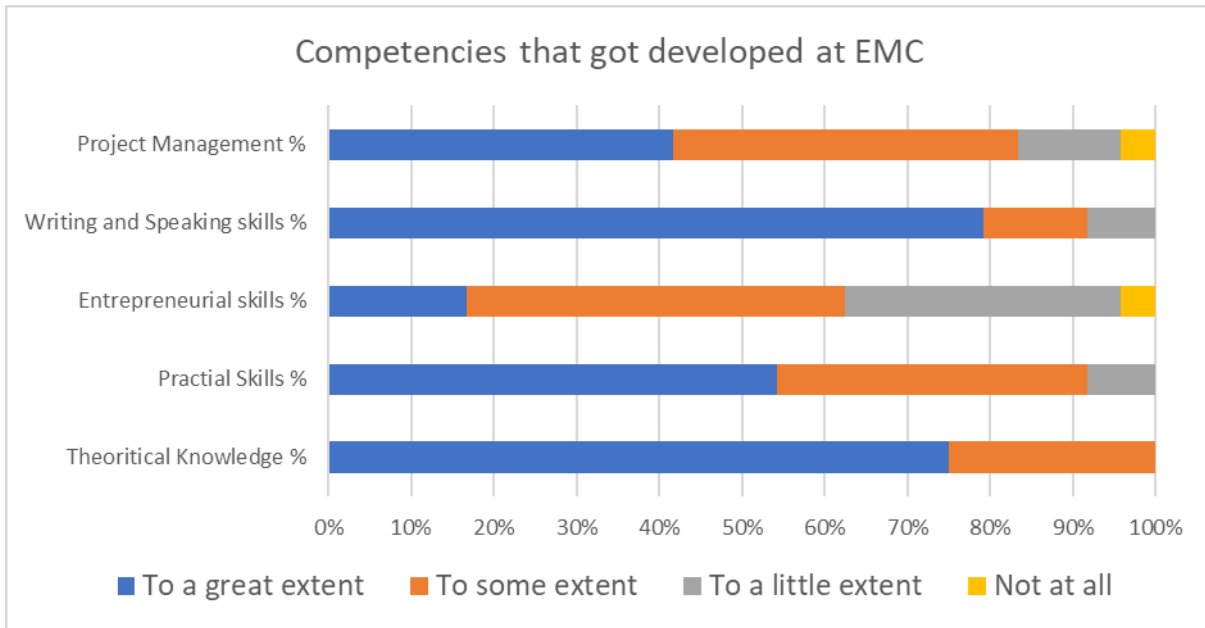


Figure 6 Rating of the Competencies that got developed at EMC

### 3.4 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 1 to 6, 1 indicating that internship made no difference and 6 indicating that internship made a huge difference.

About 25.00% and 66.67% interns scored 5 and 6 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.

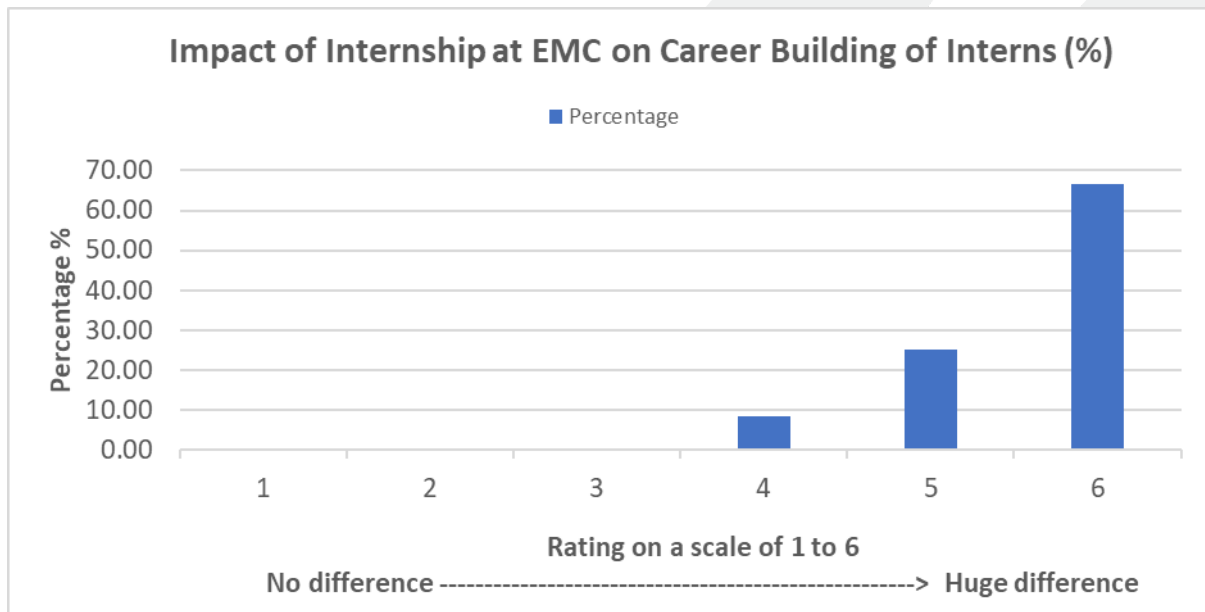


Figure 7 Impact of Internship at EMC on Career Building of Interns

## 3.5 Experience of Internship at EMC

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

*"I learnt a lot and enjoyed my interactions with Dr. Modak immensely!"*

*"Great formal stepping stone into the world of sustainability in India."*

*"Really enjoyed the overall experience and work culture at EMC, everyone is getting their work done and changing the world."*

*"Step in professional world with backup of business management knowledge."*

*"It gave me the clarity what I have to achieve in life."*

*"It was very fulfilling to know that I was a part of a team with high achievers working with some of the best organisations in the country. It was my first step into the sustainability sector in India and learning about it."*

## 3.6 Comments/ Suggestions for Improvement

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

*"I enjoyed my internship with Dr Modak a lot, it gave me a unique perspective on environmental consulting. Thinking back, one idea could be to place an intern on two projects - one commercial which is a live EMC project on which they get practical skills, another can be research or policy oriented where they identify environmental issues through fieldwork as well as desk research."*

*"More time with Dr. Modak, more interactions with industry experts."*

*"More contact with other employees and understanding the use of my work."*

*"More one on one session with Dr. Modak."*

*"Live project-based internship would make one feel more connected to a project."*

*"I liked my time as an intern; hence I was motivated to join as a full time employee. I have no recommendations."*

# 4

## Way Forward

### 4.1 Introduction of 'e-internship'

EMC has introduced an 'e-internship' program and is now accepting the applications for the same. Given the lockdown situation due to Covid-19, 'e-internship' program is designed such that interns can work remotely from distance.

The 'e-internship' is open to both Indian as well as international students. However, there will be no stipend provided to the e-interns.

### 4.2 Internship Plus (+)

Internship Plus is an extended internship program that may run between 4 to 6 months. This model is designed for interns who have to undergo thesis/dissertation in the final year of their academic program after completing an internship. Under this model, an intern will identify a project (for thesis/dissertation) with the consensus of the professor/guide at their Institute. At EMC, during the internship, an intern will work on the identified project under the guidance of the EMC mentor and after returning will be co-supervised along with the Institute faculty towards the thesis/dissertation.

Second model under this program is designed for students who have completed their academic education and wish to start their own business in environmental management. Under this model, interns get mentored to develop entrepreneurial skills and coached. Interns will work to develop their business model under the mentorship of Dr. Prasad Modak, where assistance could be given to form an enterprise.

### 4.3 Research Publications / Knowledge Products

All interns are encouraged to publish research papers. We also encourage them to contribute towards developing our Knowledge Products. This helps them to further their understanding of the subject and also gain practical insights while doing their internship. EMC will continue to support and guide the interns in these endeavours.

### 4.4 Building Institutional MoUs

Every academic institution has a requirement of identifying organisations for placing their students for internship. EMC already has MoU with IIFM, Bhopal for internships. EMC will be happy to sign more MoUs with academic institutions for guiding certain number of interns every year.

**For more information on Internship, reach out to Dr. Shilpi Kapur on [shilpi.kapur@emcentre.com](mailto:shilpi.kapur@emcentre.com)**