

Evaluating the Role of Internship Programs in Developing Employability Skills amongst Students

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Abstract: *To narrow the gap between academia and industry, the National Education Policy (NEP) 2020 introduced significant educational reforms in India. As part of this initiative, internships ranging from sixty to one hundred and twenty hours were made compulsory for all undergraduate students as a requirement for obtaining their degrees. This internship programme was designed to provide a structured and outcome-oriented platform that connects students with industry, academic institutions, and community sectors, helping them translate theoretical concepts into practical experience. The government also initiated measures to engage these interns as apprentices, giving them hands-on exposure to real-world work environments. However, this raises important concerns about the programme's effectiveness. For instance, is an internship of just sixty to one hundred and twenty hours sufficient for students to acquire skills and apply theoretical knowledge in practice? Are students being placed in sectors aligned with their career interests? This paper seeks to evaluate the effectiveness of undergraduate internship programmes and explore strategies to enhance their impact and relevance.*

Keywords: Internship, employability

