

NOTICE  
BOARD

## INTERNSHIPS

## WWF-INDIA

**What is it:** Centre for Environmental Law, WWF-India, provides opportunities for students from law colleges to do an internship at its New Delhi office. The duration of internship is 45 to 60 days. The aim is to provide and enhance the research skills of students in the field of environmental law through practical work assignments and also expose them to the conservation initiatives of WWF-India

**Who can apply:** Law students from institutes in India and abroad

**Contact:** [www.wwfindia.org](http://www.wwfindia.org)  
**Last date:** Applications are accepted on a rolling basis, with no formal start and cut off dates

## BRIDGE TO INDIA

**What is it:** Bridge to India, a renewable energy company based in New Delhi, Hamburg and Munich, is looking for entrepreneurial, innovative interns. Interns will have to work in the field of renewable energy, with focus on solar energy, for six months. They will not only provide support for ongoing projects but also build start-ups in the area of solar power.

**Who can apply:** Those with a bachelor's or master's degree in renewable energy, business or social sciences

**Contact:** [www.bridgetoindia.com](http://www.bridgetoindia.com)  
**Last date:** Applications are accepted on a rolling basis, with no formal start and cut off dates

## EMBARQ

**What is it:** Embarq, a non-profit organisation working in the field of environment, is seeking full-time interns for bloggers and writers for TheCityFix, an online resource of sustainable transport news, articles and blogs from around the world.

**Who can apply:** Anyone pursuing a degree in communications, marketing, public relations, environmental science, English, liberal arts, or related studies.  
**Contact:** [www.wri.org/careers](http://www.wri.org/careers)  
**Last date:** No deadline

## THE HAGUE

**What is it:** The Hague Institute for Global Justice (HIGJ), an independent organisation, aims to strengthen the global framework for preventing and resolving conflict and promoting international peace.

The institute is looking for a programme intern and a communications intern to work on a wide range of projects for its Summer Fellowship Programme 2014

**Who can apply:** Candidates enrolled in graduate programmes in the field of international law, international relations, political sciences, conflict studies, or related disciplines. They must have excellent analytical, organisational and communication skills  
**Contact:** <http://thehagueinstituteforglobaljustice.org>  
**Last date:** March 31, 2014

## ADMISSIONS

## ICSA

**What is it:** Institute for Civil Services Aspirants (ICSA) invites applications for training in preliminary and mains exams (2014) and interviews (2013).

**Who can apply:** Graduates in any discipline who wish to appear for the civil services admission test (CSAT) or have qualified for the final interview  
**Contact:** (033) 2334 6695/1274;  
[email: instcivilservice@yahoo.com](mailto:instcivilservice@yahoo.com)  
**Last date:** December 31



# Click for an intern

Pooja Gupta was ready for a job even before she graduated from St Xavier's College, Calcutta. As part of her bachelor of business administration course, she had to intern with a company. She found an opening with the human resources (HR) arm of an information technology (IT) company through Twenty19.com, an internship portal.

"This was my first exposure to the corporate world. It helped me do a reality check on my interest in the HR field, which was the area that I had chosen for my career," she says. Her short stint also helped her land a job at Primo Estates, a Calcutta-based real estate firm, right after her graduation.

Hitesh Ramani first experienced work in the final year of his engineering studies at the University of Hyderabad. In fact, he learnt so much during the six months of internship as a graphic designer at Widia Technology, Ghaziabad, that he says it far outweighed the theoretical knowledge he'd gained in the last three and half years.

"Now I am an expert in photoshop and other software required in web design," Ramani claims.

Today, an internship is a veritable part of a student's CV. You can intern in a number of offices, and there are portals that help you in this. It doesn't always require that students work from offices — they can work from anywhere they wish to. Harsh Beria, a third-year

student of agricultural engineering at the Indian Institute of Technology (IIT), Kharagpur, got to work on a few virtual internships through Internshala, an internship portal.

"These internships helped me work in a field not related to my sphere of studies. I was always interested in the development of mobile applications and loved coding. I got the opportunity to work in Android applications at Rakshak Foundation, an NGO," he says. The work, Beria explains, entailed developing a web directory with the contact details of every Member of Parliament and Member of Legislative Assembly in the country.

Soon he'd bagged another internship that entailed developing a design interface for a start up. These stints have given him the confidence to work in the area of web development. He even got three job offers while he was interning.

Getting to be an intern is not much of a problem nowadays with a number of portals offering opportunities to students. These portals do not charge students for registering on their websites, though they levy a fee on companies for posting their requirements.

The most popular internships are in the areas of IT, design, marketing (especially digital marketing), content writing, academic research and sales. "There are a lot of opportunities available in the field of humanities and commerce too," Beria points out. Though the honorarium for these internships varies between Rs 5,000 and Rs 20,000 a month,

College students are using a number of Internet portals to earn valuable work experience even before they graduate.

**Avijit Chatterjee and Prasan Chaudhuri find that the right kind of internship helps them get good jobs**

the experience gained is more important, experts stress.

"Internships provide students with an opportunity to apply the knowledge learned in the classroom to real life situations," observes Sarvesh Agrawal, founder and chief executive officer Internshala. "Accord-

ing to an estimate, around 75 per cent of university graduates are unemployable because they lack technical skills. Also, most students make ill-informed career choices because of lack of practical exposure, which results in high attrition rates. Internships can provide a solution to all these problems," Agrawal says.

Malavika Jaggi, senior specialist (business development), HelloIntern.com, an internship portal, agrees. "Internships inculcate important qualities in students such as perseverance and patience. Interns experience work ethics such as teamwork, discipline and adherence to organisational processes. These can be a great starting point for a career."

Most of the internship opportunities come up between May and July every year. In addition, a smaller number of internships are available in December and January. With growing awareness about the benefits of internships, many colleges even encourage students to intern for six months, usually during the last semester of a degree programme.

Some organisations and portals offer international internships too. Among them are AIESEC (an international not-for-profit organisation that provides students with leadership training and internship opportunities), Hello Intern and Let Me Know. Lawtopus, an internship portal for law students, offers opportunities at foreign law firms.

"We recently got a request from the Harvard Law School to publicise a work-

shop of theirs. Quite a few students have interned in Singapore and the US," Lawtopus founder Tanuj Kalia says. Besides, it helps students find local internship opportunities at NGOs, law firms, companies, banks, research organisations and even legal start-ups.

According to Ramanujam Sridhar, founder and CEO of Brand-Comm, a communication consulting firm, companies are keen on recruiting interns in large numbers because that gives them a better opportunity to judge a candidate for hiring. "Internship offers a two to three month window to measure a candidate's attitude and find out if she/he is the right fit for the company," he holds.

"Internships help companies develop talent at no extra cost," adds Hussain Tinwala, general manager, Teamlease Services. "The investments are minimal and returns are long term."

Such work spells also help interns pick up technical training and work ethics, while "moulding" them to fit an organisation's culture. "The best performers can be rewarded by converting their internship into full-

## PORTAL POWER

Check out these 10 websites with a very rich collection of internships from all over India

- \*Twenty19.com
- \*Internshala.com
- \*Letmeknow.in
- \*Hellointern.com
- \*10internship.in
- \*Letsintern.com
- \*Lawtopus.com
- \*Indianinternship.com
- \*Aiesec.in
- \*Makeintern.com

time offers," holds P. Giridhar Kini, associate director (industrial liaison and placement) and professor, electrical and electronics engineering, Manipal Institute of Technology, Manipal (Karnataka).

So how should students leverage their internship experience while looking for a job? "Students should focus on key learning and the contribution made by them to the company. They should highlight how the experience has enhanced their per-

spective of how an organisation works, the challenges of running a business well and profitably," notes Uday Salunkhe, group director, WeSchool, a management institute in Mumbai.

But, of course, students must also remember that not all companies take interns seriously. "Some companies treat interns as an adjunct or a burden," warns Aditya Narayan, president, staffing, Randstad India, the human resources consulting firm.

Also, a lot depends on the supervisor or mentor who guides the intern. "If he or she guides interns well, it's good for both the company and the candidate. If he or she offers low end jobs, exploits or harasses the interns it's a loss for both the sides," Sridhar says.

So look for an internship with the best organisation to learn the best practices. It will generate contacts and recommendations that will help you land that dream job.

## We are the link

**K**arthikeyan Vijayakumar, 30, interned with General Motors while in college, but most of his peers — especially in the arts and sciences — were not as lucky. He found that thousands of talented students were desperately seeking professional experience. The 'huge gap between demand and supply' inspired him to launch the portal Twenty19.com. The engineer who studied at the Birla Institute of Technology and Sciences, Pilani, spoke to **PRASAN CHAUDHURI** on his agenda to make India's youth more employable. Excerpts:

**Q: Why did you launch a portal for interns?**

**A:** A few years ago, while conducting market research for some companies, I came across many students who did internships for our business consulting start-up. They were keen to learn hands-on skills but didn't have any platform to apply for intern-

ships. On the other hand, we came across companies that looked for enthusiastic youngsters capable of being groomed into perfect workers. Also, there were colleges that were looking for ways to offer their graduates practical exposure in their respective fields. We'd heard a lot about graduates in India lacking employabil-



ity skills. Scary surveys indicated huge skills gap in the future generation of workers and college degrees

that have no relevance in the real-world workplace. We decided to join the dots. We interacted with students in engineering and arts colleges and with employers desperately looking for talent in our hometown, Chennai. In March 2010, we decided to create this internship portal where both prospective employers and employees can connect with each other.

**Q: Was this meant for college students in and around Chennai?**

**A:** Although we started in Chennai, the portal was meant for students across India. And apart from offering them internship opportunities, we also started informing them about opportunities such as training courses, scholarships, competitions, events and conferences of their interest.

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