

# UNPACKING THE INTERNSHIP ABROAD EXPERIENCE: DATA-DRIVEN INSIGHTS FROM 265 EMPLOYERS

## KEY FINDING

MANY INTERNS STRUGGLE WITH **UNCLEAR ROLE EXPECTATIONS** AND **LACK OF STRUCTURED TRAINING**, LEAVING THEM **UNDERPREPARED** DURING THEIR INTERNSHIP EXPERIENCE.

Source: [Employer Toolkit 2025](#), N = 265



WHAT ROLE CAN UNIVERSITIES AND HOST ORGANISATIONS PLAY IN **CLOSING THIS GAP?**

## CHALLENGES IN THE INTERNSHIP EXPERIENCE: THE STAGES

### 1 ONBOARDING PROCESS



A SMALL BUT NOTABLE PERCENTAGE STILL **LACKS ANY STRUCTURED ONBOARDING**. THE FIRST MONTH IS OFTEN THE TRICKIEST PERIOD FOR BOTH INTERNS AND EMPLOYERS.

### 2 INTEGRATION & DEVELOPMENT



FEW ORGANISATIONS PROVIDE CLEAR CAREER DEVELOPMENT OPPORTUNITIES. MANY INTERNS STRUGGLE WITH **UNCLEAR ROLE EXPECTATIONS** OR **GAPS IN REQUIRED SKILLS**.

### 3 POST-INTERNSHIP ENGAGEMENT



THE MAJORITY OF ORGANISATIONS LOSE CONTACT WITH THEIR INTERNS, **MISSING OPPORTUNITIES FOR LONG-TERM ENGAGEMENT** OR EVEN **FUTURE COLLABORATION**.

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## ENHANCING INTERNSHIP PROGRAMMES

STRONGER RECRUITMENT TOOLS

MORE STRUCTURED ONBOARDING

BETTER LEARNING & DEVELOPMENT

SUSTAINED ENGAGEMENT

