2020 International Education & Exchange Summit
Reimagine, Rebuild, Reopen

INTERNATIONAL EDUCATION & EXCHANGE

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From Reaction to Action:
The Growth of Virtual Internships in the Age of COVID-19

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Agenda

- Virtual Internships and the Future of Work
- Brief overview of the CIEE Virtual Global Internship program
- Introduction of Guest Panelists
  - Virtual Global Internship students from Italy, Denmark, the US
  - Virtual Global Internship mentors from Germany, UK, Czech Republic
- Guest Panelist Discussion
- Questions
How did we get here, and where is here?

“More than 1 in 5 companies canceled their summer 2020 internship programs entirely, while 70% of the companies that brought on interns conducted some or all of the program virtually.”

-Edwin Koc, National Association of Colleges and Employers
## Comparison of Work-Based Learning Models

<table>
<thead>
<tr>
<th>Work-Based Learning (then)</th>
<th>Virtual / Remote / Distant Work-Based Learning (now)</th>
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<tbody>
<tr>
<td>• In-person</td>
<td>• Remote</td>
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<tr>
<td>• Local</td>
<td>• Expanded recruitment (non-local)</td>
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<td>• Intercultural</td>
<td>• Intercultural</td>
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<td>• Social</td>
<td>• Independent</td>
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<td>• 9 to 5</td>
<td>• Time management</td>
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<td>• Potentially cohort-based</td>
<td>• Increasingly cohort-based</td>
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<td>• Project-based</td>
<td>• Project-based, micro projects, consulting teams</td>
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<td>• Hard and soft-skill acquisition</td>
<td>• Hard and soft skill acquisition</td>
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<td>• Can be for-credit</td>
<td>• Can be for-credit</td>
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What about tomorrow?  
What about post-COVID?
Key Questions:

What can we learn about the future of work – automation, technology, and globalization - and does the COVID-19 disruption accelerate or modify these trends?

And how do we create “best of both” learning models to prepare today's graduates for succeeding in the future of work?
Key Takeaways from WEF Future of Jobs 2020 Report

**Technology**
- Digitization
- Automation
- Artificial Intelligence
- Encryption

**Skills**
- Critical Thinking
- Analysis & Problem-solving
- Self-management, Active Learning, Flexibility, Stress Tolerance

**Online Learning and Training**
- Employer-provided training
- Personal development vs. skill-based training
- Roles of Government, Higher Ed
- Reskilling and Upskilling – Lifelong Learning

**Future of Work is Now**
- 84% of employers expect to digitize key aspects of workflow and processes coming out of COVID-19
- Up to 44% of total workforces to shift to remote work
- Investing in online work/life balance, developing a sense of community, connection between employees
Outlook: Virtual Work-Based Learning

- The COVID-19 disruption has accelerated change for all work-based learning stakeholders: employers, students, higher education, international education.
- Accelerated trends that were already underway.
- Virtual internships are aligned with future of work goals.
- As commitment to virtual increases, we will benefit from continued industry engagement, collaboration, and development as a field, and with our employer partners.
- Virtual internships can increase access to intercultural experiences without needing to travel.
- Goal is to embrace dramatic change while providing structure to both in-person and virtual work-based learning experiences.
- Continue to align student experience and outcomes with future of work requirements:
  - Flexible
  - Digital
  - Remote
  - Upskilled and soft-skilled
  - Collaborative
  - Critical

Let’s hear from our Employer and Student stakeholders.
CIEE Virtual Global Internships

- Project-based, 8- or 12-week remote internships
- Internships sourced in 15+ global cities
- Individualized pre-placement resume assessment and interview coaching
- Weekly virtual workshops with featuring professional development topics as well as guest speakers:
  - Goal Setting and Best Practices
  - Organizational Culture and Leadership
  - Expanding Your Business Network
  - Artificial Intelligence & Blockchain
  - How to Work and Live Sustainably and Impactfully
- Certificate of Achievement and digital LinkedIn Badge
CIEE Virtual Global Internships

Locations include:
• Berlin
• Barcelona
• Cape Town
• London
• Prague
• Rome
• San Francisco
• Santiago de Chile
• Seville
• Shanghai
• Singapore
• Tokyo
• Toronto

Industry categories include:
• Arts
• Business Development
• Communications
• Data Science
• Design
• Digital Health
• Engineering
• IT & Computer Science
• Marketing
• Media & Film
• NGO
• Sustainability & Environment
Virtual Global Internship: Experiences & Challenges

- Virtual internship students learn to manage time zones and use new virtual tools
- Virtual internship students gain experience with independent, project-based work
- Virtual internship students have the possibility to gain global work experience without travel
- Challenges include:
  - Time management
  - Staying motivated
  - Learning to balance work, study, life responsibilities
  - Social interaction within remote teams
Virtual Internship Project Examples

• Research on the environmental and infrastructure impacts of current method of extracting oil and gas through fracking for clean tech startup
• Monitoring and providing updates on the status of elections in the US
• Investigating user experience and creating presentations from the information gathered
• Helping establish a non-governmental organization, funded by a grant from the U.S. embassy, that will work on issues related to women’s empowerment
• Conducting market and user research to help my host company explore the potential of a future new product
CIEE Virtual Global Internship Students & Mentors

Emilie Tornoe, Aarhus University, Denmark
Master student in International Business Communication
Marketing Assistant at MCH London

Mark Howarth, London, UK
Founder & Managing Director of MCH London, The Responsible Advertising Agency
CIEE Virtual Global Internship Students & Mentors

Bianca Carra, Milan, Italy
World Bachelor in Business Student, USC Marshall in LA, HKUST in Hong Kong, Bocconi University, Milan, Italy
Interned at Peregrine Technologies in Berlin

Dr. Steffen Heinrich, Berlin, Germany, PhD in Computer Science
CEO and Co-Founder of Peregrine Technologies in Berlin, Germany
Madison Peak, Senior Honors student at Arizona State University, Tempe, AZ
Majoring in Global Studies and Political Science, Minor in Communications
Interned at Institute of Political Marketing, Prague

Alzbeta Kralova, Founder of Institute of Political Marketing and Managing Partner of IPM Consulting, Prague, Czech Republic
Guest Panel Discussion
Guest Panel Questions

• What types of new skills did you develop during your virtual internship?

• Are there any new tools or platforms that you learned how to use?
Guest Panel Questions

• What are some of the special challenges of taking part in a virtual internship - or in hosting a virtual intern?
Guest Panel Questions

• How do you feel company culture and intercultural communication has changed during the pandemic with so many people working remotely around the world?
Guest Panel Questions

• How does your company promote teamwork and social interaction and encourage interns to stay motivated while working remotely?

• What is one critical soft skill a student can refine while interning virtually?
Guest Panel Questions

• What are some examples of projects you worked on during your virtual internship?
Guest Panel Questions

• How did your expectations change from the beginning of the virtual internship experience to the end?
Guest Panel Questions

• What should a company consider when deciding to host a virtual student intern?

• What should a student consider when electing to do a virtual internship?
Thank you!