

3. AFTER THE INTERNSHIP

Evaluation of interns' performance and progress are the central themes after the internship. It is important for an intern to receive a summative feedback on his/her performance and competencies

by the internship supervisor for his further professional development. At this stage, interns also do an independent self-assessment of their performance during internship.

- **Evaluate intern's performance in the internship according to the criteria defined before the internship**

Usually performance evaluation is based on the assessment given by supervisors. Your HEI should decide as to what weight in the final evaluation of internship is given to the supervisor from HEI and to supervisor from the receiving organisation. However, students' self-assessment of their performance and progress during the internship might also constitute some part of the final grade.

You might find useful to adapt in your HEI these templates:

[Intern's self-assessment form](#)

[Host organisation's evaluation form of intern's performance](#)

- **Ensure that interns receive summative feedback from supervisors about their performance;**

it is recommended that during the feedback supervisor and the intern discuss the accomplishment of internship objectives that were defined before the internship and substantiate.

- **Identify opportunities and difficulties in internship program**

At the end of internship, the evaluation of cooperation between HEI and the receiving organisations is very recommended. It should include identification of strong points and future opportunities as well as problems or difficulties so they can be avoided in the future. If the cooperation has been really problematic, the possibility of finding other hosting companies needs to be looked at. In case of digital internship, allocate special attention to evaluate technological aspects in the course of internship: availability and usefulness of certain technological tools, intern's and supervisor's readiness in the use of these technologies

We suggest asking host organisations or supervisors from host organisations about their satisfaction with cooperation with HEI, adaptability of internship objectives to their organisation's scope and specifics, organisation's readiness to accept interns in the future etc.