

## NECESSITY OF INTERNSHIP PROGRAMME FOR LIS PROFESSIONALS

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### **ABSTRACT**

*Classroom studies mean only books and theoretical learning. Through internship, students not only get the working experience, but also learn to face the real challenges of workplace. An internship programmed is beneficial for students as well as for employers. Without being employed students can gain practical knowledge and learn what responsibilities and tasks the job entails.*

**KEYWORDS:** *Teaching, Internship, Intern, Library Internship*

### **INTRODUCTION**

Practical experience is a vital component of our Library and Information Studies programmed. An internship provides an opportunity to explore a potential carrier field, a vehicle for gaining hands-on experience, an invaluable learning experience that will enhance their resume. Theoretical knowledge through classroom before the internship is mandatory to fulfill the eligibility criteria to get the admission in internship programmed.

### **TEACHING AND INTERNSHIP**

Teaching is an art, not a science. It is much more like painting a picture or composing a musical melody, or on a lower level like cultivating or writing a letter. If we notice traditional classroom teaching we find that either the teacher is delivering information or one of the students is reading from the textbook and other students are silently following him in their own textbooks. This teaching concept is called traditional teaching. In the last few years, new methods and techniques have been developed on the basis of research findings. The traditional methods and techniques have been replaced by new techniques. The main aim of teaching is to help the students to respond them to their environment in an effective way.

An internship is an excellent way to make professional contacts and can also lead to positive references from media specialists, administrators, information managers, librarians, teachers and other professionals with whom the intern works. Internship helps the student to learn to demonstrate a sense of professional responsibility to colleagues, users, fellow trainers and others as a whole.

### **OBJECTIVES**

The objective of the internship programmed is to provide a platform to LIS students to enhance their professional skills, educational experience through practical work. A well-planned internship programmed will successfully maintain appropriate professional boundaries and respectful relationships with users, colleagues, supervisors and fellow trainees, etc. Internship training programmes serves the purpose of the intern as well as the institution both. Through these

programmes, interns prepare themselves for future job responsibilities, upgrade their skills in a specific area and increase the knowledge of recent technologies.

## **TYPES OF INTERNSHIP**

An internship may be in different categories. Some of them are as follows:-

### **Non-Profit Internship**

Doing an internship in a nonprofit organization is usually quite different than working in an organization for profit. In a nonprofit organization, there are no stockholders and no one share in the annual profits or losses that are determined by the organization each year. Nonprofit organizations include charities, universities, government agencies, religious organizations, and some hospitals. Since the purpose of these organizations is not to make money, instead they focus more on providing a service. Interns generally do not get paid when interning at a nonprofit. Completing an internship with a nonprofit organization provides some very useful skills required by employers when seeking to hire entry-level employees in this field.

### **Paid Internship**

Paid internships exist primarily in the private sector or in large organizations that have the money to pay students to learn while they work. Given a choice of paid or unpaid internship, paid internships are definitely the internships of choice. More and more organizations are recognizing the value of internship programs and the enormous benefit they play in the recruitment process. As these organizations work to train interns, they are also scrutinizing them on all fronts to evaluate their potential as potential future full-time employees. For this reason, companies that can afford to pay their interns will usually make a decision to go ahead and do so.

### **Summer Internship**

Summer internships are usually eight to twelve weeks long and can be full or part-time. More students do internships during the summer than during any other time of the year. These short-term experiences provide a real insight into what it's actually like working in a particular job or career field. There's ample time to get into a regular work routine and gain valuable knowledge and skills. Summer internships can be completed for credit, but they don't have to be. Getting credit during the summer can be helpful since it can lighten a student's course load during fall or spring semester but the downside is that most colleges require tuition in order for the student to receive credit.

### **Internship for Credit**

Internships for credit require that the experience is strongly related to an academic discipline to be deemed "credit-worthy". The main question is determining the value of the internship experience in a higher education context. Internships that are primarily clerical or mechanical do not qualify for academic credit. Students looking to do an internship for credit usually need to have an academic sponsor to oversee and set criteria for the internship. To meet the academic component of the internship, students may be required to complete a journal, essay, or presentation during or immediately after the internship to illustrate the knowledge and skills they learned over the course of the semester.

### **Service Learning**

Although there are different perspectives on what constitutes service learning, there are several specific criteria that must be met for an experience to be considered a service learning experience. Service learning requires a combination of meeting specific learning objectives by completing some type of community service work. It is different from other forms of experiential education in that it requires that the recipient and the provider of the services both benefit in some way and are changed equally by the experience. These are very structured programs that require self-reflection, self-discovery along with gaining the specific values, skills, and knowledge required for success in the field.

### **Externship**

Externships are very similar to internships, but only of a much shorter duration. Another common name for externship is job shadowing. Although these opportunities may only consist of one day to several weeks, they tend to offer participants a bird's eye view of what it's actually like working in a particular career field as well as provide some professional contacts for future networking.

### **Co-Operative Education**

The main difference between an internship and a co-op experience is the length of time. While internships generally last anywhere's from a few weeks to several months, co-op's normally last one or more years. Usually students will attend classes and work on their co-op simultaneously or they may do their co-op during winter and/or summer breaks. Co-ops and internships are both excellent ways for students to gain valuable knowledge and skills in their field of interest plus they offer an opportunity network with professionals already working in the field.

## **BENEFITS OF THE INTERNSHIP**

### **Benefits for the Library**

- The ability to get more work done with the assistance of skilled interns, including tasks and projects that might otherwise not get done at all (as well as opportunities for staff to try out new projects which they previously would have been unable to try);
- The opportunity to train and invest in the next generation of library leadership (including identifying potential future employees);
- Model career paths to and within libraries to your patrons;
- Access to new perspectives, ideas, and skill sets;
- Access to professional development opportunities for existing staff (for example, developing management skills);
- The opportunity for self-reflection and evaluation, facilitated by sharing staff expertise with interns;
- Opportunities to build and sustain partnerships with educational institutions and communities;
- Furthering the library's mission of reaching out to and providing educational opportunities to the community;
- The affordability and flexibility of engaging interns;
- Interns diversifying the library team, including bringing in younger individuals and individuals representative of

the community served;

- Opportunities for positive public relations in the community and with funders;
- To better serve and support your community; and
- Building a cadre of people who better understand the work of the library and can therefore, be strong advocates of their importance

#### **Benefits for the Intern**

- Opportunities for high quality, hands-on experience in a real-world library setting, including mentorship, job-shadowing, and exposure to many different kinds of library roles and projects;
- Professional skill development and resume-building in a supportive environment;
- Chance for interns to confirm that they are on the right career path and/ or determine specific interests or areas of specialization within library environments to pursue;
- Access to building new professional relationships, networks, job contacts, and potential references; and
- Opportunities to gain and fulfill academic credits and requirements, all while applying real-world practice of academic learning.

#### **CONCLUSIONS**

An internship is an excellent and rewarding experience. One main thing, what interns learn through an internship, is time management skills as well as self-motivation. In a nutshell, the internship programmed will help the students in developing communication skills, knowledge in their particular field, and different ideas and methods to provide services effectively.

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