

Gen-Z students being offered internships before permanent jobs

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The professional attitudes of Generation-Z (Gen-Z) have been a matter of discussion for a few years now as more students of the generation graduate and enter the workforce. The placement officers in colleges and universities have seen a new trend where graduates are being offered internships instead of job offers to assess their professionalism.

Corporate companies now prefer to get to know their candidates through three-to-six-month internships rather than conduct a one-time interview.

“These days, everyone is ‘AI-enabled’, and students are tactically trained for 20-minute interviews. But the real calibre of candidates can only be assessed when they work in an organisation,” explained Monisha Aluvilla, who heads the office of placements and career guidance for management studies at Christ University.

The new norm is both appreciated and viewed as a challenge by educational institutions.

For instance, Augustine George, Principal, Kristu Jayanti College, Autonomous, said that this norm encourages students to develop their skills. “Compa-



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nies prefer to train students during internships and then absorb them based on performance. It keeps the students in the right direction as they have to prove that they are competent to work in the company. This happens mostly for management and commerce students, and we generally see a 90% conversion rate,” he said.

No guarantees

The placement officers of a few other educational institutions said that this situation often leads to concerns among both students and colleges as there is no guarantee about conversion.

Some also face issues with stipend which can range anywhere from around ₹25,000 to ₹50,000 on an average.

Such colleges reported a conversion rate of 60 to 70%.

IT industry

While this seems to be a new trend for management and other courses, it has been a common practice in IT industry for a few years now.

“In the last few years, IT companies have been offering internships first to check the performance of the students before making them a job offer. The students are also aware that they need to perform and cannot get internships easily. We also do an orientation programme about the ways of recruitment and a majority of our students get job offers after internships,” said K.S. Sridhar, Dean of Placements, PES University.