

Core Competency Skills

When structuring an internship program, it is best to keep these core competencies in mind. By doing so, you have the opportunity to create activities that will help the intern develop/enhance these competencies and become career ready. Here is a breakdown of various skills and how you can incorporate them into your internship programs.

- **Career and Self-development:** Proactively develop oneself and one's career through ongoing learning, self-awareness, career exploration, and networking.
 - Offer mentorship and guidance on career exploration and networking within the organization.
- **Communication:** Clearly and effectively exchange information, ideas, facts, and perspectives with others.
 - Provide feedback on the intern's communication skills and encourage them to participate in meetings, presentations, and discussions.
- **Critical Thinking:** Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.
 - Assign projects that require interns to analyze information, think critically, and make informed decisions.
- **Leadership:** Recognize and capitalize on personal and team strengths to achieve organizational goals.
 - Provide opportunities for interns to take on leadership roles within projects or teams.
- **Professionalism:** Adapt to diverse work environments, exhibit effective work habits, and prioritize the community and workplace.
 - Set clear expectations for professional behavior and work habits.
- **Teamwork:** Build and maintain collaborative relationships to work effectively toward common goals, valuing diverse viewpoints and shared responsibilities.
 - Assign projects that require collaboration and teamwork with colleagues.
- **Technology:** Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.
 - Provide training on relevant technologies and tools used within the organization.