

## Abstracts

### A Study of the Historical Background of Internships by University Students in Japan, their Diverse Changes in Recent Years, and Related Issues: From the Perspectives of Educational Purposes and Employment/Recruitment Purposes

**Jun Kameno** (Hokkaido University)

This paper examines internships for university students in Japan from the two viewpoints of educational purposes and employment and recruitment purposes, with regard to related policies, the present situation, a comparison with foreign countries, and recent characteristic movements. This paper provides an overview of the history of internships at Japanese universities and uses statistical data to elucidate the distinguishing features of Japanese internships. Examples of such distinguishing features include, firstly, the facts that the number of participants in internships are increasing and that the period of internships is short and becoming even shorter, and secondly, the fact that while universities and public authorities emphasize that internships are intended for educational purposes, in reality they are used for purposes of seeking employment and hiring. In addition, a look at developments in other countries shows, for example, that while programs such as cooperative education in the United States and sandwich courses in England continue to play important roles as education conducted through industry-academy cooperation, internships are also growing as separate programs that target employment and hiring. Furthermore, this paper considers the issues and positioning of three diverse types of internships considered to represent distinctive trends in Japan: first, long-term internships; second, participation by students from lower school years; and third, online internships. Internships with educational purposes and employment and recruitment purposes are examined while comparing their contents with efforts in foreign countries, and problems and positioning are clarified.

### Internships as University Education: Current Situation and Challenges

**Masashi Matsutaka** (Kyoto Sangyo University)

The following three aspects are essential in internships today: an educational role for students, a functional role for universities, and a recruitment role for businesses. However, there has not been sufficient discussion and delineation of each of these roles and their relationships with one another, and they have become further unclear in the context of the COVID-19 pandemic. The analysis of the educational effects of internships in this paper indicated that they are effective for cultivating awareness of professional careers and employment. However, they have uncertain effects on supporting students in their transition to work life; further, it could not be confirmed whether internships are effective in deepening and motivating students' learning. A few possible reasons for this include changes in attitudes regarding careers and employment and large gaps in awareness among students, businesses, and universities, with no common goals pertaining to internships shared between them. The examination of past events and overseas experience with regard to the relationship between internships and recruitment indicated that changing the way internships are handled will not resolve all the issues; it is necessary to change the approach itself.

### Internships and the Role of the Career Center: From the Perspective of a Japanese University Career Center

**Akihiro Sumida** (Tokyo City University)

Internships are originally an effective method to promote student development through collaboration between industry and universities. However, in recent years, companies frequently use internships as a tool for early recruitment, which hinders students' career development opportunities during their studies. This article reviews the current situation of internships and introduces case studies of internships designed to enhance educational effectiveness from the perspective of a career center. This paper also introduces the debates and approaches to problems that are being discussed between universities and the business community from a medium- to long-term perspective. Meanwhile, graduate

employment centers at universities that functioned only to support students in finding a job have been transformed into career centers, and they are now required to manage students' career development, including the management of internships. This paper discusses the importance of staff skill development and inter-university connections, and also outlines the future direction and expectations of career centers.

#### Consideration of Relationships between Various Internship Experiences and Effects

**Yasuyuki Hatsumi** (Tama University)

**Hiromi Sakazume** (Hosei University)

**Osamu Umezaki** (Hosei University)

This research aims to clarify relationships between various internship experiences and their effects. To achieve this purpose, we conducted three studies. First, we confirmed how participation in internships influences their effects. Second, we analyzed how the participation pattern such as the number and length of internships influences their effects. Third, we researched how the participation form represented by online or face-to-face internships influences their effects. There are three major contributions made by this research. Firstly, we confirmed that participation in internships has the effect of promoting a clearer career vision (making one's future and career clearer) for liberal arts students. Secondly, we showed that recent university students tend to participate in a small number of short-term internships or a large number including long-term internships, accounting for 60% of the total. Also, the results suggest that the number of internship experiences is more important than the length of the internship program in order to promote a clearer career vision for liberal arts students. Thirdly, we showed that the participation form such as online or face-to-face internships did not significantly affect a clearer career vision. In other words, we did not confirm that the effect of internships increases as the rate of face-to-face internships increases. Rather, when the rate of face-to-face internships exceeds 50%, we confirmed an effect of suppressing a clearer career vision for science students.

#### Mutual Learning for SMEs and Students through Long-Term Practical Internships

**Itaru Ashizuka** (Kindai University)

Many companies offer internships to hire students, and many students also participate in internships to get a job at a company. Long-term practical internships are opportunities for both students and companies to learn from each other at small companies in search of growth. By collaborating with students for six months, small company owners and employees will have the opportunity to look back on their behavior and restructure the cognitive frameworks they had unconsciously formed. These changes lead to changes in the company. In order to generate learning, companies need to have a clear purpose, be well prepared, and have the right mindset and attitude about accepting internships. Internship coordinating organizations have a lot of know-how about internships. By cooperating with a coordinating organization, companies can create places to learn with students. Although long-term practical internships have great potential, they are not well-understood because of the time and effort this requires. Companies that are actually continuing to accept internships say that they have faced difficulties or challenges, but also note achievements they could not have accomplished if they had not accepted internships. Long-term practical internships provide valuable experience and learning for companies, and improve their abilities.

#### Regional Revitalization Internships: The Importance of Coordinators

**Norihide Imanaga** (Nagoya Sangyo University)

It is expected that internships will play a role in regional revitalization through building contacts, collaboration, and co-creation between young people and local communities including small and medium-sized enterprises (SMEs). It is assumed that regional areas and local SMEs, unlike large urban enterprises, lack the brand power and capacity to take on public relations. In addition, it is generally difficult for universities to create touch points and relationships of trust with regional areas and local SMEs. Under such circumstances, the role of the coordinator becomes important in providing value to university students and both universities and local companies. In this paper, in order to

clarify the characteristics of regional revitalization internships for SMEs in a region, we conducted a practical region-based case study and an interview survey with coordinators. Planning, recruitment, and implementation support for local SMEs through coordinators lead to corporate culture reform and management innovation, and implementing attractive projects helps to gather students and build relationships with local companies and the regional area, which is expected to contribute to the region in the future. Coordinators need to have different know-how and experience in order to provide value to both companies and students. In addition, there is a need for a role in the continuous development of the organization, such as systematic training of coordinators, industry-academia collaboration for the development of the entire region, and establishment and management of study groups and councils in the region. It is evident that the development of coordinators who can play various roles is important for the realization of internships for regional revitalization.