VILNIAUS KOLEGIJA | HIGHER EDUCATION INSTITUTION
FACULTY OF BUSINESS MANAGEMENT

# SURVEY OF INTERNSHIP PLACE TUTORS ON CREATIVITY AND BUSINESS INNOVATIONS STUDENTS' PRACTICAL SKILLS

## Execution time
At the end of the 2025-2026 study year spring semester professional and graduation internship.

## Objective of the survey
To analyse internship place tutors' assessment of CI23E and CI24E students' practical skills.

## Short presentation of the questionnaire
Internship place tutors rated students' practical skills according to the 10 given criteria on a ten-point scale from 1 to 10. The average of the evaluations was calculated by analyzing the results.

## Presentation of survey results
The overall assessment average for all 10 criteria is 9,4 out of 10 possible points, reflecting the overall assessment of the practical skills of Creativity and Business Innovations (N = 35).

| No. | Criterion | Score |
|---|---|---|
| 1. | Quality of completed tasks and jobs | 9,5 |
| 2. | Problem solving | 9,3 |
| 3. | Critical thinking | 9,4 |
| 4. | Creativity | 9,6 |
| 5. | Responsibility | 9,3 |
| 6. | Motivation | 9,4 |
| 7. | Self-sufficiency | 9,4 |
| 8. | Collaboration | 9,3 |
| 9. | Negotiation skills | 9,2 |
| 10. | Other (Professional Communication, Insightfulness, Initiative, Research Capability, Confidence, Ability to be Persuasive) | 9,9 |
| **Achievement of internship outcomes** | | **9,4** |

The following areas were rated best by the internship place tutors: creativity and quality of completed tasks and jobs.

## Trainee strengths
The interns demonstrated responsibility, initiative, and strong motivation to learn and improve. They adapted quickly to the workplace, worked independently, and collaborated effectively within teams. Interns showed excellent communication and interpersonal skills when working with colleagues, clients, and partners. Creativity and the ability to develop innovative yet practical ideas were among their most frequently highlighted strengths. They demonstrated strong problem-solving abilities, critical thinking, and sound decision-making skills. Research capability and the ability to collect, analyze, and apply information effectively were also notable competencies. Attention to detail, thoroughness, and commitment to high-quality results were consistently observed. Interns displayed strong organizational, planning, and time-management skills. Many showed advanced digital literacy

and confidence in using modern technologies and software tools. Overall, they demonstrated professional maturity, confidence, and strong potential for future career success.

## Trainee weaknesses

The most frequently identified areas for improvement were related to limited practical experience, lower confidence when making independent decisions, and the application of theoretical knowledge in real-life business situations. Some interns would benefit from demonstrating greater initiative, critical thinking, and problem-solving skills when facing more complex challenges. There was also a need to further develop time-management, task prioritization, and concentration skills. In certain cases, greater attention to detail, consistency, and overall quality of task execution could be strengthened. Evaluations also highlighted opportunities to improve communication, collaboration, negotiation, and professional interaction skills. Most of these development areas are typical at the early stages of a professional career and naturally improve with increased practical experience.

## Deficiencies in theoretical preparation identified during the internship

During the internship period, it was observed that some students lacked deeper theoretical knowledge in certain specialized areas, particularly when applying theoretical concepts in practical situations. A need was identified to strengthen competencies related to the economic evaluation of business processes, including cost-benefit analysis, budgeting, and return on investment assessment. Some students would also benefit from additional preparation in marketing, sales strategies, and project planning. Furthermore, there was a need to further develop problem-solving, creative thinking, and negotiation skills. Nevertheless, the overall theoretical preparation of most students was adequate, and the identified gaps were primarily related to the practical application of knowledge rather than a lack of theoretical understanding itself.

## Other observations

Internship supervisors evaluated the interns very positively, frequently recommending them to future employers and expressing a willingness to host students for internships again in the future. Most interns integrated successfully into their teams, demonstrating high levels of motivation, responsibility, and openness to feedback. Throughout the internship period, steady professional growth was observed, reflected in increasing independence and improved quality of work. Many interns contributed valuable ideas and practical solutions that helped enhance organizational processes and efficiency. Strong potential for future professional development was evident, particularly in the areas of creativity, communication, research, and project-based work.

## What’s next?

Students who have completed an internship in an organization receive the evaluation sheets of the internship tutors and submit them together with the internship report to the internship tutor and lecturer of VIKO Faculty of Business Management. This ensures feedback between the internship place, the student and the VIKO Faculty of Business Management. By integrating the evaluation of the internship tutor, the internship report, and an internship defense, the final evaluation of internship results is calculated. The assessment of students’ practical abilities provided by the internship supervisors makes up 30% of the total assessment of the Professional Internship and Graduation Internship module (each 20 credits).