VILNIAUS KOLEGIJA | HIGHER EDUCATION INSTITUTION
FACULTY OF BUSINESS MANAGEMENT

SURVEY OF INTERNSHIP PLACE TUTORS ON INTERNATIONAL BUSINESS 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 IB23E, IB23SE and IB24E 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 9,0 out of 10 possible points, reflecting the overall assessment of the practical skills of International business (N = 68).

No.	Criterion	Score
1.	Quality of completed tasks and jobs	9,1
2.	Problem solving	8,7
3.	Critical thinking	8,8
4.	Creativity	8,9
5.	Responsibility	9,4
6.	Motivation	9,2
7.	Self-sufficiency	8,8
8.	Collaboration	9,2
9.	Negotiation skills	8,5
10.	Other (Analytical skills, Time management, Initiative)	9,5
Achievement of internship outcomes		**9,0**

The following areas were rated best by the internship place tutors: responsibility, motivation and collaboration.

Trainee strengths
Students demonstrated high levels of motivation, responsibility, and a strong commitment to continuous learning and professional development. They adapted quickly to new work environments, worked effectively both independently and as part of a team, and showed initiative as well as accountability for results. Strong communication and collaboration skills were frequently highlighted, enabling successful interaction with colleagues, clients, and stakeholders. Students also stood out for their creativity, critical thinking, analytical abilities, problem-solving skills, and capacity to respond effectively to challenges. Employers highly valued their professionalism, reliability, openness to feedback, and commitment to delivering high-quality results.

Trainee weaknesses

The most frequently identified development areas were related to self-confidence, particularly when making independent decisions, communicating ideas, presenting recommendations, or negotiating in unfamiliar situations. Many interns would benefit from gaining additional practical experience, especially in handling complex tasks, working under pressure, making quick decisions, and applying theoretical knowledge in real-world business environments. Employers also highlighted opportunities to further develop initiative, independence, time-management, prioritization, and proactive communication skills. In some cases, interns tended to focus excessively on details, which affected efficiency, while others needed to strengthen problem-solving, critical thinking, creativity, or stakeholder communication. Overall, the identified weaknesses were typical of early-career professionals and are expected to improve through continued practical experience, increased responsibility, and professional development.

Deficiencies in theoretical preparation identified during the internship

The most frequently identified gap was the difficulty of applying theoretical knowledge in real business situations, particularly when solving complex problems, making decisions, and interpreting practical business challenges. Several employers noted the need for stronger competencies in professional communication, presentation skills, analytical thinking, and the use of modern digital tools, including AI, digital marketing platforms, CRM systems, and business software. Additional development was recommended in areas such as logistics and supply chain management, project management, accounting and financial analysis, customer relationship management, and negotiation techniques. Some students would benefit from a deeper understanding of business processes, organizational operations, and strategic decision-making, as well as more exposure to real-life case studies and practical problem-solving frameworks. However, many employers emphasized that students generally possessed a solid theoretical foundation, and the identified gaps were mainly related to limited practical application rather than a lack of academic knowledge.

Other observations

Many interns integrated successfully into their teams, demonstrating initiative, independence, and strong collaboration skills. Evaluations frequently highlighted the students' potential for further professional growth, their ability to accept feedback, and their commitment to continuously developing their competencies. Employers also highly valued the interns' contributions to organizational activities, their participation in real projects, and their ability to create tangible added value. Several interns were recommended to future employers or received offers to continue their cooperation with the organization beyond the internship period.

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 the 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).