



## Abdulla Al Ghurair Foundation Internship Guide

By exposing youth to real-world experiences and facilitating the acquisition of practical skills, internships offer a competitive advantage in today's fast-paced labour market. The guide's comprehensive steps provide invaluable support to students, educators, and employers in establishing and pursuing high-quality internship programs. Moreover, its emphasis on partnerships underscores the importance of collaboration in ensuring access to such enriching opportunities

Siham Al Balooshi,  
Vice President of Emiratization, Al Ghurair Investment LLC



The Internship  
Guide

The Abdulla Al Ghurair Foundation published an Internship Guide to support students in the internship application process; employers in establishing impactful internship programs; and universities in enhancing student preparation for experiential learning programs.

Based on interviews with employers in the private sector, the guide outlines that internships are essential in bringing new perspectives into organizations, enhancing productivity, and supporting Emiratization requirements as well as local talent pipelines, among others.

Interns are 32% more likely to be retained than new hires without internship experience. ([National Association of Colleges and Employers](#))

78% of employers in the MENA region are looking to hire an intern in 2023 and 65% always offer a full-time job to the intern. ([Bayt.com](#))

56% of interns and 40% of co-op students became full-time, entry-level hires in 2019. ([National Association of Colleges and Employers](#))

Importance of  
internships



### Employers

- ✓ Identify the purpose for hiring interns
- ✓ Build a structured program by having documented policies
- ✓ Assign meaningful tasks for interns that will lead to specific outcomes
- ✓ Listen to the intern's needs to motivate them and improve retention



### Students

- ✓ Research the organization hosting the internship
- ✓ Tailor your resume to highlight relevant skills and experiences
- ✓ Seek additional responsibilities and learning opportunities during your internship
- ✓ Reflect on the key skills and knowledge you gained during your internship

Recommendations  
from the Guide

The Foundation designed a workshop for organizations aiming to establish meaningful internship programs. The workshop is an opportunity to learn about internship best practices in the UAE and gain insights on the essential elements of developing a successful internship program.

Organizations interested in attending the workshop can contact Ms. Sireen Jalloul at [sjalloul@alghurairfoundation.org](mailto:sjalloul@alghurairfoundation.org).

Read more [here](#).



Internship Guide  
Workshop for Employers