



**ISED Knowledge,  
Skills & Entrepreneurship Mission  
(ISED - KSEM)**

*offers you*



**WORLD-CLASS  
INTERNSHIP OPPORTUNITIES**

*at*

**Institute of Small Enterprises and Development**

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## Background

Skills and entrepreneurship have been widely accepted as the driving forces of development today. In India, this vitality has been understood at the policy level, and hence, skill development is a national priority today. Having the appropriate life skills equip a person to perform effectively in the labour market, either as wage earners or as entrepreneurs. But, in order to remain "skilled" one need to be a bit entrepreneurial in his outlook. The spirit of entrepreneurship sprouts at a point where one has *achievement motivation*, and an inclination to observe and learn from the experience of others. In the modern world, nobody gets such an opportunity on a platter; one need to strive for that!

The so called 'Knowledge Management' is a rather abstract term. 'Knowledge' simply means, the generic word used to summarize the acts, information, and skills acquired through experience or education, or the theoretical or practical understanding of a subject. Knowledge management refers to a multi-disciplinary approach of collecting raw data, processing them into information, and shaping such information into knowledge which is of a practically usable form. The users of 'knowledge' are, all those participants of the development process, such as government agencies, financial institutions, entrepreneurs etc. Knowledge management efforts of the ISED is part of its social responsibility of contributing to meeting the development aspirations of the community in which it exists, and more specifically, on enterprise development. Therefore, the Institute is determined to work as a change agent that can bring down such knowledge into skills and capabilities. ISED is also keen to ensure that they get translated into entrepreneurial activities, initiated especially by young minds having the right *achievement motivation*.



## Specific Needs of the Community

Education, especially higher education, in India, today do not match with the skill requirements at the work place. Skills and abilities are all "must-haves" in one's career, which recruiters often look for. As a socially responsible organisation, ISED goes beyond mere transfer of knowledge, to translate into skills and capabilities that offer opportunities to the young people. From the rudiments of a

small team and its office work, it provides exposure on different stages of individual and group initiatives that equip one to be decision makers of their own right. This is done essentially through Internships.

## Why are Internships so Important?

One may be a fresh graduate with good mark scores. But if one important item is missing from his/her résumé, good luck trying to get a position at an international bank or a premier consulting company, like Accenture or the PWC: an internship becomes so important here.

The hope of gaining an advantage for future employment has increased both the number and quality of internship applications. "Internships have become key in today's economy," says Bill Gates of Microsoft.

## Individual Benefits

Besides getting a foot in the door with a potential employer and looking good on a résumé, internships have other advantages as well:

- ♦ The opportunity to "test drive" a career;
- ♦ Chances to network;
- ♦ Establishing relationships with mentors;
- ♦ Possible college credit or certification;
- ♦ An introduction to the culture and etiquette in a specific job(eg: insurance, banking);
- ♦ Accumulating new hard and soft skills;
- ♦ Gaining a "real world" perspective on an occupation .

## Career Opportunities

Getting a job is not that difficult today; but shaping a career is really difficult. Being an institution involved in both knowledge and practice, an exposure at the ISED campus offers a rare opportunity of moulding one's career through practical steps.

ISED turns to its highly competitive internship program for new talents. Both international and national,

these Internships offer opportunities in:

- ♦ Office Management Skills
- ♦ Consultancy skills;
- ♦ Research skills;

Consultancy skills enable one to get tuned for an opening in the thriving consultancy industry. Great consultants are idea-driven and are motivated to do everything possible to make the client better.





Research skills enable one to be a researcher, and to enjoy the benefits of several related fields. Beyond all these, an ISED Internship enable one to shape a multi faceted career.

A combination of the above three expertise at the Institute, provides a diversified exposure to the Intern. ISED strives to find real and lasting solutions to problems by providing new information and advice. Through in-depth thought, brainstorming, and analysis, ISED helps its clients become better by challenging and persuading them to adopt new ideas.

- ♦ These are both things you learn at ISED, and also what ISED equips you for your future career.
- ♦ More and more firms are looking beyond the MBA, and IT background, which has become a common tag with many youngsters in India. They are seeking out applicants with more diverse degrees, and above all, exposure and clarity of thought. Beyond an entry, such candidates get a greater flexibility and larger opportunities in a highly volatile job market.
- ♦ But consider the case of college drop-outs! In India, it is a rule rather than an exception in higher education today. In an environment where success alone is celebrated, the drop-outs become a burden not only for them, and for the society at large. This situation need to be reverted.

## Partnership Opportunities

Beyond individual applications, ISED prefers sponsored candidates under its Internship programme. Interns virtually make a bridge between two institutions. Beyond an opportunity given to the sponsored Interns, ISED would be happy to foster long-term research co operation with the Partner institutions. Colleges, University Departments and autonomous research Institutes are encouraged to enter into such partnership.

ISED has a large Partnership Network within India and abroad under its various programmes, and the Interns and their sponsors would get the advantages of such a Network.

## Internship at ISED

Internships, at ISED, is co ordinated and managed by the ISED-KSEM. However, the Interns get benefited through its

nine Knowledge Centres:

- Centre for Enterprise Development
- Centre for Social Development
- Centre for Public Policy Studies
- Centre for Financial Education and Research
- ISED Centre for Economic Research
- Centre for Social Development
- New Economy and Local Economic Development Centre(NEWLED)
- Centre for Responsible Business
- Centre for Monitoring Enterprise Development in the States(ISED-CMEDS)

The interns will be attached to any one of these Centres, jointly with the ISED-KSEM

## Beyond Skills: Achievement Motivation and Entrepreneurship

While skill development is a priority for most institutions in India today, we also have the experience that much of the skilling effort, even with the good intentions behind them, go waste. Skill development institutions often fail to instill the right motivation among the trainees. It is this missing link that ISED places at the centre stage of its Internship programme.

The focal areas of the ISED Internship are:

- Public policy
- SME development and entrepreneurship
- Social entrepreneurship
- Local economic development
- Data management and knowledge systems
- Management consulting

## Who Can apply?

- Graduates looking for higher studies
- Post graduates looking for research/ research career
- Graduates/Post Graduates on course work
- College drop-outs at the Graduate level, aspiring for a change

## How to apply?

More details and updates of the Programme are carried by the ISED website, [www.isedonline.org](http://www.isedonline.org). Correspondence is encouraged to be addressed to: [ksem@isedonline.org](mailto:ksem@isedonline.org).



## About ISED.... the Doyens Speak



"The work of specialist institutions like ISED is of great relevance to entrepreneurs and policy makers alike....."

**Shri. Narendra Modi**, Prime Minister of India.



"The Planning Commission has, of course, benefited from the work of I SED Small Enterprise Observatory....."

**Dr.S.P.Gupta, Member, Planning Commission**



"NPA creation is not a sin. Informed decision making and hand holding are critical in ensuring in MSME health..... The rich work of ISED in this regard is commendable."

**Mr. S.S. Mundra**, Deputy Governor, Reserve Bank of India



"This great work of ISED is laudable....At the Federal Bank, we are proud to partner with the Institute and the India MSME Communication Programme"

**Mr. Shyam Srinivasan**, CEO, The Federal Bank



"Understanding the MSME sector in its entirety is a complex task. Therefore, ISED and its work has great relevance today"

**Mr Rajanikant Marfatia**, Member, National Executive Committee, FICCI.



"The work of the ISED Small Enterprise Observatory is unique among Commonwealth countries....."

**Jose Maurel**, Director, Commonwealth Secretariat, London

"The uniqueness of the India MSME Report Series at ISED is that, it is being brought out by a world-class knowledge platform, the Small Enterprise Observatory....."

**Global Business Review**

"The work done by ISED Small Enterprise Observatory is really significant and unique....."

**Manpower Journal**

"The work of ISED Small Enterprise Observatory is laudable....."

**The Economic Times**

"This exclusive knowledge platform for SMEs has several innovative things to offer....."

**Global MSME, Kuala Lumpur**

"The special feature and strength of the India MSME Report is the umbrella platform that supports it: the Observatory....."

**The Economist, London**

"Beyond the regular reporting by the India MSME Report, the ISED Small Enterprise Observatory is expected to contribute much more valuable inputs for planning and policy making in the country....."

**The Business Line**



"The initiative of the Institute is commendable. It helps the Ministry of MSME to shape its policies, as also to review such policies from time to time....."

**Mr. Madhav Lal**, Secretary, Ministry of MSME, Government of India



"India MSME Report is, of course, a rich source of information and insights.....It helps entrepreneurs and people like us in Government, immensely....."

**Mr. Saurabh Patel**, Minister for Small-scale Industries, Government of Gujarat.



" But even in this era of globalization, we live in neighbourhoods and communities. The 'Small Enterprise Observatory' at the ISED and the 'India MSME Report' Series reminds us of that....."

**Padmabhushan Mark Tully**, veteran Journalist and author.

**Institute of Small Enterprises and Development (ISED)** is an interdisciplinary Centre with small enterprises as its key constituency. Along with research, policy advice, advocacy, networking, training and consultancy, the Institute is a participant to policy dialogue on small enterprises within India and internationally. The Institute is affiliated to the Indian Association of Social Science Institutions (IASSI), and serves as member of its Executive Committee.



**IASSI**

ISED has had the track of servicing several national and international policy bodies, such as the Consultative Group on Unorganised Sector at the Prime Minister's Office (PMO), Standing Credit Advisory Committee at the Reserve Bank of India, Member, State Level Bankers' Committee, and advisory roles with the ILO, UNIDO, UNCTAD/ITC and the Asian Development Bank.