



Bachelor Program (BOSC4)

Internships information and procedures

2015-2016 Academic Year

1. Internship Dates and Duration

Internships take place twice during the academic year, at the following dates:

- From **June 22nd 2015** to **January 31st 2016** for students in **BOSC4** during the autumn semester. The compulsory duration of the internship is 24 working weeks (holidays may not be included).
- From **January 25th 2016** to **August 28th 2016** for students in **BOSC4** during the spring semester. The compulsory duration of the internship is 24 working weeks (holidays may not be included).

Internships may not, under any circumstances, be extended beyond the above dates. Internships are scheduled so as to not conflict with examinations, remedial work, etc.

2. Internship Tasks and Responsibilities

BOSC 4 internships are administrative placements. They may be carried out in any of the following fields: sales and marketing, revenue management, public relations, events, communications, finance, accounting, human resources, business development, consulting, etc.

They should preferably be done in the hospitality sector and students should focus primarily on the following: hotel industry, food and beverage industry, institutional catering, event catering, in-flight or on-board catering, etc. However, any other business or any other firm operating in other sectors may be considered. EHL reserves the right to reject an internship and/or internship host organization on the grounds that it is not in line with the learning objectives of the curriculum.

3. Internship Host Organization

It is strictly forbidden to complete an internship in a family-run business or in any organization owned, or partially owned, by a relative, a friend or the students themselves.

The internship may be completed in any country in the world, provided that the student has all the necessary legal documents in place. It is up to the student, not EHL, to deal with visa and/or work permit applications. It is forbidden to work with a tourist visa (unless otherwise permitted by law), as the student and employer would not be insured against occupational injury, illness or official investigations and would be liable for legal action.

It is the student's responsibility to obtain the visa and/or work permit on time bearing in mind that the application process may take up to two months depending on the country and student's nationality

4. Internship Searches Procedures

The Internships and Careers Office is committed to helping and supporting students with their internship searches by providing personalized advice and guidance. During BOSC3 semester, students will be accompanied by an internship officer who will help and answer to various and specific needs, such as advice, tips about internship applications and interviews, etc.

In addition to the personalized guidance, the Internships and Careers Office regularly updates the job platform where student can find a certain number of internships to which they can apply directly (<http://jobs.ehl.ch>).

Students may find an internship within their own network, by applying spontaneously or through company and job search websites. In any case, the internship will need to be approved by the Internships and Careers Office.

5. Internship Agreement

An internship agreement template is available on MyEHL, in French and in English. The agreement must be signed by both parties in the following order: the employer and the student. The Manager of the Internships and Careers Office or his representative is also requested to sign the agreement in order for it to be valid.

Only the School's model agreement has probative force, and it must be used throughout the process. Any special requests must be approved by the Internships and Careers Office.

6. Deadline for Handing in the Internship Agreement to the Internships and Careers Office

- a) For internships in countries that do not require a visa and/or work permit: the agreement - signed by both parties and approved by EHL - must be handed in to the Internships and Careers Office at least one day before the start of the internship.
- b) For internships in countries that require a visa and/or work permit: The agreement - signed by both parties and approved by EHL - must be handed in to the Internships and Careers Office as soon as possible in order for the student to obtain the visa and/or work permit on time.

Students who fail to have their internship agreement approved by the Internships and Careers Office before they begin their internship, are liable for disciplinary action. Their internship may also be invalidated.

7. Absences During the Internship

Before the internship begins, students must inform the Internships and Careers Office of any physical or mental health problems likely to affect their performance.

No leave of absence for military service or for any other reason will be granted, with the exception of emergency leave which may be authorized at the discretion of EHL.

Students who are absent for illness or accident **must** provide EHL with a copy of an official medical certificate or any other document attesting the reason for their absence. In case of repeated absences or absences lasting more than three days, the employer must notify EHL.

The internship dates and durations specified in section 1 - Internship Dates and Duration - of this document must be strictly adhered to for the purposes of validating the internship and/or awarding the corresponding credits. Approved absences of more than ten working days (for illness, family problems or acts of God) must be compensated for by an equivalent number of days' work. EHL will check with the employer that this has been done; if not, EHL reserves the right to invalidate the internship and to withhold the corresponding credits.

8. Internship Changes

Any changes to the intern's tasks and responsibilities - as validated by EHL - must be submitted to the Internships and Careers Office for approval.

Students may not change employers once the internship has begun. If the student encounters problems during the internship, then he or she must immediately notify the Internships and Careers Office.

Should the student drop out of the internship or change employers without consulting anyone, EHL reserves the right to invalidate the internship and to withhold the corresponding credits.

9. Remuneration and Working Hours

The rate of remuneration is set by the employer and/or according to the laws in force in the country in question. Interns must work full time, as defined by the labor laws in force in the country in question.

10. Internship Supervision

The role of the internship supervisor is to provide the student with assistance and guidance throughout the course of the internship. EHL encourages employers, internship supervisors and human resource managers to maintain a close relationship with interns and to hold regular meetings/feedback sessions with the latter regarding their performance, their behavior and, more generally speaking, their integration into the firm. These ad-hoc meetings do not constitute a formal evaluation of the intern.

11. Documents to be Provided by the Employer on Completion of the Internship

Students must remind their employers to complete the documents needed to validate the internship within the required time frame, and to draw up a certificate showing the start and end dates of the internship and the position held. This certificate must be handed in to the Internships and Careers Office. Employers are encouraged to provide a letter of recommendation.

12. Bachelor Program Assessment

a) Employer Assessment

By the end of the internship, the employer will receive an e-mail with the information and the link leading to the online final evaluation. The latter should be filled out before the student finishes its internship.

b) Academic Reports

Students will have access to the two academic reports after they have finalized their BOSC 3 semester. The first and final reports will be available on the LMS platform under the BOSC 4 Internship semester.

During the autumn semester (June 22nd 2015 to January 31st 2016), students have to submit via the LMS platform the First and Final report by the following dates:

- First report by week 34, 21st August, Friday 12am, Swiss time
- Final report by week 2, 15th January Friday 12 am, Swiss time

During the spring semester (January 25th 2016 to August 28th 2016), students have to submit via the LMS platform the First and Final report by the following dates:

- First report by week 12 Friday, 25th March, 12am, Swiss time
- Final report by week 32 Friday, 12th August, 12am, Swiss time

13. Academic Validation of Internships

Please note that the assessments described in point 12 – Bachelor Program Assessment – of this document, are necessary for the overall evaluation of the internship, and for awarding the corresponding credits.

EHL's Department of Education and Research is exclusively responsible for the academic validation of the internship and for awarding the corresponding course credits. The validation of the internship and the awarding of credits are subject to compliance with all the obligations set forth in the EHL Internship Directives.

Students are required to meet both the administrative and the academic requirements defined by the Internships and Careers Office and the Department of Education and Research in accordance with Art.18 and Art.19 from the EHL Internship Directives.

Students complying with the administrative and academic requirements of the internship will receive a "pass".

Students not complying with the administrative and/or academic requirements of the internship will receive an F letter (fail) for the module.

In case of failure due to non-compliance with the Administrative Requirements, the Internships and Careers Office reserves the right to make a decision on a case by case basis, as well as to not validate the internship.

In case of failure due to non-compliance with the Academic Requirements, the student will have to sit in a retake exam. Retake exams will take place at the end of the following semester.

In the case that the retake exam results in a fail, the student will have to redo the entire internship.