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**NATIONAL STANDARD OF THE
PEOPLE'S REPUBLIC OF CHINA**

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Internships - Quality guidelines for host organizations

实习活动 实习组织质量指南

(English Translation)

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Foreword

This document complies with the provisions of GB/T 1.1-2020 "Standardization Work Guidelines Part 1: Structure and Drafting Rules of Standardization Documents".

Drafting.

This document adopts ISO 29997:2025, "Guidelines for the Quality of Internship Activities and Organizations".

The following minimal editorial changes have been made to this document.

---Table 1 has been updated with examples and notes;

---Added examples from version 5.3.2;

---Some informative content has been removed from sections 4.1, 5.1, and 5.3.3.

Please note that some content in this document may involve patents. The issuing

organization of this document assumes no responsibility for identifying patents.

This document was proposed and is under the jurisdiction of the National Technical Committee on Standardization of Education Services (SAC/TC443).

Introduction

Internships help improve an individual's employability and overall skills. The current job market is rapidly evolving, requiring job seekers to continuously adapt to different industries.

Change and the continuous acquisition of new skills are crucial for building a successful career. In this context, internships that complement learning activities are essential.

Interns play a crucial role in enhancing their employability and overall competence, helping them accumulate frontline work experience and master their job skills.

Core competencies provide support for their initial entry into the labor market and long-term career development.

my country has issued and implemented the "Regulations on the Management of Internships for Vocational School Students," the "Measures for the Management of Internships for Secondary Vocational School Students," and the "Ministry of Education's Notice on Strengthening the Management of Internships for Vocational School Students." Documents such as the "Opinions on Strengthening and Standardizing the Management of Internships in Regular Undergraduate Universities" have standardized internship activities, improved their effectiveness, and ensured their success.

It protects the legitimate rights and interests of interns, internship organizations, and other stakeholders.

This document helps interns gain a high-quality internship experience, gradually integrate into a real work environment, and transition from a learning environment to a professional one.

A smooth transition can serve as a supplement to existing documents, providing technical reference for improving the quality and efficiency of practical education in my country and promoting international exchange and cooperation.

Internship Activities and Internship Organization Quality Guidelines

1 Scope

This document provides guidelines for internship program management, including internship program design, organization, evaluation, and improvement.

2 Normative references

This document has no normative references.

3 Terms and Definitions

The following terms and definitions apply to this document.

Internship

A work-based learning experience involving guidance from others within a specified timeframe.

Examples. on-the-job training, internship.

intern

An individual who performs assigned tasks and responsibilities in order to achieve the expected learning outcomes and gain practical experience.

tutor

(3.2) Internship process. Designated by or in cooperation with the internship organization, possessing professional knowledge and experience, and able to effectively guide interns.

An individual.

Note: The mentor may be a staff member of the internship organization or someone who collaborates with the internship organization, such as a cooperating tutor or corporate consultant. (This varies depending on the context.) In China, instructors may be referred to as teaching staff or mentors.

Internship organization hostorganization Note. The internship organization may be a private/public organization or a for-profit/non-profit organization.

An organization whose core business is providing educational products and services.

Note: An educational organization may be a department or subsidiary of a larger organization (e.g., a professional training department).

The core business may not be education.

[Source. ISO 21001:2025, 3.22] 3.6 work environment the physical environment, virtual environment, social environment, and other aspects in which interns (3.2) perform their assigned tasks and responsibilities within the internship organization (3.4).

Cultural environment.