

Idea: Internships programs for students in local mSMEs

Number in the database: 57

Area: 7

Idea description

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| Title: | Internships programs for pupils /high school students in mSMEs |
| Idea objective | <p>The main objective of this activity is to offer support to local mSMEs by involvement of students in the activity of the local enterprises as a way for their potential employment. In this way the local business could benefit of talented human resources but also it is a good opportunity for mSMEs to solve their specific problems by identifying solutions with the help of young talents. In addition, the implementation of the measure will contribute to the promotion of creativity and team problem solving as well as students' ability to cope with crisis situations. The action is addressed to students of high schools, including vocational schools from the City and the proximity, and local entrepreneurs. School teachers are also involved in the activity especially in designing the internships programs.</p> <p>The idea behind this initiative is the simulation the students work in the local enterprises on specific/thematic tasks that should lead to solving problems defined by entrepreneurs or to cover their needs. The logic of the initiative is that temporarily the students become members of the enterprise teams – employees.</p> <p>Key factors of the initiative:</p> <ul style="list-style-type: none"> - There should be internship programs to define the role of the students, their practical tasks and the academic results that should be achieved - The business partner should express its specific needs that may be covered by students - Teachers are facilitating the dialogue between business partners and students and ensure an appropriate distribution of roles - Each company should make available resources for students (a mentor, working space if needed, technical resources, etc.) for proper task implementation - Students should have enough space for creativity if applicable |
| Sharing process (max 1000 characters) | <p>The implementation of the action requires the following steps:</p> <ol style="list-style-type: none"> 1) Preparation of the internship's programs by teachers, companies and students in order to meet everyone's needs. 2) Students are distributed by the teachers to companies based on the companies needs and the students' skills. 3) Common interviews are encouraged in order to identify the matching companies needs and the students interests. 4) Agreements / contracts signed by all parts: schools, companies and students, that stipulates the roles, duties and responsibilities, terms and conditions of the internship. 5) Students can be grouped in small teams in different mSMEs. 6) Providing internship: offering space, the necessary resources by the company to students. 7) Regular mutual meetings, incl. teachers for updating on internship and next activities. 8) Reporting on internship: by student and by company. 9) Evaluation of the activity/impact of the internship on companies' activity and on student skills and abilities: by all parts. |
| Restrictions/rules (law, skills, time, other) | <p>The activity may require the involvement of competences in the organization the internships in the framework of the educational regulation.</p> <p>It is necessary to secure the initiative legally, in particular in the field of copyright and protection of the entrepreneur's interest.</p> |
| Procedures (if applicable) | <p>The action may require a formal procedure at the school allowing for the organization of internships, including the focus on specific practical tasks, and establishing cooperation with the business sector (cooperation agreements, etc.)</p> |

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| Costs for public institutions (if applicable) | The action does not specify dedicated implementation costs. |
| Expected result (if possible) | Implemented internships of solving companies' problems through the involvement students in the city |