



WP3: Establishment/Enhancement of the Careers, Employability and Enterprise Services (CEES)



**D 3.1 Report on graduate's employability support through careers,
employability and enterprise services at Kulob State University in
Tajikistan**



Triggering innovative approaches and entrepreneurial skills for students through creating conditions for graduate's employability in Central Asia

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<p>Acknowledgement: TRIGGER is co-funded by the Erasmus+ Programme of the European Union under Grant Agreement № 617309-EPP-1-2020-1-SK-EPPKA2-CBHE-JP</p> <p>Disclaimer: The views and opinions expressed in this publication are the sole responsibility of the author(s) and do not necessarily reflect the views of the European Commission</p>	

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1. General information on KulSU

Kulob State University named after Abuabdullohi Rudaki is a Public Institution, which consists of 10 faculties, 34 departments and 6 research Centres. KulSU was established in 1945 as a Kulob Pedagogical Institute and was reformed as Kulob State University in 1992. It is located in south of Tajikistan, in Kulob City.

Faculties include:

Faculty of Foreign Philology

Faculty of Tajik Philology & Journalistic

Faculty of Russian Philology

Faculty of Economy and Management

Faculty of Finance & Credit

Faculty of Primary Education and Art

Faculty of Physical training & military service

Faculty of History, Law and International Relations

Faculty of Physics, Math and Informatics

Faculty of Chemistry, Biology and Tourism

There are 12546 students studying on Bachelor and Master degrees and the total number of employees is 803, 572 of which are academic and research staff and 231 are technical/non-academic staff.

The manager of the University is Rector, who has 5 vice-rectors. There 10 faculties in the University and each faculty has a dean and 2 vice-deans. Totally there are 572 teachers, researcher and academic staff in the University. KulSU is the 4th largest HEI in Tajikistan. Kulob City has the population of around 220 000. KulSU is situated in the South of Tajikistan in Khatlon Province and it is the Centre of Kulob Region Districts. The main part of KulSU graduates will except diploma on pedagogical, economy, Finance, IT, technical, biotechnology and etc. direction.

The main employers of KulSU graduates are the local Primary, Secondary and Higher Schools, Banks, Municipal organisations, State organisations, Credit organisations, Local mobile companies, And nearly all type of local companies.

2. Information on audit

For conducting this audit, the entire team of the Trigger project at Kulob State University named after Abuabdulloh Rudaki [KulSU] was involved as organizers. The University authority and teaching staff/professors of our University have participated as respondents (30 people).

Among the organizers of the survey there were university employees who have experience and knowledge in the field of employment, work with graduates and employers. The Vice-rector for Academic Affairs, who is responsible for quality of prepared specialists and graduates, the head of the Monitoring and Quality Centre, who is also responsible for quality and employment of prepared specialists and graduates, the head of the Finance& Credit and Economy and Management Faculties, where they teach such a discipline and the Career building Centre where they provide the such trainings, seminars and master classes as Entrepreneurship and Startup projects, were involved.

Among the respondents, vice-rectors, deans and vice-deans of university faculties, professors and top management were involved.

This audit survey lasted about 4 weeks, during May – June 2021. During the survey, meetings with focus groups (deans and professors) were organized to explain how to work with the survey. Each respondent received a link with the survey through e-mail. By opinion of respondents the bases of carrier building and basis for development of entrepreneurship skills are in KulSU. But it is necessary to evolve cooperation between University and Business sector.

3. Analysis of graduate's employability support through careers, employability and enterprise services and HEI-business cooperation.

3.1 Framework of Careers, Employability and Enterprise Services in Tajikistan on country level

KulSU has a Career building and innovation Center which is a part of the Department of Science and innovation of the HEI and includes 2 staff (the Head of the Department and 1 Specialist of the Centre and 5 volunteers). This Centre is responsible for study of the situation and preparation of KulSU gradulators for employability. It means to help them for employment. The results of employment of our gradulators are analyzed by the KulSU Personnel Department and the statistic will be made by them. KulSU has signed the several contracts with the Education Department of the States of Regions in Kulob Zone for employment of the gradulators. This kind of

contracts, are signed mainly for employability of such specialists as teachers. And mainly are studied these specialties in our Kulob State University.

The main indicator of the University success is employability of their graduates.

The 4th Strategy Purpose of the Republic of Tajikistan is industrialization of the Republic and such employability as enterprise service is the main part of this purpose. In order to reach the named purpose, first of all the future prepared specialists in any direction have to be the good specialists on entrepreneur direction.

3.2 Current Careers, Employability and Enterprise Services in HEIs in the country on HEI level

Following the statistic data, the most of respondents pointed that there is the Centre for Carrier building in KulSU and also is developed the frameworks for its operation. This Centre is able to help the students and staff to rise their professional level. These frameworks are included in KulSU strategy. In the Development Strategy of Kulob State University, much attention is paid to the issues of employment but not for the development of entrepreneurship among students. There is developed the Centers for quality development and for employability. Some of respondents are sure that University provides information for employability to the students trough Carrier Building Centre. Some of them are sure that KulSU does not provide the such service and part of them do not know. The most of respondents about the 5th question of the survey answered that University do not provide the such service as personal consultation about carrier building. KulSU also do not provide for students online data for employability. But it has contracts with the local secondary schools, HEIs and other profile organizations for employability of its gradulators. Each year more the 75% of KulSU gradulators will be employed. KulSU provides for its gradulators Ma and PhD levels and also inform them about the opportunities of student mobility.

KulSU do not gather data about the carrier building of its gradulators, because it has not the such online database. Only information about the employability of the gradulators who employed under KulSU contracts will be collected.

- **Services and activities relating to enhancing student and graduate employability.**

- Organisational structure, number of staff, scope and main activities of the career and liaison office of the University

KulSU has a Career building and innovation Center which is a part of the Department of Science and innovation of the HEI and includes 2 staff (the Head of the Department and 1 Specialist of the Centre and 5 volunteers). This Centre is responsible for preparation of our gradulators for well employment. The Department of Personnel controls the employment process of KulSU gradulators. At all this process control the authority of the HEI. The main tasks of the Centre is preparation of the students for well employment

providing the different trainings, seminars, and workshops inviting the employers and the experienced trainers.

- HEI strategy on matters of employment and career of students and graduates

The 4th Strategy Purpose of the Republic of Tajikistan is industrialization of the Republic and such employability as enterprise service is the main part of this purpose. In order to reach the named purpose, first of all the future prepared specialists in any direction have to be the good specialists on entrepreneur direction.

1. Following the statistic data, the percentage of employed graduates of KulSU in the first year after graduation from is 70 %.

2. In the Development Strategy of Kulob State University, much attention is paid to the issues of employment but not for the development of entrepreneurship among students. There is developed the Centers for quality development and for employability.

- 5% of graduates are successful entrepreneurs;

- There are developing and implementing the new projects for development of quality of prepared specialists, which is giving their results;

- compliance of teaching staff, bachelor's degree programs with the requirements of international and national certification centers;

- compliance of bachelor's degree graduates' competencies with the requirements of international and national certification centers;

- quality improvement, practice-oriented disciplines (progressiveness-100%, practice-oriented-100%, interactivity-95%);

- high level of quality of teaching staff (competence card-100%, recruiting-100%, internship at the enterprise-100%);

The Career building and Innovation Center of KulSU in cooperation with the other HEI departments carried out work on the employment of graduates during the last academic year and in a remote format during the COVID-19 pandemic. It was organized trainings, seminars and fast mentoring for more than 200 girls/graduates of different specialties on employability.

Work on improving the level of employment is carried out in the following areas:

1) information support of employment.

2) personal employment of graduates of pedagogical specialties.

3) Employment based on the results of industrial and pre-graduate practice on the basis of long-term cooperation agreements.

4) organization of trainings for graduates.

The results of employment of budget based study graduates will be analyzed each year.

- Support offered to students and graduates on their professional development

The development and implementation of any educational programs at the university includes a mandatory analysis of the labor market by the Ministry of Employment of the Republic of Tajikistan and are realized by the Ministry of Education and Science of the Republic of Tajikistan.

The organization of employment work in the Kulob State University named after A. Rudaki is carried out on the basis of the internal standards of the Republic of Tajikistan.

Measures for the employment of graduates are carried out in several stages, taking into account the specifics of the training areas:

Employment of graduates is carried out in the following forms:

- employment of the specialists who studied on the basis of stipendiums/free of charge, by the government is mandatory: in this case, there will be signed the trial agreements between HEI, graduate and Ministry of Education and Science of the Republic of Tajikistan, where is appointed the organization where the specialist will be employed in the future. Every year, the Academic Council of the University considers the issue of

employment of graduates. For the staff, students and gradutors also is developed the Centre of Carrier building and Innovation, whom will be organized the different trainings, seminars and workshops on professional development of students following their specialty. Online portals will not be provided for students on information about Labor market. But about the online sources of Labor market the students will be informed during the issues organized by Carrier building Centre.

- Support offered to students and graduates on their educational development

In addition to the curriculums and syllabuses, in KulSU there are the such Centers as; Career building and Innovation, EXTEND Centre, Youth Centre, Center of learning foreign languages and etc. to support the students to develop their abilities during their study and to develop their experience or to obtain their needed advances from their teachers after their graduation.

All the process of preparing the specialists in this direction will be done on the basis of regulation done and excepted by Ministry of Education and Science of the Republic of Tajikistan on the base of study of the labor market, search for vacancies for graduates ' employment, monitoring the number of jobs created for graduates.

About the consisted programs on Ma and Phd levels in the Local and International HEIs the gradutors will be informed by the Training Department and International Relations office of the University.

- Measures of tracking academic and professional progress of students and graduates

Employment of graduates is one of the most important indicators of successful training of students. In order to raise it in HEI the main attention is directed to the results of students’ progress during their study. For tracking the academic and professional progress of KulSU students and gradutors are functioning in the university two Centers: Testing Centre and The Centre of registration of Credit System of Education. Department of training controls this process and the Statistic Department fix the results of Education on the base of information gathered by The Centre of registration of Credit System of Education. The results will be discussed by the Academic Council of the University twice a year, after autumn and spring terms and make the needed decision. KulSU do not track the professional growth of the gradutors and alumni. It tracks only employment of gradutors who will be employed around contracts with the bodies who employ them.

- Additional information of services currently offered by the HEI on Careers, Employability and Enterprise cooperation

Answering this question the most of participants suggested to develop the Career building Centre and to develop cooperation between University and organization-potential employers of KulSU graduates. Some of them suggest to invite the representatives of companies for reading lectures and providing classes for the students- their future potential employees. Another suggestion is organization of online portal for employment of our graduates. Unfortunately still KulSU has not developed any strategy for development of this direction.

- **Services and activities relating to development of employability skills**

- Activities on employability skills development of students and graduates as part of the curriculum

The development and implementation of any educational programs at the university includes a mandatory analysis of the labor market by the Ministry of Employment of the Republic of Tajikistan and are realized by the Ministry of Education and Science of the Republic of Tajikistan. The employability skills will be taught to the students in the Carrier building and Innovation Centre of the University. But it is not mandatory for all the students. Will be announced the such workshop and the students who want will participate on them.

- Activities on employability skills development of students and graduates as part of organised social activities

The organization of employment work in the Kulob State University named after A. Rudaki is carried out on the basis of the internal standards of the Republic of Tajikistan.

Measures for the employment of graduates are carried out in several stages, taking into account the specifics of the training areas:

Employment of graduates is carried out in the following forms:

- Employment of the specialists who studied on the basis of stipendiums/free of charge, by the government is mandatory: in this case, there will be signed the trial agreements between HEI, graduate and Ministry of Education and Science of the Republic of Tajikistan, where is appointed the organization where the specialist will be employed in the future. This category of students are mainly those, who studied to be teacher (More than 80% of specialties prepared in KulSU are specialists on pedagogy direction-teachers). For the rest 20% In KulSU are organized Centre of Career building and Innovation which has good cooperation with the employers of Kulob Zone regions. Every year, the Academic Council of the University considers the issue of employment of graduates.

But information about Labor market, fee level priority specialties are not published by the University. Some of professors around their scientific works will analyze it personally, but it is not HEI position.

- Support offered to students and graduates on national or international mobility programmes

In KulSU budget is not such article, for students' mobility nor for local neither for international mobilities. For students and teachers mobility mainly used the budget of International programs / mainly the KA2 programs of Erasmus+. Farther the International relations office will find such kind of programs founded by International programs and inform the students about them. Nearly the whole respondents pointed on it.

• **Services and activities relating to development of innovation and entrepreneurial skills**

It is functioning Centre of Carrier building and Innovation in Kulob State University which provides the different kinds of seminars, trainings and workshops on development of students' different skills and entrepreneurship skills and innovation entrepreneurship as well. The Centre consists of the such staff as Head of the Centre, two specialists and five volunteers. Also the mini grants will be funded by the HEI for students' Innovation business ideas and projects. The grants and rules for participation will be announced among the students and each student may propose their projects. The best projects will be chosen by the committee and will be funded by the University.

- Organisational structure, number of staff, scope and main activities of innovation and entrepreneurship office

Kulob State University has developed Career building and Innovation (works Heard of the Centre, 2 specialists and 5 volunteers), Centre of preparation and re-preparation scientific-pedagogical specialists, organized Grant of KulSU rector for support of students' innovation projects and etc. All the named were organized to develop the students' and young specialists' abilities for development of business plans and their realization.

- Services offered to students and graduates to develop their entrepreneurial skills

KulSU Career building and Innovation Center provides trainings seminars, round tables, quick mentoring and workshops on development of different skills for students and young specialists. The Centre organize activities aimed at making a profit for the university, on expanding the access of Startup projects to sources of financing and infrastructure support for small businesses, on creation of small business entities by participants of the Program, provides consulting / practical support for a Startup projects, conducts preliminary marketing research in support of potential projects, provides the service as building a system of comprehensive training and practical support for startup projects of students and teachers, organization and holding of events aimed at finding potential partners/investors, in order to obtain initial financing for start-up entrepreneurs, accounting and reporting in the field of patent and licensing activities of the university, promoting the disclosure of the innovative and entrepreneurial potential of young people through the formation and development of competencies sufficient to create Startup projects with the prospect of transformation into a successful business in the future inviting and involving the experienced professors and representative of business sector.

- Activities to support innovation and entrepreneurship of students and graduates

More the 50% of KulSu students study on the base of stipendium – free of charge. Also KulSU has such programs for supporting the active students on realization of their innovative projects. Is organized the mini grants for supporting the Start-up projects. In order to develop the students' skills on making such kind projects the Carrier building and Innovation Center of KulSU provides trainings and seminars for students. Participation in the seminars and trainings is free for KulSU students and young specialists. KulSU International relations office timely informs students about the announced national and international competitions on accepting grants and mini-grants on realization of the projects among the HEIs – KulSU partners and etc..

- **Services and activities relating to establishing cooperation relationships with businesses**

- Liaison activities of the HEI with employability organisations

KuLSU cooperates closely with the State organization on employment of Tajik society to plan the courses on preparation of the such specialists who are necessary for our region in this time. For realization of this issue Ministry of Education and Science of the Republic of Tajikistan appoint the directions for specialists preparation with the Centre of Strategic planning of RT on the base of presentation by HEIs promising directions. In the university are organizing the such kind of trainings and seminars, workshops and quick mentoring with participation of business representatives. In this situations employers will find their future employees and the students their potential employers. Will be made up contact between students and their future employers on future cooperation on realization of the students’ projects and ideas.

- Networking activities with businesses

The Career building and Innovation Center of KuLSU constantly organizes and conducts regular business meetings, master classes and guest lectures for students in cooperation with the representatives of business sector. As part of these events, everyone receives first-hand information about the scope and specifics of the company's activities, learns about vacant positions, and based on their experience, even if small, they can plan their activities. During 2021 for more than 200 female students/graduators of KuLSU was organized the study tours to Dushanbe companies for practical learning of these companies work and in this way to find their potential employers.

- Mentoring programme offered by the HEI

The Career building and Innovation Centre of KuLSU periodically organize mentoring programs with participation of business representatives for our students. Will be invited the business representatives and they will provide Mentoring, quick mentoring, Master classes and etc. for students / future specialists on the direction they need specialists. For mentors we do not provide training, but Career building and Innovation Centre assign topics.

- Services offered to employers

University prepares future specialists/potential employee for the companies around State funds/free of charge. The employers / business representatives during their mentoring will choose their best future potential employees. They will choose the most perspective students and will work with them on their development. For providing the practice they will invite the students to their organizations. Or will accept the students as volunteers to develop their skills and in this way to motivate the future specialists to work in their organization.

- Additional information on cooperation procedures with companies

The answers of the respondents this question a supporting of the Centre close cooperation with employers/companies and development of its activities and staff in order to cover more part of the students.

3.3 SWOT analyses of graduate’s employability support through careers, employability and enterprise services at KulsU.

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> • Strong teaching staff and infrastructure for obtaining a professional education sufficient for further employment; • organization of an advanced training course for employees; • providing of the best practical work skills; • the presence of a large share of young, experienced and well skilled employees in the teaching staff; • employment opportunities for undergraduates at the university; 	<ul style="list-style-type: none"> • Lack of distribution after graduation and low employment rates as its result; • an unsatisfactory proportion of teaching staff who speak foreign languages hinders the use of modern scientific achievements in the educational process; • insufficient share of teachers with a scientific degree and completed international experiences is the main case for non-employment of students; • deficiency of teaching staff with international recognized master and PhD diploma; • the absence of Alumni association; • insufficient attractiveness of teaching activities for young and graduate specialists due to the regional location of the university
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • partnership with local and international HEIs • improvement of teaching programs in cooperation with international partners and participation of teaching staff in this process • improvement of teacher living conditions contributes on improvement of quality of prepared specialists; • support of the system of employment of young specialists at the state level • the possibility of continuing education in the chosen specialty on higher education levels (Ma, PhD) 	<ul style="list-style-type: none"> • insufficient amount of scholarships and, as a result, the need to work in the free time; • The difficulty of employing students during the pandemic, as many enterprises were closed; • comparably low state funding to support higher education;

3.4 SWOT analyses of HEI cooperation with institutions outside HEI at CA HEIs.

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> • development of curricula and academic plans; • organization of students and staff motilities for exchange experience around projects funded by international organizations; • there is a sufficient number of agreements with internship bases, especially for all specialties of the University; 	<ul style="list-style-type: none"> • lack of organizations who is ready to sign contract on employment the graduates (they choose their employees when they need) • the low level graduates’ competence does not allow them to enter the international labor market; • lack of knowledge of foreign languages by teaching staff; • A small number of HEI staff pay attention on cooperation with the foreign HEI staff for solving internal education problems; • lack of information on HEI website for students’ achievements and their interested jobs;
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • raising the curricula and academic plans in cooperation with foreign partners and using their best practice; • In cooperation with partners to study the regional and international labour market on needs of the market for specialists; • signing contracts with major foreign enterprises in the region for internships; • signing contracts with other HEIs/partners on development of curricula and bettering the quality of future specialists; • Making a page on University website for information on students’ achievements and their interested jobs; 	<ul style="list-style-type: none"> • financial crises, the introduction of quarantine regime, the reduction in the number of enterprises; • lack of foreign organization in Tajik Labour market; • companies cooperate little with the university in improving the quality of graduates;

3.5 The suggestions for improvement of graduate's employability support through careers, employability and enterprise services at KulSU

1. Development of special page in HEI website or special portal for region where the young specialists would be able to place their resume on achieved results and their interested job. This will help the local and international companies to find their needed specialists and will help the graduates to show their abilities and by this way to find their potential employer.
2. HEI have to provide the practical part of students' education directly in companies on the base of special contracts. This will help the students and companies for the future professional contact.
3. University have to study the regional and international labour market on needs for specialists in order to prepare the needed specialists;
4. The student must form initial knowledge in the field of entrepreneurship and employment and try to implement at least one project, either with the help of parents or with an entrepreneur that is he must learn the concepts of "Risk" of his activities.
5. Personnel support of scientific developments, as well as modernization and expansion of production by involving students in research as assistants (in order they participate in the process) and development work in the interests of organizations;

3.6 The suggestions for improvement of KulSU cooperation with institutions outside HEI at HEIs

1. HEIs have to work closely on any sides and directions with other Institutions. Have to be signed partnership agreements between the local and foreign HEIs on level of departments, faculties and etc.
2. The joint contracts of HEIs-partners with the local and international companies on different areas.
3. Have to be improved partnership on determination of the scope of joint research, mechanisms for the exchange of scientific, technical and marketing information.
4. Organization of participation of students in different scientific, social, sport competitions between the HEIs is of interest of HEIs and will improve the students' abilities and skills for their future employability.
5. Development and signing of agreements for staff, academic staff and students' mobility among the HEIs will contribute to the solution of existing education problems.

4. Analyses of Internship programmes

4.1 Institutional framework of internships (country level)

The issues of students' internships will be solved by Department of students practice of KulSU on the basis of contracts between KulSU and local companies. Close cooperation with the companies/potential employers of

our graduates simplifies the process of their employment and will be better for companies to find the best specialists.

4.2 Current internship on HEI level

Management and administration of internships

- Measures and requirements for student internships

The internship of students is pointed in the academic plans of KuLSU and it is mandatory for each student. KuLSU around the signed contracts with the companies provides for the students the places to complete their internship. Also one mentor from HEI and one mentor from company will be appointed for mentoring the students during their practice. Each student have to participate actively in production work and fulfil the needed documents and provide them while assessment of practice results.

- Internships' duration, focus and credits offered

Internship of the students consists of 18 ECTS for and it will be divided for production and documenting kinds of practice. Duration of internship in KuLSU is two times for 1 months for Ba degree students. First time the students of last years will complete internships in companies for a month and for the second time they will complete their internship in companies on the way of documenting.

- Management of internships

The Department of students' internship of the University controls the students' internship process in companies. Also Mentors on speciality, Mentors on psychology and pedagogy and Mentors from company in place will control the process and teach the students the needed skills. The main task of Mentors is to explain the students the main points of speciality in practice.

The direct organizational and educational-methodical management of the practice is carried out by the department responsible for conducting the practice, and the heads of the practice from the department provided by the heads of Chairs and appointed by the order of rector. The heads are appointed from the teachers of the relevant Chairs in the specialties and areas of training: professors, associate professors and the most experienced teachers leading specialized subjects.

- Administration procedures

Following the education plans and curricula each student must complete internship. The students will be divided by the groups around their specialties and for each group will be appointed mentors on psychology, on pedagogy (for pedagogy specialty students), on specialty (one from the HEI and one from company). The internship department agree and appoint companies and will be signed agreements between HEI and companies. Then the students will complete their internship in appointed companies.

- Additional information on management and administration of internships

N/A

- **Support given to students**

- Training activities to support internships

As the main objectives of the internship are to consolidate and develop professional competencies, in-depth practical work skills; to collect and analyze practical material for the preparation of final qualifying work, the university constantly conducts trainings and seminars in the following areas so that students feel more confident during the internship for students and for their Methodists as well.

- Support given to students on finding internship positions

The specialists of the Internship Department of KulsU will find the companies, make contracts with them and the students will complete their internship in the appointed Companies. The appointed companies for each group of interns will be introduced to the students before their internship.

- Development of entrepreneurial skills through internships

During internships, students have the goal of developing professional competencies, consolidating and deepening their professional knowledge. All this contributes to the development of entrepreneurial skills.

- **Monitoring and evaluation of internships**

- Management procedures during internships

Students will fulfil the diaries on internship process and all the things they will meet and learn in practice and in the end of their internship will provide this diary to his methodist/mentor. Mentor will study the diary and will write the report/characteristics on each student.

- Procedures for evaluation of internships

The mentors and the special commission appointed by the departments will assess and evaluate the results of students' internship and its result will be the obtaining of points for student. There will be mainly evaluated what kind of skills have obtained the student during his practical work during his internship.

4.3 SWOT analyses of internship programmes

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> • The organization of internships is centralized; • HEI sign the several agreements for students internship with the local companies; • The university pays salary to mentors from HEI and from company for their work; • The students obtain the best practical knowledge for their learnt theories. 	<ul style="list-style-type: none"> • lack of agreements and networking for internships in foreign companies; • Lack of fund for student mobility in HEI budget • Students have to fulfil a large amount of the documents for completing their internship (bureaucracy)
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • Providing qualified management of students ' internships in cooperation with companies around bilateral contracts; • Possibility of subsequent successful employment of graduates around the HEI contracts; • Obtaining a good practical skills in HEI and partner HEIs as well; • To develop students mobility for internship in developed HEIs abroad. 	<ul style="list-style-type: none"> • lack of foreign internships • Financial crises and lack of HEI budget may be the case for non-realization some of university plans; • There is not large companies with the international experience where students could complete their internship; •

4.4 The suggestions for improvement of internship programmes at KulSU

1. HEI have to sign contracts with big local and foreign companies on students’ internship;
2. HEI has to plan the special article in its budget for international internship for students;
3. Have to be carried to minimum bureaucracy in internship of students;
4. The experienced mentors from companies have to work with the University students;
5. It has organized the exchange experience on students’ internship best practices between KulSU and partners;

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