



Co-funded by the
Erasmus+ Programme
of the European Union

TRIGGER: 617309-EPP-1-2020-1-SK-EPPKA2-CBHE-JP

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 Dangara State University in
Tajikistan**



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

TRIGGER partners

Technical University of Kosice <i>Slovakia</i>	
L.N. Gumilyov Eurasian National University <i>Kazakhstan</i>	
Atyrau State University <i>Kazakhstan</i>	
Toraighyrov University <i>Kazakhstan</i>	
Termez State University <i>Uzbekistan</i>	
Namangan Institute of Engineering and Technology <i>Uzbekistan</i>	
Jizzakh Polytechnic Institute <i>Uzbekistan</i>	
Tashkent State Transport University <i>Uzbekistan</i>	
Dangara State University <i>Tajikistan</i>	
Khorog State University named M. Nazarshoev <i>Tajikistan</i>	
Kulob State University <i>Tajikistan</i>	
University of Applied Sciences BFI Vienna <i>Austria</i>	
Universite Cote d Azur <i>France</i>	

ASTRA <i>Slovakia</i>	 astra ASSOCIATION FOR INNOVATION AND DEVELOPMENT
IDEC <i>Greece</i>	 idec
<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>	

CONTENT

1. General information on Dangara State University	4
2. Information on audit	6
3. Analysis of graduate's employability support through careers, employability and enterprise services and HEI-business cooperation.	6
3.1 Framework of Careers, Employability and Enterprise Services in Republic of Tajikistan on country level	7
3.2 Current Careers, Employability and Enterprise Services in HEIs in the country HEI level	7
3.3 SWOT analyses of graduate's employability support through careers, employability and enterprise services at DSU	13
3.4 SWOT analyses of DSU cooperation with institutions outside of HEIs.	14
3.5 The suggestions for improvement of graduate's employability support through careers, employability and enterprise services at DSU	15
3.6 The suggestions for improvement of HEI cooperation with institutions outside DSU	15
4. Analyses of Internship	16
4.1 Institutional framework of internships on country level	16
4.2 Current internship programmes on HEI level	16
4.3 SWOT analyses of internship	20
4.4 The suggestions for improvement of internship at DSU	21

1. General information on Dangara State University

Dangara State University was founded in accordance with the Decree of the Government of the Republic of Tajikistan dated May 2, 2013, No. 205 on the basis of a Branch of the Tajik Agrarian University named after Sh. Shokhtemur (in Dushanbe). Taking into account the expansion of tasks for the development of the regions of the Khatlon region and the need for training for the innovative development of industries, primarily the Dangara Free Economic Zone. With the participation of the Founder of Peace and National Unity - Leader of the Nation, President of the Republic of Tajikistan, Emomali Rahmon, on September 1, 2016, a new university building was commissioned with 5 educational and laboratory complexes that meet the requirements of the functioning of a modern university equipped with all conditions for organizing educational process. In this regard, changes were made to the management structures of the University, as well as changes to the License for the right to provide services in 76 specialties and directions.

According to statistics at the beginning of the 2020-2021 academic year, the number of students is 11254 full-time and distance education. The total number of teaching staff are 400. Of these numbers 2 doctors and 31 candidates of sciences, number of bachelor's referrals 75, master's degrees are 21, the number of masters are 287, scientific and educational laboratories are 16. DSU is a public educational institution managed by the Board. The members of the Board are the Chairman of the Board-Rector, 5 Vice-Rectors (Vice-Rector of Academic Affairs and Quality Management Education, Vice-Rector of International Relations and Academic Mobility, Vice-Rector for Science and introduction, Vice Rector for Innovation and Distance Education, Vice-Rector for Economic and Administrative-Problems Affairs). 12 faculties.

Link of Dangara region (https://life.ansor.info/dangara_tajikistan/)

The main employers of DSU graduates are the local Primary, Secondary and Higher Schools, Banks, Law, Industrial enterprises, Agricultural enterprises, Manufacturing enterprises, Municipal organizations, State organizations, Credit organizations and nearly all type of local companies. At the University functioning 75 specialties and they can work in all fields, except medicine.

Along with the establishment of industrial enterprises in the district and Khatlon region, the level of demand for university graduates is growing, and the majority of graduates will be provided with jobs in their specialty. However, due to insufficient wages and incentives, only a small number of them are employed.

2. Information on audit

All local project participants were involved in the survey process. The respondents were 13 university employees, including 5 top managers, 7 deans of the faculties, 18 professors/teachers, 3 employees of auxiliary departments/offices.

The survey was conducted from May 1 to May 30, 2021.

The invitation letter was sent by E-mail and paper process. Initially the project manager organized a questionnaire workshop, during which the project participants were explained the goals and the objectives of the project.

Due to the restrictions related to epidemiological situation of COVID-19, the audit was provided to the respondents in written and electronic form. Respondents were interviewed in advance through the social media WhatsApp, Telegram, Viber, email and the purpose of the questionnaires was explained. After that, a link of the questionnaire was sent with an information letter to enterprises and companies. Some representatives of the company and enterprises visited the university and filled out the questionnaires online. The large number of questionnaires was a problem for respondents. Therefore, a lot of work was spent on the analysis of the results.

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 Republic of Tajikistan on country level

When students enter the university, specialists introduce them and future graduates with the requirements of employers in the form of a virtual employment model, taking into account career growth. In this aspect the university conducts trainings on competitiveness and business games for employment, taking into account cooperation with leading enterprises and business representatives. Students are sent to enterprises and institutions on the basis of bilateral agreements during the internship. In this process, students get directly acquainted with professional activities and expand their opportunities for future professional work.

The Law on State Protection and Support of Entrepreneurship in the Republic of Tajikistan adopted in 2005 regulates the main provisions of entrepreneurship. Under this law, an entrepreneur can carry

out any type of economic activity in accordance with the constituent documents, if they are not prohibited by the regulatory legal acts of the Republic of Tajikistan. The entrepreneur independently sells the goods (works, services) produced and purchased by him.

With the cooperation of the University with the State Agency for Supervision in Education under the President of the Republic of Tajikistan, a special structure is being created, that is, a database of graduates, taking into account possible employment options. In addition to these data, the University interacts with potential employers and, upon their request, presents a professional portrait and the achievement of graduates for employment. Also at the university, a database of the enterprise/organization is being created to familiarize future graduates.

Each university has its own experience of the basic conditions of employment and career growth of future graduates. The University in this regard has an agreement with more than 52 enterprises, educational institutions and other structures for employment, taking into account the basic requirements of employers. The “Free Labor Exchange and Development of Entrepreneurial Activity of the Students” created at the university contributes to the close relationship of students with the enterprise. Over the past three years, more than 300 university students have used these opportunities, combining successful education and work in their chosen specialty. In particular, more than 30 students and graduates got a job in secondary schools, more than 60 students and graduates in the “Juntai Dangara Sin-Silu Textile” Enterprise.

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

Services and activities relating to enhancing student and graduate employability.

The University has established a “Center for Intellectual Development and Professional Career”, “Center for Professional and Language Training”, “Department for Youth Affairs and Information Relations”, and “Department for Internships and Alumni Affairs”. In the activities of these structures, the issues of professional growth of graduates and their employment are considered.

Organizational structure, number of staff, scope and main activities of the career and liaison office of the DSU

Since 2016 at the university has created new structures - "The Center for the Development of Intelligence, Career Growth and Management of Students Opportunities" in terms of understanding the essence of a career, and on this basis more than 52 meetings were held with successful managers, employees of innovation centers of scientists, where as a result of which students perform innovative projects and participates in specially held competitions on this topic (hold once in the academic semester). The number of employees of the career center is 6 people, including the head of the center and representatives for the 5th direction.

DSU strategy on matters of employment and career of students and graduates

In the rector's program "Improving the status of Dangara State University in society in the process of achieving the goals of competitiveness and innovative development (in the period 2017-2020), the university's strategy on employment and careers of students and alumnus has a special place. And the basic 7 requirements for the competitiveness of students are being introduced and on this basis constant monitoring is carried out, since university students are professionally prepared for self-development of the individual. Responsible for this Department of monitoring and quality management of education. One of the innovative directions of employment and professional development of graduates is to improve their relations with enterprises on the basis of referrals and recommendations, regardless of specialization and form of education.

Structural divisions of the university provide monitoring of the implementation of the strategic and current plans of the university, academic mobility of students and teachers, etc. In order to enhance the role of corporate governance, special attention is paid by the university management to the activities of the Academic Council and the Student Parliament.

Support offered to students and graduates on their professional development

Information about the rules and conditions for admission to undergraduate and graduate programs, a list of required documents, a list of specialties, entrance exam programs in Tajik and Russian, exam schedules, regulations, announcements, etc. posted in advance on the official website of the university. In this regard with the involvement of scientists, specialists both inside the country and foreign countries, certification courses on the development of skills in the chosen specialty, linguistics, and the establishment of student grants have been organized. In the period 2017-2021 more than 850 students have received professional growth and skill development certificates.

Support offered to students and graduates on their educational development

In addition to the established norms for studying at the university, students are provided with additional opportunities for their development. In particular, competitions of innovative projects and educational achievements of students, short-term foreign language courses, and entrepreneurship are held annually. Students are actively involved in resolving issues related to educational processes through the "Student Parliament".

The Department of International Relations Office and the Administrative staff on an ongoing basis informs faculties about postgraduate education programs at national or international universities through the official mail, and also distributes among students and teaching staff through announcements on the official website of the university, as well as on the official pages of social networks. In 2021, the university launched a student start-up project in cooperation with the international department of the university. Each semester there will be an "Exhibition of Achievement of Student Innovation Projects". If students or graduates of the university successfully defend projects, then it gives benefits to them.

Measures of tracking academic and professional progress of students and graduates

One of the main measures to monitor the educational and professional progress of students and graduates is to improve the quality of teachers' work, the quality of practical training of students' independent work, to make the educational process more relevant to production. When assessing the level of knowledge of students, the skills of communication, participation in joint solutions, the level of knowledge of the field and other areas are taken into account. As a result students and alumni are encouraged to reduce the cost of education in the final exams, depending on the proposed project, and grants are established to introduce students' ideas into the innovative and educational space of the university. The opportunities of this program are used by more than 610 students, that is the program is calculated to support initiatives, and not use administrative resources for their implementation. More than 300 students receive this support program (out of 9900 full-time and part-time students).

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

The University holds "Days of Presentation of the Academic Achievement of Employer Students on Career Issues" 2 times in the academic year and on this basis conducts targeted trainings and advanced training courses for students, including certification courses. In the period 2017-2021 more than 720 students received certificates for the relevant requirements of employers.

Organization of regular events, meetings of students and alumni with employers in the framework of the "Open Days". Handouts for graduates about the demand of the labor market. Organization of employment fair with the involvement of employers, officials and small and medium-sized enterprises/organizations. Organization of visiting tours of graduates in various enterprises, firms and organizations.

Services and activities relating to development of employability skills

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

From 2017 education year at the moment, professional business games are purposefully held at the university to develop the employment skills of students and graduates of the university (author of the book Shohiyon N.N. - Business professional games and activities of the educational process in the innovative educational space). On the basis of the proposed programs, innovative management is additionally studied, work with technological equipment, adaptation of computer programs using the modern technologies. These goals are mainly achieved by completing term papers and theses. In particular, in the 2021 academic year, the number of student papers exceeds 620 titles.

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

Every year at the University are held "Alumni Days in cooperation with employers" and a series of announcements are posted on the Internet, taking into account the data on the competitive qualities of graduates, taking into account employment in the period 2017-2021. Student forums are held at the university level, as well as international forums called "Youth of the 21st century and possible employment and career growth".

Support offered to students and graduates on national or international mobility

The University has developed ties with leading enterprises and educational institutions, in particular the European Union, within the framework of three academic mobility programs with Ukrainian universities, as well as with Praxx, Logo and other projects in Germany, which send students to undergo industrial practice (for one academic year). After practice, students will return and continue their studies.

Services and activities relating to development of innovation and entrepreneurial skills

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

Currently, on the basis of the faculties of the university, the positions of deputy dean of the faculty for innovation and quality of education, deputy dean for education, propaganda and social issues have been created. The functional duties of these employees include the problems of internships for students and their entrepreneurial activities. In addition to these structural subdivisions, at the university has created 3 parallel structures "Center for Intellectual Property Management and Career Growth", "Student Center for Management Grants", "Student's Parliament". All those Center connecting to all Faculties of the University.

Services offered to students and graduates to develop their entrepreneurial skills

Certification courses are organized on the basis of the university, as well as professional business games to develop students' entrepreneurial skills. More than 20 business entities are represented at the university for students, taking into account compliance with legislative documents to support entrepreneurial activities. On this basis, more than 100 students were able to pay tuition fees in various specialties.

Activities to support innovation and entrepreneurship of students and graduates

The University developed a concept for supporting the innovative activities of students, in particular, the presentation of certificates and support for talents on the basis of which students are provided with various benefits for passing exams and receiving scholarships, including socially (for example, students with low living standards and have no parents, the university offers them social scholarships). In the period of 2019-2021 in the context of supporting the innovative activities of students, more than 300 social scholarships to support innovation were presented to students and days of familiarization with the requirements of the employer in the form of virtual projects were organized for graduates. In addition to organizing virtual projects on the basis of the Free Economic Zone of Dangara, 5 resource centers were organized, taking into account the adaptation to modern requirements of employers requiring not only professional skills, but also knowledge of innovative languages (English, Russian, Chinese, etc.). The University organizes all those actions for students and alumni.

Services and activities relating to establishing cooperation relationships with businesses

Liaison activities of the DSU with employability organizations

In order to achieve a systemic effect, the University takes measures for the employment of graduates. Every year the University concludes agreements with various enterprises, organizations and educational institutions. The total number of concluded contracts corresponds to their number in all areas and specialties of the university. On the basis of contracts, more than 95% of future teachers, as well as other most required specialists in the field of programming, are guaranteed jobs every year.

Networking activities with businesses

The university uses the possibilities of information networks that exist on the basis of enterprises, in particular, official websites and other databases of all enterprises and institutions. Taking into account the fact that the university uses these media on an ongoing basis for holding business games, round tables, as well as all kinds of meetings with them on issues of further employment of graduates. The joint activity program allows students to compile a database at the first request of the employer.

Mentoring programme offered by the DSU

At university functioning short-term certification courses, some of which are dedicated to entrepreneurship. Also, faculties and departments regularly organize trainings with the involvement of scientists and specialists from other HEI and manufacturing enterprises. Students and alumni are especially interested in the speeches of representatives of industrial enterprises. It is proposed to revive the practice of concluding production cooperation agreements between departments and enterprises, and on this basis to create more conditions for internships for students.

Services offered to employers

Employers of enterprises of the district, such as Dangara Free Economic Zone, Juntai Sin-Silu-Dangara enterprise, secondary schools will provide graduates with jobs with good salaries and other opportunities for professional development. Interested graduates take advantage of these opportunities during their studies and after graduation.

Additional information on cooperation procedures with companies

The University for interaction with various structures and companies conducts round tables on joint training programs for solving mutual problems.

3.3 SWOT analysis of graduate's employability support through careers, employability and enterprise services at DSU

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> • Infrastructure for entrepreneurship and education. • Providing a service to develop the skills of graduates in accordance with the requirements of employers. • Support for students / graduates to develop and implement innovative ideas and their own model of self-development. • Conducting various events, from among the round table, seminars, organizing a fair. • Information and communication services for establishing contacts between alumni and employers. 	<ul style="list-style-type: none"> • Insufficient experience of teachers and staff for cooperation with employers • Insufficient contact with graduates on their career growth. • University does not have a strategy on employment and career issues for students and graduates. • Insufficient activity of the university strategy on employment and career issues for students and graduates.
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • Cooperation of employers to improve the ranking of the university for training. • The opportunity to improve exchange experience and cooperate with employers of the region. • Active cooperation with employers in joint education of students. • Opportunity for international cooperation to improve contact between universities and enterprises 	<ul style="list-style-type: none"> • Leaving the workplace due to migration. • Failure to comply with precautions for pandemic and other threats. • Low salaries for young professionals. • Unforeseen circumstances (pandemic, quarantine).

3.4 SWOT analysis of DSU cooperation with institutions outside of HEIs.

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> • The presence of a regulatory framework • Unified system of higher education. • Flexibility of study programs in relation to internship in accordance with the requirements of the Bologna Process. • Flexibility direction cooperation of the university with outside HEI. • Improvement of curricula and educational programs. 	<ul style="list-style-type: none"> • Insufficient activity of teachers and university staff to implement innovative ideas and projects. • Lack of financial resources, difficult access to information and scientific achievements for small and medium-sized businesses. • Weak wireless technologies.
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • The University has the opportunity to expand the academic mobility of students /undergraduates/ and postgraduates. • Organization of online meetings, classes and events. • Exploiting an opportunity in entrepreneurship. • The possibility of developing entrepreneurship through the introduction of new disciplines. • Possibility of international accreditation of curricula. 	<ul style="list-style-type: none"> • Failure to comply with precautions for pandemic and other threats. • Low innovation activity. • High dependence on equipment suppliers. • Unforeseen circumstances (pandemic, quarantine).

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

- Inclusion of disciplines in the basics of entrepreneurship for specialties of economics, production and processing of products, etc.
- Using the material and technical capabilities of the university to carry out activities to improve the quality of relationships with enterprises and institutions, including improving the

knowledge and skills of alumni in the field of entrepreneurship.

- Inclusion of abroad internships and study tours for advanced training, retraining of managers and specialists in various modern enterprises / organizations based on the Bologna process.
- Attracting foreign specialists to improve the skills of young specialists in modern innovative technologies, including entrepreneurship and education.
- Improving cooperation with internal organizations / enterprises, including the use of modern innovative technologies.
- It is necessary to improve the system of contact with graduates in terms of their career growth and obtaining information about their activity from employers.

3.6 The suggestions for improvement of HEI cooperation with institutions outside DSU

- It is necessary to improve the skills of teachers / university staff in the preparation and implementation of joint innovative ideas and projects with the support of international projects
- Improving the academic mobility of students and teachers with the help of modern information resources.
- Organization of a stable system of cooperation using modern information and communication technologies.
- Joint implementation of projects for career growth and entrepreneurial activity of graduates.
- Creation of platforms for improving access to information resources.

4. Analyses of Internship

4.1 Institutional framework of internships on country level

The internship program for students includes an educational and industrial part, which contributes to the strengthening of knowledge of specific disciplines and their use during internships. To conduct industrial and pedagogical internship at the department, instructions are trained on observing safety rules and the procedure for passing the internship. As part of the internship, the head of the department will appoint an internship place for each student. The manager clearly mentions the trainee's responsibilities in the diary. During the internship, students also collect the necessary information about the dissertation.

The internship of students at the national level is regulated by a number of legal documents such as the Laws of the Republic of Tajikistan "On Education", "On Higher Vocational Education and Vocational Education After Higher Educational Institution", "On Technological Parks" and "Regulations on the Internship of Students".

During the internship period, students are provided with jobs, safe working conditions and wages on a contractual basis during training and internship in the prescribed manner.

The student internship program is determined on the basis of each specialty and their study programs. Training practice is planned for basic disciplines, and production practice includes basic general professional and professional disciplines.

4.2 Current internship programmes on HEI level

Management and administration of internships

Measures and requirements for student internships

Measures and requirements for student internships held on model "Regulations on Internship for Students of HEI of the Republic of Tajikistan and "Regulations on Internships for Students at DSU". The management of the internship is carried out by the department and representatives of employers.

The periods of the internship are set by the University in accordance with the curriculum and academic calendar. The number of credits corresponding to each type of internship is determined by the educational program. The average number of ECTS earned varies from 3 to 9 credits and depends on types of internships according to the educational program.

The duration of the internship depends on the tasks that the program of internships provides for and their directions. In particular, participation in a training on computer skills in the field of cybersecurity, the use of software systems for the development of production. In 2019 the university, together with the Kiev National University of Technology and Design (Ukraine), implemented trainings with the participation of 50 students. For this training-seminar, two trainers from the above university were involved.

The duration of internship is 2 weeks and the student receives 3 credits including 1 active credit and 2 independent credits. Production and teaching practice is planned in the amount of 6-9 credits, depending on the specialty, within 4-6 weeks.

Management of internships

As part of the internship, the head of the department will appoint an internship place for each student. The manager clearly mentions the trainee's responsibilities in the diary. During the internship, students also collect the necessary information about the dissertation.

Taking as a basis the step-by-step principle of organizing internships, have developed a cycle of various activities for the acquisition of 5 basic competencies on issues related to the essence of internships; (1) using the acquired experience in practice, (2) dissemination of knowledge based on the results of past internships, (3) development of ideas, skills and abilities through internships, (4) creation of teams and centers for evaluating the effectiveness of internships (5). Responsible for student internships is the "Department of internships and alumni affairs" of the university.

Administration procedures

As administrative procedures, a competition is initially determined for an internship. The terms of the internship, the criteria for the selection of applicants are established, as well as the primary casting for the selection of applicants. Then a group is formed for an internship.

For each student, the department assigns an internship leader from among the teachers. During the period of practice of students, supervisors observe their activities, and also evaluate the internship based on the report of the trainees.

Additional information on management and administration of internships

There are certain rules and ethical standards in all organizations, including the university. Plans and programs for internships are consistent with the leadership of the dean including: achievement of tasks, the rector's program for managing innovation and competitiveness of all links in the implementation of the tasks set. In 2017-2021, representatives of universities from Ukraine and Poland were invited to the university to achieve these goals.

Support given to students

Training activities to support internships

Head of Practice Center issues a referral to the student and sends an information letter to the company/organizations. If there are jobs available, the company can accept the student as an experienced/temporary employee.

Students are trained in the rules of internship, safety rules and professional ethics. Students are provided with an internship program and a diary to record daily activities.

The head of the internships from the department and the staff of the center of internship of the university monitor the internship of students. On the part of the faculty leaders through an online system and visiting the practice of students under supervision. After completing the internship, the student will be provided with a report with the approval of the company and the head of the department, which will be protected in accordance with the internship commission.

Support given to students on finding internship positions

At the "Center of Management for Intellectual and Career Growth", a database has been created based on the requirements of employers and their grant investments for internships. At the university, at least 3 times a year, students are supported to travel and interact with employers in various sectors of the economy.

Development of entrepreneurial skills through internships

To achieve entrepreneurial skills through internships, the university uses measures to draw up such contracts and an agreement is signed between the free labor exchange and employer. Taking into account successful training and internships in enterprises, the latter also receive a certain payment for their training. In addition to other indicators, the university takes into account and evaluates the percentage of how many students can find a place in the labor market. Implements and adjusts educational routes, taking into account the requirements of employers.

Monitoring and evaluation of internships

Management procedures during internships

The University has developed internal standards for special forms, that is, what experience was gained, that is, how much experience he gained, developed his skills and abilities during the internship, using this data during the implementation of projects and the preparation of final theses.

Procedures for evaluation of internships

The evaluation of the internship is carried out after its completion on the basis of the students' report and the entry in the diary by the commission. Each student in addition to provided materials, information about all stages of the internship. For evaluation it is taken on the basis of written description of the interns from the organization where the internship took place. As well as marks of representatives of the organization on the internship diary.

4.3 SWOT analyses of internship

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> • Availability of regulations and other regulatory documents for the organization of internships. • The educational programs specify the direction and subjects of practical discipline. • Opportunities for professional development during internships in enterprises of the region • Internship abroad. • The system for monitoring student internships by the university and the organization. 	<ul style="list-style-type: none"> • Lack of specific direction and disciplines in internship programs. • Insufficient level of implementation of the internship program. • Low motivation of students by enterprises. • Restriction of students' access to the necessary information at the place of internship.
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • Engage employers' ideas to improve the creation of an internship program • Opportunity to find a job in the internship process. • Earnings of a student during the internship through temporary employment. 	<ul style="list-style-type: none"> • Contact with organizations due to the low availability of information resources in the organization. • Students will not take the advantage of all opportunities that university provides for internship programs. • Low interest of the organization in

<ul style="list-style-type: none"> • Involvement of company representatives in the results of the internship 	<p>cooperation in providing places for internships.</p>
---	---

4.4 The suggestions for improvement of internship at DSU

- Conducting explanatory work and training for teachers on fulfilling the requirements of curricula aimed at undertaking internships for students and preparing measures for organizing and controlling within the framework of the Bologna process.
- When concluding agreements with enterprises and companies, it is necessary to take into account and comply with all specific conditions regarding student internships.
- Organize a single platform for internships and enable students to obtain the necessary information about organizations and institutions.
- Organize alumni employment center at the university to obtain the necessary information about vacancies, as well as enable organizations and institutions to have access to information about these graduates.
- Increase students' interest in internships to improve the interaction of the university with organizations and institutions to comply with the requirements regarding internships.
- In order to control the placement of students and their success, the university needs to organize and improve the online system in the process of monitoring internships.
- Improve all necessary instructions and internship programs indicating disciplines, the procedure for conducting internships in compliance with professional ethics.

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them

