

## **The EnterMode Internship Model**

a win-win situation for interns and companies

### **Why participate?**

#### **Enter.Mode presents an innovative internship model,**

connecting higher education to entrepreneurship.

Companies can draw significant benefits by getting involved, since collaboration with different Higher Education Institutes (HEIs) around Europe can attract students who can bring value to their operations and daily activities.

- The model can be complementary to existing programs;
- works as a blueprint for companies that wish to create their own internship program;
- it is flexible, to suit the needs of the company; it can assist with building a pool of applicants with people that already have the skill set and business culture required;
- helps with workforce retention and increases loyalty to the company;
- provides an opportunity for new executives to build their managerial skills;
- creates valuable connections with HEIs on a national and international level;
- allows greater knowledge and ideas exchange;
- it can help promote a company's public image and increase its reputation.

### **ENTER.MODE Internship Model**

The **Enter.Mode** project aims to stimulate entrepreneurial skills of higher education and company trainers while developing a entrepreneurial mind-set and skills for students.

The Internship model for the acquisition of entrepreneurial skills by higher education students includes:

- challenge-based learning through means of internships in companies;
- hands-on learning of entrepreneurship skills through **serious gaming**, according to the **EntreComp framework**;
- micro-learning with the aid of social media;
- distributed social learning within **Communities of Practice**;
- organisational learning through the use of learning analytics;
- experimental learning across HEIs and companies.

## **HEIs and Companies Partnership**

The companies will act as “incubators” to students and will help them develop their own ideas, based on a given challenge.

## **The role of Higher Education Institutions**

### **Student:**

applies to the responsible office of his/her HEI. He/she will jointly define/agree the Internship Plan and form the challenge of the internship and sign the learning agreement together with the hosting company and the HEI. Then, he/she will work on the challenge given, while implementing the work plan and at the same time participating in the serious game. During the internship, he/she must also keep a log book of completed tasks, which will be monitored by the company mentor. At the end of the internship, the student will take part in the final assessment of the internship and produce the final report.

### **HEI Administration officer:**

responsible for attracting participants from both sides, for preparing all necessary paperwork including a Memorandum of Understanding (MoU), for supporting the matching of students with companies and administratively managing the internship. Also, provides an overall advice or training to the mentors.

### **Academic responsible:**

defines the selection criteria for participants (i.e. students and companies), provides feedback (and approval) to the learning plan and participates in the assessment of each specific internship implemented and the internship programme in total.

## **The role of Companies**

### **Mentor:**

responsible for supporting the student in all steps of his/her internships, starting from the initial definition of the challenge (to be approved by the HEI Academic Responsible) and continuing on all subsequent monitoring and advising steps.

### **HR Responsible:**

responsible for liaison with HEI, offers internship positions for students, defines selection criteria and prepares all necessary paperwork from the company's side. When a student is selected, he/she must sign the learning agreement and provide

the necessary resources (human, data, infrastructure, etc.) for implementing the internship.

### **Internship Model Phases**

**Engagement phase:** the matching between intern and company and the definition of the challenge, by all parties involved.

**Investigation phase:** the student with the support of the company mentor starts working on the defined challenge, finds the required resources and defines the action plan.

**Into action phase:** the student implements the action plan and finalises his/her project. At the end of this phase, there is a final assessment.

### **For further information**

*Interested in our project and activities?*

Get in touch by emailing [natasa.urbancikova@tuke.sk](mailto:natasa.urbancikova@tuke.sk)

The **Enter.Mode** community can be found on **DISCUSS**,

the European Platform for Communities of Practice in Lifelong Learning: <https://www.discuss-community.eu>

To join the community, you only need to sign up/register, either by completing the registration form or logging in with your Facebook, LinkedIn or Twitter account. After successful registration, all you need to do is clicking on the Enter.Mode banner.

About **EntreComp: The Entrepreneurship Competence Framework**

at: <https://tinyurl.com/sj3d2e7>