

# THE INTERNSHIP, A CHANCE FOR COMPANIES, BUT ESPECIALLY FOR STUDENTS

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**Abstract:** *In the dictionary, the internship is defined as „an official or formal program to provide practical exception for beginners in a profession”.*

*As a result, it represents a good insertion on the labor market for young people who start to build a career.*

*However, there are cases where the trainee does not make the most of such experience, either because of him or the employer.*

*That is why we recommend that both sides should prepare the internship program. On the one hand, companies have to offer their employees a workspace or at least a common space with the staff so they can be directly involved in the affairs of the organization and they can put into practice the theoretical knowledge studied in college.*

*On the other hand, the trainee should be as well prepared as possible with regard to the organization where he wants to do the internship. More specifically, to learn the company's history, growth plans, and organizational culture, which makes services or products unique, who forms competition, and what opportunities to grow if there are prospects to continue their career in this context. Then be careful, try to accumulate as much as de facto experience at the workplace and learn as much from the people in the company with whom they work directly.*

*This way, both camps - intern and employer - will benefit from an internship program.*

*The purpose of this article is to point out that internship in Romania is a factor of development, relating the relations between universities and companies. But unfortunately it faces great difficulties today in Romania. That is because of both, universities and companies.*

**Key words:** *Internship, Company, Student.*

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## 1. INTRODUCTION

An internship program can mean both a successful career start, an excellent way to gain practical experience, the chance to get to know professionals and interact with people with common passions. If some of the students are looking for a perfect internship from the first months of college, others expect to find the ideal program or acquire the theoretical knowledge they need. Both variants may prove to be winning as long as the candidate shows seriousness, perseverance and determination.

## 2. DIFFERENCES BETWEEN INTERNSHIP AND TRAINEE PROGRAMS

It is true that internships and trainee programs generally consist of a combination of study and work activity over a clearly defined time period, but there are fundamental differences between them.

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	<b>Internship</b>	<b>Trainee</b>
<b>Who is it addressed to?</b>	For students, masters and graduates.	For students and graduates, as well as for employees. There are no specific requirements in this respect, depending on each program.
<b>Type of organization</b>	NGO / Company	Company
<b>Remuneration</b>	Most of the time internship programs are paid. However, there are also programs with a shorter duration (one month) or some areas where almost all internship programs are not paid (eg Advertising).	All are paid Payroll benefits as a full-time job (medical insurance, paid leave, bonuses, etc.). For some trainee and management training programs, pay may exceed that of a job entry level.
<b>Time schedule</b>	Full-time flexible or part-time	Generally, full time
<b>Duration</b>	Generally between 2 and 6 months, the average being 3 months.	Depends on the company. It usually lasts between one and two years.
<b>Recruitment process</b>	A complex recruitment process that may include one or more interviews and skill tests.	A complex recruitment process that may include an assessment center.
<b>The required experience</b>	It does not require experience in the field, but involvement in extracurricular activities will greatly weigh in the selection process.	Experience in the field or a maximum level of experience you can have to apply.
<b>Academic Recognition</b>	It can take the place of the practical training required for the accumulation of ETCS	It can take the place of the practical training required for the accumulation of ETCS
<b>Location</b>	Local National International	Local National International

Over time, a series of misconceptions about internships, training programs, and internships have been formed. The table above clarifies the picture of this kind of programs.

## 2. THE SIGNIFICANCE OF INTERNSHIP FOR A STUDENT

An internship program can mean both a successful career start, an excellent way to gain practical experience, the chance to get to know professionals and interact with people with common passions. If some of the students are looking for a perfect internship from the first months of college, others expect to find the ideal program or acquire the theoretical knowledge they need. Both variants may prove to be winning as long as the candidate shows seriousness, perseverance and determination.

Often, the chances of a young graduate to engage in the labor market, especially in the field where he is done, are minimal. More and more employers are looking for experienced people

who do not need much time to accommodate and who can produce from the first days after hiring. Therefore, the recent graduates get to accept jobs that are not in the field for which they have prepared themselves, and hope that one day luck will give them a laugh.

There are advantages on both sides, if both sides want to share their knowledge. An internship program should be based on the win-win principle, so that each party can win. Practices of the kind in which the practitioner is exploited and are not given any new information are not indicated at all, although they are practiced in many places.

### **Benefits of the employer**

The employer, through the program of practice, offers a place where students / graduates can work and gain experience. By doing so, the company receives extra workload and tasks can be divided so that everyone can work efficiently over time. Also, those who come in internship have fresh knowledge, are willing to work and want to say the best. After the practice period, the employer can select one or more practitioners to provide them with a stable job based on the observations during the internship.

### **The advantages of the practitioner**

As a student is the easiest way to enter the labor market in the studied field. They have the opportunity to learn directly from those with experience and can see what their job really means. As a practitioner, you must make the most of this time, because there is the possibility of being hired to finish it.

## **3. INTERNSHIP PROGRAMS - A STAGE SOLUTION FOR THE INSERTION OF YOUNG PEOPLE INTO THE ROMANIAN LABOR MARKET**

Romania is faced with the urgent need to make quick and effective decisions to implement viable programs that reduce these gaps and breaks between employers and potential employees.

Education, study, vocational training and then concrete work on the labor market are significant stages in human life as a social being and at the same time aspects that concern and define any responsible society.

### **Internship, the way to a permanent job**

This year, 2018, eMAG is organizing the fifth edition of the eMAG Talent Internship program. The program has emerged from the desire to attract young talents with growth potential, which can later become part of the team. This year, the company has open positions in six departments: Technology, Platforms, Commercial, Marketing, Finance, and Content, for year-long students, master students and graduates who want to gain experience in one of these areas. eMAG supports what the academic environment builds, and in turn creates the right context to gain experience in the business environment. Young people bring their learning needs to the program, and eMAG with real business projects we involve, mentors to guide them, and an accelerated learning plan through which, in time, they can become experts in their areas of interest. The first edition of the program was organized in 2014, and for the 22 positions in the Online Technology and Marketing Teams opened at that time, there were over 1,400 applicants. As this experience has proven to be very important as a starting point in career for students and graduates, the company has continued to organize the program every year. Thus, since the first

edition, a first step was to identify those business areas where there is a need to bring interns to work on those projects. An analysis of previous editions followed - feedback from participants, mentors, managers; and on the basis of this information the following editions improved. eMAG is committed to a communication strategy tailored to the needs of the program, a recruiting process for the profile it seeks, and a learning experience to increase both the professional and the student's personal skills. [1]

### **School of Banking for students who are passionate about finance**

More than 1,000 young people have participated in the Learn @ BCR internship program over the past 11 years. Many have become employees of the bank.

The Romanian Commercial Bank has created this program years ago, being a promoter of the education and professional development of young people in Romania.

More specifically, the idea of the project appeared 11 years ago when BCR proposed to develop a program for students to give them the opportunity to put into practice the skills and knowledge acquired in college so as to create the premises of a school banking in Romania.

The main step was to find internal resources to develop such a long-term program designed to provide students with the skills they need to develop the way BCR does banking. Once all the details have been devised, the HR team of BCR, which is in charge of the entire internship program, went to the implementation of Learn @ BCR.

So far, around 1,000 young people have gone through the internship program, some of them being the employees of the bank today.

The internship takes two or three months, depending on the business area for which the students are selected. Each young person is assigned a mentor from the department for which he was selected, and during the internship, they receive tasks and are involved in various projects. During these, students receive constant feedback on their evolution. At the end of the internship program, BCR offers the opportunity to hire junior level students who have proven to be banking enthusiasts and showing that they can cope with business challenges. It is also very important for the bank to keep in touch with all those who have gone through programs developed for young people; so they are added to the AlumniLearn @ BCR group on social media (Facebook / LinkedIn).

During the last five years, the bank has developed programs devoted to certain important business areas for BCR and for the

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preparation of the labor market in general: IT.Academy@BCR - a program dedicated to IT passionate students who can work with their mentors in the divisions IT of the bank; Risk.Academy@BCR - an intensive learning program for young people wishing to pursue a career in risk management. The program is built with the help of risk area professionals who support youth workshops that combine theoretical and practical aspects necessary to familiarize them with this important area. [2]

### **From theory to practice, with the help of internship**

Between February and May 2018, OTP Bank organized an internship program to help students familiarize themselves with the banking industry. OTP Bank believes that the implementation of the theoretical knowledge acquired in the faculty is essential for young students / graduates, so they decided to put their shoulders on their training as future professionals and, why not, as people. The new generation of professionals has a great need for meaning, needs to understand "why it does" a certain thing, needs pleasant experiences at work. He wants to be involved in defining the mission and vision of the company, as well as translating its values into concrete attitudes to follow. They are the main target of internship programs because as participants in this program, students have the opportunity to discover the working principles of the banking system, to familiarize themselves with the processes specific to this industry and to experiment them in a real environment, in an environment working safely, under the guidance of bank employees.

The project was initiated and managed by the Human Resources team. More specifically, we are talking about a team that has concretized a series of ideas, intentions and plans already existing and will add elements that will lead it to the next level. Indeed, even students / graduates will shape the program further, for their feedback is encouraged. More than 100 entries The first step was the enrollment. Thus, this year, there were over 100 requests from the students of several faculties from Bucharest and the country interested in knowing the banking system and, implicitly, the OTP Bank team. The internship program is open to both undergraduate and master students. Of course, in terms of the field of activity, the bank is the first option for students from the "Finance-Banking" profile, but also students from other economic specializations were received. Being the first edition of this program, in a more complex format, there was openness for almost all students who applied. Out of the over 100 signatories, about 60 were selected. Priority was given to those from the Finance-Banking specialty, but they were also admitted to the program, within the limits of available places, and participants from other faculties.

The duration of the program was one month, during which each student was able to effectively take part, under the guidance of a tutor, to the day-to-day work of various departments in the headquarters as well as in the territorial network. At the end of the program, each student received a recommendation from the bank, with a rating from the tutor who had been joining him throughout the program. [3]

### **4. CONCLUSIONS**

Today's generation of young people (Millennials and the Z generation) is versatile and highly digitized. They can easily adapt to change and do not have problems working in a team, these being their main strengths in a business environment in which change is usually encountered by resistance. A disadvantage for those in the younger generation is that they lack sufficient

patience in certain contexts, in the sense that they want to see results too quickly, as they are actually noticed after a certain period of time.

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