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DEFI Averroès SEMSEM-Internships

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DEFI [Développement de l'Employabilité dans les Filières d'Ingénierie]

October 2010 – October 2014

Focused Priority Development of partnership with companies

Objective Enhance employability and develop entrepreneurial mindset in engineering programs

A Low employability means:

- ❑ Long time spent looking for a job by young graduates
- ❑ Young graduates not very operational
 - Several months of training within the company before being really efficient,
 - Potential employers very reluctant to hire.

DEFI

Graduate operational engineers

- Reduce the time spent looking for a job
- Meet the expected/required skills of the employers

Means

- Develop humanities, social, and communication skills
- Provide professionalizing training
- Bridge the gap between universities and the market place

To achieve this goal, the project advocated:

Restructure the program curricula

□ By making it more practical

- Increase laboratory work and small projects in courses (50% minimum)
- Final Projects on real problems proposed by professionals
- Internships supervised by academics and tutored by professionals (10 months spread over the last 3 years)
- Invite professionals as lecturers

□ Business and Internationally oriented

- Include economic, legal and social sciences (at least 20 ECTS)
- Management, Project management, Entrepreneurship (develop the entrepreneurial mindset and support business creation projects)
- Communication and languages skills at a sufficiently high level (B2+)
- Help the student to build his career plan and to prepare his hiring

To achieve his goal, the project advocated:

Development of Companies-University Relationships by

- ❑ **Creating "Orientation Council"** grouping together professionals, academics and alumni to guide curricula according to the needs of the market,
- ❑ **Involving the professionals in the program training** (teaching, seminars, testimonials, internships and projects proposed by companies, orientation and preparation of students for professional integration),
- ❑ **Developing continuous training** for employees of these companies

To achieve his goal, the project advocated:

Development of Companies-University Relationships by

□ Creating a "Bureau de liaison Entreprise-Université" (BLEU)

○ Mission:

- Establish partnerships with companies
- Assist young graduates in their professional integration
- Develop their entrepreneurial mindset
- Provide life-long learning for companies

Actions of BLEU:

❑ **Structuring U/C relations to professionalize the training programs**

- Assist in the constitution of "Orientation Council",
- Promote the intervention of professionals in teaching (courses, seminars, conferences, presentation of new technologies, ...)
- Help in the looking for jobs, internships, company visits, ...
- Seek funds to improve the training environment
- Develop continuous training for companies

❑ **Guiding and preparing the students for professional integration**

- Help students in developing their professional projects (conferences on trades, business forums, orientation seminars, success stories, ...)
- Provide the logistical assistance necessary to prepare the recruitment (CV, cover letter, job interview, ...)
- Career monitoring, definition of indicators

by relying on the alumni network, which must be the privileged partner of BLEU

Actions of BLEU:

□ **Raising awareness about entrepreneurship :**

- Promote the entrepreneurship
 - Serious business games,
 - "Success stories" of business creations,
 - "start-up weekends"
 - Best Entrepreneur Competition
- Support to start a business
- Spinoffs from research

SEMSEM

[Services pour l'Employabilité et la Mobilité sous forme de Stages en Entreprises des Etudiants du Maghreb/Machrek]
October 2014 – October 2017

Objective Quality internships for a better professional integration

Motivation Internships promote university-company collaboration

 Internship is an essential component of any professional training

For the trainee, it allows to:

- Discover the world of business and become more familiar with the socio-economic environment
- Concretely apply scientifically, technically and behaviorally acquired skills
- Developing his skills: teamwork, initiative, communication, responsibility, rigor, open-mindedness
- A good internship is a proof of adaptability, i.e. improved employability and saving in training time for the company, ...

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For the intern

- Discovery of the professional environment
- Apply acquired skills
- Developing the corporate culture (Team work, autonomy, communication skills)
- a good internship is a proof of adaptability, i.e. improved employability and saving of training time for a company

For the company

- The trainee should be of precious help for the staff without a significant investment of time and means,
- The opportunity to detect young talent for potential hiring,
- A well-trained trainee is a future employee immediately operational

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For the university

- A contribution to a better (more professional) training of its students,
- A valuable feedback from the professional about the quality of its training and a way to make adjustments (Curricula enhancement)
- Better employability for its future graduates

SEMSEM – Good Quality Criteria

An internship with good quality must be well prepared before, during and after its execution. It must with:

- Clear mission: on a theme (problematic) identified by the company
- Specific goals: with a specific program, defined by the professional (in coordination with the academic)
- Well-identified intern profile (level, required skills, specialty, ...)
- Proper follow-up from both parties (University & Company)
- Intermediate reports, written by the intern and validated by the 2 tutors
- Evaluation by both parties
- Final report and Defense
- Feedback from intern (will serve future interns)

SEMSEM – Internship levels

❑ Discovery (1-2 months)

- Intern adaptation
- Corporate culture

❑ Intermediate (3-4 months)

- Skills application
- Team work

❑ Engineering/Advanced (5-6 months)

- Real professional experience
- Help the intern to choose his future field of activity

Thank you for your attention

