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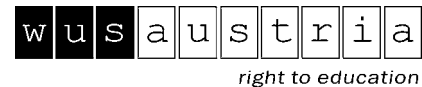
CROSS - SECTOR INTERNSHIP PROGRAM

-Strengthening the link between theory and practice-



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“Cross - Sector Internship Program” is sponsored by the USAID Kosovo Private Enterprise Program, and implemented by WUS Austria

PROJECT OVERVIEW

Cross-sector (Business and Economics) Internship Program represents the continuation of a very successful implemented project: “The Pilot Business and Economics Internship Program”. The project aims to provide Senior or Last Year University students with the opportunity to apply theoretical knowledge, gained during their studies, into practical employment experience. Additionally, apart from the students of the business and economics field, the target group is extended to the students of the Faculties of Law, Faculty of Civil Engineering and Architecture.

Further on, the internship project will help students to discover their major field of in-

terest and clarify the specific job in which they would like to be employed. On the other hand, the internship will offer employers a preview of prospective candidates, but also could enable them concerning the job search after graduation.

The wider objective of the project is to contribute to the institutionalization of internships at the University of Prishtina, particularly at the faculties of Economics, Law and Civil Engineering & Architecture, by supporting the reforming process of the Higher Education Institutions of Kosova, as well as strengthening linkage between universities and economy, as one of the main objectives of the Bologna Process.



PROJECT OBJECTIVES AND OUTPUTS

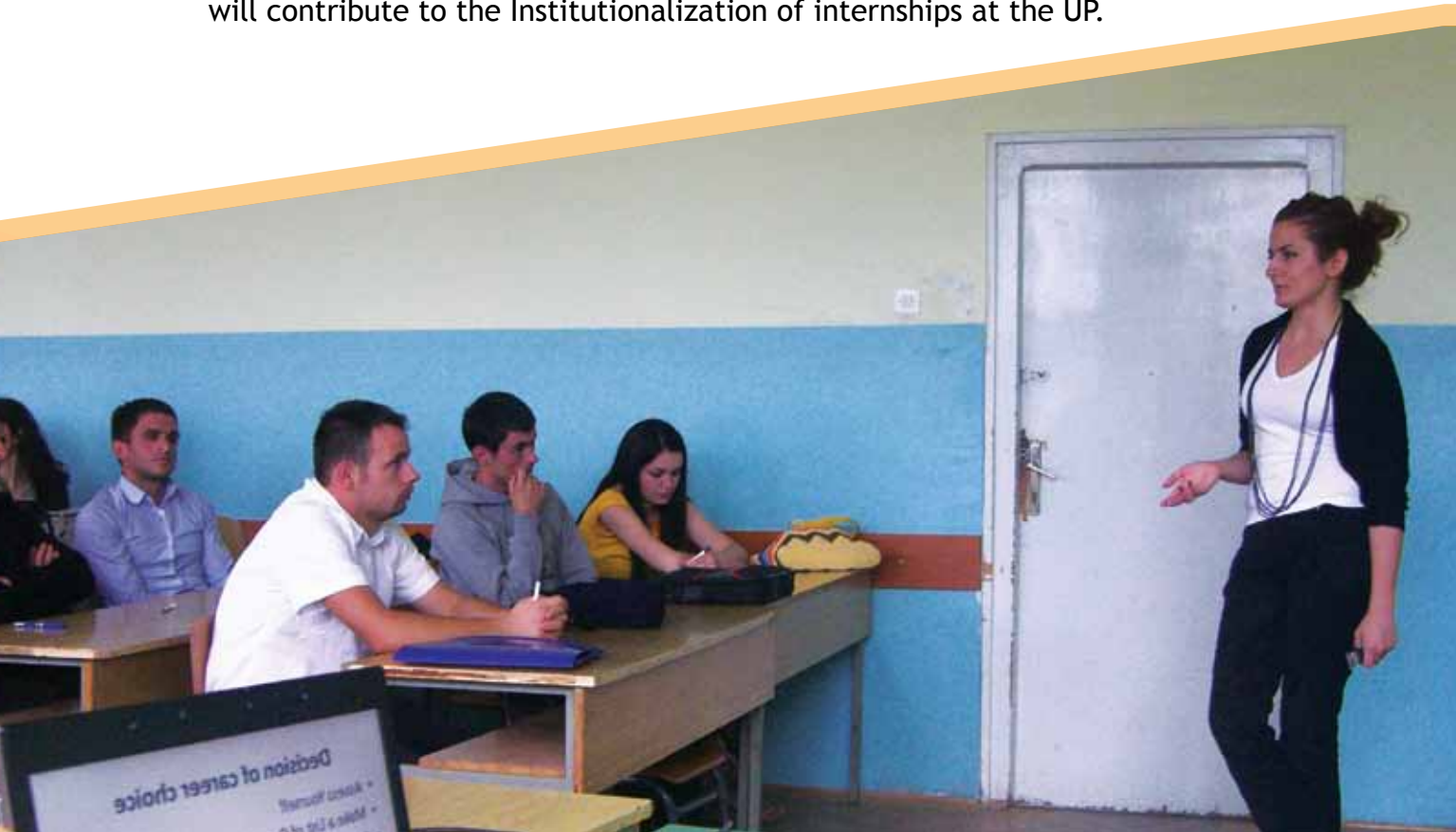
Cross sector Internship Program aims to address the following specific objectives:

- Offering opportunity for students to apply theory into practice at their work place.
- Offering links between jobseekers and employers, as well as enabling institutions/companies for hiring and identifying future possible employers and leaders
- Increasing awareness for institutionalization of the internships at the University level, specifically at the Faculties of Economics, Law and Civil Engineering & Architecture.
- Providing students with different labor market skills
- Facilitating the links between students and the Municipality where they are coming from
- Ensuring the links with the Faculties of Economics, Law and Engineering with the public institutions and local companies



With the implementation of this project the following outputs are aimed to be achieved

- Internship positions were provided for the students from the Faculties of Economics, Law and Civil Engineering and Architecture, of the University of Prishtina.
- Organizing several trainings for interns with the aim of preparing them with the necessary skills which are needed in the labor market.
- Increasing awareness on institutionalization of internships through two seminars with the presence of different stakeholders
- Development of research papers by the interns
- Contribute to the employability aspect
- Creation of partnership agreements on internships among the Faculties of Law and Economics on one side, and the economy on the other side. These agreements will contribute to the Institutionalization of internships at the UP.



SELECTION PROCEDURE OF THE INTERNS

The interest of the student to apply and to be part of the program was very high. The total number of received application was 353:

- Economics = 168 applications
- Law = 138
- Civil Engineering & Architecture = 47

The pre-selection committee after reviewing the 353 applications received, prepared

the table of 116 short-listed applicants. The list of the pre-selected candidates was forwarded to the following institutions/companies/organizations that have interest to the host interns. Institutions/companies/organizations have had to select three candidates for an internship position. In total, there were 40 students selected to conduct the internship. In the list below, are shown the names of all selected student, faculty and the institution where they are placed.



No.	Name & Surname	Faculty	Institution & Company
1	Bashkim Preteni	Law	Ministry of Justice
2	Violeta Paci	Law	Ministry of Justice
3	Kada Dibrani	Law	Ministry of Justice
4	Fatmire Krasniqi	Law	Ministry of Justice
5	Malsore Halili	Law	Ministry of Justice
6	Petrit Nrecaj	Law	Ministry of Justice
7	Luljetë Sahiti	Economics	Municipality of Prishtina
8	Dodona Gashi	Law	Municipality of Prishtina
9	Granit Piraj	Law	Municipality of Prishtina
10	Arta Krasniqi	Civil Engineering and Architecture	Municipality of Prishtina
11	Besë Morina	Civil Engineering and Architecture	Municipality of Prishtina
12	Bahtije Vllasaliu	Civil Engineering and Architecture	Municipality of Prishtina
13	Albina Blakaj	Civil Engineering and Architecture	Municipality of Prishtina
14	Mentor Gallapeni	Civil Engineering and Architecture	Municipality of Prizren
15	Sead Haliti	Civil Engineering and Architecture	Municipality of Prizren
16	Bujar Ahmeti	Law	Municipality of Prizren
17	Zenel Qitaku	Economics	Municipality of Mitrovica
18	Teuta Selmani	Law	Municipality of Mitrovica
19	Ermal Beqiraj	Civil Engineering and Architecture	CHF International
20	Lavdim Rr. Fejza	Economics	Ministry of Economy and Finances
21	Besim Lezi	Economics	Ministry of Economy and Finances
22	Krenare Gërguri	Economics	Ministry of Economy and Finances
23	Arlinda Mustafa	Economics	Ministry of Economy and Finances
24	Valbonë S. Morina	Economics	Ministry of Economy and Finances
25	Dukagjin Zjaqa	Economics	Ministry of Economy and Finances
26	Arijeta Sopi	Economics	Ministry of Energetics and Mining
27	Ndrec Musolli	Economics	Ministry of Energetics and Mining
28	Ardian Dedaj	Economics	Ministry of Energetics and Mining
29	Petrit Dreshaj	Law	Ministry of Energetics and Mining
30	Ibadete Xhafa	Law	Ministry of Energetics and Mining
31	Arlind B. Rexhepi	Economics	Municipality of Gjilan
32	Ardian Sejdiu	Civil Engineering and Architecture	Municipality of Gjilan
33	Arta Gjikolli	Law	Municipality of Peja
34	Bardha Ajeti	Civil Engineering and Architecture	Municipality of Peja
35	Zana Baraku	Law	Municipality of Gjakova
36	Ilir Leka	Economics	Municipality of Gjakova
37	Nikollë Radi	Economics	Municipality of Gjakova
38	Vildane Maloku	Economics	Kosova Chamber of Commerce
39	Rina Sylafeta	Economics	Kosova Chamber of Commerce
40	Gentiana Kurti	Economics	Kosova Chamber of Commerce

INSTITUTIONS HOSTING THE INTERNS

The ministries, municipalities, companies and other organizations showed a high interest in hosting the interns.

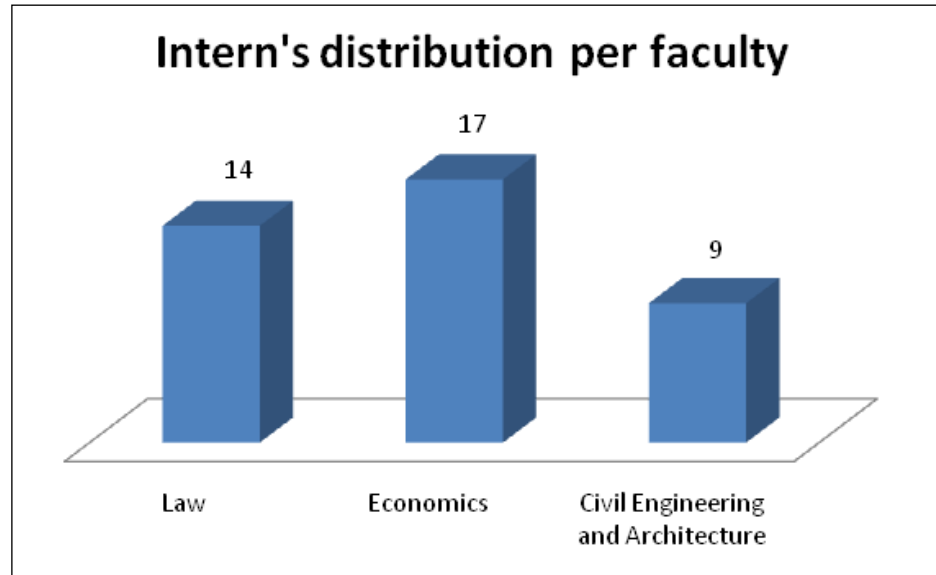
In the table below are shown the institutions hosting the interns, and the number of the internships they offered.

Institutions	Internships offered
Ministry of Justice	6
Ministry of Economy and Finance	6
Kosova Chamber of Commerce	3
Ministry of Energetic and Mining	5
Municipality of Prishtina	7
Municipality of Prizren	3
Municipality of Gjakova	3
Municipality of Peja	2
Municipality of Gjilan	2
Municipality of Mitrovica	2
CHF International	1

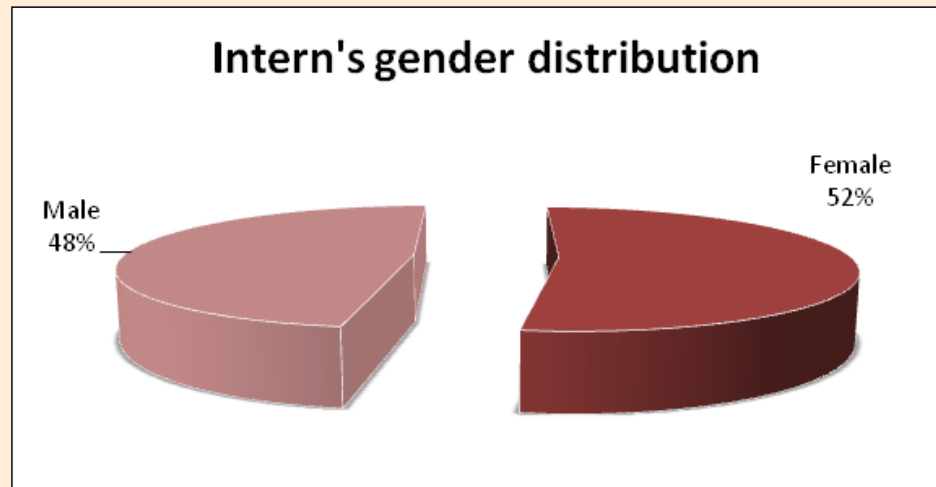


INTERNS' DISTRIBUTION PER FACULTY

The distribution of students from each Faculty is shown in the chart below. Faculty of Economics leads with the 17 students, whereas the Faculty of Law has the second place. On the other hand, 9 interns came from the Faculty of Civil Engineering and Architecture.



Specific attention was paid to the gender balance. As shown in the chart below, the number of the female interns is higher than male interns - 21, or 52% of the interns are female, whereas 19, or 48% are male.



PROFESSIONAL & ACADEMIC TRAININGS

Several soft skills trainings were organized by WUS Austria with the aim of preparing interns with necessary skills and knowledge which would help them to increase their performance during and after the internship period.

Orientation & Career Development Training

An orientation and career Development training was organized for 125 short-listed candidates. The training on “Career Development” was organized in three groups - each group consisting of 40-42 participants.

The main objectives of the training “Career Development”, was to inform, teach and advise students about:

- Facilitate the decision of career choice
- Goal setting
- CV preparation
- “Icing the interview“
- The most frequent skills and knowledge demanded by employers.

In addition to this, the training aimed at preparing the candidates better for the interview round. Different institutions, municipalities, as well as private companies will choose for one available internship position to interview three candidates.

Beside this, the second orientation training was organized for 40 selected students. This training aimed to inform interns about their rights and obligations during the internship period, internship duration, filling in Agreement & Learning objectives, how to prepare weekly, monthly reports and times.

First Training Module: Academic & Business Writing and Presentation Skills

One-day training seminar was organized for forty interns in the following topics:

- “Academic and Business Writing” and
- “Presentation Skills”.

The Academic and Business writing part of the training aimed to prepare interns for: academic essay writing; the process of writing in its different stages (planning, drafting, revising and proofreading); techniques of quotation and bibliography composition; writing academic papers; deeper techniques and skills for academic writing were explained also. Within the section

business writing the attention was focused on: writing effective business Emails; how to write formal and professional Emails, how to make a good first impression and how to avoid the undermining of excellent work or idea by poor communication.

The second part of the training, Presentation Skills, was focused on: identifying essential elements of an effective presentation; describing challenges and benefits of effective speaking skills; listing the elements of successful presentations and delineate types and methods of presentations.



Second Training Module: “Career Development”, “Teamwork” and “Developing a Business Plan”

The second training module was focused on the following subjects:

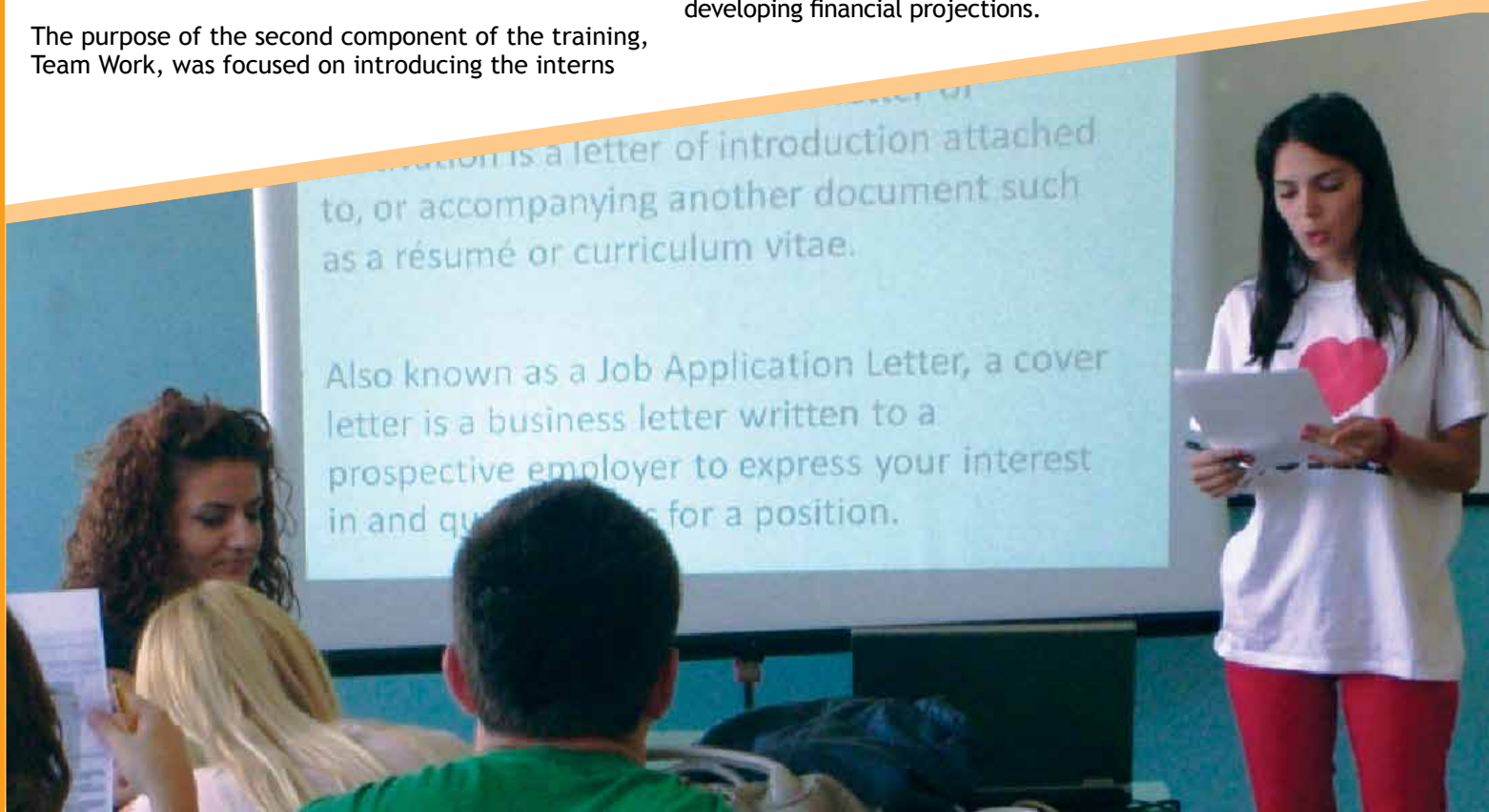
- “Career Development II”;
- “Teamwork”;
- “Developing a Business Plan”.

The Career Development component of the training was focused on teaching students how to write an effective cover letter for job application. Additionally, participants were also introduced with the process of facilitating the decision-making of career choice; goal setting, CV preparation (including the interview) and presentation of the most frequent skills demanded by employers. Participants were divided into groups and each group had to prepare a cover letter and present it to the audience.

The purpose of the second component of the training, Team Work, was focused on introducing the interns

to strategies on how to build collaborative teams and work with them effectively. The training content addressed the following areas: Team organization; stages of team development and team building strategies and teamwork skills (e.g. communication, problem-solving, and resolution of conflict).

The third part of training, developing a Business Plan, aimed to stimulate and activate the entrepreneurial spirit with individuals who want to design and take up a new business concept to the market. This component of the training was focused on all facets of business plan development, including assessing the competitive environment, developing venture concepts and growth strategies, creating marketing approaches, building a cohesive management team, launching operations, and developing financial projections.



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