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## COOPERATION MODEL BETWEEN HEI and SME

### Good practices and working methods<sup>1</sup>

#### 1. CURRICULUM (CO)DESIGN – JOINT CURRICULUM DEVELOPMENT

Practical projects, practical assignments

#### 2. CURRICULUM (CO)DELIVERY – JOINT TEACHING (e.g. guest lectures, study visits etc.)

#### 3. INTERNSHIP AS AN OBLIGATORY PART OF STUDY PROGRAMME (or as an extracurricular activity)

*Additional good practice suggestion: an internship marketplace organized by HEI: a matching event between students and the organizations offering internship.*

*Additional good practice suggestion: Training of internship supervisors from SME organized by HEI. The purpose of this event is to acquaint supervisors with curricula and objectives of internship and encourage them to suggest modifications of curricula in order to ensure students to get as much practical skills as possible and prepare them for future entering in the labour market.*

#### 4. SUPERVISION OF DIPLOMA/MASTER THESES BY STAFF FROM SME

*Additional good practice suggestion: Training of (co)supervisors of diploma/master theses if they are from SME. In this way, SME is getting acquainted with the study programmes of HEI and might suggest changes. Additionally, within the framework of the thesis, students work on real problems/challenges of SME.*

#### 5. (CO)ORGANIZATION OF EVENTS BY SME AND HEI AS EXTRACURRICULAR ACTIVITIES

Main targets: students/graduates

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<sup>1</sup>Good practices are collected on the basis of country reports written by partners of JUST project (PR2).



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## **Good practices suggestions:**

### **a) Presentation of SME as potential employers**

SME present their own businesses and give insights into the various professional realities as well as how to get into the business world. Moreover, it includes closed-door debate during which students can intervene with questions to develop and deepen their understanding on how SME work and what are the most important requirements to be considered as eligible/competent candidates (potential employees).

### **b) Equipping students with the knowledge necessary for work in selected SME (»workshops«)**

SME provide training for students/graduates in cooperation with HEI on a topic relevant for the working field of SME. All students/graduates who are interested in the selected working field are invited to join the event. In this way, the students/graduates can get additional competencies relevant for their future work as well as getting acquainted with the working field of the selected SME. SME, on the other hand, are meeting potential employees and equipping them with additional knowledge important for work in their organization.

### **c) Lifelong learning events (co)organized by HEI and SME**

Organized for (already employed) people from business such as executive education/industry training/professional courses/certification programmes etc.

-The main goal of SME: to equip employees with additional knowledge relevant for work in SME (e.g. currently a very intriguing issue for most SME is equipment of employees with digital skills).

-Main goal of employees: lifelong learning and productivity/effectiveness at work.

-Organization of such events by cooperation between HEIs and SME: HEI have theoretical knowledge and pedagogical competencies and know to present different topics to be well-understood by the employees; SME have professional knowledge and practical experience in the working field.

### **d) Events organized by cooperation between HEI and graduates ("Alumni club"\*)**

\*The Alumni club is an association of HEI graduates, masters, doctoral students and higher education teachers and associates who want to continue to maintain connections and communication between members of all HEI generations.



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- Within the framework of the Alumni club, different events can be organized where current students can meet graduates working in SME. For example, the Alumni club in cooperation with HEI organizes events on “presentations of successful HEI graduates” where graduates present their career path and their work and challenges of work in SME.

**e) Work based learning - Work of students on real business problems/challenges in cooperation with SME as curricular or extracurricular activities**

- This activity offers an opportunity to SME to recognize suitable and competent employees through solving real business problems and challenges

**Good practice suggestion:** Cooperation of students with former graduates, successful entrepreneurs and managers from SME in order to tackle real business challenges to which the students need to find a solution and turn them into an opportunity (a series of events - “project”).

**Good practice suggestion:** Organized (one-time) events (for example, workshops) for students/graduates to tackle real business challenge

## **6. CAREER CENTRES\*\* (PLACEMENT) SERVICES AT HEI**

\*\*The Career Centres offer a comprehensive support for students and graduates at their study career path and in lifelong learning, e.g. informing students and graduates about available jobs in the market; consulting students and graduates on their career path etc.

Target Groups: students/graduates through the entire study process from enrolment to employment

**Good practices suggestions:**

Career centres serves as a connecting spot between SME and students/graduates:

-informing students and graduates about employment opportunities in SME (at home and abroad) - distributing job offerings,

-searching for highly competent students/graduates suitable as potential employees of selected SME, if initiated by SME,

-stimulating extracurricular activities of students/graduates organized in cooperation with SME.



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## **7. (CO)FINANCING SCHOLARSHIP**

SME and HEI connect if they want to (co)finance scholarships for the candidates that they identify to be competent for future work in SME. Both SME and HEI can be initiators. Students might prepare a final thesis on a topic connected to the working field of SME.

## **8. JOINT RESEARCH AND DEVELOPMENT**

Joint conducting applicative and research and development projects by cooperation between HEI and SME. HEI students are often involved in the conduction of projects and hence getting in touch with SME.

## **9. VALORISATION**

Commercialisation of research and development results such as licencing and patenting, academic entrepreneurship such as spin offs, student entrepreneurship such as start-ups.

## **10. MANAGEMENT AND GOVERNANCE**

Participation of academics from HEI in SME boards and participation of SME representatives in HEI boards.

Bringing together closer the world of education and the world of work (business).

Business associations invites representatives of academia in their working groups.

Workforce development in working group of business associations.

**11. SHARED RESOURCES** such as infrastructure/personnel/equipment etc.