



University Internships and The Level of Impact they Have on Students and Organizations

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ABSTRACT

The main objective of the research is to show the topics of interest related to university internships, starting with the conceptualization, the organizational benefits, the linking of interns to companies, the most valued competencies, the enrichment they provide, the reasons for receiving them and the opportunities they offer; it also expresses the way in which they work in Colombia; It also shows how students are supported in the work environment and the social impact, likewise, it demonstrates the role of universities with respect to entrepreneurship, DANE figures are displayed, concerning employment, it also indicates the interest of companies to achieve objectives, what are the intentions that companies have when hiring interns, the skills, abilities and competencies most valued, the advantages of hiring this type of personnel, finally what to be aware of about internships in Colombia and that it is already valid as work experience, thanks to the decree issued by the Ministry of Labor. On the other hand, the type of research used was theoretical, and its approach was by qualitative analysis, which is executed by documentation, foundations and research consultation.

Keywords: Cognitive competences, Social development, Enterprises, Professional skills, Work world, Internships, University internships.

1. Introduction

The professional practice is essential for students, it allows them to apply the theoretical knowledge acquired in the years of study at the University, to work pressured by the influence of the position, to build a good ethical-professional posture; to be more competitive in the different circumstances of the professional environment, because during this time the student will be allowed to acquire new knowledge; since the experience they provide, symbolize a chance to confront challenges and reveal their faculties, since they are useful to know how the dynamics work in real work and is a vital annex, which makes a person's curriculum more desirable. (Montoya Díaz, 2019).

In addition, it is shown that the practical activity in organizations and practitioners, mentioned previously, is more than just an educational requirement, but is beneficial and that its proper fulfillment leads to organizational, personal and social growth; so that the research was conducted, is interested in providing information and know the level of satisfaction of companies regarding the performance of students and what to improve and implement in the implementation of these, in order to achieve excellent social development; Concerning the method used, in the organizational aspect, we delved into the influence of practices on social context and employability in the country, on the other hand, in the professional aspect, the interest is based on training, cognitive development and relevant skills for a professional person to perform adequately in the working world.

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2. Theoretical Framework

2.1 Internships

The term professional practice is defined as the activity necessary to academically train students of a higher education program or career, where it is possible to apply in a real environment, all the knowledge obtained by the student during their professional training, in other words, it is a necessary requirement for graduation and that favors the path from the institution to the world of work, it is also the process to improve skills and abilities of the profession of each student. On the other hand, in Colombia these are regulated by an apprenticeship contract, in which the trainee is guaranteed a stable place, good conditions and in some cases, voluntary remuneration by the organization, but this contract is not binding with the company (Peña Lapeira & Vargas Puentes, 2020).

On the other hand, in terms of organizational benefits, every company that has a university intern on its staff, seeks to strengthen their skills and have the ability to demonstrate through practice, the knowledge acquired in their academic training. Some of the benefits of this link is the use of the motivational spirit and technical knowledge that the young population has, regarding the fact of being creative and innovative, the optimization of resources, if they are suitable to be selected as human resources of the company, would avoid the recruitment process, because in the time of practice, they perform their probationary period and as students have a suitable learning, this plays in favor of a more competent market for very well prepared workers (Trabajo.com, s.f.).

2.2. Competencies that companies expect from trainees.

Interns must provide more than just knowledge to an organization, they must have integrity in both personal and professional level, since it is considered essential that the staff complements with their skills and human quality, to promote the growth of the company, through an optimal and adequate resolution of the different problems that arise and thus, is how the student becomes a very important component for the company and in turn, improve their skills in the work environment. (Peña Lapeira & Vargas Puentes, 2020)

Similarly, these enrich the practitioner, because students are given a reference in their resume, which benefits them greatly, in knowledge and experience regarding their profession, because it provides the opportunity to develop their talents, their faculties, strengthens their own knowledge, they acquire greater confidence and security in what they do, moving from theory to practice (Bustamante Guerrero & Mansang Jimenez, 2017)

2.3. Reason and interest for which companies receive interns

The main reason why organizations are interested in complementing the training of students of higher education or university, is that there is reciprocity in the benefits, because both parties win, on the side of the practitioners are granted the opportunity to express their skills, intellects and abilities and on the side of the companies, this activity facilitates them to know the performance of staff during the time of practice and qualify them to know if their preparation contributes to them at the enterprise level to grow and thus recruit them to make them part of their workers (Bustamante Guerrero & Mansang Jimenez, 2017)

2.4. Opportunities offered by the company to its trainees

This temporary and monitored preparation for student training in favor of the learner, gives practitioners the facility to improve their knowledge and skills, offering possibilities of adaptability to uncertain environments, attitudes of overcoming difficulties, improvement in business performance, familiarity with social and economic environments, also favors the understanding of the internal processes of different companies, also improves their professionalism in any scenario (Universidad Autonoma del Estado de Hidalgo, s.f.).

Additionally, in Colombia, companies are regulated by Law 789 of 2002, which indicates that internships in the workplace are done through apprenticeship contracts, as evidenced in articles 30 to 42. It also talks about what it means to be under this method of work, which facilitates the development and implementation of prior theoretical learning in a company that provides real and professional instruction in the position held. Regarding what must be guaranteed by having this contract, the companies must affiliate the students to the social protection in health and protection for accidents at work, while they comply with the internship period.

When it comes to remuneration, it is reported that it is appropriate to grant a monthly support established as a minimum of 75% of a normal salary, which corresponds to approximately 750,000 Colombian pesos per month (Lesmes Díaz, 2017) Although most companies choose the form of payment for internships, this changes with respect to the type of organization, the position they represent and the year of compliance, because as it is not a stipulated law, they are not obliged to pay an internship student, but they are obliged to at least cover mobilization and snacks (Capital Humano, 2017).

2.5. *How companies benefit students in the workplace*

The job search is very difficult and most of the people get frustrated in the process, that is why the best option to avoid this situation, is the realization of university internships in order to gain experience so as not to arrive directly to a company without the prior knowledge of how it works; On the other hand, it is true that theoretical knowledge is fundamental, but internships develop in the person skills, competencies and talents necessary to become a competent professional and also provides collaboration with respect to the recruitment of work, since choosing the place to perform their university practices, served as a basis for the correct search for a real job; also through them, you can expand your social circle, relating to interact with people from different sectors and make valuable contacts and recommend it to good companies.

Another thing is that, although internships do not guarantee a permanent job, if they help in demonstrating your skills and abilities, where if they are positive and make the company more competent against the competition, the possibility of getting the position in that company, is quite high, finally as the practices currently will be considered as experience and are very influential with respect to whether they hire or not, for a job; the important thing is that the training received in college and reinforcement in the company where he executed the practice, would improve your resume and could get the job you want in the future (Amat, 2021).

2.6. *Social impact of university internships*

Higher education and society have a direct relationship, where it is necessary to propose strategies to work together, one in favor of the other, through the four perspectives of learning indicated by Delors, which are to learn by knowing, exercising, living together and to be formed in being, to make an evaluation of the factors for and against that produces the university in the social, since the study is a relevant tool to achieve a prosperous population that manages to be in peace, to be free and fair (Gelacio Espejo & Del rio Cuéllar, 2012)

2.7. *How university practice contributes to local and regional development*

The functions and duties of universities have a direct impact on the world's future, because they not only produce individuals in the professional field and leaders, but also promote progress, create social capital, democratic knowledge and an intrinsic relationship between students and their truth. From this perspective, the institutions that train professionals gain new roles and validity as essential figures in the search for solutions to the current problems facing the community in general in the areas of economics, politics and social issues (Gelacio Espejo & Del rio Cuéllar, 2012)

In relation to universities, they play a very significant role in the affinity with entrepreneurship and to give students to understand that this initiative in addition to generating innovation and start to a business plan, supports development; but despite this, to achieve this it is essential that there is entrepreneurial thinking, because without this, the difficulty of starting an activity with the influence of contributing to personal, professional and economic progress would be higher. Therefore, if there is an entrepreneurial culture, it is more likely that things are done differently, taking risks and betting on change (Pineda López & Manzano Sanguino, 2018)

4. Methodology

This study was of a theoretical nature, in order to understand the concepts that make up the research, through the contribution of theories that collaborate to deepen on it, these are directed to the speculative formulation, which is achieved by analyzing documents and reflecting on the data obtained. (Research Techniques , 2020)Its approach is by qualitative analysis, since it is based on hypotheses and perspectives of the researcher, where reality can be interpreted, obtaining specific results, its process is by induction and significant depth; also in this case it is carried out through documentation and review of existing data. (Universidad de Colima , 2014).

5. Results

According to the figures provided by DANE reports, currently in Colombia there is a large number of people who are forced to work informally, where the most affected are the female population and the youth, who are mostly unemployed; in addition to this, it was also indicated that employment without salary increased and also own remuneration(Salas - Hernández y otros, 2019)

Due to the above, it can be said that, the problem is that for companies, the essential thing is to achieve their objectives and maximize profits, so they rely on designing strategies to achieve more efficiency in all their processes, but at the same time, they know that building responsible people to generate social development, contributing to a positive social and environmental effect in all environments, is very necessary (Pacheco - Sánchez & Rodríguez - Téllez, 2019)

5.1. What are the companies' intentions when hiring trainees?

To achieve that your organization has a suitable performance, with prepared and updated personnel, which is achieved through the achievement of goals of its workers, in this case, the behavior and knowledge of university students have a great influence, since if they have motivation and impulses, this would greatly improve the exercise of the practice and also the performance of the company; consequently, the good labor exercise, lies in stimulating the personnel, in the practical and empirical knowledge obtained in the course of time and in the experience they have; which leads to develop and enhance technical skills that at the end of the day, there is a better business productivity (Piña Gajardo)

5.2. Skills, abilities and competencies most valued by companies

The talent to build and perform with excellence in group work, the ability to establish adequate communication and successful leadership; similarly, other qualities that are most desired by recruiters and that would be essential for applicants to enjoy are studies on problem solving and conflict resolution, good collaboration in work teams and organizational adaptability. In addition to the above, it is very important to be familiar with the financial sector, a broad knowledge of the market, technical-technological management and bilingualism, because all these skills must be practiced to develop and improve them, so the more experience and commitment a worker has, the better his performance will be; for this reason, training and having a place where you can improve your skills will allow these to be expressed and perfected in a better way, so that in the end you can get a better professional education, being able to obtain a better professional practice, where all the mentioned competences are developed (Piña Gajardo).

5.3. Advantages of hiring interns

It is a new worker, who is already connected with the system and the activity of the company, since from the beginning of their incorporation they know the objectives of the company, the needs, which favors the increase of performance, supporting operational and strategic tasks, since they are directly related to technological updates, promoting innovative, modern actions and generate a good working environment, they also have in favor, the intention to continue learning with the company and their training in the labor field (Compensar Fundacion Universitaria , 2021)

Regarding the subject, in September 2021, the Ministry of Labor stated that more than 1,000 students were selected for university internships in approximately 280 state companies. It was also said that through the calls of the young state program, students have the opportunity to exercise in the labor field, the theoretical bases acquired in their passage through higher education, get paid for their work and the best thing is that, it provides professional experience, through a certificate, which shows the duration of training in a real work environment and will serve to add it to your resume as work experience. In addition, it was shown that more than 50% of the students involved in the program come from institutes of higher education, technicians, technologists, university graduates and postgraduates, and it also indicates that the departments with the highest participation are the largest inland and coastal cities of Colombia (Cabrera, 2021).

The Ministry of Labor, seeking to facilitate the accessibility of recently graduated youth to the labor market, issued Decree 616, which states that professional internships are considered and certified as work experience. It also states that not only the internships will be certified, but that currently any accredited activity that is related to student training, will have its due certificate and valid as work experience. Likewise, the Ministry said that the practices, internships and others, will be certified as long as they are related to the study plan.

The representative to the chamber and creator of the decree, indicated that, through this will be achieved, the retroactive application of this benefit, so that all professionals, even those who made their practices before the postulation of the Law 2039 of 2020, are counted as experience to work (El espectador, 2021)

In law, the ministry of labor, through (Decree 616 of June 4th , 2021)In section 2°, in the fifth section, article 2.2.6.3.25 and article 2.2.6.2.5.4.

*Equivalence procedure of previous professional experience in labor practices, apprenticeship contract, judiciary, labor contract or service provision contract: it states that in order to accredit such labor exercise,

1. The site or entity where you executed your internships which you want to validate as experience, must include in the certificate: Name, type and identification number of side and side, date of initiation, date of completion, exercises performed, schedule and type of employment contract.

2. Likewise, the student's institution must adequately verify the certification granted, to determine if the person requesting the certificate was a student at the time he/she performed the activity for such approval, if the subjects related to his/her academic training are well established in the certificate and if the student is a graduate of his/her institution.

On the other hand, the Educational Institution must present an endorsement of previous work experience, in which it is stipulated: Name, type and identification number of side and side, date of initiation, date of culmination, exercises carried out, timetable, characteristic of the link made (Decreto 616 del 4 de Junio , 2021)

6. Conclusions

In conclusion, it was observed that the university interns put at the service of the company, their knowledge acquired by the teachers of their institution during their training period, in exchange for experience and development of organizational skills, which is beneficial for the company, as well as contribute to the professional preparation of students according to the current needs of the labor market.

Graduates become a support in companies where they perform their university practices, then it is necessary that they have a good capacity of understanding and reading habits, since this is appreciable, because it has great influence, because it forms intellectual and critical societies and develops an increase in the areas of culture, politics and economics; likewise, it promotes the creation of skills and cognitive skills in practitioners, and it is easier to understand more effectively all information (Moreno - Mendoza & Coronel - Arenas, 2020)

For its part, the market is changing day after day and simultaneously evolving, therefore it is pertinent that organizations make decisions that go hand in hand with these advances, in such a way that the inclusion of trainees to the staff of a company is very profitable and notably favors both parties, because as you want to be highly competent, this can be achieved with newly graduated talent, with innovative and updated ideas, which collaborates to the action of adaptation in the given scenarios, where it is possible to find suitable alternatives, which optimize resources to achieve globalization (Álvarez Silva y otros, 2020)

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