


Chapter 3

Analysis of the internship program at UTFPR campus Toledo and its impact on the business environment

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ABSTRACT

In the current scenario, most academics in the civil engineering course have difficulty finding companies where they can intern. To assist in this process, the present study sought to identify the profile of the intern demanded by companies in the field of civil

construction in the municipality of Toledo, west of Paraná. For that, questionnaires with semi-structured questions were applied to local entrepreneurs. In addition, we sought to analyze the participation and effectiveness of the UTFPR internship program to improve the relationship between the University and the Company and, consequently, make it more effective. It was noted that the greatest difficulty in finding an internship is not due to a lack of vacancies, but due to the lack of communication between academics, the company, and the internship program. Also, it could be seen that there is no constant search by the institution for companies that offer internships in the city and region, that is, the public/private partnership is in deficit.

Keywords: Internship, Trainee, Company.

1 INTRODUCTION

The supervised internship is considered a tool of great importance for the academic environment as it provides greater interaction between theory and practice. According to Rios (2003), the internship plays a fundamental role in higher education, as it is intrinsically linked to academic professional training. Through it, the student becomes familiar with the scenario in which he will act, seeking to relate the teaching provided during his graduation period and the experience of the chosen profession.

Colombo and Santana (2006) state that changing the teaching-learning process to an educational model that brings classroom knowledge closer to the daily life of the chosen profession is a way of helping to build a professional able to enter the market of more prepared and competitive work. These professionals, when entering internship programs, can be encouraged to have a differential in terms of creativity and innovation to contribute to the quality of life of the society in which they are inserted.

When analyzing Law No. 11.788/2008, Art. 1, paragraph 2, it is noted that “the internship aims at learning skills specific to the professional activity and curricular contextualization, aiming at the development of the student for civic life and for work”.

Thus, the internship can create synergies between the company and the university, providing opportunities for professional preparation for the various situations linked to civil construction.

In the meantime, this scientific article aims to analyze the Internship Program at UTFPR Câmpus Toledo, emphasizing the Civil Engineering course. It is intended to know the prerogatives of the program, perceiving the relationship between the demanding companies and the university offering interns. In addition, the purpose is to identify the preparatory process for the internship period, the mechanisms for inserting the academic into existing demands, the necessary qualification of academics, as well as identifying the tools offered by the institution to strengthen the internships of the engineering course. civil.

In this way, one can see the real importance of strengthening and improving the Internship Program at UTFPR Câmpus Toledo, to raise the level of confidence of the professional who will leave for the job market, bringing greater notoriety to the training institution.

2 DISCUSSION

Through field research, one can perceive the reality of civil construction in the city of Toledo and the role of internships in this process. There were about 105 projects aimed at civil construction locally. The sample was determined by the statistical method of simple random sampling on categorical variables, predicting a sampling error of 10% and a confidence level of 95%, estimating a total of 52 companies, of which 41 answered the questionnaire.

One of the questions asked of companies focuses on their intention to hire interns. About 29.27% are not interested in receiving interns on their premises, while the others showed interest. Among the interested companies, 70.73% stated that they do not have periodic programs for hiring interns. However, other companies carry out this practice annually or every six months. This scenario can guarantee more opportunities for students to enter internships via a business environment.

Within each company, there are areas with a greater need for employees, since there is great difficulty in filling their staff due to the lack of trained professionals. It is also important that the student knows the area in which he will work so that he can prepare in advance.

The analyzed companies indicated the areas with the greatest need for interns, such as monitoring works, architectural design, projects, and budgets. Linked to this, one of the topics much studied and used during graduation is computer programs, such as AutoCAD, and SketchUp, and even simpler programs such as Word, Excel, PowerPoint, etc. Many of the contracting companies make knowledge of at least one program mandatory, among them, there are also Revit, Eberick, and AutoQI. This demonstrates that the university is meeting the aspirations of the business community in the city of Toledo.

Joining a company as an intern is a desire of many graduates who need to acquire practical knowledge, enhance their CV or even start their career.

a career in the company. With the research, it is possible to identify the profile of the intern that the companies most desire. Also, it can be seen that most companies seek to value the commitment that the

intern has about the stage developed, his organization, teamwork, proactivity, inner strength, creativity, and communication.

It was also observed that most companies do not have some kind of policy for hiring interns with special needs, as only 9.76% of the interviewed companies stated that they have such policies, the others are unprepared to receive such interns. Therefore, companies are deficient in this regard, as the difficulty in finding internships is already very high, and it becomes even more difficult for students with special needs.

Therefore, this is a very important topic to be worked on in the organization of companies in conjunction with the internship program at UTFPR Campus Toledo. In the internship system at the Federal Technological University of Paraná, it can be seen that there are two procedures for joining an internship program linked to the Civil Engineering course, both for mandatory and non-mandatory internships. One way is through the Integrated Internship and Employment System (SIE), available on the UTFPR website, which aims to facilitate the intermediary between the graduate and the company. This process consists of registering the student and the organization on the portal. Another way is through the Integration Agents (AI) that are linked with the UTFPR through agreements. The list of members is available on the University's website. For this process to occur, the employer must be registered with an integration agent and also with the SIE, the following steps are similar to the previous procedure.

Another important point of doing the internship during graduation is the fact of building relationships of trust with the members of the organization that one is interning for. Considering employees registered in the company where they carried out their internships, the questionnaire addressed the topic of the practice of hiring interns after the end of the contract. It was observed as a result that 53.66% of the companies do have this practice.

Therefore, the internship can be a great gateway to the job market, since most companies do not require experience or a minimum period of graduation, you just need to do it very seriously and responsibly, because what will make you a good employee will be your commitment to the company.

In the study, companies were asked whether they would be interested in forming a partnership with the educational institution, Universidade Tecnológica Federal do Paraná, Toledo campus, to better assist academics in periods with a mandatory internship. Some analyzed companies already have a partnership with the university and others have their center for interns. However, 51.22% of the companies that do not have a link with the UTFPR campus in Toledo showed interest in starting this partnership, as it is advantageous for both the company and the institution, promoting integration between the University and the organizations.

3 FINAL CONSIDERATIONS

With the research carried out, it can be concluded that the vast majority of companies need interns in several areas, where a student with qualities that add value to work and who has prior knowledge of

computer programs is of interest, as certain areas require such knowledge. It is also noted that there is great difficulty on the part of university students in knowing which companies to seek to apply for an internship, because there is no comprehensive communication between the students, the company, and the internship program, with this the difficulty becomes bigger not because of a lack of vacancies in the job market, but because of the lack of information.

To help solve this problem, technology can be used as a tool. The creation of a UTFPR internship application would make it easier for graduates to enter the job market, which would provide greater speed and information. It is also noted that there is no demand on the part of UTFPR Campus de Toledo for companies that offer internships in the city and region. This could help to increase the range of vacancies for students who are in periods when the internship becomes mandatory.

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