



Name of institution: National University of Science and Technology POLITEHNICA Bucharest Faculty of Economic Science and Law Name and Status of the official representative: Carmen-Constantina NENU Dean Faculty of Economic Science and Law Date: 15.02.2025	Name of institution: Istanbul Sabahattin Zaim University Faculty of Business Administration and Management Sciences
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TITLE OF THE INTERNATIONAL PROJECT

FSED - National University of Science and Technology POLITEHNICA Bucharest / FBMS - IZU, ISTANBUL TURKEY

ENHANCING CAREER DEVELOPMENT THROUGH INTERNSHIP PROGRAMS: A PATHWAY TO PROFESSIONAL GROWTH

PROJECT DURATION: 11 MONTHS

START DATE: 15 February 2025

END DATE: 15 December 2025

RESPONSIBLE PERSONS

Professors involved from National University of Science and Technology POLITEHNICA Bucharest, Faculty of Economic Sciences and Law, Romania

Project Manager for Romania: Assoc. Prof. **Carmen-Constantina NENU** Ph.D.

Institutional Coordinator : Assoc. Prof. **Amalia-Viorica DUȚU**

Dean of the Faculty of Economic Sciences and Law: Assoc. Prof. Carmen-Constantina NENU Ph.D.



AGREEMENT

BILATERAL INTERNATIONAL PROJECT

**FSED, National University of Science and Technology POLITEHNICA Bucharest,
PITESTI UNIVERSITY CENTRE ROMANIA / FBMS - IZU, ISTANBUL TURKEY**

ENHANCING CAREER DEVELOPMENT THROUGH INTERNSHIP PROGRAMS: A PATHWAY TO PROFESSIONAL GROWTH

ROMANIA	National University of Science and Technology POLITEHNICA Bucharest, PITESTI UNIVERSITY CENTRE ROMANIA, Faculty of Economics Sciences and Law
Contact person	✉ Assoc. Prof. Amalia DUTU Ph.D. ☎ +40 771294060 📧 pandelica.amalia@yahoo.com
TURKEY	Istanbul Sabahattin Zaim University (IZU, ISTANBUL, TURKEY), Faculty of Business and Management Sciences
Contact person	✉ Assist. Prof. Nicoleta ISAC Ph.D. ☎ +90 5366361570 📧 nicoleta.isac@izu.edu.tr

The above-mentioned parties agree to cooperate in the activities shown in this document.

Signatures of the legal representatives of all institutions:



7. How do internship programs contribute to bridging the gap between academic knowledge and practical application in students' career development?
8. What strategies can be implemented to enhance the effectiveness and quality of internship experiences for students and ensure meaningful learning outcomes?

METHOD

Collaborative case studies involve a joint exploration of internship experiences by researchers, students, and host organizations to gain comprehensive insights into the impact of internships on students' professional development. This method emphasizes a collaborative approach that integrates the perspectives of students and host organizations, allowing for a holistic understanding of the benefits and challenges associated with internships.

Tools that can be used:

1. **Individual and Group Interviews:** Conduct individual and group interviews with students, host organization representatives, and internship coordinators to gather diverse perspectives on the internship experiences, including skills gained, challenges faced, and overall outcomes.
2. **Site Visits and Observations:** Visit the host organizations to observe students in their internship roles, interact with supervisors, and witness firsthand the practical applications of skills learned during the internship period.
3. **Collaborative Workshops:** Host workshops that bring together students, host organizations, and researchers to collaboratively analyze and discuss the findings, identify best practices, and co-create recommendations for enhancing internship programs.



Professors involved from Istanbul Sabahattin Zaim University

Project Manager for Turkey: Assist Prof. **Nicoleta ISAC** Ph.D.

Institutional Coordinator: Prof. **İbrahim Güran YUMUŞAK** Ph.D.

Head of the Business Department: Prof. **Özgür KÖKALAN** Ph.D.

PROJECT DESCRIPTION

PROJECT PURPOSE

The purpose of this project is to investigate and highlight the multifaceted benefits of internships in enhancing students' professional development and career readiness. By examining the symbiotic relationship between students and organizations through internship programs, this study aims to identify and elucidate the valuable experiences, skills, and opportunities that internships offer to students as they embark on their career paths. Through a comprehensive analysis of the impact of internships on students' career trajectories, this project seeks to provide insights that can inform and enhance internship programs for the mutual benefit of students and organizations alike.

RESEARCH DESIGN

The main research questions we have established are:

1. How do internships contribute to students' acquisition of practical skills and real-world experience in their chosen field?
2. In what ways do internships influence students' career decision-making and professional growth?
3. What are the key benefits that students derive from participating in internship programs in terms of skill development, networking, and career opportunities?
4. How do organizations benefit from hosting interns, and what value do interns bring to the workplace?
5. How do the experiences gained during internships impact students' academic learning and future career prospects?
6. What are the challenges and limitations associated with internships, and how can they be addressed to maximize the benefits for students and organizations?



OUTPUTS

- Research report detailing the findings of the study, including an analysis of the benefits of internships for students' career development.
- Recommendations for improving internship programs based on the research findings.
- Presentations or workshops to disseminate the research findings to relevant stakeholders, including academic institutions, employers, and policymakers.
- Case studies highlighting successful internship experiences and their outcomes for students and organizations.
- Development of best practices guidelines for designing effective internship programs that maximize the benefits for students and host organizations.
- Contribution to the existing body of knowledge on internships, professional development, and career readiness through scholarly research.

R&D OPPORTUNITIES OF PROJECT

The project offers exciting Research and Development (R&D) prospects. These include leveraging technology for immersive learning experiences, developing impact assessment metrics, promoting diversity, fostering cross-sector collaborations, enhancing professional development models, exploring global internship opportunities, addressing ethical considerations, and conducting longitudinal studies. These R&D opportunities aim to revolutionize internships, drive innovation, and ensure the continuous improvement of internship programs for the benefit of students and organizations alike.

PROJECT'S AUTHENTICITY

The project's authenticity shines through its unwavering dedication to fostering genuine and mutually beneficial relationships between students and organizations within internship programs. By placing a strong emphasis on uncovering and maximizing the benefits for both parties, the project ensures that its research and development efforts are rooted in creating meaningful and sustainable outcomes. Through a commitment to transparency, collaboration, and the creation of win-win scenarios, the project authentically strives to enhance the professional development of students while simultaneously adding value to the organizations



they engage with. This approach not only validates the project's credibility but also underscores its genuine intention to promote positive and impactful experiences for all stakeholders involved.

OTHER ADDINGS ABOUT PROJECT

There will be followed the procedures and rules for research ethic that are implemented in each University / Country. Within each step of the research process, the research team will have a research ethic meeting for secure the research ethic. There will be not collected personal data, and the expressed points of view will be used only for research reports.

BUDGET FOR THE BILATERAL INTERNATIONAL PROJECT

- The project is conducted in each university therefore, the costs of participation, all materials needed will be asumed and covered by each academic partner implicated.

Formally agreed upon as a bilateral agreement

Date: February 15th, 2025

On behalf of the

Name of institution: National University of Science and Technology POLITEHNICA Bucharest Name and Status of the official representative: Assoc. Prof. Carmen-Constantina NENU Ph.D. Dean Faculty of Economic Science and Law Signature: Date: 15.02.2025	Name of institution: Istanbul Sabahattin Zaim University Name and Status of the official representative: Prof. Ibrahim Güran Yumuşak Ph.D. Dean Faculty Sciences Signature: Date: 15.02.2025
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Project Results Report

International Bilateral Cooperation (Romania–Türkiye)

1. Project Background and Framework

This report presents the results of an international bilateral cooperation project implemented under a formal agreement between partner institutions from Romania and Türkiye. The cooperation was established for a fixed duration of 10 months and focused exclusively on career development through internship programs. The project aimed to strengthen the link between academic learning and the labor market by facilitating structured internship-oriented activities for students.

2. Scope and Objectives of the Bilateral Cooperation

The primary objective of this bilateral cooperation was to enhance student employability through internship programs. Specific objectives included strengthening collaboration between academic institutions and the business environment, supporting students' transition from education to work, and aligning academic competencies with labor market requirements.

3. Implemented Internship-Oriented Activities

During the 10-month implementation period, the project supported internship-oriented learning through academic coordination, student preparation for work-based learning, mentoring and continuous interaction between partner institutions and relevant business environments. Activities were designed to simulate and support real workplace conditions.

4. Career Development Outcomes for Students

Student participation in the project resulted in significant career development outcomes. During the meetings, students improved their understanding of workplace expectations, professional ethics, and organizational culture. They developed practical skills, professional communication abilities, teamwork competencies, and increased career awareness, which enhanced their readiness for internships and early-career employment.

5. Benefits for Academic Institutions

For academic institutions, the bilateral cooperation strengthened institutional capacity to support internship programs and career-oriented education. It improved curriculum relevance, fostered collaboration with the business environment, and enhanced the institutions' role in facilitating students' professional integration and employability.

6. Benefits for the Business Environment

The business environment benefited through access to better-prepared students equipped with relevant skills and professional attitudes. The cooperation supported early identification of potential talent, reduced skills mismatch, and strengthened collaboration between employers and academic institutions in workforce development.

7. Integrated Benefits for Students, Academia, and Business

The project generated mutually reinforcing benefits for students, academic institutions, and the business environment. Students gained employability and career readiness, academic institutions strengthened their educational relevance, and businesses benefited from a more competent and prepared future workforce. This tripartite collaboration enhanced the sustainability and impact of the internship programs.

8. Project Completion and Compliance

The project was completed in full compliance with the international bilateral cooperation agreement and within the established 10-month duration. All activities aligned with the agreed scope and objectives.

By focusing on career development through internship programs, the project strengthened employability outcomes for students, enhanced institutional collaboration, and contributed positively to workforce development within an international framework.

Project Manager Asst.Prof.Dr. Nicoleta ISAC

İbrahim Güran Yumuşak

Dean of Faculty of Business and M
Istanbul Sabahattin Zaim University

Prof. Dr.
İbrahim Güran YUMUŞAK
İşletme ve Yönetim Bilimleri