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INTERNSHIP EXPERIENCE OF US STUDENTS AND PRACTICE IN UKRAINIAN HIGHER EDUCATION INSTITUTIONS

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Summary. *The necessity of improving the internship at Ukrainian universities is substantiated. The features, directions, advantages and effectiveness of internships in the United States are considered. The state of implementation of modern information technologies in the internship process and the acquisition of relevant competencies is analyzed. The main innovative and digital technologies implemented in practice in the United States and Ukraine are revealed. The efficiency and effectiveness of the introduction of digital technologies into practice are determined.*

Keywords: *practice of applicants, internship, digital technologies, higher education institutions.*

Statement problem. The modern practice of higher education applicants cannot do without information technology, because due to their implementation, changes are taking place, which manifest a challenge to creativity, creativity and the desire for new things, which contributes to the support and development of the educational sector. Understanding the impact of information technologies on students is crucial for developing strategies and methods of management and use of innovative technologies in the educational process in general, and in practice in particular. Among the most important problems facing the educational process, organized in accordance with theories of learning, are:

- ability to develop new learning and education tools based on curricula and selected teaching methods;
- ability to prepare and develop appropriate creative learning environments that facilitate and improve learning processes;
- providing an interactive side and improving the results of practical training of students through information technologies that can facilitate access to new knowledge and skills of students in all spheres of life.

This substantiates the importance of studying the effectiveness of the introduction of innovative technologies in the practical training of students.

Analysis of research and publications. Domestic and foreign scholars, in particular O.V. Dashkovska, Zh.V. Koloskova [1], N.P. Onyshchenko [2], V.P. Pohrebniak, have studied the problems of practical training of applicants in higher education institutions. Coverage of the issues of formation of the educational process in higher education institutions is reflected in the works of scientists O.A. Vlasiuk [3], A.G. Potapov [4], N.I. Tymoshenko and others. It should be noted that modern scientists are paying more and more attention to the issue of introducing innovative technologies into the educational process, in particular N.A. Myatenko [5], I.S. Koval, V.I. Tereshchuk and others. According to Zadorina O.M., in order to improve the modern educational process, it is necessary to search for and apply innovative teaching methods in higher education institutions that are focused not only on memorizing the necessary information, but also on the comprehensive disclosure of the potential of the applicants' personality [6]. The research of Goncharova I.P. highlights the effectiveness of the introduction of digital technologies, which helps to improve the accessibility and efficiency of learning, because students can acquire knowledge at a convenient time for them in a place of their choice, using a variety of interactive methods and tools, which ensures more effective learning [7]. The work of Rebukha L.Z. considers modern trends in the development of innovations and foreign experience in the development of the latest teaching technologies [8]. However, the problem of introducing innovative information technologies in the practical training of applicants in higher education institutions is covered in the studies of modern scholars is rather limited. This necessitates the study of best practices of internships in foreign countries, which is carried out through the introduction of information technology, to compare it with the domestic system in higher education institutions in order to adapt the best methods of developing internships in Ukraine.

Purpose of the study. The aim is to study the basics of internships for US higher education students and to form a modern practice for students at Ukrainian universities.

Summary of the main material. In Ukraine, training with practice is a mechanism that ensures both general and special development of a person, where there is an increase in potential capabilities and stabilization of professional skills. At the same time, the development of functions becomes decisive along with indicators of life experience and professional skills. Work influences the formation of a person's life position, value orientations, determination of plans for the future, and specialization of the individual.

The academic and industrial practice allows Ukrainian applicants to assess the level of their professional competence and determine the need to adjust it in the process of studying at the university. Educational practice involves the acquisition of primary professional skills and abilities necessary in the practical training of a future specialist, and industrial practice consolidates the acquired theoretical knowledge, systematizes it, generalizes and deepens the theoretical base, forming practical skills, general cultural, professional competencies and professional competencies [9].

The world experience reasonably proves the effectiveness of student internships in the United States, which can be used as an exemplary model that allows us to focus on its main directions, goals and effectiveness of combining educational and production approaches (Table 1) [1-3].



Table 1

Features of internships through the prism of professional growth

Goals	Characteristics of the areas	Effectiveness
	<i>orientation training for flexibility and adaptability:</i> experience of a comprehensive trajectory (development and understanding of the sense of belonging and value of corporate culture, awareness of one's own role (understanding of one's responsibilities and expectations), use of innovative technologies for effective communication (creation of a common environment to encourage interaction between employees, introduction of interactive learning (ensuring high rates of assimilation of theoretical material, practicing realistic scenarios in practical situations)	
	<i>practical on-the-job training</i> (creating a solid foundation for professional development, achieving full productivity, building a sense of belonging and alignment with corporate values; creating an effective adaptation program (introducing modular roles for faster adaptation and success; introducing a mentoring program; using online platforms for training and counseling)	
<i>development of professional skills (universalism and efficiency); increasing individual productivity (stimulating creative thinking, building new development prospects, introducing innovations and staying ahead of trends)</i>	<i>compliance with requirements and rules</i> (maintaining integrity and reputation; compliance with company and societal rules and regulations; personal data protection; quality assurance; diversity and inclusion; building realistic scenarios to solve practical dilemmas; illustrating the real consequences of misconduct; increasing responsibility and respect)	<i>improved productivity and efficiency, improved morale, improved job satisfaction, increased professional development, reduced staff turnover, minimized errors, improved quality control, and a stronger corporate culture and ethics</i>
	<i>deep understanding of products or services</i> (ensuring high quality of customer service; implementation of practical online seminars and webinars (learning, understanding and interaction with products or services), gamification (interaction with virtual versions of the product in various scenarios based on real-life situations), cost minimization, flexible schedule, scalability, no risk and no errors (creating interactive and effective training programs)	
	<i>development of leadership and management qualities</i> (meeting new challenges, improving key competencies: corporate communication skills (forming one's own vision, the ability to adapt one's vision to different audiences); development of management decision-making abilities; management of uncertainty and change (overcoming resistance and maintaining productivity in times of uncertainty); introduction of coaching and mentoring (formation of individual developmental strengths, formation of managerial thinking)	
	<i>innovative and technical training</i> (high competitiveness (rapid adaptation to new technologies); relevance to needs (ensuring skills to meet changing needs, increasing professional confidence); continuous and personalized learning (opportunities to practice and strengthen professional skills); application of experiential learning (development of creativity, teamwork and rapid development of professional skills)	

Continuation of the table 1

Goals	Characteristics of the areas	Effectiveness
	<p><i>improving customer relationship management and negotiation skills</i> (developing an understanding of the product or service, developing the ability to conclude deals, increasing customer satisfaction and loyalty; introducing and applying feedback techniques) and developing interpersonal communication skills (effectively generating and sharing ideas, joining joint efforts, regulating one's own emotions during interaction)</p>	
	<p><i>inclusiveness</i> (raising awareness of knowledge and skills; using innovations to share experiences and ideas, increasing engagement in collaborative work)</p>	
<p>internship increases labor productivity and promotes the development of continuous learning through: creating an interactive learning process (stimulating discussions and encouraging knowledge sharing); use of innovative technologies for effective internship (online platforms); alignment of individual learning path with business goals (creating interactive content to increase engagement); flexibility, adaptation and mobility of educational programs to the needs of the student (leadership development, improvement of professional competencies, building an individual learning model); internship performance and evaluation of feedback mechanisms</p>		

Student internships in the United States are, first of all, the acquisition of practical experience in performing production tasks and duties at the company's workplace after theoretical training before starting independent work under the direct supervision of an experienced specialist. Its purpose is to gain experience in performing professional tasks and duties, improving professional knowledge, skills and abilities, studying and mastering new technologies, techniques, and acquiring additional competencies. Its advantages include:

- development of general and professional competencies (development of communication skills, teamwork, problem solving, critical thinking, time management);
- practical work experience (the opportunity to work on real projects and tasks under the guidance of experienced professionals);
- networking with potential employers (a way to meet potential employers and make a good impression on them);
- increasing chances of employment (students who have completed an internship have more chances to find a job after graduation, have contacts and recommendations).

On the one hand, internships provide an opportunity to prepare for the real world and understand how everything works from the inside, and on the other hand, companies also achieve their goals by exercising their social responsibility.

At the current stage, an important element of internships in the US is the introduction of innovative technologies that allow higher education students to gain valuable experience, develop in-demand skills, and establish professional connections. Fig. 1 shows modern technologies used during student internships [4-5; 10].

Ukrainian universities are trying to use foreign internship experience by introducing progressive and innovative technologies into the educational process,

especially in the context of post-COVID development and martial law. Fig. 2 shows the main digital tools used in educational and industrial practice in higher education institutions.

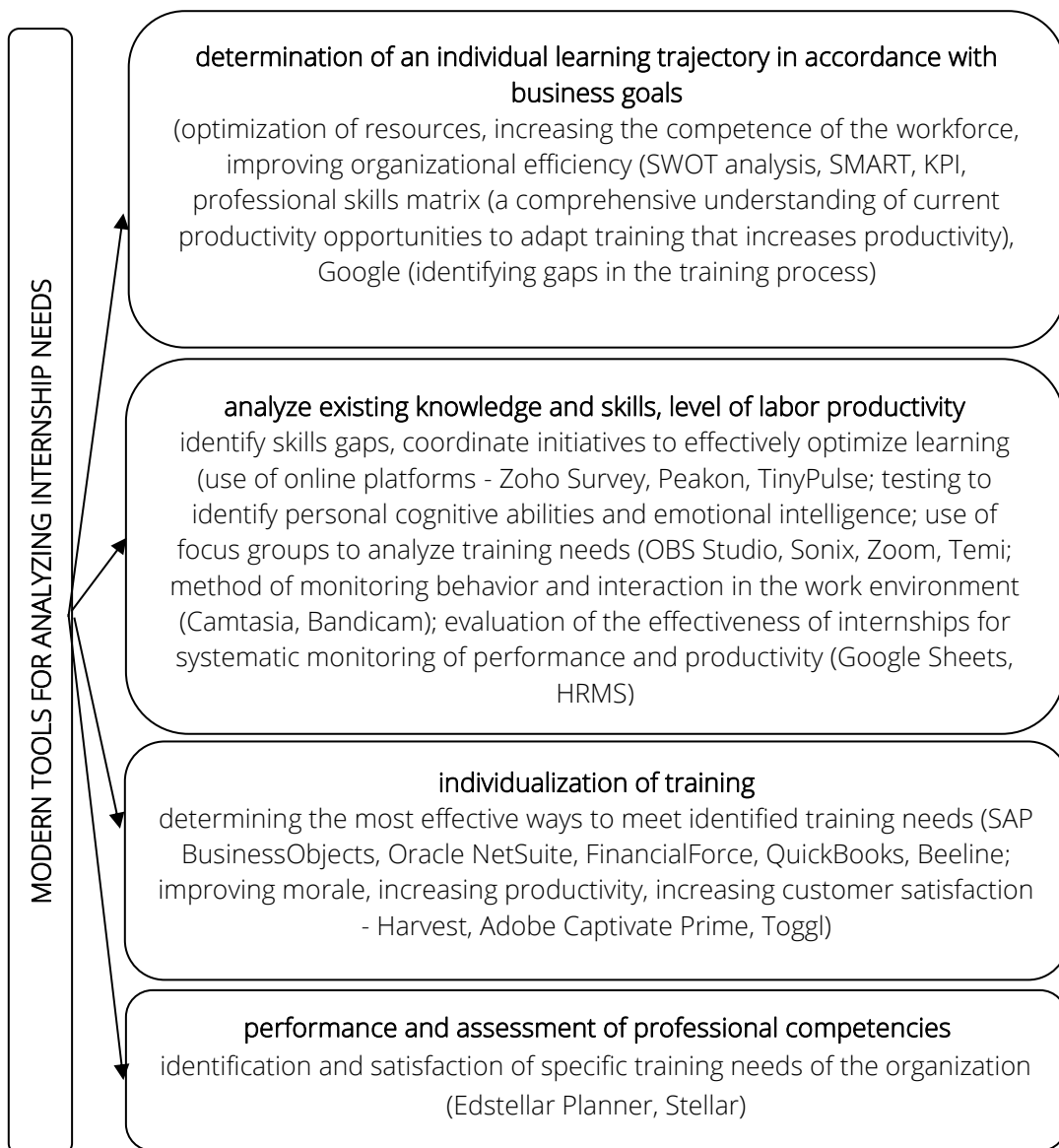


Fig. 1. Characteristics of the tools for analyzing students' needs for internships in the USA

Source: developed by the authors on the basis of [6; 10].

The current conditions of internships indicate an important prerequisite for the use of digital technologies. After all, the effective use of digital learning tools in practice can increase the engagement of students, help improve their abilities and promote personalized learning. In addition, digital technologies used in practice create a more inclusive learning environment that encourages collaboration and curiosity, and allows you to evaluate the effectiveness of acquired knowledge in practical situations [7-8].

The introduction of various digital technologies facilitates the construction and improvement of the internship program to ensure their strategic coherence and

effectiveness, in particular, the Moodle distance learning system meets the needs of the modern educational environment by developing interactive and meaningful courses that fully meet the needs and goals of students to master theoretical and practical material, ensuring maximum efficiency and effectiveness. Zoom is used to maintain working relationships, conduct online meetings, and study at higher education institutions. In addition, this service allows you to bring online communication closer to the offline format, which is an important point in the practical training of applicants [11].

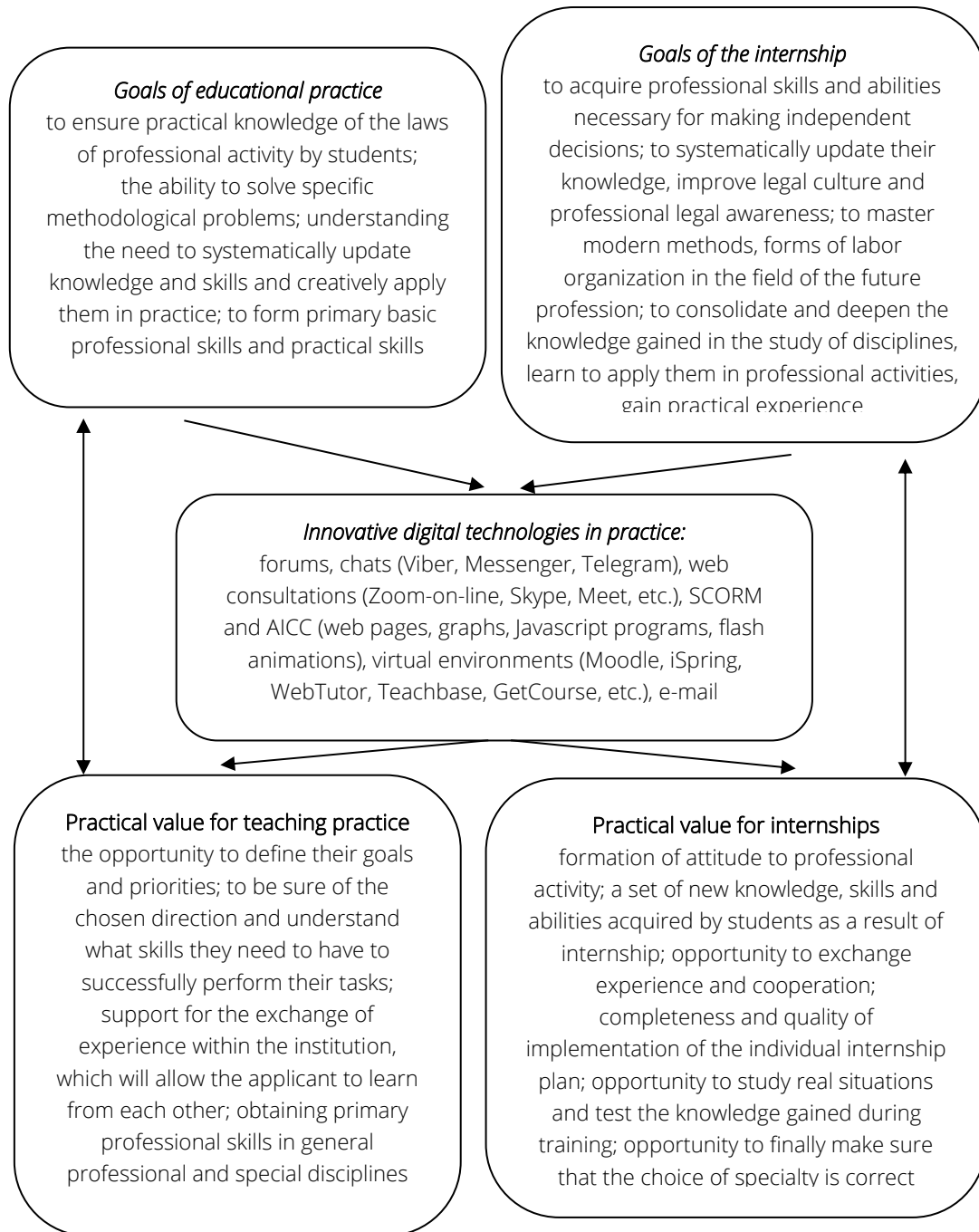


Fig. 2. Modern technologies in educational and production practice of Ukrainian higher education institutions

Source: developed by the authors on the basis of [11-12].



Digital technologies in educational and industrial practice create opportunities to align the initiatives of its organization with the strategic goals of the individual trajectory of the applicant, increasing professional skills and overall competitiveness, as they help to optimize the practice process, providing important information about organizational opportunities and development prospects, ensuring that the practice provided is effective and strategically necessary to achieve the professional level of the applicant. Understanding and implementing digital technologies through structured stages of educational and industrial practice maximizes learning outcomes, increases its productivity and efficiency, which in turn supports the sustainable professional growth of students and their adaptability in a dynamic business environment. Through the use of various digital technologies, higher education institutions can improve the development of internship programs that meet the current needs of future professionals [13-15].

Conclusions. Comparison of approaches to internships in the United States and internships in Ukrainian higher education institutions proves the general trend in education, which is at the stage of digital transformation. Today's young people need to be fully developed and adapted to changing socio-economic conditions. That is why it is important to radically introduce digital technologies as new methods of interaction and communication between students and other participants in the educational process, which ensure effective achievement of results in practical training. In addition, digital technologies are becoming an everyday part of the educational process in modern higher education institutions, the use of which ensures effective learning of educational material, develops creativity, increases interest in the educational process, develops creative thinking and creative abilities, forms research skills, improves professional level and improves an active life position in modern society, which are important prerequisites for the formation and development of a future specialist in the chosen specialty.

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ДОСВІД СТАЖУВАННЯ СТУДЕНТІВ США ТА ПРАКТИКА В УКРАЇНСЬКИХ ЗАКЛАДАХ ВИЩОЇ ОСВІТИ

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Анотація. Обґрунтовано необхідність удосконалення проходження практики в українських університетах. Розглянуті особливості, напрями, переваги та ефективність стажування здобувачів в США. Проаналізовано стан впровадження сучасних інформаційних технологій в процесі стажування та набуття відповідних компетентностей. Розкрито основні інноваційно-цифрові технології впровадженні в практику в США та в Україні. Визначено ефективність та результативність впровадження цифрових технологій в практику.

Ключові слова: практика здобувачів, стажування, цифрові технології, заклади вищої освіти.