Doing an internship in the Netherlands

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Webinar

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University of Amsterdam
UvA Student Careers Centre
Today’s Structure

1. What is an internship
2. How to find a suitable internship
3. How it works in the Netherlands
4. Where to go from here: next steps
1. What is an internship?
What is an internship?

Definitions

- Differences in terminology: traineeships, work placements, graduate programmes, work students
- Different types of internships: research internship, workalong / work experience internship, summer internship

Internships in the Netherlands

- Length of an internship
- Internship agreement and minimum wage
- Internship remuneration
## Bedrijven in Nederland met goed betalende stages
Gemiddelde vergoeding per maand in euro's

<table>
<thead>
<tr>
<th>Bedrijf</th>
<th>Vergoeding (€/maand)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Procter &amp; Gamble</td>
<td>1200</td>
</tr>
<tr>
<td>DLA Piper</td>
<td>850</td>
</tr>
<tr>
<td>De Brauw Blackstone Westbroek</td>
<td>850</td>
</tr>
<tr>
<td>Houthoff Buruma</td>
<td>800</td>
</tr>
<tr>
<td>Henkel*</td>
<td>800</td>
</tr>
</tbody>
</table>

*Indien student al in bezit van OV, dan 700

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## Stagevergoedingen per sector, in Nederland, gemiddeld in euro's per maand

<table>
<thead>
<tr>
<th>Sector</th>
<th>Vergoeding (€/maand)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Juridische sector</td>
<td>838,23</td>
</tr>
<tr>
<td>Overheid</td>
<td>556,60</td>
</tr>
<tr>
<td>Energie</td>
<td>555,56</td>
</tr>
<tr>
<td>Consumentengoederen</td>
<td>540,42</td>
</tr>
<tr>
<td>Werving en selectie</td>
<td>500</td>
</tr>
<tr>
<td>Verzekeringsector</td>
<td>466,67</td>
</tr>
<tr>
<td>IT</td>
<td>455,73</td>
</tr>
<tr>
<td>Financiën</td>
<td>451,98</td>
</tr>
<tr>
<td>Accountancy</td>
<td>450</td>
</tr>
<tr>
<td>Retail</td>
<td>434,62</td>
</tr>
<tr>
<td>Telecom</td>
<td>416,67</td>
</tr>
<tr>
<td>Bouwkunde</td>
<td>412,50</td>
</tr>
<tr>
<td>Onroerend goed</td>
<td>400</td>
</tr>
<tr>
<td>Voedsel</td>
<td>387,50</td>
</tr>
<tr>
<td>Logistiek</td>
<td>368,42</td>
</tr>
<tr>
<td>Consultancy</td>
<td>355,77</td>
</tr>
<tr>
<td>Marketing</td>
<td>346,05</td>
</tr>
<tr>
<td>Scheepvaart</td>
<td>309,36</td>
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<tr>
<td>Onderwijs</td>
<td>308,33</td>
</tr>
<tr>
<td>Media</td>
<td>304,55</td>
</tr>
<tr>
<td>Design</td>
<td>253,15</td>
</tr>
</tbody>
</table>

NRC 100216 / Studio NRC / Bron: Magnet.me
Why do an internship?

- Gaining self knowledge*
- Career exploration
- Building a network
- Skill development and practising your skills without pressure
- A good way to get started: first step towards your career
- Potentially direct access to company/job
- Relevant work experience -> CV

*Research by Organization for Economic Co-operation and Development. OECD Skills Outlook 2015 - Youth, Skills and Employability (in 22 countries)
2. How to find a suitable internship
Orientating for a suitable internship

Step 1: orientation

What do I like?

What are my options in the labour market?

*It is an Iterative process*
The orientation process

Start with yourself

- What do I like to do?
- What drives me?
- What am I good at?
- What is work to me?

Then connect it to the labour market and again connect that back to you
Etc.
The career crafting process

Reflect

Self-assessment
- Interests and qualities
- Motivation
- Personal preferences
- Personal situation

Explore

Labour market orientation
- Find out about organisations, projects, people, developments, opportunities, tasks and roles.

Choose

Career goal(s)
- Give my circumstances, what is a sound choice to make?
- What to focus on as a first career step?
- What is my career goal?

Connect

Create opportunities
- Make sure people know you and what to hire you for, reach out to people in your field

Find

Applying or getting hired
- Vacancy analysis
- CV & Cover letter
- Interview
- Assessment
- Salary negotiation
Researching yourself and your preferences

What are your talents?
- Well organised
- Responsible
- Idealistic
- Observant
- Consistent
- Good communicator
- Friendly
- Straightforward
- Inspiring
- Goal-oriented
- Pursuasive
- Calm
- ..... 

What topics interest you?
- A sustainable world
- Human rights
- Finance
- Arts and culture available to everyone
- Fundamental research
- Film industry
- Refugee crisis
- Preserving nature
- ..... 

What conditions are important?
- Pleasant working environment
- Good reward
- Meaningful work
- Realistic targets
- Work/life balance
- Financial security
- The power to influence
- Personal development
- Responsibility
- Visible results
- An inspiring manager
- Cooperation
- Independence
- Clear job requirements
- Status
- Fast career progression
- ..... 

WWW.UVA.NL/CAREER
Researching yourself and career opportunities

There are many links/connections you can have with career opportunities

<table>
<thead>
<tr>
<th>Sector</th>
<th>Company</th>
<th>Department / Project</th>
<th>Job or internship</th>
<th>Individuals</th>
</tr>
</thead>
</table>

WWW.UVA.NL/CAREER
The labour market is like an iceberg

- Open: 30%
- Hidden: 70%

Employer

Job seeker
The search process

- Direct Search
- Online
- Offline
- Networking
- Refferals

Open applications
Discovering the hidden labour market

1. Get to know the organisations in your field (of interest)
2. Learn what they do, who works there and what projects or developments they are involved in
3. Find out what they really do and what that involves
4. Make decisions along the way: what do you like and want?
5. Try to figure out how they recruit new staff
6. Get and stay connected
Using LinkedIn to map out the labour market

LinkedIn is an essential tool for:

- Orientation
- Networking
- Online profiling

➢ Use LinkedIn to map your labour market

- You can research companies, vacancies and individuals
- You can also easily approach people to ask for more information and advice
Indirect entry strategies

- **Networking** is key
  - Face-to-face: teachers, classmates, peers
  - Online via LinkedIn
- Tip: never ask for an internship; ask for advice instead
- Events
- Volunteering
- Open applications
Direct entry strategy

- Check vacancy databases
- Use all your web search skills

Researching vacancies and companies:

- Highlight the interesting parts and research why you find them interesting
- Keep track of organisations you’re interested in because one day they might publish your internship!

Tips:

- Always save the vacancies you are interested in
- Use vacancies and other information for terminology checks
3. How it works in the Netherlands
The 3 characteristics of Dutch working culture

1. Language: Dutch
2. Do it yourself
3. Personality and informality
Do I need to speak Dutch?

The Netherlands has 3rd place in English proficiency in the world, according to the English Proficiency Index*

*source: www.iamexpat.nl
Organisations in the Dutch labour market

- (European) HQ’s are located in NL because of legal and tax reasons
- Less/no need to speak Dutch
- Deploy your own cultural background and native language!

- Understand Dutch clients
- Understand the international nature of the company
- Deploy your own cultural background and native language!!

- Specific positions - serving international markets
- Speaking (a bit of) Dutch increases your chances
- Understand the Dutch culture
- Deploy your own cultural background and native language!

- Full Dutch proficiency
- Understand the Dutch society, business culture, inhabitants etc.

International origin

International markets/clients

Dutch origin

Dutch markets/clients
2. Do it yourself culture

The Dutch like to do things themselves

- Proactivity is considered a positive sign

- Proof that you are able to:
  - solve problems
  - handle insecurity
  - Take responsibility
3. Personality not formality

The Dutch like to be informal and direct: personal yet professional

This entails:

- Getting along on a personal level is very important!
- Showing preferences versus willingness
- Showing your deeper personal motivation: being genuine about your drivers and aspirations

It is not only about what you can do, it is about who you are and what drives you.
Do I need to do an internship in the Netherlands?

In the Netherlands graduates do have some experience: 0-2 years

This can also involve:
- Side-job experience
- Volunteer experience
- Board member/student association experience
- (Internship) experience in other countries

Whether it’s a good idea to do an internship depends on your situation
Dutch labour market – roles & rules

In the Netherlands, the student is fully responsible for:

- Communication and negotiation with: government, university & employer
- Making sure the internship meets requirements
- Finding the internship
- Completing the internship
Dutch labour market – permits and visa

EU / EEA students
- Legally have full access to the labour market
- Do not forget to check insurances, such as Dutch health insurance

Non-EU/EEA students
- Need a **work permit** to do an internship. Unless a trainee agreement (Nuffic) is signed, making the internship part of the study and thus the study permit.
- Orientation year permit after graduation, allowing students to reside and work in the Netherlands for a year. The internship can be done in the orientation year.
Doing an internship in the Netherlands - for International UvA Students

I am registered as a UvA student and obtained a student residence permit through the UvA.

YES  

The internship is a component of my study programme. This means that the internship counts towards ECTS credits.

YES  

You need to sign a trainee agreement.  

DONE

NO  

I will remain registered as a student at the UvA during the internship. This means that I have not yet graduated and still have a study permit.

YES  

You need a work permit.

DONE

NO

My nationality is Croatian.

YES

You need Dutch health insurance.

DONE

NO

I will earn > €150 per month or > €1,500 per calendar.

YES

You can start your internship.

DONE

NO

I have a European Economic Area or Japanese nationality.

YES

The internship is a component of my study programme. This means that the internship counts towards ECTS credits.

YES

You need to sign a trainee agreement.

DONE

NO

I will remain registered as a student at the UvA during the internship. This means that I have not yet graduated and still have a study permit.

YES

You need a work permit.

DONE

NO

I have Dutch basic health insurance. This is not the same as International student insurance.

YES

You can apply for a graduate orientation year permit* in the Netherlands.

DONE

NO

*Working or doing an internship in the Netherlands after graduation requires a work permit. However, the government allows you to apply for an orientation year permit so you have time and legal space to find a job or internship. After the orientation year, your employer can apply for your residence and work permit.

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4. Where to go from here: next steps
Practical steps

What can you start doing?
- Start orientating on yourself: What do I like? What am I good at? Where do I want to go?
- Start orientating on the market: do online research and talk to people to learn more
- Start networking: face-2-face at events and via LinkedIn

What do you need to prepare?
- Check regulations and obligations so you know what to expect and do
- Prepare your application ‘portfolio’ -> online & offline
- Prepare for other steps in the recruitment proces: interviews, assessments etc.

And always remember:
- Students and graduates are expected to be proactive and take responsibility
- The Dutch like personalities, not formalities. They do expect you to stay professional
Thank you for joining this webinar!

Question time

UvA Student Careers Centre
Web:  www.uva.nl/career

UvA Jobboard:  www.uva.nl/jobboard
Email:  studentcareerscentre@uva.nl
Facebook:  https://www.facebook.com/uvastudentcareerscentre/