

Traineeships

What is a traineeship?

For students of all majors there are several possibilities for a traineeship. A traineeship often lasts 1 or 2 years and can be compared with a (challenging) starter's job in terms of weight and salary.

During a traineeship, you will usually work 4 days a week as a fully-fledged employee of an organisation. You will spend one day a week on personal and professional development.

During the traineeship, you will often do different projects, sometimes in different departments or at different organisations or in different roles (for example: 6 months as project coordinator, 6 months as advisor, 6 months as policy officer).

Continuing to develop yourself

In a traineeship, you develop a wide range of knowledge and skills and get to know lots of people. It also allows you to discover what you want to develop further in. In a traineeship, you will often learn more about leadership and management skills such as managing teams, but there are also specific traineeships, for example focused on education.

A traineeship also includes a training programme or course. Often, intervision or coaching is also arranged. There are big differences in traineeship programmes, in terms of content, training and also salary. Make sure you know in advance what the programme looks like and compare different traineeships. Pay particular attention to obligations such as repayment arrangements if you yourself terminate the contract prematurely. A traineeship with an organisation that subsequently assigns you to other employers is ultimately a lot like a secondment contract.

Finding a suitable traineeship

You can find a list of companies offering traineeships at the bottom of this handout. You can also search for traineeships through recruitment agencies, on the Radboud Career Service website or at companies and organisations you find interesting. The application procedure is usually very extensive, taking the form of an assessment.

Please note: in principle, you will receive a full starting salary for a traineeship! However, there are also companies who offer an internship or temporary work placement under the guise of a traineeship. So always critically examine the content of the traineeship!

An overview of some interesting traineeships

Sector	Name Traineeship
<i>Government</i>	Working for the EU
<i>Business</i>	Unilever
	Nestlé
	PWC
	Yacht
<i>Banks and insurance companies</i>	Rabobank
	ABN AMRO
	ING Bank
	Nationale Nederlanden