

Onboarding

Dutch students in your organisation



1

Preparation



2

'En route'



Who are the Dutch?

Dutch people are known for being direct and straightforward. Typically, people say what they feel and what they think.



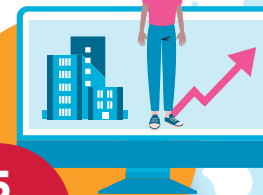
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Expectations



3

Getting to know the new company and the team



5

On-the-job training



6

Keep talking together and give feedback

7

The end



vocational education
labour market

Onboarding

Dutch students in your organisation

Congratulations! Soon a secondary vocational student from the Netherlands, will start a work placement at your organization. How do you ensure that it will be a useful and inspiring experience for you and your student?

A successful work placement starts with a proper ONBOARDING. This visual will show you how you tackle this together with your student.



Who are the Dutch?

Dutch people are known for being direct and straightforward. Typically, people say what they feel and what they think. In your culture, this directness might be considered as impertinent. In the Netherlands, this is actually appreciated. By expressing your views, situations become clear and transparent. Do not get shocked by this approach and see it as sharing information and a starting point of a meaningful discussion.



1 Preparation

Take care of the formalities with the student and finalize these as soon as you can; it will keep their enthusiasm. Think of signing the work placement agreement, appointing a workplace trainer, and make sure you have a contact at the students school.



2 'En route'

The student is on his way to you! Some students have never flown before or are travelling alone for the first time. Please keep this in mind, when they arrive. They have to acclimatize.



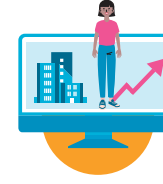
3 Getting to know the new company and the team

The student has arrived! It's time for the integration into the companies culture. Give the student ample time to get used to the company, to the new country, to its habits and climate. It's all new for them. Take some time to get to know each other better; who are you, what is their family like, hobbies, needs? This will benefit the kick-off!



4 Expectations

Make a plan together. Set a learning goal for the first month with a number of meetings to monitor it. After that, set a new one for the rest of the work placement period. Make sure that mutual expectations about the work placement are clear and that the daily work the student does is linked to what they should learn.



5 On-the-job training

Students have a fresh perspective on your business, bringing up-to-date knowledge and they bring new insights with them. But learning them about your business takes time. Invest in this at the beginning of the work placement period. Help the student by informing, instructing and coaching. Everything is new to the student. Eventually, the student will develop in his work and that will benefit the company.



6 Keep talking together and give feedback

Feedback and check-in: make a plan to meet and have contact with the student on a regular basis. Use such moments to talk about the progress of the work placement, to answer questions and see how the student is and if he needs anything. Plan these conversations at quiet moments during the working day.



7 The end

Conclude the work placement period in style! It is important that both student and staff can say goodbye to each other in a positive way. The conclusion of this period is just as important as the start.

SBB wishes you and the student a pleasant work placement period! If you have any more questions, please contact your SBB-advisor. www.s-bb.nl/en/