



Work placement Protocol

	Student	School	Work placement company	SBB
Preparation and matching 	- Finds information about the work placement company - Focuses on sectors, professions, work placement companies and learning opportunities - Is motivated - Presents himself well to the work placement company	- Prepares the student for the internship or apprenticeship in a practice-oriented manner - Supports the student in finding an internship or apprenticeship - Ensures a good match between student and work placement company - Provides business orientation and presentation and interview skills - Invests in a long-term relationship with work placement companies and organises sufficient contacts¹ between the work placement company and the student - Provides clear information about responsibilities, obligations and rights of the work placement company, school and student before the start of the work placement period - Makes concrete agreements with the work placement company in the work placement contract about the form and content of the work placement, the manner and frequency of supervision, the personal learning program, the assessment method and the designated school contact person.	- Is a work placement company accredited by SBB - Aims for an up-to-date range of internships and apprenticeships that SBB publishes at Stagemarkt.nl and Leerbanenmarkt.nl - Checks whether the expectations of the student and the company match - Recruits and selects students in a fair and objective manner - Ensures equal opportunities for all students during recruitment and selection process - Makes concrete agreements with the school and the student about the form, content, reimbursement of costs incurred, supervision and assessment of the work placement period and appoints a designated company contact person - Pays the student an expense allowance that includes at least all costs in euros a student has to incur (according to the company or the law) to do an internship at the company (including travel costs if these are not reimbursed in another way and a certificate of good conduct ("VOG")² - Can make agreements about an appropriate internship allowance with vocational learning pathway ("bol") students unless collective agreements have been made about internship allowance. In that case, these agreements are followed - Makes agreements about the applicable employment conditions (only with students in the work-based pathway; apprenticeship) - Records the agreements in the contract provided by the school	- Ensures a sufficient number of accredited work placement companies and recruits new work placement companies based on needs - Ensures accreditation within ten working days - Publishes the current range of internships and apprenticeships that accredited work placement companies register via MySBB on Stagemarkt.nl and Leerbanenmarkt.nl - Helps the work placement company to profile itself towards students via MySBB - Supports the school in the use of Stagemarkt.nl and Leerbanenmarkt.nl and in the matching of student and work placement company

¹ The guiding principle is that each internship or apprenticeship includes at least three contact moments between the school, the student and the accredited work placement company, with at least one taking place in-person at the work placement company's premises. For the remaining two contact moments, the school, the student and the accredited work placement company may jointly determine the most appropriate form of contact

² An expense allowance may consist of various elements:

Travel expenses: An expense allowance must cover travel expenses, unless the intern has a student travel product (student public transport card) that covers the travel expenses incurred.

Other costs incurred by the intern, for instance, for work clothes, material costs, tools, telephone costs, housing, etc. It must be determined per sector and per employer which costs the intern has to incur and which costs are eligible for reimbursement.



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Work placement period 	- Is well prepared and motivated to start the work placement period - Keeps to the agreements made in the work placement contract - Participates in opportunities for contact with the workplace trainer and the school's work placement supervisor - Follows the instructions of the work placement trainer of the work placement company - Provides feedback to the school's work placement supervisor - Reports any complaints about the work placement (including internship discrimination) to the school	- Ensures clear information and communication about the contact person and procedure for questions and complaints about the work placement and reports any major one-off incidents and/or work placement-related complaints of a structural nature and/or reports and signals, including internship discrimination, to SBB - Ensures adequate supervision in accordance with the agreements made in the work placement contract - The basic principle is that there are at least three opportunities for contact per internship or apprenticeship between school, student and work placement company, at least one of which is physically on location of the work placement company. During the other two opportunities for contact, the school, student and work placement company can mutually decide how contact is desirable³ - Monitors the progress and the alignment of the student's learning goals with the learning opportunities in the company - Provides a competent and dedicated practical training supervisor	- Is responsible for the daily supervision and training of the student in the workplace - Provides a qualified, motivated and accessible practical trainer - Offers a physically and socially safe learning environment - Provides the student with the basic equipment required for the work placement⁴ - Invests in a long-term relationship with the school and participates in the agreed opportunities for contact with the student and the school's work placement supervisor - At least one of the opportunities for contact takes place in-person at the work placement company (if possible); the work placement company arranges this together with the school	- Provides advice and tools to the workplace trainer and the work placement company on training in practice and offering a physically and socially safe learning environment - Stimulates equal cooperation between schools and companies - Provides an alternative internship or apprenticeship for the student if necessary and in consultation with the schools - Ensures clear information and communication about the point of contact and procedure for questions and complaints about the work placement
Assessment 	Ensures that all components of the work placement programme are completed and handed in	- Ensures an objective assessment of the student - Is in contact with the work placement company about the assessment of the work placement and takes the initiative to evaluate the work placement period - Includes the work placement company's opinion on the student's work placement in the assessment - Provides feedback on the assessment to the work placement company	- Assesses the student at the end of the work placement period on the basis of the agreements made in the work placement contract - Is in contact with the school about the assessment of the student	- Coaches the workplace trainer in making a valid and objective assessment of the work placement - Provides advice and tools to the workplace trainer and the company for a proper assessment
Evaluation 	Evaluates the work placement period with the practical training supervisor and the workplace trainer	- Evaluates the work placement period with the student and the work placement trainer - Evaluates the cooperation with the work placement company to see where improvements can be made	- Evaluates the work placement period with the student and the practical training supervisor - Evaluates the cooperation with the school to see where improvements can be made	- Conducts an evaluation among workplace trainers and students - Regularly assesses whether the work placement company can continue to be a work placement company - May ask the work placement company for a vision on work placement / an improvement plan in case of any complaints and/or signals - Advise the work placement company, if required, on drawing up an improvement plan - Discontinues the accreditation if necessary

³ Exceptional circumstances may arise in which three contact moments, or in-person contact moments, are not possible or desirable. In such cases, schools may depart from this principle. It is expected that the school will exercise its professional judgement in deciding, in the best interests of the student, whether such a deviation is appropriate and that this will be applied only in exceptional cases.

⁴ See footnote 1.

Adopted by the Netherlands Association of Senior Secondary Vocational Schools (MBO Raad), the Central Office of the National Apprenticeship Training Bodies (COLO), the Dutch Federation of Small and Medium-Sized Enterprises (MKB-Nederland), the Confederation of Netherlands Industry and Employers (VNO-NCW) and the Ministry of Education, Culture and Science on 10 June 2009.

Updated by the general board of SBB on 12 February 2026, in response to the Apprenticeship initiative. This work placement protocol is evaluated once every 5 years (or earlier if there is reason to do so) and revised if necessary in an SBB-context and in consultation with student representative organisations.



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