

CONNECT

*matching
high potentials
and employers*

Through Connect, Saxion and University of Twente offer unique opportunities for both international graduates and companies. Companies can easily access recently graduated high potentials and get the chance to hire them for a certain period of time against most attractive conditions. For graduates the programme helps them to find their way on to the Dutch job market, it is a way to kickstart their career. The additional training the programme provides, proves to be most useful when starting work in The Netherlands.

Step up to Saxion.

saxion.edu/connect

 **SAXION**
University
of Applied
Sciences



"In 2009, Indes opened Indes Far East in China and I am training the workers in the China office on setting up their ERP system. I play an intermediate role between the Chinese workers and their Dutch colleagues and managers."

Wanshu Zhang (China), trainee Indes, Enschede



For Employers

For employers who are looking for highly skilled workers, the international students and graduates at Saxion and University of Twente can be an interesting option. Characteristics of these talents are that they are ambitious, entrepreneurial and have an international mindset. They are keen to start their career in the Netherlands and are planning a long-term stay here. A strict, first selection and thorough preparation by Connect guarantees a high quality of candidates.

Employers that have already participated in the programme vary from small or medium sized companies to multinationals. A few examples: Siemens, Randstad Holding, Pentair, PowerPacker, Rotor, De Lage Landen, Vitens, Recept, etc. You can read their testimonials here:

www.saxion.edu/connect/testimonials.

Profile Connect candidates

International students at Saxion and University of Twente come from all over the world to study in one of the available Bachelor or Master programmes, varying from technical to commercial disciplines, and from environmental technology to marketing (Bachelor and Master). All candidates speak fluent English, their knowledge of Dutch varies from person to person, but all are learning Dutch. You can find an overview of current candidates on our website.

Work and residence permit are arranged. Most trainees make use of the "search year permit", which allows international graduates with a Dutch higher education diploma to stay and work in the Netherlands up to a year after graduation. After that they can opt for the "highly skilled immigrants permit".

Most candidates have graduated, others are in the final phase of their studies. Depending on the wishes of the employer, we propose the most apt profile.

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Through different formats (tainteeship, internship and other) we make sure the right match is made to correspond with the needs of the employer.

Why do companies like to work with Connect?

First of all, companies like the international mindset of Connect candidates. Apart from that, the specific knowledge an international graduate has of his/her language, country and culture, can be most valuable for companies trading with this country, having an office or a plant there, doing market research, communicate with suppliers or clients, etc.

Also, since our candidates have recently graduated or are finishing their studies, they possess the most updated knowledge in their field of work. Companies find the Connect format a financially attractive and flexible way of finding out whether a candidate is a good match for the employer.

There is no need for a long and expensive recruitment and selection process, since that is already done by Connect. Also, companies highly value the involvement of both Saxion and University of Twente before and during the first contract period and the advice they receive regarding residence- and work permits.

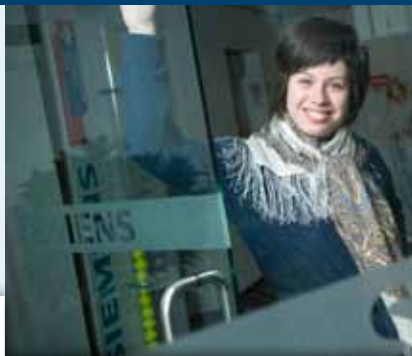


"It is extremely difficult to find a job in the Netherlands due to the fact that most international students do not speak the language. Connect has given me the opportunity to connect with organizations by using its extensive network. The Connect training sessions conditioned me towards the 'Dutch mindset' in a professional working environment. Moreover, the Dutch language course enabled me to overcome the language barrier in the workplace."

Sameer Ahmed (India), trainee at Argentum / De Lage Landen, Eindhoven



"From the workshops Saxion Connect offered, I found the one on multicultural skills especially useful. It taught me how to communicate with people from different cultural backgrounds. Most of our projects at Pentair take place abroad so I can confidently say that I can easily relate to clients from different cultures."
Rizza Ardiyanti (Indonesia), trainee at Pentair, Enschede



"The Connect training sessions helped me to cope with cultural differences and improve my communication skills within a Dutch working environment. The traineeship is a perfect opportunity to see if the trainee and company match, both ways."
Anna Eliseeva (Russia), trainee Siemens Nederland, Hengelo

For Students and Graduates

Connect offers students and graduates at Saxion and University of Twente an excellent opportunity to expand their work experience and professional skills, and to enhance their chances on the Dutch and international job market.

Through different formats (traineeship, internship, etc), young professionals and students in the final phase of their studies obtain work experience and broaden their network. Both Saxion and University of Twente use their extensive network of companies and organizations in order to find the perfect match that corresponds with the education and ambitions of the candidate. Employers have international ambitions and are interested in hiring Connect candidates because of their knowledge of, and experience in, specific cultures, languages and countries. Not only as technical staff, but also for management, logistics, sales and marketing positions. Through the institution's extensive network of companies and organizations in different industries, candidates have excellent possibilities to find interesting positions.

On our website you can read experiences of former Connect participants:
www.saxion.edu/connect/testimonials.

Skills training and Dutch language classes

Included in the Connect programme are additional skills trainings and Dutch language classes, which prepare candidates for working in the Netherlands. The skills trainings focus on communication skills, project management, intercultural skills, and general knowledge of the Dutch labour market and regulations. Language classes are being offered on different levels.

"I would definitely repeat the experience, the level of trainees is very high and they are easily employable."

Leo Kleinheerenbrink, head of Finance and Accounting Siemens Nederland, Hengelo

"Rizza took up her tasks and responsibilities very seriously from the start and communicates well with clients in various countries. She will also be involved in executing a project in Israel. Her added value is definitely her fluency in English, this makes the communication with our clients a lot easier."

Mark Teggeler, senior pilot engineer Pentair, Enschede

"The biggest added value of Wanshu working for us is her knowledge of Chinese. The advantage of working with Connect trainees is that they have studied in the Netherlands, so they know how the ins and outs of the Dutch corporate world, and are familiar with Dutch laws and rules. We definitely would like her to continue working for us."

Miriam Freriksen, controller Indes, Enschede

"Doris' market analysis became a valuable input for Randstad Holding controllers. This is a great achievement for a person who knew nothing about our industry four months ago. We found Doris consistently of an added value, undertaking all assignments with enthusiasm. She makes sure that the result of her analysis is correct and faultless."

Nuno Almeida, head of M&A, Randstad Holding, Diemen

"In the Netherlands we sometimes tend to discuss issues until we find a compromise, which can delay the process. With his different cultural background, Sameer helps us to be more proactive. Both within De Lage Landen and Argentum he is regarded as a genuine and valued professional, not just a trainee."

Wessel van Soest, founder & partner Argentum BV, Renkum

"Our company is planning to internationalize its activities, so Hervé's language skills and international experience come in handy. I would definitely repeat the experience with a Connect trainee in the future. Having a colleague with a different cultural background broadens your view on the world, there's a lot you can learn from each other."

Jan van den Wittenboer, entrepreneur and founder RECEPS, Enschede



"I found it very interesting, yet challenging, because there is always something new to learn, and I've always been interested in water treatment technology. During my traineeship, I learnt a lot about the methods and technologies for water production and water research. I also learnt to work independently, be more efficient, and to apply my theoretical knowledge on a real work field. I found that all of the training sessions organized by Saxion Connect were very useful: the content, the methods, the facilitators were excellent."

Nonny Molentha (Indonesia), trainee Vitens, Leeuwarden



"It is a very valuable and precious chance to work with talented people in a great company. I learned how to work in a stable and efficient way, how to solve problems in a limited time and how to create friendly and harmonious working environment."

Doris Wei (China), trainee at Randstad Holding, Diemen

How does Connect work?

Before becoming a participant in the programme, all candidates go through a strict selection process. Whether they have already finished their Bachelor or Master programme or are still studying. That way, Connect guarantees the quality of the candidates and we can check their future plans.

After selection, candidates are being prepared for working in the Netherlands through training sessions and Dutch language classes.

The matching process is based on the needs of companies and ambitions of candidates, which are thoroughly assessed at the start of the process. The Connect team knows employers and candidates personally, and strives to make a perfect match taking into account requirements and wishes of both parties. Candidates will first be presented through their CV, and afterwards an interview can be arranged.

When a successful match is made with an employer, we look into the best contract format. This can be an internship agreement, as long as the candidate is still studying. For young professionals who already graduated, usually a traineeship contract (between 6 and 12 months) is agreed upon. Depending on the kind of contract, candi-

dates receive a compensation or minimum wage as established by Dutch law.

Tasks can entail specific projects, but may also involve the candidate taking part in the daily work routine of a team or department. The level of work should always correspond to the education programme of the candidate (Bachelor or Master).

Companies are requested to pay a fee when a successful match is established. If, after an initial internship or traineeship contract, both employer and trainee would like to continue the working relationship, the contract can be extended. The salary should be competitive from that moment on. The residence and work permit most trainees and companies opt for after the first contract period, is "highly skilled immigrant permit". The Connect management can provide more information on this regulation.

For more information:

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With support from

UNIVERSITY OF TWENTE.



Ministry of Economic Affairs,
Agriculture and Innovation

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