What do you have to do to become the Best Traineeship Benelux 2019?

1. **REGISTER YOUR TRAINEESHIP FOR PARTICIPATION**
   By sending the completed Registration Form to info@deheerconsultancy.nl.

2. **FIRST ROUND COMPLETE ONLINE QUESTIONNAIRE FOR BENCHMARKS**
   A benchmark will be conducted amongst the participating organisations. At least 10 (ex-) trainees need to complete the online questionnaire. This benchmark will be based on 10 topics (Programme Duration | Department Familiarity | Personal Branding | Balanced Projects | International Exposure | Performance appraisal | Training & Development | Mentorship | Return on investment | Programme Guidance). Based upon the overall score on the 10 benchmarks topics, 10 organisations will be selected to proceed to the second round.

3. **SECOND ROUND PANEL DISCUSSION WITH JURY**
   The jury will interview the best scoring traineeships on 5 categories for which they can become the Best Practice winner (Personal Branding | Balanced Projects | Performance Appraisal | Training & Development | Return on Investment). The jury will also select the “Best Traineeship Program Manager” after this round.

4. **THIRD ROUND ELEVATOR PITCH**
   The third round will determine who of the five Best Practice winners will become the overall winner. In this round the five winners will compete against each other in an elevator pitch. The jury will assess on the impact that your traineeship has on the organisation: how are trainees making a difference and contribute to the performance of the company. The overall winner wins the prestigious award for the Best Traineeship Benelux 2019.

Does your organisation have the Best Traineeship Benelux of 2019?

The election of the Best Traineeship Benelux is a yearly competition. Companies that offer a traineeship (graduate programme) compete for this popular award. A jury assesses the traineeship based on the outcomes of a benchmark exercise, panel interviews and an elevator pitch and grants a quality label that can be used in overall communication and recruitment. The overall winner also receives the Award for the Best Traineeship Benelux 2019. Is your traineeship the Best Traineeship Benelux 2019?

**Testimonial KPN**

We have joined the benchmark as KPN with our Young Talent Program for three years now. The survey gives us a good insight in the strengths and weaknesses of the program over several important categories. It is an objective and useful point of view when you plan to improve your program. The report also gives useful information on how the trainees examine their own program, what they think is important and which elements are actually implemented. Also the contact with other companies during the finals is interesting and inspiring! We are very proud to be elected as overall winner for the Best Traineeship 2018!

Claudette Rensen, Senior Talent Manager Young Talent Program
**Best Traineeship Program Manager award**

The “Best Traineeship Program Manager” will be elected based upon the input of the trainees.

**Participation costs**

Your organization can participate in the competition for € 1995 per traineeship. If you subscribe before May 1st, 2019 you can make use of the early bird rate which is € 1795 per traineeship.

**7 reasons to participate**

1. Meet with fellow traineeships and gain further insight on the different traineeships in the market
2. As a participating organization you will receive a benchmark report that:
   - you can use internally to improve your traineeship
   - indicates to (future) trainees that your company takes talent development seriously
   - gives unique insights in the latest trends of talent development
   - shows the improvements that you made to your traineeship (only for recurring participants)
3. A maximum of 10 organisations receive the accreditation that can be used in your communication
4. 5 organisations will be elected to be Best Practice in one of the categories which can be used in external communication to future trainees
5. Get first hand feedback of your trainees on the performance of the Traineeship Program Manager
6. All Best Practice winners win the Best Practice Award of their category and leverage the corresponding exposure
7. You can win the overall Award for the Best Traineeship Benelux and leverage the corresponding exposure

**Contact Details**

The election of the Best Traineeship Benelux is organized by

**Ilse de Heer**

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@ info@deheerconsultancy.nl
These organisations have participated in the election of the Best Traineeship Benelux

KPN
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Claudette Rensen, Senior Talent Manager Young Talent Program

Facilicom
It was a pleasant experience and nice to have a full benchmark report of our traineeship

Elise van der Ende, Adviseur HR Development

Mainfreight
It was great to learn from the feedback of the benchmark report so that we can improve our European Management Trainee Program. The pitches in the final where great to experience how the trainee programs in other organizations look like.

Anne-Kim Alserda, Training & Development

Van Oord
Van Oord participated in this election of The Best Traineeship Benelux for the first time. It is a very well organised election with focus on important topics in the labour market in combination with different topics important for an excellent traineeship.
We’ve got good insights from the benchmark report and learned about the strengths & improvements regarding our Technical Traineeship. Van Oord offers an International Technical Traineeship as from 2006 and we keep on developing the programme, especially with help from our Trainees. We joined the finals and enjoyed the pitches from other companies.

Maurice de Kok, Manager Trainee Programme