

BEST TRAINEESHIP BENELUX 2018

What do you have to do to become the Best Traineeship Benelux 2018?

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 2018.

Does your organisation have the Best Traineeship Benelux of 2018?

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 2018. Is your traineeship the Best Traineeship Benelux 2018?

Testimonial DisCover

Participating in the Best Traineeship Benelux competition is very valuable for DisCover. The research that the organization of 'Best traineeship Benelux' does is thorough and objective. DisCover has been participating for several years and has used the results of the research to improve the traineeship. The interview with the professional jury and the results that arise from this, proves the members of the jury are experts in this area. They are aware of the latest trends and very important, they really immerse themselves in our company. Besides that we have been able to improve our traineeship, participating in this competition is also very good for the teamspirit. Joining the competition is really a great adventure and fun to experience with colleagues.

Sabine Gerrese, Entrepreneurial Manager



BEST TRAINEESHIP BENELUX 2018

Timeline



A personal development plan
one of the most important aspects for a trainee

Building a valuable network
within the company is the single most valuable aspect of a traineeship

Choosing your own mentor
is very important to a trainee

Influencing assigned projects
the most important topic during a traineeship

Program Management
should continuously strive to improve the traineeship

Creating your own traineeship
the most important aspect for trainees

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 July 1st, 2018 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

DeHeer
consultancy

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These organisations have participated in the election of the Best Traineeship Benelux



Testimonials Participants 2018

Gemeente Amsterdam

We joined the benchmark for the first time to see where our traineeship stands among the competition. The benchmark report provided valuable information about our points of improvement and about the strong aspects of our program. To receive two awards, one for Balanced Projects and one for Best Traineeship Program Manager, is confirmation and recognition for us as an organization but also for our trainees (and is a cause for celebration!). We have enjoyed our participation in the Best Traineeship Benelux and have gained very useful insights. We'll be back for more!

Vincent Barneveld, Project Leader Trainee pool Organisation

Enexis

After being the proud overall winner of Best Traineeship Benelux 2015, we decided to participate again this year. As a result, we made it to the final round and won in the category 'Personal Branding'.

Joining the Best Traineeship Benelux gives us the opportunity to be inspired by the trainee programs of other organizations and gives us a moment of reflection thanks to a professional jury. These insights help us to keep improving our program. Besides that, winning Best Traineeship Benelux is a great way to attract young potentials to our organization and show them how proud we are of our two-year trainee program!

Mart Koeslag, Manager Enexis Group Trainee Program

KPN

We 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 categories. It is an objective and useful point of view when you plan to improve your program. But also the contact with other companies in the finale is interesting and inspiring!

Claudette Rensen, Senior Talent Manager, Young Talent Program

Facilicom

This election is one of the best ways to compare your traineeship with peer companies and control the value of your traineeships regarding the talent you are looking for.

The traineeship within Facilicom is an important company concept. Set up over 30 years ago and still inspiring and "alive and kicking".

The traineeship was and is an important example where Facilicom stands for being and creating an inspiring living environment for everyone and in this case for trainees in particular.

Of course, we continuously compare our traineeship with other companies but we had, until now, never had an independent and comprehensive comparison with peer companies and never before participated in an election. When I took office last year that was one of my priorities. Our traineeship and Facilicom is so unique that everyone should know!!

For me it is important that it was not some kind of label or logo that you could buy but that it was a quality label that you deserve. That, for me, points out the big positive difference between this election and other rankings and elections.

Ilse de Heer showed, from the first contact, personally and business wise professionalism. She knows the business and showed that this election has a great extra added value.

Professionally with a comprehensive analysis report of our traineeship as a result of surveys completed by our trainees themselves, an interview round and a final round with personal pitches.

PROUD!!!!

Geert-Jan Thijssen, Head of Recruitment Facilicom Group