



## Internships (since 2015) Municipality of Amsterdam



### What it is

- ▶ On-the-job training of competences and skills, increasing self-confidence. If necessary and possible: acquiring certificates
- ▶ Target group: people who are assessed to be ready for the labour market between ½ and 2 years from the start. Most of them have been unemployed for at least some years. The average age of candidates is 40.
- ▶ Aim: increase chances to find a regular job at the employer of the internship, or elsewhere in the same sector
- ▶ Individual learning goals and learning programmes adapted to candidate profile and experience shape the programmes.

#### Types

- ▶ External internship: learning/working at a regular employer (max 6 months, 16-32 hours a week). May 2017: 500 candidates, on average 43 years old
  - Employers have the possibility to 'test' candidates before giving them a regular contract
  - Requirement: No decrease of pre-existing job positions at the employer (i.e., exchanging a paid person for an unpaid candidate)
- ▶ Internal internship: learning/working at a municipal employer (max 6 months, 16-32 hours a week) for candidates who lack basic 'employee skills' (coping with colleagues, rules, a boss; arriving at work in time, etc). May 2017: 400 candidates, on average 38 years old
- ▶ Internship (external and internal) for candidates with occupational disabilities (but ability to work) such as mental disabilities (low IQ, autism), psychiatric, or physical disabilities

### How it works

Candidates are offered an internship within the municipality or at a regular employer depending on interests, skills, motivation and 'employee skills'. Matching is done by the municipal counsellor. Candidates learn on the job, but the **emphasis is on learning instead of working**. In practice, this is achieved in discussions between municipal counsellor, candidate and employer. Learning goals are expressed in a plan and the development of the candidate is assessed every 3 months. If necessary, the candidate can acquire one or more certificates during the internship.

During the internship, the candidate receives the normal welfare benefits. The **employer doesn't have to invest money (low risk)**, but they are expected to invest in on-the-job training. A candidate with an internship **should not replace a regular, paid employee**. The candidate receives a bonus of 500 euros after finishing the internship, only if the goals are achieved.

The internship increases employment chances on the labour market: trainees benefit from **skills improvement**, contacts with employers (**matching**, in external internships), '**working routines**' (many times after a long period 'at home'), **CV building**. At the end of the internship, a job-hunter is appointed if necessary to increase chances of finding a regular job. If a person is not ready for the labour market yet, other instruments from the city's department of Work and Reintegration may be used, depending on the (learning) needs of the candidate.

Internships at an employer give the candidate and employer the opportunity to get to know each other **without having any obligations** beforehand. This is a strong **driver for employers** to offer an internship.

### Who is involved

1. Municipality of Amsterdam (coordination, regular evaluation)
2. Employer (mentoring on a daily basis)
3. Candidate
4. If necessary: municipal or private training providers (responsible for certificates)

*At the start of the programme 1-3 enter into an agreement including goals which are evaluated every 3 months.*

### More information

#### Hetty van Kempen, PhD

[h.van.kempen@amsterdam.nl](mailto:h.van.kempen@amsterdam.nl)

Senior researcher employment and reintegration at the municipality of Amsterdam

*On the web (in Dutch)*

<https://www.amsterdam.nl/beleidwerkeninkomen/>

(paragraphs 1.4.1 and 20.1.11)

[https://www.amsterdam.nl/werk-](https://www.amsterdam.nl/werk-inkomen/werkwoord/werkwoord-april-2017/)

[inkomen/werkwoord/werkwoord-april-2017/](https://www.amsterdam.nl/werk-inkomen/werkwoord/werkwoord-april-2017/)

(portrait of participant)

[https://wspgrootamsterdam.nl/subsidies/leerstage/?gclid=](https://wspgrootamsterdam.nl/subsidies/leerstage/?gclid=CLGmbew9NMCFclGwodO5IBQg)

[CLGmbew9NMCFclGwodO5IBQg](https://wspgrootamsterdam.nl/subsidies/leerstage/?gclid=CLGmbew9NMCFclGwodO5IBQg)

(information page for employers)