



Your career: what's next?

2023
ISSUE 2

In this edition: A newcomer's guide to navigating the options and opportunities of working in the Netherlands...and much more!!

Your free copy

Help your child discover their personal excellence

at The International School of The Hague



**Admissions open
for Primary School.
Book a tour!**



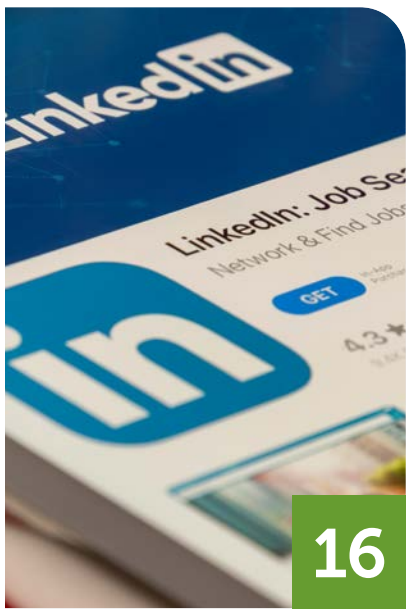
Inspiring Personal Excellence



The International School
of The Hague



6



16



28



24



32

ACCESS

2023 ISSUE 2

Vol. 36 No. 2

Circulation: 12,500

Also available online at: magazine.access-nl.org

Contents

- 6. A career translation guide for the Netherlands**
by Colleen Reichrath-Smith
- 12. **Employment options for a changing world**
by Estella Myers
- 16. Kickstarting your entrepreneurial journey with LinkedIn**
by Petra Fisher
- 20. **Schools**
Heart of the Community
- 22. **Perspectives from the field**
Deborah Valentine
- 24. The taxman cometh: Taxation in the Netherlands**
by Bianca Pellet
- 28. Food for thought**
by Richard Morris
- 32. The power of volunteering**
by Elizabeth Morris-Corrochano
- 35. **Book review: *The Undutchables***
by Giulia Quaresima

Copyright ACCESS 2023

All rights reserved. No part of the ACCESS Magazine may be used in any form without explicit permission in writing from the Publisher. Every effort has been made to ensure that the information in this publication was correct at the time of going to press. However, ACCESS and its writers cannot accept any responsibility for the accuracy of the information included.



Contributors



Colleen Reichrath-Smith

is a graduate of the University of Alberta (Canada) and as a career consultant has been supporting successful career transitions since 1998. Colleen is co-author of *A Career in Your Suitcase*, and certified as a Holistic Narrative Career Professional. She designs and delivers workshops alongside

coaching individual career transitions. Her latest professional adventure is providing career coaching hikes in the Dutch hills near Maastricht. Colleen has been an ACCESS Training Network Partner since 2016.

A career translation guide for the Netherlands, page 6

Bianca Pellet

studied at the University of Exeter where she earned a BA in English and Classics, and at Oxford, where she earned a Master of Studies in General Linguistics and Comparative Philology. Bianca currently teaches English Language and Literature at the International School of The Hague.

The Taxman Cometh, page 24

Elizabeth Morris-Corrochano

was born and raised in Valencia, Spain, where she studied fashion design and musical theatre. Founder of the deejay collective, *Pink Rata*, Elizabeth travels regularly between Spain and the Netherlands.

The power of volunteering, page 32

Marina Višić

is a Serbian-born illustrator who studied urbanism at the University of Belgrade and Delft University of Technology. Marina currently works for a landscape architecture firm based in Rotterdam. She lives in The Hague with her husband and cat.

Cover illustration

Petra Fisher

is an independent LinkedIn trainer and business coach who focuses on aligning marketing and business strategies with her clients' values. Having lived on three continents, Petra has worked in a diverse range of training, communication, and social work roles. The multidisciplinary and international aspects of her career complement skills which are both sought after and relevant to her global portfolio of clients. Petra was an ACCESS Training Network Partner from 2017 until 2019.

Kickstarting your entrepreneurial journey with LinkedIn, page 17

Deborah Valentine

has been the Executive Director of ACCESS since 2011. In a career that has spanned more than four decades, Deborah has dedicated her working life to improving the lives of others through her affiliations with organizations such as UNICEF, CONNECTing Women, the Dutch Ministry of Housing. Born in Dusseldorf, Deborah earned a Bachelor of Arts (Honours) in history and political science from University of Toronto-Victoria University and a Masters from the Institute of Social Studies in The Hague.

Perspectives from the field, page 22

Giulia Quaresima

earned a Master's Degree in Modern Philology from Sapienza Università di Roma (Italy) in 2016 and currently works as a documentation manager in the aerospace sector. Giulia has been a contributor at ACCESS Magazine since 2019 and has lived in The Netherlands since 2018.

The Undutchables, page 35

Estella Myers

is an American-born photographer and child care practitioner. She earned a BSc in elementary education from the University of Maine and has lived in The Hague since 2020. She started her company, Myers Photography, in 2021 and specializes in landscape, portrait, and event photography.

Employment options for a changing world, page 12

Writers Wanted!

ACCESS Magazine is seeking passionate internationals to join our team as volunteer writers. If you're ready to share your stories and experiences in the Netherlands with a far-reaching audience, drop us an email at editor@access-nl.org telling us about yourself and pitching an article idea. Become a part of our dynamic and creative community of writers today!



Richard Morris

Editor

editor@access-nl.org

My first point of contact was the ACCESS helpdesk at the town hall in The Hague, where I was given a hearty welcome and a handful of pamphlets by the jovial volunteer behind the desk.

I couldn't have asked for a better way to begin my tenure as the new editor of ACCESS Magazine than with an issue dedicated to *employment*.

I first came to live in the EU in the summer of 1996 as the accompanying partner of a Spanish-born molecular biologist with whom I moved from my native Chicago to Valencia, Spain. In the 27 years that were to follow, I amassed a total of no less than fifteen jobs in three different countries (Spain, England, and the Netherlands), including three contracted, five freelance, and seven small businesses that I owned and operated.

I arrived in Europe toting two university degrees from Chicago's DePaul University, with which I was able to continue what became a 25-year teaching career. But teaching quickly became a part-time profession, taking a supporting role to my becoming a stay-at-home parent and raising five children. During these more family-orientated years, I also found the time to start a few small businesses including an English school, a bicycle-powered outdoor advertising agency, bow tie brand and, after stepping away from teaching in 2018, opening The Hague's first after-hours barbershop.

Arriving in the Netherlands in August of 2010, my first point of contact was the ACCESS helpdesk at the town hall in The Hague, where I was given a hearty welcome and a handful of pamphlets by the jovial volunteer behind the desk.

In these pages dedicated to the numerous options and opportunities in the employment sphere, you'll find helpful information such as **Colleen Reichrath-Smith's** cover story about understanding the Dutch job market. **Estella Myers** and **Petra Fisher's** contributions examine the contrast between freelancing and contractual jobs and how to best get a foothold on finding your next gig using a popular online platform.

Also in this issue, **Elizabeth Morris-Corrochano** and ACCESS's own Executive Director, **Deborah Valentine**, have written compelling pieces about how job seeking and volunteering are closely intertwined and intrinsic to living abroad. I've also penned an article about the food industry and spoke with three entrepreneurs who discuss their successes and challenges. To round out this issue of ACCESS Magazine, **Giulia Quaresima** reviews the 9th edition of what's become a classic guide to life in the Netherlands.

I hope you enjoy the magazine as much as I have putting it together with our team of talented volunteer contributors, and that your take-away is in discovering what a great place we've landed in and how the opportunities we have at hand for enriching our professional lives are as bountiful as the Netherlands itself. Happy reading!

A career **translation** guide for the Netherlands



PHOTO: CLAY BANKS

You are keen to find what's next for your career in the Netherlands. Maybe you feel like an intrepid pioneer, open to the full adventure. Or maybe it all feels overwhelming. Now that it's time to get started, you may be wondering how to take that all-important first step.

BY COLLEEN REICHRATH-SMITH

Perhaps, like many of us who have gone before you, your first efforts haven't produced the quick results you had hoped for. That's when your confidence can deflate and you may question what work there is for you here and how you can find it.

This was also my experience after arriving in the Netherlands in 2005. Even with experience in supporting people to do this in Canada, I remember the insecurity of not knowing how it would turn out. While current Dutch labour market shortages are in your favour, to find your next opportunity in the Netherlands you need to translate your skills and experience for employers and adapt your job search approach.

Here is your translation guide to help you navigate the process.

Know what you have done

This is not as simple as providing a list of positions, job duties, and employers.

You will need to communicate your work and life experience in terms of skills and results achieved as well as translating it into what is most relevant and of interest to the person you are speaking to, the position you are applying for and, ultimately, in tune with the Dutch labour market.

Increasing your awareness of the differences between your previous jobs and how they are organised in the Netherlands is essential. Understanding the

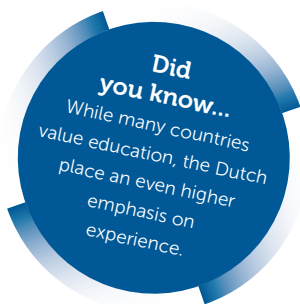
challenges that labour and business markets are facing here can be best identified by reading the local news, meeting with recruiters and employment agencies, and talking to people working in jobs and industries that are most appealing to you.

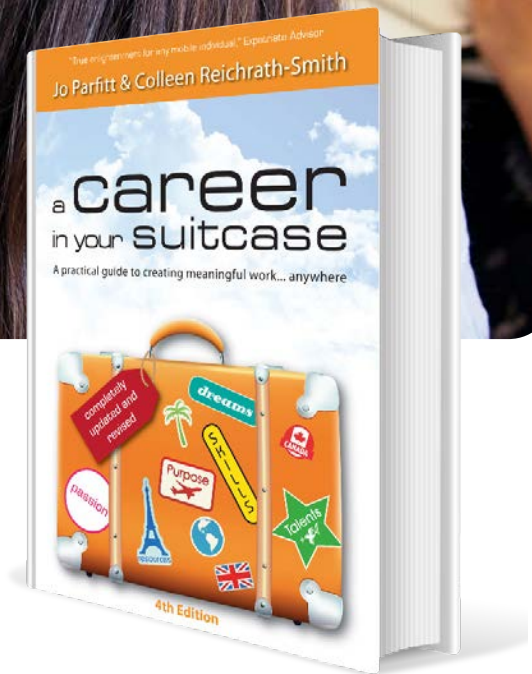
As you evolve into your life in the Netherlands, your identity will start to shift while integrating your new experiences. Having a record of what you have accomplished is very useful to maintaining the connection with your professional self and translating your experience. My record kept me motivated to take another step and find work again in my field.

Understanding the golden thread of your career story can help you to author it going forwards. Make sure you have created or updated your LinkedIn profile and are using it to weave together the threads of your story with a forward focus. LinkedIn can do some of the work for you by helping build your network here and help recruiters and employment agencies find you. (See Petra Fisher's article in this issue on how to best use LinkedIn to attract recruiters, your ideal employer, and clients).

Know who you are

An awareness of your cultural background and how it connects with Dutch culture can support you in networking and searching for work effectively as well as connecting well with Dutch employers and colleagues. For example, in the Netherlands you will want to be on time, prepared to share your well-formed opinion in structured meetings, and follow through on what you say you will do. And on the subject of *saying and doing*, it's important to create and communicate a professional identity. Public speaking coach Michelle French suggests you "identify your unique strengths, qualities and accomplishments and evaluate how they stand against your values". Introducing and describing yourself in these terms by highlighting your greatest assets will serve you well in your transition to the Netherlands as well as in your job search. »





You are probably undervaluing many of your *informal* learning experiences when presenting your skills and experience.

Know what you want to do

Do not feel that you need to accept the first job you are offered because you don't speak the language (yet) or your qualifications aren't recognised here. Approaching your work search with a focus on the future you want for yourself, clarifying the difference and contribution you want to make through your work, and using an abundance perspective can help you open up options. Understanding where you want to take your career will support you in navigating towards your next opportunity and the one that follows, or even one you make yourself.

Invest in exploring what's possible and available in the Netherlands and translate what that means for you. To overcome a lack of familiarity with the Netherlands, describe the key skills you want to use instead of, or in addition to, providing a specific job title. For example, instead of saying "I'm a teacher" you can say "I want to use my communication, group development, project planning and training skills in my next job". Combine this with a level of flexibility and openness to help you discover opportunity where you may not previously have recognised it.

Know how you want to do it

A full-time job is just one of your options. The Netherlands has a relatively high number of part-time opportunities and often you can negotiate the hours you want to work. The Dutch labour market has laws to increase job security for employees. When you are first entering the Dutch labour market there is more opportunity available for shorter term contracts which, when navigated well, can lead you towards a long-term contract.

Working for yourself is a great option for those new to the Netherlands and those wanting a portable career. *The Netherlands in Numbers 2021* found at that time two thirds of Dutch companies were sole proprietorships or *zpp'ers* (*zelfstandig zonder personeel*). To explore this for yourself, check the Dutch government's business website (www.business.gov.nl) to make sure you have covered all the essentials before you start. Of course the ACCESS website (access-nl.org) has additional information and tips to help you get up and running.

Another route to find your way into the Dutch labour market, to develop your skills, and to experience and use them in a meaningful way is through volunteer work. Volunteering is usually formally structured in the Netherlands; through networking you may be able to create your own opportunity. It worked for me! You can find volunteer positions through ACCESS and your local municipality. (See Elizabeth Morris-Corrochano's article on volunteering on pages 32-34).

Know what you know

You are probably undervaluing many of your *informal* learning experiences when presenting your skills and experience. For example, you may have had an experience, like resolving a conflict with a colleague, in which you developed a communication skill that has helped you in your following work roles. Bringing back a conscious awareness of this skill as well as reflecting on the story you tell yourself about it will help you translate and communicate its value for your next employer in the Netherlands.

Your foreign diploma or degree may or may not be seen as an equivalent to its Dutch version. Depending on your field of work, it can be useful to have your degree evaluated and validated. This will enable you to translate what it means for Dutch employers. If your formal training or education is not offered in the Netherlands, it could become your competitive edge, though communicating its value will require additional translation.

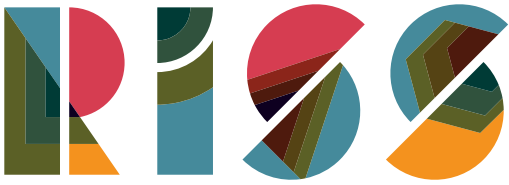
Know what you can do

How much of what you can do are you also taking for granted? Having reached a level of ability where you use many skills without any conscious effort, for your job search you will need to bring them back to your awareness, know how you use them and communicate this well. In a country that prefers certified qualifications and degrees, having concise story examples will help potential employers (and the people you meet) understand what you can do. Maintain a personal archive with these stories and additional evidence—like a list of event speakers including you—that supports them.

Your ability to communicate is another important skill and this brings up the issue of not speaking Dutch fluently. To address this, enrol in a language course and put that on your CV, which may help it to get past ATS keyword filters. In-person language classes have the added advantage of helping you meet new people.

Sources and resources

People are your best resource. Invest time and energy in meeting people and networking as a top priority in your job search through: participating in a professional association, attending a conference or professional event, joining a club to find people with similar interests and talking to new people (even if you don't yet speak Dutch!). To avoid sharing your entire career story and hoping they can help you connect the dots going forward, craft a short professional introduction of yourself that highlights your career purpose, the key skills you want to use, where »



**ROTTERDAM
INTERNATIONAL
SECONDARY
SCHOOL**

Our mission
is for every student
to enjoy their
youth.

Follow us on:



Admissions information:

admissions.riss@wolfert.nl

+31 (0)10 890 77 44

riss.wolfert.nl





PHOTO: TAYLOR GROTE

Ask the pros

The ACCESS Trainers Network has experienced career coaches to support you in refining your networking statement, work search tools and skills and translate your skills and experience for a successful job search in the Netherlands. There is extensive information available on the ACCESS website and via the ACCESS helpdesk as well. (Visit: access-nl.org/dual-careers-netherlands)

Google Job Search is a very time efficient source. After adjusting the filters at the top, keep scrolling through your search results which will include all the major job platforms like Indeed, local recruitment agency postings and LinkedIn to review individual company postings. Create a work search strategy that makes use of both online and in person resources.

Take action and maintain the golden thread of your career

There is always one small step you can take regardless of the hurdles between you and your next job in the Netherlands. It could be researching information online, asking your international network for an introduction to a contact in the country, exploring another part of your neighbourhood or community, joining a professional or networking organisation, registering for a course or checking into your volunteer options. Even talking to neighbours is a step. Keep track of each step, record new ideas and follow up on them. Over time, they will all start to work together and each one will help you stay motivated and in motion, provide what you need to translate and transition your experience and move towards the job and career future you want.

The ACCESS Trainers Network has experienced career coaches to support you in refining your networking statement, work search tools and skills and translate your skills and experience for a successful job search in the Netherlands. There is extensive information available on the ACCESS website and via the ACCESS helpdesk as well.

(Visit: access-nl.org/dual-careers-netherlands) «

“Identify your unique strengths, qualities and accomplishments and evaluate how they stand against your values”. - Michelle French, public speaking coach

and with whom you want to use them. For example, one of mine is, “I believe that people don’t need to get stuck in their careers even when crossing borders. That’s why I teach internationals in the Netherlands the skills to navigate their careers in new directions.”

Contract vs. freelance: **Employment options for a changing world**

The recent COVID-19 pandemic forced many people into leaving their jobs and pursuing new careers entirely, searching for something with flexible hours and remote options, and freelancing suddenly took on a whole new identity.

INTERVIEWS BY ESTELLA MYERS

In ACCESS Magazine's first Face2Face feature, ESTELLA MYERS spoke with two professionals who have chosen very different ways of approaching their professions.

Marta Lubary is from Barcelona and has been living in the Netherlands for the past 20 years, she has a degree in chemical engineering as well as a Ph.D. from Delft University. She lives with her husband and two sons in Rijswijk.

EM: How did you choose the Netherlands as a work destination?

ML: After my internship in the Netherlands, I continued my studies at Delft University and did my post-graduate study there. At first, my career was starting to look like I would be focusing more on the academic route, but I decided to look for a job in the industry here.

EM: Did you find it easier getting a contracted position as opposed to going freelance?

ML: I never really considered becoming a freelancer, so the process of getting a contract for the position was just the way it went.



PHOTO: ESTELLA MYERS

EM: And now, post-pandemic, and in a society where there are more and more people finding success in freelancing, is that something that you might be interested in?

ML: I could. I think for these past years having stable income and consistency was really important for me, also because we were building a family. Becoming a freelancer at some point is definitely not off the table.

EM: What would you say are the top benefits of being a contracted employee?

ML: Definitely stability; salary, benefits, pension, that kind of thing. And when I come home from work, time belongs to me and my family; I'm not sure that's always the case when you're a freelancer.

EM: Do you ever have an occasion to work with freelancers?



PHOTO: VALENTINA BRENTERS

ML: At the moment I'm managing a team, so for example when there is too much work for us to handle with the permanent staff, we farm out assignments to freelancers through an agency that handles finding qualified people for us.

EM: What's your final take on contract vs. freelancing?

ML: I prefer having the stability as a contracted employee, though I acknowledge the freedom that comes with freelancing. But for now, I'll take the guaranteed pay check at the end of the month!

Soreh Milchtein works as a freelance writer, editor, translator and virtual assistant at sorehwrites.com. She grew up in Wisconsin and lived in New York City before moving to the Netherlands five years ago. She lives with her Dutch partner in a small city minutes away from the idyllic Dutch countryside.

EM: To begin, tell us a little about what you do as a freelancer and who you do it for...

SM: In short, I write for my blog as well as write and edit for clients; I do remote work as a virtual assistant, and I'm a Dutch to English translator.

EM: What's your blog about and how you reach people?

SM: My blog is called *Scribble a Dream*, where I write about my life in the Netherlands, travel tips and experiences, personal finance, daily life things, and so on.

EM: What are some specifics about what a freelance writer does? What sort of jobs do you take on?

SM: I write blog posts for people, assist with CVs so they fit into the parameters of the Dutch job market; and I write job vacancies for companies as well as general interest articles.

EM: When was a moment that you started to feel like you were gaining traction as a freelancer?

SM: I've been a full-time freelancer for the last two years and I've felt more traction during months that are busy and I feel like those are becoming more consistent. But, the reality of being a freelancer is that sometimes you have busy periods and sometimes you have slow periods. I'm in a place where it's not totally consistent yet and that's okay.

EM: Can you talk more about what kind of support you had along the way?

SM: My sister has a large social media following, so she coached me early on. I'm also very grateful for my partner's family, who has helped me navigate business life here in the Netherlands. It's much different than in the US, so I feel lucky to have people who can guide me through these processes.

EM: Finally, what advice do you have for people thinking about freelancing?

SM: You have to put yourself out there and have a presence on social media. And you have to be patient, put in the effort, learn from your mistakes, and things will grow. This isn't a get-rich-quick option, so definitely don't go into it thinking it is. «

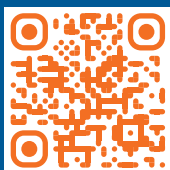
How ACCESS helps internationals move to and settle in the Netherlands



Website

Answers to many frequently asked questions by internationals moving to and settling in the Netherlands.

Topics related to: *Relocation; Dual Careers – for accompanying partners; Healthcare and Health Insurance; Housing; Education – for all ages; and Leaving the Netherlands for heading home or to other countries.*



Counsellors

On-call counsellors referring internationals to the mental health support they may need, keeping location, language and specialisations in mind. Two are on-call each month to help you.

Besides being professionals, network members have experienced the relocation process and know many of the challenges faced.



Helpdesk

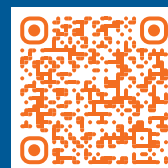
Our international teams are available in person, by phone or via email to respond to your questions and discuss relocation to the Netherlands. Our teams are in The Hague, Amsterdam, Amstelveen and Utrecht.

You can also volunteer to be on one of our teams. Check *Information Sessions* on our website for more details.



Trainers

Our trainers can provide you with a range of services: career development, childbirth preparation, cross-cultural understanding, higher education and career guidance for young adults, holistic health, language & communication, life transition, and much more



Since 1986, ACCESS has aided internationals relocating to the Netherlands. To manage this transition, we assist with answering your questions to make a new 'home' far from home. Our brief ACCESS overview details how we can help you – just after arrival and in the days, months and years to follow.
access-nl.org



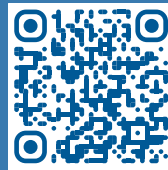
● Courses

Childbirth and first aid courses in English (in several cities) support starting a family and solving first aid emergencies. Our trainers are often expatriates themselves and understand the challenges of giving birth far from 'home', while also knowing Dutch practices.



● Magazine

Hard and online copies of the ACCESS Magazine provide regular features helping internationals to learn about their new 'home' and familiarise themselves with the country, culture, food, travel, and ACCESS partners.



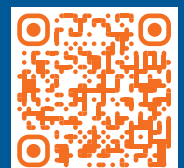
● Partners

Our trusted partners support us, and we in turn support them in a variety of ways. We encourage you to use the services provided by our partners. Do let them know you heard about them through us. See pages 37.



● Volunteering

ACCESS could not function without its volunteers from more than 40 countries. You can volunteer on a helpdesk team in The Hague, Amsterdam, Amstelveen or Utrecht. We provide training so that you can support internationals in the same way as you have been supported. We also need volunteers on our social media team, magazine, and website, among other teams.



A monthly guide for international newcomers



Receive helpful tips on settling in direct to your inbox

- News updates affecting international residents
- Must-do events in the Amsterdam Area
- Invitations to free workshops and info sessions
- Advice on housing, job-hunting, schools, taxes and more



Scan & sign up for our newsletter



inamsterdam.com



Explore New Horizons

Our welcoming school community supports students to develop the confidence and resilience necessary to challenge themselves and explore new horizons.

Come and See For Yourself

www.britishschool.nl

Kickstarting your entrepreneurial journey with LinkedIn

BY PETRA FISHER



PHOTO: GREG BULLA

When you're new(ish) to the Netherlands, starting your own service-based business can be fun. The advantage of your own business—over finding employment—is that speaking Dutch isn't a requirement.

Entrepreneurship offers language independence

Your own business gives you the flexibility to play around until you've found your sweet spot; your global perspective as an expat helps you to serve a diverse group of clients.

Being an entrepreneur allows you to use your expertise without the need of finding a job. This also gives you the opportunity to fast-track your personal happiness while navigating life in the Netherlands.

LinkedIn is the tool to kickstarting your journey

LinkedIn offers many advantages over other social media platforms and paid advertising. Let's look at the top three reasons for embracing LinkedIn as your go-to resource:

Professional networking

LinkedIn is purpose-built for professional networking. You can connect with other professionals, share industry insights, and build meaningful relationships. »

OPEN

submit
your
thesis!

CALL

Are you a master's student delving into expatriation studies?
We invite you to submit your thesis for the 2024 EAC Thesis
Award! The selected author will receive €500.



31/03/2024 DEADLINE

Partner organisations:

- Families in Global Transition • ACCESS Netherlands • The International Metropolis Project •
- TheHagueOnLine • DutchNews.nl • International Centre for Archival Research •

more → www.xpatarchive.com

RESERVE NOW



**WE HAVE
BREAST PUMPS
AVAILABLE
FOR PICK-UP 24/7**

AMSTERDAM, ROTTERDAM, THE HAGUE
UTRECHT, GOUDA, GORINCHEM & GELDROP



MYPUMP

INFO@MYPUMP.NL
088 36 36 111



PHOTO: NATHANA REBOUCAS

Use LinkedIn to turn your network into raving fans, referring ambassadors and amazing clients!

LinkedIn users (present company included) start to mix personal and professional content, though LinkedIn's main focus is still business-related.

Establishing authority

LinkedIn has 985M+ users (and counting) so you can be confident that your potential clients are going to be there. And if they are not, their partner, adult children, neighbour and best friend are! All you have to do is become well-known for your expertise! People will start to refer to you on LinkedIn and offline as an expert in your field.

3-in-1

The beauty of LinkedIn is that it is a platform that features your work experience: where you describe your skills and expertise in a way that builds trust with your (new) clients; where you have a built-in contact list in one handy place, adding new ones as you go, and last but not least there is the active use of the platform where you share your expertise through posts, comments and even private messages.

Ready to Dive In?

Rewrite your profile so that all entries are relevant to what you offer in your business. For example, if you used to be an account manager and are now a life coach, you can focus on your people skills. Think about the first step people need to take to become your client. Do you want them to download something so that they end up on your mailing list? Do you want them to book a call with you? Do you want them to go straight to a sales page on your website? Make sure to set up a custom link on your profile (turn on creator mode), to get people to take that specific action and set up your first featured item to do the same. Ideally, also invite people to direct message you in your headline.

Getting people to take action

Craft a clear headline. Start with what you do and for whom (the first part is visible every time you post or comment) then it's time to start having fun with the platform! Use the search box to find posts in your area of expertise and comment on at least five each day. This means you become visible to the audience of those writing these posts (you don't have to be connected to like and comment). It also means that your network might see that you commented on a particular post. This way they'll soon start to associate you with your topic.

And finally... share your knowledge freely

People don't hire you solely for your knowledge, (it's all out there, we know how to use search engines). People hire you when they want someone to guide them step by step. The ultimate buying decision is made based on gut feeling, so make sure to add your personality and values to your LinkedIn presence, so that your dream clients relate to you.

LinkedIn is an amazing platform for high visibility, no matter what you do. The most important thing is to not try to fit in, but to show up exactly as you do when working with clients. That way, you'll only attract those potential clients who will be excited and eager to work with you. «

Schools: Heart of the Community

Amersfoort

• Amersfoort International School



Admissions: +31 6 57 25 70 60
contact@amersfoortinternationalschool.nl
amersfoortinternationalschool.nl

Amersfoort International School offers English education for children from 4 to 12 years old. AIS is a candidate school for the IB Primary Years Programme.

Amsterdam / Haarlem

• Optimist International School



Admissions: +31 23 303 59 24
info@optimist-international-school.nl
optimist-international-school.nl

An engaging international primary curriculum, providing a welcoming, safe, and encouraging learning environment. Close to Haarlem and Schiphol and only 25 minutes from Amsterdam.

Amsterdam

• Amity International School Amsterdam



Admissions: +31 20 345 44 81
admissions@amityamsterdam.nl
amityschool.nl

IB World School offering PYP, MYP and DP for students ages 3-18. Not-for-profit international school surrounded by green spaces with a focus on inquiry, creativity and independence.

Amsterdam / Haarlem

• Winford Bilingual Primary School



Admissions: +31 20 751 66 50
info@winford.nl
winford-bilingual.nl

Winford Bilingual Primary School offers high quality bilingual education. Our students follow the Dutch, UK and IPC curricula. Located in Amsterdam, Haarlem and The Hague coming soon.

Amsterdam

• The British School of Amsterdam



Admissions: +31 20 679 78 40
admissions@britams.nl
britams.nl

Forward looking, forward thinking: the best that British international education offers. A thriving school community which empowers everyone to be the very best they can be.

Delft

• International School Delft



Admissions: +31 15 285 00 38
or +31 15 820 02 08
admissions@internationalschooldelft.org
internationalschooldelft.com

IBPYP/IBMYP/IBDP. Young growing IB World School for 3-18 yrs. Caring international staff & community, focus on Innovation & Design. Collaboration with Delft Technical University.

Amsterdam

• International School of Amsterdam



Admissions: +31 20 347 11 11
admissions@isa.nl
isa.nl

ISA is a globally-recognised leader in educating for international understanding. Founded in 1964, ISA was the first school in the world to offer all core IB programmes from the age of 2 to 18.

The Hague / Wassenaar

• American School of The Hague



Admissions: +31 70 512 10 60
admissions@ash.nl
ash.nl

At ASH, we build a better world as we become better humans, hear and value every voice, keep every promise, and celebrate every achievement.

Academic institutions are communities of families, staff, students and support teams—the people ACCESS has been serving since 1986. Below are the institutions who invest in us so we can continue to serve internationals throughout the Netherlands.

The Hague

- **British School in The Netherlands**

Admissions: + 31 70 315 40 77
admissions@britishschool.nl
britishschool.nl



Primary/GCSE/A level/IBDP/IBCP/BTEC. International school for 3-18 years, 80+ nationalities. Inspiration & challenge for the whole child, creating global citizens who can build a better world.

Rotterdam

- **Harbour International School**

Admissions: +31 10 448 22 66
veroniquez@harbouribsr.nl
harbourinternational.nl



Primary international school for 4-11 yrs. Differentiated curriculum, a safe and caring environment help foster and develop all children's potential.

The Hague

- **HSV International School**

Admissions: +31 70 318 49 51
id.admissions@hsvdenhaag.nl
hsv.nl



Preschool/Primary/Special Education. International Primary School offering international education to children aged 3-11 years old. Four locations in different areas of The Hague.

Rotterdam

- **Nord Anglia International School Rotterdam (NAISR)**

Admissions: +31 10 422 53 51
admissions@naisr.nl
nordangliaeducation.com/rotterdam



We open doors to learning and provide life-changing experiences that inspire and enable every child to flourish, now and in their future lives. Children from 3-18 on one site.

The Hague

- **International Waldorf School of The Hague**

Admissions: +31 70 783 00 30
info@iwsth.org
internationalwaldorfschool.nl



IWSTH distinguishes itself through the integration of cognitive and artistic education. Our balanced educational approach addresses learning that occurs with the head, heart and hands.

Rotterdam

- **Rotterdam International Secondary School (RISS)**

Admissions: +31 10 890 77 44
admissions.riss@wolfert.nl
riss.wolfert.nl



Choosing a great school for your child is important. RISS offers a range of programmes including inquiry-based Foundation curriculum, IGCSEs, and the IBCP and IBDP.

The Hague

- **International School of The Hague**



Admissions: +31 70 328 14 50
ishthehague.nl

Uniquely diverse school for ages 4-18. Established curricula: Primary, IPC; Secondary, IB (MYP, DP & CP). Leaders in concept-based inquiry, supporting over 100 nationalities.

Can we help you?

Contact: Deborah Valentine
edirector@access-nl.org
access-nl.org



Schools help us, and we help them. They are communities of staff, parents and children. Together, a large part of the international community. Join us?

Perspectives from the field

BY DEBORAH VALENTINE

For more than 36 years, internationals have been sharing their experiences to serve and help others arriving in the Netherlands. That is what ACCESS has been doing, and continues to do, every day.

In the course of that time, issues relating to employment have shifted as the population we reflect and serve has also changed. Issues relating to employment, dual careers and professional development are increasingly the topic of the day and can be best observed from the scores of calls and emails we receive through our Helpdesks and the inquiries we receive from HR departments.



PHOTO: AREN NAGULYAN

There can be no denying that these topics are of growing significance. University educated partners of newly arrived internationals who were employed prior to relocation, search for and expect to be able to continue their careers in their new countries of residence. Many of these individuals are recently graduated international students anxious to explore the opportunities of starting a career abroad, and labour migrants see the Netherlands as an increasingly attractive place to explore new opportunities.

Relocation is opportunity

At ACCESS, we see these trends in the volunteers who join us at events we attend, in the attendance at courses and seminars, the interactions with our Trainers, and in the number of times questions about dual careers are viewed on our website. Employment, and specifically dual careers, are issues on every newcomer's mind.

For us at ACCESS, the underlying theme to all we do, write about, present, and research revolves around the central idea that *relocation is opportunity*. Of course, we're aware of the inherent difficulties in finding employment in a competitive job market or in a country other than one's own, but that doesn't diminish our optimism as we see the Netherlands as a place of unlimited opportunities.

The other options

Starting a business is one of the opportunities ACCESS supports. Doing so in the Netherlands is fairly straightforward and supported by a number of schemes offered by chambers of commerce, or initiatives powered by internationally focussed networks and start-up incubators throughout the Netherlands.

On yet another front, increasing number of English language educational facilities in the Netherlands provide many with a chance to explore a career change,

Top 5 Tips for Jobseekers

- 1 Explore what you want first – what are your drivers, values, job satisfiers?
- 2 Research your profession and how it's positioned in the Dutch labour market. Networking is very important when looking for a job, this helps you to access the 'hidden' job market i.e. jobs that are not advertised.
- 3 Have your elevator pitch ready – who you are and what you can offer in one statement.
- 4 Create a LinkedIn profile and make use of the options available.
- 5 Have your CV and Cover letter checked by a professional.

or re-train in a new field, not to mention the possibility to extend the skills and qualifications already possessed. Granted, many on-line options exist which may be pursued from wherever you live, but if you prefer the classroom and interaction with fellow students, don't let the language barrier be a deterrent.

Finally, speaking from our own experience, volunteering has a multitude of benefits for jobseekers and, as we all know, finding employment (even starting a business) is often all about networking and getting your name and credentials out there. Who you know, what they know about you, and how can they help you can ultimately be the most productive way to achieving your professional goals. ACCESS is by no means the only place for internationals to volunteer and network as there are many organizations nationwide. Either tailored to new arrivals or within the local community, there is always something you can do, to share, and broaden your network and get started on the right foot with the process of settling in and finding rewarding employment opportunities. «

Originally published in 2013 in XpatJournal



PHOTO: KYLIE ANDERSON

For us at ACCESS, the underlying theme to all we do, write about, present, and research revolves around the central theme that relocation is opportunity.

The taxman cometh: Taxation in the Netherlands

So, you've just arrived in the Netherlands and may be wondering how to navigate the thorny forest of taxation, particularly if you are a privileged individual holding diplomatic status or similar. This article will focus on the implications for you and your partner as they relate to employees of international organisations or personnel tied to diplomatic and consular missions.

BY BIANCA
PELLET

Your first steps should be to familiarise yourself with the Protocol Guide for International Organisations (edited by the Dutch Government) which contains useful information, as well as with any agreements (such as a host agreement) your organisation may have with the Dutch Government (the latter will, for instance, regulate the privileges and exemptions of the different categories of personnel, as well as arrangements for social security).

Tax regulations in the Netherlands: The basics for high income earners

There is a wealth tax that is applicable from 57,000 euros for an individual and 114,000 euros for a couple (2023). It is a complex calculation based on the expected returns, with some debts (such as your mortgage) being deductible. Income is taxed at a higher rate than in other countries; for instance, the tax rate on income above 73,031 euros is 49.5%. However, companies are taxed less than in other countries to attract investment and create employment.

So, how should you navigate these tax considerations? The 30% ruling is definitely an advantage, as is a tax-free salary from an international organisation. Nevertheless, you should not make any assumptions regarding your personal situation and be sure you speak to a tax advisor. Similarly, when it comes to

filing your tax returns (whether as a single person or as a couple), this, too, can be done by a tax advisor, and it is advisable to have one if you do not speak Dutch and/or have a tax exemption, as the system can be difficult to navigate otherwise.

Tax exemptions

Employees of international organisations (IOs) often benefit from tax exemption. Some employees of IOs are also exempt from VAT and duties on petrol. The exemption of the tax on motor vehicles (BPM) with CD, BN and GN number plates is also a considerable advantage.

However, this serves a purpose—according to international law, it is not to benefit individuals, but to ensure the efficient performance of IOs by providing guarantees of independence. Note, though, that this is limited to income from your job: if you have income from other sources, such as renting out an apartment overseas, it is taxed according to the wealth tax rules. As such, you will need to declare any other sources of income, as well as any Dutch benefits claimed (such as the *kindertoeslag*, or child benefit). Eligibility for such benefits may depend on a variety of factors, including overall household income and whether your partner works for a non-international organisation.



Did you know...
 when taxes were first imposed in the Netherlands in 1892, citizens were taxed equally regardless of their income.

Partners may also benefit from a different exemption called the 30% ruling, which is applied when they are recruited from 150km away from the Netherlands (in a straight line, or 'as the crow flies'), in order to do certain jobs that require their specific skill set (e.g. teaching). The assumption is that you will be earning at least 39,000 euros per year (source: www.belastingdienst.nl). The 30% ruling means you only pay tax on 70% of your income, and while this benefit currently lasts for 5 years after your arrival in the Netherlands, until recently it lasted eight years, so don't rely on this time period staying at the level of five years in the future.

Financial benefits

As well as tax exemptions, there are other financial benefits that allow international organisations to be competitive with multinational companies. Essentially, somebody working for a company would need a much higher gross salary to earn the same net salary as an employee of an international organisation.

Salaries are also (partly) adjusted for inflation yearly. It is clear that the benefits are substantial for employees of international organisations. These are in place to attract talent to the Netherlands and specifically to come to a country where they have no prior connections or family.

Potential challenges

These financial benefits are also intended to reduce the relatively expensive cost of living in the Netherlands, which some newly-arrived expats may find quite high compared to where they were living previously. In particular, the housing crisis is problematic, leading to a shortage of housing as well as increased costs of what is available (this applies to both renting and buying). Childcare costs are also not small and can see you paying over 2,000 euros per month, per child under four years of age, for full-time care (KDV, or *kinderopvang*), even if you are in receipt of the *kindertoelag* (child benefit). »

More Info

Looking for a tax service?
 Contact ACCESS Partner,
 TaxSavers. taxsavers.nl



PHOTO: MATHIEU STERN

The 30% ruling is definitely an advantage, as is a tax-free salary from an international organisation.

Similarly, childcare costs for after-school club (also known as BSO, or *buitenschoolopvang*), can come to over 1,000 euros per month per child for five days of after-school club per week (though this does include all-day holiday clubs that run during half terms as well). A further challenge can arise from the fact that some expats are also not aware of the rules and fall for arguments from dishonest estate agents (such as making you believe you signed a binding agreement when you have just expressed interest). As is the case anywhere, never assume that the rules are the same as in your own country.

Transparency and equity: should such privileges even exist?

To an extent, the level of compensation at international organisations is public. Having this many international organisations is also a conscious strategy from the Dutch government which has sought to attract them; clearly, people working for international organisations would not be there if the privileges did not exist, due to the challenges outlined above. International organisations would have to draw from a much smaller pool of potential employees and there would be arguments that they are too tied to the host country (i.e. that international organisations would end up with mainly Dutch employees, when this perhaps doesn't align with the ethos of most international organisations). For context, only 1% of households in the Netherlands have net incomes above 100,000 euros per year (source: *Centraal Bureau voor de Statistiek*), although it is unclear whether it includes privileged persons. Many Dutch households have, however, benefited from increased property prices and in general do benefit from the dynamic economy which results from the presence of international organisations and their employees.

Final words of advice

Overall, these arrangements are clearly advantageous for most employees of international organisations (except, perhaps, for people coming from countries where there is more income disparity). The quality of life in the Netherlands is also self-evidently high thanks to its outdoorsy lifestyle, safe and effective infrastructures which are regularly renovated, significant numbers of green spaces and playgrounds, and a culture which prizes a good work-life balance. This is all despite—or perhaps at least partly because of—the high cost of living. As such, with regular consultation with a tax advisor of your choice, and frequent consultation of the Protocol Guide for International Organisations, you too can enjoy life in the Netherlands despite having to untangle all of the rules and regulations regarding your stay here. *Welkom in Nederland en geniet van jouw verblijf!* «

Understanding co-tenancy

BY MARIE-CHRISTINE
VELTKAMP-VAN PAASSEN

Is principal residence mandatory in contractual co-tenancy?

Most residential leases stipulate that keeping principal residence in a leased property is mandatory. But what happens if there is contractual co-tenancy, and one tenant does not have primary residence in the leased property? From the landlord's perspective, can that lead to termination of the lease?

This question does not specifically address the situation where the tenants request that one of them be dismissed from the lease, as referred to in Section 7:267(7) of the Civil Code. The court then determines which of the co-tenants has the greatest interest in the lease and which does not, and the landlord has to accept the outcome. The Supreme Court decided this also applies to contractual co-tenants.



GMW
lawyers

070 361 50 48
www.gmw.nl/en

What is stated in the lease?

In the absence of a statutory regulation on the obligation to maintain principal residence, leases typically state that primary residence is mandatory, but breach of that obligation by one contractual co-tenant does not easily lead to termination of the tenancy agreement.

In one provision used by the Dutch Real Estate Council, an article states: "A person who has entered into and signed the lease with the landlord together with one or more others, does not lose their tenancy by permanently leaving the rented property. Even then, they remain jointly liable for the obligations under the lease. A contractual co-tenant can only terminate the lease by giving notice together with the other tenant".

How did the Rotterdam subdistrict court rule?

The landlord claimed termination of the lease and eviction because one of the contractual co-tenants had permanently moved abroad. The subdistrict court rejected the claim stating the parties' intention, while both tenants are jointly and severally liable for the obligations under the lease, are not jointly liable for keeping the main residence. The lease agreement was therefore upheld.

What is the consequence of this ruling?

For contractual co-tenants, the ruling obviously offers opportunities. They need not fear that the entire lease will be terminated if one of the contractual tenants leaves. However, the departing tenant should be aware that, in principle, the landlord can still continue to sue him for the payment of the (full) rent.

In conclusion

A good description of the contractual provisions is a must if the landlord wants to hold both contractual co-tenants to the obligation of principal residence. The court can then assess whether the interest of the landlord or that of the tenant(s) should prevail.

Are you facing problems in the area of contractual co-tenancy as a landlord or tenant? If so, please feel free to get in touch. «



PHOTO: ANNIKA WISCHNEWSKY

Food for thought: A complex but rewarding endeavour

Beyond its iconic landscapes and cultural wonders, the Netherlands boasts an ever-evolving culinary scene that has captured the hearts and palates of food enthusiasts worldwide.

BY RICHARD MORRIS

For foreign entrepreneurs with dreams of opening a restaurant in the Netherlands, the journey is a fascinating and intricate one, filled with challenges and opportunities.

Before delving into the intricacies of opening a restaurant in the Netherlands, it's essential to grasp the dynamic culinary landscape that awaits. The Dutch have evolved from their humble traditions of *stamppot* and *haring* to embrace international cuisines with open arms.

Understanding the cultural nuances of the Dutch people is a crucial first step. The Dutch value authenticity, sustainability, and quality. As a foreign entrepreneur, aligning your restaurant concept with these values can set you on the right path. Additionally, the Dutch appreciate directness and honesty in business dealings, so transparent communication is key.

Antonio Torres (left), a Venezuelan chef who opened his eatery, *Señor Torres*, in The Hague following the COVID-19 pandemic, found that while attracting Latin Americans familiar with his cuisine fairly straightforward, the secret to enticing Dutch diners to sample his fare required a little more finesse. "The key to success when offering international cuisine is keeping it authentic", says Torres. "Dutch restaurant-goers demand quality products, and the meat we use is a cut not many people outside of Latin America are familiar with. We need to educate our diners by telling them about the products and fresh



PHOTO: TESS VLEUGELS

ingredients we use so they know we're using traditional recipes with locally sourced products. Customers appreciate transparency and hearing the stories about how our food is unique and what makes Venezuelan cooking such a vital part of the rich cultural heritage of my country”.

Opening a restaurant in the Netherlands requires navigating a labyrinth of legal requirements and permits. Foreign entrepreneurs must be prepared to wade through the bureaucratic waters. To start, you'll need to register your business with the Dutch Chamber of Commerce (*Kamer van Koophandel*), obtain a food establishment permit, and ensure compliance with health and safety regulations.

One of the most challenging aspects is acquiring a liquor license, which is heavily regulated. The Netherlands' stringent alcohol laws require potential restaurateurs to adhere to specific criteria and undergo thorough background checks. This process can be time-consuming and may delay your restaurant's opening.

Selecting the right location for your restaurant is critical. Dutch cities, especially Amsterdam, are known for their high rental prices. Still, a prime location can make or break your establishment. Balancing affordability with visibility and accessibility is a challenge many foreign entrepreneurs face. The Dutch culinary scene's emphasis on quality extends to its ingredients. Local, fresh, and sustainably sourced products are highly regarded. Building relationships with local suppliers and farmers is essential. While this can be a daunting task for a newcomer, it's an investment that pays off in the long run.

The Netherlands has strict labour laws designed to protect employees' rights. This includes minimum wage, working hour restrictions, and regulations concerning vacation days and sick leave. As an employer, you must adhere to these laws. Additionally, the Dutch value a healthy work-life balance, which may require adjustments to your management style.

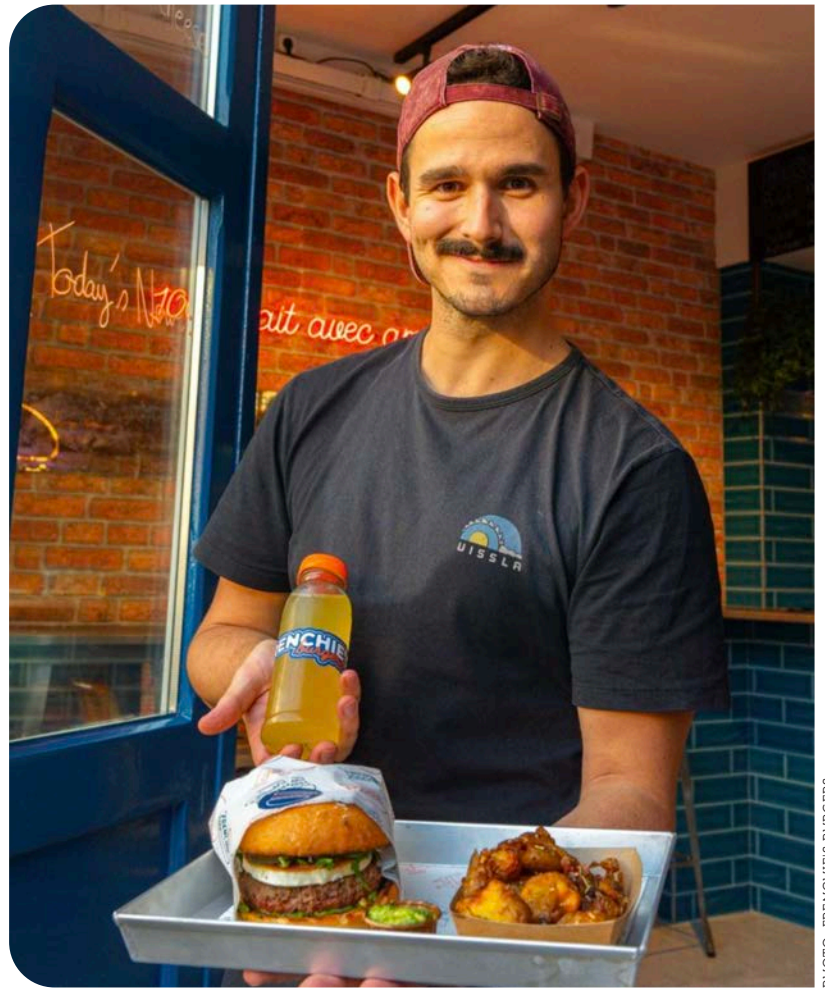


PHOTO: FRENCHIE'S BURGERS

The key to success when offering international cuisine is keeping it authentic.

Edouard Gaudin (above), is the French-born co-owner of The Hague's newly-opened Frenchie's Burgers (he also serves as the managing director of the upscale Villa Coucou, also located in The Hague). With a degree in hotel management from the renowned Hotelschool The Hague, Gaudin places a strong emphasis on human resources as being a cornerstone to the success of his restaurants. "For Frenchie's, hiring staff is a bit more straightforward as it's casual, homemade fast food", says Gaudin. "At Villa Coucou, on the other hand, there is a certain standard, and eye for detail that's required of both our kitchen and front of the house staff alike". According to Gaudin, "the Dutch don't approach fine dining as a career opportunity the same way the French and Italians do, which explains »

Want to reach **internationals** moving to the Netherlands?

ACCESS Magazine is distributed through '**expat**' centres and **international schools** in the country to people arriving here for the first time. With a print run of **12,500 copies** it is a quality publication, also available online, reaching people discovering their new home.

Want to advertise?

Contact us by mail on **fnd@access-nl.org** for rates and details.



WINFORD 
BILINGUAL PRIMARY SCHOOL

Winford Bilingual Primary School has opened in Haarlem

Bilingual education for ages 4-12
We follow the Dutch and UK National Curricula, and link them together with the International Primary Curriculum

- All subjects are taught 50% in Dutch and 50% in English
- Small class sizes allow us to focus on each individual child
- Two fully qualified teachers per classroom
- Flexible holidays

We would love to show you around!

winford-bilingual.nl | winford.nl
email: info@winford.nl





FLUENT IN TWO LANGUAGES




International babysitters for international families SCAN ME

- ➔ **Experienced & Vetted Babysitters**
- ➔ **Easy to Use Online Platform**
- ➔ **Bespoke Relocation Services**
- ➔ **Availability across the Randstad**

Happy international children who feel connected to their native culture, no matter where they live!

Contact Us at hello@napp.community
www.napp.community

Fun Facts

According to Statista, the number of companies operating as restaurants or other eateries was over 31,000 in the Netherlands as of the first quarter of 2023. Meanwhile, approximately 8,255 companies in operation were cafes over the same period.

why Villa Coucou has a mostly French staff. But for Frenchie's, it's basically plug and play; anyone with the right mindset—and their papers in order—works just fine for us”.

Understanding Dutch dining preferences is crucial to tailoring your restaurant experience. The Dutch often enjoy meals with family and friends in a relaxed setting. Speedy service may not be as appreciated as it is in other cultures. Furthermore, the Dutch have a unique approach to tipping; it is customary but typically less than in many other countries. Therefore, training your staff to adapt to these preferences is vital for customer satisfaction.

Crafting a successful marketing strategy is an art. Balancing your restaurant's unique identity with an appeal to local tastes can be challenging. While the

Dutch enjoy international cuisines, incorporating local elements into your menu or decor can create a special connection with your customers. Embracing social media and digital marketing is essential, as the Dutch are active online consumers.

Joshua Allendbrand's father started his eponymous Allenbrand's American Popcorn in Kansas City, Missouri, in 1995. In 2017, Joshua (pictured) moved to the Netherlands bringing his family's secret recipe and now pops about 30 kilos of popcorn a week at their warehouse in Heinenoord, for their online customers and additional quantities for their B2B customers, which include supermarkets and entertainment venues in the Netherlands and Belgium.

“We make everything by hand”, says Allendbrand. “We're a small, family-run business; my wife Mirjam and I are the only two full-time employees, though we do hire seasonal help as our volume increases”. Allendbrand has found success in an online-based business as it brings him closer to his customers. “We get direct feedback about our products; we listen to what they have to say and make changes if needed. For example, we modified our *stroopwafel* recipe after receiving some insightful feedback from a customer. It's not always pleasant to get criticism, but it's important to have checks and balances and loyal customers who care enough to voice their opinions, good or bad”.

In the end, opening a restaurant in the Netherlands as a foreign entrepreneur is a complex journey filled with challenges and opportunities. From understanding cultural nuances to navigating legal requirements, sourcing ingredients, hiring staff, and marketing effectively, each step is essential for success. While the path may be intricate, the rewards of introducing your unique culinary vision to the Dutch market are well worth the effort. By embracing the culture, meeting expectations, and building relationships, you can carve out a niche in this thriving culinary landscape and become a part of the rich tapestry of Dutch gastronomy. «

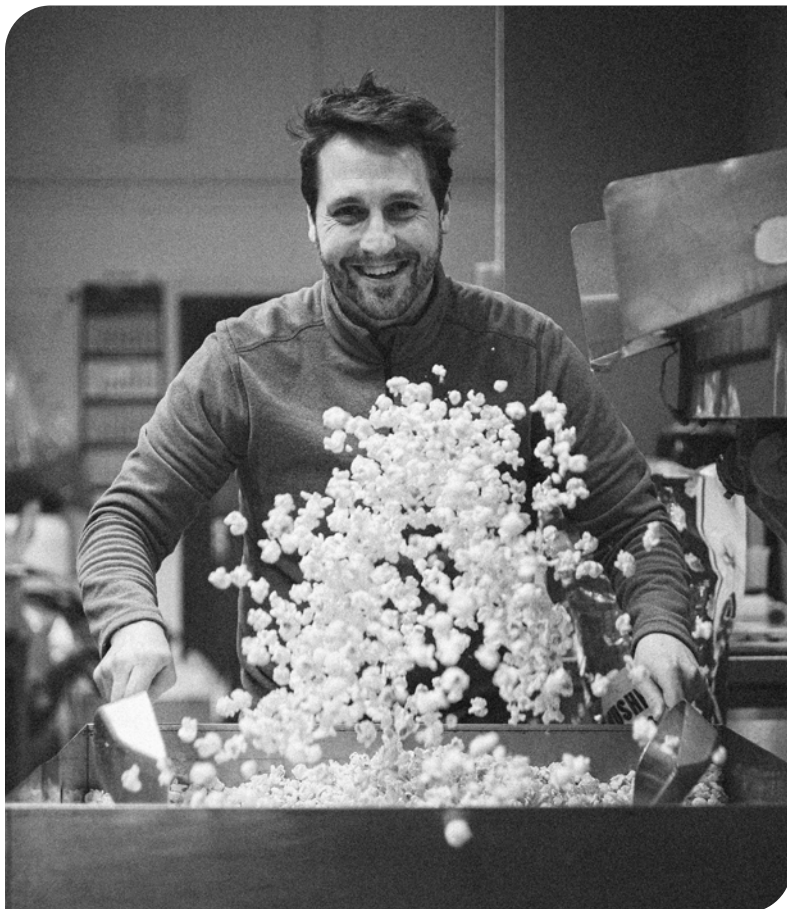


PHOTO: DION DOORNIK

Unlocking career opportunities:

The power of volunteering

In today's competitive job market, job seekers are constantly searching for ways to stand out from the crowd and make a lasting impression on potential employers. One often-overlooked strategy that can make a significant difference in your job search is volunteering.

BY ELIZABETH MORRIS-CORROCHANO

There are many multifaceted benefits of volunteering as a potent strategy for job seekers in the Dutch context, as volunteering serves as a bridge to building a robust local network, fostering personal skill development, and maintaining active engagement during the job hunt.

Building a robust local network

In the Netherlands, as in many other countries, the saying “it’s not what you know, but *who* you know” holds a great deal of truth when it comes to securing job opportunities. Volunteering offers a unique avenue to expand your network and connect with professionals in your field of interest. By engaging in volunteer work, you have the chance to meet like-minded individuals who are passionate about the same causes or industries.

Imagine you are a recent graduate looking for your first job in marketing. Volunteering for a local non-profit organisation’s marketing team can introduce you to experienced professionals in the field. These connections can offer insights into industry trends, provide mentorship, and even tip you off about job openings that may not be advertised elsewhere.

Furthermore, building a strong local network through volunteering can help you gain a better understanding of the Dutch job market and its unique dynamics. It allows you to tap into the wisdom of those who have successfully navigated the Dutch employment landscape, helping you make informed decisions about your career path.

Fostering personal skill development

Volunteering is not just about giving your time, it’s also an opportunity to acquire and hone valuable skills that are transferable to your professional life. Dutch employers highly value individuals with a diverse skill set and a proactive approach to self-improvement. Volunteering can help you develop these qualities in several ways by both contributing skills you already have or in developing new ones.



PHOTO: DESOLA LANRE OLOGUN



PHOTO: ADRIA CREHUET CANO

Volunteering allows you to contribute to a cause you care about.



Firstly, volunteering allows you to take on roles and responsibilities that you might not have encountered in your day-to-day life or previous jobs. This can range from leadership positions in volunteer organisations to mastering new technical or soft skills. For instance, if you volunteer to organise fundraising events for a local charity, you'll gain event planning and project management experience, which can be attractive to employers.

Secondly, volunteering often requires individuals to work in diverse teams and adapt to different working environments. The experiences one acquires through volunteering can, amongst other things, improve your communication skills, cultural awareness, and adaptability—all qualities that make you a more appealing candidate to Dutch employers who value candidates who possess a global perspective. »

Practical advice on balancing volunteering and job applications

Balancing volunteer commitments while job hunting can be a challenge. Here are some practical tips to help you navigate this balancing act effectively:

- **Set clear boundaries:** Establish a schedule for your volunteer work that allows you dedicated time for job hunting. Communicate these boundaries with your volunteer organisation to ensure everyone is on the same page.
- **Prioritise your job search:** While volunteering is essential, your primary goal is to secure employment. Allocate more time and energy to job applications and interviews, especially when you're close to securing a job.
- **Choose volunteer roles strategically:** Look for volunteer opportunities that align with your career goals and offer opportunities for skill development. This way, your volunteer work becomes an investment in your future.
- **Network strategically:** Make use of your volunteer network to connect with potential employers and industry professionals. Attend networking events and conferences related to your field to maximise your exposure.
- **Stay organised:** Use tools like calendars and to-do lists to manage your time effectively. Keep track of application deadlines, interviews, and volunteer commitments to avoid scheduling conflicts.

Finally, volunteering can provide you with concrete examples of your skills in action. When job hunting, being able to discuss specific accomplishments and experiences gained through volunteering can set you apart during interviews and make your resume more compelling.

Maintaining active engagement during the job hunt

The job search process can be lengthy and demoralising, especially if you face multiple rejections or prolonged periods of unemployment. Volunteering can serve as a lifeline during these challenging times by keeping you engaged, motivated, and connected to a sense of purpose.

Many job seekers experience a loss of self-esteem and motivation as they struggle to secure employment. Volunteering allows you to contribute to a cause you care about, fostering a sense of accomplishment and fulfilment. This positivity can spill over into your job search, helping you maintain a positive attitude even in the face of rejection.

Moreover, volunteering can help you fill gaps in your resume that may have arisen due to unemployment. Employers often view candidates who have been actively involved in volunteer work during job gaps more favourably than those who haven't.

Volunteering is a powerful strategy for job seekers in the Dutch job market. It not only helps you build a robust local network and foster personal skill development, but also keeps you actively engaged during the job hunt. By strategically balancing your volunteer commitments with job applications, you can enhance your employability, experience personal growth, and maintain your well-being. By embracing volunteer opportunities, you'll find yourself on a path to success in the dynamic Dutch job market. «



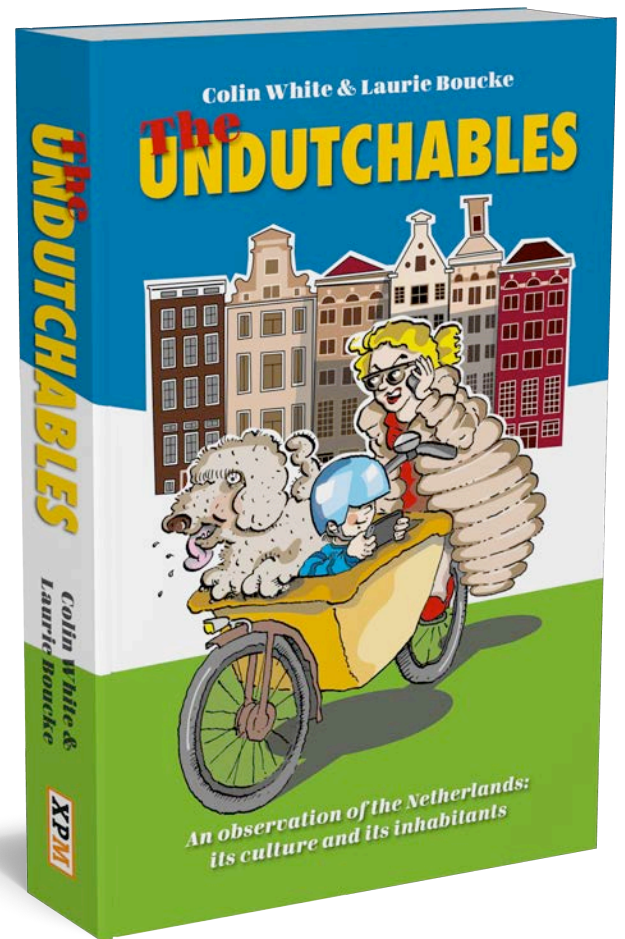
PHOTO: ROB ZUIJERVELD

The Undutchables:

an observation of the Netherlands, its culture and inhabitants

A survival kit for expats

Now in its 9th edition, *The Undutchables: an observation of the Netherlands, its culture and its inhabitants* was first published back in 1989, and since then it has effortlessly claimed its spot as a bestseller that captures the essence of the contemporary Dutch lifestyle with a delightful dash of humor.



Co-authored by Colin White and Laurie Boucke, combining 22 years in the Netherlands, at the time of the first edition, this book introduced the term *Undutchables* subsequently inspiring an employment agency, a New Zealand radio program, sports teams, nightclubs, rock bands and merchandising group.

This linguistic game, reminiscent of the *Untouchables*, serves as a brilliant backdrop for the exploration of Dutch culture through the lens of expatriates. Within its chapters, the book shines a light on the quirks and idiosyncrasies of Dutch culture, picturing anecdotes and observations of the Dutch way of life, work culture, social interactions, architecture, and the occasional customs that may lead to comical misunderstandings between Dutch and foreigners. It illustrates vividly the stereotypes and peculiar traits that anyone happening to reside in the Netherlands

can identify with and share a hearty laugh over. Indeed, humour becomes the reading key to approach this book, where wit and affection are the authors' lenses to explore the cultural differences.

Johannes van Dam, the book's very first reviewer, noted that through "*The Undutchables*" he had his first really good look at that side of the Dutch that is hidden from themselves by themselves. A very exact yet funny way discloses all the secrets about us that we really would have preferred to keep to ourselves."¹ Van Dam's enthusiastic endorsement blasted the book's popularity in the Netherlands.

In conclusion, "*The Undutchables*" is a recommended read and an indispensable pal for any expatriate striving to embrace life in the Netherlands. This book »

¹ Het Parool, 1989

BY GIULIA
QUARESIMA

Book Review | The Undutchables

is an enlightening guide, blending entertainment and insights over the understanding and appreciation for this unique culture.

Here some extracts:

Customs

Cloggies firmly believe their manners are impeccable, but to an aware foreigner they are as rare as a dike-mender's drill... or so it seems. If you feel you are trapped in Rudeland, you are not alone. The sharp tongue and lack of finesse are hard for many to stomach, but to the Dutch these are the hallmark of honesty and virtue since "you always know where you stand". The fact that we don't all want to know exactly where we are standing, sitting or lying is immaterial. (page 116)

Language

The Dutch language, in its written form, looks like someone sat on a typewriter (The Dutch Courier, Australia).

To become an accepted member of Dutch society, we recommend

you practice the following sign language, preferably in private:

- Place hand parallel to ear, three inches from ear. Oscillate hand in forward/aft direction at medium speed. This means delicious (lekker)
- Make a double thumbs-up gesture with lateral

pumping action from the elbows, whilst religiously chanting OMSTERDOM. This means, I like where I live.

- Spread fingers, palms uppermost, and extend forearms. Tilt head to one side as you emit a sound not unlike a sick cow: jaaaa. This means, I don't really believe you.

See chapter 4 – Driving, for special sign languages when driving (page 118)

Bikes

They are called fiets, probably because that's what power them. [...] Bicycles are used in many roles: as personal limousine, good vehicle, freight wagon and taxi, thanks mainly to a twisted tubular steel accessory – the carrier. The carrier carries crates, kids, cats and canines alike. In the absence of these household items, it provides a rear seat for one or more passengers (traditionally the girlfriend, boyfriend, wife, husband, friend, house plant – or any combination of these)

[...] your secret weapon to build confidence is mounted on the handlebars – it's that rusty round audio alarm called fietsbel. Here is how to use it:

- Select your target of opportunity (aka pedestrian)
- Stealthy approach the pedestrian (preferably from the rear) and maintain a collision course
- Two seconds from impact, sound alarm device with one "ching-ching". Any more than a single ching-ching will reveal you true cycling status.
- The tricky part: immediately swerve to the left or to the right to avoid the impending collision. Note that it will take a few practice runs before you can accurately predict the evasive action that the target will take.
- Fire a salvo of verbal insults into the air, then select your next target. Repeat procedure. (pages 137-141)

A brand-new chapter - Making Ends Meet

A new addition to the 9th edition is the chapter related to work and welfare in the Netherlands. From the hiring process, to individual rights, to benefits and insurance, this chapter gives an informative and funny insight on the country's job culture. And remember, in the Netherlands, Work revolves around holiday (page 185) <<



Author: Colin White & Laurie Boucke
Title: The Undutchables (9th Edition)
Illustrations: Joke Schat
Publisher: XPat Media
ISBN/EAN: 9789463192965
www.undutchables.com



Thank you for helping **ACCESS** and our **international** clients

Government & Patrons

- Amstelveen Municipality • City of Delft • European Space Agency (ESA)/European Space Research and Technology Centre (ESTEC) • The Hague International Centre
- IN Amsterdam • International Welcome Centre Utrecht Region • Telespazio • TU Delft (Coming to Delft Services)
- Welcome Center Food Valley (WCFV) Wageningen • Worley

Dual Career Support

- Angela Fusaro • Caitriona Rush • Caroline van den Bogaard
- Colleen Reichrath-Smith • Connecting Women
- Empower Amsterdam • Janet Rodenburg • Marie Dewulf
- Natália Leal • Rawia Liverpool • Teresa Moynihan
- Toastmasters of The Hague • Veena Joseph • Volunteer The Hague • Women's Business Initiative International

Relocating

- ABN AMRO • A&F Finance • FVB De Boer • GMW Advocaten (Legal Expat Desk) • Mynta Law Immigration Lawyers
- Prijsvergelijken • TaxSavers • Translation Agency Perfect
- Westpoort Notarissen

Housing

- !WOON • Expat Mortgages • Felix, the realtor of Amstelveen
- My Dutch Mortgage Online • MLP Real Estate

Healthcare & wellbeing

- Aleksandra Rutkowska • De Boezemvriend • Chitra Natarajan
- Ingrid Gustafsson-Hilberink • Jac Rongen • Jacinta Noonan
- Linda Bosma Malley • Meida van Baal • Maggie Bijl • Truus Gale

Childcare

- Big Ben Kids • Kinderopvang 2SAMEN • NÄPP
- Zein International Childcare

Learning & Education

- American Book Center • American School of The Hague
- Amersfoort International School • Amity International School Amsterdam • Beatriz Laus • British School in the Netherlands
- British School of Amsterdam • Direct Dutch Institute
- Harbour International School • HSV International School
- International School of Amsterdam • International School Delft
- International School of The Hague • International Waldorf School The Hague • Kelly Lynn • Nord Anglia International School Rotterdam • Optimist International School
- Rotterdam International Secondary School • SPEAK
- Waldorf Bilingual Primary School • Winford Bilingual Primary School • Young Expat Services

Living

- American Women's Club of The Hague • Amsterdam International Community • Amsterdam Mamas • Broadcast Amsterdam • Delft MaMa • Dutch BuzZ • DutchNews
- Erasmus Student Network • Expat Republic • ExpatINFO Holland • Expatriate Archive Centre • Expats Utrecht
- Families in Global Transition • i am not a tourist (IANAT) bv
- IamExpat • International Locals Amsterdam • Kalpanarts
- M-space Graphic Designers • STET (English Theatre)
- Stichting Bright Future • TheHagueOnline • Xpat Media

Counselling Network

- Angelika Matthias • Ann Kuis • Caroline van Diest
- Carolyn Tabak • Cristina Baroncelli • Danielle Hollreiser
- Joseph Kindred • Karolina Fotyga • Katrina Verweij
- Lysanne Sizoo • Mariza Thanapoulou • Nuria Maldonado Bellido • Patric Esters • Sivan Weinstein • Sylvia Silberg

Want to support **ACCESS**?

Contact our team via fnd@access-nl.org



Read more about it

The ACCESS website is a repository for information and advice about moving to and living in the Netherlands. It also contains detailed articles on various topics that have featured in the ACCESS Magazine. Scan a QR code below to find out more!

Cover Story

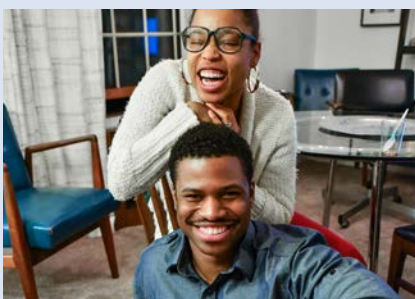


PHOTO: ERIC FROEHLING

Become a STAR of your own relocation



ACCESS News



PHOTO: MARTHA V COSTA

Pioneering our Patron Programme



Contact



access-nl.org



helpdesk@access-nl.org



+31 85 400 03 38

Helpdesks

- **The Hague:** City Hall, Atrium
- **Amsterdam:** IN Amsterdam, World Trade Center, I-Tower, ground floor
- **Amstelveen Municipality:** Amstelveen City Hall, Laan Nieuwer-Amstel 1
- **Utrecht:** IWCUR, International Welcome Centre Utrecht Region, Stadskantoor Utrecht, Stadsplateau 1, 2nd floor

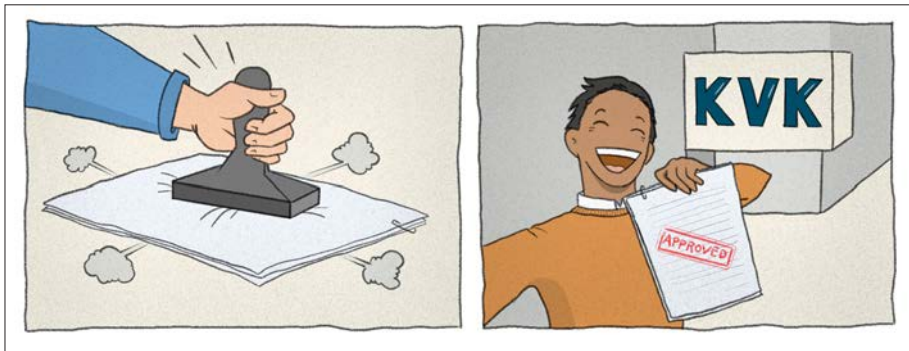
Colophon

Publisher Stichting ACCESS
Editorial Content editor@access-nl.org
Advertising 070 345 17 00 - rnd@access-nl.org
Editor Richard Morris
Proofreader Janet Coulombe
Design & Layout M-space - Graphic Designers
Printer Printall AS, Tallinn, Estonia
Cover Image Marina Višić
Contents Images (clockwise)
 Daria Pimkina, Łukasz Rawa, Nathan Anderson,
 Dennis Emtu, Souvik Banerjee

For Stichting ACCESS
 Deborah Valentine, Executive Director

ACCESS Alex

by Mapuha



Alex registers his new business at the Chamber of Commerce.



NORD ANGLIA
INTERNATIONAL SCHOOL
ROTTERDAM



ACADEMIC EXCELLENCE

Prepare for success with our rigorous curriculum, designed to challenge and inspire students to reach their full potential.

ACCEPTING DUTCH STUDENTS

Ambitious students from VWO and HAVO are welcome to join our diverse and vibrant international community.

WORLD-CLASS EDUCATION

Graduate high school with the International Baccalaureate - gain university entrance and global connections.

SCHOLARSHIPS AVAILABLE

Apply for an Academic Scholarship of up to 50% and give your child's ambitions a head start.

CONTACT US

@ admissions@naisr.nl

☎ (010) 4225351



www.naisr.nl



Scan for more information
about ISA

The International School of Amsterdam is a globally-recognised leader in educating for international understanding.

Founded in 1964, ISA was the first school in the world to offer all core IB programmes. Located in the green city of Amstelveen, ISA offers state-of-the-art facilities to students between the ages of 2 to 18, representing 65 nationalities.

Community is at the heart of everything we do. From inspiring transformative learning to shaping sustainable futures, we nurture meaningful connections and celebrate the strength of belonging.