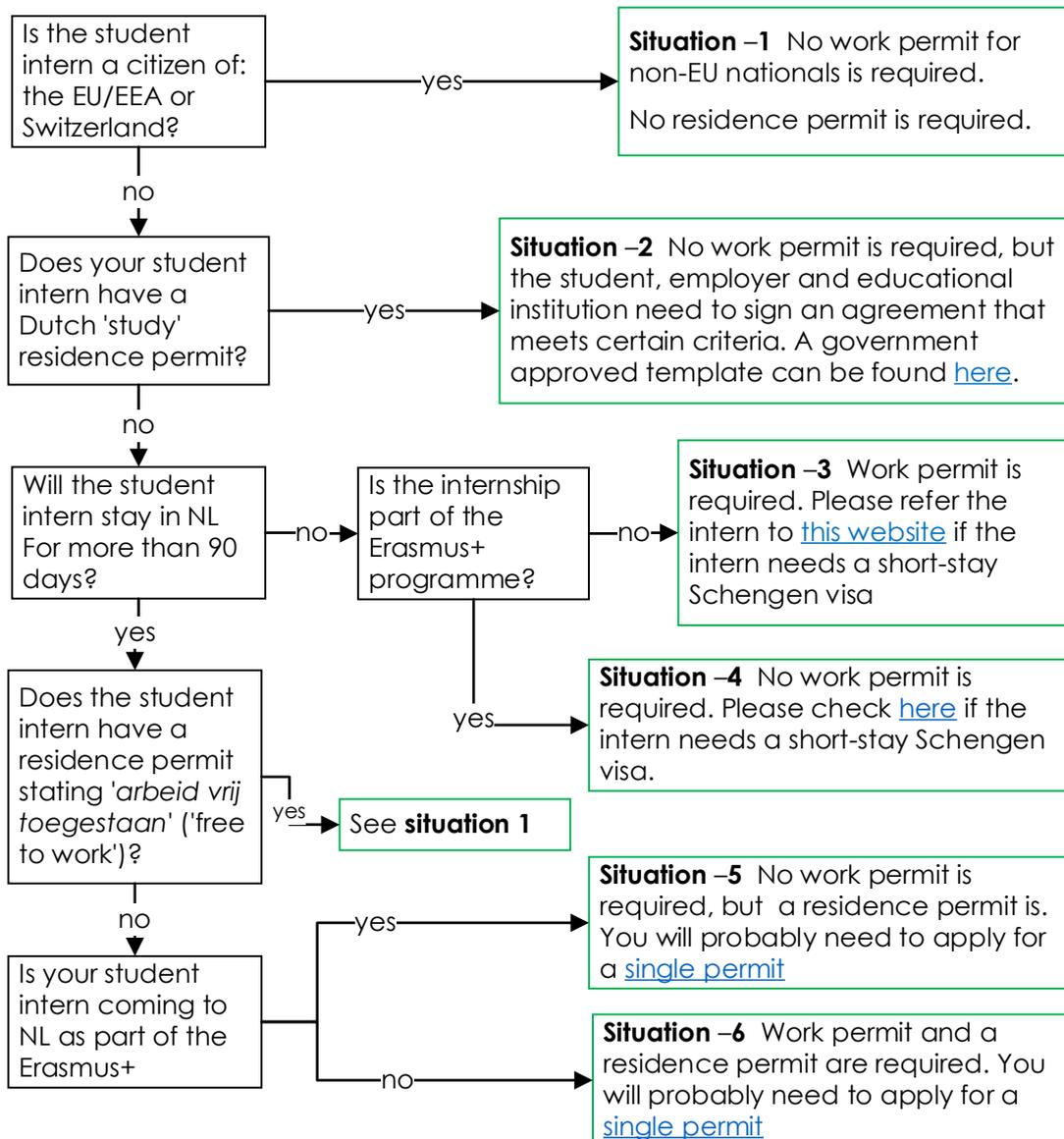


Can I hire an international student for an internship?

In many cases, it is possible to offer an internship to an international student in the Netherlands. However, there are regulations and administrative procedures you have to take into account. This decision tree gives you an overview of these regulations and procedures.

Decision tree internships for international students



Please note that, if an internship candidate with a non-EU/EER nationality has recently graduated, she/he can apply for a residence permit named [Orientation year highly educated people](#), or **search year** for short. With this permit the graduate is free to work and/or do an internship.

Situation 1 – No work permit or residence permit required.

This applies to EU and EER citizens and holders of a residence permit that says 'arbeid vrij toegestaan' (free to work). This group can enter the Netherlands legally with a valid identity document, such as a passport (always check to see whether this document is valid for the duration of the internship). This group has free access to the labour market, which means that you are not required to apply for a work permit.

How should student interns be insured for healthcare costs?

All residents of the Netherlands must be adequately insured for healthcare costs. Please refer to the 'Zorgverzekeringslijn' for more information <https://www.zorgverzekeringslijn.nl/english/>

Situation 2 – Internship in the context of a Dutch study programme. No work permit for non-EU nationals (TWV) is required, but a tripartite work placement agreement is.

International students with a valid residence permit with the purpose of study, who are currently studying in the Netherlands, do not need a work permit to do an internship. It is however a legal requirement to sign a tripartite work placement agreement. This because the institution of higher learning is the recognized sponsor of the student in terms of [migration legislation](#). A template for such an agreement can be found [here](#). This template was drawn up together with the Ministry of Social Affairs and Employment, the Employee Insurance Agency (UWV) and the Inspectorate SZW. The internship agreement sets out the learning objectives and arrangements regarding supervision towards the intern. For the internship to be legal the document should be signed by the employer, the student intern and the institution of higher education. You should keep a signed copy in your administration, together with a copy of the student intern's passport and residence permit.

Situation 3 – Internship for a maximum of 90 days - work permit for non-EU/EER nationals required

This is for student interns who will be staying in the Netherlands for a maximum of 90 days, who will be completing an internship at your institution and who are nationals from a country outside the EU/EEA and Switzerland.

Residence: you can determine whether a student intern needs a short-stay Schengen visa via this [website of the Dutch Ministry of Foreign Affairs](#). Student interns apply for short-stay Schengen visas themselves, via the Dutch representation in their own country. Please check the specific requirements for visa applications.

If the student does not need a short-stay Schengen visa based on their nationality or valid residence permit from another Schengen country, she/he can stay in the Netherlands for 90 days in any 180-day period. This is referred to as 'free-period residency'. In such cases, it is important that the document granting residency is valid for the entire duration of the stay in the Netherlands.

Work permit: employers need to apply for a work permit for non-EU nationals (TWV) for their student interns [via this website](#) from the Dutch Employment Agency (UWV).

Please note that, in case of an extension of the internship exceeding these 90 days, the student may require to apply for a residence permit from their home country. Please refer to [the website of the Immigration and Naturalisation Service](#) (IND) to determine the right residence permit.

Can I pay internship remuneration free of tax?

In principle, work placement remuneration is taxed. You may deviate from this if someone comes to the Netherlands solely for the purposes of doing an internship and remains in NL for no longer than six months, and if you pay the student intern remuneration in order to cover the costs of accommodation and living expenses. A regular internship remuneration usually meets these requirements. For more information please refer to the payroll tax handbook on the [website of the tax authorities](#)

How do I apply for a separate work permit for non-EU nationals (TWV)?

You can apply for a work permit [via the website](#) of the Employee Insurance Agency (UWV), www.werk.nl. Please check the requirements for application [here](#).

Is a foreign student intern allowed to take up an internship after graduation?

Yes, as of May 2018, a foreign student intern may also take up a work placement after graduation, as long as the application for the work permit is submitted no later than two years after graduation. Please note that the other conditions for receiving a work permit for a work placement apply as well.

Situation 4 – Erasmus+ internship for a maximum of 90 days- no work permit required.

This is for student interns who will be staying in the Netherlands for a maximum of 90 days in any 180 day period. Normally, a work permit for non-EU nationals (TWV) is required for this situation, but because the student intern is participating in the Erasmus+ programme, an exemption for the work permit for non-EU nationals is applicable.

Residence: you can determine whether a student intern needs a short-stay Schengen visa via this [website of the Dutch Ministry of Foreign Affairs](#). Student interns apply for short-stay Schengen visas themselves, via the Dutch representation in their own country. Please check the specific requirements for visa applications.

If the student does not need a short-stay Schengen visa based on their nationality or valid residence permit from another Schengen country, she/he can stay in the Netherlands for 90 days in any 180-day period. This is referred to as 'free-period residency'. In such cases, it is important that the document granting residency is valid for the entire duration of the stay in the Netherlands.

How can student interns obtain a citizen service number (BSN)?

You will need your student intern's citizen service number (BSN) for your administration. Student interns can get a citizen service number from the municipality. For a stay shorter than four months, student interns can register with the municipality at the RNI counter (Register of Non-residents). Student interns who will be staying in the Netherlands for more than four months have to register with the municipality during the first week of their stay. For more information, please refer to [this website of the Dutch government](#).

Situation 5 – Work permit is not required, residence permit is required

This is for student interns who come to do an internship for longer than 90 days, who are nationals from a country outside the EU/EEA or Switzerland and who are doing internship as part of the Erasmus+ programme.

In most cases you apply for a single permit, where in this case there is no component of a work permit. Please refer to the [webpage of the Immigration and Naturalisation Service for trainees and learning on the job](#). In order to complete this procedure, you have to be able to demonstrate that the internship took place as part of the Erasmus programme.

Right of residence for the purpose of a post-graduate work placement: it is also possible to become a student intern after completing a degree programme. The 'learning on the job' residence permit may be obtained up to two years following graduation. You can read more about this procedure in the previous section. Additionally, the '[Orientation year for highly educated persons](#)' or 'search year' for short, is an option up to three years after completing their degree. You can find more information about these permits on the website of the Immigration and Naturalisation Service (IND).

Situation 6 – Internship with residence permit and work permit

This is for student interns who will be staying in the Netherlands for more than 90 days, who will be completing an internship with you and who are nationals from a country outside the EU/EEA and Switzerland.

In most cases you apply for a single permit. Please refer to the [webpage of the Immigration and Naturalisation Service for trainees and learning on the job](#). An intern can apply for a 'learning on the job' residence permit up to two years following graduation. For graduates, the '[Orientation year for highly educated persons](#)' or 'search year' for short, is an option up to three years after completing their degree. You can find more information about these permits on the website of the Immigration and Naturalisation Service (IND).

Key legislation

- [Foreign nationals \(Employment\) Act \(WAV\) \(Sections 2 and 8 especially\);](#)
- [Foreign Nationals \(Employment\) Act \(Implementation\) Regulations, Annex I, under 30: Student interns in higher professional/university education;](#)

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