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## How do I work here as a trainee?

*I have Latvian nationality. My current employer in Latvia is part of a huge multinational organization with subsidiaries all over the world. In the autumn of 2002, I will be transferred to one of our factories near Haarlem, the Netherlands. I intend to fill the position of trainee with the Dutch subsidiary for two years, and hope to gain as much experience as possible. I understand some kind of work permit is needed. Where can I get one? What about a visa?*



Every year, trainees from all over the world come to the Netherlands for temporary employment and training. And in general, a work permit is required.

A Dutch employer of a trainee from one of the countries of the European Union is exempted from the work permit requirement. But you should note that only Dutch employers can apply for and secure a Dutch work permit. You, as a foreign employee, are not eligible to apply for one. Non-EU nationals, who wish to work in the Netherlands as trainees with a multinational, should keep in mind the following information.

The Labour Act regarding aliens holds some favourable regulations concerning trainees with multinationals in the Netherlands. A work permit is still required but the application procedure is simplified considerably. The Dutch multinational/employer is not obliged to advertise in a Dutch national newspaper or magazine, nor is a listing of the job opening with the local Employment Office and EURES needed.

With regard to this "fast track" trainee application, the following rules and regulations apply:

- the non-EU trainee should hold a university or higher education degree (masters or bachelors degree);
- the Dutch multinational/employer has to submit a detailed trainee programme, showing the necessity of actual employment and training in the Netherlands;
- the non-EU trainee is entitled to local terms of employment (similar to local trainees);
- the term of employment in the Netherlands has to be less than three years.

As a Latvian national coming to the Netherlands for more than three months, you should apply for a special entry visa, known as a 'Machtiging

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*voorlopig verblijf*' or MVV. I recommend you contact the Dutch embassy or consulate in Latvia for some guidance.

Your Dutch employer can assist you with regard to the MVV application by starting a '*referent*'-procedure in the Netherlands. Please check with your prospective Dutch employer if they have a premium processing deal with the Dutch Aliens Police and '*Immigratie en Naturalisatiedienst*' or IND, known as '*verkorte MVV procedure*'. This procedure may enable you to receive an MVV in a few weeks time.

After your arrival in the Netherlands, you should register with the local Aliens Police department, and apply for a residence permit. The Aliens Police will not process the residence permit application without proof of the MVV in your Latvian passport.

Patrick R. Rovers

October 2002

*Dear Expatica readers, feel free to contact our office with any questions or suggestions for future columns you may have. But please note that due to a hectic schedule and a planned holiday there may be some delay in a response.*

*This column is for informative purposes only, is general in nature, and is not intended to be a substitute for competent legal and professional advice. Dutch rules and regulations regarding aliens, work permits, visas, and residence permits are continuously subject to change.*

Patrick Rovers and Hans van Velzen

Subject: Ask the Experts



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