

A nine-year-old traineeship rebuilt as a three-year blended journey

Developing a three-year traineeship for young talents at YACHT, a secondment, recruitment and selection agency.

Yacht, a Randstad company • Netherlands • Since 2024

9+

average rating trainees give the trainers

3 years

one traineeship journey, rebuilt from a nine-year-old program

70:20:10

work floor, interaction, classroom

2 new locations

added for better accessibility

The challenge

The challenge

Yacht connects ambitious professionals with progressive organizations, with the aim of making an impact in a rapidly changing world and building successful careers. The 3-year traineeship is part of this.

The approach

Continuous adjustment to keep the trainee program up-to-date and successful

As the number of trainees within the traineeship grew, other needs arose. Monica d'Aumerie, Senior Talent Acquisition Specialist at Yacht, says: "We wanted to move away from traditional learning methods within the traineeship and focus more on blended learning, with a focus on online learning. For this, we needed an online learning platform. In addition, the program had to be better suited to Generation Z and offer more choices to trainees. This led to the search for a partner who could help with these challenges. This is how we ended up with Relevance."

Key elements of the collaboration

- **Facilitating a good substantive program and keeping it up-to-date** Relevance has helped develop and maintain a substantive trainee program that suits the trainees.
- **Back-office support** Relevance provides planning and organizational support to ensure the program runs smoothly. They are also the first point of contact for Yacht trainees.
- **An online learning environment** Relevance has an online learning environment that is an important part of the trainee program.

What changed

Success results

- **Rating: 9+** Trainers were rated with an average of a nine plus by the trainees.
- **Diversity: Freedom of choice** Trainees have the freedom to choose and access various modules and coaches.
- **Personal growth: Soft skills** Yacht notices the growth of trainees, especially in soft skills and personal development.
- **Locations: Two new locations** Two new locations were added, contributing to better accessibility.

At a glance

Program

'Pushing Inner Talent', a three-year young talent traineeship

Audience

Trainees in Finance, IT, Supply Chain, Spatial Planning and HRM

Format

Blended: learning platform, live classes with role plays, mentoring, coaching, intervision

Since

2024

Region

Netherlands

What they did

Blended learning journey · Online learning platform · Face-to-face training days · Mentoring · One-on-one coaching · Peer coaching & intervision · Practice with actors & simulations · Self-enrollment

"With an HRM bachelor's degree and a master's degree in policy, communication and organization, I had many questions at the start of my career. The traineeship has given me a lot of clarity. On one side, in what my strengths are as an individual and in what makes me happy. On the other side, in which roles appeal to me and fit me as a professional.

The design and setup of the traineeship was excellent. You gain a lot of new knowledge through the trainers' input and by following the optional modules. You get personal guidance and contacts with colleagues. In this way, it becomes a truly personal, tailor-made program for you. The training days are practice-oriented and lively due to the role plays. The program fits seamlessly into my professional field."

Sam

Trainee 'Pushing Inner Talent' program

The biggest takeaways

- 1 A traineeship for Generation Z needs an online core and real choice; the live days stay for practice.
- 2 Handing the back office to the learning partner is what makes a large-scale program run smoothly.
- 3 Quarterly evaluations keep a multi-year program relevant while the target group changes.



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