

# Impact Report

**International Students Work**  
2023 - 2024

Groenestraat 294  
6531 JC Nijmegen  
The Netherlands  
[www.internationalstudentswork.n](http://www.internationalstudentswork.n)  
|



# Table of Content

## 01

Our Story So Far

## 02

The Challenges  
Students Face

## 03

New benefits  
for employees

## 04

Our Impact  
Since 2019: More  
than Jobs

## 05

Challenges and  
Future Directions

## 06

Beyond the  
Workplace

## 07

Expanding Our  
Reach Across  
the Netherlands





## Our Purpose

Our vision is to see a future where international students can seamlessly integrate into the Dutch labour market, contributing their diverse talents and perspectives to the economy.

We believe in creating opportunities that allow these students to develop their careers, build meaningful connections, and experience all that the Netherlands has to offer.

## Our Mission

At International Students Work (ISW), we are driven by the mission to empower international students in every corner of the Netherlands.

Our goal is to bridge the labour-market gap between international and local students, ensuring that every international student and graduate feels welcomed, supported, and integrated into Dutch society.

We strive to create a level playing field where international students have equal opportunities to thrive academically, professionally, and socially.

**In 2024  
ISW  
helped**

**150+  
students**





# 02

## The Challenges International Students Face



### 1. Financial Stability

**96% of students work part-time to enhance their financial security.**

Financial stability is a critical concern for international students, many of whom must balance the costs of living with their academic commitments.

For many, these jobs are not just about making ends meet—they are essential for affording basic necessities and participating in the rich cultural life of the Netherlands.

#### KEY INSIGHT

Part-time work is crucial for financial independence, with 37% of respondents citing significant improvement in their financial situation thanks to their employment.

### 2. Building Routine

**95% of students** reported that their part-time jobs helped them **establish a better weekly routine.**

Maintaining a structured weekly routine is vital for student success. Our survey found that

This routine not only supports their academic performance but also enhances their time management skills, allowing them to balance work, study, and personal life more effectively.

#### KEY INSIGHT

Regular employment helps students develop strong time management skills, which 90% of respondents indicated as a factor in their increased productivity.







---

### 3. Building Social Networks

**92% of students** stating that **forming new social networks was a key motivation for their employment.**

Social integration is a significant aspect of the international student experience. Part-time work provides a platform for building professional and personal relationships. These connections are crucial for creating a sense of belonging and easing the transition into Dutch life.

#### KEY INSIGHT

The opportunity to build a social and professional network is a primary driver for part-time work, with 77% of students seeing their networks expand significantly as a result.

### 4. Enhancing Productivity

**90% of students** in our survey reported that **balancing a job with their studies increased their overall productivity.**

Working while studying can be challenging, but it can also enhance productivity. By engaging in work that complements their academic pursuits, students learn to prioritize tasks and manage their time more effectively.

#### KEY INSIGHT

Balancing work and study leads to better time management, which 95% of respondents credited with helping them establish a more effective weekly routine.





---

## 5. Combating Loneliness

**85% of students** state that their jobs helped them feel more connected to others.

For many international students, the transition to a new country can be isolating. Part-time work helps alleviate feelings of loneliness. The social interactions that come with employment are critical in building a support system and integrating into the community.

### KEY INSIGHT

Employment plays a significant role in reducing feelings of isolation, contributing to the overall well-being of 85% of students.

## 6. Developing Skills and Preparing for the Future

**64% of students** reported that their jobs helped them acquire new skills that will be valuable in their future careers. Additionally, **74%** see these roles as a way to enhance their CVs, making them more competitive in the job market.

Part-time jobs are not just a means to an end; they are opportunities for professional development.

### KEY INSIGHT

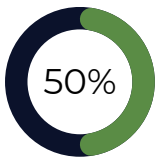
Skill development is a critical outcome of part-time work, with 64% of respondents noting the acquisition of new, valuable skills.





# Challenges working students are facing

On the first edition of the survey which was conducted last year, working students stated that they were having challenges at work. This includes **language barrier**, workplace's distance that is too far and the **unavailable public transport** due to irregular working hours.



50% expressed that they encounter language barrier during their part-time work experience

How we contribute on solving the issues

1. **Discounts** on Swapfiets products were introduced this year as a benefit for employees to reach workplace faster and easier with e-bikes
2. To tackle language barriers, we have **encouraged students to start learning Dutch language** as an investment for their long-term plan in the Netherlands. We partnered up with a language institution to make this happen. Working students get to access up to 30% discount for beginner & advance courses with Piece of Dutch.
3. **Guidance** after students find work has always been our core activity and to ensure that the students are well-informed, we curated & introduced a Handbook for all of our employees to get onboarded via ISW.



## New benefits for employees



Discounts on renting Swapfiets e-bikes



Partnered up with Dutch courses to Discounts on Dutch classes



Handbook provided with all the guidance



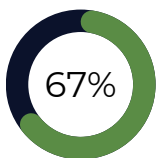
# Our Impact Since 2019: More than Jobs



## 1. Collaborations with +30 local companies

We have increased our effort in expanding partnerships outside Nijmegen in the past year. In result, we built collaborations with over 30 local companies in major student cities like Nijmegen, Eindhoven, Arnhem, Amsterdam, and Rotterdam. These partnerships have opened doors for international students to secure part-time employment while providing Dutch businesses with access to a diverse pool of international talent.

## 2. Long-term integration into Dutch society



expressed a stronger intention to stay in the Netherlands long-term

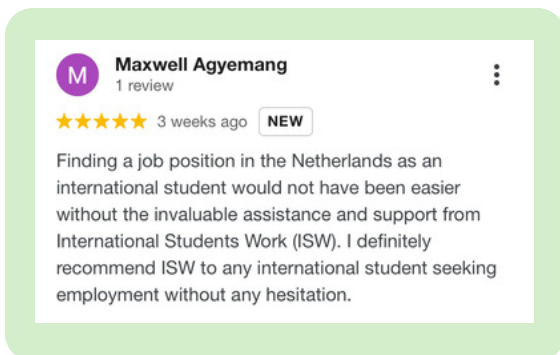
67% expressed a stronger intention to stay in the Netherlands long-term. These figures underscore the importance of employment in fostering both immediate academic success and long-term integration into Dutch society.



### 3. Advocating International Students' Skills & Talent

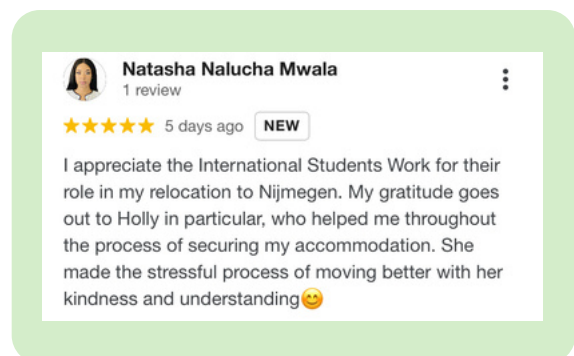
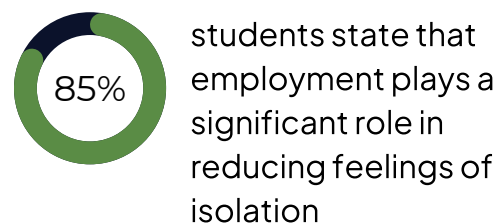
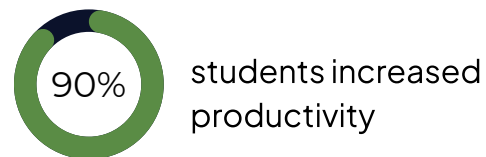
ISW plays a crucial role in advocating for the capabilities of international students, particularly in **reducing barriers to employment**. Numerous of international students are in the Netherlands to stay long-term. ISW plays a role in unlocking opportunities for international students.

Our efforts have been instrumental in helping local businesses hire their first international students, setting a precedent for more inclusive hiring practices.

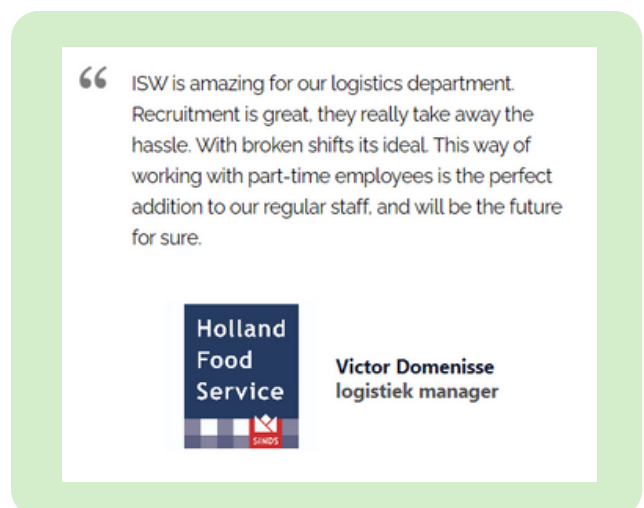


In effort to reduce barrier and workload of the employers, ISW made hiring internationals easier by assisting companies with work permit applications and navigating bureaucratic processes after students secure a job.

### 4. Boosting international students' well-being



This positive feedback reflects our commitment to meet the needs of our students and companies effectively.



# Challenges and Future Directions

05



While we are proud of the progress we have made, we recognise that there are still challenges to be addressed. Here's how we plan to tackle them:

## 1. Overcoming Language Barriers

Language remains a significant barrier for many international students. While English is widely spoken, mastering Dutch is often necessary for deeper integration into the workplace and society. We are actively exploring solutions to this challenge, including offering more language learning resources and encouraging workplaces to be more accommodating of non-Dutch speakers.

### KEY INSIGHT

Language barriers are a persistent challenge, with many students expressing a need for more support in learning Dutch, particularly for workplace communication.

## 2. Expansions Jobs and Workshops

As we continue to grow, we are committed to enhancing our community engagement efforts. This includes improving our group chats, which 10% of students rated as needing improvement, and organising more events that bring students together to share experiences and support each other.

### KEY INSIGHT

There is a need to foster a stronger sense of community among students, with plans to enhance social and professional networking opportunities.







---

### 3. Enhancing Financial Support and Compensation

We are constantly working to improve the financial compensation offered to our students. This involves advocating for fair wages and better working conditions, as well as providing resources that help students manage their finances more effectively. We have also expanded and started offering students help with mobility, insurance and banking to ensure they are thriving.

#### **KEY INSIGHT**

Financial stability is a top priority, and we are exploring ways to ensure that our students are adequately compensated for their work.



# Beyond the Workplace

# 06

## Supporting Dutch Life Integration

At ISW, our mission extends beyond just finding jobs for students. We are committed to helping them navigate all aspects of life in the Netherlands, from understanding Dutch health insurance to mastering cultural norms. Here's how we support our students beyond the workplace:



- Dutch Health Insurance Guidance: We provide ongoing support to help students navigate the complexities of Dutch health insurance, ensuring they understand their rights and obligations
- Engaging Content for Better Living: Our blogs and podcasts cover a wide range of topics, from language learning to student well-being, offering advice and sharing experiences that help students thrive both academically and personally.

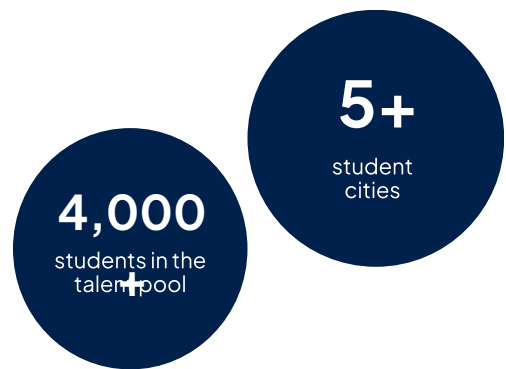


# Expanding Our Reach Across the Netherlands

# 07

Although ISW started in Nijmegen, we have rapidly **expanded our services** to other cities, including Arnhem, Amsterdam, Eindhoven, and Rotterdam, Den Haag.

By broadening our reach, we are able to support a greater number of international students, helping them integrate into local communities and find meaningful employment.





# We invite you to join us in Collaborations

## Building Connections with Academic Institutions

Academic institutions are vital partners in our mission. For example, **Radboud University** has provided us with on-campus office space, allowing us to be closer to students in Nijmegen until June 2024. We also conduct annual workshops at **Radboud University** and **HAN University of Applied Sciences and Utrecht University**, covering crucial topics such as Dutch labour regulations, job searching, and tax matters.

**Collaboration with academic institutions enhances our ability to reach and support students, providing them with the resources they need to succeed.**



## Building Connections with Study Associations

ISW is dedicated to fostering connections between students through partnerships with study associations. Our initiatives include a broadcast channel that connects students across different study associations in Nijmegen and Arnhem, helping them expand their networks and explore other cultures. Our collaboration with **ESN Nijmegen** has been particularly successful, providing students with numerous opportunities to engage with their peers and participate in cultural exchange.

**Building strong networks through study associations enriches the student experience, fostering cultural exchange and professional development.**





We believe that by **working together**, we can make a **significant impact** on the lives of international students in the Netherlands.

Whether you are a student seeking part-time work, an academic institution looking to support your international students, or a business interested in hiring international talent, **we invite you to join us in our mission.**

If our mission resonates with you, we encourage you to reach out to Isabella, who is passionate about helping international students succeed.

Book a **discovery call** with Isabella to explore how we can collaborate to create meaningful opportunities for international students across the Netherlands.

GET IN  
**TOUGH**  
Isabella Silva

isabella@internationalstudentswork.nl

