

## **Internship programme: Impactful Training & Coaching**

The internship programme 'Impactful Training & Coaching' (IT&C) is one of the most highly rated internships within the master SHOP. This (internal) internship is accessible to a select group of approximately twelve master students.

### **Programme aim**

Interns participating in the IT&C programme work as a junior trainer at the department of Social, Health and Organisational Psychology. The main task of interns is to teach communication skills to bachelor students. The aim of the IT&C programme is that interns develop themselves as impact-oriented trainers/coaches that use theory to understand and guide their training/coaching activities.

### **Programme structure**

The IT&C programme consists of a preparatory phase (1st semester; 5 ECTS) and the actual internship (2nd semester; 15 ECTS). In the preparatory phase, interns learn the basic knowledge and skills of how to design and deliver a training, how to intervene in group processes, how to coach students and peers, and how to provide them with feedback. This is accomplished through an exclusive one-week Summer school and a nine-week Train-the-Trainer course. In the actual internship phase, interns apply their newly gained knowledge and skills by acting as a trainer in the Psychology bachelor course on professional communication skills. During their internship, interns receive extensive (technical and personal) supervision to continuously improve their performance as a trainer/coach.

### **Unique selling points**

Compared to other internships, the IT&C programme is unique because of:

1. The responsibility that is granted to interns to independently train/coach groups of students. This level of responsibility is rarely granted to interns in a training or consultancy company.
2. The amount of supervision and training interns receive which results in a steep learning curve.
3. The intensive collaboration with other interns which enriches learning experiences.
4. The opportunities for career orientation which helps interns to develop their professional career.
5. The access that is provided to interns to join [PION](#), a professional network of former interns of the IT&C programme.

### **Employment prospects**

The IT&C programme has proven to provide master students with good employment prospects in the area of skills training, coaching, consultancy, teaching, HR development and management traineeships in organisations.

### **Contact and information**

For more information about the IT&C programme and how to apply, please contact [dr. Richta IJntema](#) at [r.ijntema@uu.nl](mailto:r.ijntema@uu.nl). Please note that the deadline for application is early June. As the internship is in Dutch, the internship is only accessible to students who are fluent in Dutch. We look forward to hearing from you!