



## OPEN DAYS

## TRIAL STUDY DAYS

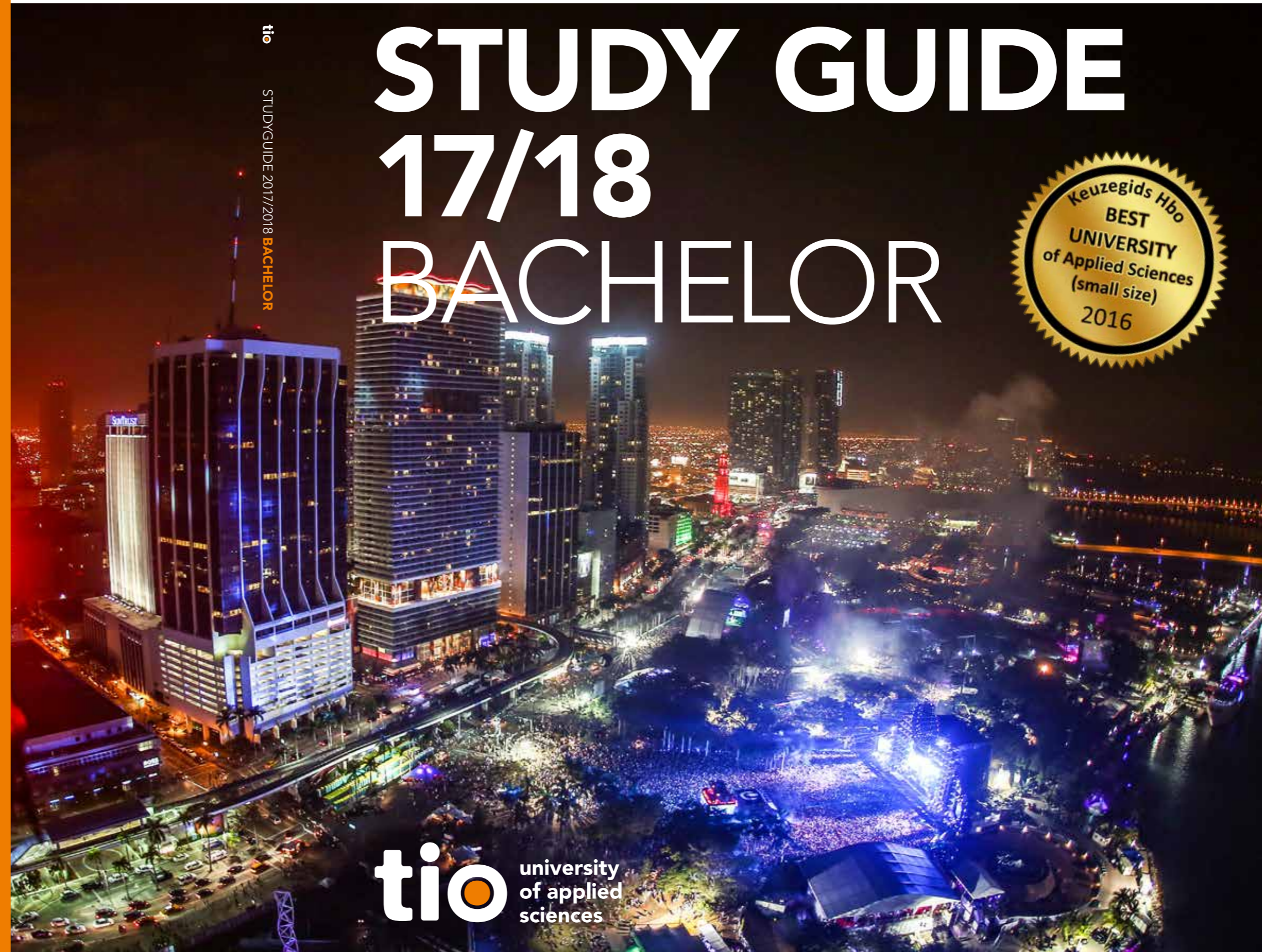
### AMSTERDAM

Sat 12/11/16 – 11.00 / 12.30 / 14.00	Fri 07/10/16
Sat 28/01/17 – 11.00 / 12.30 / 14.00	Fri 25/11/16
Thu 16/02/17 – 19.00 / 20.30	Fri 10/02/17
Sat 25/03/17 – 11.00 / 12.30 / 14.00	Thu 16/03/17
Thu 01/06/17 – 19.00 / 20.30	Mon 10/04/17
Sat 02/09/17 – 11.00 / 12.30	

### UTRECHT

Sat 05/11/16 – 11.00 / 12.30 / 14.00	Tue 18/10/16
Thu 08/12/16 – 19.00 / 20.30	Mon 05/12/16
Sat 04/02/17 – 11.00 / 12.30 / 14.00	Thu 19/01/17
Sat 01/04/17 – 11.00 / 12.30 / 14.00	Fri 24/02/17
Mon 08/05/17 – 19.00 / 20.30	Wed 12/04/17
Thu 06/07/17 – 19.00 / 20.30	

[www.tio.nl/en](http://www.tio.nl/en) – [internationaloffice@tio.nl](mailto:internationaloffice@tio.nl)  
 +31 (0)30 799 90 00



tio STUDYGUIDE 2017/2018 BACHELOR

# STUDY GUIDE 17/18 BACHELOR



**tio** university of applied sciences



# DEAR READER,

Welcome to Tio, a University of Applied Sciences where you will feel right at home. We offer a pleasant atmosphere, the ability of accelerated learning and the unique Tio concept. Students love Tio's small-scale and personal education.

I am proud of the Tio concept, as are our students, lecturers and employees. Multiple surveys prove this. As a private educational institution, Tio can invest more in the quality of its education. We offer students something that government-funded institutions cannot: small classes, more lectures and personal attention for every student. Our lecturers are from the industry and are therefore the perfect candidates to tell you what knowledge and skills are most important to your future. You can read all about it in this study guide.



I have been happily connected to Tio for over 25 years. Together with my 400 colleagues, I am constantly working on continuing Tio's development as the best university of applied sciences in the Netherlands. Tio is and will remain a great investment in your future.

I look forward to meeting you at one of our open days!

With kind regards,

Mark Duthler, MSc  
Managing Director

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Together with my 400 colleagues, I am constantly working on continuing Tio's development as the best university of applied sciences in the Netherlands

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## ABOUT TIO

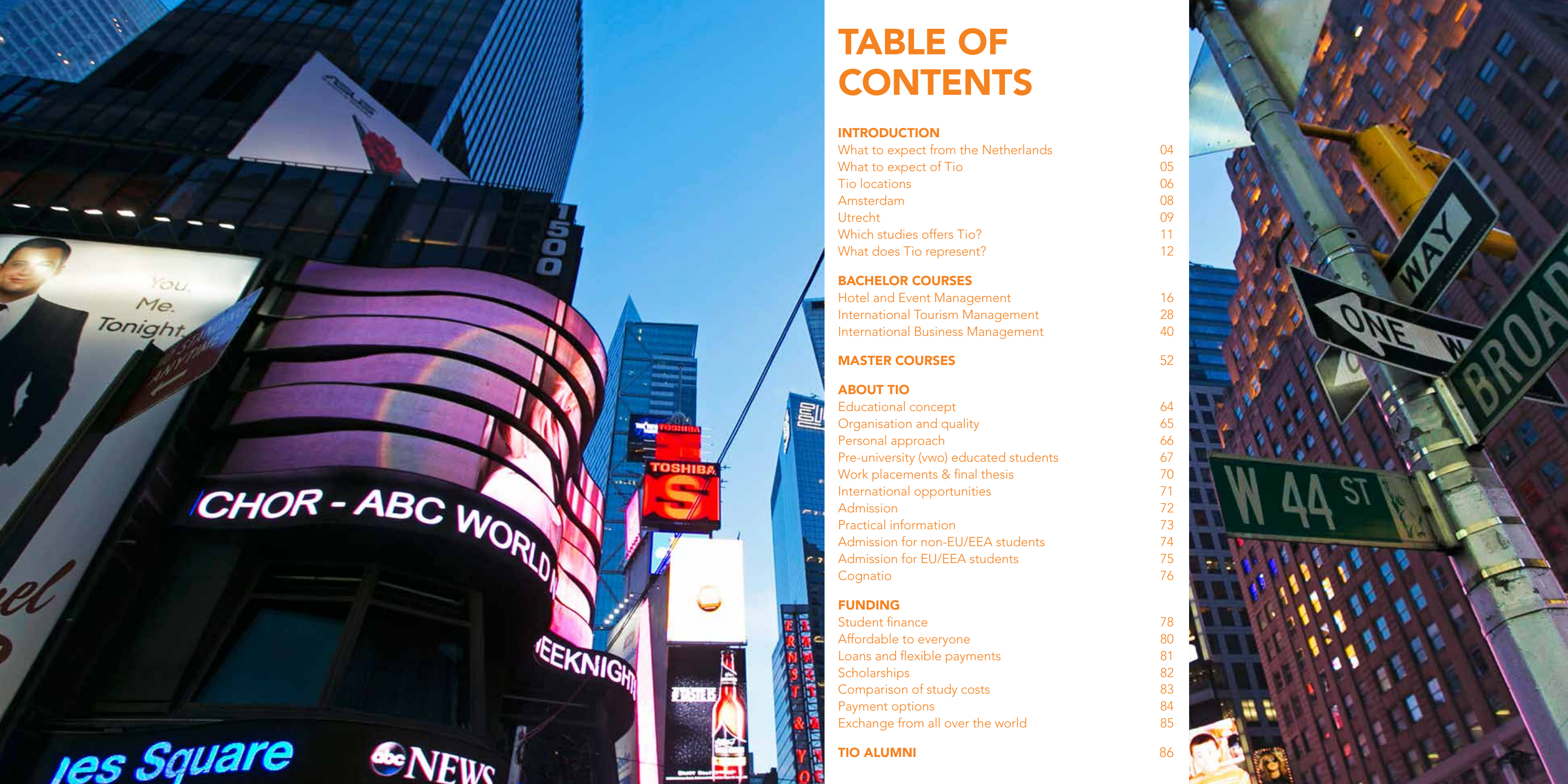
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## TIO ALUMNI

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# WHAT TO EXPECT OF THE NETHERLANDS

## THIS IS THE NETHERLANDS

The Netherlands is the perfect place to start your international career, since the Netherlands is (and always has been) the trading centre of the World. Dutch people are known for their spirit of commerce, open-mindedness towards people from different countries, international ambitions and innovative ways of thinking. The ideal place for an international education.

## HISTORY

The Netherlands has always been an innovative country. During the Golden Age the Netherlands was a safe haven for immigrants and travellers from different cultures all over the world. The Dutch entrepreneurial spirit emerged during the trading of the VOC (Dutch East India Trading Company) in Asia. Today, the Netherlands still is the world's largest investor, with about 3700 billion dollars in foreign investments.

## OPEN-MINDED

The Dutch are open-minded and free spirited. This is also reflected in the paintings of masters, such as Rembrandt and Van Gogh. Even Erasmus, founder of humanism whose name is used for the famous international Erasmus scholarships, was a Dutchman. The Dutch are friendly, tolerant and openminded to people from other cultures. Approximately 190 different nationalities live together in the Nether-

lands. Because of their sense of freedom and the flat countryside, the Dutch love to ride their bicycles, which explains why there are more bicycles than inhabitants.

## CHEESE AND FLOWERS

Originally the Dutch are known for their cheese and tulips. Every year, the Netherlands exports approximately 600 million kilos of cheese and more than 5 billion Euros worth of flowers and plants. However, in the past decade the Netherlands has also become known for other export products like its famous DJ's, big television concepts and solid investment companies.

## MODERN AND INNOVATIVE EDUCATION

In Dutch education the communication between teachers and students is informal. Lectures at Tio are very interactive. Students are expected to present their views and opinions. Studying at Tio means studying in a modern learning environment, equipped with the latest facilities.

## EVERYONE SPEAKS ENGLISH

Most Dutch people speak more than one language. In addition to English, many people are able to speak German, French or Spanish. The Dutch are pretty direct, social and are not afraid to give their opinion. They tend to be down to earth and to project this view to the rest of the world.



# WHAT TO EXPECT OF TIO

## THIS IS TIO!

Tio offers small-scale and high-quality education with challenging curricula and appealing projects. Making it a great place for Dutch and international students to study.

## TIO LEADS THE WAY

Tio is one of the most prestigious universities of applied sciences in The Netherlands. Satisfied students and the quality of education are key elements. Tio is very proud of the fact that in addition to the highest scores Tio received in the National student survey (NSE) and the Elsevier Enquiry Best study courses 2015, Tio has also been pronounced Best University of Applied Sciences (small size) in the Netherlands by the 2016 Higher Education Guide.

## VALUE FOR MONEY

Tio is a private educational institution, which is why the tuition fees are higher than those of government-funded institutions. Money well spent, considering you will be able to participate in exciting projects, study trips, international exchange and work placements.

## SMALL-SCALE AND PERSONAL

The education at Tio is small-scale, personal and interactive, lecturers know you by name. When weighted in the 2015-2016 academic year, the average number of students across the whole of Tio was 11 per classroom. This enables active participation in the lectures, for example by taking part in role-playing games and discussions. Projects are an important part of the bachelor courses. You will visit events, run a hotel with fellow students, organise a trip or manage an investment portfolio.

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Tio is one of the most prestigious universities of applied sciences in The Netherlands.

# TIO LOCATIONS



## TIO AMSTERDAM



A 3-minute walk from one of Holland's most accessible railway stations Amsterdam Sloterdijk.

## TIO UTRECHT



A 10-minute walk from Utrecht's central station, attractively located close to the city centre.

TIO ROTTERDAM

TIO EINDHOVEN

TIO HENGELO

# TIO AMSTERDAM

## METROPOLIS

Who wouldn't want to study in the vibrant and innovative capital of Amsterdam? Tio Amsterdam is located just a three-minute walk from Amsterdam Sloterdijk station.

### WELCOME TO TIO AMSTERDAM

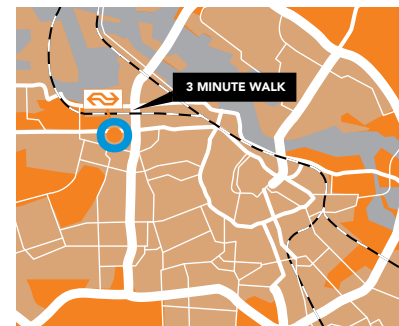
Tio Amsterdam is the largest of all of Tio's locations, but with around 650 students, it retained its intimacy. It is a modern location with a hint of that typical Amsterdam bravura and an international character. At Tio Amsterdam, you can choose both Dutch- and English-language bachelor courses.

### ABOUT AMSTERDAM

Amsterdam represents the perfect union of the hotel industry, event management, tourism and business. It is a metropolis with an abundance of lively streets and places to go out. The city is home to the highest number of five-star hotels in the Netherlands and it plays host to many major events and festivals, such as the Amsterdam Dance Event. Moreover, more than 700,000 passengers per year visit a business event in Amsterdam.

### TIO AMSTERDAM

Tempelhofstraat 5  
1043 EA Amsterdam



### OPEN DAYS

Sat 12/11/16 – 11.00 / 12.30 / 14.00  
Sat 28/01/17 – 11.00 / 12.30 / 14.00  
Thu 16/02/17 – 19.00 / 20.30  
Sat 25/03/17 – 11.00 / 12.30 / 14.00  
Thu 01/06/17 – 19.00 / 20.30  
Sat 02/09/17 – 11.00 / 12.30

### TRAIL STUDY DAYS

Fri 07/10/16  
Fri 25/11/16  
Fri 10/02/17  
Thu 16/03/17  
Mon 10/04/17

Amsterdam represents the perfect union of the hotel industry, event management, tourism and business.



"The vibrant and innovative character of Amsterdam is reflected at our beautiful location. With its many, sociable students and lecturers you feel right at home"

**MARTIJN NABERMAN**  
LOCATION MANAGER

# TIO UTRECHT

## THE STUDENT CITY

Choose Utrecht if you want to study in a real student city. In just ten minutes, you can walk from the Central Station, through Hoog Catharijne, to Tio Utrecht.

### WELCOME TO TIO UTRECHT

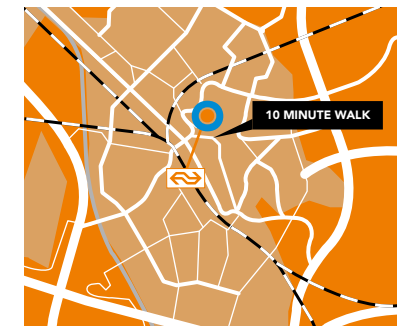
There is always something to do at Tio Utrecht, thanks to its international character and the many activities which take place at the location. In Utrecht, you can also choose the English-language bachelor courses. This location is the most centrally located, that's why it's obvious that students from all over the Netherlands and far beyond find their way to Tio Utrecht.

### ABOUT UTRECHT

Utrecht has the highest percentage of students of all Dutch cities. The city's population also has the highest average education level out of the Netherlands' four biggest cities. The historic city centre is not only home to the famous tourist attractions, but also to a wide range of cafes and restaurants. Visit a festival or a concert in TivoliVredenburg, the nation's most versatile music stage.

### TIO UTRECHT

Oudenoord 2  
3513 ER Utrecht



### OPEN DAYS

Sat 05/11/16 – 11.00 / 12.30 / 14.00  
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Sat 01/04/17 – 11.00 / 12.30 / 14.00  
Mon 08/05/17 – 19.00 / 20.30  
Thu 06/07/17 – 19.00 / 20.30

### TRIAL STUDY DAYS

Wed 18/10/16  
Mon 05/12/16  
Thu 19/01/17  
Fri 24/02/17  
Wed 12/04/17

Students from all over the Netherlands and far beyond find their way to Tio Utrecht.



"Tio Utrecht is a very sociable location with motivated students and many lecturers from the industry"

**ARTHUR TEEUW**  
LOCATION MANAGER



"TIO HAS A PERSONAL,  
PROFESSIONAL,  
AND SOCIABLE  
ATMOSPHERE"

Menno Djie

# WHICH STUDIES OFFERS TIO?

## MASTER

national en international  
1-2 years

p. 52-61

## HEM

hotel and  
event  
management  
3 or 4 years

1st year



p. 16-25

## ITM

international  
tourism  
management  
3 or 4 years

1st year



p. 28-37

## IBM

international  
business  
management  
3 or 4 years

1st year



p. 40-45

## EMS

e-commerce  
marketing  
sales  
3 or 4 years

MHS  
MTRO  
HMA

VWO  
HAVO  
MBO4\*

## HMA

hotel management  
1 year  
(mbo4)

HAVO  
MBO3<sup>(2)</sup>

## SRH

steward(ess)  
receptionist  
host(ess)  
1 year  
(mbo4)

## CBM

commercial  
business  
management  
1 year  
(mbo4)

\*Havo, vwo (any profile), mbo4-diploma. Comparable diploma, for example: German Fachhochschulreife or Abitur (allgemeine Hochschulreife), British GCE A levels, French Baccalaureat, American High School (incl. a college preparatory programme) or secondary hotel school-, tourism-, or business education. Visit [tio.nl/en/admission\\_requirements](http://tio.nl/en/admission_requirements).

# WHAT DOES TIO REPRESENT?



## SMALL-SCALE AND PERSONAL

Tio locations are small and offer a friendly and safe atmosphere. In the 2015-2016 academic year, the weighted average – measured across all of Tio's locations – was 11 students per lecture. The lecturers and staff know you by name, making Tio's education highly personal.

## STIMULATING EXCELLENCE

Tio loves stimulating talented students who want to excel. We have developed an honours programme especially for these students. Moreover, you can choose an extra minor, a management development work placement, an extra language or a higher level of language education. You can also excel by taking on a leadership role during one of the many projects or by earning a spot in the finals. Furthermore, Tio stimulates participation in external competitions. The small lecture groups are the ideal environment to show off your qualities and complete your studies quickly.

## LOTS OF GUIDANCE

Our lecturers inspire you to bring out the best in yourself. In addition to the large number of regular lectures, coaching sessions are scheduled during projects and scheduled study support is also available. We offer you all the guidance you need and do not leave you to your own devices. Cancelled lectures are guaranteed to be rescheduled.

## MOTIVATED STUDENTS

The students that choose Tio make a conscious choice. More than 75% of Tio's students (partly) fund their education themselves, and are therefore highly motivated. This leads to excellent results and passionate lecturers.

## ACCELERATED LEARNING

After completing your general secondary education, pre-university education or vocational training, you can obtain your bachelor's degree in just three years. This is the result of the intensive nature of Tio's courses: you have a lot of lectures and take part in a work placement during the summer.

## INTERNATIONAL OPPORTUNITIES

Tio has an extensive international network. All of our students spend some time abroad. You take part in one or more study trips and can choose an international (graduation) work placement or opt for a period studying abroad at one of our partner universities.

## PRIVATE EDUCATION FOR EVERYONE

Tio's high-quality education is affordable to everyone. DUO's student finance provides sufficient coverage to finance a Tio bachelor course. With the introduction of the new student finance system, you are given a lot of extra time to pay off your student grant. After graduating, you only have to repay € 20 per month based on an average starting salary. You can find more information about this on page 94.

## TIO LEADS THE WAY

For over 47 years, Tio has been renowned for the quality of its education. The Higher Education Guide 2016 has awarded Tio the title of Best University of Applied Sciences (small size) in the Netherlands. Tio also earns excellent results in Elsevier's "Best studies" guide and it has been number one for three years running for supporting students with an impairment. All of our bachelor courses also receive top marks in the National Student Survey (NSE).



## LECTURERS FROM THE INDUSTRY

Tio's lecturers are professionals with extensive experience in their field of expertise. They transfer their practical experience directly onto the students. Furthermore, nearly all of our lecturers have a master's degree.

## NATIONAL ORGANISATION

With five locations spread all over the Netherlands and a head office in Utrecht, Tio is a national organisation. This makes Tio an attractive match for companies all over the country and it is part of the reason why Tio's courses are highly rated in the business world. Many companies are happy to offer work placement positions to Tio students. Our nationwide operations also lead to increased impact and an excellent quality insurance.





sensational

# HEM

# HOTEL & EVENT MANAGEMENT

**Bachelor's degree  
in 3 or 4 years**

CROHO-number 34118



## WANTED: ORGANISATIONAL TALENT!

Welcome to the world of top-class hotels and star-certified restaurants. And also of festivals, sports events and conventions. HEM: the classic hotel school combined with event management.

Will you be the manager of a major hotel abroad? Or an expert in organising (international) events? Take the first step with the HEM bachelor course! Hospitality is all about creating an experience. Put yourself in your guest's shoes in order to make a stay or an event a great success and rely on your professional knowledge and capacities in the fields of management, organisation and e-commerce.

### THE INDUSTRY

Leisure is big business; from a stay at a hotel to visiting a music festival. Every year, tourism and recreation account for 68 billion of expenditures in the Netherlands. In 2015, over 15 million foreign tourists visited our country and this number is only expected to increase in the years to come. The Netherlands is also the leading nation in Europe when it comes to the number of conventions hosted here. The rising popularity of websites such as Booking.com have led to high

demand for professionals with knowledge of e-commerce. In other words, this is a sector with plenty of potential!

### BBA IN 3 OR 4 YEARS

The HEM course educates you for professional competence level in Hotel Management in three or four years. The HEM degree entitles you to use the internationally acknowledged Bachelor of Business Administration (BBA) title.

### BEST HOTEL SCHOOL

This bachelor course is NVAO-accredited and was once again rated the best Hotel Management bachelor course in the Netherlands in the 2016 Higher Education Guide. The course has also been awarded the highest scores in the National Student Survey for the sixth consecutive year and the HEM course came first in the Elsevier's 2015 'Beste studies' guide.

### IS THIS COURSE SUITABLE FOR YOU?

I am an organisational talent

The hotel industry interests me

I would love to take a look behind the scenes at events

It seems like fun to develop a new food concept

I want to discover different cultures

I like being hospitable

I am an entrepreneur

I love being in control

I like working in a team

# HEM

## CURRICULUM

An overview of the subjects you will take in the HEM bachelor course are listed below. You can find the content of the subjects at [tio.nl/en/hem](http://tio.nl/en/hem).

### HOTEL MANAGEMENT 30 EC<sup>1</sup>

Cooking skills	3
Food & beverage management	3
Guest lectures	1
Hotel and event week (project)	5
Hotel simulation game (project)	3
Menu development & design	1
Law and hospitality	2
Practical work placement	2
Reservation systems	2
Rooms division management	4
Technical hotel skills	2
Technical restaurant skills	2

### EVENT MANAGEMENT 27 EC<sup>1</sup>

Attend events (project)	0
City marketing	1
Creative concept design	1
Event management	3
Event marketing	2
Event project management	2
Event week (project)	1
International events	1
Marketing	10
Master classes	0
MICE (Meetings, incentives, conferences, exhibitions)	3
Sports and festival management	2
Trends and developments	1

### INTERNATIONAL MANAGEMENT 46 EC<sup>1</sup>

Business plan (project)	4
Company visits	1
Corporate social responsibility	2
Digital marketing	3
E-commerce	3
Finance & accounting	6
Human resource management	4
Information management	2
International study trip	3
Management skills	2
Operations management	3
Organisational behaviour	3
Professional development	2
Strategic advice report (project)	5
Supply chain management	3

### INTERCULTURAL COMMUNICATION 19 EC<sup>1</sup>

Business correspondence	4
Commercial skills	1
Communication	1
Corporate communication	2
Cross-cultural communication	2
English	6
German 2, French, Spanish 3 <sup>2</sup>	3

### APPLIED RESEARCH 42 EC<sup>1</sup>

Data analysis	2
Final thesis	30
Market research (project)	3
Research methods	7

### OPTIONAL SUBJECTS 76 EC<sup>1</sup>

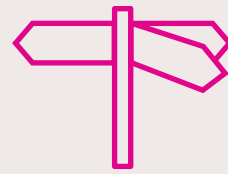
Minor	30
(International) work placement 1	20
(International) work placement 2	20
Free choice	6
Introduction to finance and accounting <sup>3</sup>	0
German 1, Spanish 1, 2 <sup>2</sup>	0
Extra language <sup>4</sup>	3
Excel <sup>4</sup>	1
Study coaching <sup>4</sup>	0
Wine study 1-2 <sup>4</sup>	3

1 EC stands for European Credit. One EC equals a workload of 28 hours. Subject to changes.

2 In addition to English, one other language is mandatory. German 2 and French continue at the level of final exams taken at senior general secondary education (Havo). If you choose German 1, you are obliged to complete German 2 in your second year. There will be additional expenses in the second year. If you choose Spanish 1, you are obliged to complete Spanish 2 in your second year and Spanish 3 in your third year. There are additional expenses in the second and third years. You will not receive any additional ECs.

3 Optional, only required for students whose pre-education did not include Management & Organisation.

4 Optional, therefore not mandatory.



# 1/3

You can choose a third of the study yourself



"It is great to take an in-depth look at various cooking techniques"

**ROBERT BOUMAN**  
STUDENT



"At Tio, theory and practice come together. You can apply all your knowledge and experience during the Hotel and event week"

**RACHELLE WAUTHLÉ, MA**  
LECTURER

# GETTING STARTED

Practical is the keyword during this course. Learning by doing.

### HOSPITALITY

Hotel practice and technical skills are the focus of the first year, hospitality at its foundation. You learn all about hotel and restaurant formulas and experiment with different preparation techniques in the cooking studio. You visit a variety of hotels, such as the Okura, Librije's Hotel or the Hilton, during your third-year study trip for example.

### EVENT MANAGEMENT

Event management is a recurring theme throughout the course. You learn all about organising events and event management is part of subjects such as event marketing, MICE and communication. During the Event week, you take part in the event game which has you working in a team to come up with a concept for a business or charity. You take a look behind the scenes of events and corporations and take part in a variety of workshops. You visit a festival, a concert or a sports match and report on the organisation.

### ENTREPRENEURSHIP AND E-COMMERCE

You train your communication and management skills with the ultimate goal of working together with your fellow students to run a hotel for a full week during the



Hotel and event week. Together, you will be responsible for F&B, rooms division, the website, online sales, the organisation of events and more. Guest lectures from heads of industry, knowledge of e-commerce and knowing how to draw up a business plan all serve to make you a clever entrepreneur.

### WORK PLACEMENTS AND FINAL THESIS

During the two (international) work placements, you will apply what you have learned into practice. Everything comes together in your final thesis.

Event management is a recurring theme throughout the course.

# CHOOSE A MINOR THAT SUITS YOU

In addition to your major, in which you follow the subjects from the curriculum, you can choose a minor of 30 ECs or two minors of 15 ECs to expand your knowledge.

## STUDY ABROAD

Enrich your language skills and international contacts by studying one semester at a partner university abroad.\*

30 ECs

## E-COMMERCE

You develop the ultimate internet strategy for a corporation. Advise on SEA, SEO and content building. You can put your knowledge into practice straight away during an extra work placement.

15 ECs

## GRAND INTERNATIONAL TOUR

Instead of a second work placement, you will study abroad for two semesters at one or two of Tio's partner universities.\*\*

50 ECs

## INTERNATIONAL BUSINESS

You will acquire knowledge of international marketing, cultural differences and international management in order to be able to advise a global player.

30 ECs

## FREE CHOICE MINOR

Have you found an organisation that has a challenging assignment for you? Do you have your own ideas for a project that will help expand your knowledge? This minor gives you the opportunity to pursue those goals.

15 ECs

## ENTREPRENEURSHIP

Together with a team of fellow students, you run your own organisation, complete with a management team, shareholders and an innovative product that you come up with, develop and put on the market.

30 ECs

## MANAGEMENT DEVELOPMENT WORK PLACEMENT

An intensive management work placement for exceptional students that has you developing and applying your management skills.

30 ECs

## INTERNATIONAL FINANCIAL MANAGEMENT

You analyse the international, business-related and financial risks of e.g. corporate takeovers.

15 ECs

## MARKETING COMMUNICATION

A mixture of marketing communication and concept design & media: you learn to reach out to consumers with your communication strategy.

15 ECs

\* Because the start and end dates of the academic year at some universities do not match those at Tio, you may miss out on several weeks of lectures at Tio or possibly incur one or several months of study delay.

\*\* Only available as part of the four-year course.



"After graduating, I want to start my own business.

During the minor Entrepreneurship you learn to set up a business plan and what to arrange with external stakeholders"

**ROGIER GROEN**  
STUDENT



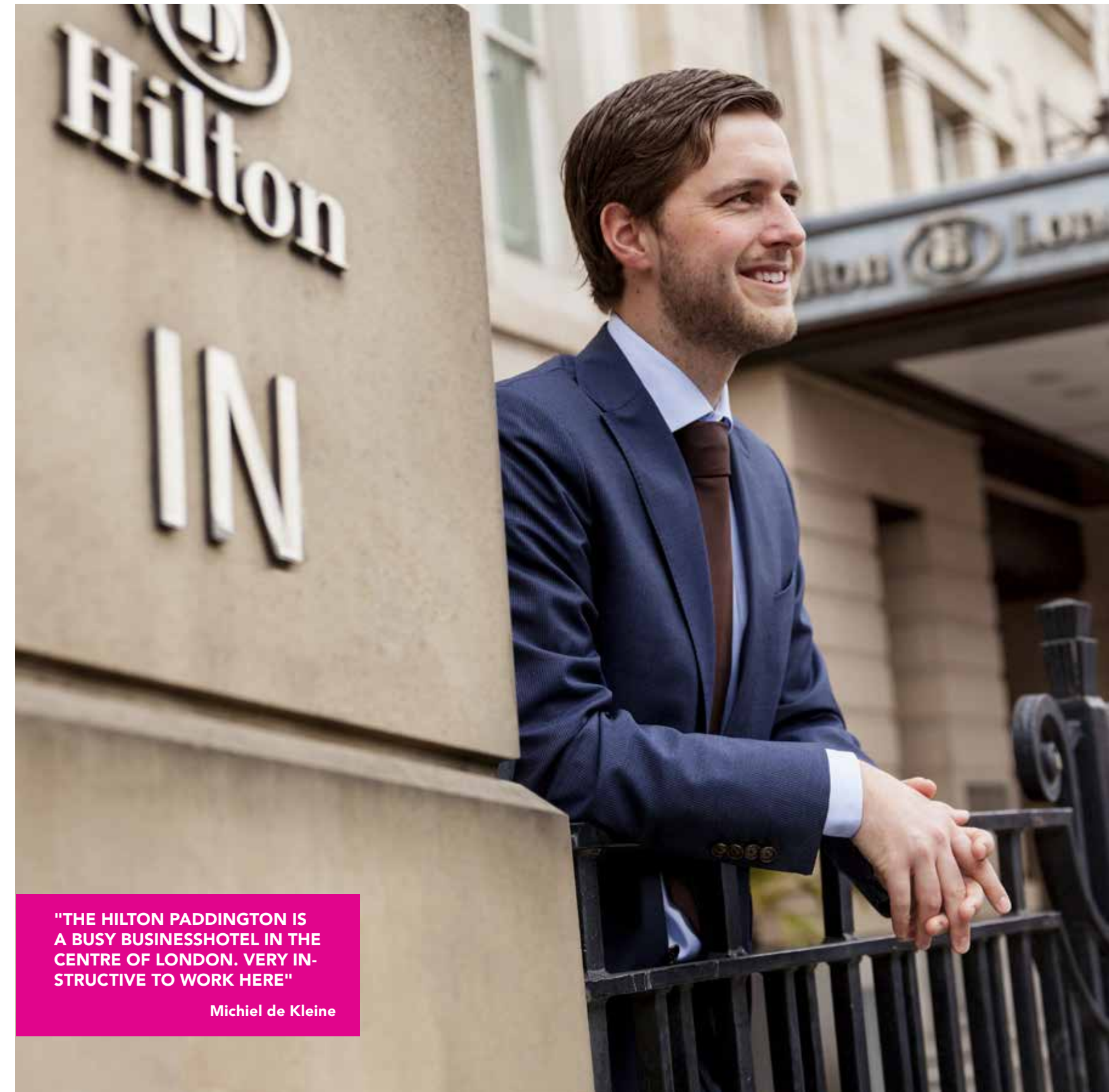
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partner  
universities all  
over the world



"I had no prior knowledge about developing a website, but during the minor E-commerce I learned how to build and maintain a website"

**EVELIEN OOMS**  
STUDENT



"THE HILTON PADDINGTON IS A BUSY BUSINESSHOTEL IN THE CENTRE OF LONDON. VERY INSTRUCTIVE TO WORK HERE"

Michiel de Kleine

# HEM

## THIS IS WHY STUDENTS CHOOSE HEM

### SPECIALISATION EVENT MANAGEMENT

Event management and the hotel business are inseparable. The HEM course is the classic higher hotel school complemented by event management.

### FREEDOM OF CHOICE

You have a lot of freedom of choice during the course: where you do your work placement, what your role is during projects, which minor suits you best and what subject to graduate in.

### HIGH-QUALITY DEGREE

Tio carefully safeguards the quality and end level of its courses, so you are guaranteed to get a valuable degree. At least 73% of all first-year HEM students end up earning their degree. The national average is 65%.

### INTERNATIONAL

All students complete one or more components of the curriculum abroad. In the third year, you go on an international study trip.

### SPECIALISATION E-COMMERCE

The events and hotel business is in the top 10 of industries with the highest amount of online expenses in the Netherlands. E-commerce is therefore an important aspect of the HEM course.

### SMALL CLASSES

Theoretical lectures are given to groups of no more than around 18 students, while practical lectures have groups up to 10 students. In the 2015-2016 academic year, the weighted average for the HEM-course – measured across all of Tio's locations – was 11 students per lecture.

### LEARNING BY DOING

Nearly 60% of the HEM course has a practical focus: projects and practical subjects. Furthermore, your lecturers all have practical experience in this field, you take part in two work placements and you can choose a minor with a practical focus.

### GUARANTEED LECTURES

Cancelled lectures are always rescheduled.

### LIVE WHEREVER YOU WANT

Several hotels school use a system of mandatory on-site housing. Tio allows you to live wherever you want and does not ask you to share your room.

### WIDELY EMPLOYABLE

You are trained to become a young professional with a feel for service and an organisational talent. These qualities are also valued outside the hotel and event industry. Your HEM degree allows you to work in several professional work fields, for example consultancy or the banking and insurance sector.

### THE BEST HOTEL SCHOOL IN THE NETHERLANDS

The 2016 Higher Education Guide awarded Tio the title of Best Hotel School in the Netherlands.

### LOTS OF GUIDANCE

On average, you have around 27 to 29 contact hours per week, except the final year when you are graduating. The small group sizes mean you will get lots of personal attention. During projects you will also receive excellent support; you can find the hours on your schedule. You can also get assistance with your homework.

### INDUSTRY COLLABORATION

Tio works closely together with trade associations and networking organisations such as HotelloTOP, INCH, IDEA, the Fellowship for Event Managers and Eventbranche to ensure that the latest trends and developments are promptly incorporated into the curriculum.

### ACCELERATED LEARNING

You can earn your BBA degree in just three years.



Graduation  
percentage  
HEM

73%

(national average 65%)



Winner  
HotelloTOP  
Talent of the  
year

Judith  
van der Borch  
tot Verwolde



"I am proud to be studying  
at the best hotel school in  
the Netherlands"  
SELWIN DEKKERS  
STUDENT

# YOU AND YOUR FUTURE



MITCHELL WARMERDAM –  
BNN

"Young people are at the core of this company. As an assistant manager of membership promotions, I have a lot of responsibility."



MAUREEN BOELS –  
ID&T

"I am concerned with among other things, planning, the stage and everything that is required for the Tomorrowland ground."



MARIEKE LAMBERTS – PULL-  
MAN EINDHOVEN COGAGNE

"It's a great experience to work as a director for a luxury and upscale brand like Pullman Eindhoven Cocagne."



FLORIS HEUER –  
FLORIS HEUER PHOTOGRAPHY

"The past two years I've worked in more than 20 countries. Within five years I want to be part of the top 5 event- and nightlife photographers worldwide."



MISHA YU – THE RITZ CARLTON  
HONG KONG

"I work at the Public Relations department and am responsible for the social media."



BORIS VRNOGA – SBV EVENT &  
TRAVEL CONSULTANCY

"As an international entrepreneur, you create your own opportunities, manage your own time and you discover the world."

## WHERE CAN YOU WORK?

Event organisations  
Hotels  
Restaurants  
Theme parks  
Convention and  
fair venues  
Cultural centres  
Multinationals  
Banking and  
insurance sector  
Cruise ships  
Booking engines

## WHAT CAN YOU BECOME?

Hotel manager  
F&B manager  
Event manager  
Wedding planner  
Convention organiser  
Marketing manager  
Consultant  
Reservations manager  
Entrepreneur

# HEM

## GENERAL INFORMATION

### LOCATIONS

Amsterdam and Utrecht offer bachelor courses taught in either the Dutch or English language.

### TWO ENROLMENT DATES

Monday 9 January 2017  
(kick-off day 20 December 2016).  
Monday 28 August 2017.

### BACHELOR DEGREE IN 3 OR 4 YEARS

At Tio, you can obtain your BBA in 3 years. Together with your study coach and depending on your results from the first year, you will choose between the three and four-year course after the end of your first year.

### INTERNATIONAL EXPERIENCE

International experience is important, so you will complete at least one part of the course abroad. This can be a (graduation) work placement or studying abroad.

### WORK PLACEMENT AND THESIS

Two work placements of at least 13 weeks each and one five-month final thesis project.

### STUDY LOAD

The study load is 27 to 29 contact hours and 13 to 18 hours of home study per week, dependent on whether you are following the 3 or 4-year programme. In the final year, dependent on the minor(s) selected, you have fewer contact hours and more home studying.

### EMPLOYMENT OPPORTUNITIES

Revenues in the hospitality industry have been increasing for over two years. That means the number of available employment opportunities have also been growing for a while now (source: CBS). Therefore the hospitality industry is in need of well-educated managers.

### AFFORDABILITY

As a student, you are entitled to a study grant of around € 20,000 per year. The income from the study grant is sufficient to finance the HEM course. More on page 94.

### ADMISSION REQUIREMENTS

- Havo, vwo (any profile), mbo4-diploma.
- Comparable diploma, e.g.: German Fachhochschulreife or Abitur (algemeine Hochschulreife), British GCE A-levels, French Baccalaureat, American High School (incl. a college preparatory programme) or secondary hotel school education.
- TOEFL: ≥ 550 points paper based, ≥213 points computer based and ≥ 80 points internet based (Tio code 4764). IELTS academic: ≥ 6.0 and Cambridge exam: ≥ FCE-A.
- For students who have not previously studied Management & Organisation, the optional subject Introduction to finance & accounting is mandatory.
- Students whose prior education did not include a second foreign language may choose German 1 or Spanish 1.

### STARTING SALARY

The starting salary for recent hotel school graduates is around € 2,000 per month (Higher Education Guide 2016).

### MASTER COURSES

Your HEM degree allows you to move on to many master courses, both domestically and abroad.

### ANNUAL COURSE FEES<sup>1</sup>

- Tuition fee EU per year<sup>2,3</sup> € 17,500
- Tuition fee 4th year € 8,300
- Study materials<sup>4</sup> € 800
- Enrolment fee (one-off) € 250

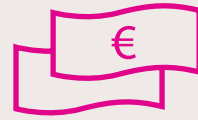
### OPTIONAL<sup>5</sup>

- Extra foreign language € 550
- Excel € 250
- Dutch language and culture € 450
- Introduction € 249
- Introduction to FA € 250
- Study coaching € 0
- Wine study 1-2 € 450

- <sup>1</sup> A registration is valid from 28 August '17 until 31 August '18 or from 1 January '17 until 31 January '18.
- <sup>2</sup> Including syllabi.
- <sup>3</sup> An extended registration costs € 2,500 per semester. An extended registration just for work placements and final thesis costs € 370 per month.
- <sup>4</sup> An estimate. The costs for the remaining years are around € 1,000, excluding study materials for the minor. Students are free to purchase their own books.
- <sup>5</sup> Optional and thus not mandatory.



Tio students  
best of Europe:  
win EMCup 2016



79% of HEM-  
students pay  
(part of) the  
costs of their  
study themselves



“The past two years ten students had a work placement at the hotel. We are very satisfied. We give interns a very responsible role.”

**JONA VERHOEVEN**  
INTERCONTINENTAL AMSTEL  
AMSTERDAM





international

# ITM

# INTERNATIONAL TOURISM MANAGEMENT

**Bachelor's degree  
in 3 or 4 years**

CROHO-number 34927



## WANTED: TALENT IN TOURISM!

As a tourism manager you sell the world both online and offline. You design trips, purchase at sharp rates and establish global contacts. ITM is your boarding pass to the future.

Do you love exploring new countries and different cultures and do you have commercial and leadership skills? ITM is the perfect course for you. After completing this course, you will know how to compose trips and promote these online. As a tourism expert with a background in e-commerce, you might work for a tour operator, for example, but you can also turn your own business into a huge success. Your knowledge of event management allows you to organise the most unique international (business) events and incentives.

### THE INDUSTRY

Tourism is the largest industry in the world. It is of crucial importance to our global economy. New business models and the advent of entrepreneurship have reshaped the industry drastically. There are also constant new developments in terms of products. Consumers no longer want package or group trips; instead, they are

looking for a unique experience. Other developments like social media, reviews and mobile access also lead to new trends.

### BBA IN 3 OR 4 YEARS

The ITM course educates you for professional competence level in Tourism & Recreation Management in three or four years. The ITM degree entitles you to use the internationally acknowledged Bachelor of Business Administration (BBA) title.

### BEST TOURISM COURSE

This bachelor course is NVAO-accredited and was rated best in the Higher Education Guide for the fifth consecutive year. The course has also been awarded the highest scores in the National Student Survey for the seventh consecutive year and the HEM course came first in the Elsevier's 2015 'Beste studies' guide.

### IS THIS COURSE SUITABLE FOR YOU?

I want to discover the world

I love composing a holiday

I want to discover different cultures

I enjoy looking for the best deals online

I love being in control

I enjoy speaking different languages

I am an organisational talent



# ITM

## CURRICULUM

An overview of the subjects you will take in the ITM bachelor course are listed below. You can find the content of the subjects at [tio.nl/en/itm](http://tio.nl/en/itm).

### INTERNATIONAL TOURISM 40 EC<sup>1</sup>

Company visits	1
Destination management	4
E-touring & business travel	6
Guest lectures	1
International study trip 1	3
International study trip 2	3
International study trip 3	3
Law and tourism	2
Tourism and leisure	4
Tour management	3
Tourism business innovation	3
Tour operating (project)	4
Travel destinations	3

### EVENT MANAGEMENT 22 EC<sup>1</sup>

Attending events	0
City marketing	1
Creative concept design	1
Event management (project)	1
Event marketing	2
Incentive & event travel (project)	2
International events	1
Marketing	10
Master classes	0
MICE (Meetings, incentives, conferences, exhibitions)	3
Trends and developments	1

### INTERNATIONAL MANAGEMENT 41 EC<sup>1</sup>

Business plan (project)	4
Corporate social responsibility	2
Digital marketing	3
E-commerce	3
Finance & accounting	6
Human resource management	4
Information management	2
Management skills	2
Operations management	3
Organisational behaviour	3
Professional development	2
Project management	2
Strategic advice report (project)	5

### INTERCULTURAL COMMUNICATION 19 EC<sup>1</sup>

Business correspondence	4
Commercial skills	1
Communication	1
Corporate communication	2
Cross-cultural communication	2
English	6
German 2, French, Spanish 3 <sup>2</sup>	3

### APPLIED RESEARCH 42 EC<sup>1</sup>

Data analysis	2
Final thesis	30
Market research (project)	3
Research methods	7

### OPTIONAL SUBJECTS 76 EC<sup>1</sup>

Minor	30
(International) work placement 1	20
(International) work placement 2	20
Free choice	6
Introduction to finance and accounting <sup>3</sup>	0
German 1, Spanish 1,2 <sup>2</sup>	0
Extra language <sup>4</sup>	3
Excel <sup>4</sup>	1
Study coaching <sup>4</sup>	0
Wine study 1-2 <sup>4</sup>	3

1 EC stands for European Credit. One EC represents a workload of 28 hours. Subject to changes. One EC represents a workload of 28 hours. Subject to changes.

2 In addition to English, one other language is mandatory. German 2 and French continue at the level of final exams taken at senior general secondary education (Havo). If you choose German 1, you are obliged to complete German 2 in your second year. There will be additional expenses in the second year. If you choose Spanish 1, you are obliged to complete Spanish 2 in your second year and Spanish 3 in your third year. There are additional expenses in the second and third years. You will not receive any additional ECs.

3 Optional, only required for students whose pre-education did not include Management & Organisation.

4 Optional, therefore not mandatory.



60%  
of the course  
has a practical  
nature



"We organised our complete trip to Lisbon ourselves. That responsibility is really awesome"

CARMEN VOLLEBREGT  
STUDENT



"As a marketing manager and manager e-commerce I have set up websites for all major tour operators and now I run my own online companies"

REIN SUIJKER, MBA  
LECTURER

# GETTING STARTED

Practical is the keyword during this course. Learning by doing.

### EXPERTISE

Travel destinations, tour operating and tour management: expertise is the foundation needed to provide custom solutions. You will learn all there is to know about tourism, leisure and business trips and you will visit renowned organisations in the industry. You will put your knowledge into practice during the Tourism Business Innovation project that is hosted in cooperation with the branch association ANVR. Additionally, event management is an important aspect of this course.

### E-COMMERCE

As a result of significant changes in the tourism sector, ITM focuses extensively on e-commerce. You will learn to promote a trip online and how to optimise a website to allow visitors to quickly and easily book their holidays.

### INTERNATIONAL TRIPS

You will immediately put your knowledge of tour management and events into practice. Together with a team of fellow students, you will compose two trips: an incentive trip and a group holiday. The team with the best trip will get the opportunity to actually go on that trip. As a future travel professional, you will also organise your own study trips in the first, second and third academic year. Each group is given



a budget with which to compose, book and carry out the trip.

### INTERCULTURAL COMMUNICATION

The course focuses extensively on learning to communicate. With the help of role-playing scenarios, you will learn how to handle complaints, sell holidays and present products.

You will practice your language skills and learn to do business with people from other cultures.

### WORK PLACEMENT AND FINAL THESIS

You will gain practical experience during two (international) work placements. Everything comes together in your final thesis.

As a result of significant changes in the tourism sector, ITM focuses extensively on e-commerce.

# CHOOSE A MINOR THAT SUITS YOU

In addition to your major, in which you follow the subjects from the curriculum, you can choose a minor of 30 ECs or two minors of 15 ECs to expand your knowledge.

## STUDY ABROAD

Enrich your language skills and international contacts by spending one semester studying abroad at a partner university.\*

30 ECs

## E-COMMERCE

You develop the ultimate internet strategy for a corporation. Advise on SEA, SEO and content building. You can put your knowledge into practice straight away during an extra work placement.

15 ECs

## GRAND INTERNATIONAL TOUR

Instead of a second work placement, you will study abroad for two semesters at one or two of Tio's partner universities.\*\*

50 ECs

## INTERNATIONAL BUSINESS

You will acquire knowledge of international marketing, business English and cultural differences in orders

30 ECs

## FREE CHOICE MINOR

Have you found an organisation that has a challenging assignment for you? Do you have your own ideas for a project that will help expand your knowledge? This minor gives you the opportunity to pursue those goals.

15 ECs

## ENTREPRENEURSHIP

Together with a team of fellow students, you run your own organisation, complete with a team, shareholders and an innovative product that you come up with, develop and put on the markets.

30 ECs

## MANAGEMENT DEVELOPMENT WORK PLACEMENT

A work placement for exceptional students that has you developing and applying your management skills.

30 ECs

## INTERNATIONAL FINANCIAL MANAGEMENT

You analyse the international, business-related and financial risks of e.g. corporate takeovers.

15 ECs

## MARKETING COMMUNICATION

A mixture of marketing communication and concept design & media: you learn to reach out to consumers with your communication strategy.

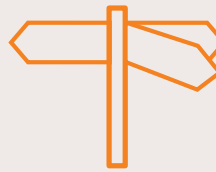
15 EC

\* Because the start and end dates of the academic year at some universities do not match those at Tio, you may miss out on several weeks of lectures at Tio or possibly incur one or several months of study delay.

\*\* Only available as part of the four-year course.



"I want to make my own choices and create my own success. That is why I choose the minor Entrepreneurship"  
**BAS REUTELINGSPERGER**  
STUDENT



# 1/3

You can choose a third of the study yourself



"With my minor I want to gain expertise in city marketing. I learned the most from the many practical examples given by the lecturers"  
**ANNEMIEKE DE JAGER**  
STUDENT



"I would definitely recommend to study abroad. You learn so much from the experience!"

Niels van der Heijden



# ITM

## THIS IS WHY STUDENTS CHOOSE ITM

### BEST TOURISM COURSE IN THE NETHERLANDS

The Higher Education Guide has awarded ITM the title of best tourism course for the fifth year in a row. No wonder, as Tio has been a well-known name in the travel industry for over 47 years.

### TIO HIGHLY REGARDED IN THE TOURISM SECTOR

A Tio degree is highly valued within the tourism sector. As such, there is high demand for Tio graduates.

### SPECIALISATION EVENT MANAGEMENT

Tourism involves much more than just booking a trip. MICE has become an inseparable part of the tourism sector. Event management is therefore an important aspect of the ITM course.

### SMALL CLASSES

The lectures are given to groups of no more than around 18 students, while skills training sessions have groups up to 10 students. In the 2015-2016 academic year, the weighted average for the ITM course – measured across all of Tio's locations – was 8 students per lecture.

### LEARNING BY DOING

At least 60% of the ITM course has a practical focus: projects and practical subjects. Furthermore, you take part in two work placements, conduct practical research and you can choose a minor with a practical focus.

### HIGH-QUALITY DEGREE

Tio carefully safeguards the quality and end level of its courses, so you are guaranteed to get a valuable degree. Over 73% of all first-year ITM students end up earning their degree. The national average is 63%.

### WIDELY EMPLOYABLE

Not only will you learn everything there is to know about tourism and events, you will also learn a lot about e.g. marketing and e-commerce during ITM. That makes ITM a broad commercial course that prepares you for a variety of positions, fields and industries.

### LOTS OF GUIDANCE

On average, you have around 25 to 27 contact hours per week, except during the final year when you are graduating. The small group sizes mean you will get lots of personal attention. During projects you will also receive excellent support; you can find the hours on your schedule. You can also get assistance with your homework.

### SPECIALISATION E-COMMERCE

In 2015, Dutch tourists booked nearly 80% of their trips online. The travel industry needs specialists in this field, ITM therefore combines knowledge of tourism with e-commerce.

### ACCELERATED LEARNING

You can earn your BBA degree in just three years.

### FREEDOM OF CHOICE

You have a lot of freedom of choice during the course: where you do your work placement, what your role is during projects, which minor suits you best and what subject to graduate in.

### GUARANTEED LECTURES

Cancelled lectures are always rescheduled.

### INTERNATIONAL

ITM offers a wealth of opportunities. For example, there are three study trips and all students take one or several components of the course abroad.



## ITM

5 years in a row the best in the Higher Education Guide



"The travel industry of the future needs smart and creative spirits. This means courses need to match the dynamics in our sector. At Tio that's well taken care of"

**FRANK OOSTDAM**  
ANVR



80% of all holidays were booked online (2015)

## YOU AND YOUR FUTURE



**SEBASTIAAN DE VRIES – TUI NEDERLAND**

"I work as a product & purchasing manager at TUI Nederland. It is great to be working with holidays every day."



**MARTIN DIELEMAN – ZOOVER**

"E-commerce has become an essential part of the travel industry. As a product manager, I have noticed this as well."



**JEREMY BOS – BCD TRAVEL**

"As Director Commercial & Product Marketing EMEA I control an international team. Very interesting to work at the top of business travel organisations."



**DAAN LENDERINK – SCHIPHOL TRAVEL INTERNATIONAL**

"With a revenue of ± 140 million euros, my company is in the top 5 of business travel agencies."



**MARLIES VAN VOORST VAN BEEST - SIXT**

"I lead 8 employees and make sure everything runs smoothly. I am proud of achieving a management position quickly after graduating."



**MAXIME WILLEMSE – CARLSON WAGONLIT TRAVEL**

"As an event manager for a big client, I travel every 6 to 7 weeks. To Dubai, Riga or Frankfurt for example."

### WHERE CAN YOU WORK?

Tour operators  
Theme parks  
(Business) travel organisations  
Airlines  
Event- and incentive agencies  
Cruise lines  
Hotels  
Wildlife resorts  
Booking websites

### WHAT CAN YOU BECOME?

Product manager  
(Business) travel advisor  
Tour manager  
(Online) marketer  
Event manager  
City marketer  
Sales manager  
Entrepreneur

# ITM

## GENERAL INFORMATION

### LOCATIONS

Amsterdam and Utrecht offer bachelor courses taught in either the Dutch or English language.

### TWO ENROLMENT DATES

Monday 9 January 2017  
(kick-off day 20 December 2016).  
Monday 28 August 2017.

### BACHELOR DEGREE IN 3 OR 4 YEARS

At Tio, you can obtain your BBA in 3 years. Together with your study coach and depending on your results from the first year, you will choose between the three- and four-year course after the end of your first year.

### INTERNATIONAL EXPERIENCE

International experience is important, so you will complete at least one part of the course abroad. This can be a (graduation) work placement or studying abroad

### WORK PLACEMENT AND THESIS

Two work placements of at least 13 weeks each and one five-month final thesis project.

### STUDY LOAD

The study load is 25 to 27 contact hours and 14 to 19 hours of home study per week, dependent on whether you are following the 3 or 4-year programme. In the final year, dependent on the minor(s) selected, you have fewer contact hours and more home studying.

### EMPLOYMENT OPPORTUNITIES

As a result of the heavily changed tourism sector, there is a great need for young people with good knowledge of e-commerce.

### AFFORDABILITY

As a student, you are entitled to a study grant of around € 20,000 per year. The income from the study grant is sufficient to finance the ITM course. More on page 80.

### ADMISSION REQUIREMENTS

– Havo, vwo (any profile), mbo4-diploma.  
– Comparable diploma, e.g.: German Fachhochschulreife or Abitur (allgemeine Hochschulreife), British GCE A-levels, French Baccalauréat, American High School (incl. a college preparatory programme) or secondary tourism education.

– TOEFL: ≥ 550 points paper based, ≥213 points computer based and ≥ 80 points internet based (Tio code 4764). IELTS academic: ≥ 6.0 and Cambridge exam: ≥ FCE-A.

– For students who have not previously studied Management & Organisation, the optional subject to finance & accounting is mandatory.

– Students whose prior education did not include a second foreign language may choose German 1 or Spanish 1. ING YThe grossing wage for tourism graduates is around € 1,800 per month (Higher Education Guide

### COURSES

Your ITM degree allows you to move on to many master courses, both domestically and abroad. Read more from page 52

### ANNUAL COURSE FEES<sup>1</sup>

– Tuition fee EU per year<sup>2,3</sup> € 17,500  
– Tuition fee 4th year € 8,300  
– Study materials<sup>4</sup> € 800  
– Enrolment fee (one-off) € 250

### Optional<sup>5</sup>

– Extra foreign language € 550  
– Excel € 250  
– Dutch language and culture € 450  
– Introduction € 249  
– Introduction to finance and accounting € 250  
– Study coaching € 0  
– Wine study 1-2 € 450

- 1 A registration is valid from 28 August '17 until 31 August '18 or from 1 January '17 until 31 January '18.
- 2 Including syllabi.
- 3 An extended registration costs € 2,500 per semester. An extended registration just for work placements and graduating costs € 370 per month.
- 4 An estimate. The costs for the remaining years are around € 900, excluding study materials for the minor. Students are free to purchase their own books.
- 5 Optional and therefore not mandatory.

# 82%

of the students  
choose a three-  
year bachelor  
course



“We work with Tio-interns for at least 10 years and always got good students who were well prepared”

LINDA GROOTVELD  
SUNDIO GROUP



“I research how the still unknown Faroe Islands can be positioned at the Dutch travel market”

BERBER WIND  
STUDENT



tripadvisor  
Golden Gate Bridge, San Francisco

San Francisco - Hotels - Vuchten - Vakantiehuisen - Restaurants - Activiteiten - Beste van 2015 - Winkelen - Meer - Schrijf een beoordeling

San Francisco, Californië, Verenigde Sta...  
Waar ben je naar op zoek? Zoeken

Verenigde Staten - Californië - San Francisco - Wat te doen in San Francisco - Golden Gate Bridge

### Golden Gate Bridge

19.898 beoordelingen - Nr.2 van 733 dingen om te doen in San Francisco

Bruggen, Bezienswaardigheden en monumenten

Overzicht - Tours & tickets - Beoordelingen (19.898) - V&A (17) - Locatie

Tour boeken - Opslaan - Schrijf een beoordeling

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- Eensnelig online boeken  
- Gegarandeerd de laagste prijs  
Meer informatie

Dit vermeldt verbeteren  
Routebeschrijving  
Golden Gate Bridge

Adres: Lincoln Boulevard, near Dayle Drive and Fort Point, San Francisco, CA 94125  
Telefoonnummer: 415-921-5858

multinational



# IBM

# INTERNATIONAL BUSINESS MANAGEMENT

**Bachelor's degree  
in 3 or 4 years**

CROHO-number 34144



## WANTED: BUSINESS TALENT!

The world revolves around trade. Establishing international contacts and seeing opportunities – or creating them yourself. IBM brings you one step closer to international success.

You close a deal with an American organisation and look into the possibilities of doing business in Asia. That is just business as usual after completing the IBM course. You can compete with the best of them in the financial services sector as well. You keep a close eye on international developments and always stay one step ahead of the latest trends. You have contacts around the world and use your knowledge in your position as manager of a multinational, as an independent entrepreneur or for a corporate takeover.

### THE INDUSTRY

The demand for highly educated managers with an international focus is growing as a result of the ever-expanding global trade. The Netherlands is a true trade nation. It is the fifth nation in the world when it comes to exporting goods and it holds the seventh spot for exporting services. With the right knowledge and a good feeling for finance and

e-business, you can also make it as an independent entrepreneur.

### BBA IN 3 OR 4 YEARS

The IBM degree, which is also available in Dutch, educates you to use the internationally acknowledged Bachelor of Business Administration (BBA) in three or four years. IBM is partly based on the International Business and Management Studies (IBMS) profile level of professional competence, supplemented with e-commerce.

### BEST BUSINESS COURSE

This bachelor course is NVAO-accredited and was once again rated the best in the Higher Education Guide 2016. Moreover IBM has also been awarded the highest scores out of all business courses in the National Student Survey for the third consecutive year and the IBM course came first in the Elsevier's 2015 'Beste studies'.

### IS THIS COURSE SUITABLE FOR YOU?

I have the will to score

I strive for a leadership position

I want to start my own business someday

I want to work in an international environment

I love working with numbers

I want to know more about trading on the stock exchange

I am curious about different cultures

I am good at establishing new contacts

# IBM

## CURRICULUM

An overview of the subjects you will take in the IBM bachelor course are listed below. You can find the content of the subjects at [tio.nl/en/ibm](http://tio.nl/en/ibm).

### BUSINESS & ENTREPRENEURSHIP 42 EC<sup>1</sup>

Corporate social responsibility	2
Creative concept design	1
Digital marketing	3
E-commerce	3
Export management	2
Information management	2
Marketing	10
Master classes	0
Operations management	3
Strategic advice report (project)	5
Student company (project)	8
Supply chain management	3

### FINANCE 20 EC<sup>1</sup>

Company visits	1
Finance & accounting	6
Financial analysis	1
Guest lectures	1
International finance	1
Management accounting & funding	1
Management game (project)	3
Stocks & bonds (project)	4
Trading & securities (project)	2

### INTERNATIONAL MANAGEMENT 31 EC<sup>1</sup>

Advisory skills	2
Change management	2
International advertising & media	2
International business	3
International business law	2
International HRM	4
International management	2
International week 1	2
International week 2	2
International week 3	1
Management skills	2
Organisational behaviour	3
Professional development	2
Project management	2

### INTERCULTURAL COMMUNICATION 29 EC<sup>1</sup>

Business correspondence	4
Commercial skills	1
Communication	1
Corporate communication	2
Cross-cultural communication	2
English	11
German 1,2, Spanish 1,2 <sup>5</sup>	3

### APPLIED RESEARCH 42 EC<sup>1</sup>

Data analysis	2
Final thesis	30
Market research (project)	3
Research methods	7

### OPTIONAL SUBJECTS 76 EC<sup>1</sup>

Minor	30
(International) work placement 1	20
(International) work placement 2	20
Free choice subjects	6
Introduction to finance and accounting <sup>3</sup>	0
Introduction to economics <sup>4</sup>	0
Excel <sup>5</sup>	1
German 1,2, Spanish 1,2 <sup>5</sup>	3
Study coaching <sup>5</sup>	0
Wine study 1-2 <sup>5</sup>	3

- 1 EC stands for European Credit. One EC represents a workload of 28 hours. Subject to changes.
- 2 In addition to English, one other language is mandatory.
- 3 Optional, only required for students whose pre-education did not include Management & Organisation.
- 4 Optional, only required for students whose pre-education did not include Economics.
- 5 Optional, therefore not mandatory.



# 93%

of the lecturers has a master's degree



"I think the Student Company is the best project. It clearly demonstrates what the future has to offer to entrepreneurial students"

**KIMBERLEY BONS**  
STUDENT



"As a professional in finance you're a business partner in- and outside the company.

That's why Tio offers an all-round finance course "

**DRS. TEUS VAN WALDERVEEN**  
LECTURER

# GETTING STARTED

Practical is the keyword during this course. Learning by doing.

### FINANCIAL EXPERTISE

You learn to negotiate and you keep a close eye on global trade. You learn to understand macro-economic changes during a management game held in a real-life environment. You will also create your own portfolio of stocks and shares during the Stocks & bonds project. The student with the highest returns compete in the finals. You visit domestic and foreign listed businesses such as banks or car manufacturers. You conduct market research and draw up an international strategic advice report in which you describe points of improvement for an existing organisation.

### INTERNATIONAL BUSINESS

You master the art of sales and giving product presentations with the help of role-playing scenarios. You learn to conduct business with other cultures. During the three international study trips, you visit a partner university and various international businesses. You are taught by international guest lecturers and the schedule includes several lectures and excursions.

### ENTREPRENEURSHIP

You set up a business together with your team: you brainstorm about market opportunities, conduct market research and sell your pro-



duct both on- and offline so you can pay out a nice sum in revenue to your shareholders. You draw up a business plan for your own international business. The management game helps you make decisions pertaining to finance and HR.

### WORK PLACEMENT AND FINAL THESIS

During the two (international) work placements, you will put what you have learned into practice. Everything comes together in your final thesis.

You will also create your own portfolio of stocks and shares during the Stocks & bonds project.

# CHOOSE A MINOR THAT SUITS YOU

In addition to your major, in which you follow the subjects from the curriculum, you can choose a minor of 30 ECs or two minors of 15 ECs to expand your knowledge.

## STUDY ABROAD

Enrich your language skills and international contacts by spending one semester studying abroad at a partner university.\*

30 ECs

## GRAND INTERNATIONAL TOUR

Instead of a second work placement, you will study abroad for two semesters at one or two of Tio's partner universities.\*\*

50 ECs

## E-COMMERCE

You develop the ultimate internet strategy for a corporation. Advise on SEA, SEO and content building. You can put your knowledge into practice straight away during an extra work placement.

15 ECs

## MARKETING COMMUNICATION

Marketing communication and concept design & media: you learn to reach out to consumers with your communication strategy.

15 ECs

## FREE CHOICE MINOR

Have you found an organisation that has a challenging assignment for you? Do you have your own ideas for a project that will help expand your knowledge? This minor gives you the option to pursue those goals.

15 ECs

## EVENT MANAGEMENT

This minor teaches you how you can strategically use an event to promote a brand or business.

15 ECs

## INTERNATIONAL FINANCIAL MANAGEMENT

You analyse the international, business-related and financial risks of e.g. corporate takeovers.

15 ECs

## PRACTICAL WORK PLACEMENT E-COMMERCE

In addition to the minor e-commerce, you can put your knowledge into practice straight away during this extra work placement.

15 ECs

## MANAGEMENT DEVELOPMENT WORK PLACEMENT

An intensive management work placement for exceptional students that has you developing and applying your management skills.

30 ECs

\* Because the start and end dates of the academic year at some universities do not match those at Tio, you may miss out on several weeks of lectures at Tio or possibly incur one or several months of study delay.

\*\* Only available as part of the four-year course.



34  
partner  
universities all  
over the world



"The international knowledge you gain and the game element of the minor Financial Management appeal to me most"

**JASPER BINK**  
STUDENT



"I think the most interesting about the minor Management Development is the extra work experience you gain. I learn a lot about e-commerce and business development"

**JOERY VAN ROOIJ**  
STUDENT



"It is fun to work for an organisation with an international character"

Larissa Esser





# IBM

## THIS IS WHY STUDENTS CHOOSE IBM

### SPECIALISATION FINANCE

Finance forms the central focus of the course. You will learn all about stocks, bonds, futures and securities during the Stocks & Bonds and Trading & Investments projects.

### INTERNATIONAL

IBM offers you plenty of international opportunities. Many students take part in a work placement abroad, you are taught by (international) guest lecturers, you encounter different cultures and you visit foreign partner universities during the two international study trips. You can also spend one or – if you choose the four-year course – two semester(s) studying at one of Tio's international partner universities.

### WIDELY EMPLOYABLE

IBM is a broad course that prepares you for corporate takeovers, independent entrepreneurship, a career at a multinationals and positions at SMEs, which make up 60% of Dutch export.

### EXCELLENT JOB OPPORTUNITIES

International trade makes up over 50% of the gross domestic product in the Netherlands alone. This leads to a wealth of job opportunities and prospects for well-educated young professionals.

### LEARNING BY DOING

Nearly 60% of the IBM course has a practical focus: projects and practical subjects. Furthermore, you set up your own business during the Student Company project and you take part in two work placements.

### ENTREPRENEURSHIP

During the IBM course, you develop your entrepreneurial skills, allowing you to turn any business into a success.

### ACCELERATED LEARNING

You can earn your BBA degree in just three years.

### NETWORKING

The excellent contacts with the business world, the wide range of available work placements and the study trips give you ample opportunity to develop a large network.

### SMALL CLASSES

Lectures are given to groups of no more than around 18 students, while skills training sessions have groups of up to 10 students. In the 2015-2016 academic year, the weighted average for the IBM course – measured across all of Tio's locations – was 13 students per lecture.

### HIGH STARTING SALARY

The gross starting salary for recent IBMS graduates is around €2,300 per month (Higher Education Guide.)

### BEST BUSINESS COURSE

The Higher Education Guide 2016 awarded the IBM course the title of best business course (IBMS) in the Netherlands. The Higher Education Guide's rating is based on the Student Survey and the evaluation of the NVAO.

### UP-TO-DATE CURRICULUM

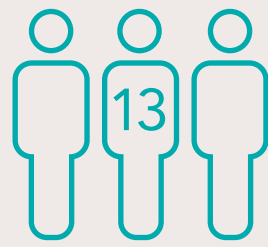
Tio works closely together with the business world and Tio's lecturers have practical experience in their field. That means the latest trends are reflected in the various subjects. Via the lectorate, Tio has a leading position when it comes to e-business.

### LOTS OF GUIDANCE

On average, you have around 27 to 30 contact hours per week, except during the final year when you are graduating. The small group sizes mean you will get lots of personal attention. During projects you will also receive excellent support; you can find the hours on your schedule. You can also get assistance with your homework

### SPECIALISATION E-COMMERCE

A lot of trading is done online: in the Netherlands, the online market is responsible for 19% of all expenditures. Cross-channelling is becoming more and more popular. E-commerce is therefore a key aspect of the IBM course.



15-16 Academic year: average group size for the IBM course is

13 students.



"It is a big advantage that lecturers are from the industry. This makes the lectures much more interesting and fun"

KELLY REIJNE  
STUDENT



Practical nature IBM, according to the students

(4,5 in the National Student Survey)

# YOU AND YOUR FUTURE



DARRYL HOPMAN – NOORDAM VERMOGENSBEHEER

"The stock exchange is in motion, no two days are the same. It is a real rush when your analysis is correct and your predictions come true."



MAARTEN BOSCH – ARTEX BV

"It is fun to contribute to tapping into almost new markets, in this case the German, at this multinational."



RINSKE BECKS – MAGASCHONI

"I am responsible for the PR of fashion brand Magaschoni in New York. I keep the website up to date, take care of e-blasts and assist at events. Very divers."



VICTOR OCCELLI – OO.COM AUSTRALIA

"As the buying manager for one of Australia's largest online department stores, I take on the competition."



ESTHER ROBAKIEWICZ – ABN AMRO

"I identify complaints, take part in meetings and improvement sessions and work on efficiency. I am proud to have ABN AMRO listed on my CV."



RODNEY VAN RIJEN – VALBURY ASIA FUTURES JAKARTA

"I study how the sales numbers in foreign exchange, stock exchange and investment banking can be improved."

### WHERE CAN YOU WORK?

Multinationals  
Banks  
Stock exchange  
Insurance companies  
SME  
Consultancy firms  
Advertising and communication agencies  
Telecommunication

### WHAT CAN YOU BECOME?

Financial manager  
Account manager  
Sales manager  
Entrepreneur  
Marketing manager  
Consultant  
District manager  
Managing Director

GO TO TIO.NL/EN/IBM TO READ MORE ABOUT THESE AND OTHER TIO STUDENTS.

## GENERAL INFORMATION

### LOCATIONS

Amsterdam and Utrecht offer bachelor courses taught in either the Dutch or English language.

### TWO ENROLMENT DATES

Monday 9 January 2017  
(kick-off day 20 December 2016).  
Monday 28 August 2017.

### BACHELOR DEGREE IN 3 OR 4 YEARS

At Tio, you can obtain your BBA in 3 years. Together with your study coach and depending on your results from the first year, you will choose between the three- and four-year course after the end of your first year.

### INTERNATIONAL EXPERIENCE

International experience is important, so you will complete at least one part of the course abroad. This can be a (graduation) work placement or studying abroad.

### WORK PLACEMENT AND THESIS

Two work placements of at least 13 weeks each and one five-month final thesis project.

### STUDY LOAD

The study load is 27 to 30 contact hours and 13 to 18 hours of home study per week, dependent on whether you are following the 3 or 4-year programme. In the final year, dependent on the minor(s) selected, you have fewer contact hours and more home studying.

### AFFORDABILITY

As a student, you are entitled to a study grant of around € 20,000 per year. The income from the study grant is sufficient to finance the IBM course. More on page 94.

### ADMISSION REQUIREMENTS

- Havo, vwo (any profile), mbo4-diploma.
- Comparable diploma, e.g.: German Fachhochschulreife or Abitur (allgemeine Hochschulreife), British GCE A-levels, French Baccalaureat, American High School (incl. a college preparatory programme) or secondary business education.
- TOEFL: ≥ 550 points paper based, ≥213 points computer based and ≥ 80 points internet based (Tio code 4764). IELTS academic: ≥ 6.0 and Cambridge exam: ≥ FCE-A.
- For students who have not previously studied Management & Organisation, the optional subject Introduction to finance & accounting is mandatory.
- For students whose prior education did not include economics, the optional subject Introduction to economics is mandatory.

### STARTING SALARY

The gross starting salary for recent IBMS graduates is around €2,300 per month (Higher Education Guide 2016).

### MASTER COURSES

Your IBM degree allows you to move on to many master courses,

both domestically and abroad. Read more about moving on to master course from page 52.

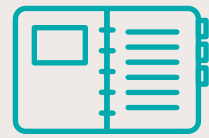
### ANNUAL COURSE FEES<sup>1</sup>

- Tuition fee EU per year<sup>2,3</sup> € 17,500
- Tuition fee 4th year € 8,300
- Study materials<sup>4</sup> € 700
- Enrolment fee (one-off) € 250

### Optional<sup>5</sup>

- Extra foreign language € 550
- Excel € 250
- Dutch language and culture € 450
- Introduction € 249
- Introduction to economics € 250
- Introduction to finance and accounting € 250
- Study coaching € 0
- Wine study 1-2 € 450

- 1 A registration is valid from 28 August '17 until 31 August '18 or from 1 January '17 until 31 January '18.
- 2 Including syllabi.
- 3 An extended registration costs € 2,500 per semester. An extended registration just for work placements and graduating costs € 370 per month.
- 4 An estimate. The costs for the remaining years are around € 900, excluding study materials for the minor. Students are free to purchase their own books.
- 5 Optional and therefore not mandatory.



# 27-30

contact hours  
per week on  
average



"For Randstad USA in Boston I research how internal processes can be digitalised and executed in a quicker, more efficient way"

DAVID DEN OTTOLANDER  
STUDENT



Highest average  
starting salary

# € 2,300



"AT EURONEXT ALL BUSINESS COMES TOGETHER. VERY INTERESTING HOW IT LOOKS IN REAL LIFE"

Sebastian Huibers



optional

# MSc/MBA

# MASTER COURSES

After your Tio BBA  
in 1 or 2 years

## MASTERS (MSC/MBA)

You can start working immediately with a Tio bachelor's degree. However, you can also choose to expand your knowledge with a master course.

After completing your Tio course, there are plenty of opportunities to take a master course – e.g. at one of Tio's partner universities or at a Dutch university. Your master can be an extension of your Tio course or focus on a different area of expertise.

### WHY A MASTER'S DEGREE?

A master course offers an academic extension of your knowledge and skills. You examine questions from a variety of angles and learn to quickly get to the bottom of scientific literature. This teaches you to solve complex problems and think in an innovative manner. You develop broad and extensive insights and learn to adopt a critical outlook. This increases your chances of landing a job and also raises your starting level and wage. In other words, a master course is an investment in your career.

### MASTER'S DEGREE IN ONE OR TWO YEARS

Most master courses can be completed in either one or two years. Some master courses require you to complete a pre-master first: a foundation year to ease the transition from higher education to a university. After completing the master course, you may use the title of MSc/MBA.

### PARTNER UNIVERSITIES

Tio has signed agreements with 34 partner universities spread across Europe, North America, South America, Australia and Asia. You can go there to study for a while during your Tio course. Some partner universities allow you to earn your master's degree there after completing your bachelor course.

---

A master course is an investment in your career.

# MSC/MBA

## CURRICULUM

**There is a wealth of master courses to choose from, both domestically and abroad. To give you an impression of the available options, here is a selection of the subjects you can expect when you choose to take a master course.**

### MSC MARKETING COMMUNICATION

- B2B marketing
- Brand and product management
- Case studies
- Consumer psychology
- Cross-cultural communication
- Current issues in communication
- Entrepreneurship
- Franchising
- Innovation management
- International strategic management
- International finance management
- Leadership and organisational behaviour
- Market assessment
- Master thesis marketing
- Public relations

### MASTER INTERNATIONAL EVENT MANAGEMENT

- Event marketing
- Event project management
- Events policy & practice
- Experience economy
- Globalisation, society & culture
- Innovation creativity
- International events, partnerships, sponsorship & funding
- Live media industry
- Management strategy in a global business environment
- Master thesis
- Research methods
- Strategic management
- Study trips

### MBA BUSINESS

- Accountancy
- Business intelligence
- Controlling
- Corporate strategy and organisational dynamics
- Empirical economics
- Entrepreneurship and SME management
- Finance
- Financial architecture
- HRM
- Information management
- International business ventures
- Management, change and consultancy
- Marketing management
- Master thesis
- Risk management
- Strategy and innovation
- Strategy and management perspectives
- Supply chain management
- Sustainable entrepreneurship

### MASTER INTERNATIONAL HOTEL MANAGEMENT

- Benchmark studies
- Business game
- Case studies
- Communication skills
- Cross-cultural communication
- Entrepreneurship
- Financial planning
- HRM
- Innovation management
- Master thesis
- Multi-unit management
- Real estate
- Society and culture
- Study trips
- Trend watching

### MSC LEISURE & TOURISM

- Experience marketing
- Imagineering
- Leisure, tourism and globalisation
- Leisure in public and private spaces
- Master thesis
- Research methods
- Sustainable development
- Tourism experiences
- Tourism destination management



# 25%

of all Tio students choose to take a master course



“After Tio you can earn your Master degree within one year. I recommend it to everyone”

**STEFANIE BROEK**  
MASTER STUDENT



“Marketing always had my interest. Because I wanted more theoretical background, I decided to do a Master. It connected very well to my previous education”

**ROB PEULEN**  
MASTER STUDENT

# GETTING STARTED

**A master course focuses on theory. Research, acquiring knowledge and strategy are the key aspects of the course.**

### RESEARCH

You develop research skills, learn to analyse and consult sources in a systematic manner and how to apply these skills. A master degree enables you to help businesses face new challenges and examine issues from multiple angles.

### ANALYTICAL AND STRATEGIC THINKING

Thinking ahead is a must in the world of business. By approaching cases from a variety of angles and by adopting an innovative mindset, you can truly make a difference. You develop strategies to help further the business and turn challenges into opportunities.

### INTERNATIONALLY SUCCESSFUL

If you have international ambitions, a master course is also a great choice. You learn how best to manage different cultures and how to deploy the right talents in the right places. Furthermore, most master courses are taught in English, enabling you to take your English language skills to the next level.



### INDEPENDENCE

During your master course, you do a lot of work on your own. Of course, you will occasionally be part of a team, but the theoretical subjects and the writing of your master thesis require a significant degree of independence from

students. This is a wonderful challenge and a valuable experience for your future.

# CHOOSE A MASTER THAT SUITS YOU

Are you considering taking a master course abroad? Perhaps a master at one of Tio's partner universities would suit you. The information listed below is accurate at the time of printing. No rights may be derived from this information. Given the fact that most universities offer several master courses, the duration and costs listed below are averages. Visit [tio.nl/masters](http://tio.nl/masters) for more information.

## FAIRLEIGH DICKINSON UNIVERSITY (FDU)

Where: New York, USA  
Duration: 1.5 years  
Costs: ± € 28,500 for 1.5 years  
Enrolment: September and January

## RYERSON UNIVERSITY

Where: Toronto, Canada  
Duration: 1 year  
Costs: ± € 19,500 per year  
Enrolment: September

## UNIVERSITY OF AGDER

Where: Kristiansand, Norway  
Duration: 2 years  
Costs: free  
Enrolment: September

## ROBERT GORDON UNIVERSITY (RGU)

Where: Aberdeen, Scotland  
Duration: 1.5 years  
Costs: ± € 5,800 for 1.5 years  
Enrolment: September and January

## PROVIDENCE UNIVERSITY

Where: Taichung City, Taiwan  
Duration: 2 years  
Costs: 1st year free, after that scholarship possible  
Enrolment: September and February

## FH WESTKÜSTE

Where: Heide, Germany  
Duration: 2 years  
Costs: free  
Enrolment: September

## HTMI HOTEL AND TOURISM MANAGEMENT INSTITUTE

Where: Soerenberg, Switzerland  
Duration: 1 year  
Costs: ± € 22,000 (scholarship possible)  
Enrolment: August and January

## GRIFFITH UNIVERSITY

Where: Queensland, Australia  
Duration: 2 years  
Costs: ± € 23,000 per year  
Enrolment: July and February

## INSTITUTE SUPERIEUR DE GESTION (ISG)

Where: Paris, France  
Duration: 1 year  
Costs: ± € 12,900± € 12.900  
Enrolment: October and February en februari

## UNIVERSIDAD EUROPEA

Where: Madrid, Spain  
Duration: 1 year  
Costs: ± € 20,000  
Enrolment: October

## CRACOW UNIVERSITY OF ECONOMIC

Where: Cracow, Poland  
Duration: 2 years  
Costs: ± € 1,200 per year  
Enrolment: September

## EMIRATES ACADEMY OF HOSPITALITY MANAGEMENT

Where: Dubai, UAE  
Duration: 1 year  
Costs: ± € 24,500 per year  
Enrolment: September



## Partner universities on 5 continents



"Tio's level connects very well to the level of the master's degree. At the master course you learn a different analytical way of thinking"

**ARJEN BORGMEYER**  
MASTER STUDENT



"The longstanding partnership between Tio and RGU has been hugely beneficial to students both from Aberdeen and Tio"

**ANDREW RATTRAY**  
ROBERT GORDON UNIVERSITY,  
ABERDEEN



# YOU AND YOUR FUTURE



**HERBERT JAN HAMERSTEEN – MBA INNOVATIVE HOSPITALITY MANAGEMENT**

“To end up on the Board of Directors of a hotel chain, I combined the expertise and practical experience of the Tio course with a master course.”



**LARISSA ESSER – MBA**

“At Jones Lang LaSalle in London, I can make good use of both my Tio course and my master. Practical experience combined with vision: a recipe for success.”



**LENNART VAN DEN BERG – MSc STRATEGIC MANAGEMENT & ORGANISATION**

“The combination of a BBA and a MSc is highly valued. I am responsible for product management, improvement and marketing at ABN AMRO.”



**RAKHI VAN DER POLS – MASTER TOURISM**

“It is my dream to work for the World Tourism Organization. That is why I want to earn my PhD after completing the Tourism master course.”



**RUBEN VAN BAVEL – MSc CONTROLLING**

“I enjoy offering advice from a financial standpoint and would love to climb the ladder at electric company Vattenfall.”



**JOKE VELDT - MASTER IN INTERNATIONAL MANAGEMENT**

“At Nyenrode, you get a lot of support in your personal development. There are a lot of similarities with Tio.”

## WHERE CAN YOU WORK?

- Multinationals
- Banks
- Insurance companies
- Governmental institutions
- Advertising and communication agencies
- Retail
- Research and consultancy agencies
- Healthcare

## WHAT CAN YOU BECOME?

- Marketing manager
- Consultant
- Entrepreneur
- Market researcher
- Account manager
- Financial manager
- Policy officer
- Academic researcher



# MSC/MBA

## GENERAL INFORMATION

### STUDY LOCATIONS

From New York to Taichung and from Dubai to Toronto. But also closer to home, e.g. in Paris or Salzburg.

### ENROLMENT DATES

Many master courses offer two enrolment options per academic year.

### COURSE LANGUAGE

Master courses are generally in English.

### DURATION OF MASTER COURSES

After earning your Tio BBA degree, a master course takes one to two years to complete.

### INTERNATIONAL OPPORTUNITIES

Studying abroad is an excellent way to expand your horizon. It is also a definite plus if you aspire to an international career. You will develop your knowledge of research skills, networking and cultural differences and give your linguistic skills a significant boost.

### ADMISSION REQUIREMENTS

The admission requirements differ for each university. In general, an English exam is mandatory when you sign up for a master course. The (partner) universities may also set additional requirements besides your Tio BBA degree, e.g. an assessment or an interview. In the Netherlands, a university-level master generally requires you to complete a premaster first.

### TUITION FEES

The costs differ per university. You can find an indication of the costs in the overview of some of Tio's partner universities on page 56. These rates are based on the costs of the 2016-2017 academic year and are subject to change.

### DISCOUNT FOR TIO GRADUATES

Tio graduates can get a discount on their master course from some partner universities.

### STUDENT FINANCE

You can apply for a Dutch student grant even if you take a full-time course abroad. For more information, visit [tio.nl/en/mastergrant](http://tio.nl/en/mastergrant).



Costs of a master course  
€ 0 to € 24,500  
per year



Duration of Master courses  
is 1-2 years



"The European Master in Tourism Management has a duration of 2 years in which you study at three different European universities. I was the only selected Dutch student!"

**DEBORAH HULS**  
MASTER STUDENT



"IT'S GREAT TO STUDY ABROAD, EXPERIENCE A DIFFERENT CITY AND CULTURE AND MEET PEOPLE FROM ALL OVER THE WORLD"

Duncan Weij





relational

# EDUCATIONAL CONCEPT

## THE KEYWORD IS PRACTICE

Students apply their knowledge and skills in practical situations. The didactic principle is that learning takes place in various ways, both inside and outside the university. The study programmes are set up based on the competency profiles, in cooperation with the various industries.

## KNOWLEDGE AND APPLICATION

Tio graduates enter the labour market with a solid foundation of knowledge. That knowledge was regularly tested and put into practice during the students' education, e.g. with the help of practical cases and roleplaying scenarios.

## SMALL GROUPS

One of the major benefits of Tio is that it offers small-scale education on a personal level. The small groups allow plenty of time for individual attention and supervision of students. Ultimately, this leads to even better study results.

## COMMUNICATION AND CULTURAL INTELLIGENCE

The success of international business depends on one's ability to communicate with people from different cultures. That is why all study programmes focus extensively on (intercultural) communication skills.

## PROFESSIONAL DEVELOPMENT

Students develop self-knowledge, perseverance, independence, leadership skills and the ability to cooperate with others. They become young professionals with a strong sense of personal responsibility, a willingness to work hard and a desire to perform.

## INTEGRAL PROJECTS

Developing products such as a business plan or an advisory report requires knowledge, skills and the ability to work together. With the help of integral projects, these competences are taken to the next level.

## INCENTIVES

Tio believes that performance incentives lead to extra motivation. Several projects are therefore structured as competitions. The competitive element stimulates excellence and the team spirit.

## STUDY PROGRESS COUNSELLING

Students are closely supervised and not left to their own devices. There are many contact hours, coaching sessions are scheduled during projects and scheduled study support is also available. At least twice a year, students will take part in a study career counselling interview. Parents are welcome to attend these as well.



"AT TIO YOU ARE EDUCATED AT A MANAGEMENT LEVEL"

Menno Dije

# ORGANISATION AND QUALITY

## MANAGING DIRECTOR-OWNER

Mr M.W. Duthler, MSc

## BUSINESS ADVISORY COUNCIL

Tio consults a committee of experts from the various industries in regard to the study programmes:

Mr J. Abrahams

Director Research & Advise, Thuiswinkel.org

Ms E. Boers

General Manager, Carlton Ambassador Hotel

Mr P. Boogert

General Manager, Lloyd Hotel

Mr S. Bosman

CEO, Certimark

Mr K. Deelstra

Director, InternetEffect

Mr R. Dingemans

Head Consulting, SAP Nederland BV

Mr R. Dresia

Manager Cabin Crew Training, TUI Nederland

Mr LL.M. J. van Duijvenbode

Manager Tax Management, Deloitte

Mr M. Groot

Director, 8DAW

Mr B. van der Heijden

Manager Organiser Services, RAI Amsterdam

Mr E. Nijman

E-commerce & IT Director, D-rt Group

Ms E. Janssen

Managing Director, Culture Inc.

Mr E. de Jong

Chief Operating Officer, USG People

Ms B. Krottnerus

Training and Development Specialist, Menzies Aviation

Mr M.A. J. Koppers

Supply Chain Director, Lucas Bols BV.

Mr L. Kruitwagen

Director, Fellowship for Event Managers

Mr T. Landen

Marketing Manager, EMEA Revinate BV

Mr B. van der Linden

Director, Any Lamp BV

Mr W. Mulder

Board of Directors Rabobank Haarlem e.e.

Ms W. van Norel,

HR Manager, InterContinental Amstel Amsterdam

Ms M. van Oerle

Unit Coach Cabin Service, Transavia

Mr F. Oostdam

Director ANVR

Ms B. van Osch

Senior Manager Camping Jobs

& Training Centre, Vacansoleil

Camping Holidays

Ms A. Wijnjeterp

Training & Development Manager, Carlson Wagonlit Travel

## SUPERVISORY BOARD

At the operational level, Tio is advised by a Supervisory Board:

Mr. O. van den Brink, LLM

Former director, Transavia

Mr J. G. ter Haar

Former director, Oad Group

Mr R. Payer

Cluster General Manager, Waldorf Astoria & Hilton Amsterdam

## ACCREDITATION AND QUALITY ASSURANCE

Tio's bachelor courses have recently been accredited by the Dutch-Flemish Accreditation Organisation (NVAO). Furthermore, Tio has earned the NEN-EN ISO 9001:2008 quality certificate.



## PARTNERSHIPS

Tio is a member of the Dutch Council for Training and Education (NRTO) and the sector and network organisations INCH, HotelTOP, the Fellowship for Event Managers, IDEA, Eventbranche, ANVR and Thuiswinkel.org.

## PROFESSORSHIPS

The professorships help Tio students specialise in their areas of expertise. The lecturers use their knowledge to further develop and update the study programmes.

## CUSTOMER SATISFACTION

Tio's commitment to quality results in a high level of customer satisfaction. Tio therefore scores well in external surveys such as the National Student Survey. Throughout their education, students fill out multiple surveys. These surveys enable measurement of quality and – more importantly – they identify areas for improvement. Finally, Tio regularly engages in formal and informal consultations with its students.

The focus Tio places on quality, results in a high level of customer satisfaction.

# PERSONAL APPROACH

**Due to its small-scale setup and intensive guidance, Tio can offer you a custom programme tailored to your needs.**

## IMPAIRMENTS

Do you have an impairment (e.g. dyslexia, dyscalculia, a physical handicap or a chronic disease) which might inhibit you in your studies? Tio will do everything it can to keep the hindrance to a minimum. You can report your impairment during your application. Your study coach will discuss with you which adjustments Tio can offer. Tio's guidance to students with an impairment is highly valued. In the national survey conducted by the Centre for Higher Education Information (CHOI), Tio has earned the highest overall score in the Netherlands, for three years in a row.

## EXCELLENCE

Tio can offer you plenty of additional challenges. You can graduate in just three years for example. Especially for talented students, Tio has a honours programme. You can also choose to take an extra minor or apply for a leadership position during projects. Do you have a real talent for languages? You can choose an extra language or take French and German at the B2 level. Tio can also help you get a management development work placement.

## TOP SPORTS

Are you a top athlete? It is possible for you to extend your studies and schedule projects flexibly. Athletes with an A or B status or a high potential status from the NOC\*NSF and athletes with an international talent profile fall under Tio's top sports policy.

## ENTREPRENEURSHIP

Are you an active entrepreneur with a registration at the KvK? In that case you qualify for a personal approach just as top athletes.

## PARENT/GUARDIAN POLICY

Tio's contact with parent(s)/guardian(s) is also tailored to everyone's specific needs. When you sign up, you can enter your parent(s)/guardian(s) email address, so Tio can keep them updated on e.g. your grades and attendance record. Furthermore, your parents will receive important documents – e.g. the Education and Exam Regulation, the location guide, work placement and graduation manuals and the school magazine – digitally in their inbox. At least twice a year, you will have a study career counselling interview. If you consent, parents are welcome to attend these meetings. If you are a legal adult, we will not provide any specific information without your consent, in order to safeguard your privacy.



**"TIO TAKES INTO ACCOUNT MY DYSLEXIA AND I CAN KEEP PLAYING MY VIOLIN AT A HIGH LEVEL"**

Félice Holsink

# PRE-UNIVERSITY (VWO) EDUCATED STUDENTS

## CHALLENGING PROGRAMME

Have you completed a pre-university education? Tio's bachelor courses can still offer you plenty of challenge. Tio offers accelerated, intensive courses that allow you to obtain a bachelor's degree in just three years, a multitude of international options and a honours programme. Moreover you can choose for leadership positions during projects, management development work placements, a second language, an extra minor and the opportunity to gain management experience at Tio's student society.

## WIDELY EMPLOYABLE

Your bachelor course at Tio trains you to become a manager within and outside of the sector. You can end up working in a wide variety of positions and for many different organisations. This leads to more opportunities on the labour market.

## LEARNING BY DOING

Tio distinguishes itself with its practically oriented study courses. You learn through practical experience, through lessons from lecturers with practical experience in their fields through two work placements and a final work placement in a professional environment. In this, Tio differentiates itself from university programmes, which are mainly theoretical in nature.

## BACHELOR'S AND MASTER'S DEGREE IN 4 OR 5 YEARS

If you want to continue studying after obtaining your bachelor's degree, you can choose an international master's programme at one of Tio's many partner universities all over the world. What about New York, Taiwan or Istanbul? In just four or five years, you can obtain both your bachelor's and your master's degree. Having both gives you a major advantage when looking for a job. Employers value the practical attitude that you picked up during your bachelor course and the analytical skills you learned during the master course. Read more on page 52.

## PRE-UNIVERSITY EDUCATION AND TIO

The percentage of students with a pre-university education enrolled in Tio's English-language bachelor courses is among the highest in the Netherlands. The national average for first-year students with a pre-university education enrolled in a bachelor course is 4%. At Tio, that number sits at 17%.

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The percentage of students with a pre-university education enrolled in Tio's English-language bachelor courses is among the highest in the Netherlands.



**international**

# WORK PLACEMENT & FINAL THESIS

**Tio believes in education with a practical focus. The best examples of this approach are the work placements and your final thesis project. During these, you put all the knowledge you acquired into practice and develop your communication and research skills. For many students, their work placement is therefore one of the best parts of their education.**

Depending on whether you are taking a three- or four-year course, you take part in two work placements during the summer (three-year course) or your second work placement is scheduled during the third academic year (four-year course). Work placement positions automatically become available to Tio students as a result of Tio's close relationships with major companies in the industry. Students can also suggest their own work placement positions. You complete your course with a final work placement that lasts at least twenty weeks. After completing the final project for their bachelor's thesis, many students are offered a job at the company where they had their final work placement.

## EXCELLENT NETWORK

Tio maintains intensive contacts with companies and multinationals in the hotel, event, tourism, marketing and business sectors. From

the Amstel Hotel and Joop van den Ende to Coca-Cola and from Transavia and TUI to American Express.

## CAREER EVENT

Every year, Tio hosts the Career Event for all its students. This is the perfect opportunity to look into work placements at the renowned companies that are present and to follow guest lectures and workshops from industry professionals.

## SUPPORT

At the start of the academic year, your study coach will tell you everything you need to know about your work placement. You can look into hundreds of available positions via Tio's student web. You are free to choose your own work placement position and Tio will offer guidance when necessary. Every work placement organisation must be able to prove that it is capable of providing the necessary support as well. You will be visited by your study coach. If you go abroad, your guidance will take place via Skype or email.

## WORK PLACEMENT COMPENSATION

As a guideline for the compensation you will receive from your work placement organisation, Tio has set a gross sum of € 62 per week. However, there are also organisations that do not offer any work placement compensation.



**"AN INTERNATIONAL INTERNSHIP TRULY ADDS TO YOUR EXPERIENCE"**

Berber Wind

# INTERNATIONAL OPPORTUNITIES

**International experience on your CV is a plus. You learn to solve problems on your own, meet new people and improve your linguistic skills. Tio therefore offers you plenty of opportunities to develop yourself on an international level. At several stages during a course, you have the opportunity to go abroad.**

## INTERNATIONAL EXPERIENCE

All of Tio's bachelor students spend a mandatory period abroad to gain international experience, e.g. via an international work placement, a final thesis or a period spent studying abroad. You learn to resolve problems on your own and to take initiative. You come into contact with new cultures and improve your linguistic skills. A work placement programme takes at least 13 weeks. However, in other countries work placements often last anywhere between four and ten months. Students are often required to be at least 18 years old to be eligible for a work placement position.

## ERASMUS GRANT

The Erasmus grant is a student grant for bachelor students who want to study or take part in a work placement abroad (yet still within Europe). Whether or not a student can receive a grant depends on the sum allocated to Tio. Depending on the country, the Erasmus grant may differ, ranging from € 150 to € 270 per month for studying and work placements within Europe.

## COSTS OF AN INTERNATIONAL WORK PLACEMENT

In Europe, you can live off of around € 575 per month; € 275 for housing and € 300 for household expenses. The return ticket can be as cheap as € 125. Outside Europe, the costs are often higher; € 400 for housing and € 300 for household expenses. The return ticket usually costs at least € 800 and a visa is another € 320. These amounts are estimates. Students who receive student finance are eligible to receive a compensation for the duration of their foreign work placement in return for cancelling their student travel product. Combined with the optional Erasmus Scholarship, this sum may be as high as € 490 per month.

## STUDYING ABROAD

Tio works together with several partner universities all over the world, from Aberdeen to New York and from Barcelona to Dubai. As a bachelor student, you can study at one of these partner universities without falling behind on your studies. Because the start and end dates of the academic year at some universities do not match those at Tio, you may miss out on several weeks of lectures at Tio or possibly incur one or several months of study delay.

## GRAND INTERNATIONAL TOUR

If you take part in the four-year bachelor's course, you can choose to participate in the grand international tour. Your second-year work placement is replaced by an extra semester spent studying abroad. You can then spend a year studying at one or two of Tio's partner universities.

## EXCURSIONS

Every year, you can take part in several intra- and extracurricular study trips, international excursions and language trips, as well as excursions hosted by the Cognatio student society, including a winter sports trip.

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All of Tio's bachelor students spend a mandatory period abroad

# ADMISSION

## APPLICATION

You can register for a study course during the open days and via the website ([tio.nl/en/registration](https://tio.nl/en/registration)).

## APPLY ON TIME

Tio's various courses are popular and the number of available positions is limited. Every year, this leads to waiting lists. If you are sure about your choice, be sure to apply as soon as possible. Positions are assigned in the order in which students apply.

## SELECTION AND DRAW

Tio's selection process is based on the right pre-education requirements and timely registration. Students cannot lose their chance of a position via a draw.

## ADMISSION PROCESS

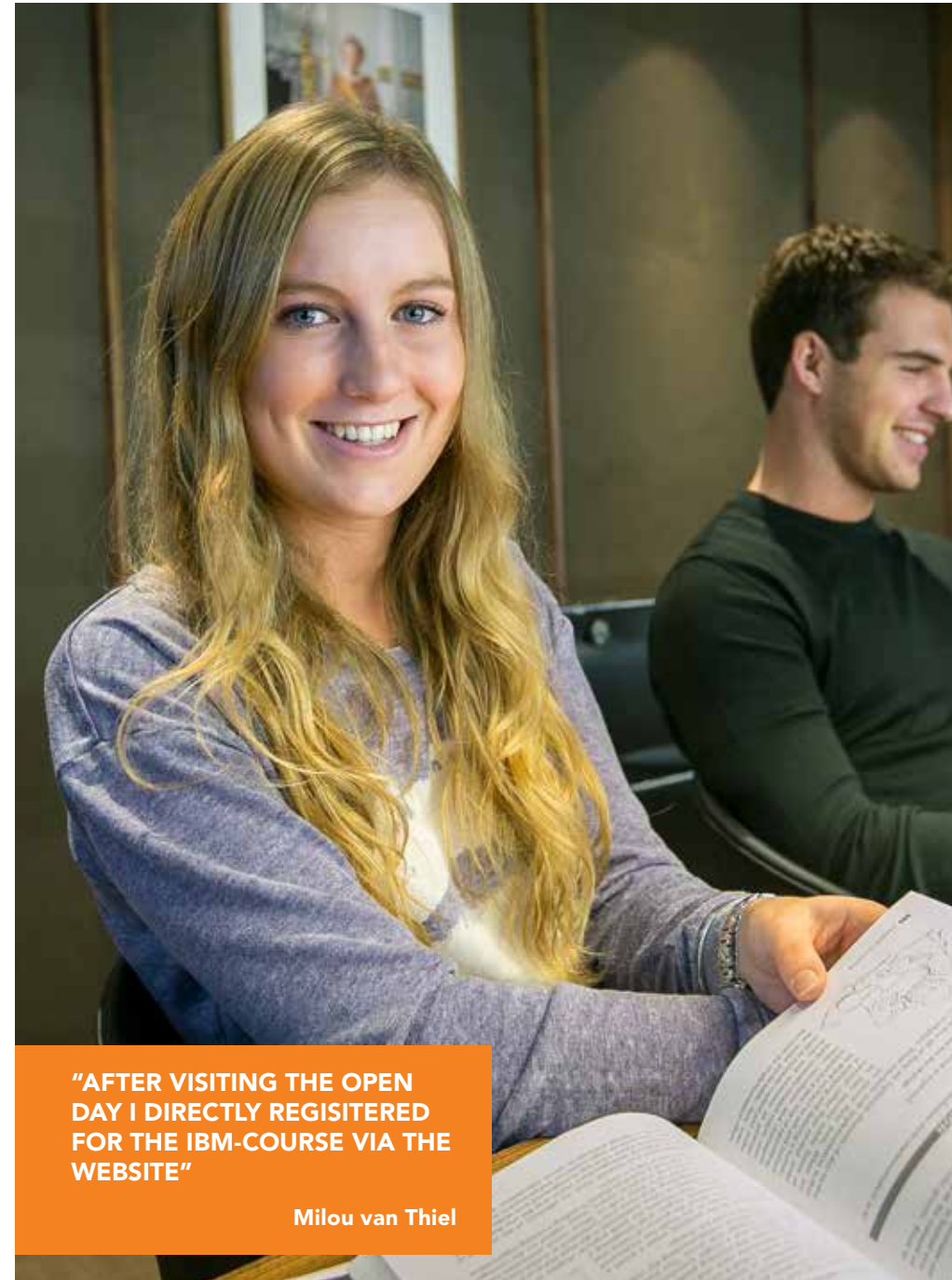
After we receive your registration, Tio will send you a written confirmation of your admission (provided that you meet the pre-education requirements and there is no waiting list). If your pre-education does not sufficiently match the course you wish to take, we will schedule an interview and an assessment. The assessment costs €80. The admissions committee will decide whether you can be admitted into the programme.

## INTRODUCTORY INTERVIEW

Once you have been admitted, you can sign up for a voluntary study career interview with your future study coach before the start of your bachelor course.

## TERMINATION

Upon registration study course fees become due in full regardless whether attendance of classes has taken place. It is possible to terminate the study agreement. However, termination will not lead to restitution of study course fees except in the circumstances as set out below. After applying for admission you have a cooling off period of 14 days in which you can terminate the agreement. After this period you may be entitled to a partial restitution of the study course fees (the dates between the parentheses are applicable to 1 January enrolment). If you terminate before 1 July (1 Nov.), 100% of the study course fees will be credited, with the exception of the enrolment fee. If you terminate in July (Nov.) 75% of the study course fees will be credited. If you terminate in August (Dec.) 50% of the study course fees will be credited. There will be no restitution for termination after 31 August (31 Dec.). When in doubt, you can submit a request before 1 July (1 Nov.) to the student administration for a conditional registration. The complete general terms and conditions can be found at [tio.nl/en/general\\_terms\\_and\\_conditions](https://tio.nl/en/general_terms_and_conditions). Tio requires termination by registered mail making sure the date of termination is secured. This is also possible via the website ([tio.nl/en/cancellationform](https://tio.nl/en/cancellationform)).



"AFTER VISITING THE OPEN DAY I DIRECTLY REGISTERED FOR THE IBM-COURSE VIA THE WEBSITE"

Milou van Thiel

# PRACTICAL INFORMATION

## STRUCTURE ACADEMIC YEAR

Depending on the selected study course, an academic year generally consists of two 15-week semesters, a project week, two retake weeks and at least 13 weeks of work

## LECTURE TIMES

Lectures (1 lecture = 50 minutes) take place from Monday to Friday between 9 AM and 6.20 PM, with breaks in between.

## HOLIDAYS

You have two weeks of Christmas holiday, one week of spring holiday and two weeks of summer holiday preceding or following your work placement. If you are enrolled in the four-year course, you will be off during the summer months of June, July and August (except during the first academic year). Study activities will be scheduled during the autumn and May holidays.

## EXAMINATION

Each academic year has two regular exam periods, followed by two retake periods. Furthermore, regular oral, practical and interim exams are scheduled throughout the year.

## TERMS FOR CONTINUATION

Depending on your grades, you will confer with your study coach to choose between the three- or four-year programme after your first year. At the start of the second academic year, you make a final decision. The enrolment require-

ment for the three-year course is that you have earned most of the first year's ECTS credits on 1 October of the second academic year. The enrolment requirement for the second year of the four-year programme is that you have earned 45 of the first year's ECTS credits. You do not have to drop out if you fail to achieve these results; you can still complete the first year via an extended registration.

## RETAKE

If you fail to pass an academic year, for example because you have been ill, it is possible to retake that year's classes the following year. In that event, you will receive a fifty-percent discount on the tuition fee.

## EXTENDED REGISTRATION

If you have not yet completed all exams at the end of an academic year, you may extend your registration. During an extended registration, you have the right to complete exams and assignments, take part in a work placement and complete your final thesis. Furthermore, you have limited access to classes (a maximum of ten contact hours per week; further conditions may apply). You can also choose an extended registration that is solely intended for a work placement or final thesis, with September or January as the starting month. This registration may be cancelled every month.

## STUDY MATERIALS

If you start in September, you can order the first semester's study materials in early July. You can order the second semester's materials in December. If you start in January, you can order the first semester's materials in December and the second semester's materials in July. The syllabi of Tio required for your study course are included in the tuition fee. Books are selected by Tio; you are free to purchase these yourself. You can use Tio's order module for this, but you can also acquire the books from another source. Given the annual updates to the study materials, it is not possible to acquire second-hand books via Tio.

## DIGITAL LEARNING ENVIRONMENT

Tio supports you digitally via among others e-learning, Blackboard, the digital library, email, course manuals, a database of companies offering work placements, the Tio app. The Tio locations offer Wi-Fi and facilities for the live viewing of lectures, guest lectures and exam preparation sessions via web conferencing.

## HOUSING

Tio can refer new students to housing from (former) students and student housing organisations. In Amsterdam and Utrecht, Tio can offer a limited number of rooms to new students.

Tio's various courses are popular and the number of available positions is limited.

# ADMISSION FOR NON-EU/EEA STUDENTS

**Tio welcomes students from all over the world. The information on this page is meant for students requiring a student visa to study in the Netherlands.**

## VISA REQUIREMENTS

In order for you to come to the Netherlands and to study at Tio, you need to check whether you need a student visa and/or a residence permit. Always check with the Dutch Immigration and Naturalisation Service (IND, website: [ind.nl/en](http://ind.nl/en)) to see if you require an 'Authorisation for temporary stay', also known as an entry visa (MVV).

The visa application is completed by Tio if a MVV and/or residence permit is required. Tio will apply for the MVV and/or residence permit, after the following conditions have been met:

- The student has been accepted by Tio.
- The student has sent all the required and legalised documents (see below).
- The student has paid the package fee to Tio (see below).

## REQUIRED DOCUMENTS

- A copy of your passport (readable text and visible face).
- A copy of your residence permit (if applicable).
- A copy of your birth certificate, with an apostil or double legalisation.
- A copy of the original documentation of your Higher Education qualifications.
- A legalised copy of all Higher

Education qualifications translated into English.

- A legalised copy of recent mark/grade lists translated into English.
- Two colour passport photographs (according to Dutch rules, taken from the front side of the face, please write your name and date of birth on the back).
- Proof of English language proficiency: TOEFL  $\geq$  550 points paper based,  $\geq$  213 points computer based and  $\geq$  80 points internet based (Tio code: 4764), IELTS academic  $\geq$  6.0 or Cambridge ESOL:  $\geq$  CAE-C.

## APPLICATION DEADLINE

The application deadline for the academic year starting in January for students needing a visa is the 1st of October 2016 and for enrolment in September it is the 1st of May 2017.

## ADMISSION

After applying for admission to Tio by sending a signed copy of the application form, Tio will contact you about the admission proceedings.

## NEED HELP?

The student administration can be reached by telephone Monday to Friday from 09h00 to 17h00, +31 (0)30 799 90 00, or by email: [internationaloffice@tio.nl](mailto:internationaloffice@tio.nl).

## PACKAGE FEE

Tio has put together a package fee for students requiring a visa. This fee has to be paid upfront so Tio

can proceed with the visa application and housing arrangements.

Package fee (first year)	€ 30,000
Summary of package fee: Visa (MVV) and/or residence permit <sup>1</sup>	€ 320
Housing <sup>2</sup>	€ 650 p.m. x 12 € 7,800
Insurance <sup>3</sup>	€ 50 p.m. x 12 € 600
Enrolment fee	€ 250
Annual tuition fee	€ 17,500
Books and readers <sup>3</sup>	€ 800
Deposit <sup>4</sup>	€ 2,500
<b>Total</b>	<b>€ 29,770</b>
Remainder <sup>5</sup>	€ 230

- <sup>1</sup> The costs for a visa and/or residence permit are determined by the Dutch Immigration and Naturalisation Service. These prices are an indication of the expected costs and may vary.
- <sup>2</sup> Tio arranges housing through different housing agencies for visa students. The exact amount for housing depends on the room and may vary accordingly.
- <sup>3</sup> The prices mentioned are estimates. The exact amounts may vary. The student will be informed in time of price changes. Tio will apply for the required insurance for non EU/EEA students.
- <sup>4</sup> The visa deposit is a safeguard for Tio. If the student does not breach the visa conditions regulation, then the amount will be transferred back to the student (with deduction of transaction costs). The return of the deposit can only take place once the student has left the Netherlands.
- <sup>5</sup> This amount will be returned to the student into a Dutch bank account after arrival in the Netherlands.



# ADMISSION FOR EU/EEA STUDENTS

## ADMISSION

After applying for admission to Tio (by sending a signed copy of the application form), Tio will contact you about the admission proceedings. Once all the required documents have been received and you have been accepted to Tio, please keep in mind that there are a few more things you need to take care of.

## INSURANCE

Tio expects all its students to have third party liability insurance as well as health insurance. EU/EEA students can study at Tio based on insurance taken out in their home country.

## RENTING A ROOM

Campus accommodation is not common in the Netherlands. Most students rent a room in a student house. If you need help finding a place to live, Tio will assist you. Since both Amsterdam and Utrecht are very popular among students, we recommend letting Tio help you. Students requiring a student visa will automatically be provided a place to live. Average accommodation prices for student housing:

- Amsterdam between € 500 and € 850 per month
- Utrecht between € 400 and € 650 per month

Should you decide to try to find your own place to live, here are some helpful links:

- [campusdiemenuid.nl/en](http://campusdiemenuid.nl/en)
- [duwo.nl/en](http://duwo.nl/en)
- [easykamer.nl](http://easykamer.nl)
- [eurasmus.com](http://eurasmus.com)
- [kamerhuren.nl/en](http://kamerhuren.nl/en)
- [kamernet.nl](http://kamernet.nl)
- [kamerstart.nl](http://kamerstart.nl)
- [opkamers.nl](http://opkamers.nl)
- [sshu.nl](http://sshu.nl)
- [studentencasa400.nl](http://studentencasa400.nl)
- [studentenwoningweb.nl/en](http://studentenwoningweb.nl/en)
- [thestudenthotel.com](http://thestudenthotel.com)

## NEED HELP?

The student administration can be reached by telephone Monday through Friday from 09h00 to 17h00, +31 (0)30 799 90 00 or by email: [internationaloffice@tio.nl](mailto:internationaloffice@tio.nl).

Tio welcomes students from all over the world

# COGNATIO

The national student society Cognatio is the student society of Tio University of Applied Sciences. With over 500 members across five Tio locations, Cognatio is a sociable student society that offers you the opportunity to meet many different people, develop friendships for life and expand your network. Together with Cognatio, you can make the most of your time as a student.

Cognatio is a student society that does not believe in initiations or mandatory parties. Its motto is therefore "No obligations, always a good time." Throughout the year, Cognatio hosts a variety of activities, including drinks, parties, excursions, a gala, a beach party, pub crawls and a winter sports trip.

You can meet Cognatio during one of Tio's open days.



"Together with L.S.V. Cognatio you get even more out of your study. This makes your time at Tio unforgettable"

**JESSICA MALINOWSKI**  
FORMER CHAIRMAN

75

Events in total  
per year



"I founded Cognatio to unite students from the different courses and to help them to establish a network"

**CHRISTIAAN THOMASSEN**  
FOUNDER





# STUDENT FINANCE

## FOR DUTCH STUDENTS AND STUDENTS FROM THE EU/EEA ONLY

The amounts listed below are based on DUO data for the period from September to December 2016. No rights can be derived from this information.

### STUDENT FINANCE € 20,380 PER YEAR

As a student you may be eligible for student finance up to € 20,380 per year. The student finance consists of a loan, tuition fees loan, student travel product and a supplementary grant (depending on parental income).

### SUPPLEMENTARY GRANT

You are eligible to receive a supplementary grant if your parents have a joint annual income of less than € 47,000. The amount of the supplementary grant depends on the income of the parents and how many of their children are studying. If your parents' income is less than € 30,000 per year, you are eligible to receive the maximum amount of the supplementary grant: € 383.77 per month. After obtaining your bachelor's degree (within ten years) the supplementary grant converts to a gift.

### LOAN € 10,350 PER YEAR

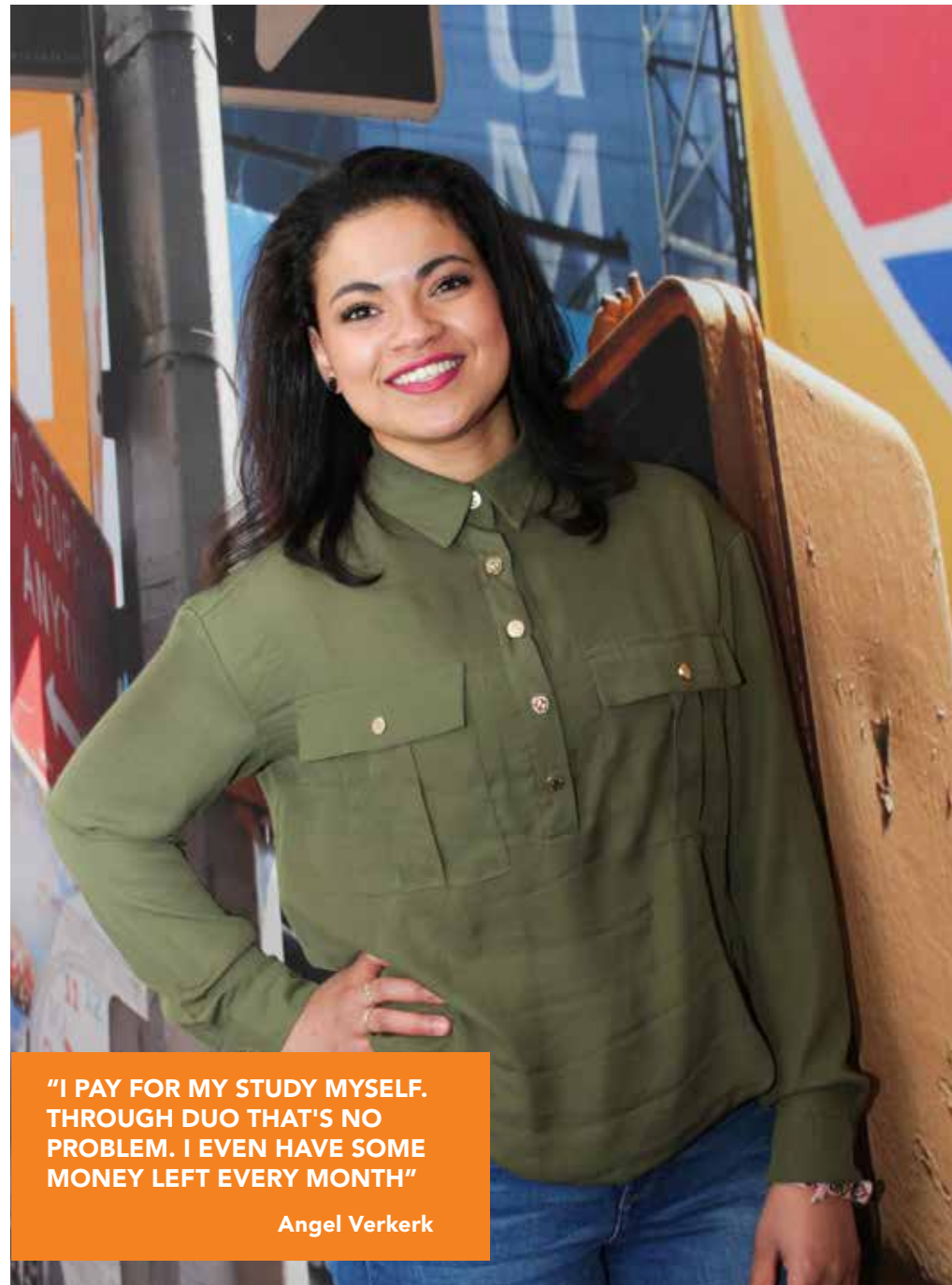
Students may borrow a maximum of € 862.50 per month. This sum includes the supplementary grant (up to a maximum of € 383.77). If you do not receive a supplementary grant or if your supplementary grant is lower than the maximum, you may borrow the difference.

### TUITION FEE LOAN € 10,030 PER YEAR

Bachelor students who are eligible for student finance may also apply for a tuition fee loan from DUO. The tuition fee loan for a study course at Tio amounts to € 10,030 per year. It is paid out in twelve monthly terms of € 835.83, at the same time as the rest of the study grants.

### STUDENT TRAVEL PRODUCT

The student travel product is part of the student finance. There are two types of subscriptions: a week subscription and a weekend subscription. If you spend time abroad as part of your bachelor course, you are eligible to receive a monthly public transport compensation of € 99.96.



"I PAY FOR MY STUDY MYSELF. THROUGH DUO THAT'S NO PROBLEM. I EVEN HAVE SOME MONEY LEFT EVERY MONTH"

Angel Verkerk

### PERFORMANCE-RELATED GRANT

As a bachelor student, your student finance is a performance grant. It is a loan that must be paid back after you complete your bachelor course. The student travel product and the supplementary grant may be turned into gifts, as long as you graduate within ten years of the first month in which you received student finance.

### TUITION VOUCHER

Students who begin their bachelor course in 2015 to 2018 and complete it will receive a voucher from DUO with a value of around € 2,000 for additional training. This voucher can be used up to 5 to 10 years after you graduate.

### STUDENTS UNDER THE AGE OF 18

For higher education, it is also possible to receive student finance if you are under 18. You are entitled to student finance from the first quarter after you begin your bachelor course – so from 1 October of the academic year. If you start your course at Tio on 1 January and you are yet to turn 18, you are entitled to a study grant from January.

From 1 September 2017, students under 18 will receive student finance from the moment of registration.

### EARNING AN INCOME?

Per September 2015, there is no limit to how much income you can earn without losing your right to student finance. That means you can earn as much as you want, for example with your job or your own business.

### STATUTORY TUITION FEE

Tio is a private education institute. The statutory tuition fee of € 2,006 (2017-2018 academic year), therefore, does not apply.

### MORE INFORMATION

For more up-to-date information, visit [tio.nl/en/student\\_finance](http://tio.nl/en/student_finance) and [duo.nl](http://duo.nl).

### APPLYING FOR A HEALTHCARE BENEFIT

#### (for Dutch students only)

If you are (over) 18 years old and your income is lower than € 27,012 per year, you are entitled to a healthcare benefit. The healthcare benefit is maximised at € 83 per month for incomes under € 19,750. To be eligible for a healthcare benefit, it does not matter who pays for your health insurance. Your parents can pay the bills, as long as the insurance policy is in your name.

As a student, you can receive a study grant of around € 20,380 per year.

# AFFORDABLE TO EVERYONE

## FOR DUTCH STUDENTS AND STUDENTS FROM THE EU/EEA ONLY

**Did you know that a bachelor course at Tio University of Applied Sciences is affordable to anyone? You can even get more student finance than you will pay for a Tio study course.**

### FINANCING EXAMPLE

The overview below is based on the assumption that you pay your tuition fee in ten instalments. To pay in 10 instalments, you require a start-up capital of ± € 675, since you have to pay the first instalment for study materials before you receive your student finance, and you must pay the enrolment fee two weeks after registration (see

page 84). The overview demonstrates that you can get more student finance than you need to pay for a bachelor course at Tio. After twelve months, you will end up with a positive balance of around € 1,480.

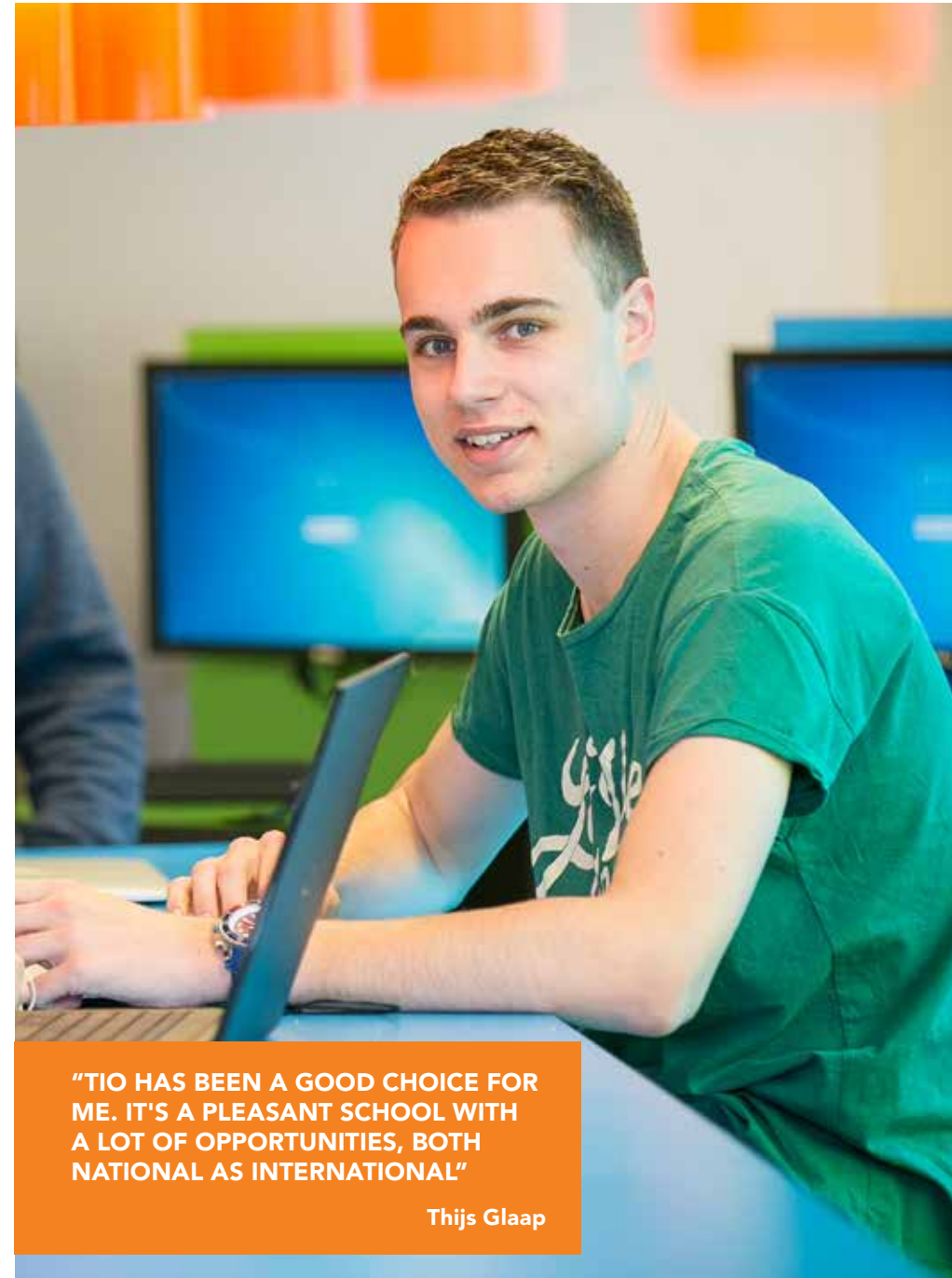
### EXCELLENT CONDITIONS

DUO allows you to get a loan at extremely favourable conditions: the interest rate is just 0.01%, you have a long time to repay the loan (35 years) and, after graduating, you will never have to repay more than 4% of your additional wages above the minimum wage every month (see page 81).

### FINANCING EXAMPLE

INCOME FROM DUO PER YEAR		EXPENSES PER YEAR (1 <sup>ST</sup> YEAR)	
Supplementary grant	€ 4,605.24	Tuition fee <sup>2</sup>	€ 17,850.00
Interest-bearing loan	€ 5,744.76	Study materials	€ 800.00
Tuition fee loan	€ 10,030.00	Registration fee	€ 250.00
<b>Total</b>	<b>€ 20,380.00</b>	<b>Total</b>	<b>€ 18,900.00</b>

- This fictional example is intended to demonstrate how a bachelor course may be financed. The actually amount of the student finance may vary and is dependent on several variable factors. No rights can therefore be derived from this example and the data used in it.
- Tuition fee including additional fee for paying in 10 instalments of €350.



**"TIO HAS BEEN A GOOD CHOICE FOR ME. IT'S A PLEASANT SCHOOL WITH A LOT OF OPPORTUNITIES, BOTH NATIONAL AS INTERNATIONAL"**

Thijs Glaap

# LOANS AND FLEXIBLE REPAYMENTS

## LOAN FROM DUO

Every year, you can borrow around € 20,000 from DUO; that comes to a total of around € 60,000 if you take a three-year course at Tio. You start repaying two years after you graduate. Naturally, you can start repaying the loan sooner if you want. You are also entitled to five payment-free years that you can fall back on if you are going through an expensive phase in your life and need your money for other things (e.g. young children or buying a house).

### MORE TIME TO REPAY

The new student finance system allows you more time to repay your loan. The mandatory repayment period is set at 35 years since 1 January 2016. If you earn less than the minimum wage, you do not have to repay your loan. Repay-

ment of the interest-bearing loan starts ± 2 years after completion of your bachelor course and lasts for a maximum of 35 years. Furthermore, you never have to pay more than 4% of your additional wages above the minimum wage every month. If you have any leftover debt after 35 years, that sum is waived.

### CONDITIONS FOR A DUO LOAN

The loan is taken out in the student's name. This does not require any guarantee from a third party. The interest rate for 2016 is set at 0.01%. The interest rate is subject to annual changes. After your bachelor course, the interest rate is frozen for five years at a time.

### EXAMPLE

The fictional example<sup>1</sup> below displays how much you would have to repay each month. Per July 2016, the minimum wage is set at € 1,537.20 per month (≥ 23 years of age). You pay off 4% of the difference between your income and the minimum wage: € 2,000 - € 1,537.20 = € 462,80 x 4% = € 18.51 paid off per month.

	HEM STARTING SALARY <sup>2</sup> € 2,000	AVERAGE INCOME <sup>3</sup> € 2,773	2X AVERAGE INCOME € 5,546
MAXIMUM PAYMENT OF 4%	€ 18.50 per month	€ 49 per month	€ 160 per month

- This fictional example is intended to illustrate the repayment of bachelor student grant. The actual payments differ for each person and depend on several variable factors. No rights can therefore be derived from this example and the data used in it.
- Higher Education Guide 2016 for gross monthly incomes.
- CPB, average gross income 2016.

The new study grant system affords you more time to pay off your loan.

# SCHOLARSHIPS

**Tio offers scholarships to foreign students from the European Union (EU/EEA) and to non-European students for its English bachelor courses. The scholarship is awarded for one academic year.**

## TIO SUPER TALENT SCHOLARSHIP

The amount of this scholarship is € 8,750 per full degree student. The scholarship is awarded for one academic year. It is possible to apply for this scholarship every year. You are eligible if you meet the following criteria:

- You must have outstanding study results.
- You must have an IELTS Academic score of 7.0 or higher, TOEFL iBT score of 100 or higher, Cambridge exam of CAE-A or higher or CEFR C1 level or higher.

## TIO TALENT SCHOLARSHIP

The amount of this scholarship is € 4,375 per full degree student. The scholarship is awarded for one academic year. It is possible to apply for this scholarship every year. You are eligible if you meet the following criteria:

- You must have above average study results.
- You must have an IELTS Academic

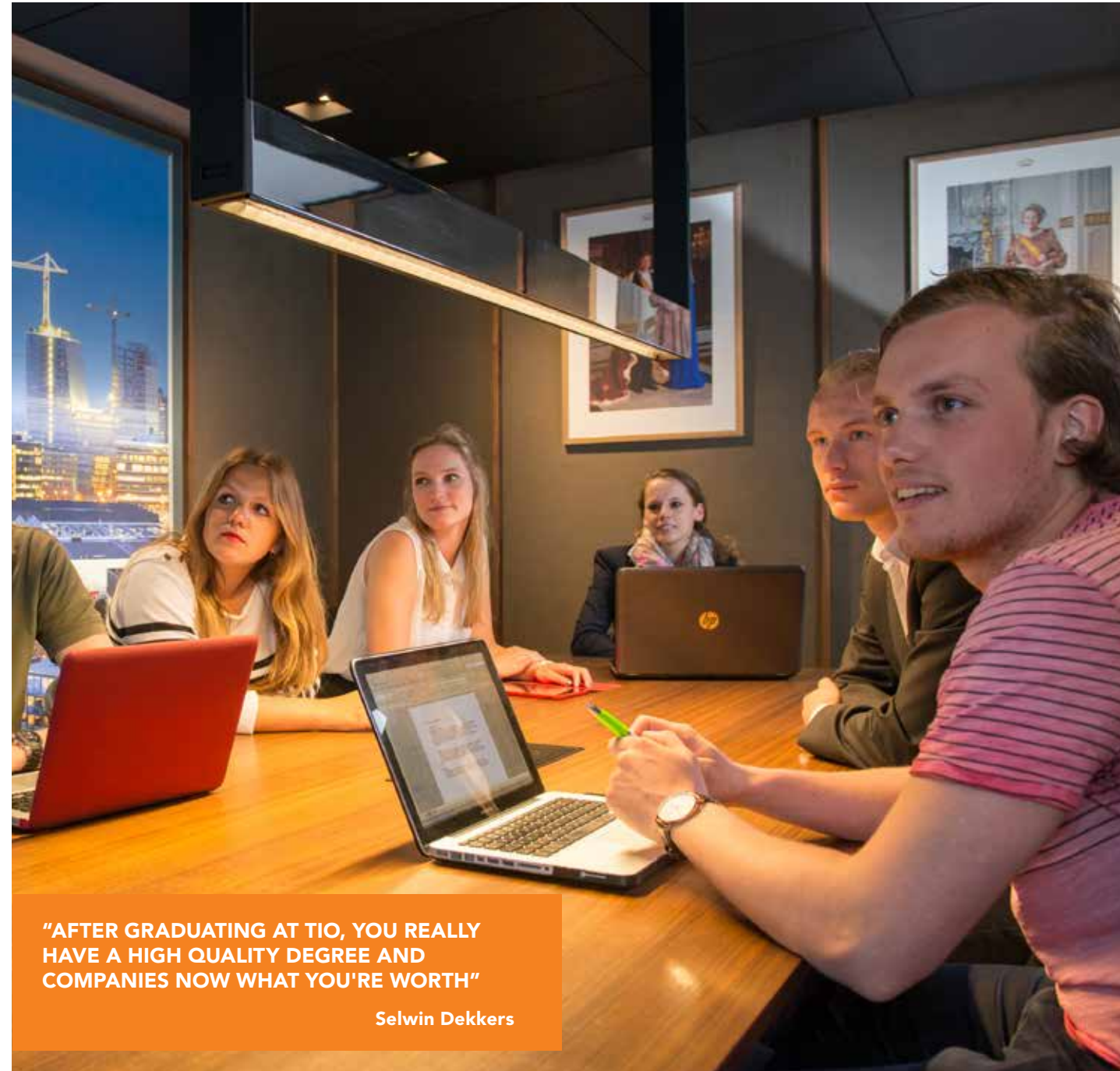
score of 6.5 or higher, TOEFL iBT score of 90 or higher, Cambridge exam of CAE-B or higher or CEFR C1 level or higher.

## HOW TO APPLY FOR A SCHOLARSHIP

If you would like to be considered for a scholarship, you need to provide Tio with the following information:

- Send your letter of motivation and curriculum vitae in English to [internationaloffice@tio.nl](mailto:internationaloffice@tio.nl).
- Attach a letter of recommendation in English from your former (secondary) school.
- Attach a legalised copy of all Higher Education qualifications translated into English.
- Attach a legalised copy of recent mark/grade lists translated into English.
- Attach a legalised copy of your English language proficiency (IELTS/TOEFL/Cambridge exam).

Within two weeks of your scholarship application, you will be informed whether or not the scholarship can be awarded. When awarded, the scholarship is paid out as a discount on your tuition fee. Dutch students with a Dutch nationality cannot apply. For more information visit [tio.nl/en/scholarships](http://tio.nl/en/scholarships).



**"AFTER GRADUATING AT TIO, YOU REALLY HAVE A HIGH QUALITY DEGREE AND COMPANIES NOW WHAT YOU'RE WORTH"**

Selwin Dekkers

# COMPARISON OF STUDY COSTS

## INVEST IN YOUR FUTURE

Taking a bachelor course at Tio pays off; it is an investment in your future. The quality of Tio's courses is exceptional and you are given all possible support to help you achieve a successful future. Furthermore, Tio is highly regarded in the business world, which generally allows Tio graduates to find a job quickly. If you enrol in the accelerated programme, you can start working sooner. This pays off instantly, so you can earn back your investment in a short while.

## THE DIFFERENCE

Compared to a government-funded bachelor course, a three-year course at Tio costs € 24,350 more.

This difference is a lot smaller than you might expect, because students can start working sooner: starting one's job a year earlier will result in a net sum of around € 21,300, based on the average starting salaries within the Tio sectors (as listed on the course pages, the Higher Education Guide 2016 for gross monthly wages, [loonwijzer.nl/home/salaris/brutonetto](http://loonwijzer.nl/home/salaris/brutonetto) for calculating net wages out of gross wages).

## ILLUSTRATIVE CALCULATION

The illustrative calculation<sup>1</sup> below provides an overview of the costs of a three-year Tio course in comparison with a government-funded four-year course.

INVESTMENT	THREE-YEAR TIO COURSE	GOVERNMENT-FUNDED COURSE
Tuition fee for the entire course + registration fee <sup>2</sup>	€ 54,250	€ 8,400
Costs of all study materials	€ 1,800	€ 2,000
Financial benefit of starting work sooner <sup>3</sup>	- € 21,300	€ 0
<b>Total</b>	<b>€ 34,750</b>	<b>€ 10,400</b>
<b>Difference after four years</b>	<b>€ 24,350</b>	

1. This fictional example is intended to illustrate the investment in a Tio bachelor course and a course at a government-funded institute. The actual investment differs per student and depends on several variable factors. No rights can therefore be derived from this example and the data used in it.

2. Including annual price indexing of a maximum of 3%, this is an estimate.

3. Source: Higher Education Guide 2016.

**Taking a bachelor course at Tio pays off; it is an investment in your future.**

# PAYMENT OPTIONS

## ONE-OFF PAYMENT

Full degree students from outside the EU/EEA are required to pay the full amount before 1 July 2017 (for students starting in September) or 1 November 2016 (for students starting in January).

## THE THREE OPTIONS

(only available to Dutch and EU/EEA degree students)

There are three ways for you to pay the tuition fee and the optional subjects:

- You can pay the full amount in one go; before 1 August 2017 (1 December 2016) or within 14 days of the invoice date. You will get a € 350 discount on the tuition fee;
- You can pay in seven instalments;
- You can pay in ten instalments (additional charge € 350).

If you choose to pay in instalments, this happens through a direct debit

authorisation on the following dates (for payment in seven instalments):

- 1 August 2017 (1 December 2016)
- 1 September 2017 (1 January 2017)
- 1 October 2017 (1 February 2017)
- 1 November 2017 (1 March 2017)
- 1 December 2017 (1 April 2017)
- 1 January 2018 (1 May 2017)
- 1 February 2018 (1 June 2017)

Dates for payment in ten instalments:

- 1 October 2017 (1 February 2017)
- 1 November 2017 (1 March 2017)
- 1 December 2017 (1 April 2017)
- 1 January 2018 (1 May 2017)
- 1 February 2018 (1 June 2017)
- 1 March 2018 (1 July 2017)
- 1 April 2018 (1 August 2017)
- 1 May 2018 (1 September 2017)
- 1 June 2018 (1 October 2017)
- 1 July 2018 (1 November 2017)

The dates between parentheses apply to applications with a starting date of 1 January 2017. The tuition fee, the introduction and the optional subjects will be invoiced around 1 July 2017 (1 December 2016). In the event of an extended registration, you must pay the full amount at once and you are not eligible for a discount.

## EXAMPLE OF FINANCING

A bachelor student has applied for student finance (maximum loan), receives a tuition fee loan and pays in ten instalments. The overview below indicates how much start-up capital is required to be able to start a private bachelor course at Tio. After July, the full amount of the tuition fee has been settled with Tio.

## WHAT DOES THE STUDY COURSE COST PER YEAR?

1 October until 1 July:  
10 instalments x € 1,785:  
**€ 17,850**

1 August and 1 December  
2x cost of study materials € 425  
+ € 375:  
**€ 800**

**Total € 18,650**

STUDENT FINANCE PER YEAR <sup>1</sup>	HOW MUCH START-UP CAPITAL IS NEEDED?
12 instalments x € 1,698.33 24 September until 24 August: <b>€ 20,380</b>	Registration fee <b>€ 250</b> (due 14 days after registration)
	Study materials <sup>2</sup> (1 august) <b>€ 425</b>
<b>Total € 20,380</b>	<b>Total € 675</b>

1. Student finance (maximum loan + tuition credit = € 1,698). You receive the first student finance payment around 24 September. Students under 18 will receive their first student finance payment in late October.
2. You have not yet received a student finance payment on 1 August. Therefore, the first instalment of study materials must be paid by your own means.

# EXCHANGE FROM ALL OVER THE WORLD

The fact that Tio has partnerships with several universities makes it possible for exchange students from all over the world to come and study at Tio. This is not just a lot of fun, but also good for expanding your international network. Come and meet a few of them.



**IZAAC CASILLAS – UNIVERSIDAD DE GUADALAJARA, MEXICO**

"Tio is really different from the environment in my school back home, because my school is very big."



**MARC OLIVIER FROM ESG UQAM, CANADA**

"It's a great university with a warm atmosphere and there is always someone there for you to help with any kind of questions."



**YI-NUAN FROM PROVIDENCE UNIVERSITY, TAIWAN**

"The Netherlands is a truly international environment with many different languages in addition to Dutch and English."



**LAYLA HOYEN – FH WESTKÜSTE, GERMANY**

"At Tio I get a lot of practical experiences because of all the projects and assignments. Also giving presentations is a good exercise."



**SANDRA MARISCAL TORO FROM UNIVERSITY OF MALAGA, SPAIN**

"I improved my English and I also learned a lot of new thing about tourism."



**KATARINA KRET – FH SALZBURG, AUSTRIA**

"The Dutch people are more open and take it easy."

At Tio I get a lot of practical experiences because of all the projects and assignments

SEE [TIO.NL/EN](http://TIO.NL/EN) AND READ MORE ABOUT THESE AND OTHER STUDENTS.

# TIO ALUMNI

The graduates of Tio unify through Tio Alumni. Tio Alumni is committed to preserve the relationship between former students and Tio and to stimulate and expand contacts between alumni.

Tio Alumni is the platform where alumni can meet both online and offline. The members of Tio Alumni meet several times throughout the year during network meetings, master classes or events. The focus is on expanding your network. There is also a lot of attention for digital networking: sharing vacancies, exchanging knowledge and sharing industry information.

For more information, visit [tioalumni.nl](http://tioalumni.nl).

**tio**alumni



"Tio Alumni can be the stepping stone for example at the start of your career, for a new job or a good assignment"

**DIGNUS HEIJNING**  
ALUMNI



An alumni network is very important to me. During events it is easy to make contact and exchange ideas"

**STEFAN SPRENKELS**  
ALUMNI





exceptional