

**PHILIPS**

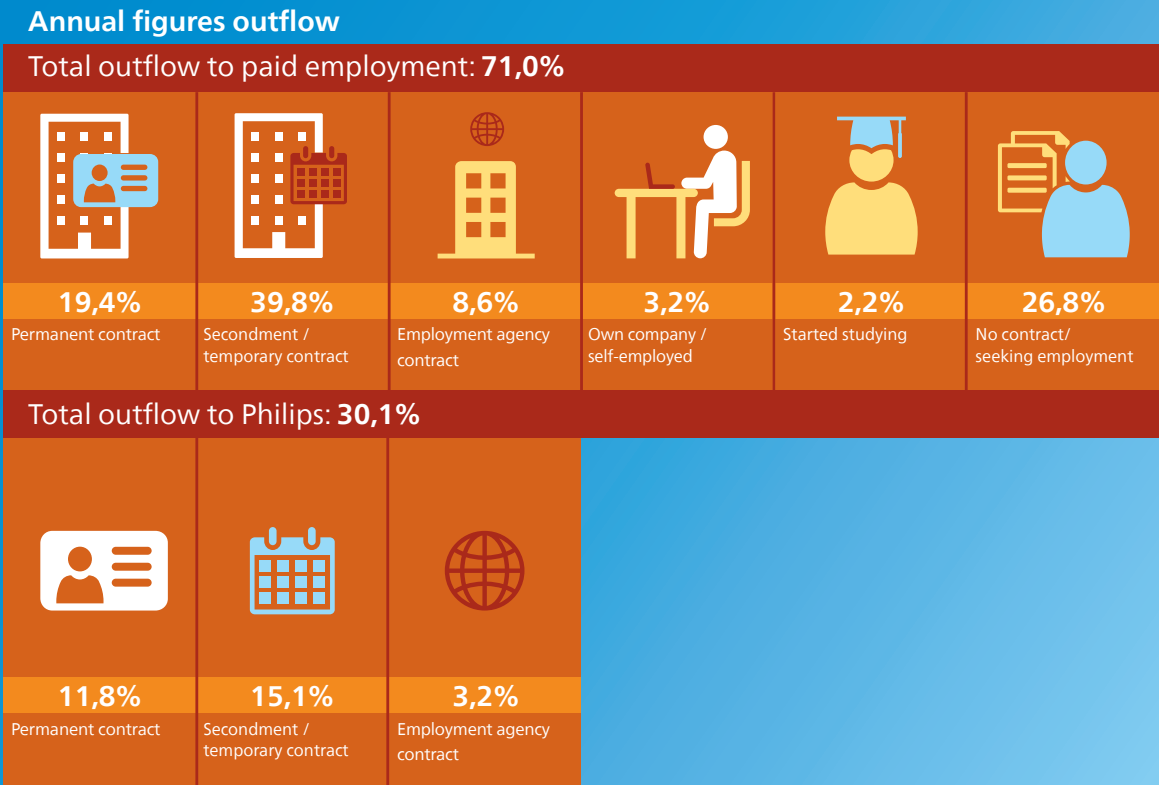
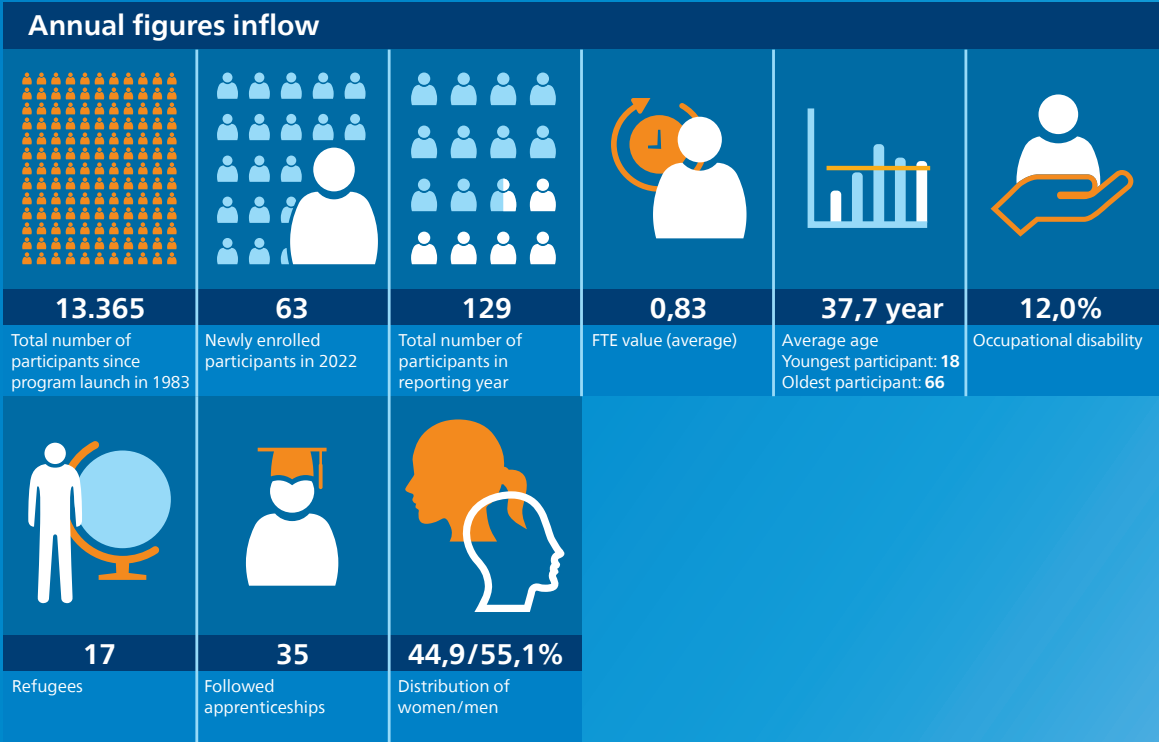
Annual report 2022

Employment Scheme



40 years of offering  
opportunities





# 40 years of offering opportunities

## Foreword

Philips has always been and will remain at the forefront of social entrepreneurship. Even in these turbulent times, we will keep to our social commitment. After all, caring for each other is deeply rooted in our DNA.

In 2023, the Philips Employment Scheme (Werkgelegenheidsplan, or WGP) will celebrate its 40th (!) anniversary. It has brought job prospects to more than 13,000 people distanced from the labor market. And we will continue to work on this, now and in the future.

The Employment Scheme illustrates how Philips and its social partners jointly work on sustainable programs in which colleagues come first. We are grateful for the contributions of FNV, CNV, de Unie and VHP2 to this program. These social partners and Philips have been working closely together within the context of the Employment Scheme for decades.

In 2022, we once again heard great stories about our Employment Scheme. You can read some of these in this special annual report, largely made possible by contributions from Employment Scheme participants. A personal highlight for me was Mayor Dijsselbloem's visit to the High Tech Campus, during which he interacted with three of our Employment Scheme colleagues, among others, and was able to learn all about this wonderful program.

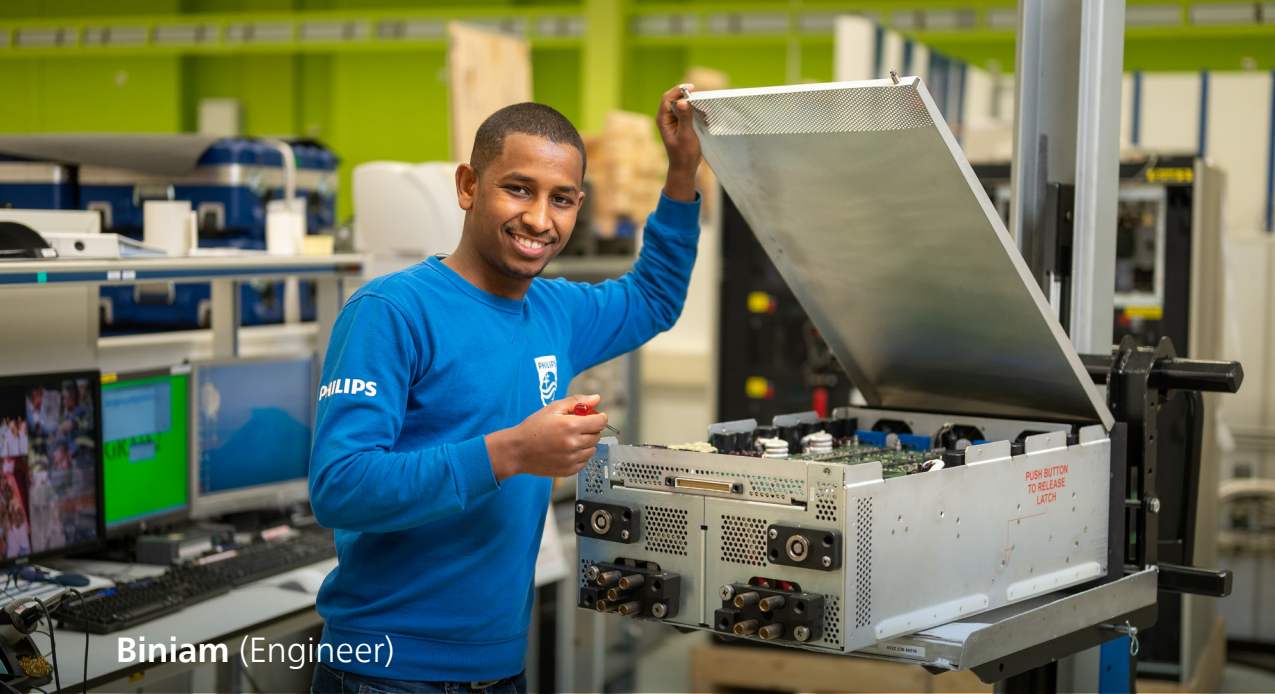
I am proud of what we have achieved this year and hope you enjoy reading this annual report. Here's to a great fortieth anniversary for the Philips Employment Scheme!

Sylvia van Es,  
President Philips Netherlands

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Biniam (Engineer)

## Freedom at last - working hard for a better future

**Biniam fled his native Eritrea in late 2014 and ended up in the Netherlands after travelling through several countries. Here, he is enjoying his freedom and working and studying hard for a better future.**

In his native Eritrea, Biniam had no freedom. He could not choose what kind of job he wanted and therefore did not enjoy his work. He worked as a cameraman and at a bakery. He also served on one of the army bases for which Eritrea is notorious; as a result, he couldn't see his family for a year. Biniam has been in the Netherlands for seven years and is working hard to have a bright future here: he has learned the language, worked at several companies, and enthusiastically started vocational training in

electronics. He has been working as an engineer in the Parts Recovery department for over a year, where he tests machine axles, developing a vast knowledge of many different parts. To obtain his vocational diploma, he attends school one day a week.

"I'm learning so many different things here. Everything is new and I'm learning the trade," he enthuses. "I learn theory at school and develop practical skills at work. It's really a 50/50 split." He says that combining school and work was "a bit difficult at first, but now it's not so bad". When he was just starting out, the jargon was hard. Now that he has mastered it, the combination of education and work is manageable. "I had to get used to life in the Netherlands. I have freedom

here that I did not have in Eritrea. I had no choices there, but now I get to decide for myself what I'm going to do." The Employment Scheme has provided him with an opportunity to follow an education alongside his paid job, which also allows him to take care of his family. "I can learn a great deal here and my colleagues are very nice. They really see me as a fellow human being. We help each other and respect the fact that we are all different."

**'The fact that I am free here took some getting used to.'**

"I am delighted to be working at Philips and would like to continue working here." When he talks about his future, he becomes very enthusiastic: "I want to stay in the Netherlands and work at Philips. I also would also like to complete my training and start with higher vocational education. After that, I would like to invent and design new things." He is clearly looking forward to the future!

**Meily (Back-office employee)**

## She once lost her home, now she has regained her future

**"Emigrating to Asia after I retire, that sounds pretty good!" Meily can dream once again, after a successful Employment Scheme journey.**

When circumstances caused Meily to lose her home, she encountered support foundation Springplank 040. They found her a place at a shelter and helped her find a temporary home and employment. "I've always worked and really want to keep working," she says. After a "brief but intense conversation", Meily and her new manager were both enthusiastic, and she was able to start at the Myshop.

She started working as a back-office assistant. An administrative position, like many of her previous jobs, but now she also

supports other departments and produces reports. Using her STAP budget (government personal study funding), Meily is now also following a Basic Accounting Knowledge course, thanks to her career coach who made the suggestion. A nice addition to the secondary vocational education in business and administration and sales support courses she has previously completed. "What I really enjoy here is the good atmosphere. I am a spontaneous person and find social contacts important." She is regularly in touch with colleagues in the shop and other departments, partly because of her broad interests.

"The Employment Scheme workshops are fun and educational; I learned a great deal. The job application training was especially good, you really learn

how to market yourself. Exchanging stories was also nice - you know you're not the only person that's had certain experiences."

**'You really learn how to market yourself.'**

Meily particularly likes the fact that she has a serious job, combined with a fixed income. "You are encouraged to do your best," she adds. She is currently applying for jobs as her contract is about to expire. She is confident that she will find another good administrative job and has dreams for the future: "I would like to enjoy retirement in Asia, preferably in Singapore or Indonesia."





**Tacila** (Project support officer)

## Adjusting to a new reality isn't always easy

**Tacila's dream was always to live and work abroad. That dream began to come true when she and her husband moved from Brazil to the Netherlands in 2018.**

Adjusting to the new reality wasn't always easy, though. She only knew people through her husband, didn't have a job right away and had to learn a new and completely different language. Perseverance paid off: she was eventually able to work within the Employment Scheme as a project support officer in the Finance department. Her new duties include handling problems with issues and arrears, training new employees to work with the order system and tracking and planning orders. Tacila especially enjoys being able to help other people, which gives her satisfaction. She is grateful for this opportunity: "It makes me very happy to work for an organization whose goal is to improve people's lives. Every day. How wonderful is that?"

The Employment Scheme coaching sessions were especially valuable for Tacila. She learned what to look for in a job, what she enjoys doing, and what she is good at. As a result, she noticed that she felt more confident. She is grateful for the "amazing opportunity to work for Philips" and is always telling other Brazilians about the Employment Scheme. "If you get a chance to participate in the Employment Scheme, go for it!", she enthuses. This gave her the chance to attend training courses, engage in networking and take a Dutch language course through Ster College. "It's a difficult language. I am still learning but will get there eventually." Tacila is clear about the future: "As long as I am happy and keep developing, I want to stay with Philips."

**'If you have the opportunity to participate in the Employment Scheme, go for it!'**

**Sinem** (Quality Assistant)

## A new start full of confidence

**In Turkey, Sinem worked as a research and teaching assistant at the university where she obtained her PhD. When her husband was offered a job in the Netherlands in 2018, she followed him. A big change, but also a path to new opportunities.**

"Every morning I waved goodbye as my partner went to work. But slowly, the walls were closing in on me. I had few social contacts and the whole Covid situation didn't make things easier for me. I applied for several jobs and eventually found a place within the Employment Scheme." This turned out to be the beginning of a positive turnaround.

Sinem worked as a quality assistant for a year and was involved in project management and data analysis. Her confidence in her own skills grew. Sinem's supervisor played an important role in this: "He encouraged me to be visible, for example, by giving me certain tasks in meetings, such as making weekly project overviews."

With the help of her career coach, Sinem took back control of her career: "She really helped me figure out what I wanted, how to present myself, and what my competencies are." The Dutch language course she took also helped: "In the past I didn't have the courage to speak out loud – now, I do." Sinem looks back with satisfaction: "I've had many opportunities to learn new things. This gave me the confidence I needed to take the next step in my career. I am much more confident and have a new job at Philips."

Since July 2022, she has been working as a quality engineer. A new role that neatly matches

her ambitions and the goal she had in mind when she started the Employment Scheme: "I wanted to work in a dynamic environment with the goal of improving people's lives; in my current position, I see rapid results

**'I am now much more confident and even have a new job at Philips.'**

from my efforts and I'm working in a real team with real people." Sinem would like to stay with Philips for a longer time: "I would like to use my knowledge of data analysis to improve the way





ImPower

## Putting the 'power' in empowerment

**Job seekers acting as peer coaches stimulating and inspiring other job seekers as they search for suitable work: that's the starting point and strength of the ImPower project. Several participants from the Philips Employment Scheme were seconded to ImPower in Amsterdam last year.**

More than anyone, people looking for a new job know about the challenges encountered when you are unemployed. That's why ImPower trains jobseekers to become 'peer coaches', who in turn support others in their search for new employment. The approach pays off: in previous editions, 120 peer coaches already successfully guided more than 700 other jobseekers towards employment or training. And 70% of them found jobs themselves.

One key aspect of the project is focusing on empowerment. As a result of negative experiences when applying for a job, participants are often thrown off balance. A peer coach helps participants get back on track by helping answer the question: what do you need to find a job, or even your dream job?

ImPower began in Amsterdam in 2014. In December 2022, a new group started in Eindhoven. Frank Visser, HR cluster manager at Philips, is very proud of the project's arrival in Eindhoven: "We're taking part in the ImPower project to support jobseekers in Eindhoven. In Amsterdam we have been involved in developing this concept from the start, and we are happy that we have been able to bring this project to Eindhoven."

**'I see working at ImPower as the beginning of my new life.'**

Together with WJ Eindhoven, Ergon, the municipality of Eindhoven and other companies

such as Vattenfall, Signify and Archipel Academy, we expect peer coaching to add to all the positive things already taking place in Eindhoven." The Eindhoven edition also includes some participants from the Employment Scheme.

Last year, Employment Scheme participants Aynur, Bahzat and Idris were seconded to ImPower in Amsterdam. All three had come to the Netherlands as refugees and they clearly agree on one thing: it's nice to make use of their own backgrounds and experiences to help other people find their way. The opportunity to expand their own networks and develop themselves is also seen as very valuable: "In Syria I worked as a social worker, this is a great step in that direction in my new homeland", says Bahzat. Idris adds: "I see working at ImPower as a start of my new life."

## Yaman (Operator)

# Operator training is just the first step

**"As an engineer, I often worked outdoors – until it started raining bombs in Syria." Yaman is now learning a new trade to continue building his future here in the Netherlands.**

Yaman had a good job in Syria, but when he came to the Netherlands in late 2015 and had his qualifications evaluated, it turned out that he could no longer work in his former profession. He was temporarily working as a CNC operator when he heard about the opportunity to start a training/work program as part of the Philips Employment Scheme. "Ever since I came to the Netherlands, it had been my dream to work for Philips," he says. "I didn't hesitate to start working here and use my talents in a new area."

"I started in May 2021. I attend school one day a week and work four days. In addition to science courses, I am learning more about processes, mechanical engineering and maintenance, logistics and communication. I already had basic knowledge, but I am now learning to pay attention to detail. I am also learning Dutch. It is really nice that I can immediately put my new knowledge into practice – that helps me remember it more easily." Yaman believes attention to detail is vital: "That's what Philips is especially good at: getting the little things right."

**'It had been my dream to work for Philips in The Netherlands.'**

Even though the language and environmental laws are new to him, he doesn't find the training too hard. "This is a great first rung on the ladder. I'm satisfied and that's important."

After completing his education and Employment Scheme period, he hopes to continue working in his current position. "Above all, I want to keep developing. I would like to put my mechanical engineering and ICT experience to good use, in combination with my new knowledge as an operator. I'd like to work as a programmer – that seems great to me. Training as an operator is a first step, but I have already completed other courses. If you are motivated, you can achieve a great deal."





# A year of paid work experience at Philips!

Together with the trade unions, Philips has developed a unique program that offers job-seekers the opportunity to secure sustainable employment. A year of paid work experience within Philips is combined with an extensive development program. Research shows this approach to be particularly effective: over the last three years, more than 70% of participants have found regular employment after completing the program! The development program is mandatory and can be followed during working hours. The following objectives have been set:

1. The Employment Scheme improves participants' self-efficacy;
2. The Employment Scheme develops participants' career, work and learning competences;
3. Taking control and responsibility for your future.



'An apprenticeship with Philips obviously looks good on your CV.'

Marina

'I wanted to get out of the victim role.'

Ireida

## Employment Scheme development program

### Career coach

Participants' personal development is vital and there needs to be sufficient room for learning. Therefore, each WGP participant is assigned a personal career coach. In addition to periodic coaching sessions, at least one three-way meeting involving supervisor, participant and coach is held.

### Workshops

Special workshops are organized, such as a Kick-off at the Philips Museum, a Mindset Day and a Job marketing training. Participants work towards realizing their wishes and goals for the year and learn to deal with challenges when looking for work, as well as opportunities on the labor market.

'The development program has been a real gift.'

Sandra

### E-Miles & V-Miles

Like regular Philips employees, Employment Scheme participants receive **1000 E-Miles** and **1000 V-Miles** each year. E-Miles are used for Employability activities, V-Miles for Vitality. These can be used to participate in workshops, career scans and seminars.

### GoodHabitz

With **over 80 interactive online courses** in the areas of personal leadership, assertiveness and communication, you can work on your soft skills at any time.

'Working is learning as well as doing.'

Marcin





**Jannie Akkermans** (Management assistant)

## Seeing and seizing opportunities: a new job in a challenging time

**Jannie knows what she wants: "I want to keep working in HR. First as a management assistant, maybe as a manager in the long run. A position in which I can really make a difference would be nice."**

During her secondary vocational education (MBO 4) as a management assistant, Jannie came across an Employment Scheme vacancy. She applied and was hired at Philips on the High Tech Campus. One month into her training, in 2020, everything had to be done online due to Covid – however, she sees this as a good thing: "It saved me an hour and a half of travel time every day, which I could spend on school. If I finished one subject faster, I could continue working on another. I couldn't have done that at school because it is often difficult to find a quiet spot. Especially when I had just one class, it was really nice that this could be done online." Jannie is clearly someone who sees and seizes opportunities: "At the end of my Employment Scheme year, I was hired in a regular job within Philips. How nice is that, during a challenging time on the job market and during the Covid pandemic?"

"I now work as a management assistant in the Health & Wellbeing department. I support case managers in their work and company doctors in managing their diaries. I am also often the first point of contact for employees. I'm at the center of everything, so to speak." In addition to those duties, she assists her manager by performing

secretarial tasks: "I manage the agenda and make purchase orders." A versatile job that suits her well.

**'The Employment Scheme brought me a job at a difficult time.'**

The Employment Scheme development program was a great addition to her first job experience as a management assistant: "I learned from my coach

how to come across well, how to stand out in a positive way and the added value of LinkedIn, for example. I noticed that classmates had not yet learned this kind of thing. "Participating in the Employment Scheme also gave Jannie a different perspective on people who are far removed from the labor market: "I noticed that many people want to work, but sometimes circumstances don't allow this. Someone might have fled a war zone, for example, or they may be partially disabled. They very much want to be a part of society, and the Employment Scheme program gives them a boost."



## Hilde (Management assistant) Changing course: from retail to the office

**At age thirty-five, Hilde decided to change course. After a career in retail, she started training as a management assistant.**

For years, Hilde had worked in clothing stores, until she found that her way of working was no longer the standard. She liked to help customers, from the moment they walked into the shop until they paid and left. Hilde noticed shops were no longer providing this kind of service. In addition, she had physical complaints that made standing all day impossible. Because of this, she made the decision to switch careers.

She considered becoming a veterinary assistant or a management assistant and opted for the latter. As part of the WGP Community program, she was seconded to the FCE Foundation, part of FC Eindhoven Soccer Club.

Hilde describes her work as an ideal combination of working with people – "I am a real people pleaser" – and her love of soccer.

"I have a 15-year-old son who is also absolutely crazy about soccer. I have never missed one of his games."

Hilde works as a management assistant and project assistant at the FC Eindhoven Foundation. She is mainly involved in supervising social projects and supports the managing director by, for example, taking minutes of meetings. You might call her a jack-of-all-trades. She enthusiastically explains that she organizes all kinds of social activities with the Foundation, from 'walking soccer' for the elderly to involving children in FC Eindhoven matches. "To me, we're all equal. Boy or girl, disabled or able-bodied. Everyone deserves a chance. Putting a smile on a child's face is my greatest reward. This is the job I have been looking for all my life."

she has learned where her strengths lie. "The compliments I received from other Employment Scheme participants made me feel confident," Hilde says. She can

now take heed of herself and her feelings. She has also learned to say no – "Quite a challenge for a people pleaser like me" – but she now knows how valuable this is and that she shouldn't get ahead of herself. Hilde is very happy with the opportunity Philips has given her to do this work and obtain certification.

**'This is the job I've been looking for all my life!'**

Looking to the future, Hilde hopes to keep working for FC Eindhoven: "I want to work in a real team that makes the Foundation visible in the city. I like making sure people are happy." Regarding her passion for animals, she has started volunteering at an animal shelter. This allows her to work with animals while she also keeps doing her current job!





**Maarten Dekker**  
(Team leader MR Research & Development)

## Employment Scheme participants preferred to trainees

**"Four years ago, when I had too much work and too few people on my team, a colleague pointed me to the Employment Scheme. Ever since, I have been very enthusiastic about it." Maarten has already been able to place several jobseekers in his team. This has paid off, as most of them have gone on to find regular jobs. Read more below about Maarten's preference for Employment Scheme participants and how, according to him, the Employment Scheme benefits its participants as well as Philips.**

Maarten leads one of seven teams working on MRI scanner hardware. "We develop concepts and think about new technologies. I manage the engineers and monitor their growth. Since our work involves many additional tasks, such as administration and developing new initiatives, I have two Employment Scheme participants in my team. They carry out operational tasks and thus learn new skills." He is very enthusiastic about how the Employment Scheme works both ways: "I get an employee who takes tasks off my hands, and the participant gets a job in which they learn new things and reconnect with the labor market. Employment Scheme participants are down to earth and often they can turn a perceived weakness into a strength. Of course, you know that you will sometimes need to invest some extra energy at first, but I can definitely say I am a fan of the Employment Scheme!"

He is delighted with Employment Scheme

participants' behavior and eagerness to learn. "I prefer them over trainees. They are more flexible because their main goal is to learn, and they are not tied to an assignment. Moreover, their experiences often make them more modest and in our line of work, being modest is usually a good start. An Employment Scheme participant is not likely to be arrogant or self-righteous, especially not in the beginning. That's a fine way to become part of the team." Maarten also likes following the development of many Employment Scheme participants: "Often, they are very modest, sometimes even a bit shy, at first. I think it's cool to see how they become more confident as their year progresses. If they manage to do that, it's fantastic!"

### 'I am a fan of the Employment Scheme!'

Maarten believes the Employment Scheme could easily continue for another twenty years if it keeps moving with the times. One potential obstacle, he says, could be computers taking over jobs. He finds it important that sufficient work remains available for low-skilled employees. "However, the Employment Scheme certainly has a good chance of progressing! I really would like every manager to give someone from the Employment Scheme a chance. If you can set up a flexible range of tasks and move with the wishes of the participant, success is guaranteed."

### Lisa (Management assistant)

## From theory to practice, step by step

**For several years, Lisa worked as a hairdresser and in shops. She wanted to take on more responsibility in her work decided to change her career path: she started training as a management assistant and found a job at Philips Myshop through the Employment Scheme.**

"After my baby was born, I stayed at home for a year. Then I thought it was time to go back to work," Lisa says. She is enthusiastic about the path she has taken. At Eindhoven's Summa College, she is training to be a management assistant, working four days a week, and going to school one day. As part of her training, she was looking for a job and a teacher pointed her to the Employment Scheme. She could choose between two positions: a job at the High Tech Campus and

one at the Myshop. She opted for the latter and is happy with her choice: "My education is more enjoyable because of my work at the Myshop. I am really learning the trade here." She works in a relatively small team and describes her work as very varied: keeping track of the agenda and supporting the manager, placing orders, organizing events, and liaising with Myshop employees.

When she started working for the Myshop in late 2021, the country was in lockdown due to Covid, and she had to learn everything online. She did not find it difficult, but rather saw it as a challenge. Her positive attitude towards the Employment Scheme also shows that she's not one to step away from a challenge: "This is a chance to learn. I can pick up everything step by step. It doesn't matter if I make a mistake. I get feedback on how to improve myself so that I

can get it right next time." She has now completed the Employment Scheme, but she is still in touch with people from her group. "The workshops were always very informative and fun. Via a group chat, we keep each other updated on how things are going."

In a future job, Lisa would like to have more responsibility: "I want to be able to work independently, so that I can say everything has been taken care of, if someone asks." Moreover, she has another dream: "I want to train as a ground stewardess and start working at Eindhoven Airport. I think it would be so much fun to help people going on holiday." The Employment Scheme helped her take the first step: "I now know that if I want something, I can achieve it. In fact, anything is possible."



'I now know that if I want something, I can achieve it.'



## Maha (Executive Assistant)

# Life never turns out the way you expect it to

Leaving behind everything you know and love is never easy. Certainly not for Maha, who left Yemen due to the war and found a new home in the Netherlands.

Maha came to the Netherlands as a refugee and worked in warehouses and shops for three years. Then, she was pointed to the Employment Scheme by a recruiter from the municipality of Eindhoven. She didn't expect much from it – she had applied for so many jobs without even getting a response – but decided to apply anyway. Her efforts paid off: she was hired as an executive

assistant in the Talent Acquisition department! After the end of her Employment Scheme year, she moved to the position of management assistant within the communications team. She had applied for several jobs, but “with this manager, she felt a connection”. This turned out to be a good choice for her “The department feels like family,” she says.

She didn't find the work too hard – partly because she had already gained work experience in a similar job in Yemen. However, moving to The Netherlands proved to be a challenge: “The language and culture are very different. I felt isolated at first; I had left everyone I knew and loved behind. Life here was very different from the social life I was used to in Yemen. Things got better when I moved to Eindhoven, got a job and made new friends.”

Her Employment Scheme year wasn't easy; Covid meant she

had to work from home all year. “Combining Dutch classes and work was hard, but the people were so nice to me.” Her career coach told her not to give up and helped her improve her skills. In this way she learned the required new capabilities and gradually learned Dutch. She learned to ‘do her best’ and can now say that ‘when you do work you love, work is light’. Maha feels she's working in a safe and healthy environment and that makes her very happy. She feels part of a family in the communications team.”

**‘The department feels like family.’**

Maha is a bit wary of making plans for the future: “Life never turns out exactly the way you expect it to, I've learnt,” she says. “But I would like to have my own business someday. Something related to my culture, a restaurant maybe.”



‘I think it is very special that the company has kept an employment program going for 40 years.’

## Frank Visser (HR cluster manager)

# 40 years of Philips Employment Scheme: a postponement, not a cancellation

**For some time, he had been looking forward to 2023: the year of the Employment Scheme's fortieth anniversary. Numerous festivities had been planned but the transformation of Philips, with significant job losses, threw a spanner in the works.**

The anniversary conference, podcast and anniversary book have been delayed. Frank is realistic about postponing the activities: “The Employment Scheme definitely deserves a spotlight, because I think it is very special that the company has kept an employment program going for 40 years. This is thanks to the efforts of Philips itself, as well as the broad support from the trade unions.”

The upcoming transformation will, therefore, have no direct impact on

the continuity of the Employment Scheme: “Together we have firmly established agreements about the Employment Scheme in the collective labor agreement, and this guarantees that the program can continue to exist. It is not affected by current developments and short-term solutions. A budget has been agreed on and we will stick to it.”

However, the transformation does indirectly affect the scope and content of the program: “Of course, we shouldn't be naive. It is important that Employment Scheme participants start off in a calm working environment so that they can build back their confidence and expand work at their own pace. Unfortunately, this is not currently possible in all areas of the organization. Manufacturing will remain largely unaffected, though; we can still offer great opportunities

there, such as technical apprenticeships. But we will need to adapt to the new reality.”

This also means that Frank's main focus in 2023 will be on the fromWorktoWork program, which helps employees find new jobs. Frank thinks the similarities between the fromWorktoWork program and the Employment Scheme can be used to the program's advantage: “The methodology we developed for the Employment Scheme — based on self-reliance — is a good methodology for participants in the fromWorktoWork program. This is why we are now also organizing a variety of (virtual) events for participants to increase their chances on the labor market, such as a virtual career fair and several webinars on, for example, CV writing and the art of networking. It's great when you can continue to use a proven successful methodology.”









