

The Philips logo, consisting of the word "PHILIPS" in a bold, blue, sans-serif font, is positioned in the top left corner of the image. The background of the entire image is a blurred industrial factory setting with overhead lights and machinery.

PHILIPS

Employment Scheme

Want to gain work experience at Philips?

Take advantage of the Philips
Employment Scheme (WGP)

Improve your chances of finding paid work

Gain a whole year of work experience, combined with training. Philips is offering this unique opportunity to jobseekers who have been out of work for some time. The Philips Employment Scheme (WGP) was set up especially with them in mind more than thirty-five years ago, in 1983. It has been very successful and it is still successful today: on average 70% of participants go on to find paid work afterwards.

The work experience places through WGP are paid jobs. You will gain valuable knowledge, skills and experience, partly by also attending workshops and receiving individual career counseling. In other words, everything is geared to helping you to develop further in order to improve your chances of finding paid work. Philips is offering you the opportunity to work and learn, but not a guarantee of a job afterwards. The WGP-year will help you to find a job yourself. As a participant in the WGP, you will enter into an introductory agreement with Philips for one year. You will be paid the minimum wage plus an end-of-year bonus ('13th month'), and holiday pay.

If applicable, you will also be paid an unsocial hours allowance as well. If you find a job before the end of your period, there is nothing stopping you from taking it because your period of notice is only one week.



How much will I earn as a WGP participant?

See the FAQ at the back of this brochure for the answer

Am I eligible for a WGP work experience place?

Philips aims to give everyone in society an equal opportunity with its WGP program. The program is open to all jobseekers who have been out of work for some time no matter their gender, age, ethnic origin or employment history. There are, of course, some rules. You are eligible to apply if you have not yet had work experience at Philips and if you answer to one of the following descriptions:

- You receive benefit under the Participation Act (PW) and have been out of work for at least 6 months;
- You receive unemployment benefit (WW) and have been out of work for at least 6 months;
- You are registered disabled (Wajong, WIA, PW target group register);
- You have no basic qualifications (MBO-2 (basic secondary vocational education) or higher).

Cyriel van Aar, former Employment Scheme Coordinator:

“Networking and connecting turned out to be my **hidden talents**”

Each year Philips offers work experience places via the UWV WERKbedrijf (Institute for Employee Benefit Schemes) and various municipalities. Based on a global recruitment profile, these organizations send Philips a preliminary selection of suitable candidates. They pay careful attention to the requirements we set for the candidates. Motivation is the most important requirement. We expect you to be keen and to be determined to do your very best in order to make the most of this unique opportunity.

What is a work experience place like?

It could be anything. Our main aim is to provide a tailor-made solution that ties in with what you are capable of, what you want and your ambitions. It will also be geared to your level of qualifications, whether you have basic vocational training, a university degree or anything in between.



Work experience and guidance

In the WGP, the focus is on one goal: improving your chances of finding a suitable paid job. Three things are important in this respect:

• Work experience

At Philips, our WGP-participants will perform work that is relevant. In doing so, they will gain knowledge, skills and experience, which will help them after they have left the WGP program. In addition to 'hard' specialist knowledge, we also focus on the 'soft' skills. This means showing participants how to develop a good attitude and approach to work and working hours, how to work together with colleagues and how to relate to their boss.

• Guidance

Intensive guidance is crucial to the success of the WGP places. For many of the participants, having a daily job is a new experience, and it is something they need time to settle into. A little extra guidance and support is a great help to them. That is why every WGP-participant at Philips will be assigned a fixed workplace supervisor and they will attend a number of workshops and seminars, which will help them with their personal development and to find work after the end of the WGP-program.

I passed!

Two years of hard work paid off: I now have my professional secretarial diploma!



• Work-related activities

Just like their colleagues with permanent jobs at Philips, the WGP-participants will take part in work-related meetings, team days, training courses and other things that are all part of having a job. These are also all useful (learning) experiences.

Within Philips WGP, we distinguish between two types of work experience places: the individual work experience place and the training/work place.

The individual work experience place

This type of place is intended primarily for candidates who already have a vocational qualification but who have not been successful in finding a permanent job on their own, perhaps because they have no (recent) work experience. The individual work experience place is based on a tailor-made approach. You will gain work experience in a Philips department, where we do our best to take into account your learning preferences and requirements. During the first month, you will work with your workplace supervisor to draw up a personal development plan. This will answer questions like 'What do I want to achieve during my WGP-year?' and 'What/who do I need to help me achieve that?' The next step is to draw up

specific action points together. Everything is geared to ensuring that you are in a position to find a job yourself after the end of the WGP period. As a general rule, the work place lasts for one year.

The training/work place: learning and working

Philips arranges its own classes for some training courses. The training/work place starts with a 'preliminary course' that lasts two or three months; if you complete this successfully, you can then move on to the actual work place. In that placement you will be given an opportunity to work on the practical component of the

course (working four days a week) and the rest of the theory (training one day a week). The aim is for you to gain relevant work experience but also to come out with a recognized vocational qualification at the end of the WGP period. The placement lasts between 12 and a maximum of 24 months, depending on the duration of the vocational training course.

Further information

For further information, personal stories and news visit the Philips Employment Scheme (WGP) website.

Go to www.philips.nl/wgp

Will I get a travel allowance?

See the FAQ at the back of this brochure for the answer

Selection procedure

The "Werkgeversservicepunt Zuidoost-Brabant 04Werkt" in Eindhoven carries out the recruitment and preliminary selection of candidates for Philips WGP. All current vacancies are registered on the vacancy sites of UWV and municipality.

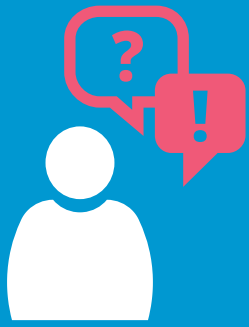
Do you think you meet the stated profile, don't hesitate to sign up.

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Frequently Asked Questions about the Employment Scheme (WGP)

What is a **work experience place**?

This is a work place at a Philips site, where the WGP participant will gain relevant experience in the workplace. A lot of attention is devoted to personal growth and development, so you discover your own talents and abilities and learn how to make the most of them.



How many **hours** a week will I work?

That depends on the workplace and the participant (their requirements and/or how many hours they can work). The number of hours is set in consultation with the department and will not exceed 40 hours a week.

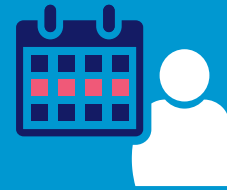
What is the **WGP contract**?



This is a contract of employment (introductory agreement), which is not covered by the Philips CEA (Collective Employment Agreement). The contract term is one year; the probationary period is one month. If you perform well, your training/work place can be extended by between six and twelve months to enable you to complete your vocational training.

How much will I **earn** as a WGP participant?

You will be paid the statutory minimum wage or youth wage plus 16.33% (end-of-year bonus plus 8% holiday pay) and possibly also an unsocial hours allowance. Participants under the age of 22 years will be paid the minimum wage for people who are two years older: if you are aged 18, you will therefore be paid the minimum wage for a 20-year-old.



How many **days of holiday** will I get?

If you are working full time, you will be entitled to 25 days of holiday each year.

Will I get a **travel allowance**?

If the distance between your home and work is 9 kilometers or more (one-way, shortest route), you will be eligible for a travel allowance. Up to a maximum of 35 km (one-way) will be reimbursed.

Will I **earn enough** to be able to stop my benefit?



In most cases, you will, but this also depends to some extent on the amount of benefit you receive at present, the number of hours you work and your family circumstances. Discuss this carefully beforehand with your contact person at the organization that pays your benefit (e.g. municipality, UWV or other body).

Can I **stay at Philips** afterwards?

No, the WGP contract is a temporary contract. There is no guarantee of a job at the end of your WGP year. The WGP is intended to help you gain recent work experience as a stepping stone to a permanent job on the external labor market. Participants who perform well can apply for regular job vacancies at Philips, but they will not be given preference over other applicants.

How long is the **period of notice**?

A participant may leave Philips one week after handing in their notice. The period of notice is so short in order to make it as easy as possible for participants to move to another job.

