



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.

Will I get a travel allowance?

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

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

Selection procedure

UWV Werkbedrijf and Municipality Smallerland carry out the recruitment and preliminary selection of candidates for Philips WGP in Drachten. All current vacancies are registered on the vacancy site of UWV.

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

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