

Organizing my working life

Diversify your professional experience

Live an external experience

Pass Solidaire Carrière

- Allows employees to **get involved with an association approved by Schneider Electric** by contributing their skills and expertise.
- Conditions:
 - Be on a permanent contract (CDI) with at least three years' seniority.
 - The project must be approved by the manager and HR (the salary is still paid by the department to which the employee belongs).
- Terms:
 - Maximum of 6 months full-time,
 - Maximum of 2 "Pass Solidaire Carrière" in your career, spaced at least 10 years apart,
 - STIP paid at target.

Duo pro

- Allows employees to **divide their working time between 2 activities**, one at Schneider Electric and the other:
 - at another company (multi-employment),
 - as a self-employed worker (freelancer),
 - to take over or start a business.
- Conditions:
 - be on a permanent contract (CDI)
 - project approval by manager/HR.
- Terms:
 - 12 months, renewable by tacit agreement,
 - permanent part-time contract between 40% and 90%, with pro-rata salary and continued social security coverage,
 - option to continue contributing to pension on a full-time basis.

VolunteerIn

- Allows employees to **volunteer for an association during working hours**.
- Terms and conditions:
 - Employees must be on a permanent contract (CDI)
 - 20 hours per year during their career or 30 hours per year at the end of their career.
 - Reason for absence to be declared in Pay Link: 'association mission'.
 - Accessible missions via the Schneider Electric Foundation platform: <https://volunteerin.se.com/>

Pass Éducation Enseignement

- Allows you to **teach at the Schneider Electric school** or at a partner CFA (apprenticeship training centre).
- Conditions:
 - Bachelor's degree in a technical field,
 - Permanent contract with at least 3 years' seniority,
 - Project approval by manager and HR (salary still paid by the department to which you belong).
- Terms :
 - 12 months, extendable,
 - possibility of part-time teaching between 40% and 90%,
 - salary maintained,
 - STIP paid at target

For employees **within 36 months of retirement**, possibility of **combining with ICDR in time**.

Pass Compétences

- Allows employees to **share their expertise with a start-up or PME/PMI** in an employment area where Schneider Electric operates.
- Conditions:
 - Employees must be on a permanent contract (CDI) with at least five years' seniority.
 - The project and the costs associated with maintaining the employee's salary must be approved by the manager/HR department.
 - The assignment must match the employee's professional profile.
- Terms :
 - Duration of 6 to 18 months, renewable once, up to 24 months.
 - Salary maintained, 50% is paid by the secondment company.
 - STIP paid to the target for assignments lasting more than 8 months.

