

## Change job

### The exploratory interview

- As part of professional development, allows you to validate a decision to change jobs or regions. Two options:  
'Live my life' (1 day)  
or 'Discovery internship' (2 to 5 days).
- Terms and conditions:
  - no impact on salary,
  - expenses covered.

### Professional Development Programme

- Allows any employee wishing to develop or change careers to **try out a new position** during a probationary period of 3 to 6 months, with secondment to their new role.

## Preparing for external mobility

### MVSE (Mobilité Volontaire Sécurisée Externe)

- Allows you to **be hired by another company** (suspension of your employment contract) **with the possibility of returning to Schneider Electric** if the experience is not conclusive.
- Conditions: you must be on a permanent contract with at least 2 years' seniority
- Terms :
  - payment of 50% of the severance pay upon signing the amendment (back paid by the employee within 2 months in the event of reinstatement),
  - security period: trial period of the new contract + 1 month,
  - If the experience is validated, the employee must resign from Schneider Electric.

### CPF for professional transition

- Enables individuals to **train for a new profession** by completing a certification course.
- Terms and conditions:
  - approval of the project by the 'Transitions Pro' (ATpro) commission in the employee's region in order to obtain additional funding on top of the Compte Personnel de Formation (CPF),
  - exemption from work,
  - contractual termination proposed at the end of the training in the event of leaving the company.

### Pass Requalification

- This programme allows any employee, after validation of their application, to **benefit from a specific training programme to access positions sought after by Schneider Electric**.
- Terms and conditions:
  - duration varies depending on the training programme,
  - training fully funded by Schneider Electric and carried out.

### Pass Création

- Enables the creation or takeover of a business.
- Condition: at least 3 years' seniority.
- Terms:
  - project support from Schneider Initiatives Entrepreneurs (SIE) <https://www.se.com/fr/fr/about-us/sustainability/schneider-initiatives/pass-creation/>



- Full-time commitment with post-creation follow-up for 3 years,
- Possibility of returning to Schneider Electric in the event of bankruptcy within 3 years,
- For employees less than 3 years away from at full-rate retirement : use of the "resignation and retraining" scheme.