Professional training

Professional training helps employees take control of their career:
- either by progressing within the company,
- or by realising personal plan outside work or planning a career change.

Discuss your plan

With your manager or HRBP during development review

- Four topics to be discussed during your professional interview: a review of your performance and your situation, your skills, your plan and support that could be provided for your project within the company.
- A professional interview **must be conducted every 4 years**. It is also compulsory when returning from: maternity or parental leave, sick leave over 6 months, a long part-time period, a professional assignment, change in the organisation that impacts the employee and secondment.

With a career adviser

- The procedure is free and confidential.
- The professional interview is not a skills assessment. The aim is to analyse the employee's individual situation, guide them, and provide them with support for their project.
- Make an appointment: https://mon-cep.org#trouver

Plan your training program

Job training for Schneider Electric employees working in France

- Consult all the training available to Schneider Electric employees on My LearningLink.
- The training managers based in France select the programs and prepare a catalogue for download.

Simply enter FRA* in the browser of My LearningLink to find most of the specific courses for France (excluding Health and Production).

To find training by function, BU and country, use the menu ☰ at the top right.

- Some employees have access to the Coursera platform via My LearningLink. Coursera offers internationally recognised online training.

Choose your training

Training financed by your CPF personal training account (Compte Personnel de Formation)

A wide range of training is available.
You can train:

- **with Schneider Electric's approval**: it will then be co-financed by the company and the employee's CPF training account and can be carried out during working hours.
- **independently**: the employee uses their CPF training account to finance their training. In this case, The training is done outside working hours or during unpaid working hours.

A **€150 co-payment** is required from employees who use their CPF independently, **and funding caps** have been introduced, changing the eligibility conditions for certain training programs.

- Your CPF training account is credited with:
  - €500 per year with a limit of €5,000
  - €800 per year for CAP/BEP employees and for employees with RQTH (Recognized Disabled Worker) Status with a limit of €8,000

Diploma and qualification courses

Only courses that contribute to the employee's career or for retraining within the company are eligible.

- There are several options:
  - going back to school
  - promotion via a work-study course (Pro-A)
  - validation of prior learning and experience (VAE)
- In these cases, training is partially or entirely funded by Schneider Electric. Get in touch with your manager or HRBP.