Diversify your professional experience

Have an external experience

Pass Solidarity Career

- 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,
  - A maximum of two "Pass Solidaire Carrière" assignments during 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

- Enables employees to **support a non-profit organization during working hours**.
- Eligibility: must have CDI.
- Conditions:
  - 20h/year during career, or 30h/year for employees over 50.
  - Absence reason to be declared in PayLink: "Volunteer Mission".
  - Volunteer opportunities are available through the Schneider Electric Foundation platform: https://volunteerin.se.com/

Pass Education and Teaching

- Allows you to **teach at the Schneider Electric school** or at a partner CFA (apprenticeship training centre).
- Conditions:
  - A 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 Competencies

- 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 is maintained, with 50% paid by the host company,
  - STIP paid to the target for assignments lasting more than 8 months.

Operational Reserve (Military, Police, Fire Services)

- 20 days/year paid
- Entered in PayLink by the manager (reason : Paid Operational Reserve Service).