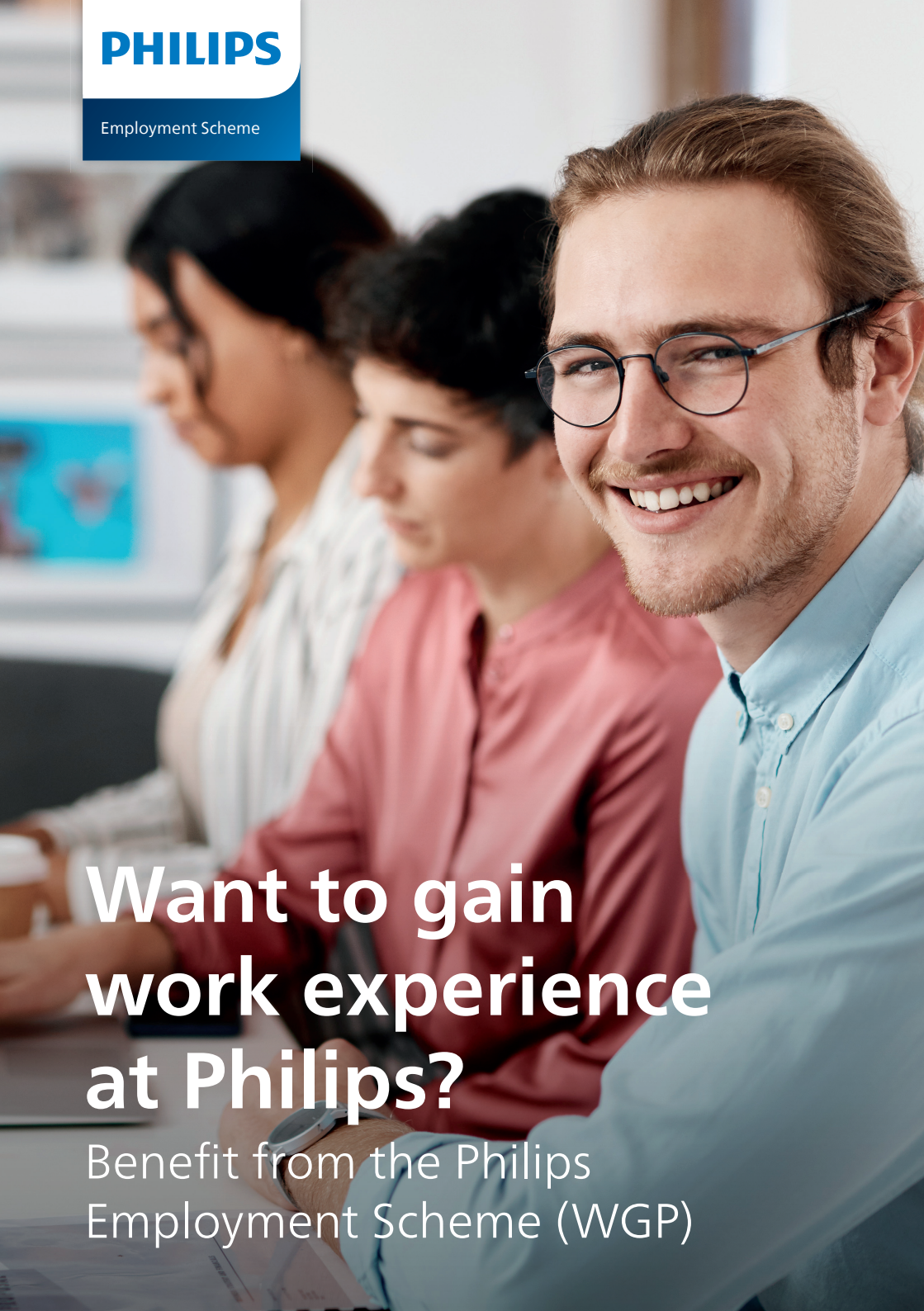
PHILIPS

Employment Scheme



Want to gain work experience at Philips?

Benefit from the Philips Employment Scheme (WGP)

Improve your chances of finding paid work

Gain a whole year of work experience, combined with thorough training. Philips is offering this unique opportunity to jobseekers who would like to take a step towards paid employment. This is why the Philips Employment Scheme (WGP) was set up about 40 years ago. It was very successful at the time and it is still successful today: on average 70% of participants go on to find paid work afterwards, at Philips or elsewhere.

The work experience positions within the WGP are paid jobs. You will gain valuable knowledge, skills and experience, in part because you will also attend workshops and receive individual career counseling. In other words, everything is geared towards your further development, so as to improve your chances of finding paid work. Philips is offering you the opportunity to work and learn. The WGP year will help you find a job yourself.

As a participant of the WGP, you will enter into an introductory agreement with Philips for one year. The most important thing is that you are willing to invest in yourself. You will be paid 108,33% of the minimum wage plus an end-of-year bonus ('13th month'), as well as the statutory holiday pay. Do not worry if you find a job before the end of your WGP period, your period of notice is only one month.

Am I eligible for a WGP work experience position?

With its WGP program, Philips aims to give everyone in society equal opportunities. 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 one of the following descriptions applies to you:

- You receive benefit under theParticipation Act (PW);
- You receive unemployment benefit (WW) and have been out of work for a couple of months;
- You are registered disabled (Wajong, WIA, PW target group register);
- You have no basic qualifications (MBO-2 (basic secondary vocational education) or higher).
- You have been demonstrably looking for work, but are not eligible for benefits ("non-beneficiary" or "nugger").

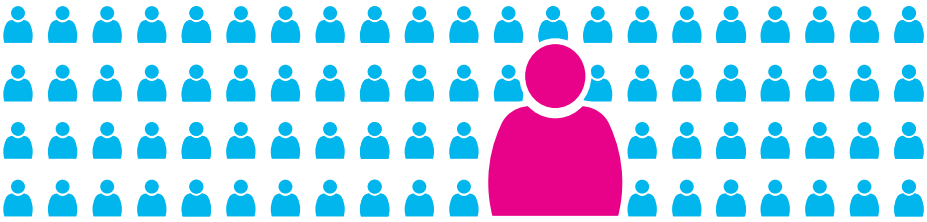
Recruitment is done through the UWV WERKbedrijf (Institute for Employee Benefit Schemes) and various municipalities. Based on a global recruitment profile, these organizations send Philips a preliminary selection of suitable candidates. They pay careful attention to the requirements we set for the candidates. 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 position 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 is also geared towards your level of qualifications, whether you have basic vocational training, a university degree or anything in between.

Rodney,
Account manager Employment
at the Municipality of Eindhoven:

"Thanks to the WGP, I am now on **the other side** of the table"



Work experience and guidance

In the WGP, we focus 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 perform work that is relevant. In doing so, they gain knowledge, skills and experience, which will help them after they have left the WGP program. In addition to this '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 your WGP program. 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.

- 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 positions: the individual work experience position and the training/work place.

The individual work experience position

This type of position 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 position 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 position lasts for one year.

The training/work place: learning and working

This pathway is suitable for candidates who would like to obtain a vocational diploma via the vocational training pathway (bbl). You will gain relevant work experience, experience on-the-job training and spend an average of 8 hours a week on schooling. The aim is to conclude the program with a generally recognized vocational diploma. The duration is 12 to a maximum of 24 months, depending on the duration of the vocational training

Further information

For further information, personal stories and news, please visit the Philips Employment Scheme (WGP) website.

Scan the QR code below:

Selection procedure

The "Werkgeversservicepunt Zuidoost-Brabant 04Werkt" in Eindhoven carries out the recruitment and preliminary selection of candidates for Philips WGP. All current vacancies can be found on the vacancy sites of UWV and municipality.

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

Municipality Eindhoven
E-mail: ikzoekwerk@eindhoven.nl
attn. Philips WGP
www.vacatureswgt.nl

UWV Eindhoven
E-mail: wgp-01@uwv.nl
attn. Philips WGP
www.werk.nl

Frequently Asked Questions: employment conditions

What is the **WGP contract**?

This is an Introductory Agreement with Philips. You will be paid 108,33% of the minimum wage and the contract term is one year; the probationary period is one month. If you are working full-time, you will be entitled to 25 days of paid leave each year. If the distance between your home and work is 9 kilometers or more, you will be eligible for a travel allowance, in accordance with the legal regulations.

How many hours a week will I work?

That depends on the workplace and the participant (their requirements and/ or how many hours they can work). The number of hours is set in consultation with your manager. Most candidates work 28 - 32 hours per week. Often, a gradual increase in hours is also possible.

Will I earn enough to have my benefits stopped?

In general, yes, but that depends in part on how much benefits you receive, the number of hours you are going to work and your family situation. Make sure to discuss this in advance with your contact person at the authority that pays your benefits (municipality, UWV or another organization).

How much will I earn as a WGP participant?

You will be paid 108,33% of the statutory minimum wage or youth wage (including an end-of-year bonus), and an 8% holiday pay. Participants under the age of 22 years will be paid the minimum wage for people who are two years older. For example: if you are aged 18, you will be paid the minimum wage for a 20-year-old.

A participant may leave Philips one month after handing in their notice.

Can my contract be be **extended**?

In special situations, the contract may be extended by 6 months. For example, when you have not been able to develop sufficiently or need more time to take the step to a regular job due to illness. Apprenticeships often cannot be completed within a year, in which case an extension is also possible.

Frequently Asked Questions: WGP year

What is a **work experience position?**

This is a position at a Philips site, where the WGP participant will gain relevant experience in the workplace. A lot of attention is devoted to personal growth and development, so that you can discover your own talents and abilities and learn how to make the most of them.

When is the WGP **the right choice for me?**

We are looking for motivated candidates who are willing to invest in themselves for a better future. Sometimes you can earn much more through a temp agency, but after a few weeks you might have to fall back on benefits. Whether you want to opt for more salary in the short term or invest in a good future: that choice is up to you! After all, scientific research has shown that a year in the WGP offers much more long-term prospects than a variety of short-term (temp) jobs.

Will I get a **job guarantee**?

Philips does not provide a job guarantee, but makes sure you learn how to apply for a job properly during the year. As many as 70 to 75% of the participants move on to a regular job! Naturally you can apply for regular vacancies within Philips; about a quarter of the participants finds a job at Philips afterwards.

What does the **WGP development program** entail?

Especially for participants, there is a development program with various trainings and workshops, which you sometimes attend together with regular Philips employees. You will also be assigned your own career coach who will help you make the right choices. Following a study program you have always wanted to pursue is also possible under certain conditions.

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