

# Organizing my working life

## Professional training (continued)

### Choose your training

#### Training financed by my 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 followed outside working hours or during unpaid working hours.

Since 2 May 2024, employees who use their CPF independently are requested to pay €100.

- 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 Disabled Worker (RQTH) with a limit of €8,000

### Certification and diploma 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.

Exception for employees who went from **non-executive** (non-cadre) to **executive** (cadre) status due to the new Schneider Electric collective agreement.

- The "engineering up" process has been cancelled but Schneider Electric is committed to training employees to help them keep their jobs and to consolidate their professional development.
- Employees with sufficient motivation and the ability to invest long term may benefit from certification and diploma courses.

### Buying or starting a business

There is a special programme to help you: [SIE \(Schneider Initiatives\)](#).



### Pass Solidaire Carrière

Engagement with an association that reflects the group's social responsibility.

- Approval by the manager and HRBP of the project and the cost of continued payment of the salary by the employee's department
- At least 3 years of seniority
- At least 6 months full time
- Employees can benefit from up to 2 Pass Solidaires in their career, with intervals of at least
- 10 years