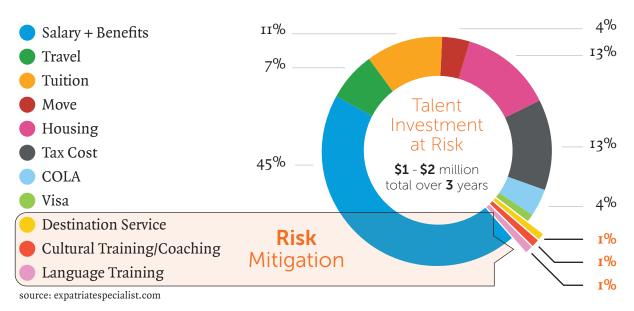
Patron Programme

ACCESS Patrons are employers of, or companies working with, international employees in the Netherlands.

ACCESS Patrons enrich their brand by demonstrating their commitment to the creation of a stronger, more satisfied, and more productive staff of international employees.

Sample Cost Breakdown for Expat Assignments



Are you willing to risk the whole pie over a tiny slice?

ACCESS Patron benefits

- Peer-to-peer support
- Regular in-house and/or web staff Q&A
- Dedicated ACCESS Liaison Officer
- Facilitated ACCESS Helpdesk option
- Company HR support
- Employee partner support
- Online "Lunch&Learn" sessions
- Counseling and Training Networks

Contact **ACCESS**Deborah Valentine - Executive Director edirector@access-nl.org
www.access-nl.org

The reality

- Majority of international assignees are accompanied by spouse/partner
- Greatest risk of those will experience a failed assignment (early departure) will be because of family-related issues
- Primary issue is typically inability of partner to adjust
- Dual career partnerships at particularly at high risk

Partner disatisfaction is the #1 reason for expat assignment failure

NetExpat, EY Survey 2018

The intervention

arrival
 settling
 adjusting
 coping
 integrating
 retention

The method

- Analysis of Patron's international staff profile followed by tailored risk mitigation recommendations
- Translation of risk mitigation strategies to actionable solutions
- Coordination of ACCESS resources to meet unique corporate workforce needs
- Assignment of dedicated ACCESS Patron Liaison to act as singe source of contact for staff and the Human Resources Department
- Delivery of targeted ACCESS services, support, and resources to international staff, their families, and the Human Resources Department

The value... One international assignment rescued from early departure (valued at early departure a cost of ₹70,000) provides a 95% roi.

The cost

- Up to 80 employees € 3,500 per year
- 81 199 employees € 5,000 per year
- >200 employees € 7,500 per year

Contact ACCESS