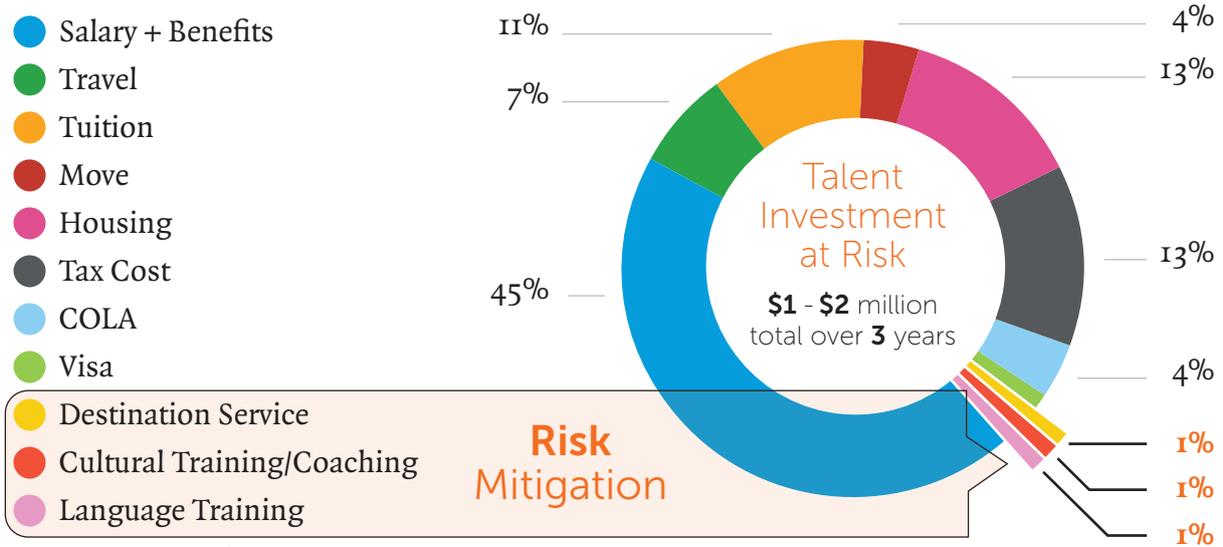


## Patron Programme

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

## 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 dissatisfaction 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 single 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 cost

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

Contact **ACCESS**

### The value...

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