



**LIFE IS FOR SHARING.**

**Telekom CR-facts**

## **Vocational Training**

Telekom offers excellent training programs in business and technology, including qualification as an office communications administrator or as an IT systems technician. Having committed ourselves to an annual trainee ratio of 2.9 percent of our workforce in Germany until 2015, we are one of the top companies providing training to apprentices and students.

In Germany we have been one of the biggest training providers for many years. Nationwide, competent young people can train in eleven different training programs and nine cooperative study programs in cooperation with ten partner universities. Our commitment to vocational training also extends to our subsidiaries in other countries, such as the Netherlands, Austria and Switzerland, where young employees can take advantage of training options. Our commitment to education and training is much more than an active response to the growing shortage of highly qualified specialists in the workforce. We take corporate and social responsibility seriously, with dedication that extends beyond national borders. Fast-paced technological progress is becoming more and more dynamic, thus creating a growing need for qualified specialists in areas where innovation and technical development take place. The purpose of our new training concept is to strengthen and boost our capacity for innovation at Telekom. We are constantly bringing new talent and expertise into the Group. This enriches our internal pool of qualified junior employees, who will be moving up through the ranks in the years ahead.

The Group's own HfTL University of Applied Sciences in Leipzig is a key provider of higher education and professional development courses, particularly in the technology sector.

Support for outstanding talent in the IT area

The Young IT Talents and Young Sales Talents programs were launched in 2010 and

2012, respectively, to promote junior staff who are particularly talented in the areas of customer service and sales. Participants of both programs will have the opportunity to tackle challenging customer projects and extend their skills in their own community, at internal and external expert and training events, and in national and international competitions.

Creating new perspectives: more opportunities for the disadvantaged

In cooperation with the German Federal Employment Agency, we help members of disadvantaged social groups to start off in the working world or further develop their skills.

The "My chance to get going" project is aimed in particular at young people from disadvantaged backgrounds who receive basic income support or have difficulty finding their place. The project has been a big success.

We have also launched a project that aims to give young single parents an opportunity to participate in training or a course of study on a part-time basis. We offer part-time training for all jobs at Deutsche Telekom that require vocational qualification. Part-time courses of study are also offered as part of the cooperative degree programs at the Group's University of Applied Sciences in Leipzig (HfTL).

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