



**LIFE IS FOR SHARING.**

## **Telekom CR-facts**

### **Skills management in the digital age: skillsUP!**

There are 5,500 different job descriptions at Deutsche Telekom in Germany alone. As digitalization progresses, many of them no longer match the tasks and skills now required.

The skillsUP! program launched in 2018 aims to cut the number of job profiles to less than 1,000 and adapt them so that they last for the next three to five years. However, skillsUP! involves more than just modernizing job profiles. The new, up-to-date job descriptions are linked to the Group's skills management so as to ensure holistic, integrated HR planning, make it easier to identify possible gaps in required skills, initiate training measures, or advertise new jobs. Deutsche Telekom is the first large German company to have such a mechanism. skillsUP! is the Group-wide implementation of several pilot projects that have been conducted since 2016.

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