



LIFE IS FOR SHARING.

Telekom CR-facts

Commitment to refugee aid

Deutsche Telekom's commitment to refugees started in 2015 as an initial aid task force with different measures, such as free WIFI hotspots or the provision of real estate to the Federal Office for Migration and Refugees. In the following years, these initiatives developed into the project "Deutsche Telekom supports refugees" with a focus on long-term integration into the labor market.

Through our activities, various kinds of offers for refugees were successfully implemented. In 2019 alone, 450 positions were filled. From low-threshold entries into internships to longer-term hiring for training or permanent positions: Job offers and recruiting processes were tailored to the needs of the target group. An example is the "Internship PLUS Direct Entry" program developed by Deutsche Telekom together with partner companies which was awarded the HR Excellence Award. In several phases with a slow increase in responsibility and sufficient time for language acquisition, it offered participants long-term prospects and stability.

At the end of 2019 the project was dissolved. The experience gained has been incorporated into our standard HR processes. In this way, we will continue to make it easier for refugees to enter working life in the long term.

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