Employers together for integration

A pact for a competitive Europe that includes and empowers

We, as an employer, commit to take our share of the responsibility to support the integration of refugees, contributing to making Europe a place where a different origin or nationality does not impact or limit opportunities and participation. Other third-country nationals could also benefit from some of the actions that we will put in place.

In order to remain competitive in the global market, more than ever Europe needs the right skills and competences for its labour market and economy to flourish. Refugees and other third-country nationals, when effectively integrated into the labour market, can help to meet the growing needs for skills across various sectors in EU Member States and make the European economy stronger. Their skills, talents and competences should not be wasted.

While public policies and actors play a key role in facilitating the integration process, employers, including large companies, SMEs and public employers, can make an essential contribution in facilitating the integration of refugees into the labour market and beyond. Offering opportunities, valuing and further developing skills and competences and facilitating the creation of an inclusive environment are only some of the areas where employers can take action to make integration a reality. Several efforts were made over recent years across Europe to support refugees' labour market integration and many employers are already engaged in this field. Now is the moment to build on these, create synergies, multiply and scale-up actions.

AS DEUTSCHE TELEKOM, WE COMMIT TO THE FOLLOWING CONCRETE ACTIONS:

Offering refugees concrete opportunities to enter the labour market through

- **Internships**: providing internships for refugees that are structured around concrete learning outcomes
- **Apprenticeships and Corporate Bachelor Degree Programmes**: providing places for refugees, combining them with language training and bridging programmes in cooperation with the German Federal Employment Agency and the Office of Migration and Refugees
- **Jobs**: the development of the new program “Praktikum plus Direkteinstieg” combining internship and direct entry positions in order to allow refugees to adapt to European working life in co-operation with two other German companies and the German Federal Employment Agency
- **Career guidance**:
  - providing general information about the German labour market and possible careers paths to refugees on the online platform handbookgermany.de supported by Deutsche Telekom
  - initiating the online job search platform Careers4Refugees.de in co-operation with Jobstairs and Jobware

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1 Overview of national initiatives on the website of the Dialogue
Supporting refugees in developing their skills to enter and remain in the labour market through

- **Scholarships**: providing scholarships for refugees at the Telekom-owned University of Telecommunications Leipzig promoting information technology and telecommunication expertise and thus providing the scholarship holders with a first-class academic education
- **Application Trainings**: providing learning materials for application trainings for refugees
- **Supporting trainers and supervisors** in understanding refugees' needs in the context of internships and apprenticeships
- **Post-placement support** for refugees after they start working at Deutsche Telekom to ensure sustainability of employment

Create an environment that promotes inclusion, both in the workplace and beyond through

- **Favour exchange** between employees with and without migrant backgrounds through round tables, networks and buddy programmes
- **Promoting volunteering** through acknowledgment via special leave to staff who support integration outside work via volunteering
- **Subscribing to the Diversity Charter** in Germany
- **Active participation in the initiative “Wir zusammen”** and thus promoting co-operation amongst companies in order to tackle the issue of refugee integration into the labour market

As follow-up of this Pact, we intend to continue exchanging and discussing results and possible further actions.