

News

adesso sets new record in training year 2020/21

Dortmund, 28. May 2020

Times are tough for trainees. The coronavirus has led to a reduction in training opportunities throughout the economy. Companies with reduced working hours are not creating new jobs – particularly for apprentices. That is not the case at adesso. The IT service provider has just filled 20 positions for trainees and students on cooperative degree courses for the training year from summer 2020. A further ten roles for trainee IT specialists and students on cooperative degree courses in IT have yet to be filled, increasing trainee ratio at the company to a new high.

At the start of the new training year 2020/21, a total of just under 500 young IT talents will be working at adesso SE (2,800 employees), including 80 trainees and students on cooperative degree courses in IT, as well as 420 student trainees. That means 18 % of the company's workforce is made up of trainees, apprentices and students. By comparison, last year just 13 trainees and students on cooperative degree courses joined the company in the new training year – compared to 30 positions for young talent this year, which will be seriously impacted by the crisis.

For Dirk Pothén, member of adesso's Executive Board with responsibility for Human Resources, this training offensive defies the current negative trend towards job cuts and the elimination of positions: "This year, adesso is making a huge investment in talent. With a total of 30 jobs for trainees and students on cooperative degree courses, we are offering attractive training positions in an absolutely future-oriented industry. The coronavirus crisis, with its long lockdown phase, has vividly demonstrated how essential digitalization is to our economy. Supporting young talent in the field is more important than ever."

As an IT company, adesso considers itself fortunate to fill a gap. In the current climate, with companies that have implemented reduced working hours being forced to withdraw advertised training positions and offer fewer apprenticeships, adesso can offer young people attractive opportunities. This year, adesso has twice demonstrated its attractiveness as an employer: in this year's Great Place to Work® employer competition, adesso took both the overall honours as Germany's Best Employer (Deutschlands Bester Arbeitgeber) and the industry award Germany's Best Employer ITC (Deutschlands Bester Arbeitgeber ITC) – each in the large

companies category Those accolades are primarily awarded based on the positive evaluations of employees at the participating companies.

That means Dirk Pothén, member of adesso's Executive Board with responsibility for Human Resources, knows what successful employer branding entails: "It is important to have a corporate culture that focuses on employees' interests, along with values such as respect, esteem, trust, fairness and lively collaboration. Other factors that are very important to our young IT talent include comprehensive, free training and development programmes to foster potential, as well as our offerings for improved work-life balance to support them in their family planning."

From the coming winter semester, adesso will also offer very special opportunities for students to join the company at a new higher education institution, the adesso School of Coding and Software Engineering, at the private [XU Exponential University](https://www.xu-university.de/) in Potsdam. An XU webinar on 3 June 2020 will offer information about the bachelor's degree programme – and about scholarship opportunities, particularly for young women as part of adesso's She for IT initiative (registration at: <https://outlook.office365.com/owa/calendar/XUWebinare@xu-university.de/bookings/s/N3VwB9ljvEitoS1zyLT2Gw2>)

approx. 3,680 Letters

adesso SE

adesso is one of the leading IT service providers in the German-speaking area and focuses its consulting and software development activities on the core business processes of companies and public authorities. adesso's strategy is based on three pillars: the deep industry-specific know-how of its staff, the comprehensive expertise in technology and the application of reliable methods in software implementation projects. Following this approach, adesso develops superior IT solutions, which enhance the competitive position of a company.

adesso was founded in 1997 in Dortmund and currently employs about 4,200 members of staff. The share is listed on the regulated market. Among the most important customers in the banking segment are Commerzbank, KfW, DZ Bank, Helaba, Union Investment, BayernLB and DekaBank, in the insurance segment Munich Re, Hannover Re, DEVK, DAK, Zurich Versicherung, Medizinischer Dienst der Krankenversicherung (MDK-IT) as well as cross-industry Daimler, Bosch, Westdeutsche Lotterie, Swisslos, DZR Deutsches Zahnärztliches Rechenzentrum, TÜV Rheinland, Beschaffungsamt des Bundesministeriums des Innern.

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