

The Adecco Group is committed to boosting the employability of young talent together with:



OUR INITIATIVES



Internal Training & Upskilling Initiatives

The Adecco Group offers training opportunities to **34,000 colleagues** across the world building. We believe in developing talent, and that's why we invest heavily in our people. We offer and deliver a wide range of professional development programmes. The skills of our workforce help put us at the top of the leader board. From our Adecco Academy to our localised high-intensity training programme, we offer a range of development opportunities for all across the globe.



'CEO for One Month'

Running since 2015, this unique Programme provides young people access to opportunities that boost their employability. In 2019, **260,000 aspiring young leaders** from **46 countries** around the world applied for the chance to shadow the local Country CEO for one month in their country of residence. This year again, one of the 46 Country CEOs then went on to accompany Group CEO Alain Dehaze as "Global CEO for a Month". After Japan, France, the United Kingdom and Germany in previous years, the Winner in 2019 came from Hong Kong.



Experience Work Day

4,000 colleagues - from 47 countries where the Adecco Group operates - opened their doors to celebrate this Global Initiative providing 8,000 young people with the possibility to "shadow" a position of their interest and to get jobseeker advice.



THE ADECCO GROUP

INITIATIVES WITH CLIENTS



Modis Academy

Through this forward-looking training and upskilling program established by Modis, one of the Adecco Group's lead brands, early career individuals can expand their skillset and increase their employability in high demand areas, such as software engineering, data science and UX design. Yearly, and in partnership with the best-in-class experts and educational providers, **over 2,000 people** are trained through Modis Academies in six countries.



The Adecco Group's Work-Based Learning Solutions

The Adecco Group plays a key role in the development of apprenticeship schemes that help to boost young people's employability and match companies' skills needs. Specific solutions are driven in countries including France, Italy, the UK and the USA, which have already provided **over 8,600 work-based learning opportunities**, including apprenticeships, in the full year of 2018 alone.



La Grande Ecole de l'Alternance

In September 2015, Adecco Training France launched a virtual school bringing together the Adecco Group France, training institutions and companies to build tailor made apprenticeship-type contracts.



Within the school:

- » The focus is on 17 professions in shortage in several sectors;
- » Since its launch, **more than 12,000 persons** have been enrolled;
- » In 2018, 85% of individuals who completed their work-based learning programs were still in employment 12 months after.

III INITIATIVES WITH INSTITUTIONS

Global Apprenticeship Network (GAN)

The GAN is the global coalition of leading companies and global institutions committed to closing the skills gap and promoting employment, especially for youth, by investing in work-based training. Adecco Group CEO Alain Dehaze served as **GAN Chairman** between January 2016 – June 2019 and continues to be involved at the Board level. The Adecco Group chairs the GAN National Networks in France, Belgium and Turkey.

The European Alliance for Apprenticeships (EAfA)

The Adecco Group proudly supports the European Commission's EAfA platform bringing together key stakeholders to promote apprenticeships. Between 2015-2017, the Adecco Group overachieved its initial pledge by providing more than **8,600 young people** with a work-based training experience. In 2018, the Adecco Group renewed the pledge for the next three years to provide **5,500 work-based learning opportunities per year**, as well as to collaborate with clients in this field in up to 11 countries by 2021 (up from 8 countries currently).

Furthermore,

The Adecco Group contributes to the improvement of **quality standards** for **internships and apprenticeships** as a signatory of the “European Quality Charter for Internships & Apprenticeships” and a co-writer of the European Youth Forum’s “Guide for Employers on Quality Internships”.

PLAN International

As proud partner of PLAN International, the Adecco Group has set up the “Fit for Future” project in Vietnam to **help 800 disadvantaged youth** over three years to become more employable through IT skills training and employment opportunities.



THE ADECCO GROUP

EU Consortium Projects

The Adecco Group is currently engaged as Consortium partner in three projects funded by the Erasmus+ programme of the European Commission to develop a Quality Standard for Internships (**SPRINT project**), to boost the employability of PhD graduates (**DocEnhance**), and to help create a truly European University (**YUFE project**).

Athlete Programmes

Through the cooperation with the International Olympic Committee and the International Paralympic Committee, the Adecco Group supports athletes' lifelong employability at all stages of development, from young athletes balancing sports and learning to retiring athletes. Since 2005, the Athlete Programmes have impacted over **47,000 athletes** across the globe. This programme is now aimed at taking this model beyond the Olympic community, to reach a broader array of athletes who need to be prepared for career transition.

Global Alliance4YOUth

The Adecco Group is an **active member** of the Global Alliance for YOUth, founded by Nestlé, bringing together over 200 leading companies committed to preparing young people to enter the professional world.

Lucerne Festival Academy and Davos Festival

Through the partnership with these two festivals, The Adecco Group Foundation is helping to prepare young musicians for the world of work. Trainings focus on self-assessment of skills and aptitudes, networking, presentation, personal brand and awareness of the breadth of opportunities available in the realm of music. In 2018 we trained **120 young musicians** in a series of pilot workshops during the summer Lucerne Festival Academy. This was repeated in 2019 and an additional 30 young musicians were trained during the Davos Festival. The long-term ambition of the project is to incorporate this approach into the curricula of schools, universities and conservatories, to shape the way young musicians are trained and how they apply their skills on and off the stage.