

# Giving talent development a chance

..T..Systems..



**Ladislav Chudý**  
Vice President Human Resources  
T-Systems Slovakia

## **What are the key values of T-Systems Slovakia as one of the biggest employers in the ICT area in Slovakia?**

Deutsche Telekom AG, along with the T-Systems Slovakia subsidiary, values the development of skills in the interest of both the employees and the company. This helps guarantee a permanently high standard of performance and service quality. At the same time, Deutsche Telekom emphasizes and fosters personal responsibility that employees must maintain and improve their employability. All in all employees are the most valuable asset of our company. We do value our employees and our actions focus on creating the best place to perform and grow, not only for them, but also for their families and the region in which we operate.

## **Your company is an active player in supporting the development of ICT and education in this area in the city and region. How did it all start? What ambitions did the company have in the past and what is the current status?**

In 2006 we carried out research in the labor market and among university graduates and found that there was huge potential for the ICT industry. However, the

**T-Systems Slovakia sees its social and environmental responsibility in a voluntary adoption of ethical standards in business, building and development of relationships with employees, protection of the environment and support of the development of the region in which it operates. Mr. Ladislav Chudý, Vice President for Human Resources at T-Systems Slovakia, introduces the company's educational activities as a part of the overall corporate responsibility concept.**

quality and the volume of qualified professionals in the region did not meet our expectations. In response we decided to create an ICT education program that focuses on strengthening our employees' and graduates' ICT skills, and thus help them to meet the expectations of the market. At the same time we started to develop our cooperation with the key regional players in education – the Technical University of Košice and the University of Pavel Jozef Šafařík in Košice – in order to support practice-driven education. Then we implemented the T-Systems Education Academy (TSEA) in cooperation with the Technical University of Košice. The goal of TSEA was to bring ICT education closer to real market needs and thus help students make the most of their education. Graduates who have a TSEA certificate are better prepared for a successful start at T-Systems Slovakia.

**In the long run, T-Systems Slovakia cooperates with the key education players in the region. What projects do you run in cooperation with universities, secondary and**

## **elementary schools?**

Continuous quality and skills development is "a must" for sustainable human resource management in the ICT area these days. In order to support high quality of university graduates, it is necessary to build up a good foundation at all levels of education.

We started several initiatives to increase interest in ICT in cooperation with the city of Košice. Today volunteers from our company regularly teach 8th and 9th grade students at four schools in Košice. Secondary schools are also an important part of the whole chain of development of qualified ICT specialists. We have a strong cooperation with SPSE in Košice and are developing additional activities outside the city as well. We also offer students the opportunity to do a practicum in our company, and to cooperate with us as we create an ICT curriculum.

**The company also gives opportunities for professional development to the members of the general public. What initiatives are held in this area?** ICT is a growing business and we

also want to give opportunities to people who are already in the work force and want to improve their qualifications. We implemented the Evening UniversITy to develop ICT skills during the school year for non-IT students. Additionally, we organize the Summer UniversITy every year, which is open to anyone who is interested. For ICT students from Eastern Slovakia we also run the T-Systems Slovakia Scholarship Program. These activities support increased employment in the region and help people to re-start their careers. As a supportive initiative, we have coordinated our efforts with the local labor office.

## **What are your plans for the future?**

We plan to continue our current activities and create new projects to support the ICT labor market. For example, we see potential in the creation of IT Labs. We are also active in launching a dual education pilot program in collaboration with the regional government, secondary schools in Košice and various chambers of commerce. We also plan to support Research & Development activities at the universities. As one of the founding members of Košice IT Valley, we would like to motivate other ICT companies and educational institutions to join our initiatives.

## **About T-Systems Slovakia**

T-Systems Slovakia s.r.o. was established in January 2006 as a subsidiary of T-Systems International GmbH. T-Systems Slovakia has a strategic place for the service provider network of the parent company T-Systems International, which ranks amongst the top world providers of information and communication technology (ICT) services. The T-Systems Slovakia service offer includes administration of networks, servers, operating systems, database systems, SAP® systems, middleware software products and many other special custom applications.