



LinkedIn Global Impact Adecco

Adecco unlocks their potential and transforms refugee lives.

As a response to the global refugee crisis, Adecco wanted to help refugees rebuild their lives, develop skills, and thrive professionally. Hiring refugees was a natural extension of the organization’s diversity, equity, and inclusion initiatives, as well as their belief that every voice should be heard, every perspective valued, and every individual given equal opportunities.

By expanding their hiring to include refugees, Adecco was able to tap into a global talent pool, make a tangible social impact, and be an example for other organizations looking to create a more inclusive work environment. As one of the world’s leading staffing and HR solutions companies, they hope to “inspire a wider movement toward hiring practices that contribute to a more inclusive and equitable world,” said Nadine Schönwald, Head of Sales Support and Diversity Representative, Germany.

#WelcomeRefugeesIn

In partnership with global companies and nonprofits, LinkedIn is celebrating the talent, skills and unique experience refugees bring to the workplace. Explore resources and connect with a local organization that can help you find and recruit refugee candidates.

[Learn more →](#)

Employee engagement

Surveys, performance evaluations, and retention rates show that hiring refugees has increased engagement for all employees.

Expanded talent pool

Adecco Germany now employs around 10,000 refugees every year.



“Organizations have a responsibility to lead by example and drive positive change in society. By actively promoting diversity, equity, and inclusion, we not only benefit from a diverse workforce but also inspire others to follow suit, creating a collective impact.”

— Nadine Schönwald, Head of Sales Support and Diversity Representative, Germany.

Challenge: Addressing individual needs for each refugee



When Adecco considered hiring refugees, they wanted to build a smooth onboarding and training process that worked for everyone. But they also needed to create a process that considered each person's unique situation and individual needs. This included:

- Individual cultural differences
- Language barriers that could slow down the integration process
- Support with specific legal requirements, like recognizing professional qualifications from other countries

Solution: A dynamic and nurturing onboarding and training process



Adecco partnered with resettlement agencies and nonprofits to ensure refugee hires had full support and resources. They also encouraged refugees to ask questions and give feedback to keep improving the organization's processes. Adecco focused their efforts primarily on these areas:

- Onboarding, training, and resources for legal requirements
- Language courses and development programs to upskill hires
- Measuring employee engagement and morale through regular surveys, performance evaluations, and retention rates — taking into consideration feedback from all employees

Results: A more inclusive work environment



Adecco increased their inclusivity overall, creating a stronger, more innovative work environment that values diverse perspectives, creative thinking, and unique experiences. They also increased their social impact, which was measured through partnerships with resettlement agencies, community engagement initiatives, and the socioeconomic progress of refugee employees.

Overall, Adecco's commitment to hiring refugees has positively impacted refugee hires and their families, drove sustainable growth for the business, and become a core aspect of the organization's identity.



Discover resources on finding and hiring refugees.

Get insights and connect with a local organization to access and recruit skilled refugee candidates. [Learn more →](#)