VODAFONE’S JOURNEY TO BECOMING AN INCLUSIVE EMPLOYER
WITH YASMIN DESSOUKY
AGENDA

- VODAFONE’S JOURNEY
- VODAFONE’S PWDS FOCUS PILLARS
- VODAFONE’S PWDS AGENDA
- VODAFONE’S WAYFORWARD
OUR JOURNEY STARTED IN 2004 WITH OUR FIRST PWD EMPLOYEE AND NOW WE HAVE MORE THAN 250 PWD EMPLOYEES
VODAFONE’S JOURNEY

STAGE 1: Accessibility Assessment & Revamping our office

STAGE 2: Creating a specialized Benefits portfolio for PWDs & for caregivers

STAGE 3: Training our Managers & Partners with PWDs in their teams on how to accommodate their needs & grow their careers

STAGE 4: Integrating our PWD employees; celebrating, recognizing & developing them

STAGE 5: Creating a Specialized track for PWDs to grow their careers in the organization
PWDs FOCUS PILLARS

Enhancing the Employability of People with disabilities

Giving back to the Community and Supporting 2030 Government Vision

Creating a journey of development for our PWD employees
**Internal Upskilling**
A special development track for the active PWDs in VF with special learning vendors with accessible material

**Annual PWDs Hackathon**
An Annual creative space for external PWD candidates to engage with the business and give back to the community by creating AI Assistive Tools

**PWDs Internal Engagement**
Annual Interactive event between PWDs & PWDs to increase PWD integration and engagement in the organization and to recognize our heros
**Career Progression**
Role change and movement opportunities in the organization

**PWDs Summer Internships**
An annual Summer internship program for interns with disabilities to inject more PWD talents into the organization

**Internal & External PWD Recognition**
Involvement of PWD employees in internal and external branding activities portraying their strengths
PWDs Internal Engagement in celebration of world disability month a simulation event was held internally in which there were different activities to simulate the everyday challenges of people with disabilities face and to engage non-disabled employees with disabled employees.

All activities held in the event were facilitated by disabled facilitators (2 of which were facilitated by disabled employees from Vodafone Egypt). The event was attended by 870+ employees, all with positive feedback on their experience and insights from the event.
PWDs External Engagement - Ai Assistive Tools Hackathon Vodafone Egypt launched the first Hackathon in the private sector in Egypt to help in building technological tools that empower people with disabilities in the workplace and to engage with the external PWDs talent market.

A total of 141 applicants applied to join the hackathon and 6 teams of 5 participants were chosen to participate in the hackathon; of which 13 participants were persons with disabilities. The first 3 winning teams won an opportunity to be enrolled in an incubation training program to continue growing their projects/ideas with Plug & Play Egypt one of the hackathon’s partners.
Universities Collaboration
Initiating Partnerships with Universities in Cairo to onboard more PWDs and support their educational system

PWDs Graduates Program
Launching a specialized graduates’ program for PWDs fresh grads

Hackathon Enhancement
Enhance the Hackathon launched last year to include more PWD candidates and close with more effective projects
THANK YOU