

Graduate Internship Program & Employer Trust Package

A Structured Talent Pipeline for German Tech Companies

Reduce Time-to-Hire · Pre-Assessed Talent · Zero Agency Fees



750+

Trained Talents

75%

Market Placement

120+

Hiring Partners

40+

Bootcamps
Delivered

The German Tech Talent Challenge

Germany's technology sector faces a sustained and well-documented talent shortage. According to **Bitkom 2025**, companies wait an average of **7.7 months** to fill a single junior technology role. Demand for skilled developers, QA engineers, and data professionals continues to outpace supply – and the gap is widening.

Challenge	Market Data
Average time to fill a junior tech role	7.7 months (Bitkom 2025)
IT specialist shortage	Critical level (Bitkom 2025)
Hires from non-traditional pathways	1 in 4 new IT hires (Bitkom 2025)
Enterprise AI adoption – Germany	48.2% – leading EU (EU Digital Decade 2024)
Core skills changing by 2030	39% of workers (WEF Future of Jobs)

The Bottom Line: Talent pipelines built on traditional hiring take too long, cost too much, and carry too much uncertainty. The question is not whether to hire junior developers – it is how to do it efficiently, with lower risk and faster time-to-contribution.

Why Bootcamp Graduates Are a Viable Answer

Bitkom confirms that over a quarter of new IT hires in Germany now come from non-traditional pathways. Bootcamp-trained professionals are already entering the German tech workforce – the differentiator is whether those graduates are *demonstrably job-ready*, with verified portfolios and structured employer support behind them.

That is precisely what the Axsos Academy Graduate Internship Program and Employer Trust Package are designed to deliver.

Demonstrably Job-Ready

Verified portfolios with real working code shipped during training

Structured Employer Support

Axsos AG co-supports every placement throughout the internship period

Non-Traditional Pathways

1 in 4 new IT hires in Germany already come from bootcamp-style training



Who We Are – Axsos Academy & Axsos AG

Axsos AG was founded in 2009 and operates as a full-service IT company with offices in **Stuttgart, Metzingen, and Solingen** (Germany), **Ramallah and Jerusalem** (Palestine), and **Thessaloniki** (Greece). With over **450 clients worldwide** and 16 years of active market presence, Axsos AG brings genuine commercial credibility to every graduate it places.

Axsos Academy – The Training Engine

Founded as a direct response to the Palestinian tech talent gap, Axsos Academy has expanded its mission to position Palestinian developers as a viable **digital export talent pool** for international companies – with Germany as a primary target market.

Program Pillars

Creating a Community

Cohort teams build collaboration and communication

Student Commitment

Financial accountability fosters seriousness and resilience



Program Intensity

Work-simulation model trains performance under pressure

Content & Training

Peer learning and self-directed study build autonomy

This pillar structure reflects how the academy builds the habits, discipline, and independence employers expect.

Teaching Philosophy

Axsos Academy's approach is grounded in **Kolb's Experiential Learning Cycle** and combines flip-learning methodology with project-based learning. Students learn foundational engineering principles and apply them across multiple tools, stacks, and real project scenarios – producing graduates that adapt quickly and contribute without extensive hand-holding.



Our Track Record in Numbers

750+

Trained Talents

75%

Market Placement
Rate

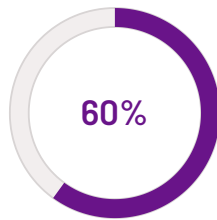
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Hiring Partners

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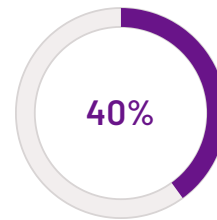
Bootcamps
Delivered

Graduate Profile – Who We Train



Career-Changers

From engineering, pharmacy, history, and civil science – bringing cross-disciplinary problem-solving perspectives.



IT Graduates

Seeking industry-ready practical skills beyond their academic programs.

Programs Delivered

Full Stack Development

Python, Java, MERN

Full-Time: 1,200+ hrs

Part-Time: 660+ hrs

Data Science & Machine Learning

Part-Time

660+ hrs

Software Quality Assurance

Part-Time

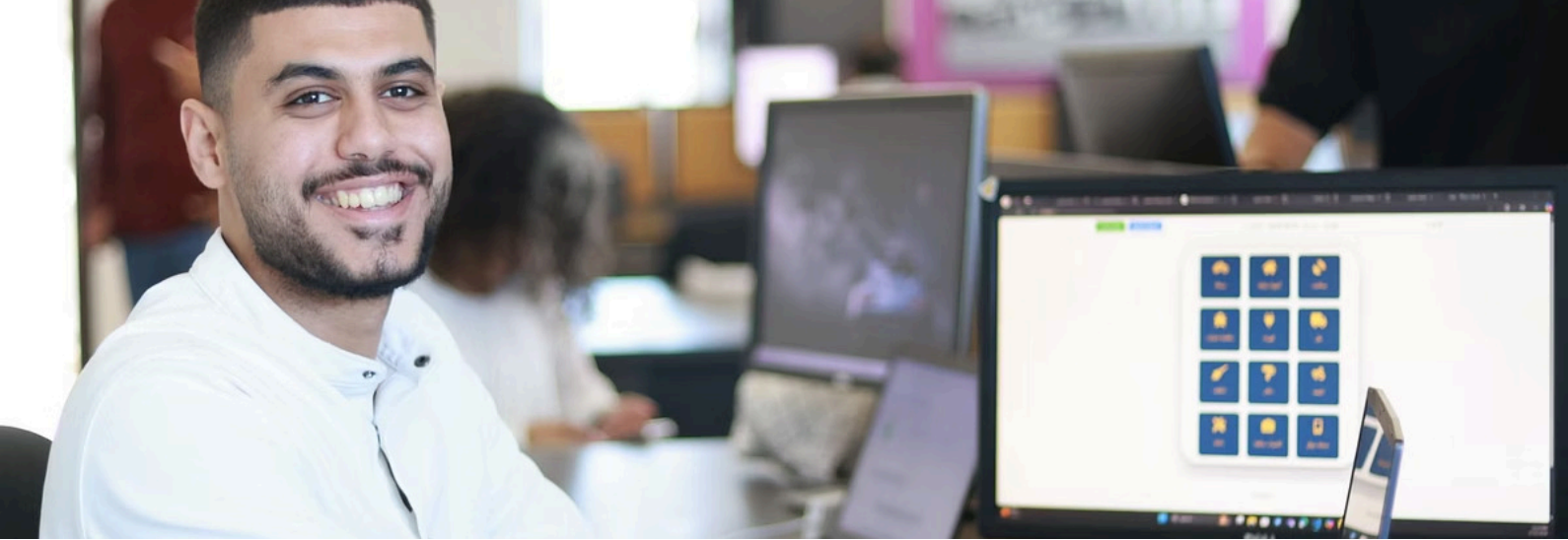
660+ hrs

Microsoft Power BI

Flexible

Tailored

 **Standard Bootcamp Duration:** 16-18 weeks + 6 months career services post-graduation



The Graduate Internship Program

The Axsos Academy Graduate Internship Program is a **structured 6-month engagement model** that connects German tech companies with pre-assessed junior graduates in software development, quality assurance, and data support roles. The entire process – from candidate matching to post-placement check-ins – is managed by Axsos AG, minimising administrative overhead for the hiring company.

What Makes This Different from Standard Hiring

✗ Standard Hiring

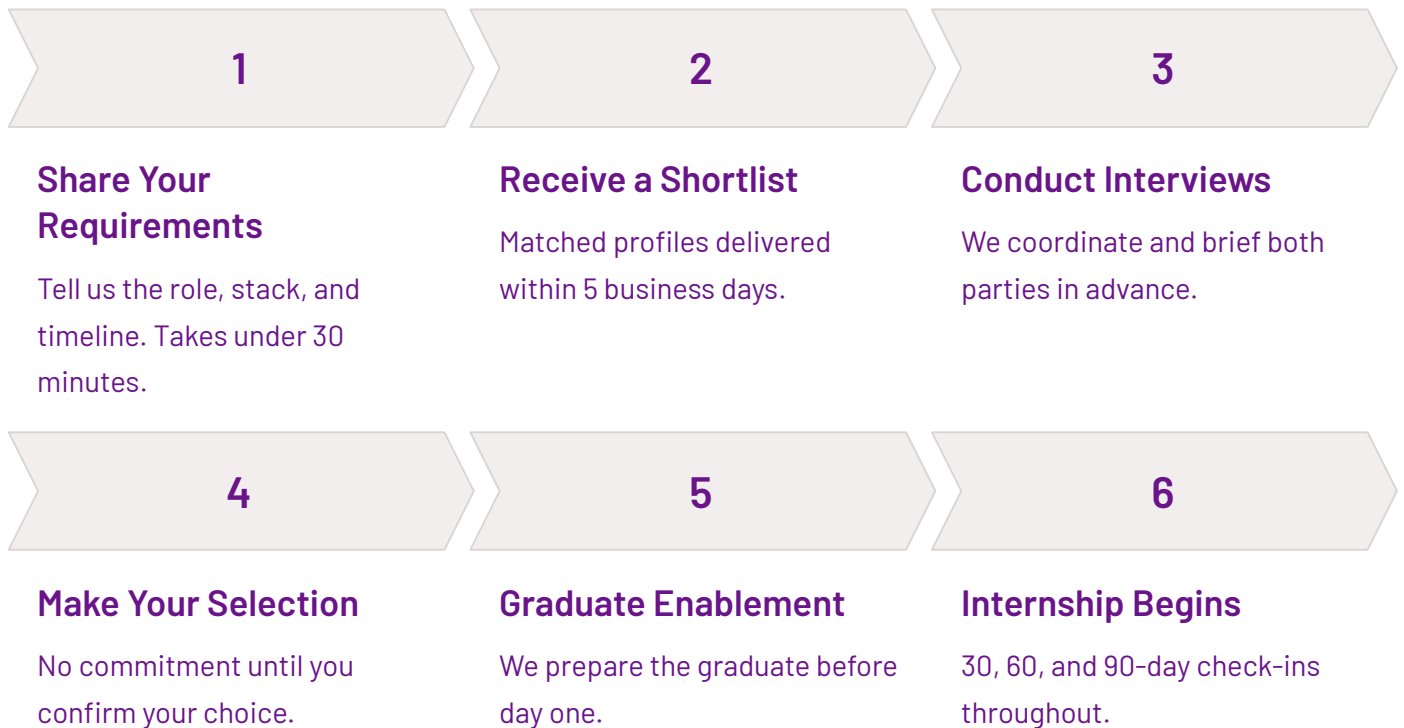
- 🕒 Months to first contribution
- 🔍 High screening – your HR team
- 🏠 Internal onboarding only
- ⚠️ High risk of misaligned hire
- 💰 15-25% agency/recruiter fees
- 📅 Long-term commitment from day one
- 💰 Full market salary

✓ Axsos Internship Program

- ⚡ Days – graduates arrive ready
- ✓ Minimal screening – we pre-assess
- 🤝 Axsos AG co-supports throughout
- 🛡️ Low risk – 6-month evaluation period
- 🎯 Zero agency fees
- 🔒 No long-term commitment during internship
- ❤️ €500/month per graduate

How the Program Works – Step by Step

From first contact to intern start – fully managed by Axsos AG.



📌 **After 6 months:** extend or hire directly. No transfer fees. No penalties.

The Employer Trust Package

Hiring from a non-traditional pathway requires confidence in the quality and readiness of the talent. The Axsos Employer Trust Package gives German hiring partners the proof they need to engage with confidence and speed.

Verified Graduate Profile

Name, bootcamp completed, graduation cohort, technical stack, English proficiency, and availability date.

Portfolio & Projects Overview

Each graduate comes with a documented overview of every project they built during the bootcamp – including the problem solved, technologies used, and live GitHub links. Every graduate ships working code, not just certificates.

Skills Map & Technical Evaluation

A structured skills map covering every technical area the graduate was trained in – with honest, individualised ratings of proficiency, strengths, and areas still developing. Gives hiring managers a clear, at-a-glance picture of exactly what the candidate can and cannot do on day one.

Career Readiness Evaluation

Assessment of soft skills: A skills Matrix that covers (communication, teamwork, responsiveness to feedback, and professional conduct).

Curriculum Transparency Sheet

A one-page breakdown of exactly what the graduate was trained on – tools, frameworks, hours, and project types.

- 📄 **The purpose of the Trust Package:** to give German hiring managers and CTOs the same level of confidence they would have when engaging a senior recruitment partner – at a fraction of the cost and with full transparency into what they are getting.

Axsos AG Enablement.

What We Handle So You Don't Have To?

Once a graduate is selected, Axsos AG takes ownership of all operational and logistical coordination – so your team can stay focused on the work, not the administration.

Hardware & Equipment

We coordinate the hardware the intern needs to contribute from day one.

Office Space & Work Environment

We arrange the right setup for on-site or supported remote work.

Pre-Start Preparation

We prepare the graduate on expectations, conduct, and communication before day one.

Logistics, Travel & Visa

We assist with travel, logistics, visa and work requirements when needed.

* Visa-related costs are charged separately.

6-Month Check-In Schedule

We run 30, 60, and 90-day check-ins. If needed, we provide an alternative candidate within 30 days at no extra cost.



Your team stays focused on the work – we handle everything else.

Commercial Terms

The Axsos Graduate Internship Program is structured to be the most cost-effective and lowest-friction path to junior tech talent available to German companies today.

Term	Details
Internship Duration	6 months
Graduate Monthly Investment	€500 per month, per graduate (direct salary to the graduate) * VAT Excluded
Recruitment / Agency Fees	Zero – no placement fees of any kind
Selection Process	Profiles → Trust Package → Interviews → Company Decision
Enablement	Fully managed by Axsos AG at no additional cost
Long-Term Commitment	Not required during the internship period
Replacement Assurance	Alternative candidate provided within 30 days if needed
Post-Placement Support	Included – 30 / 60 / 90 day check-ins throughout the 6 months
Number of Graduates	1 or more – based on requirements and cohort availability

Why €500/Month Works

The €500 monthly investment is a direct salary paid to the graduate – not a service fee to Axsos Academy. It represents a structured, transparent commitment that:

- Gives the graduate financial stability and professional motivation during the internship
- Signals to the graduate that they are a valued contributor, not an unpaid intern – improving performance and retention
- Costs a fraction of a standard junior hire when factoring in recruitment fees, HR time, and onboarding overhead
- Carries no long-term obligation – you evaluate performance before making any larger investment

📌 **Total 6-month investment per graduate: €3,000** – compared to an average recruitment process that costs German companies 3–5 months of salary equivalent in search, screening, and onboarding overhead, with no performance evaluation period before commitment.

A Sample of Our 140+ Hiring Partners

Axsos Academy graduates are trusted by 120+ companies across Palestine, the region, and internationally.



 From startups to global enterprises – our graduates deliver.

What Partners Say



"It's quite impressive how much an Axsos graduate can achieve in the span of 4 months. Evidently, graduates are equipped with the essential industry skills to adapt in a professional development environment seamlessly and provide value from day one"

Userpilot



Software > Internet > Technology

"Montaser's performance, dedication, and ability to lead were exceptional – reflecting not just technical strength but true leadership and growth"

NADSOFT



"Aside from the technical aspect, Axsos can play a major role in fostering teamwork, especially in situations where team members have differing perspectives"

Confinity



"Khalil (Axsos Academy graduate) is such a smart talented engineer, I am impressed by his experience, wit, how fast he adapts, and his commitment to deliver on the pre-defined deadlines."

Qudra

Next Steps & Contact

Getting started requires minimal effort on your side. Here is what happens when you reach out:

Initial Call – 30 Minutes

A brief conversation with our Partnerships team to understand your technical requirements, preferred role, and timeline. We confirm cohort availability and next steps.

[Book Now](#)

Receive Your Shortlist – Within 5 Business Days

We send you a curated set of matched graduate profiles with the full Trust Package materials for each candidate – at no cost and with no obligation.

Interview & Select

Meet the candidates, ask technical and cultural questions, and make your selection. Axsos AG coordinates everything.

Internship Begins

Your selected graduate starts within an agreed timeline. Axsos AG handles enablement, and your 6-month evaluation period begins.



What Graduates Are Trained To Do?

Axsos Academy graduates are trained for real business functions across three primary disciplines – each reflecting the most in-demand junior roles in the German tech market as validated by Bitkom's annual skills shortage reporting.

01

Full Stack Developer

- Front-end & back-end feature support
- Bug fixing & code review
- React, Node.js, Django, Spring
- Internal tools & web apps
- Git / GitHub workflows
- REST API development

02

QA Engineer

- Manual & regression testing
- API testing (Postman, Swagger)
- Bug reporting & documentation
- Automation testing (Selenium)
- Test case design
- Database testing

03

Data Science & Machine Learning

- Data preparation & cleaning
- Dashboard & reporting support
- Power BI implementation
- SQL & Python data workflows
- Data analysis & visualisation
- Reporting automation

04

Power Platform

- Power BI dashboard design & implementation
- Power Apps canvas & model-driven app development
- Workflow automation using Power Automate
- Business process digitisation for non-technical teams
- Data integration, transformation & reporting
- Microsoft 365 ecosystem integration

Personal & Professional Skills Our Graduates Bring to Your Team

Technical skills get them hired – professional maturity makes them succeed. Every graduate develops both, from day one.

Problem-Solving

Tackles ambiguous problems independently – no hand-holding needed.

How: Real deadlines, incomplete briefs, and peer-only support during challenge sprints.

Professional Communication

Clear written and verbal English for technical and non-technical audiences.

How: Structured check-ins, mock interviews, and project presentations to external panels.

Teamwork & Collaborative Delivery

Delivers under shared accountability – divides tasks, manages disagreement, ships together.

How: All projects are team-based, with peer evaluation and sprint retrospectives.

Resilience & Growth Mindset

Fails, reflects, and improves – without losing composure.

How: An intentionally intense bootcamp, with coaching through setbacks by TAs and a Life Coach.

Self-Management & Accountability

Owens their output. No micromanagement required.

How: Self-paced learning tracks build genuine accountability.

Let's Build Your Team Together



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[Book A Meeting](#)

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Axsos Academy – Talent Built for the Real World.