



## Senior Experten Service (SES)

### VerA

Initiative against apprenticeship dropouts



In Germany, 25 per cent of apprentices drop out of their courses early. Just half of them find a new occupation or a different company to train at. The Senior Experten Service (SES) launched its VerA initiative at the end of 2008 in response to this. The scheme is dedicated to preventing apprentices from dropping out of their courses and is aimed at anyone who is struggling to take their first steps towards the world of work.

### One-to-one coaching

VerA is a nationwide mentoring programme which helps prospective skilled workers to complete their training and prepare for working life. What makes VerA so special is **its tandem model**: each trainee is supported by their own personal coach. Each pair jointly decides how long the support will last, what form it will take and what content will be covered. This approach has proved highly successful: more than 80 per cent of VerA tandems achieve their goal.

### VerA helps with

- Conflicts at the company where the apprentice is training
- Difficulties at vocational college
- Exam preparation
- Finding an apprenticeship

### Objectives

- Strengthening social skills
- Addressing subject knowledge shortfalls
- Improving self-organisation
- Successfully completing the training course

### Target audience

VerA supports apprentices and people completing vocational preparation schemes – whatever their age, origins or chosen occupation. Support can be requested via the VerA website, by e-mail or by phone. The programme is **free of charge**.

### Training support

VerA training support is provided by voluntary SES experts – retired professionals with a wealth of work and life experience who would like to share their expertise. They all complete a two-day preparatory seminar and receive assistance from the SES in the form of regular get-togethers where they can share their experiences and a monthly allowance to cover expenses.

### Costs and funding

VerA support is **free of charge** for apprentices, people completing vocational preparation schemes, companies that provide training and vocational colleges. The SES has partnered with the German Association of Chambers of Industry and Commerce (DIHK), the German Confederation of Skilled Crafts (ZDH) and the Federation of German Independent Professionals (BFB) for its VerA initiative. VerA receives funding from the German Federal Ministry of Education and Research (BMBF) as part of the 'Education Chains' initiative.

### About the SES

The SES is one of Germany's largest organisations for voluntary experts and executives who are either retired or taking some time off work (Weltdienst 30+). It has been dedicated to sharing expertise and professional experience in Germany and abroad since 1983. Within Germany, the SES primarily helps young people to succeed at school and in apprenticeships. It has a pool of over 12,000 experts nationwide. Many of them are particularly keen to support prospective skilled workers in Germany.

### How to contact VerA

Senior Experten Service (SES)  
Ausbildungsinitiative VerA  
Buschstraße 2, 53113 Bonn, Germany  
+49 (0) 228 26090-40, vera@ses-bonn.de  
[vera.ses-bonn.de](http://vera.ses-bonn.de)

### Training mentors wanted!

Would you like to get involved with VerA? If so, register with the SES. We look forward to welcoming you.

For comprehensive information, please visit: [www.ses-bonn.de](http://www.ses-bonn.de)