



Brief information

VerA initiative to keep apprentices from dropping out

Preventing apprentices from dropping out has been the goal of the VerA initiative of the Senior Experten Service (SES) for more than 10 years. The Germany-wide mentorship programme is available to anyone encountering difficulties during their first career steps. And this applies to a lot of people, as for many years 25 percent of all apprenticeship contracts in Germany have been terminated early. Only half of those affected find a new apprenticeship occupation or apprenticing company.

Success with the tandem model

VerA brings apprentices who want support together with voluntary professionals in retirement, always based on the 1:1 principle. This individual approach is the initiative's recipe for success: VerA mentorships achieve their goal in more than 75 percent of cases! Since it began, nearly 20,000 young people have benefited from VerA.

VerA helps with

- problems in vocational school
- conflicts in the apprenticing company
- a lack of motivation to learn
- the search for additional support services

Objectives

- successful completion of the training
- improved social skills
- dealing with exam stress
- improved self-organisation
- support for personal development

For the specialist workers of tomorrow

VerA is geared towards apprentices in all dual and school-based training, including young people taking part in career-preparation services and programmes such as "Career Orientation for Refugees" (BOF). There is a particular focus on promoting the next generation of specialist workers in rural areas, and on nursing and healthcare professions. VerA mentorships are initially for a period of one year but may be extended if required. Requests can be submitted using the registration form on the website vera.ses-bonn.de.

Apprentice mentors

VerA apprentice mentorships are carried out by Experts from the SES. These have all completed a two-day preparation seminar and regularly take part in meetings for further training and for exchanging experiences. The SES supports their commitment by reimbursing their expenses on a monthly basis.

Costs and aid

VerA mentorships are provided free of charge to apprentices, apprenticing companies and vocational schools. The partners of the SES for VerA are the Federation of German Independent Professionals (BFB), the Association of Chambers of Industry and Commerce (DIHK) and the German Confederation of Skilled Crafts (ZDH). VerA is promoted as part of the initiative "Graduation and continuation – education chains up to the vocational training qualification" (Bildungsketten) of the German Ministry of Education and Research (BMBWF).

About the SES

The SES is the biggest German volunteer organisation for specialists and managers in retirement or on a career sabbatical (Weltdienst 30+). Since 1983, the SES has supported the transfer of know-how in collaborative development work. In Germany it is mainly active in promoting the next generation in schools and training courses. Throughout Germany, the SES has a pool of more than 12,000 Experts to draw on. Of these, 2,600 are available for apprentice mentorships.

Contacting VerA

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Apprentice mentors wanted!

Do you want to help VerA, too? Then register with the SES. We look forward to meeting you! You will find all the information at:
www.ses-bonn.de