



VerA-Tandem 20,000:
Antje Strauch with the prospective orthopaedic shoemaker Amen Temesgen Weldu

15 years of VerA - VerAplus continues

New tasks for successful nationwide mentoring program

Our VerA initiative to prevent students dropping out of training is about to celebrate its 15th birthday. The date is December 1, 2023, and there is every reason to celebrate. After all, our mentoring program has an impressive track record: with a total of almost 22,000 apprenticeship mentors, the support of a good 5,000 volunteer experts and - above all - a success rate of almost 75 percent.

This makes VerA highly interesting for business and the state, which has thankfully supported the initiative since its beginnings, especially in times of a shortage of skilled workers. It is funding from the Federal Ministry of Education and Research (BMBF) that makes our program free of charge for trainees, training companies and vocational schools. This also contributes to our success. Added to this is the mentoring based on the 1:1 principle that is typical of VerA and the openness in every direction: VerA welcomes all trainees, regardless of their professional background, place of residence or origin, or the questions or problems they have to deal with.

VerA has been a sponsor for EU-funded programs for several years now. From next year, VerA itself will be expanding its scope of action - to include pilot projects for young people making the transition from school to work and for soon-to-be trainees who are taking advantage of pre-vocational training opportunities. This is what the new name VerAplus (Improving training successes) stands for, under which our initiative will operate from 2024. The goal of preventing trainees from dropping out of training will not change, and important priorities such as supporting trainees in the care and healthcare professions, with a migration background or in rural areas will be retained.

VerA 2008 -2023

CHRONICLE



01.12.2008

Start in the seven model regions Munich/Upper Bavaria, Dresden, Berlin, Erfurt, Braunschweig, Dortmund, Rhine-Main area

11.05.2010

Introduction of logo

01.01.2011

Nationwide on offer

10.04.2013

Launch homepage

19.03.2014

Guest at a CESES* symposium on the integration of young people into the labor market, Brussels

* Confederation of European Senior Expert Services

19.07.2017

Start of 10,000th accompaniment

26.06.2018

Ceremony to mark the 10th anniversary with Elke Büdenbender at the German Parliamentary Society, Berlin

08.04.2019

Topic of a symposium at the House of German Crafts, Berlin

02.09.2021

Homepage relaunch

02.02.2022

First social media posts

17.10.2022

Topic of a symposium at the House of German Business, Berlin

24.10.2022

Start of 20,000th accompaniment

01.12.2023

15th anniversary

01.01.2024

Renaming to VerAplus and Improvement of training successes

SUCCESS STORIES

"A 'Satisfactory' is not acceptable." (Rita Yuyu)

Rita Yuyu from Nigeria has an iron will. The single mother came to Germany a good five years ago. Allensbach, near Constance, became the center of her life. The 32-year-old now works at a day care center for the elderly there. This summer, the geriatric care assistant was taken on with a kiss from her former training company. Of course, this is first and foremost down to her own efforts, but it is also down a little to Friedegard Briechle, who guided Rita Yuyu through her training.



"We continuously reworked the subject matter. Rita was actually perfectly prepared for her exams, but shortly beforehand she really wanted to put in a marathon of studying," says the retired nurse.

"That impressed me, and so we got started. We spent six hours before the written and practical exams, and many more before the oral exam. The result: B for the written and practical parts, an A for the oral!"



"He's serious about it. That's great." (Sayed Hussein Kazimi)



It was supposed to be specialist help, and then it became much more. Sayed Hussein Kazimi was only

15 when he came to Germany from Afghanistan - unaccompanied. You have to talk about that, and the now 23-year-old was able to do so with Klaus Schad. "I talked to him about everything. He always helped, really always, not just with the training." Sayed Hussein Kazimi is a fan of Klaus Schad, Klaus Schad is a fan of Sayed Hussein Kazimi. The two met at the beginning of Sayed Hussein Kazimi's apprenticeship as a mechatronics engineer, which the young man was able to shorten to

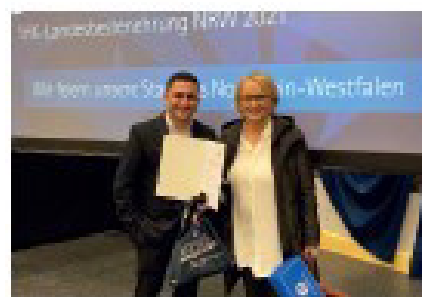
three years and successfully complete this year. Being taken on by his training company in Mörfelden-Walldorf in southern Hesse was a mere formality. "I knew straight away that Sayed Hussein wanted to achieve something," says training supervisor Schad. "Even at our first meeting, he spoke exceptionally good German. In the three years we worked together, he needed less and less technical support, but a sympathetic ear and friendly advice. I think he's great - on all levels."



"I want to study." (Zedan Assaf)

High school diploma in Syria at 17, desire to study, escape from military service in times of war, arrival in Germany in 2015. Today a machine operator in a permanent position on the Lower Rhine after a successful entry qualification (EQ) and an even more successful apprenticeship. These are the key stages in Zedan Assaf's training vita. Always at his side since the penultimate station: Margarete Winkens. The key account manager was there when the now 25-year-old completed his EQ in office

management, at the textile industry speed dating event, the signing of the training contract and, of course, when Zedan Assaf was named one of the best in the state for his 1.3 grade. Getting there involved work - on report books and precise formulations, on text tasks and later on all the available examination documents. It led past the C1 German exam, and he has a new goal: the local entrance qualification for universities of applied sciences. "Zedan still lacks half a percentage point for direct admission to the



university of applied sciences," explains Margarete Winkens. "Zedan says: 'I want to study'. I say: He will, and I will go with him."

FACTS AND FIGURES

VerA: 2008–2023

Results

Accompaniment: 21,927 (total)
Duration: 14.4 months
Coaches: approx. 5,000
Success rate: 73.6%
Representatives: approx. 80 regional coordinators
Cooperations: approx. 40 at federal and state level
Employees: 24 full-time, 13 voluntary

POSITIVE FEEDBACK 2023*

Figures in %

What "our" trainees say.

2023*

I have

... improved my performance at vocational school.	87,1
... received a motivation boost.	86,4
... successfully passed my exam.	85,6
... improved my German language skills.	81,9
... structured my everyday life better.	74,6
... got a better grip on my private problems.	73,5
... achieved my personal goal.	73,6

I recommend VerA to others.

95,8

*Status as of 30.10.2023

ABOUT "OUR" TRAINEES

Figures in %

AGE

15-19 years	19,6
20-25 years	43,0
26-30 years	16,2
>30 years	21,2

GENDER

Male	65,6
Female	34,3
Diverse	0,1

TOP 5 of their training occupations

Nursing specialist	7,4
Automotive mechatronics technician	4,4
Educator	4,2
Office management clerk	3,5
Painter and varnisher	3,0

Top 5 of their countries of origin

Germany	30,0
Afghanistan	13,9
Syria	12,2
Iran	3,4
Guinea	3,4

*Status as of 30.10.2023

Partnerships

SES's partners in VerA are the Federal Association of Liberal Professions (BFB), the German Chamber of Industry and Commerce (DIHK) and the German Confederation of Skilled Crafts (ZDH). A number of other partnerships exist at regional or local level.



Funding

VerA is funded by the Federal Ministry of Education and Research (BMBF) as part of the initiative "Abschluss und Anschluss - Bildungsketten bis zum Ausbildungsabschluss" (Education Chains Initiative).

MISCELLANEOUS

We are always looking nationwide

Experts for training support as part of our VerA initiative

You

- are interested in volunteering close to home
- enjoy working with the younger generation
- have the desire to support trainees
- have many years of professional experience

We offer

- two-day introductory seminars (face-to-face/digital)
- regional meetings to share experiences (face-to-face/digital)
- regular newsletters
- a monthly expense allowance

Contact:

registrierung@ses-bonn.de
vera@ses-bonn.de

For further information please visit:

www.ses-bonn.de
vera.ses-bonn.de

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and Instagram.



VerA boss retires



The head of VerA, Astrid Kloos, is retiring at the end of the year. After five years at the helm of our mentoring programme and almost 20 years at SES, Astrid Kloos, a colleague who knows our organization better than almost anyone, is leaving a huge gap. "I am a VerA fan through and through", with this attitude and enormous commitment, Astrid Kloos has always carried her team of over 100 people with her: Under her leadership, our VerA initiative has developed into SES's most successful single offering. We say: Thank you very much and goodbye!

Mentoring Across Borders (MAB)



Mentoring Across Borders (MAB) is now the fourth EU-funded project* to publicize initiatives based on the VerA model in Europe. MAB is backed by 13 organizations from Albania, Belgium, Bulgaria, Germany, Italy, Greece, Poland, Hungary and Cyprus - including us, of course.

The aim of MAB is to set up mentoring hubs in Eastern and Southern European countries. Experienced professionals are trained there as mentors for trainees and professionals aged between 18 and 30 in order to improve their chances on the job market - an offer that is also aimed at socially disadvantaged people and young people in the career orientation phase.

MAB relies on a matching platform and web-based tools that bring coaches and those seeking advice together and help them to work together across national borders. As "our" experts, you are cordially invited to register and take part.

Further information: www.eumentoring.eu

* Mentoring Young Disadvantaged People for Inclusion (MYDI)
European Senior Volunteering through Mentoring for the Social Inclusion of Young People in

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Gemeinnützige Gesellschaft
Kaiserstraße 185 – 53113 Bonn

Redaktion:
Dr. Heike Naseda
+49 (0) 228 26090-51
presse@ses-bonn.de
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