

SES Mentoring Activities

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General Information about SES

Established in 1983 as a Foundation of the German Industry

Today: 15.000 volunteers (ca. 13.000 retired and ca. 2.000 non-retired)

Ca. **39.700** missions in Latin America, Africa, Asia, South/East Europe outside EU
(Dec. 2025, financed by the Federal Ministry of Economic Cooperation and Development)

Almost **36.000** missions in Germany (Dec. 2025) including mentoring activities in 3 fields:
Inter-generational and inter-cultural mentoring activities consisting of a tandem:
a young person (intern, apprentice, skilled worker) and an experienced senior.

- German-African Youth Exchange Program (2025: 70)
- Integration mentoring for skilled workers/professionals (2025: 21)
- **VerAplus: Mentoring of apprentices according to the German dual education system – avoiding dropouts, improving education process.**

(financed by the Federal Ministry of Education, Family Affairs, Senior Citizens, Women and Youth)

SES Mentoring Initiative VerAplus

The project is targeted at all apprentices in the dual vocational training, who feel that they need support.

VerAplus aims to avoid training dropouts and to improve the training process by intervening quickly to help young people to pass their exams and achieve a training qualification.

VerAplus provides Senior Experts to offer regular 1-to-1 assistance to apprentices.



The VerAplus mentoring is strictly confidential. It is an agreement between two parties - without any involvement of a third party.

SES mentors bring in a wealth of work and life experience. They provide knowledge transfer and the necessary guidance. They act as confidants working together with apprentices to identify solutions and ways forward.

Objective of a VerAplus Mentoring

Many young people are not familiar with the requirements of (ca. 320) occupations requiring formal training (on the job and in vocational school).

They have unrealistic ideas about the world of work and the recruitment criteria of enterprises.

Unrealistic expectations often result in bad planning and disappointment.

Lack of maturity and of decisiveness in matters of career choice.

Parents and schools often are not able to cope with that situation and cannot provide sufficient assistance.

<https://vera.ses-bonn.de>



Objective of a VerAplus Mentoring

Senior Experts provide assistance in developing and implementing solutions, for example in:

- strengthening the apprentices' social competence and their motivation to learn
- assisting them in theoretical aspects of their vocational training
- helping them prepare for exams
- supporting them in their practical training
- helping them improve language deficits
- building mutual trust between apprentice and mentor



VerAplus Facts and Figures

Financed by the Federal Ministry of Education,
Family Affairs, Senior Citizens, Women and Youth

2023: 4.000 apprentices - 2024: 4.500 apprentices

2025: 4.900 apprentices - 2026: 5.000 apprentices

Ca. 28.000 VerAplus mentorings since 2008

75% of mentorings are completed successfully (i.e. no drop-outs)

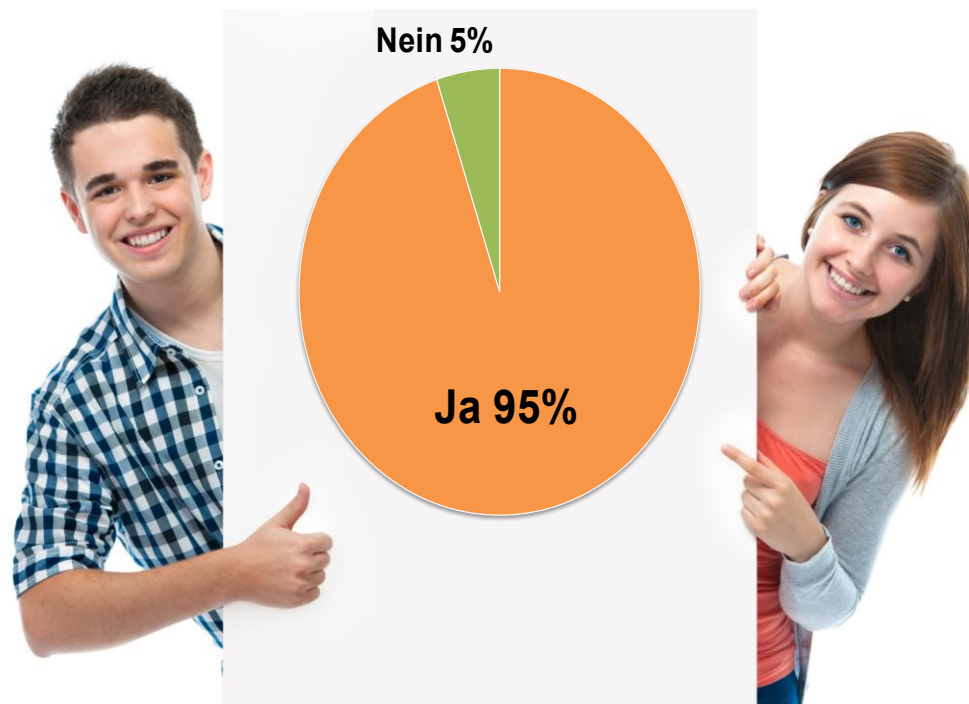
Majority of requests comes from apprentices, but also from employers,
vocational schools, chambers of commerce/trade or from parents.

Ca. 5.000 voluntary SES mentors have attended VerAplus training workshops.

Germany 2024: 31,644 apprentices in agriculture, forestry and fisheries (14
occupations)



Question to VerAplus apprentices: Would you recommend VerAplus to a friend?



n = 2.029
Stand: 31.10.2021

Expanding VerAplus across Europe

As part of the EU-ERASMUS Project **EvoYou*** (2019-2022) SES has carried out a VerAplus training seminar („VerA from A to Z“) for representatives from Senior Volunteer Organisations from Finland, France, Italy and Spain.



* **E**uropean Senior **V**olunteering through mentoring for the Social Inclusion of **Y**oung People

Les implantations d'ORA en FRANCE



01 – Ain – 02 – Aisne – 03 – Allier – 06 – Alpes-Maritimes – 07 – Ardèche – 08 – Ardennes – 10 – Aube – 11 – Aude – 13 – Bouches-du-Rhône – 14 – Calvados – 15 – Cantal – 16 – Charente – 17 – Charente-Maritime – 18 – Cher – 20 – Corse – 22 – Côtes-d’Armor – 24 – Dordogne – 26 – Drôme – 27 – Eure – 28 – Eure-et-Loir – 30 – Gard – 33 – Gironde – 34 – Hérault – 35 – Ile-et-Vilaine – 36 – Indre – 37 – Indre-et-Loire – 38 – Isère – 40 – Landes – 41 – Loir-et-Cher – 42 – Loire – 43 – Haute-Loire – 44 – Loire-Atlantique – 45 – Loiret – 47 – Lot-et-Garonne – 50 – Manche – 51 – Marne – 52 – Haute-Marne – 54 – Meurthe-et-Moselle – 55 – Meuse – 57 – Moselle – 59 – Nord – 60 – Oise – 61 – Orne – 62 – Pas-de-Calais – 63 – Puy-de-Dôme – 64 – Pyrénées-Atlantiques – 66 – Pyrénées-Orientales – 67 – Bas-Rhin – 68 – Haut-Rhin – 69 – Rhône – 71 – Saône-et-Loire – 73 – Savoie – 74 – Haute-Savoie – 75 – Paris – 76 – Seine-Maritime – 77 – Seine-et-Marne – 78 – Yvelines – 79 – Deux-Sèvres – 80 – Somme – 81 – Tarn – 84 – Vaucluse – 85 – Vendée – 86 – Vienne – 87 – Haute-Vienne – 88 – Vosges – 90 – Territoire de Belfort – 91 – Essonne – 92 – Hauts-de-Seine – 93 – Seine-Saint-Denis – 94 – Val-de-Marne – 95 – Val-d’Oise

Example France:
ORA = Objectif Réussir Apprentissage
(based on VerAplus)

Thank you very much for your attention!

Bernd Tuchen

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