



Accompanied by us, as an intern with a scholarship from the Baden-Württemberg Foundation, now permanently employed: Godwin Kofi Quarshie with Claus Munkwitz from our representative office in Stuttgart at his workplace

## Skilled labour shortage: We stand up for the next generation

When – as is so often the case at the moment – there is talk of a shortage of skilled labour in Germany, there is usually a reference to its intensification due to demographic change. Mainly, and rightly so, there is talk of the pension trap snapping shut and the situation being exacerbated and a worsening of the situation due to the baby boomers who are now gradually retiring.

**W**e see an opportunity in demographic change. As the number of people in retirement grows, so does the number of people who want to be active for us in Germany and abroad. In the end, this means even more power for our programmes promoting the next generation of skilled workers – our main focus in Germany.

Nationwide and year after year, around 4,000 of our experts pass on their know-how and their professional experience to young people: they empower pupils, for example, in their professional orientation, they guide trainees safely through their training, and they volunteer as mentors for skilled workers and soon perhaps

also for trainees from abroad who want to gain a foothold in Germany.

Schools Programme, VerAplus (improving success in vocational training) and Integration Mentoring are the names of these three programmes. In addition, there are various other projects with which we support the immigration of skilled labour. All of this is certainly not a panacea for averting the increasingly serious shortage of skilled labour, but it is at least a contribution to alleviating it.

We rely on the expertise and experience of older people – not least to show that demographic change is not just a problem, but also an opportunity.

**Dear readers,**

Nowadays, the SES also needs much longer to adequately fill a vacancy than in the past. In this respect we are no different to most companies in Germany: we know from our own experience how difficult the situation on the local labour market is.

In addition, thanks to our proximity to the leading associations of the German economy, we are in constant exchange about their top issue – the shortage of skilled labour. The same applies to our discussions with the private and governmental institutions that support us.

But we are not only affected ourselves and well informed – in the current situation we are particularly in demand. Why? Since 2006 we have been campaigning for prospective skilled workers, we are very well connected and have access to many thousands of retired people, who are active in this field.

This issue of SES today provides an overview of how we advocate for skilled workers of tomorrow in schools and training and for those who come to us from abroad. In this area we want to do even more in the future.

Yours sincerely,

Dr Michael Blank  
Executive Director, SES gGmbH

## Schools Programme: Career guidance and job application training

Our Schools Programme complements regular lessons at general and vocational schools, particularly in the STEM subjects of mathematics, IT, science and technology, in the areas of language support and integration and in vocational orientation. The programme is financed by donations and sponsorships.



*The Hegelsberg school in Kassel empowers young people with a wide range of practical programmes and prepares them intensively for applying for an apprenticeship. On behalf of the school, Ursula Richter-Dickhaut rehearses job interviews in role play.*

## VerAplus: Improving success in vocational training

VerAplus is a nationwide programme for young people who face difficulties in training. The mentoring programme has been our most successful individual offer for years. VerAplus is funded by the Federal Ministry of Education and Research (BMBF) as part of the Educational Chains Initiative.



*Top in the job after around two years in Germany: Nursultan Zholdoshev, Bekbolot Kanatbek Uulu, Akylbek Abdigapar Uulu and Tynchtykbek Raimov (from left) have just passed their exams to become catering specialists. Today, the four Kyrgyz are working at their former training company, the Landgasthof Hotel Linde in Günzburg. Our VerAplus mentor Rolf Hochwald was at their side along their way.*



## Pilot project: Solar technology for NRW (North Rhine-Westphalia) and Ghana

The pilot project Solar Technology for NRW and Ghana is bringing five Ghanaian solar technicians to Bochum for three-month internships. The young men were trained in advance at the Don Bosco Solar and Renewable Energy Centre near Accra. The Delegation of German Industry and Commerce in Ghana (AHK Ghana) took care of all the formalities of the secondment, while the Kreishandwerkerschaft Bochum (District Craft Trades Association) was responsible for selecting the internship companies. We in turn provided experts for German language courses in Ghana and two mentors as welcome guides. The overall one-year project was made possible by a donation from the Signal Iduna Group..

*First meeting of the solar technicians from Ghana with their mentors in Bochum shortly after their arrival in Germany: Abud-Rashidu Mama-Toure, John Kofi Quarshie, Hermann-Josef Scholten, Samuel Ayenku (top from left), Samson Kofi Mensah, Thomas Greve, Peter Kofi Desmond Yeboah Korang (bottom from left)*

## Chronicle:

# Our commitment to the next generation of skilled workers in Germany

Year	Programme	Duration, task, funding
2006	Launch Schools Programme	<b>19.12.2006 – today</b> Coaching at schools Funding: donations, sponsoring
2008	Launch VerAplus	<b>01.12.2008 – heute</b> Mentoring for trainees Funding: BMBF
2010	Launch pilot project coach@school	<b>01.12. 2010 – 31.08.2015</b> Coaching vocational orientation at schools Funding: BMBF
2013	Cooperation partner of special programme MobiPro-EU	<b>02.01.2013 – 31.12.2016</b> Mentoring for trainees from EU countries Funding: BMAS
2014	Cooperation partner of Make it in Germany programme	<b>01.08.2014 – 31.12.2014</b> Mentoring academics from Asian countries Funding: BMWi
2015	Cooperation partner of the German-Tunisian Mobility Pact	<b>27.04.2015 – 31.03.2016</b> Mentoring skilled workers from Tunisia Funding: AA
2016	Cooperation partner of the coordination centre training and migration (KAUSA)	<b>01.08.2016 – 30.06.2019</b> Mentoring refugees Funding: BMBF
2017	Initiator of the Mentoring Young Disadvantaged People for Inclusion (MYDI) project	<b>15.09.2017 – 14.09.2019</b> Mentoring disadvantaged young people in the EU Funding: EU
2019	Participation in the European Senior Volunteering through Mentoring for the Social Inclusion of Young People in Difficulties (EvolYou) project	<b>01.09.2019 – 31.01.2022</b> Mentoring disadvantaged young people in the EU Funding: EU
2021	Cooperation partner of the African-German Youth Office (AGYO) for the programme line Team works!	<b>24.06.2021 – today</b> Tandem internships for young skilled workers Funding: BMZ
2022	Participation in the European Seniors Together (EST) project	<b>01.01.2022 – 24.02.2024</b> Spreading the idea of mentoring in the EU Funding: EU
	Cooperation partner of the Baden-Württemberg Scholarship for Professionals	<b>01.01.2022 – today</b> Mentoring foreign skilled workers Sponsoring: Baden-Württemberg Foundation
2023	Participation in the Mentoring Across Borders (MAB) project	<b>01.01.2023 – 31.12.2024</b> Mentoring for young people in the EU Funding: EU
	Cooperation partner of the pilot project Solar Technology for NRW and Ghana	<b>01.09.2023 – today</b> Mentoring solar experts from Ghana Sponsoring: Donation from Signal Iduna Group
2024	Launch of German Senior Experts (GSE) and its Integration Mentoring	<b>01.01. 2024 – today</b> Mentoring skilled workers from abroad Sponsoring: none, commercial offer
	Cooperation partner of the Business and Innovation Partnership NRW-Afrika (WIN NRW.Afrika) in module Exposure & Networking in NRW	<b>03.04.2024 – 31.03.2025</b> Support for start-ups from Ghana and Nigeria Funding: MWIKE

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)  
 European Union (EU)  
 Federal Foreign Office (AA)  
 Federal Ministry for Economic Affairs and Energy (BMWi) , today: Federal Ministry for Economic Affairs and Climate Action (BMWK)  
 Federal Ministry for Economic Cooperation and Development (BMZ)  
 Federal Ministry of Education and Research (BMBF)  
 Federal Ministry of Labour and Social Affairs (BMAS)  
 Ministry of Economic Affairs, Industry, Climate Action and Energy of the State of North Rhine-Westphalia (MWIKE)

# Miscellaneous

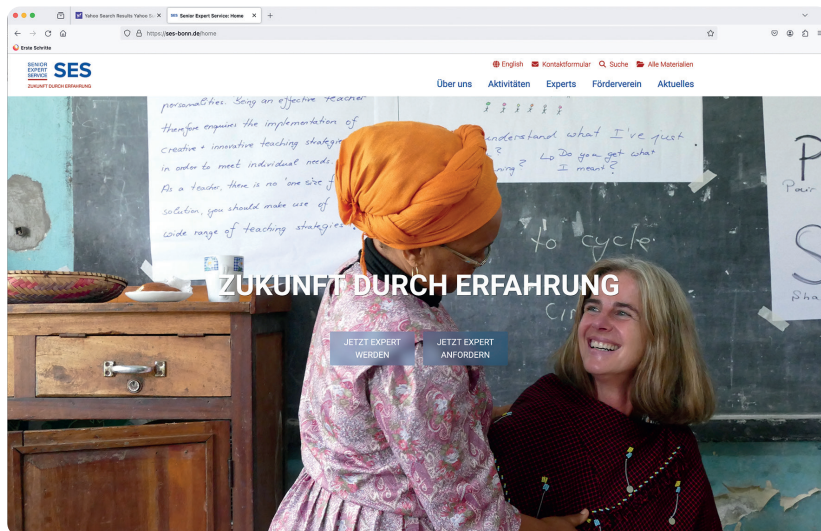
## NEW:

### Name, logo, website

Since 25 March it's official: from this day on we are operating under the name Senior Expert Service (SES), with the addition of gGmbH. Two weeks earlier, the commercial register B of the Bonn District Court had changed our company entry accordingly.

With the new name comes a new logo and, above all, a new website. Structure, text, look – everything is new. Of course, the address has not changed. You are welcome to visit us online at: [www.ses-bonn.de](http://www.ses-bonn.de).

Our nationwide training initiative VerA also has a new name. Since the beginning of the year, the programme has been continued under the name VerAplus. Of course, there is also a new logo here.



### Silver Worker

Working in retirement – why not? Many older people are looking for meaningful and lucrative work – for example part-time. Personnel service providers such as Randstad are also aware of this and consider it as an approach to overcoming the increasingly serious shortage of skilled labour.

Our tip for anyone interested in employment: **find out more**. You can do this easily using the following QR code below, which provides an example of one of the many possible jobs offered by Randstad. Angelika Schorn is available as your contact person and will explore with you which jobs might be of interest to you. Alternatively, you can also send a message with your contact details and job requirements any time to [expert.service@randstad.de](mailto:expert.service@randstad.de).



## Silke Georgi:

### New head at VerAplus



Silke Georgi took over the management of our VerAplus mentoring programme on 1 February. She replaces Astrid Kloos, who retired at the end of 2023. Silke Georgi comes from Berlin, where she has worked at Sozialhelden e. V. for the past ten years – most recently as project manager for JOBinklusive. She has a large network and a lot of experience in working with volunteers and young people with migration experience, which is exactly what we need for VerAplus.

### Publishing details

**Publisher:**  
Senior Expert Service (SES) gGmbH  
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**Design:** [www.pinger-eden.de](http://www.pinger-eden.de)  
**Photos:** SES  
**Editorial deadline:** 20. April 2024

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