



**Services and networks  
for returning development  
service professionals**

## Returning from development service

### Services and networks

**Every year between 300 and 400 development professionals and peace experts complete their term of service. They then have to find new employment. In AGdD's Reintegration Programme we specialise in supporting people through this process.**

Returning professionals have gained new skills and knowledge and return home with a host of valuable insights. They have a lot of stories to tell. At the same time they need to reorientate themselves, because things have changed in their home country too. They now face the challenge of bringing these two worlds together. How will it

be possible to apply the valuable experiences in everyday life and at work, so that they bear fruit? This is – and will continue to be – a fascinating question.

The process of returning, like the preparation phase, is part of the development service as a whole. It is therefore addressed as appropriate in the Development Workers Act. Article 12 of the Act states that development workers who are returning to Germany (or Europe) and looking for a new job should receive “assistance in finding work ... taking into account their particular knowledge and experience”.

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Since 1969 this has been the task of the Reintegration Programme, which has now been part of AGdD for many years. The Reintegration Programme supports professionals from all the service agencies. Over the years we have gained a great deal of valuable experience. We make our expertise available to all returning development professionals and peace experts, whenever they are trying to find an answer to the important question: "Where am I going to work next, now that I have completed my term of development service?"

In seminars and webinars, through individual counselling, in our magazine, transfer, and on our website, we provide a great deal of relevant information and make space for the sharing of technical knowledge, expertise and personal experience. We put people in touch with each other when a particular need is identified. Our starting point is always the particular experiences gained during development service. We then work together on making use of these experiences, realising individual wishes, and developing each person's prospects. On-going dialogue and meetings with (returning) professionals are at the heart of our work.

The services we provide are funded by the state. With the exception of a small fee for participation in seminars, our services are available free of charge to all (former) professionals in development service and civil peace service. Family members who have accompanied their partners during a term of development service are also invited to use our services.

We look forward to hearing from you and/or meeting you!

You can find more information here:



[www.agdd.de/en/after](http://www.agdd.de/en/after)

**We have many years' experience of professional reorientation after a period of service abroad.**



## Individual advice and coaching for job seekers

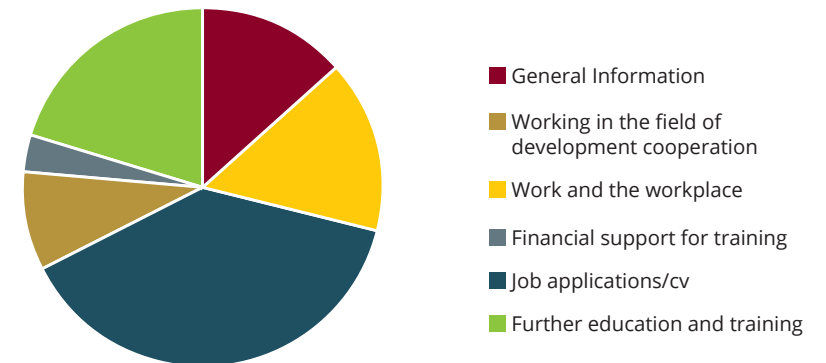


A lot of professionals want to reorientate themselves after returning from development service and are looking for ways to make use, of the experience they have gained during the next stages of their career.

We support returnees in reflecting on their professional development and in forging new prospects. Our team of advisers possesses many years of experience and they know that a term of develop-

ment service is a very significant period in a person's life. We are familiar with their special situation and are able, in intensive one-to-one counselling sessions, to give proper attention to each individual's cv and their particular questions. Depending on what is needed, we can make suggestions as to how to go about finding a job, give feedback on job applications, or simulate a job interview. Individual counselling often turns out to be a long process of sharing.

### Issues addressed during counselling in 2017



We offer personal counselling in our office in Bonn, on the telephone, via Skype, or by e-mail. We recommend that professionals who are still serving as development workers begin thinking about their return well in advance.

It goes without saying that we ourselves regularly attend training courses in particular approaches and methods of counselling.

**Please do not hesitate to contact us.**

**During the past ten years we have given advice to about 2,800 returning professionals.**

## Seminars and webinars – opening up your career prospects

What skills have I acquired during my development service? And how can I use them during the next stages of my career? In which kinds of jobs is there a demand for my skills? How can I describe my skills and develop them - not only for employers within the development cooperation sector but for those in other sectors as well? Are there training courses which would be worth following in preparation for the next stages of my career?

These and other issues related to returning to regular work are addressed during our seminars. Sharing directly with other returnees and professionals is a source of new ideas and provides an opportunity to explore new possibilities. Our lecturers and trainers have special expertise in the sector, work in human resources, or are trainers in a particular field. Many of them are professionals who have themselves returned from development service quite a few years ago. They offer insights into selected fields of work and into their own personal careers. All our lecturers and trainers keep themselves up-to-date from a variety of perspectives and are available to answer questions and talk to people individually.

Seminars are held on topics such as “Assessing your skills”, “Becoming self-employed and starting a business as a career option”, and “Integration into the world of work: Opportunities for returnees”. We use a variety of methods and ways of working in our seminars to create an open atmosphere and provide plenty of opportunities for active participation.

Our webinars are scheduled at various times of the day, taking account of the fact that professionals are living and working in different time zones.

Our seminars and webinars are meeting places for (former) development workers from all the service agencies, where they can meet each other, work together, and support each other in addressing their own particular issues.

Our seminar programme is available online. And professionals can register their participation online too. [www.agdd.de/seminare](http://www.agdd.de/seminare)



## Our web presence: informative and interactive



Development service: before, during, and after - On our online portal, we aim to present development service in all its various shapes and forms. When we designed our portal together with the Institute for Media Studies at the University of Bonn, we took account of the most up-to-date know-how and ascertained - through a number of surveys and tests - the wishes and ideas of about 300 professionals and returnees. Our main aim is to provide information. We invite development workers and professionals who have returned from development service to support us by re-

porting on their work and experience in development service on our platform. We are pleased to be able to pass on our own particular expertise as well. All sorts of information about returning and professional (re)orientation can be found under the heading, "danach" ("Afterwards").

**[www.agdd.de/en/after](http://www.agdd.de/en/after)**

This includes suggestions for returning families, recommendations for finding work through the internet, and a lot of information about all the things, from A to Z, which you have to pay attention to and

sort out at the end of your contract, such as insurance and job-seeker's allowance.

Suggestions from experts in the field of human resources serve to complete the information and services which we offer online. The contributions from professionals who have already returned, each with their own story of reintegration, are especially inspiring.

**Do visit us!**  
**[www.agdd.de/en](http://www.agdd.de/en)**

### Get connected!

Through our international network of professional development workers, Connect-ED, we offer serving development workers and returnees the opportunity to get in touch with each other and exchange expe-

periences and ideas across the whole range of fields of work. Registered users can upload their career profile and their qualifications and interests. You can find up-to-date information about job advertisements and events, etc. in the ConnectED Market Place. And users can also publish information themselves.

We update our online presence continually and match the content to the needs of our users as far as possible. Parts of our website are also available in English.

Information and registration at:  
**<https://www.agdd.de/en/connected/>**



## transfer – by returnees for returnees

Professionals returning from development service or civil peace service have a broad range of different experiences. And their subsequent career paths are often very different. In our magazine, *transfer*, returnees report on their experiences, the way their career has developed, or how their development service continues to have an impact on their everyday life. The accounts of their experiences are supplemented by interviews with experts and plenty of information about current developments in the job market and the various training courses which are on offer.

In *transfer* we shine a spotlight on individual sectors (climate protection, education, public relations, etc.), important issues (corporate social responsibility, leadership tasks, etc.), and strategic questions around looking for work and applying for

jobs. And we focus regularly on international challenges (humanitarian aid, peace and conflict management, development cooperation). Each issue addresses a particular theme. And we also explore various “aspects of returning”. Under this heading, professionals recount how they bring their stories and experiences to bear in our society, where and how they continue to get involved, or how they have succeeded in maintaining contact from afar with friends and colleagues in their former partner country. Besides all this, we also use *transfer* to inform people about our own work, including any changes in the office, and about interesting new developments amongst our member organisations.

All the issues (since 2013) are also available in pdf format on our website:

[www.agdd.de/en/transfer](http://www.agdd.de/en/transfer)



## Training grants

In order to support the reintegration of professionals in the German or European job markets, the Federal Ministry for Economic Cooperation and Development (BMZ) allocates funds each year for the provision of training grants for returnees.

The funds are administered by the Reintegration Programme of AGdD. Financial support is made available in accordance with articles 18ff of the Federal Training Assistance Act (BAföG) and the terms and conditions laid down by the BMZ. The financial assistance takes the form of an interest-free loan and is provided only following consultation with an adviser. You can read the criteria for the provision of assistance on our website at: [www.agdd.de](http://www.agdd.de).

**Come and visit us in our office in Bonn**

Arbeitsgemeinschaft der Entwicklungsdienste e.V. (AGdD - Association of German Development Services)  
Meckenheimer Allee 67-69  
53115 Bonn, Germany  
Tel.: +49 (0)228 908993 -0  
e-mail: [info@agdd.de](mailto:info@agdd.de)  
[www.agdd.de/en](http://www.agdd.de/en)

**AGdD** Arbeitsgemeinschaft der Entwicklungsdienste e.V.  
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