



ANNUAL REPORT
2023

Senior Expert Service (SES)



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Preserve the good, dare to try something new

When you turn 40, you look back, take stock of the status quo and perhaps change a few things. This is exactly what we did after our 40th birthday on 31 January 2023. Pausing, reflecting, reforming: these were our most important tasks alongside our day-to-day business.

There were two projects in the background. First, we wanted to modernise the image that we project, and second, to gain greater financial independence from the public sector in times of increasingly scarce state funding. The results are a new name including logo, motto and website and two new business areas.

Today we operate – finally gender-neutral and as a gGmbH – under the name Senior Expert Service (SES), act under the catchy motto “Future through experience” and have updated our entire look. We are strengthening our independence with commercial services under the German Senior Experts (GSE) brand and a new fundraising programme.

The sole purpose of these business areas and the income they generate is to make the SES and its centrepiece – the voluntary transfer of expertise at home and abroad – fit for the future.

Management in new hands

I was very pleased to initiate all these changes in 2023 and, together with a great team, introduce and manage many crucial processes. From August 2024, I am turning my attention to new professional challenges and handing over responsibility to my deputy Marion Sodemann, who has been appointed as the new Executive Director of SES gGmbH.

I would like to thank the entire SES family for three and a half years of trusting and highly productive collaboration. I wish each and every one of them all the very best – especially my successor, of course. May she be very successful in setting new things in motion and preserving what is good.

Thanks

The SES as an organisation has many people to thank: first and foremost the German Federal Ministry for Economic Cooperation and Development (BMZ) and the German Federal Ministry of Education and Research (BMBF). The financial support from these two organisations made most of our assignments possible in 2023. We would also like to



Dr Michael Blank and Marion Sodemann

thank Engagement Global – the central contact agency in Germany for development policy initiatives – and the Federal Institute for Vocational Education and Training (BIBB).

Special thanks go to our friends in the German Bundestag and the European Parliament. We would also like to explicitly mention the Federal Foreign Office, the German missions abroad, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), the umbrella organisations of German industry, the German Chambers of Commerce Abroad (AHKs), the Chambers of Skilled Trades and Crafts (HWKs) and the Chambers of Commerce and Industry (IHKs).

Additionally, we offer heartfelt thanks to all those who support our work with donations or provide premises for offices, conferences and seminars. Our thanks go to the SES Sponsors' Association and its members, but also to companies, corporate foundations, other German business organisations and many individuals. We will not be able to do without this support in the future. Rather, we rely on it more than ever before.

We are especially grateful to our experts and our full-time and volunteer teams in Germany and abroad for their tireless commitment, motivation and performance. It is precisely when new tasks need to be tackled and mastered that the SES is at its best.

Dr Michael Blank
Executive Director SES gGmbH

New business areas



Fundraising

Seeking financial support via fundraising – the classic way to raise money for the charitable goals of an organisation like ours. We also take this approach and are currently approaching foundations and companies in order to establish long-term funding partnerships and acquire larger donations. However, we also welcome smaller individual and regular donations.

German Senior Experts (GSE)

Our voluntary work is explicitly non-commercial. The situation is different for the German Senior Experts (GSE), which have been on the market since the beginning of 2024 following an external profitability analysis – with these divisions: Global Mobility, Integration Mentoring, Management Consulting, Further Education and Teaching.



Global Mobility

Secondment consulting: Over 40 years of experience in the global secondment business has created a wealth of knowledge from which all those who send employees abroad or are prospective expats themselves can now benefit. The services include web and classroom seminars as well as in-house training on all issues that arise in the context of professional assignments abroad – including very practical, industry- or country-specific topics. On request, the package also includes remote support during the time abroad, as well as support during the return phase.



Integration Mentoring

Different countries, different customs: This is also experienced by skilled workers who come to Germany from abroad, where they are urgently needed. All industries are faced with the major task of recruiting and retaining international employees. This requires a strong welcoming culture, which our mentors help create. They support migrant professionals as they settle into their new place of residence and work – for example with everyday issues, finding contacts and dealing with professional or personal problems.



Management Consulting

A service for German and foreign companies outside the sphere of development cooperation: there are no limits to the content of our consultancy services. We provide specialist knowledge in areas such as application technology, organisational development or restructuring, offer on-the-job training and undertake trips on behalf of companies that have to comply with the Supply Chain Management Act – our special route including TÜV certification for those who carry out on-site inspections.



Further Education and Teaching

They are in demand all over the world: teachers – especially those teaching subjects in short supply. Temporary vacancies over periods of a few months can be bridged quickly and easily with our teachers. Here we cooperate with the World Association of German Schools Abroad (WDA), among others. We also offer this service for all other general and vocational education institutions abroad.



As part of the SES, the GSE naturally stand for the same values that the SES represents. These include: fairness, neutrality, openness, responsibility and respect.

Future through experience

Passing on knowledge

For 40 years, the Senior Expert Service (SES) has stood for the transfer of know-how by volunteers. All around the world, our experts pass on their specialist expertise and their professional experience. Their assignments take place in developing and newly industrialised countries, but also in Germany, where they mainly benefit young people in schools and specialist training.

For many years, our experts were all retired people. However, since 2017 we also assign people who are still working. We created Weltdienst 30+ specifically for them – a service in foreign countries that strengthens the voluntary commitment of the middle generation in collaborative development work.

Know-how from 50 industries

Our specialists hail from around 50 industries and several hundred individual professions. Skilled trades and crafts, technology, trade and industry, services and sales, administration and public service, educa-

tion and science: the SES covers practically every field and sector.

Nevertheless, we are constantly on the lookout for new talent from all professional backgrounds so that we can respond to as many assignment requests as quickly and precisely as possible. This also applies to our new division – German Senior Experts (GSE) – for which we are setting up a separate pool of experts.

Urgently required

Demand is particularly high for specialists in skilled trades and healthcare. The same goes for anyone who knows their way around the German vocational training system, both in theory and practice, or who has expertise to offer on agriculture, renewable energies, plastics, mechanical engineering or foodstuffs.

Across all fields, there is a great need for experts with good foreign language skills, and for volunteers interested in working within our German programmes for children, youths and trainees.



INDONESIA

Every year, the Madu Waldorf School in Bali adds a new 1st class. The school has existed since 2019, its kindergarten since 2016. Waldorf education for around 80 children from a wide range of backgrounds, classes of ten in light-flooded bamboo houses and English as the language of instruction – that’s what makes the institution so special. Ulrich Thurm has now supported the school on two assignments as a mentor and observer, with workshops and feedback sessions on topics such as: the individual child, learning

from each other and education of the will. He says: “The staff works very well and ought to be much more confident in their abilities. I am convinced of this, and I have learned about Balinese-style Waldorf education, which is also interesting for us in Europe.”

Expert: Ulrich Thurm, graduate physicist, Waldorf teacher
Location: Ubud, Madu Waldorf School
Task: Further training in Waldorf education

REGISTER: development and technical expertise

REGISTER	2023	2022
Experts	13,278	12,742
Weltdienst 30+ specialists	1,804	1,705
Registrations	1,178	978
Farewells	665	606
Average age	69	69
Proportion of women (in %)	25.8	24.5

German Senior Experts (GSE)

Nobody goes to market unprepared with new products and services – and this goes for the GSE too. A large part of the preparations for the kick-off on 1 January 2024 took place in 2023: In addition to background discussions, a profitability analysis and the development of online and print materials for public relations, the creation of a dedicated register of experts was central to the GSE. This register now includes the names of 400 experts from all sectors.

INDUSTRY	EXPERTS
Agriculture	603
Automotive engineering	600
Banking and insurance	459
Building industry	705
Charitable institutions	754
Chemistry	347
Communication technology	281
Cosmetics	48
Economic and professional organisations	280
Education	2,936
Electrical engineering	549
Energy	292
Environment protection	218
Foodstuffs	348
Foundry and forging	84
Glass and ceramics	67
Hydraulics and pneumatics	33
Information technology	695
Law and taxes	188
Leather processing	24
Measuring and automatic control engineering	216
Mechanical and plant engineering	456

INDUSTRY	EXPERTS
Media, arts and culture	539
Metallurgy	30
Metalworking	190
Mining	63
Optics	48
Packaging for end consumers	30
Pharmaceutics	229
Plastics	117
Printing and graphics	111
Public health	1,853
Public sector	1,348
Pulp and paper	32
Rubber processing	32
Sciences	305
Sector-independent activities	632
Services	1,181
Textiles	175
Tool and machine tool manufacture	124
Tourism and leisure	473
Trade	354
Traffic systems	217
Wood processing	191

Know-how made in Germany

Expert knowledge for the Global South

International SES assignments bring specialist knowledge from Germany to developing and newly industrialised countries. Our experts provide support to small and medium-sized enterprises, educational and healthcare facilities, public authorities and charitable organisations – always in response to demand, always tailored to the needs of the client, always based on the principle of helping people to help themselves.

This system is the key to the success of the SES, enabling our assignments to make a highly valued contribution to German collaborative development work. The German Federal Ministry for Economic Cooperation and Development (BMZ) has recognised this contribution with almost four decades of sustained support, and by making the SES a partner in its African-German Youth Office (AGYO).

All over the world, we focus on supporting local economies, fighting poverty, and promoting vocational training, healthcare and agricultural development. And with practically every one of our assignments we contribute to implementing Agenda 2030 with its 17 Sustainable Development Goals (SDGs).

A worldwide network

The international success of the SES can be attributed for the most part to our very good contacts. By the end of 2023, our network of Representatives consisted of 185 people and institutions in 85 countries – important points of contact for our clients.

Follow-up assignments and post-assignment activities

Every year, between 20 and 30 percent of our assignments abroad are part of a series of assignments. The high proportion of these follow-up assignments clearly illustrates how positively our services are received. This satisfaction is further consolidated by support from our experts after the actual assignment, as they facilitate contacts with companies, assist with the purchase of machines and spare parts, and happily provide advice remotely on any questions that arise at the assignment locations.



KENYA

Sustainable! This is everything that Ecoscapes in Naivasha offers. With a botanical garden, a wildlife park and holiday accommodation, the Kenyan company is already much more than just a farm. Now an institute for agroecology and organic farming is going to complete the concept. But that costs money, so funds need to be raised. Our expert Ursula Gröhn-Wittern has been entrusted with the preparations. She recommends: setting up an organisation to handle fundraising, networking within the agroecological movement, exchanging ideas with like-minded people, public relations work that highlights Ecoscapes' contribution to the UN development goals, as well as seeking individual donations and checking crowdfunding platforms.

Expert: Ursula Gröhn-Wittern, graduate agricultural engineer
Location: Naivasha, Ecoscapes Kenya
Task: Development of fundraising strategy



AROUND THE GLOBE: assignments and evaluation

ASSIGNMENTS	2023	2022
Afrika/MENA*	**379	***436
Asia/Central Asia	244	308
Europe/Caucasus	91	102
Latin America/Caribbean	83	103
Total	797	949
Follow-up assignments (in %)	29.1	25.2

* Middle East and North Africa
 Assignments in the Team works! division of the African-German Youth Office (AGYO):
 ** of these 58, *** of these 28

Special vocational training programme

Our special vocational training programme got off to a strong start in the fourth quarter of 2023. The programme is financed by the German Chamber of Commerce and Industry (DIHK) and implemented in cooperation with the German Chambers of Commerce Abroad (AHKs) – including in countries that are not part of the Global South. Our cooperation partners include the AHKs in Egypt, Ghana, India, Lithuania, North Macedonia, Paraguay, Serbia, South Africa, the United Arab Emirates (UAE) and Zambia.

POSITIVE FEEDBACK		in %	
This is what our clients have to say.		2023	2022
About the assignment			
The assignment ...			
... achieved its goal in full or for the most part.	85.8	84.3	
... raised the employees' qualification level.	91.4	86.8	
... has had positive effects.	93.8	91.9	
About the expert			
I am satisfied ...			
... with the collaboration.	97.5	95.9	
... with the specialist expertise	97.6	94.3	
I would like a further assignment.	85.8	86.6	

Source: Evaluation of assignments abroad

ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.



VerAplus: the participants in the exchange of experience at the Reutlingen Chamber of Crafts on 21 August 2023

Partners in business – mentoring the younger generation

Coaching by the pros

As a foundation set up by the German industry, with close links to its main associations and good contacts in all the chambers, two topics are of particular concern to the SES: supporting the private sector and improving the prospects of the next generation of specialist workers in Germany.

Since as far back as 1990, the SES has offered its assistance to small and medium-sized enterprises, charitable organisations and professional associations in solving technical, economic and organisational problems. For nearly twenty years, we have also been engaging with young people in schools and on training courses – and this is now our main focus within Germany.

For the skilled workers of tomorrow

Children and young people have benefited from our schools programme since 2006, while we have been helping trainees since the end of 2008 with our VerAplus initiative to improve training success, which is funded by the German Federal Ministry of Education and Research (BMBF) and celebrated its 15th anniversary on 1 December 2023. Since 2022, the nationwide mentoring programme

has been the inspiration for various pilot projects that support skilled workers from abroad, and since 2017 for a number of EU-funded projects in which we have been involved.

In schools, we focus primarily on career guidance and a better understanding of the STEM subjects of maths, IT, science and technology. We support trainees – as well as migrant professionals – with any problems that could throw them off track: our contribution to improving training readiness and success and one of many possible approaches to combating the shortage of skilled labour.

Active throughout Germany

With 17 representatives, many regional agents and around 80 regional coordinators for the VerAplus initiative, we also maintain a close-knit network of contact points in Germany. At these points, volunteers keep in touch with our experts and with companies, professional bodies and associations. They also support our publicity work, represent us at trade fairs, and organise regional conferences for sharing experiences.

ACROSS GERMANY: assignments and evaluation

ASSIGNMENTS	2023	2022
Companies/professional bodies/ organisations	35 *6	44 *15
Schools programme	234 *172	250 *158
VerAplus initiative	3,904 *1,909	3,885 *158
Total	4,173 *2,087	4,179 *2,097

* of which continuing from the previous year(s)

Pilot projects to support skilled labour

Attracting skilled labour from abroad is one of the key challenges for Germany as a business location. Success depends on successful integration, to which our German Senior Experts (GSE) contribute with their integration mentoring. Since 2022, we have been testing how mentoring programmes for immigrant skilled workers need to be tailored so that they are well received, in cooperation with institutions such as the Baden-Württemberg Foundation and companies such as MC-Bau-chemie and the Signal Iduna Group. The pilot projects – just like VerAplus – rely on coaching in individual cases and have proven to be a great orientation and integration aid.

VERAPLUS INITIATIVE: POSITIVE FEEDBACK		in %
This is what "our" trainees have to say.		
	2023	2022
Through VerAplus, I ...		
... improved my performance in training school.	87.2	90.4
... got a motivational boost.	86.3	91.5
... passed my exam.	85.4	90.3
... improved my knowledge of German.	82.2	88.4
... structured my days better.	73.8	80.3
... have my private problems more under control.	72.1	77.8
... achieved my personal goal.	78.7	75.1
I would recommend VerAplus.	95.9	96.7

Source: Feedback survey, graduation reports

VerAplus goes Europe

Since 2017, we have been working with a number of organisations to help initiatives that are following the example of VerAplus to gain a foothold in Europe. The EU supports this endeavour and has approved funds for the MYDI, EvolYou, EST and MAB* projects in which we are or have been active as partners. Services similar to VerAplus have now been tested or set up in a number of European countries.

* Mentoring Young Disadvantaged People for Inclusion (15/09/2017–14/09/2019)
European Senior Volunteering through Mentoring for the Social Inclusion of Young People in Difficulties (01/09/2019–31/01/2022)
European Seniors Together (01/01/2022–24/02/2024)
Mentoring Across Borders (01/01/2023–31/12/2024)



Africa and MENA*

ASSIGNMENTS	2023
Algeria	2
Botswana	6
Cameroon	4
Congo, Democratic Republic	4
Congo, Republic	2
Côte d'Ivoire	7
Egypt	11
Eswatini	1
Gambia	2
Ghana	26
Jordan	7
Kenya	19
Lebanon	2
Lesotho	4
Madagascar	19
Malawi	10
Mauritania	2
Mauritius	1
Morocco	12
Mozambique	1
Namibia	8
Rwanda	29
Senegal	4
Sierra Leone	6
South Africa	12
Tanzania	86
Togo	9
Tunisia	2
Turkey	1
Uganda	54
Zambia	9
Zimbabwe	17



ZAMBIA

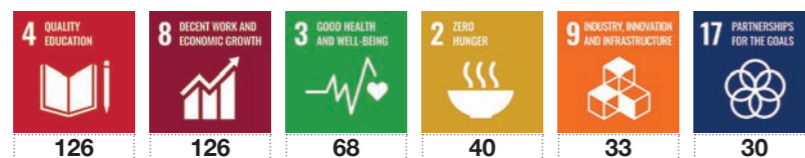
The Zambia Entrepreneur Park (ZEP) in Rufunsa is a Furrer Foundation pilot project for local craft businesses. The plan is to establish various trades and introduce practice-oriented training modelled on the dual vocational training system. For the metalworking sector, our expert Hartmut Stichel drew up recommendations for a two-year curriculum, on the basis of which the equipment for the training and production workshop was then planned. During a follow-up assignment, the workshop was already up and running well enough for the production of metal furniture to begin. During another assignment, prototypes for marketable products made of sheet metal and – in collaboration with the wood workshop – ergonomically improved seating furniture were created.

Expert: Hartmut Stichel, master toolmaker
Location: Rufunsa, Furrer Foundation
Task: Development of curriculum and workshop

Total ****379**

* Middle East and North Africa, ** Of these, 58 assignments were carried out by the Team works! division of the African-German Youth Office (AGYO).

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.



Asia and Central Asia



ASSIGNMENTS	2023
Bangladesh	6
Cambodia	3
India	24
Indonesia	24
Kazakhstan	52
Kyrgyzstan	14
Laos	2
Mongolia	35
Nepal	14
Pakistan	7
Philippines	7
Tajikistan	11
Turkmenistan	2
Uzbekistan	40
Vietnam	3

Total **244**

BANGLADESH

MATI is campaigning for better living conditions in rural areas in the north of Bangladesh. The organisation attaches great importance to providing primary healthcare for women. Where there is a lack of doctors, MATI relies on paramedics, medical assistants who receive regular training – including from our expert Dr Georgia Harder-Faigle. The gynaecologist accompanied the mobile teams, for example, during group consultations in village squares, to a facility for women with disabilities, to a rural hospital and also to

sex workers. At the end of her assignment, the doctor held a two-day course for 15 paramedics. Her topics: the treatment of common women's ailments and recognising risk factors and symptoms that require further medical treatment.

Expert: Dr Georgia Harder-Faigle, gynaecologist
Location: Maimansingh, MATI Bangladesh
Task: Gynaecology training

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.



Europe and the Caucasus



ASSIGNMENTS	2023
Albania	11
Armenia	7
Azerbaijan	9
Bosnia-Herzegovina	1
Georgia	18
Kosovo	24
Moldova, Republic	4
North Macedonia	4
Serbia	7
Slovenia	1
Ukraine	5
Total	91

WELTDIENST 30+ SERBIA

Sportswear is the domain of Fush. With 100 fully trained employees, salaries that are at least 20 per cent above the Serbian minimum wage and a perfect eco-balance, the company is exemplary. However, the company management recognised room for improvement in some processes and brought our expert Chris Vijt to visit the Fush headquarters in Belgrade and the production facility in Grdelica. Her recommendation is to plan more precisely and communicate more clearly – for example with regard to the number of units per week, the regularity of machine cleaning and maintenance or the handling of sample parts.

Expert: Chris Vijt, fashion designer, fashion manager
Location: Belgrade, Grdelica, Fush
Task: Optimisation of work processes

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.



Latin America and the Caribbean



ASSIGNMENTS	2023
Argentina	11
Bolivia	10
Brazil	11
Columbia	7
Dominican Republic	3
Ecuador	3
El Salvador	2
Guatemala	4
Honduras	2
Mexico	25
Panama	1
Paraguay	3
Peru	1
Total	83

GUATEMALA

Entre Rios Sustainable Woods works with wood from sustainable cultivation. The Guatemalan company produces high-quality solid wood products, has 240 employees and is very well organised. Nevertheless, it has one problem: dust, far too much dust. When searching for the main culprit, our expert Rainer Lengl quickly identified the sanding machine, which weighs several tonnes, by analysing the extraction air. The separate extraction system that was actually intended was not connected. In mint condition, it was standing unused in the workshop. The system is now

in operation, and the test run already showed that the dust disaster has come to an end – which is extremely important for the health of the workforce.

Expert: Rainer Lengl, master carpenter, graduate engineer in wood technology
Location: Estanzuela, Entre Rios Sustainable Woods
Task: Inspection of extraction system

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.

AFRICAN-GERMAN YOUTH OFFICE (AGYO) TEAM WORKS!

With Team works! we give young specialist workers from African countries a guest student opportunity in Germany, while also enabling young specialist workers from Germany to participate in one of our Africa assignments as a guest. What's special about this is that participants are accompanied by an expert.



Reine Imanishimwe in the Hierbeck joinery in Schöllnach

BAVARIA

At the age of 21, Reine Imanishimwe set up her own carpentry business in the Rwandan capital Kigali and has since created several jobs. Team works! brought her to the Hierbeck joinery in Schöllnach in Lower Bavaria as an intern. 70 per cent of the machines used there were initially unfamiliar to the young woman. Today she can operate every single one. She has also improved her German to such an extent that she will be able to attend the master school in Garmisch-Partenkirchen from 2025, where she is already enrolled. Our expert Heiner Jostmeyer was responsible for all external issues during her stay in Germany.

Expert: Heiner Jostmeyer, graduate chemical engineer
Location: Schöllnach, Schreinerei Hierbeck
Task: Accompanying Team works! internship

TEAM WORKS! IN AFRICA	2023
Congo, Democratic Republic	1
Ghana	1
Malawi	1
Namibia	1
Rwanda	3
South Africa	1
Tanzania	12
Uganda	4
Zambia	1
Zimbabwe	1
Total	26

TEAM WORKS! IN GERMANY	2023
Baden-Württemberg	3
Bavaria	8
Berlin	2
Bremen	1
Hesse	3
North Rhine-Westphalia	7
Rhineland-Palatinate	5
Saarland	1
Saxony	1
Schleswig-Holstein	1
Total	32



Heiner Jostmeyer

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.

Companies and chambers

In Germany, too, small and medium-sized enterprises, associations and charitable organisations benefit from our experts' knowledge – a small but important category of assignments that also includes supporting skilled workers from abroad.



Budding solar technicians from Ghana with their mentors in Bochum: 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)

NORTH RHINE-WESTPHALIA (NRW)

Five electricians from Ghana are the first to benefit from the solar technology pilot project for NRW and Ghana. The young men each completed three-month internships in Bochum – so successfully that each of them was offered further training to become a solar technician. Beforehand, the five had completed compact training courses 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 for their secondment, while the Ruhr District Craftsmen's Association was responsible for selecting the internship companies. We in turn provided experts for German courses in Ghana and two mentors as welcome guides in Germany. The one-year project was made possible by a donation from the Signal Iduna Group.

Experts: Thomas Greve, master electrician
 Hermann-Josef Scholten, graduate mechanical engineer
Locations: Bochum, Aldo Gebäudetechnik, Büscher Elektroanlagen, Energietechnik NRW, Philipps Haustechnik
Task: Mentoring as welcome pilots

ASSIGNMENTS	2023
Baden-Württemberg	12
Bavaria	1
Berlin	4
Hesse	7
North Rhine-Westphalia	8
Rhineland Palatinate	2
Thuringia	1
Total	*35

* 6 assignments continuing from the previous year(s).

Schools programme

Our schools programme brings our experts' knowledge to general and vocational training schools. In their assignments they supplement the regular teaching, particularly in the STEM subjects (mathematics, IT, natural sciences and technology) and with career guidance.

Our schools programme is financed solely by donor and sponsor funds. Support comes from large company-linked foundations, many companies, and a lot of smaller donors for whom supporting the next generation at local and regional levels is important.

We thank the following for their contributions

BASF, Deutsche BP Stiftung, Deutsche Kinder- und Jugendstiftung, Globus-Stiftung, IHK Erfurt, IHK Ostthüringen zu Gera, Otto Wolff Stiftung, Pfefferwerk Stadtkultur, Schütt-Stiftung, the Stadt Kassel, Stiftung Bildung und Jugend, and Stiftung Pfennigsdorf.



SAARLAND

Kiel, Flensburg, Völklingen: Khalil Alamoud has moved a lot since he came to Germany from Syria at the age of seven. Today, the young man attends the Marie Curie Vocational Training Centre (BBZ) in Völklingen. His goal is to obtain a vocational baccalaureate diploma. This is preceded by a work placement in the 10th grade to provide him with professional orientation. Khalil completed this work placement at the Hotel Domicil Leidinger in Saarbrücken, organised by Jürgen Hertling (right) and accompanied by him. He passed through all the stations there with flying colours. Whether at reception, the breakfast buffet or room service, he made a name for himself. "Nevertheless, his current career aspiration is to become a civil engineer. Part of career orientation is ruling out options," says Jürgen Hertling.

Expert: Jürgen Hertling, master electrician
Location: Saarbrücken, Hotel Domicil Leidinger
Task: Coaching internship

ASSIGNMENTS	2023
Baden-Württemberg	32
Bavaria	1
Berlin	2
Brandenburg	3
Hesse	58
Lower Saxony	2
North Rhine-Westphalia	63
Rhineland Palatinate	15
Saarland	38
Saxony	10
Saxony-Anhalt	4
Thuringia	6
Total	*234

* 172 assignments continuing from the previous year(s).

VerAplus initiative

VerAplus is a nationwide mentoring programme for trainees in need of support. VerAplus supports young people with coaching based on the 1:1 principle, and has been our most successful individual project for many years.

VerAplus is promoted as part of the initiative 'Graduation and continuation – education chains up to the vocational training qualification' of the German Federal Ministry of Education and Research (BMBF).



BERLIN-BRANDENBURG

Adriana Angelica Popa has a degree in electrical engineering. She comes from Romania, now lives in Fürstenwalde/Spree and has started training as an educator there. This gives her excellent opportunities on the local labour market – provided she completes her training well. The young woman knows this too, which is why she is being coached by Helma Engelen. Every Tuesday, the two have a fixed appointment for their weekly video conference, and in between they talk on the phone or meet up. Their topic: written and spoken German, sometimes also technical

questions. "We're making very good progress," says Helma Engelen. "I can clearly see how Adriana's self-confidence is growing as she becomes more confident in her training. That's very nice to see."

Expert: Helma Engelen, teacher of German as a foreign language
Location: Berlin, Fürstenwalde/Spree
Task: Consolidation of language and technical skills

ASSIGNMENTS	2023
Baden-Württemberg	624
Bavaria	612
Berlin	259
Brandenburg	37
Bremen	93
Hamburg	124
Hesse	267
Mecklenburg-Western Pomerania	20
Lower Saxony	406
North Rhine-Westphalia	623
Rhineland Palatinate	356
Saarland	63
Saxony	117
Saxony-Anhalt	39
Schleswig-Holstein	136
Thuringia	128

Total ***3,904**

* 1,909 assignments continuing from the previous year(s).



Tasks

● Since its foundation in 1983, the SES Sponsors' Association has been campaigning for our interests in public. It also subsidises individual assignments or entire assignment series. To this end, it uses its own funds, but also applies for

and manages funds from other sources. The majority of its income comes from project-related donations, which result from fundraising campaigns organised by individual experts.

Exhibition



Exhibition opening on 13 December 2023 at GIZ in Bonn: Karin Kortmann, former Parliamentary State Secretary to the German Federal Minister for Economic Cooperation and Development, now Head of the GIZ Regional Office Germany West, gave the welcoming address.

● The Association's flagship project in 2023 was an exhibition titled Helping People to Help Themselves at the offices of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) in Bonn. The exhibits were shown from mid-December 2023 to the end of February 2024.

by our registered artist Etienne Szabo. With over 100 entries and lively public interest, both the photo competition and the exhibition were a great success.

On display were the award-winning entries to a competition organised by the Sponsors' Association for exceptionally striking assignment photos from 2019, which could not be presented publicly during the pandemic, as well as works

With endeavours such as this exhibition, the Sponsors' Association is intensifying its activities to raise awareness of the SES among institutions and potential experts in Germany. It thus makes an important contribution to public relations.

BALANCE SHEET	2023	2022
Contributions	15,200 €	12,300 €
Donations	58,350 €	47,029 €
Subsidies	49,016 €	57,771 €
Members	304	366
Chairman	Otmar Greiff	
Executive Director	Ursula Roth	

The Sponsors' Association works on a voluntary basis and keeps administrative costs to a minimum. Membership fees and donations are used exclusively and directly for charitable purposes.

Account for donations

Verein zur Förderung des Senior Experten Service e.V.
Volksbank Köln Bonn eG
IBAN: DE50 3806 0186 2005 8200 17
BIC: GENODED1BRS

Annual report 2023 and financial position

● Like other state-funded organisations, we are also feeling the effects of Germany's persistently unfavourable economic situation and the resulting cuts to the federal budget.

Other donations benefit our organisation itself. These include, in particular: Siemens AG (€25,000), the Signal Iduna Group (€60,000) and once again the Otto Wolff Stiftung (€88,000).

With regard to 2023, this applies in particular to our international activities, but not to our activities in Germany with its programmes for young people in schools and training.

Assignment days

Both private and public sectors value us above all as an intermediary for the transfer of knowledge, and for the great voluntary contribution of our experts. In 2023, the number of their assignment days in Germany and abroad totalled more than 105,000.

In this situation, our goal was and remains to counter the foreseeable decline in government funding with cost savings and the generation of our own funds (fundraising, expansion of commercial business operations).

In this context, the fully established alternating teleworking programme was very effective in 2023. This made it possible to relocate the SES headquarters in Bonn to a single building and to sell a site that was no longer needed as an office building. In the end, this 'freed up' funds for strategic investments in our new business fields and areas such as IT infrastructure.

Financial data

In 2023, income of €13.2 million balanced out expenditure of €11.1 million. Looking at the operating business, there is still a deficit, although this has decreased by €100,000 compared to the previous year.

FINANCIAL DATA		
Financial statement	2023	2022
<small>(all values given in EUR '000s)</small>		
Revenues	10,041	10,183
Donations	267	116
Other income	2,931	42
Total income	13,239	10,341
Project costs	2,942	3,543
Personnel costs	5,959	5,671
Material costs	2,176	1,858
Total expenditure	11,077	11,072
Result for the year	**0	*0

* after reversal of provisions, ** after creation of special items

The German government was again the most important donor in 2023. The Federal Ministry for Economic Cooperation and Development (BMZ) provided funds totalling €6.78 million for assignments in developing and emerging countries. The Federal Ministry of Education and Research (BMBF) funded our VerAplus initiative with €3 million.

The preliminary 2023 annual report of SES has been drawn up according to the regulations of the German Commercial Code (HGB) and has been examined by an independent auditor.

Commercial business operations generated income of around €100,000 through assignments on behalf of companies, chambers and organisations.

Donations

We also received donations. Project-related funds for our schools programme were received in particular from the Globus-Stiftung (€84,000) and the Otto Wolff Stiftung (€44,500).

Shareholder and bodies

● Since 2003, the SES Foundation has been our sole shareholder. Its benefactors are the leading associations of German industry – our former shareholders: the Federation of German Industries (BDI), the Confederation of German Employers' Associations (BDA), the German Chamber of Commerce and Industry (DIHK), and the German Confederation of Skilled Crafts (ZDH).

The bodies of the Foundation are the Board of Directors, the Executive Director and the Board of Trustees. All these

bodies work on a voluntary basis and comprise high-ranking figures from German industry, its associations, the chambers of commerce, and German development aid policy.

The Board of Trustees functions as the supervisory board of the Foundation with delegates from the BDI, BDA, DIHK and ZDH as automatic members. On all higher-level issues, the SES Foundation is our most important advisor. It is also committed to strategically important projects and events.

Parliamentary Lunch

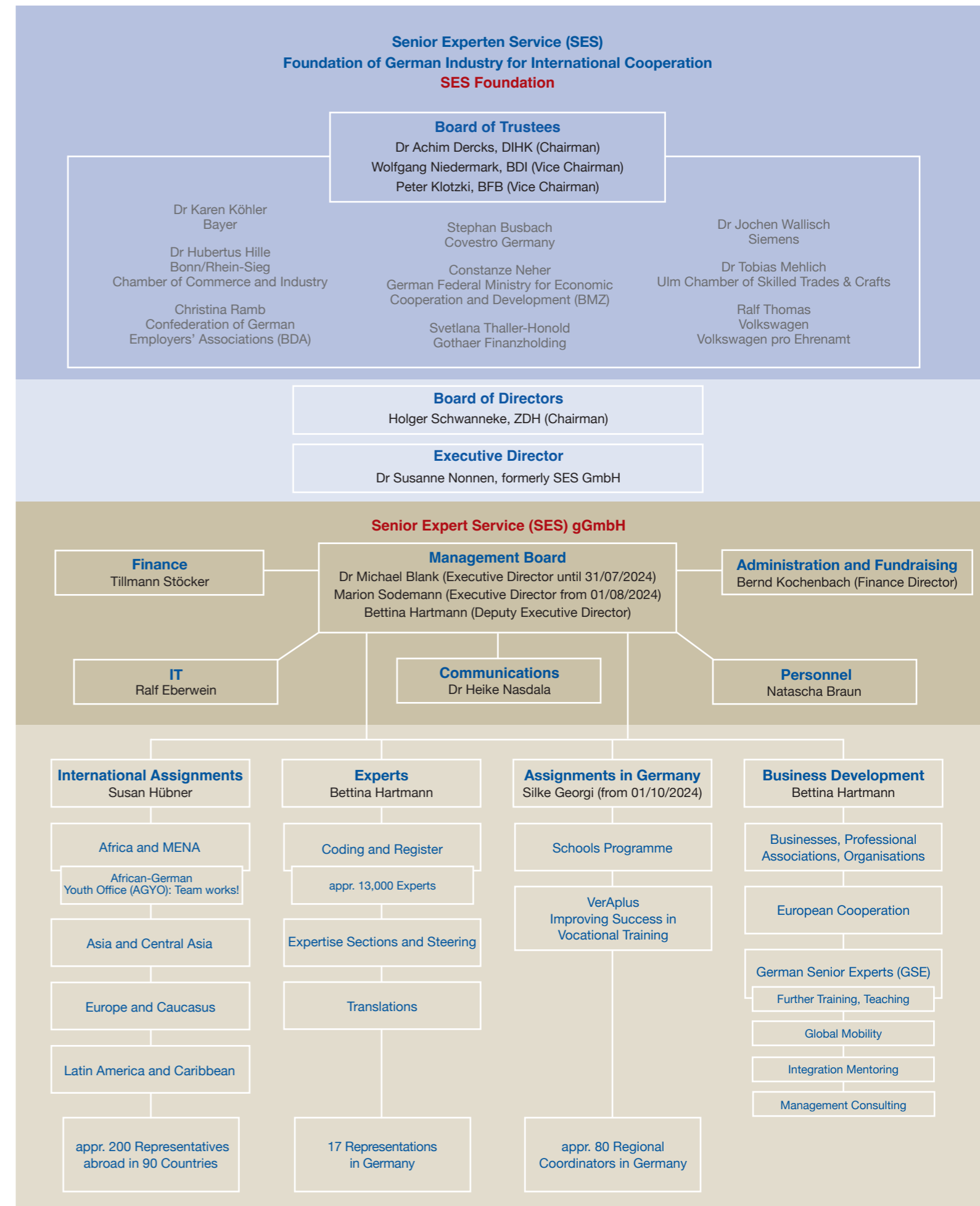
● The Parliamentary Lunch is a constant among the events organised by the SES Foundation. Since 2003, the Foundation has staged this meeting every year, traditionally at the Germany Parliamentary Society in Berlin.

The Parliamentary Lunch gives members of the German Bundestag, Excellencies, embassy representatives, and guests from many Federal Ministries and associations, the opportunity for informal exchanges with SES specialists.

In 2023, the Parliamentary Lunch fell under the patronage of Bundestag member Volkmar Klein, full member of the Parliamentary Committee for Economic Cooperation and Development. Welcoming addresses were made by Dr Jens Brandenburg, Parliamentary State Secretary to the German Federal Minister of Education and Research, and Dr Bärbel Kofler, Parliamentary State Secretary to the German Federal Minister for Economic Cooperation and Development.



At the lectern at the Parliamentary Lunch in Berlin on 16 October 2023: Dr Jens Brandenburg and Dr Bärbel Kofler



Assignments 1983–2023

Afghanistan	36	Egypt	320	Malawi	153	Somalia	25
Albania	192	El Salvador	59	Malaysia	70	South Africa	296
Algeria	53	Equatorial Guinea	1	Maldives	13	South Sudan	1
Angola	4	Eritrea	52	Mali	17	Soviet Union	31
Antigua and Barbuda	5	Estonia	218	Malta	26	Spain	5
Argentina	310	Eswatini	5	Mauretania	48	Sri Lanka	157
Armenia	130	Ethiopia	575	Mauritius	11	St. Vincent and the Grenadines	1
Austria	1	Fiji	1	Mexico	957	Sudan	23
Azerbaijan	230	France	1	Moldova, Republic	1,034	Sweden	1
Bahrain	2	Gabun	2	Mongolia	1,017	Switzerland	1
Bangladesh	93	Gambia	17	Montenegro	13	Syria	72
Belarus	391	Georgia	300	Morocco	307	Taiwan	13
Belgium	7	Ghana	485	Mozambique	60	Tajikistan	192
Belize	5	Greece	3	Myanmar	148	Tanzania	1,181
Benin	29	Grenada	1	Namibia	368	Thailand	310
Bhutan	55	Guatemala	185	Nepal	429	Timor-Leste	18
Bolivia	855	Guinea	19	Netherlands	1	Togo	139
Bosnia and Herzegovina	125	Guyana	11	Nicaragua	144	Trinidad and Tobago	15
Botswana	64	Haiti	117	Niger	4	Tunisia	126
Brazil	377	Honduras	159	Nigeria	57	Turkey	158
Brunei	3	Hungary	52	North Macedonia	126	Turkmenistan	225
Bulgaria	1,359	Iceland	2	Oman	1	Uganda	699
Burkina Faso	36	India	1,173	Pakistan	608	Ukraine	749
Burundi	54	Indonesia	839	Palestinian Territories	8	United Arab Emirates	6
Cambodia	363	Iran	125	Panama	28	United Kingdom	1
Cameroon	295	Iraq	3	Papua New Guinea	4	Uruguay	83
Cape Verde	17	Ireland	1	Paraguay	265	USA	2
Central African Republic	2	Israel	4	Peru	230	Uzbekistan	898
Chad	2	Italy	4	Philippines	293	Venezuela	55
Chile	158	Jamaica	32	Poland	168	Vietnam	389
China	6,663	Jordan	142	Portugal	21	Yemen	162
Colombia	272	Kazakhstan	1,508	Qatar	4	Yugoslavia	3
Congo, Democratic Republic	60	Kenya	272	Romania	1,114	Zambia	119
Congo, Republic	17	Korea, People's Democratic Republic	2	Russian Federation	1,330	Zimbabwe	229
Costa Rica	61	Korea, Republic	53	Rwanda	315	Transnational	54
Cote d'Ivoire	25	Kosovo	218	Samoa	19	Total Abroad	38,059
Croatia	57	Kyrgyzstan	409	Saudi Arabia	17	Total Germany	28,526
Cuba	13	Laos	160	Senegal	31		
Cyprus	1	Latvia	315	Serbia	241		
Czech Republic	60	Lebanon	99	Serbia and Montenegro	75		
Czechoslovakia	31	Lesotho	39	Seychelles	2		
Djibouti	3	Liberia	16	Sierra Leone	91		
Dominican Republic	87	Libya	4	Singapore	3		
Ecuador	246	Lithuania	523	Slovakia	32		
		Madagascar	326	Slovenia	57		
				Solomon Islands	1		



Photo: Daniel Koch





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Editorial Assistance:

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Nadine Witte

Design: www.pinger-eden.de

Proofreading: Gebrauchstext, Berlin

Printing: DCM Druckcenter Meckenheim

Photos: SES, if not stated otherwise

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