

FUTURE THROUGH EXPERIENCE

ANNUAL REPORT 2024

SENIOR
EXPERT
SERVICE

SES

FUTURE THROUGH EXPERIENCE



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Triple positive evaluation



Marion Sodemann

Anyone who receives public funding is evaluated at regular intervals – and so are we. That is perfectly normal. However, it is definitely worth mentioning that, in our case, three programmes were evaluated at the same time and all of them received very good marks.

The evaluations were conducted on our international assignments within the framework of German development cooperation (2017–2024), the African-German Youth Office (AGYO) including the Team works! programme (2021–2023) and our VerAplus initiative to improve vocational training success (2019–2022).

Engagement Global commissioned the Institute for Social Research, Practice Consultancy and Organisational Development (iSPO) and an independent evaluation team to carry out the evaluations. Prognos undertook the assessment of VerAplus on behalf of the former German Federal Ministry of Education and Research (BMBF).

The reports presented in 2024 and 2025 state that our international assignments are ‘eligible for funding’, the AGYO should be ‘continued’ and our training initiative represents ‘a valuable piece of the puzzle for securing professionals’. This is excellent feedback, and it came at just the right time to promote ourselves to the new German Federal Government as a reliable partner.

This applies in particular to the two ministries from which we receive funding: the German Federal Ministry for Economic Cooperation and Development (BMZ) and the German Federal Ministry for Education, Family Affairs, Senior Citizens, Women and Youth (BMBFSFJ), which now oversees our nationwide mentoring programme VerAplus following the reorganisation of the authority.

A good start for our new business areas

We are equally pleased with the two new business areas that we launched in 2024, making us more economically independent and future-proof. Both the German Senior Experts (GSE) and the fundraising department got off to a flying start and achieved remarkable results in the first year of operation.

Whenever we break new ground, as we are now doing with GSE and fundraising, one thing pays off: our strong networking with business and the government. We have the full backing from the private and public sectors and are experiencing great interest from both sides in every step we take forward.

Thanks

We have much to be thankful for, and special thanks go to the German Federal Ministries of Development and Education. The financial support provided by these two ministries enabled us to carry out most of our projects in 2024. We would also like to express our gratitude to Engagement Global, the German Federal Government’s service for development initiatives, and to the Federal Institute for Vocational Education and Training (BIBB).

We are very grateful to our friends in the German Bundestag and the European Parliament. We would also like to explicitly mention the German Federal Foreign Office, the German missions abroad, the German Agency for International Cooperation (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 institutions of the German industry and to many individuals. We are very pleased about the interest and trust placed in us.

We are especially grateful to our experts and our full-time and volunteer staff in Germany and abroad. In 2024, the entire SES family once again demonstrated tireless commitment, tremendous motivation and great performance. We couldn’t wish for better teams.

Marion Sodemann
Executive Director, SES gGmbH

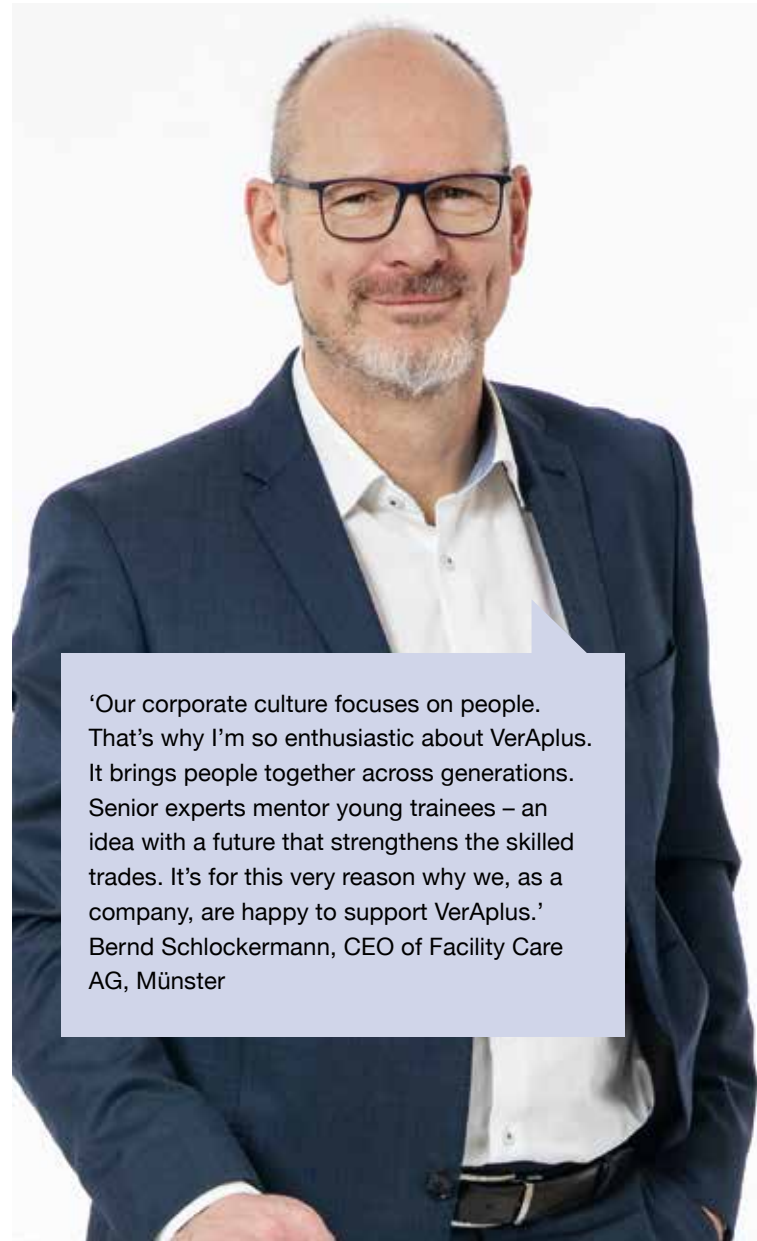


Fundraising

Experts recruit, companies donate



'I love being open to new things, and not just when it comes to food! Donations to the SES enable people like me to go out into the world and share their knowledge.' Johanna Dohle, SES expert with assignments in Madagascar, Mongolia and South Africa



'Our corporate culture focuses on people. That's why I'm so enthusiastic about VerAplus. It brings people together across generations. Senior experts mentor young trainees – an idea with a future that strengthens the skilled trades. It's for this very reason why we, as a company, are happy to support VerAplus.' Bernd Schlockermann, CEO of Facility Care AG, Münster

Cuts in the German federal budget have been a topic of discussion for years. Many institutions had to adapt to the consequences, especially organisations such as ours that maintain state-funded programmes.

In concrete terms, this means that we – like many others – must mobilise private-sector funds to supplement public funding and secure our non-profit work in Germany and abroad.

Since 2024, for example, we have been focusing on fundraising: we submit funding applications, conduct conver-

sations with foundations and companies with the intention to cooperate, work with a broad base of private donors and engage in targeted networking.

One of the highlights of our networking events was a round table meeting with representatives from businesses, foundations and politics, which took place on 25 September 2024 at the House of German Industry in Berlin. The meeting was supported by our foundation and was a complete success. (More on page 22)



UZBEKISTAN

The ADCHTI foreign language institute in Andijan, Uzbekistan, is extremely well equipped. There is, for example, a new smart board in nearly every classroom. What it can do and how its use in teaching German as a foreign language really pays off were two of the topics our expert Jörg Aster dealt with during his stay at the institute. However, it wasn't just about using a digital blackboard, but also about very 'analogue' tips for teachers. 'Talking, talking and more talking in German is essential for successfully teaching German as a foreign language,' says secondary and vocational school teacher Jörg Aster.

'The real art is to get all students on board, even those who are not yet up to scratch with regard to vocabulary or phonetics. This requires sensitivity, interesting topics and exciting formats. Whether it's a conversation course, presentation or role-play depends on the seminar group.'

- Expert: Jörg Aster, secondary and vocational school teacher of sports and geography
- Location: Andijan, Andijan davlat chet tillari instituti (ADCHTI)
- Task: Imparting modern teaching methods

Future through experience

Passing on knowledge

For more than 40 years, the name Senior Expert Service (SES) has stood for voluntary knowledge transfer. Around the globe, our experts pass on their expertise and professional experience. Most of their assignments take place in countries of the Global South, but also in Germany, where they primarily benefit the younger generation in schools and vocational training programmes.

For a long time, all our experts were retired. However, since 2017, we also assign people who are still working. We created Weltdienst 30+ specifically for them – a service that strengthens the voluntary commitment of the middle generation in development cooperation. In addition, through our partnership with the African-German Youth Office (AGYO), we also support an internship programme for young professionals aged between 18 and 30 from Germany and African countries.

Expertise from 50 industries

Our experts come from around 50 industries and several hundred individual professions, skilled trades and crafts,

technology, trade and industry, services and sales, administration and public service, education and science. The SES covers practically every field and sector.

Nevertheless, we are constantly looking for new talents from all professional backgrounds so that we can respond to as many assignment requests as quickly and precisely as possible.

Urgently required

Demand is particularly high for specialists in skilled trades and healthcare. The same goes for anyone who is familiar with both the theory and practice of the German vocational training system, or who can provide expertise on agriculture, renewable energies, plastics, mechanical engineering or food.

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

REGISTER: development and technical expertise



German Senior Experts (GSE)

There were 700 registered experts with the GSE at the end of 2024. This alone reflects how well our economic business operations have established themselves in their first year of existence. Here, too, we are constantly looking for new experts – especially, of course, people whose knowledge and interests fit with the four GSE divisions of Global Mobility, Integration Mentoring, Management Consulting and Further Education and Teaching.

REGISTER	2024	2023
Experts	13,771	13,278
Weltdienst 30+ specialists	1,881	1,804
Experts AGYO	241	181
Registrations	1,266	1,178
Goodbyes	859	665
Average age	70	69
Proportion of women (%)	26.5	25.8

INDUSTRY	EXPERTS
Agriculture	613
Automotive engineering	601
Banking and insurance	451
Building industry	674
Charitable institutions	753
Chemistry	334
Communication technology	270
Cosmetics	43
Economic and professional organisations	270
Education	2,962
Electrical engineering	532
Energy	286
Environmental protection	218
Foodstuffs	336
Foundry and forging	73
Glass and ceramics	62
Hydraulics and pneumatics	34
Information technology	716
Law and taxes	192
Leather processing	19
Measuring and automatic control engineering	204

INDUSTRY	EXPERTS
Mechanical and plant engineering	451
Media, arts and culture	568
Metallurgy	26
Metalworking	180
Mining	62
Optics	45
Packaging for end consumers	31
Pharmaceuticals	240
Plastics	113
Printing and graphics	109
Public health	1,882
Public sector	1,344
Pulp and paper	29
Rubber processing	28
Sciences	299
Sector-independent activities	746
Services	1,153
Textiles	158
Tools and machine tool manufacture	113
Tourism and leisure	463
Trade	338
Traffic systems	211
Wood processing	194



TOGO

53 rooms and apartments, good cuisine, a lovely garden with a pool, only ten minutes away from the airport with its own shuttle service, the beach and sea within walking distance: this is the Hôtel Le Pélican in the Togolese capital Lomé – a hotel with great potential. Nevertheless, it is getting a little old and was temporarily not fully booked. The big question that hotel manager Lucile de Souza asked Dagmar Mühle was how to change the situation. The first aspects were clarified before the actual assignment during various video calls, and the rest was tackled after our expert arrived in Lomé. Then it was time

to take action, for example, by carrying out a thorough clean, decorating the rooms and presenting food more appetisingly. Plans were also drawn up to renovate the hotel, digitalise both the reservation and accounting systems and create a new website. The website is now top-notch, shows the hotel at its best and boasts a customer satisfaction rating of 98 per cent.

Expert: Dagmar Mühle, hotel manager

Location: Lomé, Hôtel Le Pélican

Task: Modernisation of how the hotel is managed



Know-how made in Germany

Expert knowledge in demand around the globe

International SES assignments bring specialist knowledge from Germany to all four corners of the world. Our experts provide support to small and medium-sized enterprises, education and healthcare facilities, public authorities and non-profit institutions – always in response to demand, always tailored to the needs of the client and always based on the principle of helping people to help themselves.

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

All over the world, we focus on supporting the local industry 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 primarily be attributed to our excellent network. By the end of 2024, our network of representatives consisted of 187 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. The high proportion of follow-up assignments clearly illustrates how positively our services are received. This satisfaction is further consolidated by support from our experts before and after the actual assignment as they facilitate contacts with companies, assist with the purchase of machines and spare parts and happily respond to any questions that may arise at the assignment location from their homes in Germany.

AROUND THE GLOBE: assignments and evaluations



ASSIGNMENTS ABROAD	2024	2023
Africa/MENA*	**379	***379
Asia/Central Asia	264	244
Europe/Caucasus	87	91
Latin America/Caribbean	81	83
Online assignments	37	21
Follow-up assignments (%)	29.4	29.1
German Senior Experts (GSE)		
Further Education and Teaching	6	0
Management Consulting	10	0

* Middle East and North Africa. Assignments in the Team works! division of the African-German Youth Office (AGYO): ** of these 70, *** of these 58

German Senior Experts (GSE)

We also travel abroad with the GSE – especially to countries that do not benefit from German development cooperation. Bulgaria is one of these countries, as well as France and, of course, the United Arab Emirates (UAE). The GSE's main activities were performed in the areas of management consulting and the placement of teachers at German schools abroad. The latter was carried out in cooperation with our partner, the World Association of German Schools Abroad (WDA).

POSITIVE FEEDBACK	2024	2023
What our clients have to say.	in %	
About the assignment		
The assignment		
... achieved its goal in full or for the most part	84.1	85.8
... raised the employees' qualification level	88.9	91.4
... has had positive effects	94.4	93.8
About the expert		
I am satisfied		
... with the collaboration	96.1	97.5
... with the specialist expertise	95.5	97.6
I would like a further assignment	82.8	85.8

Source SES: Evaluation of assignments abroad

ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.



Volunteering for our nationwide vocational training initiative VerAplus: our regional coordinators at their annual conference at the Gustav Stresemann Institute (GSI) in Bonn on 11 and 12 November 2024

Partners in business

Mentoring the younger generation

Coaching by the pros

As an institution set up by the German industry, with close links to its umbrella associations and good contacts with professional bodies, the SES has two particular concerns: supporting the private sector and improving the prospects of the next generation of professionals in Germany.

Since as far back as 1990, we have been supporting small and medium-sized enterprises, non-profit organisations and associations with consulting services, which are now offered by our German Senior Experts (GSE). For almost 20 years, we have also been engaging with young people in schools and in vocational training establishments – and this has now become our main focus within Germany.

For the skilled workers of tomorrow

Children and young people have benefitted from our schools programme since 2006, while we have been helping trainees since the end of 2008 with our VerAplus initiative to improve vocational training success. The latter is funded by the German Federal Ministry for Education, Family Affairs, Senior Citizens, Women and Youth (BMB-

FSFJ). Since 2017, the nationwide mentoring programme has been the inspiration for various EU-funded projects in which we are 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 their readiness for and success in vocational training is one of many possible approaches to tackle the shortage of skilled labour.

Active throughout Germany

With 16 representatives, many regional agents and around 80 regional coordinators involved in the VerAplus initiative, we also maintain a close-knit network of contacts in Germany.

This network facilitates communication between our volunteers, experts, companies and professional associations. They also support our public relations work, represent us at trade fairs and organise regional conferences for sharing experience.

ACROSS GERMANY: assignments and evaluation



ASSIGNMENTS IN GERMANY	2024	2023
Schools and vocational training		
Schools programme	243 *169	234 *172
VerAplus initiative	4,170 *1,965	3,904 *1,909
German Senior Experts (GSE)		
Integration Mentoring	15 *0	0 *0
Management Consulting	33 *4	35 *6

*of which continue from the previous year(s)

German Senior Experts (GSE)

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. Just like with VerAplus, they focus on providing support in individual cases, which has proven to be very successful. Across Germany, the GSE also strengthen companies in difficulties, often in cooperation with professional associations, seeing a major benefit for their members.

VERAPLUS INITIATIVE: POSITIVE FEEDBACK	2024	2023
What 'our' trainees have to say.	in %	
Through VerAplus, I		
... improved my performance in training school	91.0	87.2
... got a motivational boost	92.7	86.3
... passed my exam	88.8	85.4
... improved my knowledge of German	87.3	82.2
... structured my days better	80.9	73.8
... have my private problems more under control	76.5	72.1
... achieved my personal goal	79.8	78.7
I would recommend VerAplus to others	95.5	95.9

Source SES: Feedback survey, graduation reports

VerAplus takes on Europe

Since 2017, we have been working with a number of organisations to help VerAplus-based initiatives gain a foothold in Europe. The EU supports this endeavour and has approved funds for the MYDI, EvoYou, 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 (1/09/2019–31/1/2022), European Seniors Together (1/1/2022–24/2/2024), Mentoring Across Borders (1/1/2023–31/12/2024)



ASSIGNMENTS 2024	
Algeria	1
Benin	2
Botswana	3
Burundi	1
Cameroon	13
Congo, Republic	4
Côte d'Ivoire	5
Egypt	9
Ethiopia	3
Gambia	1
Ghana	20
Jordan	2
Kenya	20
Lesotho	3
Liberia	2
Madagascar	20
Malawi	6
Mauritania	3
Morocco	6
Mozambique	2
Namibia	5
Nigeria	1
Rwanda	21
Senegal	1
Sierra Leone	4
South Africa	31
Tanzania	77
Togo	4
Tunisia	2
Turkey	4
Uganda	79
Zambia	13
Zimbabwe	11
Total	**379

Africa and MENA*

TANZANIA

We make dreams come true! That is the motto of the Wendyrayna Secondary School in Iringa, Tanzania. Around 80 children and young people from modest backgrounds learn and live in the school. The curriculum includes traditional subjects such as biology, chemistry, English, history and mathematics, as well as physics and sports – exactly the subject areas of our expert Herbert Brockmann. The school management asked him how to conduct motivating lessons and he provided the necessary tips. They tested the use of measuring instruments for recording basic electrical quantities such as voltage, current and resistance, as well as soldering and calculating simple electrical circuits was tested. The sports programme was expanded to include table tennis, badminton, football, volleyball and basketball. Chess was also added – Viking chess and classic chess on a board. The highlight was surveying the sports field with the analogue leveling device.

Expert: Herbert Brockmann, vocational school teacher of electrical engineering and sports

Location: Iringa, Wendyrayna Secondary School

Task: Further training in physics and sports teaching

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL

89	45	31	17	13	11

Each assignment may contribute to several goals.

* Middle East and North Africa,
** of these, 70 assignments were carried out by the Team works! division of the African-German Youth Office (AGYO).



Asia and Central Asia

TAJIKISTAN

The tourism industry includes the sale of souvenirs, for example, pottery. This is why the Tourism Development Centre (TDC) in the Tajik capital Dushanbe set up a well-equipped pottery workshop. The non-profit organisation entrusted our expert Ute Jensen with the necessary fine-tuning. For four weeks, the master potter spent every day of her stay with the eight employees in the workshop. She started her training with the basics, such as testing the clay for plasticity and elasticity, centring and opening it up on the wheel, as well as trimming and attaching handles. Other topics included decoration, design and, of course, bisque firing. Shortly before leaving, the goal was achieved: the mugs, pots and bowls looked perfect.

Expert: Ute Jensen, master potter
Location: Dushanbe, Tourism Development Center (TDC)
Task: Pottery training

ASSIGNMENTS 2024

Bangladesh	2
Bhutan	2
Cambodia	5
India	26
Indonesia	17
Kazakhstan	58
Kyrgyzstan	16
Laos	3
Mongolia	46
Nepal	22
Pakistan	12
Philippines	3
Tajikistan	13
Uzbekistan	33
Vietnam	6
Total	264

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.



Europe and Caucasus

Weltdienst 30+
ARMENIA

Use of only the best, absolutely fresh, locally grown fruit and berries, the sole reliance on alcoholic fermentation and a column still-based distillation process are the key ingredients of the premium spirits produced by the Tavigh Distillery in the Armenian capital Yerevan. The family business wanted to find out from our expert Katrin Schray whether the company's concept could also be applied to whisky and gin production. Her answer: yes! How this can be done, and what to pay particular attention to, was the topic of the assignment led by the multi-award-winning distiller and fine spirits sommelier. With regard to whisky, for example, the focus was on the grains and water, malting, saccharification using a mash bag, pure yeast production and, of course, cask maturation, storage and blending. In the case of gin, regional botanicals suitable for a high-quality product were identified. The company can start with three gin recipes for now, once the special column distillation plant for producing neutral alcohol is ready for operation.

Expert: Katrin Schray, distiller and fine spirits sommelier
Location: Yerevan, Tavigh Distillery
Task: Expansion of the product range

ASSIGNMENTS 2024

Albania	8
Armenia	5
Azerbaijan	17
Georgia	16
Kosovo	17
Moldova, Republic	9
North Macedonia	8
Serbia	3
Ukraine	4
Total	87

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.



Latin America and the Caribbean

DOMINICAN REPUBLIC

The Dominican Ministry of Industry, Trade and Small and Medium-sized Enterprises (MICM) has many responsibilities, including the development of a strategy for establishing a semiconductor and circuit board industry with international investments. This requires an understanding of the technical context, an overview of the situation on the local market, and an advertising concept that, for example, encourages German companies to go on delegation trips. The foundation for all of this was laid by our expert Prof. Axel Zimmermann through company visits, training courses and lectures held in industrial parks, educational institutions and various ministries. A three-stage plan was developed with the following short-, medium- and long-term objectives: a) the completion of semiconductor components, b) design services and c) semiconductor production.

- Expert:** Prof. Axel Zimmermann, Professor of Production Automation and Electrical Engineering
- Location:** Santo Domingo, Ministry of Industry, Trade and Small and Medium-sized Enterprises (MICM)
- Task:** Planning recruitment strategies for the semiconductor industry

ASSIGNMENTS 2024

Argentina	10
Bolivia	8
Brazil	8
Columbia	5
Dominican Republic	5
Ecuador	1
El Salvador	2
Guatemala	4
Honduras	2
Mexico	30
Nicaragua	1
Panama	1
Paraguay	1
Peru	3
Total	81

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.

African-German Youth Office (AGYO) Team works!

Photo: Meret Eckzards-Tschinke



Team works! gives young professionals from African countries the opportunity to do an internship in Germany and, vice versa, enables young professionals from Germany to participate as guests in one of our assignments in Africa. What makes this special is that participants are accompanied by one of our experts.

TEAM WORKS! IN AFRICA 2024

Cameroon	2
Ghana	3
Kenya	4
Lesotho	1
Rwanda	5
South Africa	2
Tanzania	9
Uganda	8
Zambia	1
Total	35

TEAM WORKS! IN GERMANY 2024

Baden-Württemberg	2
Bavaria	2
Berlin	5
Brandenburg	1
Bremen	3
Hamburg	3
Hesse	3
Lower Saxony	3
Mecklenburg-Western Pomerania	1
North Rhine-Westphalia	7
Saarland	2
Saxony	1
Schleswig-Holstein	1
Thuringia	1
Total	35

LOWER SAXONY

Six weeks, two internships – one at the Agena-Dreyer organic farm in Schoonorth/Krummhörn, the other at the coffee roasters Norder in Norden, plus discussions with aspiring farmers and an insight into their exams, an interview with the Ostfriesischer Kurier newspaper and a few city breaks as far afield as Munich. Winniefred Nakyeyune – an agricultural engineer from the Ugandan capital of Kampala – made the most of her Team works! stay in Germany. Our expert Dr Andreas Nommels provided her with support off the farm, accompanied her on many of these undertakings and also took care of selecting the internship placements. What Winniefred Nakyeyune is taking home with her is a clear idea of organic farming in Germany and the value chain of coffee.

- Expert:** Dr Andreas Nommels, graduate agricultural engineer and vocational school teacher
- Expert AGYO:** Winniefred Nakyeyune, agricultural engineer, National Union of Coffee Agribusinesses and Farm Enterprises (NUCAFE)
- Locations:** Schoonorth/Krummhörn, Biolandhof Agena-Dreyer Norden, Norder Kaffeemanufaktur
- Task:** Accompanying the Team works! internship

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL

 62	 22	 14	 13	 7	 7
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Each assignment may contribute to several goals.

German Senior Experts (GSE)

INTEGRATION MENTORING is one of the four divisions that we have been operating in Germany and abroad under the name of German Senior Experts (GSE) since 2024. The other divisions are Global Mobility, Management Consulting and Further Training and Teaching.

The income generated by the GSE benefits our voluntary work. Our new programme has established close partnerships with the Baden-Württemberg Foundation, the Delegation of German Industry and Commerce in Ghana (AHK Ghana), the German Chamber of Industry and Commerce (DIHK) and the World Association of German Schools Abroad (WDA).



Photo: Autohaus Bruno Widmann GmbH & Co. KG

BADEN-WÜRTTEMBERG

As soon as the visa issues have been resolved, the Bruno Widmann car dealer in Aalen will have a new employee – Amaya Withanage from Sri Lanka. Thanks to a scholarship from the Baden-Württemberg Foundation, the mechatronics engineer got to know the authorised Mercedes-Benz service centre during a three-month internship and, vice versa, the car dealer got to know her. The result: great satisfaction on both sides and an employment relationship that will begin very soon. Helga Otto was Amaya’s person of trust along the way. She provided the young woman with support in a foreign country and helped her explore the area and her new living environment. ‘Amaya is extremely talented and highly motivated. She is currently with her family in Sri Lanka. I am very much looking forward to seeing her again soon. She is planning to return to Germany in autumn,’ says our expert. ‘Then we will have one less vacancy – that’s at least something!’

- Expert:** Helga Otto, special needs teacher
- Location:** Aalen, Bruno Widmann car dealer
- Task:** Integration Mentoring

GERMAN SENIOR EXPERTS (GSE) 2024

Education and Training	10
Global Mobility	0
Integration Mentoring	15
Management Consulting	*39
Total	64

* 6 of which abroad

Schools programme

Our schools programme enables us to bring our experts' knowledge to general and vocational training schools. As part of their assignments, our experts complement regular lessons, particularly in German and in the STEM subjects of mathematics, IT, natural sciences and technology. They also provide career guidance.

Our schools programme is financed solely by donations and sponsorship funds. Support comes from large corporate foundations, professional associations and other institutions that consider the promotion of young talent to be important at both a local and regional level. The programme is free of charge for schools.



ASSIGNMENTS 2024

Baden-Württemberg	39
Bavaria	2
Berlin	8
Brandenburg	3
Hesse	52
Lower Saxony	9
North Rhine-Westphalia	61
Rhineland Palatinate	16
Saarland	37
Saxony	8
Saxony-Anhalt	4
Schleswig-Holstein	1
Thuringia	3
Total	*243

* 169 assignments continue from the previous year(s).

SAARLAND

Fit for Future is the name of the project with which Günter Köster is writing a success story at Graf Anton School in Wadern. Around 130 young people from six classes in years 8 and 9 attend the career training sessions offered twice a week. They work in teams, at times in larger, at others in smaller groups, and also benefit from personal guidance, as needed. In both groups, they handle the topics of career orientation, including aptitude analysis, with practical exercises in role-playing and other training units, as well as questions about professional ethics and individual job profiles. In the background, of course, there is close exchange between our expert, the class teachers and the school management. The latter is extremely satisfied and wants to continue the project on all accounts. Quote: 'We won't let you go anymore ...'

- Expert:** Günter Köster, business graduate & MBA
Location: Wadern, Graf-Anton-Schule
Task: Assistance with career orientation and preparation (vocational training or degree programme)

We would like to thank the following donors: the German Children and Youth Foundation (DKJS), the Eugen and Irmgard Hahn Foundation, the Globus Foundation, the Erfurt Chamber of Industry and Commerce, the East Thuringia Chamber of Industry and Commerce in Gera, the Otto Wolff Foundation, Pfefferwerk Stadtkultur, the City of Kassel, the Education and Youth Foundation and the Strahlemann Foundation



VerAplus is a nationwide mentoring programme for trainees. VerAplus supports young people who are struggling with their vocational training with coaching provided by experienced professionals – always based on the tandem model or 1:1 principle.

VerAplus is promoted as part of the ‘Education Chains Initiative’ by the German Federal Ministry of Education, Family Affairs, Senior Citizens, Women and Youth (BMBFSFJ) and has been our most successful individual offer for years.

ASSIGNMENTS 2024	
Baden-Württemberg	744
Bavaria	611
Berlin	232
Brandenburg	36
Bremen	86
Hamburg	130
Hesse	283
Lower Saxony	414
Mecklenburg-Western Pomerania	29
North Rhine-Westphalia	661
Rhineland Palatinate	388
Saarland	69
Saxony	120
Saxony-Anhalt	31
Schleswig-Holstein	190
Thuringia	146
Total	*4,170

* 1,965 assignments continue from the previous year(s).

SCHLESWIG-HOLSTEIN

Billing, practice organisation and, of course, dental assistance, as well as politics, communication, English and sports – everything in part-time classes alongside practical training. It’s a lot to take in, so it’s a good idea to get some help! That’s what Huda Said Khalaf thought, who has been training as a dental assistant since 2023 and is being mentored by our expert Wulf Ohlsen. The young woman came to Germany from Iraq in 2015 and now speaks German very well, even handling difficult technical German terminology. This is primarily due to her hard work, but also partly due to Wulf Ohlsen, whom she meets weekly to clarify any questions that may have arisen in her vocational lessons and to gain greater confidence in her language skills. The tandem saw its first major success when Huda passed her intermediate exam. The next goal is for Huda to do well in her final exam in 2026.

- Expert:** Wulf Ohlsen, vocational school teacher
- Location:** Itzehoe, Regional Vocational Training Centre of the Steinburg District
- Task:** Consolidation of language and technical skills

Tasks

Since its foundation in 1983, the SES Sponsors' Association has been publicly campaigning for our interests. It also subsidises individual assignments or entire series of assignments. 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 collected in fundraising campaigns organised by individual experts. These funds are primarily intended to support educational and health initiatives in African countries.



UGANDA

The sexual and reproductive health of women and girls is a top priority for AFCHE. The Kasese-based organisation called on the help of an expert in this sensitive field, Anne Schulte-Hillen, to learn about new methods of sex education. For example, she brought fabric models of the sexual organs and the menstrual cycle, which enabled a shame-free discussion and were enthusiastically received – not only by the AFCHE team itself but also at external appointments.

Expert: Anne Schulte-Hillen, biology teacher
Location: Kasese, Alliance for Community Health Education (AFCHE)
Task: Support in health education

Anne Schulte-Hillen is expected to return to AFCHE again in 2025, this time in tandem with a young midwife who will be her Team works! partner in this assignment as part of the German-African Youth Office (AGYO) programme.

BALANCE SHEET	2024	2023
Contributions	€13,600	€15,200
Donations	€33,880	€58,350
Subsidies	€51,591	€49,016
Members	311	304
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.

Donation account
 Verein zur Förderung des Senior Experten Service e.V.
 Volksbank Köln Bonn eG
 IBAN: DE50 3806 0186 2005 8200 17
 BIC: GENODE1BRS

Annual report 2024 and financial position

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

In 2024, these cuts had a particular impact on our international activities, but not on our activities in Germany where we run programmes for young people in school and vocational training.

In light of this situation, our goal was, and remains, to counteract the foreseeable decline in government funding with cost savings and the generation of our own funds (fund-raising, expansion of commercial business operations and expansion of our range of activities) in order to secure the non-profit activities of the SES in the long term.

The optimisation of the IT infrastructure, which was completed at the beginning of the reporting year by transferring individual IT services to a cloud environment, had a noticeable impact in 2024. The aim of this measure was to reduce costs in the long term and increase the flexibility of the systems. This resulted in annual savings of €175,000.

Financial data

In 2024, revenue of €11 million was not sufficient to offset expenditure of €11.3 million. Looking at the operating business, there is still a deficit, although it has decreased by €354,000 compared to the previous year.

The most important source of funding in 2024 was once again the German Federal Government. The German Federal Ministry for Economic Cooperation and Development (BMZ) provided funds totalling around €7 million for projects in developing and emerging countries. In addition, the German Federal Ministry of Education and Research (BMBF) funded our VerAplus initiative with around €3 million.

The SES Sponsors' Association provided around €36,000 in funding for international assignments in 2024. The commercial business operations generated income of around €278,000 with assignments on behalf of companies, professional associations and organisations.

Donations

We also received donations. Project-related funds for our schools programme were granted mainly by the SES Foundation. Other donations benefited our overall organisation. These included, in particular, the Otto Wolff Foundation (€60,000) and the SIGNAL IDUNA Group (€60,000).

Assignment days

Both private and public sectors value us above all as an intermediary for the transfer of knowledge and for the tremendous voluntary work carried out by our experts. In 2024, the number of their assignment days totalled more than 102,000 in Germany and abroad.

FINANCIAL DATA

Financial statement (all values given in k€)	2024	2023
Revenue	10,559	10,041
Donations	294	267
Other income	189	2,931
Total income	11,042	13,239
Project costs	3,515	2,942
Personnel costs	6,146	5,959
Material costs	1,694	2,176
Total expenditure	11,355	11,077
Result for the year	*0	**0

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

The preliminary 2024 annual report of the SES has been drawn up in accordance with the regulations of the German Commercial Code (HGB) and has been revised by an independent auditor.



Photo: Jens Schlicke

Dr Achim Dercks, State Secretary Jochen Flasbarth, Marion Sodemann, Holger Schwannecke (from left to right) at the House of German Industry in Berlin on 25 September 2024

Shareholder and bodies

Since 2003, the SES Foundation has been our sole shareholder. Its benefactors are the leading associations of German industry: the Federation of German Industries (BDI), the Confederation of German Employers' Associations (BDA), the German Chamber of Industry and Commerce (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 and German development policy institutions. The Board of Trustees acts as the foundation's supervisory board, with delegates from the BDI, BDA, DIHK and ZDH as automatic members.

At the Board of Trustees meeting on 13 November 2024, Holger Schwannecke (Secretary General of the ZDH) was confirmed as Chairman of the Executive Board and Dr Achim Dercks (Deputy Chief Executive of the DIHK) as Chairman of the Board of Trustees of the SES Foundation.

In 2024, the SES Foundation received donations and funding totalling €154,537. Of this amount, our schools programme received €62,035 as a donation from the Globus Foundation and €44,500 from the Otto Wolff Foundation. The Grohe Trust Foundation contributed €22,902 to VerAplus activities in the greater Hamburg area. In addition, Siemens AG donated €25,000 for our international programme, and the Foundation itself provided €10,000 for this purpose.

Of course, the SES Foundation continued to be our most important advisor on all higher-level issues in 2024. In addition, it was involved in strategically important projects and events.

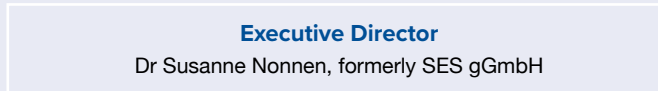
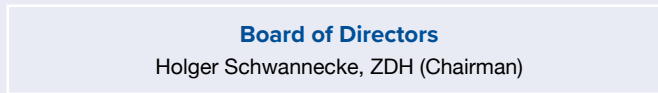
Round table in Berlin

One of these events took place at the House of German Industry in Berlin on 25 September 2024. The meeting brought together industry, foundations and political representatives and gave us the opportunity to present our work in detail, discuss opportunities for cooperation and initiate funding partnerships.

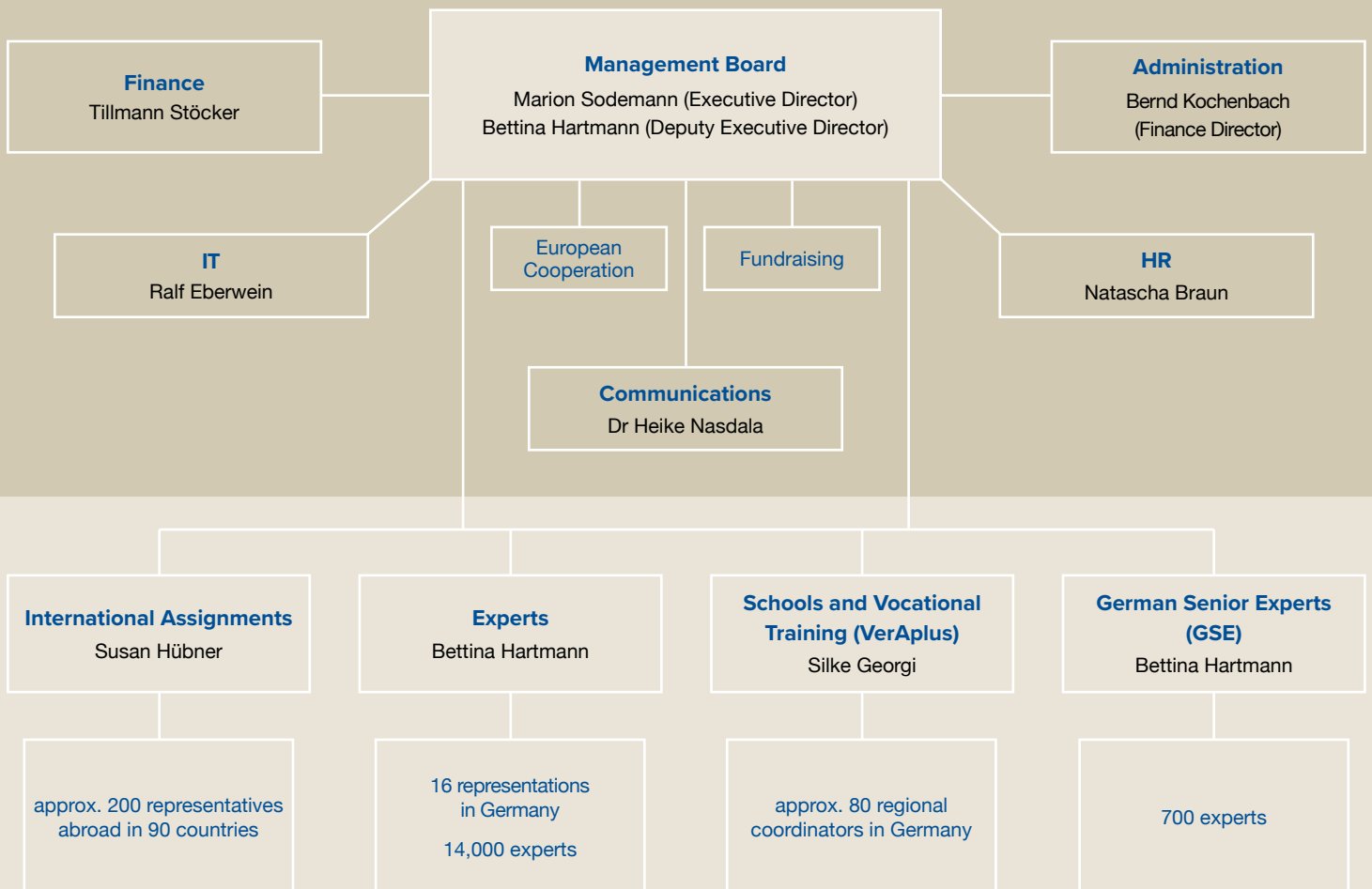
Guests included representatives from the Allianz Foundation, the German Federal Ministry for Economic Cooperation and Development (BMZ), the Federal Association of Liberal Professions (BFB), Covestro, the Deichmann Foundation, the Berlin Chamber of Skilled Trades and Crafts, the Berlin Chamber of Industry and Commerce, Randstad, the SIGNAL IDUNA Group, the Berliner Sparkasse Foundation, the Würth Foundation, the Association of German Women Entrepreneurs (VdU), Viktor Baumann Co., Volkswagen AG and the Volkswagen Foundation.

Speeches were given by host Dr Achim Dercks, our foundation's chairman Holger Schwannecke and Jochen Flasbarth, formerly State Secretary at the BMZ and now in the same position at the German Federal Ministry for the Environment, Climate Action, Nature Conservation and Nuclear Safety (BMUKN).

**Senior Experten Service (SES)
Foundation of German Industry for International Cooperation
SES Foundation**



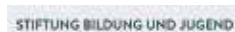
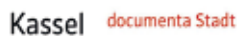
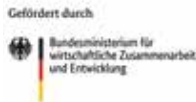
Senior Expert Service (SES) gGmbH



Assignments 1983–2024

Afghanistan	36	Egypt	329	Malawi	159	Somalia	25
Albania	200	El Salvador	61	Malaysia	70	South Africa	327
Algeria	54	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	320	Eswatini	5	Mauretania	51	Sri Lanka	157
Armenia	135	Ethiopia	578	Mauritius	11	St. Vincent and the Grenadines	1
Austria	1	Fiji	1	Mexico	987	Sudan	23
Azerbaijan	247	France	1	Moldova, Republic	1,043	Sweden	1
Bahrain	2	Gabun	2	Mongolia	1,063	Switzerland	1
Bangladesh	95	Gambia	18	Montenegro	13	Syria	72
Belarus	391	Georgia	316	Morocco	313	Taiwan	13
Belgium	7	Ghana	505	Mozambique	62	Tajikistan	205
Belize	5	Greece	3	Myanmar	148	Tanzania	1,258
Benin	31	Grenada	1	Namibia	373	Thailand	310
Bhutan	57	Guatemala	189	Nepal	451	Timor-Leste	18
Bolivia	863	Guinea	19	Netherlands	1	Togo	143
Bosnia and Herzegovina	125	Guyana	11	Nicaragua	145	Trinidad and Tobago	15
Botswana	67	Haiti	117	Niger	4	Tunisia	128
Brazil	385	Honduras	161	Nigeria	58	Turkey	162
Brunei	3	Hungary	52	North Macedonia	134	Turkmenistan	225
Bulgaria	1,359	Iceland	2	Oman	1	Uganda	778
Burkina Faso	36	India	1,199	Pakistan	620	Ukraine	753
Burundi	55	Indonesia	856	Palestinian Territories	8	United Arab Emirates	6
Cambodia	368	Iran	125	Panama	29	United Kingdom	1
Cameroon	308	Iraq	3	Papua New Guinea	4	Uruguay	83
Cape Verde	17	Ireland	1	Paraguay	266	USA	2
Central African Republic	2	Israel	4	Peru	233	Uzbekistan	931
Chad	2	Italy	4	Philippines	296	Venezuela	55
Chile	158	Jamaica	32	Poland	168	Vietnam	395
China	6,663	Jordan	144	Portugal	21	Yemen	162
Colombia	277	Kazakhstan	1,566	Qatar	4	Yugoslavia	3
Congo, Democratic Republic	60	Kenya	292	Romania	1,114	Zambia	132
Congo, Republic	21	Korea, People's Democratic Republic	2	Russian Federation	1,330	Zimbabwe	240
Costa Rica	61	Korea, Republic	53	Rwanda	336	Transnational	12
Cote d'Ivoire	30	Kosovo	235	Samoa	19	Total abroad	38,870
Croatia	57	Kyrgyzstan	425	Saudi Arabia	17	Total Germany	30,805
Cuba	13	Laos	163	Senegal	32		
Cyprus	1	Latvia	315	Serbia	244		
Czech Republic	60	Lebanon	99	Serbia and Montenegro	75		
Czechoslovakia	31	Lesotho	42	Seychelles	2		
Djibouti	3	Liberia	18	Sierra Leone	95		
Dominican Republic	92	Libya	4	Singapore	3		
Ecuador	247	Lithuania	523	Slovakia	32		
		Madagascar	346	Slovenia	57		
				Solomon Islands	1		







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