



ANNUAL REPORT 2017



Senior Experten Service (SES)
Stiftung der Deutschen Wirtschaft für
internationale Zusammenarbeit GmbH
Gemeinnützige Gesellschaft

Buschstraße 2 · 53113 Bonn
Postfach 22 62 · 53012 Bonn
Tel. +49 228 26090-0
Fax +49 228 26090-77
ses@ses-bonn.de · www.ses-bonn.de

SPONSORED BY THE



Federal Ministry
of Education
and Research



Federal Ministry
for Economic Cooperation
and Development

Senior Experten Service (SES)

Foundation of German Industry for
International Cooperation





CONTENTS

SES

Foreword	4
In the spotlight	5
Experts	6-7
Assignments abroad	8-9
Assignments in Germany	10-11
Assignments abroad	12-19
Africa and MENA	12-13
Asia and Central Asia	14-15
Central, Eastern and South-East Europe and the Caucasus	16-17
Latin America and the Caribbean	18-19
Assignments in Germany	20-25
Companies, professional bodies, organisations	20-21
A New Boost for Schoolchildren	22-23
VerA initiative	24-25
Sponsors' Association	26-27
Finance	28-29
Foundation	30
Organigram	31
Assignment countries	32-33
Patrons and donors	34
Publishing details	35



A successful 2017

In 2017, SES was more in demand than ever. The Expert register and the number of assignments have expanded to an outstanding level. Thus the year ended with close to 13,000 registered Experts and a record figure of more than 6,500 assignments both within Germany and abroad. This is an increase of comfortably over 1,000 assignments compared to the previous year.

These figures represent a very pleasing result; but more than that, they show that SES is trusted. More and more people want to get involved under the SES banner, and a growing number wish to benefit from their involvement.

Overall, however, 2017 demonstrated that the concept of voluntary knowledge transfer is hitting the mark. The demand for expertise from SES remained high in developing and newly industrialised countries, and the popularity of the Germany-wide VerA Initiative, which aims to prevent course trainees dropping out, was enormous. This one offering accounted for a good 66 percent of all SES assignments in 2017!

Weltdienst 30+

Certainly the most important strategic decision of the year was the opening up of the Expert register to people who are still working, with the foundation of Weltdienst 30+. With this step, SES has really caught the spirit of the age: the working-age division obtained an instant response both from the countries where assignments were requested and from younger specialists, who were willing to contribute their expertise to German collaborative development work.

Creating prospects

Immigration into Germany is, and has always been, an important issue – and one that SES cannot ignore. As an organisation committed to development policies and promoting young talent in Germany, we feel it our particular duty to get involved.

With its international assignments, SES helps improve living conditions in many of the countries from where immigrants originate, thus helping to mitigate the root causes of migration. At the same time, SES supports young immigrants in their integration into the German school and training system. To this end, it has been cooperating with general education schools and

vocational schools for some time, as well as with several public establishments and programmes.

Thanks

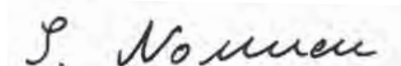
It is largely due to the generous support that SES receives that it is able to grow year by year, and to tackle new assignments. Since its foundation over 30 years ago, SES has been conscious of the importance of having both public and private support.

Huge thanks are due to the German Federal Ministry for Economic Cooperation and Development (BMZ) and the German Federal Ministry of Education and Research (BMBF). The continued financial support from these two departments in 2017 was what allowed most SES assignments to take place, both abroad and within Germany. Our thanks also go to Engagement Global – the German service organisation for development initiatives – and to the Federal Institute for Vocational Education and Training (BIBB).

SES owes much gratitude to many members of both German and European parliaments. Particular thanks also go to the German Foreign Office, the German diplomatic missions abroad, the German Association for International Cooperation (GIZ), German industry and its main associations, the German Chambers of Industry and Commerce Abroad (AHKs), the Chambers of Skilled Trades and Crafts, and the Chambers of Industry and Commerce (IHKs).

SES also sends heartfelt thanks to all those who support its work with donations or offer premises for offices, conference and seminars. Thanks also to the members of the SES Sponsors' Association and to the Sponsors' Association itself, as well as to companies, foundations set up by companies, other establishments related to German industry, and to many individuals.

SES is particularly indebted to its Experts and to all its staff, both paid and voluntary, both within Germany and abroad. They have all gone above and beyond in their contribution to the success of our work in 2017, with outstanding commitment and great dedication.



Dr Susanne Nonnen
SES Executive Director



Cameroon:

The Paracelsus Clinic in Douala is equipping its radiology department with machines donated from Germany: Günter Goetsch is shown here explaining the use of the service documentation.

Expert: Günter Goetsch, service technician for X-ray equipment
Location: Douala, Centre Médical Paracelsus
Task: Setting up a radiology department



Pakistan:

Waadi produces animated feature films and documentaries: Imke Fehrmann has analysed their entire workflow. She recommends trips to the countryside and motion studies to the creative team for inspiration.

Expert: Imke Fehrmann, producer
Location: Karachi, Waadi Animations
Task: Staff training in visual effects

Weltdienst 30+

Working age Expert division is a total success

Since the start of 2017, SES has not only been dispatching retired specialists, but also Experts still in the middle of their working lives who want to use a career break to pass on their know-how in developing and newly industrialised countries. SES set up Weltdienst 30+ especially for them. Its reception exceeded all expectations.

By the end of December 2017, a total of 703 of these younger Experts had registered with SES. Their average age is 53, the vast majority coming from the educational and healthcare sectors, the service sector, skilled trades and crafts and production. It is most heartening to see the high proportion of women involved: 42 percent of those who registered for Weltdienst 30+ were women.

Added to that, there were particularly positive developments in the number of assignments: SES had planned

70 'Weltdienst' assignments for 2017, but in fact this rose to an amazing 124. This means that almost seven percent of all international SES assignments were carried out by the new young division.

Similarly good results have been recorded for 2018. In the first three months of the year alone, 130 specialists registered for Weltdienst 30+, and, by the end of the quarter, 99 assignments had already been firmly agreed. As in 2017, most of these assignments are taking place in Africa and Asia.

With the new Weltdienst 30+, SES is encouraging the voluntary engagement of the middle generation in international collaboration, thus implementing an important aspect of German development policy. It is supported by the German Federal Ministry for Economic Cooperation and Development (BMZ).



Weltdienst 30+

Malawi:

The environmental organisation RENAMA is planning a conference centre with an organic farm attached: Dr Ralf P. Schaab is helping with training and reforestation.

Expert: Dr Ralf P. Schaab, agricultural engineer
 Location: Blantyre, Renew'N'Able Malawi (RENAMA)
 Task: Training in eco-friendly agriculture and forestry

The future needs experience

Helping others to help themselves

SES has been promoting the transfer of know-how by volunteers for more than three decades. Its Experts offer their expertise and professional experience worldwide, helping people to help themselves. Their assignments take place not only in developing and newly industrialised nations, but also within Germany, where they provide a strong shoulder to lean on for young people in particular, either at school or in their training.

In 2017, SES Experts were out on assignments for 129,600 days both at home and abroad – a number that increases year on year, doing so by 16 percent last year.

100 registrations per month

SES has to continually expand its database of Experts, in terms of both numbers and the range of fields covered. In 2017 it achieved this aim once again. Each month, an average of 118 Experts registered with us – more than ever before.

By the end of the year, 12,954 Experts had put their knowledge at the disposal of SES. 703 of them are still in employment and are interested in assignments for the Weltdienst 30+ scheme – a particularly pleasing result.

A total of 1,421 people registered during the course of the year, and we bade farewell to 629. In comparison with the previous year, therefore, the register grew by 826 entries. The proportion of women also rose once more. In 2000 it was six percent, in 2005 nine percent, but by the end of 2017 it was 19 percent. This shows an upward trend, which the SES heartily welcomes.

SES is especially happy with the wide range of expertise that its Experts contribute. They come from around 50 industries and several hundred individual professions in the areas of skilled trades and crafts, technology, trade and industry, services and commerce, administration and public service, as well as education and science.

Register	2017	2016
Experts	12,954	12,128
Weltdienst 30+	703	0
Registrations	1,421	951
Farewells	629	758
Average age	71.3	69.4
Proportion of women (in percent)	19.1	17.3

New Experts wanted

Despite its well-stocked register, SES is constantly on the lookout for new Experts. It is often forced to turn down assignment requests because of a lack of specialists with the right expertise. SES is particularly needful of new Experts in the fields of skilled trades and crafts and healthcare, especially doctors. The same goes for anyone who knows their way around the theory and practical side of the German vocational training system, or who can bring know-how from the areas of electrical engineering, plastics, mechanical engineering, foodstuff, renewable energies and textiles. Across all industries there is a great need for specialists who speak English, French, Spanish, Portuguese or even Russian.

SES tries to overcome such shortages through targeted press and public relations campaigns, by directly approaching selected professional and specialist associations, and by networking with individual companies. These methods resulted in acquiring several new Experts in 2017 with specialist knowledge of technical and medical professions in particular. Among these are specialists in plant and apparatus engineering, the building industry, electrical engineering, energy management and dentistry, to name a few examples.

Opening up rural areas

Another challenge is our plan to step up the services offered by SES for children, young people and trainees in Germany, whatever their origin, in order to prepare them for their future working lives and to help them integrate well into society. Complaints about people leaving school with no qualifications, a shortage of skilled workers and the complex task of offering prospects to young immigrants demonstrate the enormous significance of our engagement in this area.

With its programmes for young people, SES offers Experts opportunities to volunteer in their own neighbourhoods. However, it is precisely in rural areas, where SES would like to do even more than it does now for the younger generation, that there is a shortage of specialists. These are the areas where special efforts will be made in future to recruit new Experts.

Industry	Experts
Agriculture	589
Automotive engineering	673
Banks and insurance	420
Building industry	868
Charitable institutions	635
Chemistry	527
Communication technology	332
Economic and professional associations	290
Education	2,648
Electrical engineering	621
Energy	398
Environment and waste disposal	292
Foodstuff	372
Foundry and forging	139
Glass and ceramics	91
Hydraulics and pneumatics	44
Information technology	629
Law and taxes	227
Leather processing	40
Measuring and automatic control engineering	292
Mechanical engineering	357
Media, arts and culture	433
Metallurgy	72
Metalworking	251
Mining	102
Optics	54
Packaging for final consumers	76
Pharmaceuticals and cosmetics	309
Plant and apparatus engineering	192
Plastics	180
Precision mechanics	59
Printing and graphics	121
Public health	1,608
Public sector	1,426
Pulp and paper	66
Rubber processing	54
Sciences	289
Services	1,406
Textiles	228
Tool and machine tool manufacture	165
Top management	294
Trade	411
Traffic and tourism	652
Wood processing	201



Vietnam:

The Lam-Dong School is a special school for hearing-impaired children. Ines Wellmeier shows the teaching staff some exercises to improve children's hearing and speech production.

Expert: Ines Wellmeier, speech therapist
 Location: Da Lat, Lam Dong School for the Hearing-Impaired
 Task: Imparting new approaches in the teaching of the hearing-impaired

Knowledge transfer in collaborative development work

Know-how 'made in Germany'

Assignments in the Global South were the first to be undertaken by SES. They help people to help themselves according to their needs using SES volunteers to enrich Germany's international collaborative work. This successful model has been supported by the German Federal Ministry for Economic Cooperation and Development (BMZ) for over 30 years.

A good result

In 2017, SES carried out 1,813 assignments in 86 countries apart from Germany, 124 of which were part of the Weltdienst 30+ scheme. An average of 151 Experts were dispatched every month. At the end of 2017, the number of all assignments abroad since the foundation of SES stood at 31,411 in 166 countries.

These figures demonstrate a solid result for the work of SES abroad. This is particularly commendable in light of the crises and conflicts that overshadowed several of our partner countries in 2017, meaning that a number of Expert assignments had to be called off or postponed.

Nevertheless, the number of assignments either grew or remained at a high level in all regions across the world. The offering of SES fell on particularly fertile soil in the African countries south of the Sahara, in the southern Caucasus and in South, South East and Central Asia, with growth rates in the high double-digit figures. The individual countries that hosted the most assignments were China, Indonesia, Kazakhstan and Tanzania.

Assignments abroad	2017	2016
Region	Assignments	Assignments
Africa/MENA*	477	431
Asia/Central Asia	797	819
Central, Eastern and South-East Europe/Caucasus	312	359
Latin America/Caribbean	227	243
Total	1,813	1,852

*Middle East and North Africa

Top assignment countries 2017	
Country	Assignments
Bolivia	47
China	241
Ghana	33
India	72
Indonesia	108
Kazakhstan	123
Mexico	61
Moldova, Republic	33
Mongolia	33
Morocco	37
Rwanda	33
Tanzania	114
Turkmenistan	31
Ukraine	68
Uzbekistan	42

In 2017, as in previous years, most assignments took place in companies, organisations or local authorities of small to medium size. The main themes in terms of content were sustainable economic development, as well as help with vocational training, healthcare and fighting poverty. In manufacturing businesses, SES mainly provided support to the metalworking, food-stuffs and textile industries, while assignments in the service sector were mainly based on tourism.

A worldwide network

Part of the international success of SES can be traced back to the quality of its contacts. By the end of 2017, its network of Representatives consisted of more than 200 people and institutions in over 90 countries – all important as initial points of contact for potential clients, as well as for clients who are already familiar with SES.

And the SES sets an accordingly high value on regular exchanges of ideas and experiences with its Representatives. Since 2008, seminars at the SES offices in Bonn have proved to be invaluable in deepening our relationships with Representatives. Four of these workshops took place in 2017.

Follow-up assignments and post-assignment activities

SES is also very happy with the development of its follow-up assignments and post-assignment activities. In 2017, more than one fifth of all assignments abroad were part of a series of assignments, i.e. follow-up assignments. In addition, around 20 percent of Experts dispatched in 2017 continued to support 'their' clients with follow-up activities from Germany once

their assignment was over. They made contact with companies, assisted in the purchase of machines, spare parts and tools, or made themselves available as specialist advisors during visits to specialist trade fairs in Germany.

Positive feedback

SES requests an evaluation of every assignment that it carries out abroad. Immediately following the end of an assignment it asks both its clients and its Experts to fill in a questionnaire. Both parties often say they wish the assignment could have lasted longer, to which the SES responds by expressly targeting follow-up assignments for support. Overall, the results of the 2017 questionnaires were highly satisfactory.

In a response rate of 58 percent, 96 percent of all clients reported that the aim of the assignment had been either fully or partially achieved. 93 percent praised the way the SES Experts worked with them. 79 percent emphasised that their own or their employees' skills had been improved, and 88 percent expressed a desire for a further Expert assignment.

The SES Experts are somewhat more restrained in their judgements overall. At a response rate of 85 percent, 89 percent of them said that the aim of their assignment had been either fully or partially achieved, 71 percent considered their training assignment to have been fulfilled, 82 percent advised a follow-up assignment, and 67 percent wanted to get involved in follow-up activities from Germany.

Partners in business – mentors for the younger generation

Coaching by the professionals

As a foundation set up by German industry, with close links to its main associations, supporting the private sector in Germany is a particular interest of SES. Since 1990, it has offered its assistance to small and medium-sized enterprises and organisations within its national borders, to solve technical, economic and organisational problems.

To this day, a number of these assignments come into being because of recommendations from the Chambers of Industry and Commerce (IHKs) and the Chambers of Skilled Trades and Crafts – both longstanding partners of SES. These Chambers are always requesting Experts to support their members.

Promoting young talent and aiding integration

Since 2006, SES has also been working particularly hard with the younger generation. Children and young people benefit from its schools programme, A New Boost for Schoolchildren. SES supports trainees with its VerA initiative, which exists to prevent trainees dropping out of their courses, and as a network partner of the national MobiPro-EU scheme, which makes it easier for young people from EU countries to access dual vocational training schemes.

Since 2015, SES has also been more heavily involved in the integration of young refugees into school and professional life. On a national level, it collaborates in this endeavour with the state Coordination Agency for Training and Migration (KAUSA) run by the German

Federal Ministry of Education and Research (BMBF), and at federal state level with the Baden-Württemberg Ministry of Culture, Youth and Sport.

Top results thanks to VerA

In 2017, all our fields of activity within Germany developed extremely well. In comparison with the previous year, the number of assignments rose by 1,180 to 4,931 – an outstanding result that rendered 2017 the best year by far since the beginning of SES' work in Germany. This outstanding result can be traced back to the enormous popularity enjoyed by the activities run by the SES for the younger generation, particularly the VerA initiative.

Schools programme supports children and young people

In 2017, SES again extended its schools programme, A New Boost for Schoolchildren, even further. This service, which is available to all types of school and all school years, has long been established in Baden-Württemberg, Hesse and North Rhine-Westphalia. It is still starting up in other states.

A New Boost for Schoolchildren complements the standard curriculum with age-oriented, practical projects on a huge variety of topics. The main themes in terms of content are teaching manual or creative skills, practising the MINT subjects (mathematics, IT, natural sciences and technology), helping students with their career choices and aiding integration in the international classes of both general and vocational schools.

This is an offering that has not only won over children, young people and teaching staff. Its schools programme has also become of interest as a 'deserving cause', and has been financed entirely via donations and sponsorship for many years. These funds come from a number of large foundations set up by companies, several businesses and many smaller donors who are concerned with promoting young people's education at a local and regional level. At the end of 2017, we gained new donors: the Globus and Pfennigsdorf foundations.

VerA helps more than 4,400 trainees

With over 4,400 assignments in 2017 alone, the VerA initiative was again by far the most successful individual service provided by SES. The overall results of the initiative, which was launched in December 2008, are also outstanding. All in all, more than 10,000 trainees had taken advantage of a training mentorship by the end of 2017, and over 80 percent of them met with success.

These figures also show how well the VerA concept is tailored to the needs of young people in vocational training: the secret of its success lies in the tandem model – individual, one-to-one mentoring.

For 2018, SES hopes to use VerA to reach more than 4,000 young people. It receives considerable help in this effort from the German Federal Ministry of Education and Research (BMBF), which finances the initiative, and the professional bodies with which it enjoys close collaboration on VerA as well as other projects.



Sites in Germany

SES is represented throughout the whole of Germany. With 17 offices to date, several regional representatives and around 80 regional coordinators for the VerA initiative, SES has a dense network of contacts at its disposal. This network acts as the basis for voluntary staff to maintain contact with Experts, companies, professional bodies and associations. They also support PR work, represent SES at specialist trade fairs, and organise regional conferences where people can come together and share their experiences.



Klaus Stomberg and Almuth Minor



Martin Zewe and Brigitte Dill-Dufner

The opening of the SES offices in Leer (left) and Saarbrücken (right) on 22 August and 20 September 2017: Almuth Minor and Klaus Stomberg now represent SES in the Weser-Ems region, and Brigitte Dill-Dufner and Martin Zewe in Saarland.

Assignments in Germany	2017	2016
Field	Assignments	Assignments
A New Boost for Schoolchildren	342 ⁺¹⁸⁵	325 ⁺¹⁸⁶
Aiding integration**	122 ⁺³⁶	108 ⁺³⁶
Companies/professional bodies/organisations	37 ⁺⁸	38 ⁺¹⁰
VerA Initiative	4,430 ^{+1,795}	3,280 ^{+1,354}
Total	4,931 ^{+2,024}	3,751 ^{+1,586}

* of which continuing from the previous year(s)
** mentorships commissioned by the state Coordination Agency for Training and Migration (KAUSA) and the specialist scheme MobiPro-EU

Africa and MENA*

Assignments according to country in 2017

Country	Assignments
Algeria	3
Benin	2
Botswana	8
Burkina Faso	3
Cameroon	13
Cape Verde	1
Congo, Democratic Republic	6
Egypt	18
Eritrea	1
Ethiopia	15
Ghana	33
Guinea	1
Iran	2
Jordan	15
Kenya	16
Lebanon	6
Lesotho	2
Liberia	1
Madagascar	23
Malawi	8
Mauretania	2
Morocco	37
Mozambique	3
Namibia	23
Rwanda	33
Senegal	2
Sierra Leone	6
South Africa	17
Tanzania	114
Togo	10
Tunisia	7
Uganda	27
Zambia	2
Zimbabwe	17
Total	477

*Middle East and North Africa

Important fields of activity in 2017

Field	Assignments
Education	165
Economic development	116
Public health	70
Rural development	37
Poverty eradication	33
Social security	19
Urban development	11
Nutrition	4
Energy	4



Weltdienst 30+ Morocco:

The UEMF is setting up its own business school: Prof. Sabine Brombach is helping with suggestions as to staff planning, quality management and publicity.

Expert: Prof. Sabine Brombach, a professor at the Ostfalia University of Applied Sciences
 Location: Fez, Université Euro-Méditerranéenne de Fès (UEMF)
 Task: Assistance with setting up a new course



Sierra Leone:

The YWCA training centre overcomes a shortage of materials by recycling: under the leadership of Ursula Schwierske, rag rugs are created out of the leftovers from jeans manufacture.

Expert: Ursula Schwierske, master weaver
 Location: Freetown, Young Women's Christian Association (YWCA)
 Task: Advanced training in weaving technology



Zimbabwe:

Prime Sole makes shoes and ready-made soles for the local market: Stefan Linz checks the upper material for a new product line.

Expert: Stefan Linz, shoe technician
 Location: Harare, Prime Sole
 Task: Extending the product range



Uganda:

Premium Paints produces water-based paints and plasters: Volker Leinhos shows the depth of colour in a new emulsion paint.

Expert: Volker Leinhos, chemical engineer
 Location: Mbarara, Premium Paints & Chemical Products
 Task: Improving and developing paints

Asia and Central Asia

Assignments according to country in 2017

Country	Assignments
Bangladesh	6
Bhutan	5
Cambodia	15
China	241
India	72
Indonesia	108
Kazakhstan	123
Kyrgyzstan	29
Laos	7
Mongolia	33
Myanmar	13
Nepal	25
Pakistan	9
Philippines	16
Tajikistan	8
Thailand	1
Turkmenistan	31
Uzbekistan	42
Vietnam	13
Total	797

Important fields of activity in 2017

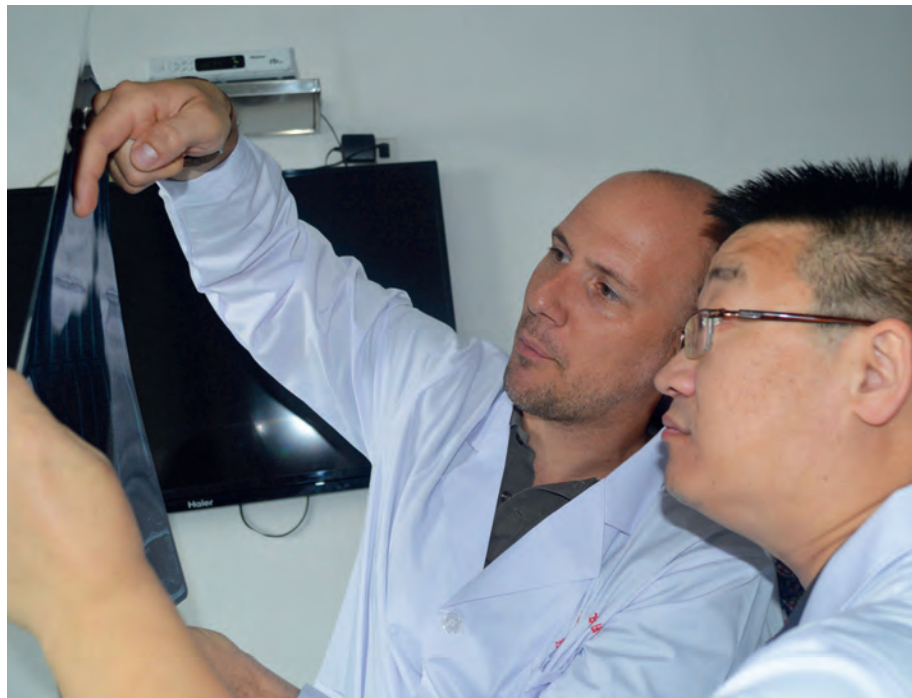
Field	Assignments
Economic development	279
Education	246
Public health	212
Rural development	12
Social security	12
Poverty eradication	8
Environmental protection	5
Nutrition	4
Urban development	4



India:

The engineering school of the DKTE Society is the top address for future textile engineers in southern Maharashtra: Rolf Müller explains how the warp knitting machine works.

Expert: Rolf Müller, textile technician
 Location: Ichalkaranji, D.K.T.E. Society's Textile & Engineering Institute
 Task: Workshops on spinning, knitting and wrapped weft techniques



Weltdienst 30+ China:

Spinal injury patients are given physiotherapy, among other treatments, at the Zibo Central Hospital: Jérôme Becher interpreting an X-ray.

Expert: Jérôme Becher, physiotherapist
 Location: Zibo Central Hospital
 Task: Systematising diagnostic assessment



Kazakhstan:

Eco-Agro produces organic-quality wheat flour Karlheinz Derleth notices from the colour of the flour that impurities have also been ground up into it.

Expert: Karlheinz Derleth, mill foreman, head of production
 Location: Oskemen, Eco-Agro
 Task: Improving flour quality



Philippines:

The JE Hydro and Bio-Energy Corporation is converting its biogas plant to Napier grass silage: Dr Hans-Jürgen Kampmann watches the plant being recommissioned.

Expert: Dr Hans-Jürgen Kampmann, mechanical engineer
 Location: Isabel, JE Hydro & Bio-Energy Corporation
 Task: Developing small biogas plants

SES

Central, Eastern and South-East Europe and the Caucasus

Assignments according to country in 2017

Country	Assignments
Albania	7
Armenia	17
Azerbaijan	25
Belarus	4
Bosnia-Herzegovina	5
Bulgaria	38
Estonia	1
Georgia	28
Kosovo	16
Macedonia	5
Moldova, Republic	33
Romania	35
Serbia	29
Slovenia	1
Ukraine	68

Total 312

Important fields of activity in 2017

Field	Assignments
Economic development	185
Education	82
Public health	17
Urban development	7
Social security	7
Rural development	5
Poverty eradication	4



Armenia:

Kanach Energia farms on 370 hectares of arable land in a tricky, hilly location: Dr Hans-Georg Brod advises on integrated crop production and on sowing chickpeas and fibre flax.

Expert: Dr Hans-Georg Brod, agricultural engineer
 Location: Mikhayelovka (Lori region), Kanach Energia
 Task: Checking methods in arable farming and plant cultivation

Republic of Moldova:

In Hîncești, future industrial seamstresses are learning how to do it the German way, both at school and in the workshop: Roswitha Kürten discussing careless mistakes.

Expert: Roswitha Kürten, ladies' outerwear technician
 Location: Hîncești, Școala Profesională Hîncești
 Task: Training the teachers in specialist techniques



Ukraine:

Children's Hospital No. 5 is in the process of modernising its range of treatments: Berthi Fahr explains the advantages of movement therapy using methods developed by Moshé Feldenkrais and Anat Baniel for children with infantile cerebral palsy.

Expert: Berthi Fahr, specialist nurse and eurythmy therapist
 Location: Kharkiv, Children's Hospital No. 5
 Task: Advanced training in paediatric movement therapy



Serbia:

Svilajnac wants to become more attractive to holiday-makers: Klaus Schrötter recommends developing rural tourism, increasing hotel capacity and extending the cycle and hiking path networks.

Expert: Klaus Schrötter, director of the tourist bureau for the Austrian federal state of Styria
 Location: Svilajnac, Svilajnac town council
 Task: Analysis of tourism potential

Latin America and the Caribbean

Assignments according to country in 2017

Country	Assignments
Argentina	23
Bolivia	47
Brazil	11
Chile	9
Columbia	11
Costa Rica	1
Dominican Republic	7
Ecuador	7
El Salvador	1
Guatemala	3
Haiti	8
Honduras	5
Jamaica	2
Mexico	61
Nicaragua	5
Paraguay	9
Peru	7
Uruguay	10
Total	227

Important fields of activity in 2017

Field	Assignments
Economic development	111
Education	60
Poverty eradication	16
Public health	9
Social security	7
Environmental protection	5
Energy	5
Urban development	5
Good governance	4



Bolivia:

Proalbo cereal bars have been bought in bulk by schools for their canteens: Hans-Herbert Dörfner has developed ten new varieties with healthy ingredients.

Expert: Hans-Herbert Dörfner, master baker and chemistry technician
 Location: Quintanilla, Proalbo
 Task: Expanding the range of cereal bars

Paraguay:

The furniture manufacturer Sueñolar is trying out new design ideas: together with Harald Sandner, they have developed the prototype of a simple bed made of solid wood.

Expert: Harald Sandner, master carpenter
 Location: Ypacaraí, Sueñolar
 Task: Modernising furniture design

Costa Rica:

The water supplier ASADA Olla Cero is having problems with its pipe network: Werner Klar proposes cost projections for repair and replacement work.

Expert: Werner Klar, construction engineer
 Location: Puntarenas, ASADA Olla Cero
 Task: Restoration of the water supply network



Mexico:

The ICATHI training institute offers advanced courses for sound technicians: Detlef Degener during training at the mixing console.

Expert: Detlef Degener, sound engineer
 Location: Tula de Allende, Instituto de Capacitación para el Trabajo de Hidalgo (ICATHI)
 Task: Advanced training in sound engineering



Companies, professional bodies, organisations

Assignments according to federal state in 2017

Federal state	Assignments
Baden-Württemberg	14
Bavaria	8
Berlin	1
Hesse	1
Lower Saxony	2
North Rhine-Westphalia	8
Rhineland Palatinate	1
Saxony	1
Thuringia	1
Total	*37

*8 of which continuing from the previous year(s)



Baden-Württemberg:

Kübler-Alfermi supplies breweries, distilleries, wineries and beekeepers with measurement and analysis equipment: Thomas Seifert (right) helped the firm draw up a business plan.

Expert: Thomas Seifert, industrial engineer
 Location: Karlsruhe, Kübler-Alfermi
 Task: Drawing up a business plan



Baden-Württemberg:

Arabian African exports vehicles and spare parts to African and Arabian countries: together with Erich Rödner (left), the company is putting together a new distribution strategy.

Expert: Erich Rödner, mechanical engineer
 Location: Ulm, Arabian African
 Task: Coaching in distribution



Rhineland Palatinate:

Many start-ups seek advice from respected specialists: they are keen to get into conversation with Irma Fechter, to follow up unresolved issues and test out new ideas.

Expert: Irma Fechter, sales and marketing manager
 Location: Start-ups
 Task: Helping companies to get established



Baden-Württemberg:

The VDI is setting up a new education centre in Stuttgart under the name TecCity, which will train young people in technical professions: Johannes Ersing helped to work out a software-supported project plan for the scheme.

Expert: Johannes Ersing, mechanical engineer, MBA
 Location: Stuttgart, VDI Württembergischer Ingenieurverein (WIV)
 Task: Supporting project management

SES

A New Boost for Schoolchildren

Assignments according to federal state in 2017

Federal state	Assignments
Baden-Württemberg	90
Bavaria	5
Bremen	5
Hamburg	1
Hesse	88
Lower Saxony	16
North Rhine-Westphalia	115
Rhineland Palatinate	2
Saxony	8
Saxony-Anhalt	6
Thuringia	6
Total	*342

*185 of which continuing from the previous year(s)



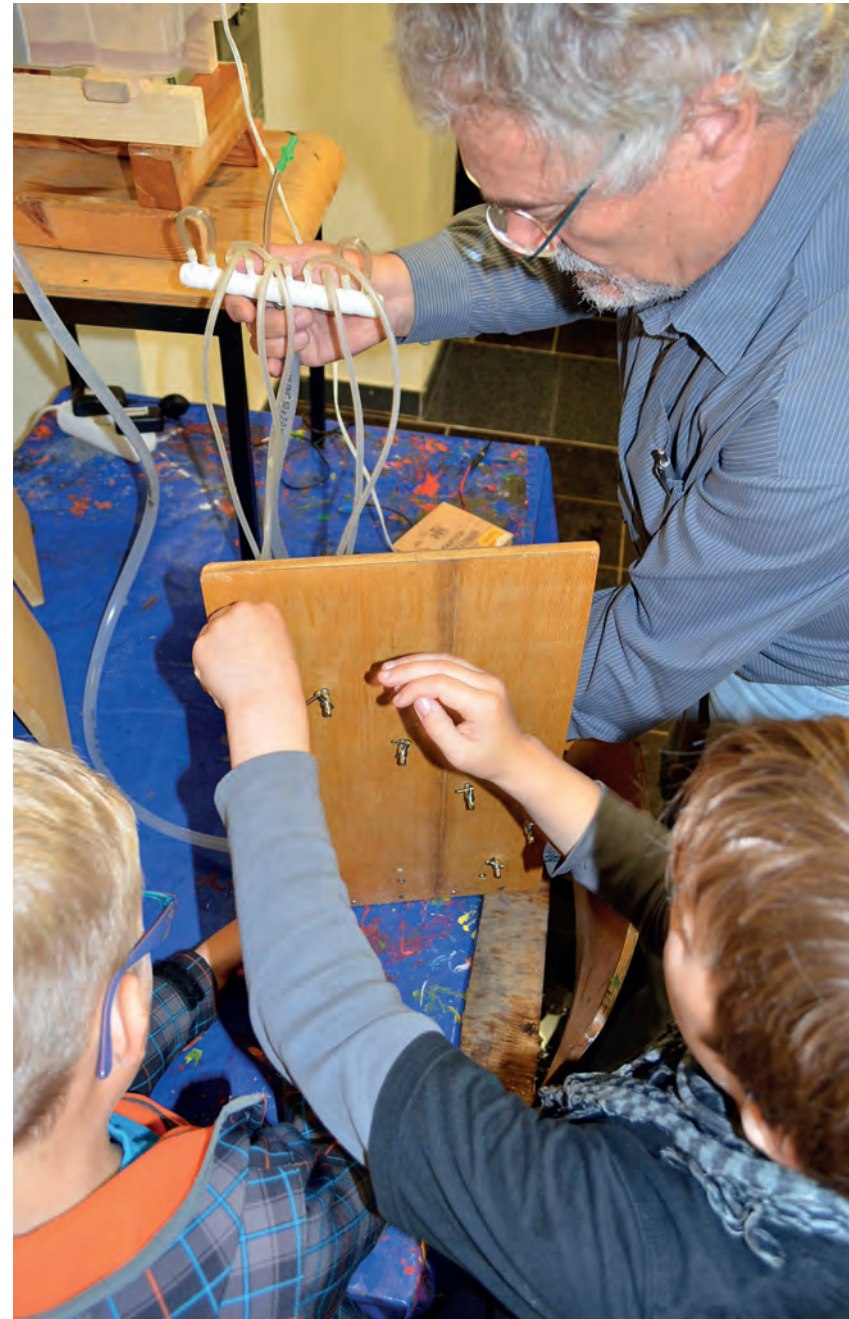
Hesse:

The Johann Hinrich Wichern secondary school supports students when choosing careers with a host of practical activities: schoolchildren in mock job interviews with Kurt Klemens and Carl Jaeger (right).

Experts: Carl Jaeger, communications engineer
Kurt Klemens, banker

Location: Kassel, Johann Hinrich Wichern Realschule

Task: Training in job interviews



North Rhine-Westphalia:

The Eine-Welt-Schule [One World School] places great value on learning by choice: Wolfgang Wirsig and his lessons arouse primary schoolchildren's curiosity about everyday technology.

Expert: Wolfgang Wirsig, electrical engineer

Location: Minden, Eine-Welt-Schule

Task: Technology for primary schoolchildren



Baden-Württemberg:

In the 'VABO**' classes at Justus-von-Liebig-Schule, immigrants with poor German skills are prepared for vocational training courses: Bernhard Trautwein describes the occupational profile of a chef.

Expert: Bernhard Trautwein, hotel management professional

Location: Mannheim, Justus-von-Liebig-Schule

Task: Practising tasks required in working life

* One-year preparatory vocational courses, with an emphasis on German language skills



Thuringia:

ARTemis rents out artworks to doctors' surgeries, law firms and cafés: Bernd Reuter is helping the schoolchildren's company with tips on costings and motivating staff. He also organises visits to companies that work sustainably, such as Deutsche Post.

Expert: Bernd Reuter, economist

Location: Erfurt, Evangelisches Ratsgymnasium Erfurt

Task: Coaching a schoolchildren's company

VerA Initiative**

VerA mentorships according to federal state in 2017

Federal state	Mentorships
Baden-Württemberg	941
Bavaria	574
Berlin	267
Brandenburg	93
Bremen	67
Hamburg	167
Hesse	330
Lower Saxony	454
Mecklenburg-Vorpommern	42
North Rhine-Westphalia	587
Rhineland Palatinate	382
Saarland	6
Saxony	220
Saxony-Anhalt	46
Schleswig-Holstein	81
Thuringia	173
Total	*4,430

* 1,795 of which continuing from the previous year(s).

** The VerA initiative is sponsored by the German Federal Ministry of Education and Research (BMBF) as part of the education chains initiative 'Bildungsketten'.

Main occupations covered by VerA

- Automotive mechatronics technician
- Baker
- Bricklayer
- Business administrator – office management
- Carer for the elderly
- Carpenter
- Civil engineer
- Cook
- Electrician for power engineering and building systems
- Hair stylist
- Hotel management specialist
- HVAC technician
- Industrial mechanic
- Joiner
- Machine and plant manager
- Metalworker for construction technology
- Nursery school teacher
- Painter and varnisher
- Retail salesperson
- Road construction worker
- Warehouse logistics specialist



Saxony:

Darius is training as an automotive mechatronics technician at the Autohaus Liske in Görlitz: Roland Palowsky (right) shows him how to study efficiently and keep his aims firmly in view.

Expert: Roland Palowsky, educationalist
 Location: Görlitz
 Task: Helping with motivation to study

North Rhine-Westphalia:

Immediately after qualifying as a graduate nurse, Tabitha was given a permanent job: Angelika Menges had taught the young mother how to manage several tasks at once and cope with difficult situations.

Expert: Angelika Menges, industrial business administrator, teacher
 Location: Werl
 Task: Help with self-organisation and dealing with crises

Baden-Württemberg:

Following a few teething troubles and initial doubts as to his choice of profession, Meikel is now a baker's assistant: he completed his training at the Dinkelbäckerei Kleinle spelt bakery, and Kurt Freitäger (right) got him safely through his exams.

Expert: Kurt Freitäger, business management specialist
 Location: Ludwigsburg-Poppenweiler
 Task: Encouraging self-belief and ambition



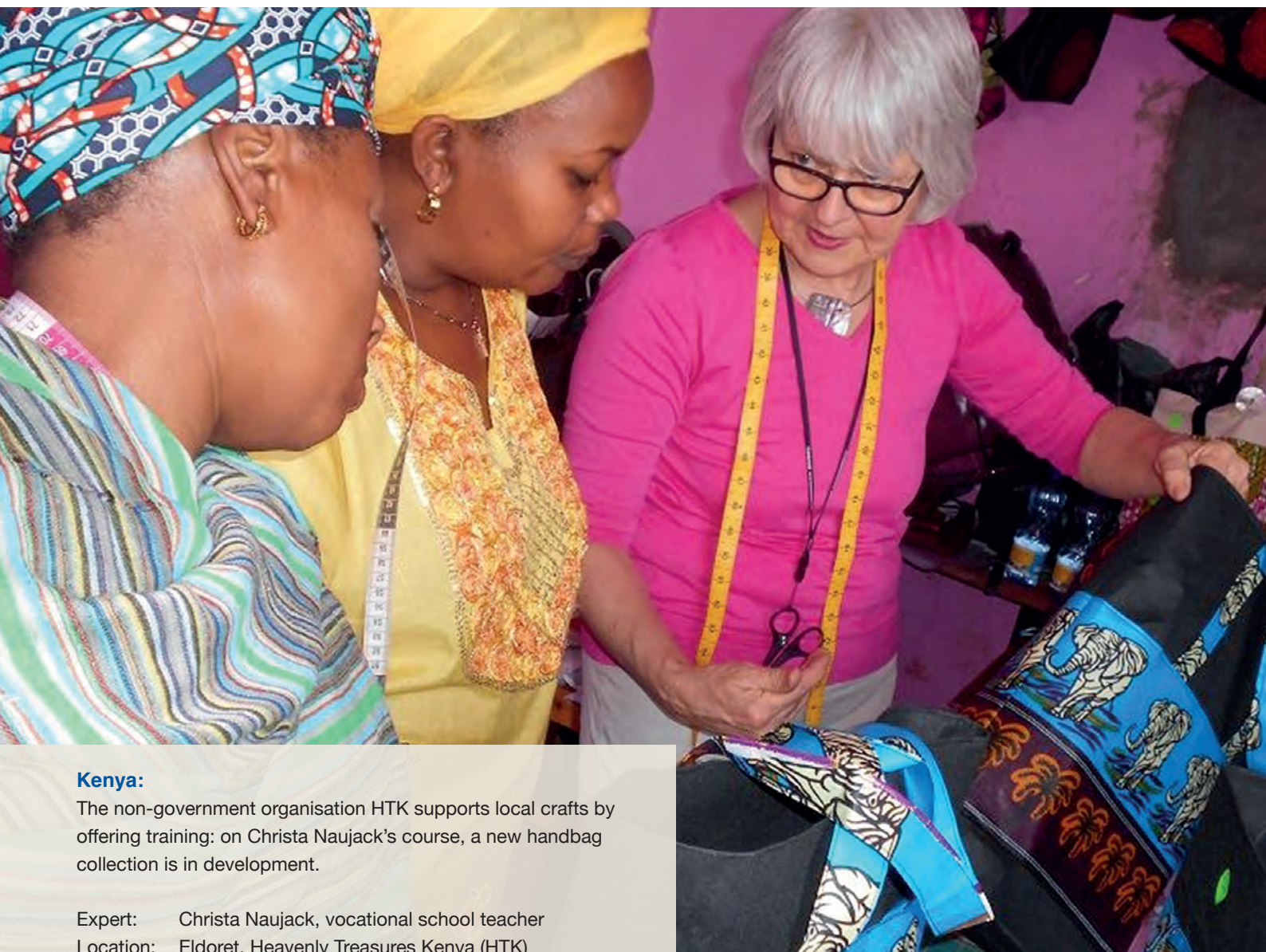
Photo: Allgemeine Bäckerzeitung



Baden-Württemberg:

Gloria and Dieter Lünstroth are looking after trainees in healthcare professions: with their help, Huong Giang and Sangram have passed their exams to qualify as care assistants. They are now working towards further qualifications.

Expert: Gloria Lünstroth, senior medical secretary
 Expert: Dieter Lünstroth, hospital pharmacist
 Location: Meersburg, Überlingen
 Task: Language coaching and specialist mentoring



Kenya:

The non-government organisation HTK supports local crafts by offering training: on Christa Naujack's course, a new handbag collection is in development.

Expert: Christa Naujack, vocational school teacher
 Location: Eldoret, Heavenly Treasures Kenya (HTK)
 Task: Training in product design



Tanzania:

PROBONO supports German-African school partnerships: Dieter Creutzburg in conversation with a fellow teacher.

Expert: Dieter Creutzburg, grammar school teacher of mathematics and physics
 Location: Moshi, PROBONO School Partnerships for One World
 Task: Advanced training for physics teachers

Subsidies for ten percent of all assignments abroad

Since 1983, the Sponsors' Association has supported the activities of SES abroad. It helps foreign clients with limited funds of their own to finance the local costs of an assignment, with a particular emphasis on healthcare, social and educational projects.

In 2017, the Sponsors' Association subsidised a total of 183 SES assignments in 31 countries – a good ten percent of all the international Expert assignments during the year. The funds that it provided added up to more than €74,000, while its income from members' subscriptions and donations was around €87,000.

Chair of the Board of Directors in new hands

On 8 June 2017, the Sponsors' Association elected a new Board of Directors at their AGM: Otmar Greiff was chosen as Chairman, and Ursula Roth was confirmed in her role as Director. The new team at the head of the Association set its priority on attracting donations and new members.

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

SES Sponsors' Association		
	2017	2016
Contributions and donations	€87,363	€76,028
Subsidies	€74,127	€90,238
Members	370	376
Subsidised assignments	183	196
Countries where assignments were subsidised	31	37

Main subsidised countries	Subsidised assignments	
	2017	2016
Tanzania	40	17
Ghana	20	16
South Africa	14	0
Madagascar	12	11
Morocco	11	16
Namibia	11	1
Uganda	10	25
Congo, Democratic Republic	7	2
Moldova, Republic	7	9
Rwanda	7	9



Myanmar:

Sheet metal processor Shwe Pon San manufactures control panels, boards and cable trays, among other things. Volker Beyer explains the CNC control of a punching machine.

Expert: Volker Beyer, construction and manufacturing engineer
 Location: Mandalay, Shwe Pon San
 Task: CNC training, workplace design

Overall performance and financial position

SES concluded the 2017 financial year with satisfactory results: income currently amounting to €12.458 million balanced out expenditure, which totalled €12.458 million. Turnover increased considerably since 2016: by 6.7 percent. The background to this development is pleasing assignment figures, as well as generous support once again by both public and private benefactors.

For instance, the German Federal Ministry for Economic Cooperation and Development (BMZ) provided sufficient funding for assignments abroad in developing and newly industrialised countries – some €8.930 million. Furthermore, the German Federal Ministry of Education and Research (BMBF) financed the VerA training initiative (€2.939 million), as well as providing €476,000 for assignments to support the state Coordination

Agency for Training and Migration (KAUSA). The SES Sponsors' Association also subsidised international assignments, to the tune of more than €74,000.

The schools programme A New Boost for School-children counts the following organisations among its most important supporters: the Otto Wolff Foundation in North Rhine-Westphalia (€35,000), the Commerzbank Foundation in Hesse (€10,000) and the Hanns Voith Foundation in Baden-Württemberg (€4,000). School-based assignments within the framework of the Kasseler Übergangsmanagement Schule-Beruf [Kassel school-employment transition management] were given €2,500 by the Kassel youth welfare office and €1,000 by the company Hübner. And the Landesbank Baden-Württemberg (LBBW) stepped up once again as a sponsor for assignments in 'welcome classes' for young refugees in Baden-Württemberg's vocational schools.

Spending on project costs amounted to €4.656 million, while staff costs rose to €5.415 million. The latter is mainly due to the expansion of the VerA initiative. Costs for materials were reduced, at €2.387 million.

Committed to quality

As in every year, in 2017 the SES placed particular value on continuing to develop its electronic data processing systems, and on the continued implementation of the quality management procedures introduced in 2009. Investments such as these are essential for SES: they are in line with its self-image as a 'learning organisation'.

To this end, the efficiency and effectiveness of SES's work is regularly put under scrutiny, both internally and by its partners. The SES sees it as its duty to maintain its work at a high level, on a long-term and sustainable basis, and to make improvements wherever possible. A close network of its own and external checks guarantees that SES uses the monies placed at its disposal correctly and that it constantly strives to improve its work.

Financial data

Financial statement	2017	2016
<small>(all values given in EUR '000s)</small>		
Revenues	12,327	11,556
Donations	89	88
Other income	42	10
Total income	12,458	11,654
Project costs	4,656	3,901
Personnel costs	5,415	5,031
Material costs	2,387	2,718
Total expenditure	12,458	11,650
Result for the year	**0	*4

* After allocation to reserves
 ** Subject to the shareholder's approval

The preliminary 2017 annual report of SES has been drawn up according to the regulations of the German Commercial Code [Handelsgesetzbuch – HGB] and has been examined by independent auditors. The local tax office has again acknowledged the charitable status of the SES GmbH.

Creation of value through voluntary service

Various bodies are involved in financing SES assignments. Contributions in kind from German industry to support our work play an important role, as do the costs that are borne by the clients. These contributions – only some of which are included in the financial statement in accordance with commercial law – added up to a value of around €14.8 million in 2017. The voluntary work of the SES Experts is impossible to judge accurately in monetary terms. If we valued each day of an assignment abroad at €250, and every meeting during the course of mentorships for young people in Germany at €40, with around 129,600 assignment days in 2017, the total sum reaches about €17.2 million. The public funds injected into the SES, on the other hand, totalled €11.9 million. Adding these sums together gives a value, for all the assignments carried out in 2017, of a good €43.9 million.

The greatest proportion of this value creation, 39 percent, came about through the voluntary commitment of the Experts. The proportion of contributions in kind from German industry and the costs borne by the clients added up to 34 percent, and the proportion of public funds was 27 percent. In 2017, as in previous years, public funding was matched several times over in the form of Experts' services and clients' contributions.



At the Parliamentary Lunch in Berlin on 30 May 2017: H.E. Igor Cesar, Ambassador of the Republic of Rwanda, and German Federal Minister of Economic Cooperation and Development, Dr Gerd Müller (from left)

Organisational structure and tasks

The SES Foundation is the sole shareholder of SES GmbH. The SES Foundation, headquartered in Bonn, was founded in 2003 by the former shareholders of SES GmbH: the Federation of German Industries (BDI), the Confederation of German Employers' Associations (BDA), the German Association of Chambers of Industry and Commerce (DIHK) and the German Confederation of Skilled Crafts (ZDH).

The bodies of the Foundation are the Board of Directors, Board of Trustees and Executive Director. The latter has a dual function, being responsible for the dealings of both the Foundation and the GmbH. The Foundation's Board of Directors authorises the financial and assignment planning of SES GmbH, approves the annual report and authorises and approves the actions taken by the Executive Director. The Board of Trustees functions as the supervisory board of the Foundation. It supports and approves the work of the Board of Directors, adopts and approves the statement of accounts, and advises on the development and business plan of SES GmbH.

The Board of Directors and Board of Trustees include high-ranking representatives of the four main associations representing German business, as well as well-known representatives of large companies. They all carry out their duties on a voluntary basis. They support the work of SES and act as important advisors to the Executive Director on all key issues.

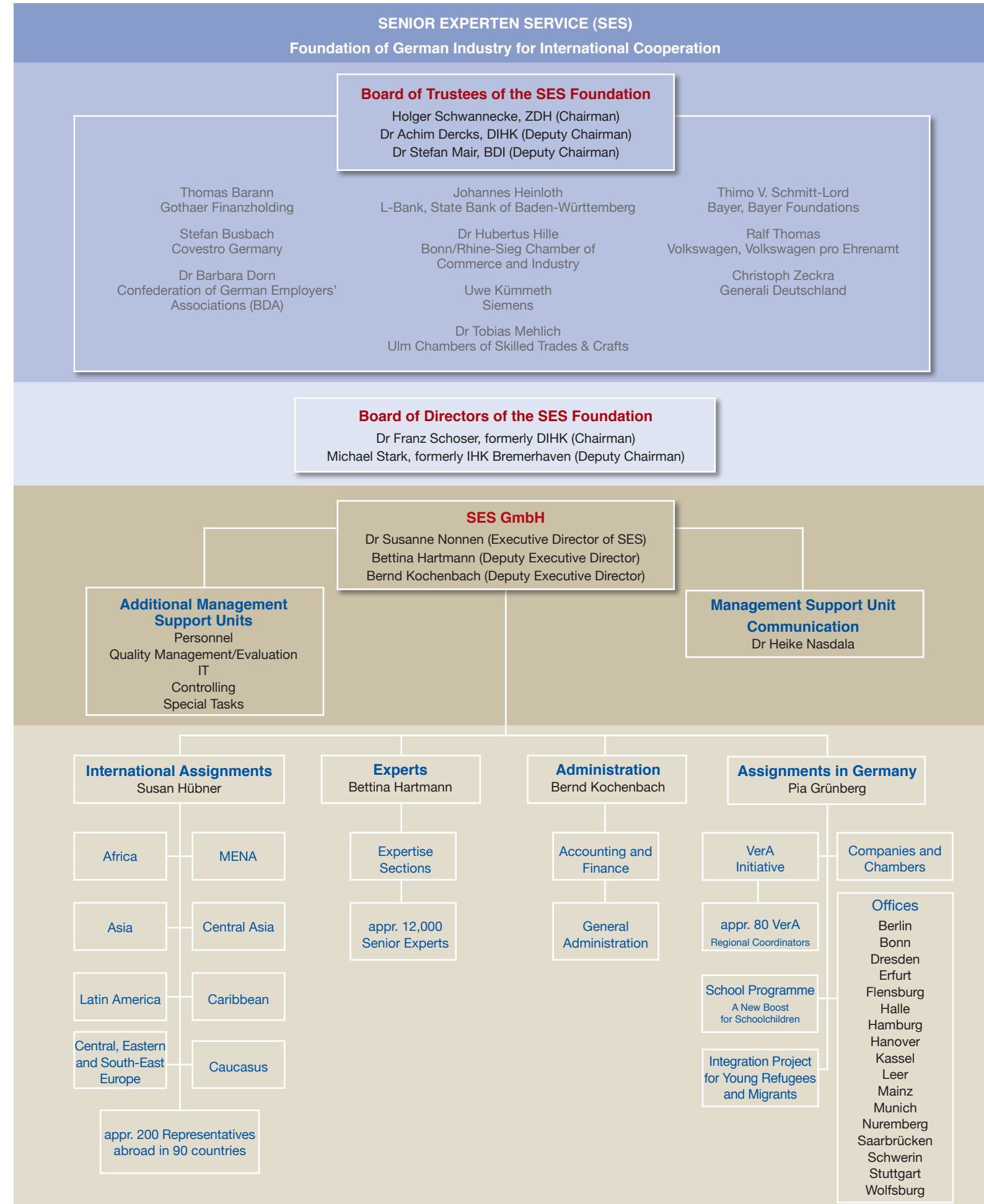
The Foundation's capital added up to over one million euros at the end of 2017. Returns from this capital are used to benefit selected, strategically significant plans of SES.

Parliamentary Lunch

The Parliamentary Lunch is an established fixture among the events brought in by the SES Foundation. The Foundation has hosted this high-class meeting in Berlin every year since 2003 – traditionally in the Deutsche Parlamentarische Gesellschaft, the cross-party meeting place for German MPs.

The Parliamentary Lunch offers an opportunity for informal discussion with SES Experts to members of the German Parliament [Bundestag], along with ambassadors, ambassadors' associates, and guests from various Federal Ministries.

In 2017, the Parliamentary Lunch enjoyed the patronage of the former German Federal Minister for Family Affairs and long-standing Chair of the German National Association of Senior Citizens' Associations (BAGSO), Prof. Ursula Lehr. The opening speeches were made by H.E. Igor Cesar, Ambassador of the Republic of Rwanda, and by German Federal Minister of Economic Cooperation and Development, Dr Gerd Müller.



ASSIGNMENT COUNTRIES 1983 – 2017

Afghanistan	36	Ecuador	201	Macedonia	93	Slovakia	32
Albania	147	Egypt	258	Madagascar	200	Slovenia	55
Algeria	32	El Salvador	43	Malawi	72	Solomon Islands	1
Angola	3	Equatorial Guinea	1	Malaysia	69	Somalia	25
Antigua and Barbuda	5	Eritrea	44	Maldives	13	South Africa	107
Argentina	241	Estonia	218	Mali	17	South Sudan	1
Armenia	82	Ethiopia	519	Malta	26	Soviet Union	31
Austria	1	Fiji	1	Mauritania	26	Spain	3
Azerbaijan	162	France	1	Mauritius	3	Sri Lanka	141
Bahrain	2	Gabon	2	Mexico	714	St Vincent and the Grenadines	1
Bangladesh	69	Gambia	8	Moldova	947	Sudan	22
Belarus	383	Georgia	183	Mongolia	766	Swaziland	3
Belgium	7	Ghana	351	Montenegro	11	Sweden	1
Belize	5	Greece	3	Morocco	220	Switzerland	1
Benin	23	Grenada	1	Mozambique	46	Syria	72
Bhutan	42	Guatemala	165	Myanmar	97	Tajikistan	129
Bolivia	706	Guinea	19	Namibia	299	Tanzania	691
Bosnia and Herzegovina	119	Guyana	11	Nepal	320	Thailand	308
Botswana	50	Haiti	102	Netherlands	1	Timor-Leste	15
Brazil	335	Honduras	127	Nicaragua	142	Togo	83
Brunei	3	Hungary	52	Niger	4	Trinidad and Tobago	15
Bulgaria	1,358	Iceland	2	Nigeria	56	Tunisia	107
Burkina Faso	31	India	889	Oman	1	Turkey	153
Burundi	54	Indonesia	531	Pakistan	561	Turkmenistan	132
Cambodia	304	Iran	124	Palestinian Territories	8	Uganda	402
Cameroon	253	Iraq	3	Panama	10	Ukraine	560
Cape Verde	14	Ireland	1	Papua New Guinea	2	Uruguay	67
Central African Rep.	2	Israel	4	Paraguay	238	USA	2
Chad	2	Italy	4	Peru	212	Uzbekistan	610
Chile	147	Jamaica	32	Philippines	241	Venezuela	55
China	6,324	Jordan	97	Poland	168	Vietnam	347
China: Taiwan	13	Kazakhstan	1,095	Portugal	20	Yemen	162
Colombia	224	Kenya	178	Qatar	4	Yugoslavia	3
Congo	1	Korea, DPR	2	Romania	1,114	Zambia	69
Congo, Dem. Rep.	47	Korea, Rep.	53	Russia	1,330	Zimbabwe	113
Costa Rica	58	Kosovo	101	Rwanda	188	Transnational	9
Côte d'Ivoire	15	Kyrgyzstan	276	Samoa	19		
Croatia	57	Laos	129	Saudi Arabia	17		
CSFR	31	Latvia	315	Senegal	8		
Cuba	13	Lebanon	84	Serbia	134		
Cyprus	1	Lesotho	19	Serbia and Montenegro	104		
Czech Rep.	60	Liberia	12	Sierra Leone	38		
Dominican Republic	64	Libya	4	Singapore	3		
		Lithuania	523				





Publishing details

Responsible for content:
 Dr Susanne Nonnen, Executive Director of SES

Responsible for text:
 Dr Heike Nasdala, Spokeswoman

Editorial Assistance:
 Aljoschka Dippold, Julia Haun, Petra Leven,
 Dr Reinhold Meyer, Anne Schacke

Translation: Helen Grützner

Design: www.pinger-eden.de

Printing: Brandt GmbH, Bonn

Photos: SES, if not stated otherwise

Cover Photos:
 Karlheinz Derleth in Kazakhstan
 Ines Wellmeier in Vietnam