



ANNUAL REPORT

2022



Senior Experten Service (SES)

**Foundation of German Industry for
International Cooperation**



40 YEARS SES

The future needs experience

Senior Experten Service (SES)

**Foundation of German Industry for
International Cooperation**



31 January 1983: foundation of SES at the German Chamber of Commerce and Industry (former DIHT) in Bonn – talking with German Development Minister Dr Jürgen Warnke (l)



CONTENT

Foreword	4
In the spotlight	5
Experts	6-7
Activities abroad	8-9
Activities in Germany	10-11
Selected assignments abroad	12-15
Africa and MENA	12
Asia and Central Asia	13
Europe and the Caucasus	14
Latin America and the Caribbean	15
Selected assignments in Germany	16-19
African-German Youth Office (AGYO)	16
Companies and chambers	17
Schools programme	18
VerA initiative	19
Sponsors' Association	20
Finance	21
SES Foundation	22
Organigram	23
Assignments by country	24-25
Network	26
Publishing details	27

40 years of SES: looking back on a success story



Monday, 31 January 1983, sleet and 3 degrees Celsius. The weather in Bonn was unfriendly as German Development Minister Dr Jürgen Warnke welcomed the SES into the rooms of the German Chamber of Commerce and Industry (former DIHT) – initially as a three-year pilot project with a financing commitment from his ministry.

However, what began so tentatively rapidly gathered speed, developing into a genuinely sunny story with only one real downturn – in the coronavirus years of 2020 and 2021. In 2022, the 40th year of our existence, things slowly picked up again. Let's take a look back.

Everything began in 1983 with around 800 retired Experts and 22 assignments in 13 countries. We now have almost 13,000 Experts, including some who are still working. We can also look back on almost 65,000 assignments in 171 countries.

These numbers are impressive, and are made possible thanks to a very attractive business model, namely voluntary know-how transfer that enables a win-win situation: for those who pass on their knowledge and for the people who benefit from it. In addition to this, we have never stopped developing. A path on which we aim to continue, of course.

While we were initially active solely in developing and newly industrialised countries, since 1990 our assignment regions have also included Germany. Even before German reunification, companies in the former GDR made use of our services. In 2006, the schools programme was added to support schoolchildren, and at the end of 2008 the VerA initiative specifically tailored to trainees was launched to keep them from dropping out – our contribution to supporting the next generation of specialist workers.

In 2017, we started an Expert register for employed people, and Weltdienst 30+ was founded. That same year, the first of several EU-supported projects with our participation was launched, and in 2021 we began a partnership with the African-German Youth Office (AGYO). Our current plans include a programme to support foreign skilled workers as they begin their careers here in Germany. We are also about to launch seminars to prepare people for

living and working abroad, based on our experience as a dispatching organisation, and to set up our own academy.

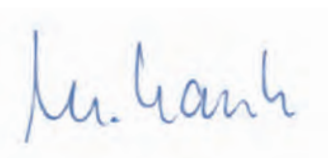
Thanks

40 years of SES has also meant 40 years of good cooperation with businesses and the state. For this we offer our thanks. Above all, to the German Federal Ministry for Economic Cooperation and Development (BMZ) and the German Federal Ministry of Education and Research (BMBF). Again in 2022, most of our assignments were made possible by financial support from these two bodies.

We also thank Engagement Global, the German government's service point for development initiatives, and the Federal Institute for Vocational Education and Training (BIBB). SES is also very grateful to our supportive members of the German and European parliaments. Special thanks also to the German Foreign Office, the German diplomatic missions abroad, the main associations of German industry, as well as the German Chambers of Industry and Commerce Abroad (AHKs), the Chambers of Skilled Trades and Crafts (HWKs) and the Chambers of Industry and Commerce (IHKs).

Additionally we offer heartfelt thanks to all those who support our work with donations, and to those who make their premises available for use as offices, or for conferences and seminars. Thanks go to the members of the SES Sponsors' Association and to the Sponsors' Association itself, as well as to companies, corporate foundations, other institutions set up by German industry, and to a great number of individuals. Their support will remain vital to us in the future.

We are especially grateful to our Experts and all our staff, both paid and voluntary, within Germany and abroad, for their tireless commitment, motivation and excellent performance. It is our pleasure to pass on to these people the many congratulations that we received on our 40th anniversary.



Dr Michael Blank
Executive Director, SES GmbH

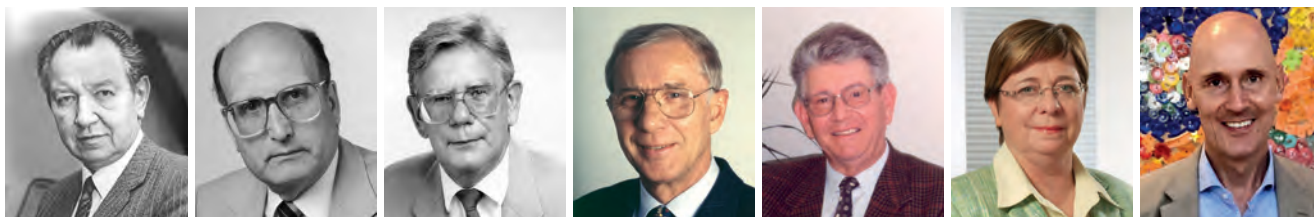
Chronicle



The future needs experience

- 1983** SES founded as a pilot project of the German Chamber of Commerce and Industry (former DIHT)*
Financing: German Federal Ministry for Economic Cooperation (BMZ)**
* from 2001: DIHK
** from 1993: German Federal Ministry for Economic Cooperation and Development (BMZ)
- 1985** Registered as GmbH and non-profit organisation
Shareholders: Federation of German Industries (BDI), Carl Duisberg Association (CDF), DIHT
- 1988** 1st assignment in Eastern Europe (Bulgaria)
- 1990** 1st assignment in Germany (Thuringia)
- 1992** 4th shareholder: German Confederation of Skilled Crafts (ZDH)
- 2002** New shareholder: Confederation of German Employers' Associations (BDA) replaces CDF
- 2003** SES Foundation is founded by BDA, BDI, DIHK and ZDH
- 2006** Schools programme starts in North Rhine-Westphalia (NRW)
- 2008** Start of VerA initiative to keep trainees from dropping out
Financing: German Federal Ministry of Education and Research (BMBF)
- 2009** Prize-winner in '365 Orte im Land der Ideen' competition ('365 Places in the Land of Ideas')
Awarded the Mexican state prize Galardón PyME*
* Pequeñas y Medianas Empresas (small and medium-sized enterprises)
- 2011** 25,000th assignment (Philippines)
- 2012** 10,000th registration
Prize-winner in 'Deutschland – Land des Langen Lebens' initiative ('Germany – Land of the Long Life')
- 2014** Awarded the Otto Mühlischlegel Prize of the Robert Bosch Foundation
- 2017** Foundation of the Weltdienst 30+ sub-division
Financing: BMZ
Participation in the project Mentoring Young Disadvantaged People for Inclusion (MYDI)
Financing: European Union (EU)
- 2019** Participation in the project European Senior Volunteering through Mentoring for the Social Inclusion of Young People in Difficulties (EvolYou)
Financing: EU
- 2021** Partner of the African-German Youth Office (AGYO)
Financing: BMZ
- 2022** Participation in the project European Seniors Together (EST)
Financing: EU
- 2023** 40th anniversary (31 January)

EXECUTIVE DIRECTORS



Dr Gerhard Fritz, 1983 to 1984 · Heinrich Nordsieck, 1984 to 1995 · Dr Rudolf Schuster, 1984 to 1993 · Uwe Vieth, 1994 to 2000 · Dr Karl Hartwig Richert, 1995 to 1996 · Dr Susanne Nonnen, 1996 to 2021 · Dr Michael Blank, from 2021 (l-r)

The future needs experience

Passing on knowledge

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

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

Know-how from 50 industries

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

istration and public service, education and science: SES covers practically every field and sector.

Nevertheless, SES is always looking for new Experts from all professions in order to fulfil as many assignment requests as possible – as quickly and precisely as we can.

Urgently required

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

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



BENIN

Wolfgang Bodtke at the training farm run by SAIN. The farming cooperative works on a completely ecological basis – and this includes its energy supply. Tragically, its photovoltaic system was damaged by a storm in May 2022. It's now working again. The repair work was one of the tasks carried out by our Expert Mr Bodtke, along with a 'Solar Energy Workshop' attended by more than 40 people.

- Expert:** Wolfgang Bodtke, graduate physicist, lecturer
- Location:** Solidarités Agricoles Intégrées (SAIN), Kakanitchoé
- Task:** Recommissioning of photovoltaic system and training



EXPERT REGISTER: development and technical expertise

REGISTER	2022	2021
Experts	12,742	12,351
Weltdienst 30+ specialists	1,705	1,611
Registrations	978	1,020
Farewells	606	370
Average age	69	70.6
Proportion of women (%)	24.5	24.0

FROM OUR CHRONICLE

2017

26 January 2017

Event to launch our Weltdienst 30+ sub-division at the German Federal Ministry for Economic Cooperation and Development (BMZ) in Berlin

INDUSTRY	EXPERTS
Agriculture	598
Automotive engineering	591
Banking and insurance	447
Building industry	733
Charitable institutions	711
Chemistry	382
Communication technology	279
Cosmetics	48
Economic and professional associations	272
Education	2,861
Electrical engineering	542
Energy	296
Environmental protection	220
Foodstuffs	348
Glass and ceramics	74
Hydraulics and pneumatics	35
Information technology	646
Law and taxes	189
Leather processing	27
Measuring and automatic control engineering	222
Mechanical and plant engineering	440
Media, arts, culture	526

INDUSTRY	EXPERTS
Metal forming	90
Metallurgy	33
Metalworking	194
Mining	69
Optics	50
Packaging for end customers	34
Pharmaceuticals	222
Plastics	127
Printing and graphics	112
Public health	1,739
Public sector	1,318
Pulp and paper	34
Rubber processing	39
Sciences	307
Sector-independent activities	536
Services	1,200
Textiles	177
Tool and machine tool manufacture	128
Tourism and leisure	467
Trade	362
Traffic systems	223
Wood processing	196

Know-how made in Germany

Expert knowledge for the Global South

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

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

All over the world, we focus on supporting local economies, fighting poverty, and promoting vocational training, healthcare and agricultural development. And with practically every one of our assignments we contribute to imple-

menting Agenda 2030 with its 17 Sustainable Development Goals (SDGs).

A worldwide network

The international success of SES can be attributed for the most part to our very good contacts. By the end of 2022, our network of Representatives consisted of 197 people and institutions in 90 countries – important points of contact for our clients.

Follow-up assignments and post-assignment activities

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



INDIA

Monika Prechtel with teachers and Jakob Prechtel with pupils at the SECPAD School.

The school would like its science teaching to be creative and motivating rather than theoretical and frontal. The Prechtels, our Expert couple, gave the biology, chemistry and physics lessons a big boost – with learning games, everyday experiments, and many ideas for participation.

Expert: Jakob Prechtel, graduate mechanical engineer, instructor

Expert: Monika Prechtel, lecturer

Location: SECPAD School, Kargil

Task: Introduction of participatory teaching methods



AROUND THE GLOBE: assignments and evaluation

ASSIGNMENTS	2022	2021
Africa/MENA*	436	103
Asia/Central Asia	308	24
Europe/Caucasus	102	65
Latin America/Caribbean	103	9
Total	949**	201
Follow-up assignments (%)	25.2	27.4

* Middle East and North Africa
 ** of these, 28 assignments were carried out by the Team works! division of the African-German Youth Office (AGYO)

FROM OUR CHRONICLE

2009
5 November 2009

First German organisation to be awarded the Mexican state prize Galardón PyME* in Mexico City

* Pequeñas y Medianas Empresas (small and medium-sized enterprises)



POSITIVE FEEDBACK		in %	
This is what our clients have to say.		2022	2021
About the assignment			
The assignment			
... achieved its goal in full or for the most part.	84.3	79.8	
... raised the employees' qualification level.	86.8	85.0	
... has had positive effects.	91.9	90.8	
About the Expert			
I am satisfied			
... with the collaboration.	95.9	95.4	
... with the specialist expertise.	94.3	95.4	
I would like a further assignment.	86.6	84.4	

Source: Evaluation of assignments abroad

ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.



Photo: Stefan Specht

Thomas von Rekowsky, head of our Berlin office, in a press meeting with the Potsdam Chamber of Industry and Commerce

Partners in business – mentoring the younger generation

Coaching by the pros

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

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

For the specialist workers of tomorrow

Since 2006, children and young people have benefited from our schools programme, and since the end of 2008 our VerA initiative has been helping trainees to keep them from dropping out of their training – a mentoring service throughout Germany supported by the German Federal Ministry of Education and Research (BMBF).

In schools, we mainly help with career guidance and better understanding of the MINT subjects: mathematics, IT, natural sciences and technology. We support trainees with any problems that could overwhelm them: our contribution to smoothing out the critical combination of insufficient education, high dropout numbers during training, and a shortage of specialist workers.

Active throughout Germany

With 18 representatives, many regional agents and around 80 regional coordinators of the VerA initiative, we also maintain a close-knit network of contact points in Germany.

At these points, volunteers maintain contact with our Experts and with companies, professional bodies and associations. They also support our publicity work, represent us at trade fairs, and organise regional conferences for sharing experiences.

ACROSS GERMANY: assignments and evaluation

ASSIGNMENTS	2022	2021
VerA education initiative	3,885 *2,097	3,990 *2,269
Companies/professional bodies/ organisations	44 *15	34 *8
Schools programme	250 *158	212 *126
Total	4,179 *2,270	4,236 *2,403

* of which continuing from the previous year(s)

FROM OUR CHRONICLE

1984

14 December 1984

Opening of our 1st office in Germany in the Lower Rhine Chamber of Industry and Commerce Duisburg-Wesel-Kleve in Duisburg

VERA INITIATIVE: POSITIVE FEEDBACK		in %	
This is what "our" trainees have to say.	2022	2021	
Through VerA, I			
... improved my performance in training school.	90.4	89.4	
... got a motivational boost.	91.5	91.6	
... passed my exam.	90.3	87.4	
... improved my knowledge of German.	88.4	88.4	
... structured my days better.	80.3	75.5	
... have my private problems more under control.	77.8	71.8	
... achieved my personal goal.	75.1	75.7	
I would recommend VerA.	96.7	95.8	
Current points of focus			
I am learning for a nursing and healthcare profession.	16.9	15.1	
My roots are not in Germany.	80.9	81.3	

Source: Feedback survey, graduation reports

VerA goes Europe

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

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

Africa and MENA*

ASSIGNMENTS	2022
Algeria	6
Angola	1
Benin	2
Botswana	6
Cameroon	7
Congo, Democratic Republic	1
Congo, Republic	5
Côte d'Ivoire	1
Egypt	9
Eritrea	1
Ethiopia	1
Ghana	21
Jordan	5
Kenya	22
Lebanon	4
Lesotho	8
Madagascar	32
Malawi	15
Mauritania	6
Morocco	8
Namibia	9
Rwanda	22
Senegal	3
Sierra Leone	18
South Africa	28
Tanzania	89
Togo	14
Tunisia	2
Uganda	60
Zambia	14
Zimbabwe	16
Total	436

* Middle East and North Africa



WELTDIENST 30+ TANZANIA

With Dr Ralf P. Schaab on the Matipwili farm run by Elven Agri. The company produces and sells dried fruits, vegetables, herbs and spices, and attaches great value to sustainability. Plant protection, soil health and food hygiene were the main topics of our Expert's assignment.

Expert: Dr Ralf P. Schaab, agricultural engineer
Location: Elven Agri, Matipwili farm and Dar es Salaam
Task: Optimisation of organic farming and organic products

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.

FROM OUR CHRONIC

1990

29 September 1990

Africa: Our 1,000th assignment begins when we send graduate engineer Peter Paprotny to South Africa.

Asia and Central Asia



ASSIGNMENTS	2022
Bangladesh	4
Bhutan	1
Cambodia	10
India	29
Indonesia	18
Kazakhstan	53
Kyrgyzstan	32
Laos	3
Mongolia	46
Nepal	24
Pakistan	7
Philippines	8
Sri Lanka	1
Tajikistan	8
Timor-Leste	1
Turkmenistan	8
Uzbekistan	51
Vietnam	4
Total	308

TURKMENISTAN

Petra Tennig oversees physiotherapy instruction for a mother. The instruction is carried out by a paediatrician at the maternal and child clinic in Ashgabat, after the relevant training by our Expert. Like many of his colleagues, the paediatrician also works 'on the side' in physiotherapy due to the lack of qualified personnel.

However, improvement is in sight. The hospital is planning to set up a rehab facility which will also offer training courses in physiotherapy and occupational therapy.

- Expert:** Petra Tennig, physiotherapist
Location: Scientific Clinical Center for Maternal and Child Health, Ashgabat
Task: Training in paediatric physiotherapy

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.

FROM OUR CHRONICLE

2001

11 November 2001

Asia: Our 10,000th assignment begins when we send Horst Bolk, master in heating, ventilation and air-conditioning technology, to Mongolia.

Europe and the Caucasus

ASSIGNMENTS	2022
Albania	4
Armenia	7
Azerbaijan	16
Georgia	28
Kosovo	28
Moldavia, Republic	5
North Macedonia	9
Serbia	2
Ukraine	3
Total	102



TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.

KOSOVO

Sabine Frank in the seamstress training course of the DTC. This was our Expert's third assignment at the Diakonie Training Center, and this time it was all about creativity. Textile designer Frank worked with the seamstresses on how to teach colour experiments, material manipulation, or ideas for upcycling. The latter is trending strongly at the moment, but the colour experiments were more popular.

Expert: Sabine Frank, graduate textile designer
Location: Diakonie Training Center (DTC), Mitrovica
Task: Creative training for instructors

FROM OUR CHRONICLE

2004

1 September 2004

Start of an eight-year cooperation with the Robert Bosch Foundation for the promotion of vocational training in Eastern Europe

Latin America and the Caribbean



MEXICO

Harald Sandner in the wood workshop of Cafetales Hamburgo. The finca – a coffee business – also houses a small carpentry workshop that already carries out building repairs and aims to produce furniture in the future. With his three-week workshop on making simple furniture, master carpenter Sandner provided support for the first step in this direction. By the end of his course, all the participants were able to make a sturdy table.

Expert: Harald Sandner, master carpenter
Location: Cafetales Hamburgo, Tapachula
Task: Basic training in furniture making

ASSIGNMENTS	2022
Argentina	9
Bolivia	16
Brazil	4
Chile	1
Colombia	5
Costa Rica	1
Dominican Republic	2
Ecuador	6
El Salvador	3
Guatemala	3
Honduras	7
Mexico	38
Panama	4
Paraguay	1
Peru	3
Total	103

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.

FROM OUR CHRONICLE

1983

12 February 1983

Latin America: The 1st assignment in the history of SES begins when architect Prof. Dr Horst-Peter Oltmanns is sent to Brazil.

African-German Youth Office (AGYO) Team works!

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



Kathrin Wippler, Rebecca Biira, Barbara Klepsch and Laurence Bayer with Dirk Welich, Dr Christian Striefler and Helmut Liu (l-r)

SAXONY

Rebecca Biira is a cook who works as an instructor at the Rwenzori Royal Institute in Uganda. Team works! brought her to the Wippler confectionery in Dresden as a guest student. The 29-year-old wanted to learn about the confectionery's work processes and products – know-how that she is now passing on to her trainees. Our Expert Helmut Liu took care of all her needs outside the workplace during her stay in Germany. He was also the organiser of a special event. On 22 June 2022, Barbara Klepsch, the Minister of State for Culture and Tourism in Saxony, visited Rebecca Biira at Wippler, then took her on a sightseeing tour.

Expert: Helmut Liu, head chef
Location: Wippler confectionery, Dresden
Task: Support for Team works! guest student

TOP 6: ASSIGNMENTS PER SUSTAINABILITY GOAL



Each assignment may contribute to several goals.

TEAM WORKS! IN AFRICA	2022
Kenya	1
Lesotho	1
Malawi	2
Rwanda	1
Sierra Leone	1
Tanzania	4
Togo	1
Uganda	4
Zambia	1
Zimbabwe	1
Total	17

TEAM WORKS! IN GERMANY	2022
Bavaria	1
Berlin	1
Hamburg	1
Hesse	1
North Rhine-Westphalia	6
Saxony	1
Total	11



Kathrin Wippler, Rebecca Biira and Barbara Klepsch (l-r)

FROM OUR CHRONICLE

2021

24 June 2021

Kick-off event for the African-German Youth Office (AGYO) in the German Federal Ministry for Economic Cooperation and Development (BMZ) in Berlin

Companies and chambers

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



At Autohaus Gayer: Manager Immanuel Klenk, Godwin Kofi Quarshie and August Lachenmann (l-r)

ASSIGNMENTS	2022
Baden-Württemberg	6
Bavaria	6
Berlin	3
Brandenburg	1
Hesse	12
Lower Saxony	2
North Rhine-Westphalia	9
Rhineland-Palatinate	1
Saxony	2
Schleswig-Holstein	1
Thuringia	1
Total	*44

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

BADEN-WÜRTTEMBERG

Godwin Kofi Quarshie from Accra in Ghana works at Automotive Engineering Technical Services (AETS). Thanks to a scholarship from the Baden-Württemberg Foundation, he was able to complete a six-month internship at Autohaus Gayer in Asperg and Vaihingen an der Enz. His final results were excellent: technically top-notch, perfect team player, practically fluent German. The latter can also be credited to Professor August Lachenmann, who supported the young man during his residency abroad and familiarised him with life in Germany.

Expert: Professor August Lachenmann, graduate civil engineer
Locations: Autohaus Gayer, Asperg and Vaihingen an der Enz
Task: Preparation of an intercultural programme

FROM OUR CHRONICLE

1990

9 January 1990

German Democratic Republic (GDR): Start of our 1st assignment in the present-day Federal Republic of Germany, sending carpenter Klaus Willeke to Thuringia

Schools programme

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

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

We thank the following for their contributions

BASF, Deutsche BP Stiftung, Deutsche Kinder- und Jugendstiftung, Globus-Stiftung, IHK Erfurt, Kasseler Sparkasse, Ministry for Culture, Youth and Sport Baden-Württemberg, Otto Wolff Stiftung, the City of Kassel, Stiftung Bildung und Jugend, and Stiftung Pfennigsdorf.



HESSE

Hegelsberg School supports young people with a range of practical courses during their career orientation phase and prepares them intensively as they apply for a trainee position. On behalf of the school, Ursula Richter-Dickhaut practises the interview process through role play.

Expert: Ursula Richter-Dickhaut, retired school principal

Location: Hegelsberg School, Kassel

Task: Coaching for the interview process

ASSIGNMENTS	2022
Baden-Württemberg	36
Bavaria	2
Berlin	2
Bremen	1
Hesse	46
Lower Saxony	3
North Rhine-Westphalia	79
Rhineland-Palatinate	11
Saarland	38
Saxony	15
Saxony-Anhalt	8
Thuringia	9
Total	250*

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

FROM OUR CHRONICLE

2006

19 December 2006

Press conference in Düsseldorf on the launch of our schools programme with Barbara Sommer, then Minister of State for Schools and Education in North Rhine-Westphalia

VerA initiative

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

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



ASSIGNMENTS	2022
Baden-Württemberg	604
Bavaria	622
Berlin	273
Brandenburg	34
Bremen	110
Hamburg	134
Hesse	292
Mecklenburg-Western Pomerania	26
Lower Saxony	450
North Rhine-Westphalia	573
Rhineland-Palatinate	327
Saarland	51
Saxony	126
Saxony-Anhalt	38
Schleswig-Holstein	123
Thuringia	102
Total	3,885*

* 2,067 assignments continuing from the previous year(s).

VERA-TANDEM 20,000

HESSE

Amen Temesgen Weldu is from Ethiopia, now lives in Bad Hersfeld, and is training to be an orthopaedic shoemaker. She will have excellent opportunities on the job market – if she completes her training satisfactorily. The young woman knows this, which is why she is being coached by Antje Strauch. They are working together on improving Amen's performance in school, her language skills, and her self-confidence. "I'm definitely also her confidant," says Antje Strauch. "Amen was very young when she fled her homeland, and she needs someone that she can lean on when the situation requires. I'm very happy to be that person."

Expert: Antje Strauch, office administrator

Location: Hünfeld

Task: Strengthening self-confidence and academic and language skills

FROM OUR CHRONICLE

2018

26 June 2018

Official ceremony marking 10 years of the VerA initiative in the German Parliamentary Society in Berlin, with an award for the 10,000th VerA tandem presented by First Lady Elke Bűdenbender

Tasks

● Since its foundation 40 years ago, the SES Sponsors' Association has supported our work abroad. It does so with its own funds, but also applies for and manages funds

from other sources. The majority of its income is from project-related donations intended for individual assignments or whole series of assignments in African countries.



Claus Oellerking; working on the first electric sewing machine at RuFi

RUFİ FUNDRAISING

UGANDA

The RuFi non-governmental organisation (NGO) in Kasese, in the southwest of Uganda, educates disadvantaged people, in particular young mothers without a school-leaving qualification. Our Expert Claus Oellerking has been working with the NGO since 2017 – with assignments and privately organised fundraising. Thanks to the funds raised, the training workshop, outside facilities and office at RuFi are now connected to the power grid. Electric sewing machines are now also available, along with AfricroozE e-bikes, toilet facilities, water tanks, and smartphones for the whole RuFi team.

- Organiser:** Claus Oellerking, graduate economist, vocational school teacher
- Funds raised:** Approx. €13,000 (2022), approx. €50,000 (2017-2021)
- Recipient:** Rural Focus Initiative (RuFi), Kasese
- Administration:** Sponsors' Association



FROM OUR CHRONICLE

1983

31 August 1983
Foundation of the SES Sponsors' Association in Bonn for the purpose of advertising and fundraising in aid of our goals

BALANCE SHEET	2022	2021
Contributions	12,300 €	13,100 €
Donations	47,029 €	95,147 €
Subsidies	57,771 €	53,230 €
Members	366	350
Chairman	Otmar Greiff	
Executive Director	Ursula Roth	

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

Account for donations

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

Annual report 2022 and financial position

● After the collapse of our activities in other countries due to the coronavirus pandemic in 2020 and 2021, we were able to resume our assignments abroad in 2022.

However, our international activities were also severely restricted in the reporting year due to the war in Ukraine and the resulting economic effects (energy crisis, inflation, federal budget cuts). Activities in Germany, on the other hand, were more or less on the level of the previous years.

Overall, we finished the 2022 financial year with a negative result. For this reason, the economic target for the coming years must be to counteract the inflation pressure and the drop in federal funding, and to generate our own funds (fundraising, expansion of commercial operations).

Financial data

In 2022, income of €10.3 million (2021: €8.8 million) could not balance out expenditure, which totalled €11.0 million (2021: €9.6 million).

The main provider of funds in 2022 was once again the German government. For instance, the German Federal Ministry for Economic Cooperation and Development (BMZ) provided funding for assignments in developing and newly industrialised countries – some €6.6 million (2021: €5.6 million). Furthermore, the German Federal Ministry of Education and Research (BMBF) provided €3 million (2021: €3.1 million) to finance the VerA initiative.

The SES Sponsors' Association supported international assignments in 2022 with around €58,000 (2021: €53,000). Commercial operations generated income of around €24,000 (2021: €25,000) through assignments on behalf of companies, professional bodies and organisations.

Furthermore, we received donations to our schools programme via the SES Foundation. These funds were mainly provided by company-linked foundations, in particular, Globus-Stiftung and Otto Wolff Stiftung.

Assignment days

Both private and public donors recognise us primarily as an intermediary for the transfer of knowledge, and for the great voluntary contribution of our Experts. In 2022, the number of Expert assignment days in Germany and abroad totalled more than 109,000.

FINANCIAL DATA		
Financial statement	2022	2021
<small>(all values given in EUR '000s)</small>		
Revenues	10,183	8,391
Donations	116	125
Other income	42	367
Total income	10,341	8,883
Project costs	3,543	1,923
Personnel costs	5,671	5,393
Material costs	1,858	2,369
Total expenditure	11,072	9,685
Result for the year	-731	-802

The preliminary 2022 annual report of SES has been drawn up according to the regulations of the German Commercial Code (HGB) and has been examined by independent auditors.

FROM OUR CHRONICLE

1992

21 October 1992

Acquisition of Buschstrasse 2 in Bonn as our long-term headquarters

Shareholder and bodies

● For 20 years, the SES Foundation has been our sole shareholder. Its benefactors are the leading associations of German industry – our former shareholders: the Federation of German Industries (BDI), the Confederation of German Employers' Associations (BDA), the German Chamber of Commerce and Industry (DIHK), and the German Confederation of Skilled Crafts (ZDH).

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

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

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

Parliamentary Lunch

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

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

In 2022, the Parliamentary Lunch fell under the patronage of Bundestag member Volkmar Klein, full member of the Parliamentary Committee for Economic Cooperation and Development.

Welcoming addresses were made by H. E. Gina Ama Blay, Ambassador of the Republic of Ghana to Germany, and Dr Bärbel Kofler, Parliamentary State Secretary to the German Federal Minister for Economic Cooperation and Development.



At the lectern at the Parliamentary Lunch in Berlin on 2 June 2022: H. E. Gina Ama Blay and Dr Bärbel Kofler

FROM OUR CHRONICLE

2003

15 January 2003

The SES Foundation with legal capacity is founded in Bonn by BDA, BDI, DIHK and ZDH.

SENIOR EXPERTEN SERVICE (SES)

Foundation of German Industry for International Cooperation

SES Foundation

Board of Trustees

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 Wolfgang Niedermark, BDI (Vice Chairman)
 Peter Klotzki, BFB (Vice Chairman)

Dr Karen Köhler
 Bayer

Dr Hubertus Hille
 Bonn/Rhein-Sieg
 Chamber of Commerce and Industry

Christina Ramb
 Confederation of German
 Employers' Associations (BDA)

Stephan Busbach
 Covestro Germany

Hans-Peter Baur
 German Federal Ministry for Economic
 Cooperation and Development (BMZ)

Svetlana Thaller-Honold
 Gothaer Finanzholding

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 Siemens

Dr Tobias Mehlich
 Ulm Chamber of Skilled Trades & Crafts

Ralf Thomas
 Volkswagen
 Volkswagen pro Ehrenamt

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Holger Schwanneke, ZDH (Chairman)

Executive Director

Dr Susanne Nonnen, formerly SES GmbH

SES GmbH

Controlling

Tillmann Stöcker

Management Board

Dr Michael Blank (Executive Director)
 Bettina Hartmann (Deputy Executive Director)
 Marion Sodemann (Deputy Executive Director)

Business Development

Marion Sodemann

IT

Ralf Eberwein

Communications

Dr Heike Nasdala

Coordination of
 BMZ Programmes

Marion Sodemann

Personnel

Natascha Braun

International Assignments

Susan Hübner

Africa

MENA

African-German
 Youth Office (AGYO):
 Team works!

Latin America

Caribbean

Asia

Central Asia

Europe

Caucasus

appr. 200 Representatives
 abroad in 90 countries

Experts

Bettina Hartmann

Expertise
 Sections

appr. 13,000
 Experts

Administration

Bernd Kochenbach
 (Finance Director)

Accounting and
 Finance

General
 Administration

Assignments in Germany

Pia Grünberg
 (until June 30, 2023)

VerA Initiative
 Astrid Kloos

appr. 80 VerA
 Regional
 Coordinators

Schools
 Programme

Companies and
 Chambers

Representations

Berlin
 Bonn
 Dresden
 Erfurt
 Flensburg
 Halle
 Hamburg
 Hanover
 Kassel
 Leer
 Magdeburg
 Mainz
 Munich
 Nuremberg
 Saarbrücken
 Schwerin
 Stuttgart
 Wolfsburg

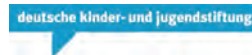
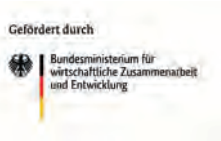
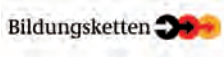
Assignments 1983 – 2022

Afghanistan	36	Egypt	309	Malawi	143	Somalia	25
Albania	181	El Salvador	57	Malaysia	70	South Africa	284
Algeria	51	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	299	Eswatini	4	Mauretania	46	Sri Lanka	157
Armenia	123	Ethiopia	575	Mauritius	10	St. Vincent and the Grenadines	1
Austria	1	Fiji	1	Mexico	932	Sudan	23
Azerbaijan	221	France	1	Moldova, Republic	1,030	Sweden	1
Bahrain	2	Gabun	2	Mongolia	982	Switzerland	1
Bangladesh	87	Gambia	15	Montenegro	13	Syria	72
Belarus	391	Georgia	282	Morocco	295	Taiwan	13
Belgium	7	Ghana	457	Mozambique	59	Tajikistan	181
Belize	5	Greece	3	Myanmar	148	Tanzania	1,094
Benin	29	Grenada	1	Namibia	360	Thailand	310
Bhutan	55	Guatemala	181	Nepal	415	Timor-Leste	18
Bolivia	845	Guinea	19	Netherlands	1	Togo	130
Bosnia and Herzegovina	124	Guyana	11	Nicaragua	144	Trinidad and Tobago	15
Botswana	58	Haiti	117	Niger	4	Tunisia	124
Brazil	366	Honduras	157	Nigeria	57	Turkey	157
Brunei	3	Hungary	52	North Macedonia	122	Turkmenistan	223
Bulgaria	1,359	Iceland	2	Oman	1	Uganda	638
Burkina Faso	36	India	1,149	Pakistan	601	Ukraine	744
Burundi	54	Indonesia	815	Palestinian Territories	8	United Arab Emirates	6
Cambodia	360	Iran	125	Panama	27	United Kingdom	1
Cameroon	291	Iraq	3	Papua New Guinea	4	Uruguay	83
Cape Verde	17	Ireland	1	Paraguay	262	USA	2
Central African Republic	2	Israel	4	Peru	229	Uzbekistan	858
Chad	2	Italy	4	Philippines	286	Venezuela	55
Chile	158	Jamaica	32	Poland	168	Vietnam	386
China	6,663	Jordan	135	Portugal	21	Yemen	162
Colombia	265	Kazakhstan	1,456	Qatar	4	Yugoslavia	3
Congo, Democratic Republic	56	Kenya	254	Romania	1,114	Zambia	110
Congo, Republic	15	Korea, People's Democratic Republic	2	Russian Federation	1,330	Zimbabwe	212
Costa Rica	61	Korea, Republic	53	Rwanda	285	Transnational	22
Cote d'Ivoire	18	Kosovo	194	Samoa	19	Total Abroad	37,262
Croatia	57	Kyrgyzstan	395	Saudi Arabia	17	Total Germany	26,440
Cuba	13	Laos	158	Senegal	27		
Cyprus	1	Latvia	315	Serbia	234		
Czech Republic	60	Lebanon	97	Serbia and Montenegro	75		
Czechoslovakia	31	Lesotho	35	Seychelles	2		
Djibouti	3	Liberia	16	Sierra Leone	85		
Dominican Republic	84	Libya	4	Singapore	3		
Ecuador	243	Lithuania	523	Slovakia	32		
		Madagascar	307	Slovenia	56		
				Solomon Islands	1		



Photo: Jan Bóghótf, Freiburg im Breisgau







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