



ANNUAL REPORT 2016



Senior Experten Service (SES)

Foundation of German Industry for
International Cooperation



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SES

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Best results

2016 was the most successful year so far in the history of SES. Several records have been broken this year. For instance, since February 2016 the number of Experts registered with SES now stands at over 12,000. Also, 2016 marked the first time that more than 5,000 assignments have been carried out within a year. Quite a few more, in fact: around 5,600. In comparison with 2015, SES was able to increase its domestic and foreign assignments by a whole 17 percent.

This outstanding result can be traced back to the high demand for expert knowledge in developing and newly industrialised countries, and – most importantly – to the great popularity enjoyed by the SES' VerA initiative, which exists to prevent trainees dropping out of their courses. In 2016 almost 60 percent of all SES assignments came from this programme alone!

Helping people to help themselves

2016 was a year in which immigration into Germany was at the centre of many a debate, including at the SES. As an organisation that uses the concept of helping people to help themselves in its collaborative development work, as well as in supporting young people's education in Germany, SES feels a particular responsibility in this case.

With its international assignments, SES helps improve living conditions in many of the countries where immigrants originate, thus helping to mitigate the root causes of migration. At the same time, it supports young immigrants in their integration into the German school and training system. To this end, it has been cooperating with general and vocational schools for some time, as well as with several public establishments and programmes. Since August 2016 it has also been working with the state Coordination Agency for training and migration (KAUSA).

Weltdienst 30+

In what was certainly the most important decision of 2016, the SES decided to open up its register to people who are still working by starting a voluntary placement service for young specialists: Weltdienst 30+ [World Service 30+]. It was soon established that the Federal Minister of Economic Cooperation and Development, Dr Gerd Müller, would present the offering in Berlin in 2017, and that he would offer it his support.

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 2016 was what allowed most SES assignments to take place, both abroad and within Germany. Our thanks also go to Engagement Global – the German service point for development initiatives – and to the Federal Institute for Vocational Education and Training (BIBB).

The SES owes much gratitude to many members of both the 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).

The SES also owes heartfelt thanks to the Commerzbank Foundation, the German BP Foundation, the Gewinn-Sparverein at the Sparda-Bank Hessen, the Hanns-Voith-Foundation, the Landesbank Baden-Württemberg (LBBW), the Otto Wolff Foundation, the Fraport's ProRegion Foundation which supports vocational training, and the SES Foundation.

The SES is particularly indebted to its Experts and to all our 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 2016, with outstanding commitment and great dedication.

S. Nonnen

Dr Susanne Nonnen
SES Executive Director

A new mission: Weltdienst 30+

On 26 January 2017, Weltdienst 30+ [World Service 30+] started work. The starting signal was fired by Federal Minister of Economic Cooperation and Development Dr Gerd Müller at a celebratory event at the German Federal Ministry for Economic Cooperation and Development (BMZ) in Berlin, with guests from the fields of politics, business, diplomacy and collaborative development.

Since then, SES has been sending specialists aged thirty and over who find themselves in the middle of their working lives and want to make use of a break from their jobs to pass on their know-how in developing and newly industrialised countries. With this new offering, SES is encouraging voluntary commitment in international collaboration by the middle generation and, with financial support from the BMZ, is implementing an important aspect of German development policy.

In the first three months of 2017 alone, over 80 Experts have signed up for Weltdienst 30+. Added to this figure

are around 200 younger specialists who have been with us for some time already. A number of assignments for the new service have been arranged already. For 2017 a total of 70 people are to be dispatched, most of them to Africa and Asia.

All this shows that Weltdienst 30+ has been very well received. SES is confident that it is preaching to the converted with its new programme: an increasing number of working people nowadays are using their free time for voluntary work, and more and more employers are taking on social responsibility and allowing their employees a social sabbatical.

The SES is the ideal partner for this – a volunteer placement organisation with over 30 years of experience, contacts all over the world and an outstanding reputation. Another important point is that SES, unlike similar services, does not impose a fee. For all its Experts, whatever their age, their registration, the dispatching process and the assignment itself are all free of charge.

At the launch of Weltdienst 30+ on 26 January 2017 at the German Federal Ministry for Economic Cooperation and Development (BMZ), Berlin.

“Specialists of all professions – and I do mean all – are welcome at SES: the cook, the mechanic and the draughtsman no less than the optician, the physiotherapist or the textile engineer.”
SES Executive Director Dr Susanne Nonnen



“There are many 35- or 40-year-olds who would like to spend a few months gaining experience abroad. This is the ideal programme for them: everyone is needed and can be placed according to his or her skills.”

Federal Minister of Economic Cooperation and Development Dr Gerd Müller





Sri Lanka:

The children’s intensive care unit in the teaching hospital in Galle has joined the Clean Hands Campaign. Roswitha Roß in conversation with healthcare assistants.

Expert: Roswitha Roß, hygiene consultant
 Location: Galle, Karapitiya Teaching Hospital, Pediatric Intensive Care Unit (PICU)
 Task: Training in hospital hygiene

Future needs experience

Professional expertise from Germany

For over three decades, the Experts from the SES have ensured that others are able to profit from their expertise and professional experience. Their voluntary assignments reinforce know-how transfer in developing and newly industrialised countries nowhere more so than in Germany, where it is mainly focused on promoting young talent.

Experts from SES spent a total of 111,500 days on domestic and foreign assignments in 2016 – a figure that goes up by tens of thousands year on year. This time it rose by 39 percent, because in 2015 it was ‘only’ 80,200 days.

Expert register expanded

In order to meet the constantly increasing demand, SES has to continually expand its database of Experts, in terms of both numbers and the range of fields covered. In 2016 it achieved this aim once again.

By the end of 2016, a total of 12,128 retired specialists had put their knowledge at the disposal of SES – more than ever before. 951 people were registered during the course of the year, and we bade farewell to 758. This means that the number of Experts in the register has grown by 231 since last year. The proportion of women also rose once more. In 2000 it was six percent, in 2005 nine percent, whereas by the end of 2016 it was 17.3 percent. This shows a continuous upward trend, which SES heartily welcomes.

At the end of 2016, the scope of specialist knowledge represented by the SES Expert register was very wide-ranging. It listed specialists from around 50 industries and approximately 500 individual fields. SES is in contact with specialists from almost every sector: skilled trades and crafts, trade and industry, services and commerce, administration and public service, as well as education and science.

Register	2016	2015
Experts	12,128	11,897
Registrations	951	1,022
Farewells	758	816
Average age	69.4	70.9
Proportion of women (in percent)	17.3	17.0

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Urgently needed

Nevertheless, some assignment requests still remain unfulfilled because the necessary specialist knowledge or language skills are not represented, or not sufficiently so, in our register of Experts. For instance, most urgently needed are specialists in all kinds of manual trades with a good knowledge of English, French, Spanish or Portuguese, as well as specialists in electrical engineering, plastics, mechanical engineering, all fields of medicine, foodstuffs, renewable energy and textiles.

SES tries to overcome such shortages through targeted press and public relations campaigns, and by directly approaching selected professional and specialist associations. These methods resulted in acquiring several new Experts in 2016 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.

Setting an example to young people

Another challenge is our plan to step up the services offered by SES for children, young people and trainees in Germany, whatever their nationality or 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 all these activities, SES offers Experts opportunities to volunteer in their own neighbourhoods. However, it is precisely in areas that are lacking in infrastructure, where the younger generation is particularly dependent on support, that there is a shortage of SES specialists. These are the areas where special efforts will be made in future to recruit new Experts.

Industry	Experts
Agriculture	568
Automotive engineering	653
Banks and insurance	387
Building industry	856
Charitable institutions	580
Chemistry	535
Communications technology	331
Economic and professional associations	264
Education	2,465
Electrical engineering	608
Energy management	377
Environment and waste disposal	289
Food industry	374
Foundry and forging	147
Glass and ceramics	91
Hydraulics and pneumatics	47
Information technology	593
Law and taxes	210
Leather processing	38
Measuring and automatic control engineering	294
Mechanical engineering	348
Media, arts and culture	391
Metallurgy	70
Metalworking	249
Mining	100
Optics	51
Packaging for final consumers	78
Pharmaceuticals and cosmetics	302
Plant and apparatus engineering	186
Plastics	188
Precision mechanics	60
Printing and graphics	116
Public health	1,469
Public sector	1,344
Pulp and paper	71
Rubber	53
Sciences	256
Services	1,326
Textiles	235
Tool and machine tool manufacture	173
Top management	282
Trade	387
Traffic, tourism and leisure	616
Wood processing	194

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The Weltendienst 30+ programme will bring further tasks. Its aim is to attract people who are still currently working but would like to become involved in voluntary work in developing and newly industrialised countries. The initial response has been very positive: between January and March 2017, more than 80 people have registered with the SES for this programme.



Burkina Faso:

In the ABN vocational training centre, one of the courses trains electricians. Norbert Heinelt helps to wire an automatic star-delta connection.

Expert: Norbert Heinelt, electrical engineer and vocational school teacher
 Location: Ouagadougou, Association Bangr Nooma (ABN)
 Task: Teacher training and practical electrical course

Working worldwide for over three decades

Volunteers helping people to help themselves

Assignments abroad in developing and newly industrialised countries were the first to be undertaken by SES. These assignments help people to help themselves using the SES volunteers – retired skilled and management professionals – to enrich Germany’s international collaborative work. This successful model has been supported by the Federal Ministry for Economic Cooperation and Development (BMZ) for over 30 years.

Record result

In 2016, SES carried out 1,852 assignments in 90 countries apart from Germany – an increase of 8.6 per-

cent on the previous year. An average of 154 Experts were dispatched every month. At the end of 2016, the number of all assignments abroad since the foundation of SES stood at over 29,598 in 166 countries.

These figures represent the best results for any year so far for SES’ work abroad. This is particularly commendable in light of the crises and conflicts that overshadowed several of our traditional partner countries in 2016, as in previous years, meaning that a number of Expert assignments had to be called off or postponed.

Nevertheless, there were outstanding developments in the number of assignments arranged across all

Assignments abroad	2016	2015
Region	Assignments	Assignments
Africa/MENA*	431	376
Asia/Central Asia	819	774
Latin America/Caribbean	243	216
Central, Eastern and South-East Europe/Caucasus	359	338
North America	0	1
Total	1,852	1,705

*Middle East and North Africa

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regions. The offering of SES fell on particularly fertile soil in the African countries south of the Sahara, in the Caucasus, in Latin America and in the republics of Central Asia, with growth rates ranging from twelve to 20 percent. The individual countries that hosted the most assignments were China, India, Kazakhstan and Tanzania.

In 2016, 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, basic education and vocational training, healthcare and social security. 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 global contacts. By the end of the year, its network of Representatives consisted of 185 people and institutions in 89 countries – all important as initial points of contact for potential clients, as well as for clients who are already familiar with SES.

And SES sets an accordingly high value on regular exchanges of ideas and experiences with its Representatives. Since 2008, meetings in Bonn have proved to be invaluable in deepening our relationships with Representatives. Three of these forums took place in 2016.

Follow-up assignments and post-assignment activities

SES is very happy with the development of its follow-up assignments and post-assignment activities. In 2016 more than a fifth of all assignments abroad were part of a series of assignments, or follow-up assignments. In addition, around 20 percent of Experts dis-

Top assignment countries 2016	
Country	Assignments
Bolivia	49
China	259
Ghana	43
India	74
Kazakhstan	149
Morocco	40
Mexico	63
Moldova	51
Mongolia	50
Tanzania	69
Uganda	47
Ukraine	59
Uzbekistan	54

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patched in 2016 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 2016 questionnaires were highly satisfactory.

In a response rate of 63.8 percent, 96.6 percent of all clients reported that the aim of the assignment had been either fully or partially achieved. 92.4 percent praised the way the SES Experts worked with them. 78.7 percent emphasised that their own or their employees’ skills had been improved, and 87.5 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 88.4 percent, 87.4 percent of them said that the aim of their assignment had been either fully or partially achieved, 70.8 percent considered their training assignment to have been fulfilled, 80.5 percent advised a follow-up assignment, and 65.3 percent wanted to get involved in follow-up activities from Germany.



On 5 December 2016 the SES office in Kassel received the Hesse Federal State Award for Social and Civic Engagement. Günter Kuhn (SES), Peggy Niering (forward planning bureau [Zukunftsbüro] of the Kassel city authority), Heidi Schreiber (SES), Horst Hessler (SES), Ursula Richter-Dickhaut (SES), Stefan Grüttner (Hessian Minister for Social Affairs and Integration) at the award ceremony at Biebrich Palace (from left).

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 Association for International Cooperation (GIZ) and with the state Coordination Agency for training and migration (KAUSA) run by the German Federal Ministry of Education and Research (BMBF), and at the federal state level with the Baden-Württemberg Ministry of Culture, Youth and Sport.

Top results thanks to VerA

In 2016, all our fields of activity within Germany developed extremely well. In comparison with the previous year, the number of assignments rose by 669 to 3,763 – a very good result that rendered 2016 the best year 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.

Young people in focus

Extending the schools programme

In 2016, SES 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, creative and practical projects in fields such as business studies, design and technology, mathematics, IT, sciences and technology. The main themes in terms of content are helping students with their career choices and aiding integration in the international classes of both general and vocational schools.

Active in Germany for over 25 years

Partners in business

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

To this day, a lot 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 long-standing partners of SES. These Chambers are always requesting Experts to support their members.

Mentors for the younger generation

Since 2006, SES has also been involved in helping young people at school and in training. Children and young people benefit from the schools programme A New Boost for Schoolchildren [Neue Impulse für Schülerinnen und Schüler]. 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 immigrants from EU countries to access dual vocational training schemes.

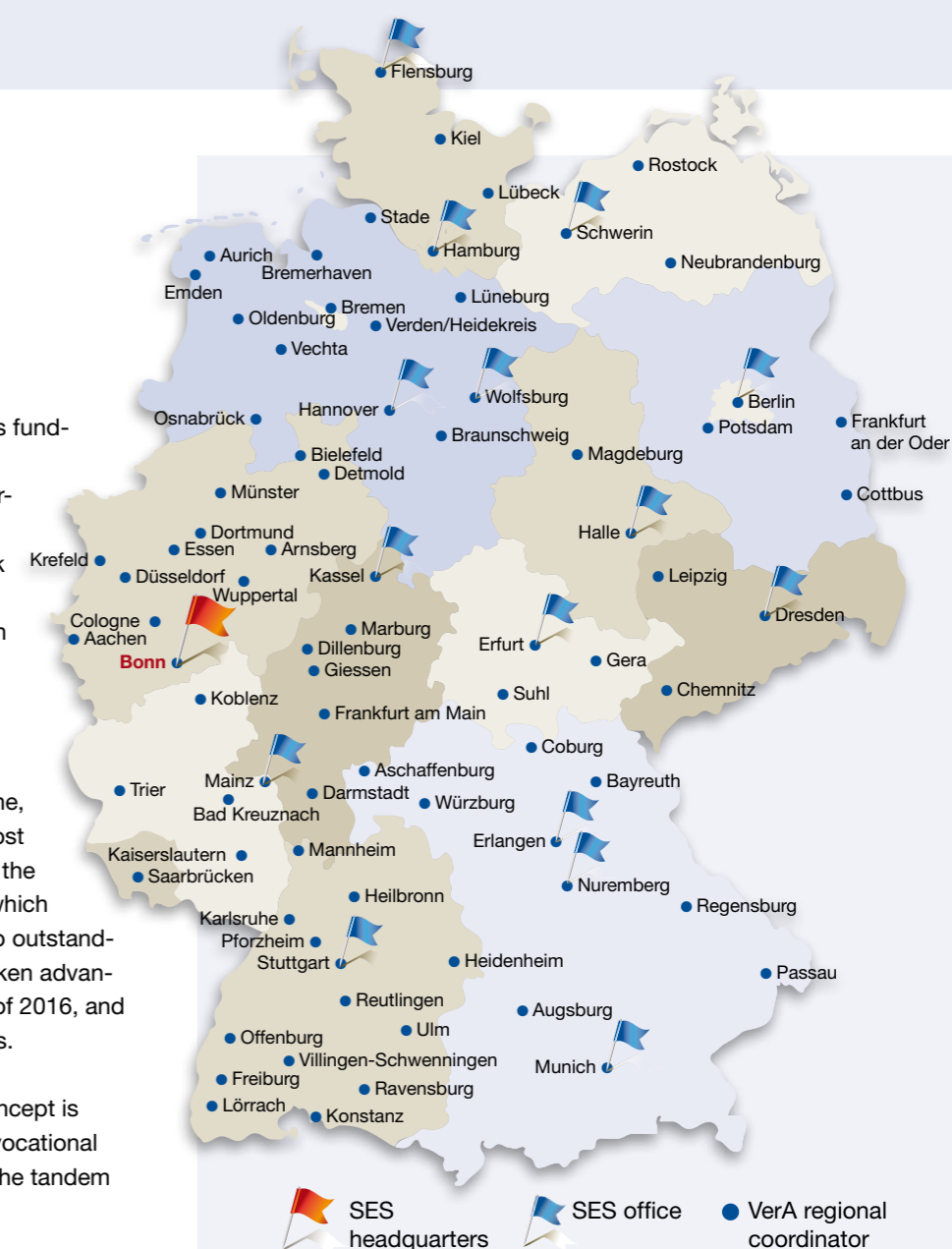
In 2016, the SES schools programme was funded by the Commerzbank Foundation, the German BP Foundation, the Gewinn-Sparverein at the Sparda-Bank Hessen, the Hanns-Voith-Foundation, the Landesbank Baden-Württemberg (LBBW), the Otto Wolff Foundation, the Fraport's ProRegion Foundation which supports vocational training, and other local sponsors.

VerA helps more than 3,200 trainees

With over 3,200 assignments in 2016 alone, the VerA initiative was again by far the most successful individual service provided by the SES. The overall results of the initiative, which was launched in December 2008, are also outstanding. All in all, nearly 8,000 trainees had taken advantage of a training mentorship by the end of 2016, and over 80 percent of them met with success.

These figures 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.

SES hopes to use VerA to reach another 3,000+ young people in 2017. 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 16 offices to date, several regional representatives and around 80 regional coordinators, the VerA initiative 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.

Assignments in Germany	2016	2015
Field	Assignments	Assignments
Companies/professional bodies/organisations	38 ⁺¹⁰	57 ⁺¹⁷
VerA initiative	3,279 ^{+1,353}	2,626 ^{+1,151}
Aiding integration**	109 ⁺³⁵	113 ⁺¹⁸
A New Boost for Schoolchildren	337 ⁺¹⁹⁹	298 ⁺¹⁰²
Total	3,763 ^{+1,597}	3,094 ^{+1,288}

* of which continuing from the previous year(s)
 ** Mentorships commissioned by the German Association for International Cooperation (GIZ), the state Coordination Agency for training and migration (KAUSA) and the specialist scheme MobiPro-EU

Africa and MENA*

Assignments according to country in 2016

Important fields of activity in 2016

Country	Assignments
Algeria	3
Benin	1
Botswana	4
Burkina Faso	5
Cameroon	17
Cape Verde	1
Congo, Democratic Republic	6
Egypt	21
Eritrea	1
Ethiopia	18
Ghana	43
Iran	1
Jordan	12
Kenya	19
Lebanon	2
Lesotho	5
Liberia	2
Madagascar	16
Malawi	7
Mauritania	3
Morocco	40
Mozambique	2
Namibia	18
Rwanda	20
Senegal	1
Sierra Leone	1
South Africa	5
South Sudan	1
Swaziland	1
Tanzania	69
Togo	11
Tunisia	8
Turkey	9
Uganda	47
Zambia	3
Zimbabwe	8

Field	Assignments
Education	159
Economic development	116
Public health	60
Rural development	27
Social security	18
Poverty eradication	17
Urban development	11



Namibia:

The charity MYO brings afternoon lessons to the Mondesa Township. Ursula Albrecht-Deutscher introduces educational number games, using Montessori methods.

Expert: Ursula Albrecht-Deutscher, teacher and educational psychologist
 Location: Swakopmund, Mondesa Youth Opportunities (MYO)
 Task: Advanced training in progressive education



Rwanda:

Manumetal manufactures wooden and metal furniture for the domestic market. Michael Julino with fellow carpenters discussing their first own CAD drawing.

Expert: Michael Julino, master carpenter
 Location: Kigali, Manumetal
 Task: Improving production processes



Cameroon:

The Benedictine monastery Mont Fébé runs a carpentry workshop with a training centre attached. Henner Gersbach teaches trainees how to use a new skiving machine.

Expert: Henner Gersbach, master carpenter
 Location: Yaoundé, Centre de Formation Technique Menuiserie des Bénédictins du Mont Fébé (CFTM)
 Task: Commissioning skiving machines



Morocco:

The sewage works in Chefchaouen needs to be brought up to date. Dr Herbert Hruschka advises carrying out separate biological sewage sludge stabilisation in septic tanks.

Expert: Dr Herbert Hruschka, process engineer
 Location: Chefchaouen, city authority
 Task: Operational analysis of a sewage works

Asia and Central Asia

Assignments according to country in 2016

Country	Assignments
Bangladesh	2
Bhutan	1
China	259
India	74
Indonesia	38
Cambodia	18
Kazakhstan	149
Kyrgyzstan	27
Laos	14
Malaysia	1
Mongolia	50
Myanmar	8
Nepal	27
Pakistan	16
Philippines	21
Samoa	1
Sri Lanka	7
Tajikistan	17
Thailand	4
Turkmenistan	23
Uzbekistan	54
Vietnam	8

Total **819**

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Important fields of activity in 2016

Field	Assignments
Economic development	382
Education	195
Public health	181
Rural development	11
Social security	10
Poverty eradication	10



China:

Pharmaceutical company Qilu Tianhe is looking for new ways of reducing emissions. Dr Bernd Ernst Müller stocktaking with staff at the plant.

Expert: Dr Bernd Ernst Müller, process engineer
 Location: Jinan, Qilu Tianhe Pharmaceutical
 Task: Improving process-integrated environmental protection measures



Uzbekistan:

In his flower shop, Sam Gazon Servis sells potted plants and cut flowers from his own nursery. Wolfgang Strobel repotting a plant with a new substrate.

Expert: Wolfgang Strobel, horticulturist
 Location: Samarkand, Sam Gazon Servis
 Task: Expanding plant production



Philippines:

Bioenergy cooperative encourages the use of green technology in the province of West Negros. Karl Wittmann helps set up a locally manufactured solar cooker.

Expert: Karl Wittmann, master mechanical engineer
 Location: Bacolod City, Bio-Energetics Multi Purpose Cooperative
 Task: Setting up a solar cooker workshop



India:

The AIAT training centre wants to build a work experience component into its vocational courses. Peter Rybarczyk explains the advantages of practical lessons.

Expert: Peter Rybarczyk, vocational school teacher
 Location: Irumbai, Auroville Institute of Applied Technology (AIAT)
 Task: Training for IT teachers

SES

Latin America and the Caribbean

Assignments according to country in 2016

Country	Assignments
Argentina	23
Bolivia	49
Brazil	15
Chile	8
Costa Rica	3
Dominican Republic	6
Ecuador	12
El Salvador	2
Guatemala	5
Haiti	7
Honduras	6
Columbia	20
Mexico	63
Nicaragua	3
Paraguay	4
Peru	5
Uruguay	12
Total	243

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Important fields of activity in 2016

Field	Assignments
Economic development	117
Education	76
Public health	18
Urban development	9
Poverty eradication	8
Environmental protection	5

Mexico:

ITESA technical college wants to transform all technical courses into dual programmes by adding a work experience component to each course. Frank Ludwig Mittmann with the construction engineering faculty.

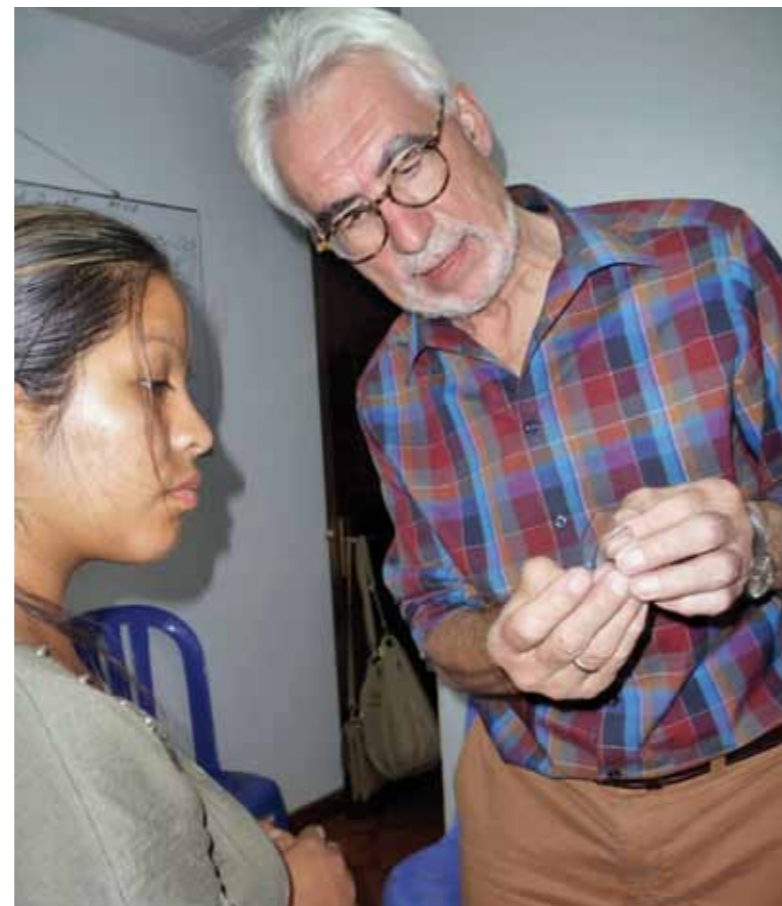
Expert: Frank Ludwig Mittmann, vocational school teacher
 Location: Apan, Instituto Tecnológico Superior del Oriente del Estado de Hidalgo (ITESA)
 Task: Introducing a dual degree programme



Bolivia:

Street children get an education at the Don Bosco training centre. Jürgen Körner with a carpentry student at the workbench.

Expert: Jürgen Körner, vocational school teacher
 Location: Santa Cruz, Carpintería Barrio Juvenil Don Bosco
 Task: Further development of carpentry course



Peru:

The Christian charity MMI provides healthcare to the poor. Konrad Enzel checks that spectacle lenses are ground with precision.

Expert: Konrad Enzel, master optician
 Location: Arequipa, Medical Ministry International (MMI)
 Task: Setting up an optician's workshop



Columbia:

Chemical firm Andercol is working on a new binder for washable paints. Dr Friederike Stollmaier discussing the initial test results.

Expert: Dr Friederike Stollmaier, chemist
 Location: Medellín, Andercol
 Task: Optimising paint binders

Central, Eastern and South-East Europe and the Caucasus

Assignments according to country in 2016

Important fields of activity in 2016

Country	Assignments
Albania	17
Armenia	9
Azerbaijan	18
Belarus	4
Bosnia-Herzegovina	9
Bulgaria	67
Croatia	1
Georgia	18
Greece	1
Kosovo	23
Macedonia	5
Moldova, Republic	51
Poland	1
Romania	57
Serbia	19
Ukraine	59

Field	Assignments
Economic development	220
Education	84
Public health	16
Urban development	13
Social security	12
Rural development	9

Total **359**

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Albania:

The Konstandin car dealership wants to become more customer-friendly and increase efficiency. Wolfgang Zöllner during a training session in the service area.

Expert: Wolfgang Zöllner, automotive engineer
 Location: Shkodër, Kostandin Group
 Task: Improving operational processes



Azerbaijan:

The Qinyatogullari apiary is trying out new breeding methods. Christa and Adolf Winkler watch the artificial insemination of a queen bee.

Experts: Christa Winkler, agronomist
 Adolf Winkler, business management specialist
 Location: Shaki, Qinyatogullari
 Task: Training in artificial insemination in beekeeping



Ukraine:

The Rutenia architects' office is reconstructing the historical Mytna Square in Lviv. Franz Kölker points out missing grouting in the hard standing.

Expert: Franz Kölker, construction engineer
 Location: Lviv, Rutenia
 Task: Conceptual design of a city square



Republic of Moldova:

The vocational school in Cupcini is expanding the content of its confectionery course. Martin Portmann demonstrates the correct handling of a piping bag.

Expert: Martin Portmann, baker and master confectioner
 Location: Cupcini, Vocational School No. 1
 Task: Modernising the confectionery course

A New Boost for Schoolchildren

Assignments according to country in 2016

Federal state	Assignments
Baden-Württemberg	73
Bavaria	6
Bremen	3
Hamburg	1
Hesse	91
Lower Saxony	18
North Rhine-Westphalia	125
Saxony	8
Saxony-Anhalt	4
Thuringia	8
Total	337*

* 199 of these mentorships are continuing from the previous year(s).

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North Rhine-Westphalia:

The GBM secondary school offers a robotics club every Tuesday. Klaus Berger and his team have developed mobile robots.

Expert: Klaus Berger, IT project manager

Location: Gelsenkirchen, Gesamtschule Buer-Mitte (GBM)

Task: Heading a robotics club



North Rhine-Westphalia:

The Franziskus primary school is well-equipped with experiment kits. Berthold Schulze Zumhülsen helps set up experiments.

Expert: Berthold Schulze Zumhülsen, electrical engineer

Location: Dortmund, Franziskus-Grundschule

Task: Experimental workshop



North Rhine-Westphalia:

The Eine-Welt-Schule holds voluntary learning in high regard. Wolfgang Wirsig arouses the curiosity of primary schoolchildren in the technology used in daily life.

Expert: Wolfgang Wirsig, electrical engineer

Location: Minden, Eine-Welt-Schule

Task: Technology for primary schoolchildren

Hesse:

The Bürgermeister-Grimm-Schule helps pupils choose a career with projects that mirror tasks from the real world of work. Alexander Dombrowsky and his team working on their bird table.

Expert: Alexander Dombrowsky, furniture designer

Location: Frankfurt am Main, Bürgermeister-Grimm-Schule

Task: Management of a bird table construction project

SES

VerA initiative**



VerA mentorships according to federal state in 2016

Federal state	Mentorships	Main occupations whose training courses are covered by VerA
Baden-Württemberg	690	Automotive mechatronics technician
Bavaria	490	Baker
Berlin	217	Bricklayer
Brandenburg	57	Business administrator – office management
Bremen	145	Business administrator – retail trade
Hamburg	58	Carer for the elderly
Hesse	214	Carpenter
Lower Saxony	289	Chef
Mecklenburg-Vorpommern	55	Ground worker
North Rhine-Westphalia	463	Electrician for industrial engineering
Rhineland Palatinate	245	Electrician for power engineering and building systems
Saarland	5	Hair stylist
Saxony	162	Hotel management specialist
Saxony-Anhalt	44	HVAC technician
Schleswig-Holstein	24	Industrial business management specialist
Thuringia	121	Industrial mechanic
Total	*3.279	Joiner
		Painter and varnisher
		Retail salesman/woman
		Salesperson

* 1,353 of these mentorships are 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'.

Version: 21/03/2017



Photo: Georg Ulrich Dostmann

Sachsen:

With the help of Hannelore Keunecke, Marcel won an apprenticeship place and has passed all his exams. Today, he is employed as a tool technician in the workshop that trained him.

Expert: Hannelore Keunecke, textile technologist
 Location: Grünhain-Beierfeld
 Task: Helping motivate students to study



Photo: Michael Hochgemuth

Saxony:

René has just started retraining as a carpenter. He doesn't want anything to go wrong, so he is taking advice from Peter Schimmang. His trainer, Matthias Zirkler (left), encourages the team any way he can.

Expert: Peter Schimmang, mechanic and machinist
 Location: Görlitz
 Task: Helping with theoretical studies

Bavaria:

Ali Reza is training to be a draughtsman. Sebastian Summerer is helping him learn specialist vocabulary and to prepare for exams. Dieter Horn (right), VerA regional coordinator, is also always there for the young man.

Expert: Sebastian Summerer, mechanical engineering technician
 Location: Augsburg
 Task: Smoothing out language difficulties and preparing students for exams



Photo: Wilfried Meyer

North Rhine-Westphalia:

Meltem had always wanted to be a hairdresser. With the support of Anna Blome-Lemmen, she has realised her dream. The young woman now works for her former trainer, Ines Pomplun (left).

Expert: Anna Blome-Lemmen, industrial business administrator and medical representative
 Location: Düsseldorf
 Task: Helping students prepare for examinations



Photo: Berit Homke

Aiding integration

Aiding integration in 2016

Bodies commissioning mentorships	Assignments
German Association for International Cooperation (GIZ)	48
State Coordination Agency for training and migration (KAUSA)	29
The specialist scheme MobiPro-EU	32
Total	*109

* 35 of these mentorships are continuing from the previous year(s).
Version: 21/03/2017

Helping immigrants to integrate is playing an increasingly important role in assignments taking place as part of both the schools programme A New Boost for Schoolchildren [Neue Impulse für Schülerinnen und Schüler] and the VerA initiative.



Photo: Jochen Knobloch

Hamburg:

Robiel successfully completes his course in cleaning buildings. Heinz Pollender supports the young Eritrean on visits to administrative authorities and helps him improve his German.

Expert: Heinz Pollender, banker
Location: Hamburg
Task: Mentoring trainees



Hesse:

In the integration classes at the CSS, students try out their German skills straight away. One example is the soap project run by case manager Teslihan Ayalp, Heidi Schreiber, and Gabriele Schulz (from left).

Experts: Heidi Schreiber, business administrator
Gabriele Schulz, medical-technical radiology assistant
Location: Kassel, Carl-Schomburg-Schule (CSS)
Task: Soap-making workshop



Hesse:

The Schule Hegelsberg prepares young people for job applications. A student taking part in a mock interview with Eckart Bartels and Günter Kuhn (from left).

Experts: Eckart Bartels, teacher
Günter Kuhn, mechanical engineer
Location: Kassel, Schule Hegelsberg
Task: Job interview coaching



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



Haiti:

The charity HPE gives disadvantaged children a boost with art, music and drama projects. Hanna Edouard with the 'members' of her kite-making workshop.

Expert: Hanna Edouard, teacher
 Location: Aquin, Haiti Project Education (HPE)
 Task: Advanced training in creative teaching methods



Uganda:

The Revival Home Foundation creates places on training courses in remote scrubland locations. Norbert Wolff helps assemble a maize shelling machine.

Expert: Norbert Wolff, mechanical engineer
 Location: Kyato, Revival Home Foundation
 Task: Commissioning and maintaining technical equipment

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 2016 the Sponsors' Association subsidised a total of 196 SES assignments in 37 countries – a good ten per cent of all the international Expert assignments in that year. The funds that it provided added up to more than €90,000, while its income from members' subscriptions and donations was around €76,000. The difference was made up out of reserve funds.

Donations and attracting new members

The Sponsors' Association expects its help to continue to be very much in demand in the future. In order to keep up with this, it will have to greatly increase its income. A campaign to appeal for donations and acquire new members is planned for 2017.

Account for donations

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

SES Sponsors' Association		
	2016	2015
Contributions and donations	€76,028	€60,272
Subsidies	€90,238	€88,437
Members	376	379
Subsidised assignments	196	208
Countries where assignments were subsidised	37	40

Most important subsidised countries	Subsidised assignments	
	2016	2015
Uganda	25	20
Tanzania	17	14
Ghana	16	12
Morocco	16	4
Madagascar	11	17
Moldova, Republic	9	14
Rwanda	9	0
Ukraine	8	11
Kyrgyzstan	6	0
Cameroon	6	8



Nepal:

SCS dye works gains its first experience with natural dyes.
Hans-Dieter Kaiser tests one of 50 new plant-based formulations.

Expert: Hans-Dieter Kaiser, natural dyer
Location: Kathmandu, SCS dye works
Task: Introducing plant dyes

Overall performance and financial position

SES concluded the financial year 2016 with highly satisfactory results: income currently amounting to €11.488 million balanced out expenditure, which totalled €11.411 million. Turnover increased considerably since 2015: by 8.7 percent. The background to this development is very 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 develop-

ing and newly industrialised countries – some €9.276 million. Furthermore, the German Federal Ministry of Education and Research (BMBF) financed the VerA training initiative (€2.975 million), and, for the first time, provided cash injections totalling €190,000 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 €90,000.

Moreover, the Otto Wolff Foundation contributed €35,000 towards the SES schools programme in

North Rhine-Westphalia, A New Boost for Schoolchildren [Neue Impulse für Schülerinnen und Schüler]. In Hesse, this programme was given €10,000 by the Commerzbank Foundation, and in Baden-Württemberg €6,000 by the Hanns-Voith-Foundation. Assignments in schools in Hamm were made possible via a subsidy of over €7,000 from the German BP Foundation, and those in Frankfurt thanks to a donation of €5,000 from Fraport's ProRegion Foundation which supports vocational training. School-based assignments in and around Kassel were given €5,000 by the Gewinn-Sparverein at the Sparda-Bank Hessen. 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 €3.898 million, while staff costs rose to €5.030 million. The latter rise is mainly due to the expansion of the VerA initiative. Costs for materials remained practically unaltered, at €2,483 million.

Committed to quality

As in every year, in 2016 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.

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 €12.8 million in 2016. 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 111,500 assignment days in 2016, the total sum for 2016 reaches about €16.6 million. The public funds injected into the SES, on the other hand, totalled €10.9 million. Adding these two sums together gives a value, for all the assignments carried out in 2016, of a good €40.3 million.

The greatest proportion of this value creation, 41 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 32 percent, and the proportion of public funds was 27 percent. In 2016, as in previous years, public funding was matched several times over in the form of Experts' services and clients' contributions.

Financial data

Financial statement	2016	2015
<small>(all values given in EUR '000s)</small>		
Revenues	11,382	10,470
Donations	88	65
Other income	18	93
Total income	11,488	10,628
Project costs	3,898	3,463
Personnel costs	5,030	4,644
Material costs	2,483	2,498
Total expenditure	11,411	10,605
Result for the year	**77	*23

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

The preliminary 2016 annual report of the 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.

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 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 relieves the burden of the Executive Director. The Board of Trustees functions as the supervisory board of the Foundation. It supports and takes on some of 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 around one million euros at the end of 2016. Returns from this capital are used to benefit selected, strategically significant plans of SES, such as maintaining political and business contacts on a national and international level.

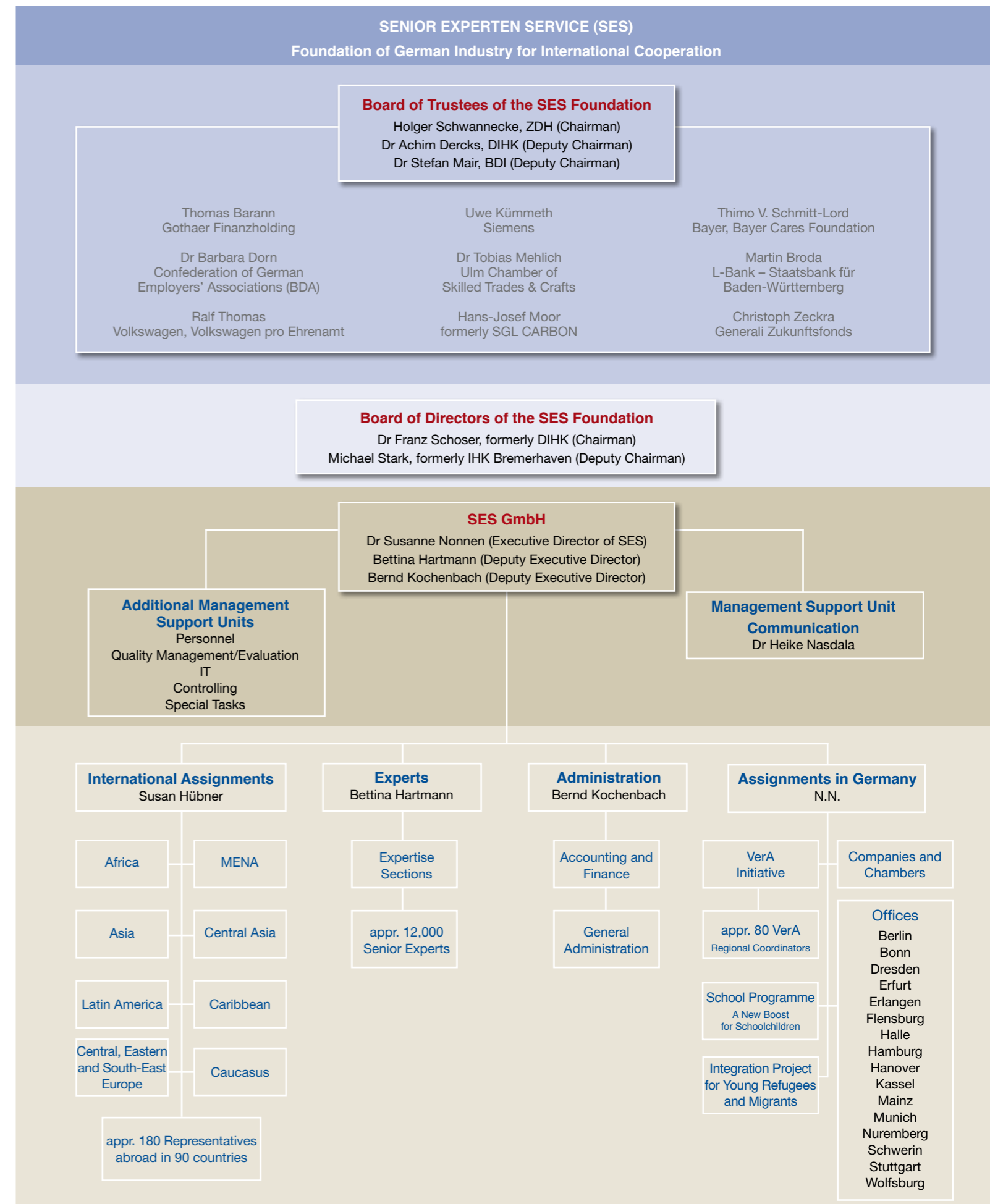
Parliamentary Lunch

The Parliamentary Lunch is an established fixture among the networking 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 2016, the Parliamentary Lunch enjoyed the patronage of the former Federal Minister for Family Affairs and long-standing Chair of the German National Association of Senior Citizens' Associations (BAGSO), Prof. Ursula Lehr. The opening speech on the future of the VerA initiative was made by Holger Schwannecke, General Secretary of the German Confederation of Skilled Crafts (ZDH), CEO of the German Confederation of Chambers of Skilled Crafts (DHKT) and Chairman of the Board of Trustees of the SES Foundation.

At the Parliamentary Lunch on 19 October 2016: Holger Schwannecke in conversation with the Chairman of the Board of Directors of the SES Foundation, Dr Franz Schoser (right).





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