

ANNUAL REPORT

2018



Senior Experten Service (SES)

Foundation of German Industry for
International Cooperation



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Success all along the line



SES can be more than content with its results from 2018. Each individual field developed outstandingly, both in terms of recruiting new Experts and, equally, in the work carried out during assignments.

Every month, nearly 130 experts registered with SES – more than ever before. Our assignment figures also exceeded all expectations, with 7,800 assignments taking place within and outside Germany – an increase of well over 1,000 on the previous year. This means 2018 returned the best result in the history of SES.

Particularly worthy of mention is that 2018 was the first year in which SES managed to carry out more than 2,000 international assignments, to which Weltdienst 30+, still a relatively new scheme, contributed significantly. The enormous success of the VerA training initiative also stands out. A good two thirds of all assignments in 2018 were accounted for by this mentoring programme.

At the end of June, on the occasion of the 10,000th training mentorship, an event was held in Berlin to celebrate VerA in commensurate style, at which First Lady Elke Bündenbender made the opening speech. In early December, the initiative's tenth anniversary celebration was also held in Bonn.

Two more significant birthdays also fell in 2018, to add to the highlights of the year: SES itself turned 35 on 31 January, and the SES Sponsors' Association reached the same age on 31 August.

All in all, we demonstrated once again that the concept of knowledge transfer by volunteers is a definite winner

– in developing and newly industrialised countries no less than in Germany. This means SES can look to the future with great confidence. We also have the security of the reliable support we have received over three decades from both public and private benefactors.

Thanks

It is largely due to this support that SES is able to grow, year on year. 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 financial contributions from these two organisations was what enabled most SES assignments to take place in 2018, as in previous years. Our thanks also go to Engagement Global – the national German service organisation for development initiatives – and to the Federal Institute for Vocational Education and Training (BIBB).

The SES owes deep 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 (HWKs), and the Chambers of Industry and Commerce (IHKs).

SES also offers heartfelt thanks to all those who support its work with donations, and 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.

SES is particularly thankful to its Experts and to all our staff, both paid and voluntary, both within Germany and abroad. With extraordinary commitment and great dedication, they have all contributed towards making 2018 a success.

S. Nonnen

Dr Susanne Nonnen
Executive Director of SES

Ten years of VerA Top results in anniversary year

On 1 December 2018, the VerA Initiative, which exists to prevent trainees dropping out of their courses, turned ten years old. Over these ten years, this mentoring programme to encourage new talent, now established all over Germany, has grown into the most successful individual offering the SES provides.

In 2018 alone, 5,269 specialist workers in the making benefited from VerA. Over the whole ten years, there have been 13,238. These people all ran into problems during their training – problems that, thanks to VerA, could be overcome in over 70 percent of cases; in some years, in fact, in over 80 percent.

The secret of this success is the tandem model: individual mentoring by an Expert from SES. This help is offered by VerA to anyone who needs support taking their first steps towards a career. Age, origin and career path are not relevant.

Background

SES began its VerA initiative in and around Dresden and Munich. After a very short time it was able to expand this service to include Berlin, as well as the Rhine-Main and Ruhr areas. Since January 2011 it has been available across the whole of Germany.

The most important partners of SES in the VerA Initiative are the Federal Association of Independent Professions (BFB), the Association of German Chambers of Industry and Commerce (DIHK), the German Confederation of Skilled Crafts (ZDH) and the German Federal Ministry of Education and Research (BMBF), which finances VerA within the framework of the Bildungsketten [education chains] initiative.

VerA goes to school in Europe

Since 2017, the project Mentoring Young Disadvantaged People for Inclusion (MYDI), financed by EU funds, has been developing tools to support young people, and, in this context, also with VerA. Within the framework of MYDI, SES and ten other organisations are working towards getting programmes started in Europe that will mirror VerA. Since March 2019, the initiative has been overseeing a pilot project in Lyon, and further tests are planned for other parts of France, as well as in Finland, Italy and Spain.



Highlight of the year: First Lady Elke Bündenbender at the event to celebrate the 10,000th VerA tandem mentorship at the Deutsche Parlamentarische Gesellschaft (the cross-party meeting place for German MPs) on 26 June 2018 in Berlin. Awards were presented to Paul Kapp and his training mentor Dr Reiner Michael Thamm, shown here with presenter Reinhard Hübsch (left).

Tanzania:

Soon it will be possible to roof over the teacher's house belonging to the Kambi ya Chokaa primary school in the Maasai region. Heinz Tigger helped to plan the building: here he helps with the carpentry on the roof framework.

Expert: Heinz Tigger, master carpenter and construction engineer
 Location: Kambi ya Chokaa, Kambi ya Chokaa Primary School
 Task: Teaching new methods in roof construction



The future needs experience

Helping people to help themselves

SES has been promoting know-how transfer by volunteers since 1983. All around the world, its Experts use their specialist expertise and professional experience to offer people help in helping themselves. Their assignments take place in developing and newly industrialised countries, but also in Germany, where they mainly benefit those undergoing specialist training.

In 2018, SES Experts, both in Germany and abroad, completed around 161,300 assignment days. This figure rises every year – most recently, by a good 24 percent.

More interest than ever

With 1,524 registrations, SES gained more new Experts during 2018 than in any other year. Just under 130 new Experts were registered on average every month. This means the influx increased by more than seven percent.

By the end of the year, 12,956 Experts had placed their knowledge at our disposal. 1,033 of them are still working professionally, and are interested in Weltdienst 30+ assignments, a particularly fine result for the 'junior division' of SES, which was only established in 2017.

Equally pleasingly, the proportion of women has also risen once again. In 2000 it was six percent, and in 2005 nine percent, but by the end of 2018 it was over 20 percent. This upward trend can largely be traced back to the Weltdienst 30+ scheme. More than 42 percent of our younger SES specialists are women.

Know-how from 50 industries

SES can also be very content with the broad range of expertise that its Experts bring to the table. They hail from around 50 industries and several hundred individual professions. Skilled trades and crafts, trade and industry,

Register	2018	2017
Experts	12,956	12,954
Weltdienst 30+ specialists	1,033	703
Registrations	1,524	1,421
Farewells	1,576	629
Average age	71.1	71.3
Proportion of women (in percent)	20.6	19.1

services and commerce, administration and public service, education and science: there is hardly a field that the SES cannot cover.

Expanding the register: a prime concern

Nevertheless, improving the database of Experts, in terms of both quantity and quality, is one of the most important tasks that SES must fulfil. Every year, many assignment requests go unmet because the necessary specialist knowledge or language skills are not sufficiently represented in our register of Experts.

Most urgently sought-after are specialists in skilled trades and crafts, and in healthcare. The same goes for anyone who knows their way around the German vocational training system, both in theory and in practice, or who can offer expertise relating to agriculture, renewable energies, plastics, mechanical engineering or foodstuffs. Across all fields, there is a great need for Experts with good foreign language skills.

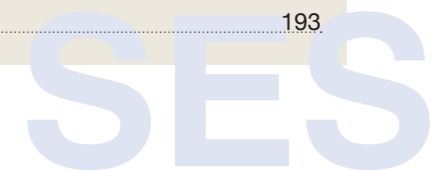
SES tackles such shortages through targeted press and public relations campaigns, by directly approaching selected professional and specialist associations, and by networking with individual companies.

Improving regional cover

A further challenge comes from the large number of services that SES offers within Germany in order to prepare children, young people and trainees for their careers, as well as to help them integrate well into society. Complaints about people leaving school with no qualifications, a shortage of skilled workers and the huge task of offering prospects to young immigrants demonstrate the enormous significance of our engagement in this area.

With its programmes that encourage new talent within Germany, SES offers its Experts opportunities for assignments close to where they live. There are not enough Experts in rural areas, nor even in some urban agglomerations, where SES would like to engage yet further with the younger generation. Efforts will be intensified to recruit more specialists in these locations.

Industry	Experts
Agriculture	594
Automotive engineering	652
Banks and insurance	414
Building industry	836
Business and professional associations	284
Charitable institutions	651
Chemistry	481
Communication technology	321
Education	2,733
Electrical engineering	608
Energy	380
Environment and waste disposal	274
Foodstuffs	365
Foundry and forging	130
Glass and ceramics	80
Hydraulics and pneumatics	46
Information technology	608
Law and taxes	222
Leather processing	34
Measuring and automatic control engineering	275
Mechanical engineering	335
Media, arts, culture	462
Metallurgy	63
Metalworking	231
Mining	94
Optics	56
Packaging for final consumers	73
Pharmaceuticals and cosmetics	304
Plant and apparatus engineering	178
Plastics	152
Precision mechanics	50
Printing and graphics	124
Public health	1,680
Public sector	1,373
Pulp and paper	58
Rubber processing	55
Sciences	295
Services	1,392
Textiles	215
Tool and machine tool manufacture	156
Top management	267
Trade	413
Traffic, tourism and leisure	657
Wood processing	193





Weltdienst 30+
Nepal:

Climate change and water shortages have forced the village of Dhye to relocate. At its new location, solar, wind and water power are to ensure sufficient energy supplies. Sabine Altmann explains how to use a wind gauge.

Expert: Sabine Altmann, environmental science and technology specialist
Location: Dhye, Dhye Thangchung Tsawalhe Resettlement Committee
Task: Assisting with the installation of a well with solar pump, tests to measure wind yield

Expert knowledge for southern lands

Tailor-made support

SES brings its 'Made in Germany' know-how into developing and newly industrialised countries via its international assignments. Its Experts provide support to small and medium-sized enterprises, educational and health-care establishments, public authorities and charitable organisations – always in response to demand, always tailored to the needs of the client, always on the principle of helping people to help themselves.

This system is the key to SES' success. It means SES assignments represent a valuable contribution to German collaborative development work. The German Federal Ministry for Economic Cooperation and Development (BMZ) has rewarded this approach with over three decades of sustained support.

Exceeding all expectations

In 2018, SES carried out 2,039 assignments in 93 countries outside Germany, 241 of which were part of the Weltdienst 30+ scheme. An average of 170 Experts were dispatched every month. By the end of the year, the number of all assignments abroad since SES was founded had risen to 33,450.

These figures represent a record result for SES. Never before has it carried out more than 2,000 international assignments within a year. This is more than a 12-percent increase on the previous year. Meanwhile, the number of Weltdienst assignments has almost doubled – proof that our younger Expert service is also a hit among clients.

Assignments abroad	2018	2017
Region	Assignments	
Africa/MENA*	577	477
Asia/Central Asia	940	797
Europe/Caucasus	268	312
Latin America/Caribbean	254	227
Total	2,039	1,813

*Middle East and North Africa



Africa and Asia in focus

There was high demand overall from all southern countries, but our projects in Africa south of the Sahara and in Asia have developed particularly well. Here we saw growth rates in the high double-digit range and particular interest in the Weltdienst 30+ programme. These regions also include the individual nations hosting the highest number of assignments: China, Indonesia, Kazakhstan and Tanzania.

All around the globe, SES prioritised local economies and concentrated on fighting poverty, vocational training, healthcare and agricultural development. In the manufacturing field, most assignments benefited the metalworking, foodstuffs 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 2018, 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 SES sets an accordingly high value on regular exchanges of ideas and experiences with its Representatives. Since 2008, seminars in Bonn have proven invaluable in deepening our relationships with Representatives. Four of these workshops took place in 2018.

Top assignment countries 2018	
Country	Assignments
Bolivia	58
China	198
India	81
Indonesia	106
Kazakhstan	139
Mexico	73
Moldova, Republic	42
Mongolia	89
Tanzania	113
Uganda	58
Ukraine	73
Uzbekistan	85
Zimbabwe	43

Follow-up assignments and post-assignment activities

In 2018, just under a fifth of all assignments abroad were part of a series of assignments, and thus classed as follow-up assignments. In addition, around 25 percent of the Experts we dispatched later supported "their" clients from Germany with post-assignment activities. They made contact with companies, assisted in the purchase of machines and spare parts, or acted as knowledgeable companions during visits to specialist trade fairs.

Positive external evaluation

The high proportion of follow-up assignments alone demonstrates how well received our services are. The evaluation results confirm this impression. They are based on questionnaires, which, as in previous years, were sent out in 2018 to both clients and Experts after every assignment.

Out of the 63 percent who responded, 95 percent of clients reported that the aim of the assignment had been either completely or partially achieved. 92 percent praised the collaboration with the SES Experts. 86 emphasised that the assignment had improved their own or their staff's expertise, and 82 percent expressed the wish for a further Expert assignment.

The SES Experts were slightly more modest in their assessment. Out of the 88 percent who responded, 81 percent said that the aim of the assignment had been met, either completely or partially. 80 percent considered it useful to run a follow-up assignment, and 67 percent underlined their willingness to engage in follow-up activities from Germany.

Coaching by the pros

Partners in business – mentoring the younger generation

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

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, it has also been engaging with young people in schools and on training courses – which is, today, its main focus within Germany.

Promoting young talent and aiding integration

SES undertakes a wide range of services for tomorrow's generation. Children and young people benefit from its schools programme, Neue Impulse für Schülerinnen und Schüler [A New Boost for Schoolchildren]. SES supports young adults with its VerA initiative, which exists to prevent trainees dropping out, and as a network partner of the national MobiPro-EU scheme, which makes it easier for trainees from EU countries to access dual vocational training schemes in Germany.

SES has also been more heavily involved since 2015 in the integration of immigrants into day-to-day school

and professional life. At a national level, it has also been cooperating with the Coordination Agency for Training and Migration (KAUSA) and the German Federal Ministry of Education and Research (BMBF); and, at a federal state level, with the Baden-Württemberg Ministry of Culture, Youth and Sport.

Top results thanks to VerA

In 2018, our projects within Germany developed extremely well. In comparison with the previous year, the number of assignments grew by more than 18 percent to 5,826 – a result that we have never achieved before. This can primarily be traced back to the extremely encouraging reception experienced by the VerA training initiative.

Extending the schools programme

The schools programme, Neue Impulse für Schülerinnen und Schüler [A New Boost for Schoolchildren], also enjoys great popularity. 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. Today, it exists in eleven federal states: including in Saarland, since 4 September 2018.

A New Boost for Schoolchildren brings the know-how of experienced specialists to both conventional and vocational schools. At the heart of the programme are projects that complement the standard curriculum, and



At the Regional Conference at the Kassel-Marburg Chamber of Industry and Commerce (IHK Kassel-Marburg) on 14 February 2019: Günter Kuhn reports on the activities of the SES office in Kassel.

Assignments in Germany	2018	2017
Field	Assignments	
A New Boost for Schoolchildren	365 *214	342 *184
Aiding integration**	163 *113	122 *36
Companies/professional bodies/organisations	29 *8	37 *8
VerA initiative	5,269 *2,551	4,430 *1,795
Total	5,826 *2,886	4,931 *2,023

* 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

that improve the qualifications of young people – for example, by passing on hands-on skills, giving tutorials in the MINT subjects (mathematics, IT, natural sciences and technology), or support in choosing a career. Another big topic is helping young immigrants to integrate.

With its schools programme, SES not only wins over children, young people and teaching staff. It also becomes an 'eligible prospect' for funding, and has, for many years, been financed solely by donations and sponsorship. Support comes from a number of large corporate foundations, several firms, and many smaller donors, all of whom believe in the importance of nurturing the next generation at a local and regional level.

VerA: a flagship project

For several years, SES has been creating success stories with its VerA mentorship programme, which aims to prevent trainees dropping out. In 2018 it could hardly keep up with enquiries: the result is the impressive figure of well over 5,000 mentorships across Germany as a whole. This means the number of VerA mentorships has increased by more than 800 in comparison with 2017.

Every one of these pairings helps a person – and it is usually a very young person – who is finding their education difficult. This support is always helpful from an individual perspective, and it has enjoyed outstanding success: In 2018, over 70 percent of VerA mentees overcame their problems because they had an SES Expert by their side.

SES expects high demand for mentorships again in 2019, and many new tasks. In dealing with these, it is aided by the support of the German Education Ministry, which finances the VerA initiative, alongside collaboration with professional bodies and their umbrella associations who consider SES' commitment to future specialist workers invaluable.

Sites in Germany

SES is represented throughout the whole of Germany: with 17 offices, many 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 SES in its public relations work,

represent SES at specialist trade fairs and organise regional conferences to exchange experiences.



Africa and MENA*

Assignments according to country in 2018

Country	Assignments
Algeria	6
Benin	2
Botswana	1
Burkina Faso	3
Cameroon	12
Cape Verde	2
Congo, Democratic Republic	4
Côte d'Ivoire	1
Djibouti	1
Egypt	17
Eritrea	3
Ethiopia	27
Gambia	1
Ghana	35
Iran	1
Jordan	17
Kenya	17
Lebanon	6
Lesotho	4
Liberia	1
Madagascar	33
Malawi	25
Mauritania	2
Mauritius	1
Morocco	26
Mozambique	1
Namibia	24
Nigeria	1
Rwanda	29
Senegal	1
Seychelles	1
Sierra Leone	5
South Africa	18
Tanzania	113
Togo	13
Tunisia	9
Turkey	3
Uganda	58
Zambia	10
Zimbabwe	43

Total **577**

*Middle East and North Africa

Important fields of activity in 2018

Field	Assignments
Education	178
Economic development	169
Public health	82
Rural development	47
Poverty eradication	40
Social security	21
Urban development	14
Environmental protection	7
Good governance	6
Nutrition	5

SES has always seen a lot of demand for its expert knowledge from the Africa and MENA regions. In 2018, our Experts were active in 41 countries in the region. There were a full 100 more assignments than in the previous year. Most assignments helped with education and economic development. Once again, Tanzania showed the greatest interest in SES expertise.



Malawi:

The Capuchin Mission carries out carpentry and repairs in its own workshop: at the suggestion of Rudi Roy, the carpentry workshop is now organised such that the work can be conducted more efficiently.

Expert: Rudi Roy, carpenter, wood carver
 Location: Mzuzu, Capuchin Mission
 Task: Restructuring the carpentry workshop

Weltdienst 30+

Morocco:

The CIAT inclusion centre wants to make its garden more profitable and environmentally friendly. Dr Ralf P. Schaab recommends making their own compost, integrated crop protection and insect-friendly islands of flowers.

Expert: Dr Ralf P. Schaab, agricultural engineer
 Location: Rabat-Salé, Centre National Mohammed VI des Handicapés (CNMH), Centre d'Insertion et d'Aide par le Travail (CIAT)
 Task: Increasing profitability, soil health and biodiversity



Burkina Faso:

In the ABN vocational education centre, young women and men have recently begun a new training course in repairing bicycles and motorcycles. Uwe Schmidt helps repair a moped engine.

Expert: Uwe Schmidt, master mechanic, welding specialist
 Location: Ouagadougou, Association Bangr Nooma (ABN)
 Task: Teacher training, practical course in bicycle and motorcycle mechanics



Egypt:

The Balady Handicraft Center produces textiles and pottery by traditional methods: Monika Kuppler helped the weavers to develop new patterns, which have to be followed even at the early stage of preparing the warp threads.

Expert: Monika Kuppler, craftswoman
 Location: Qurna, Balady Handicraft Center Qurna
 Task: Advanced training in weaving technology, design development



Asia and Central Asia

Assignments according to country in 2018

Country	Assignments
Bangladesh	2
Bhutan	6
Cambodia	28
China	198
India	81
Indonesia	106
Kazakhstan	139
Kyrgyzstan	33
Laos	9
Mongolia	89
Myanmar	20
Nepal	28
Pakistan	21
Papua New Guinea	1
Philippines	15
Sri Lanka	5
Tajikistan	19
Thailand	1
Timor-Leste	2
Turkmenistan	36
Uzbekistan	85
Vietnam	16
Total	940

Important fields of activity in 2018

Field	Assignments
Education	232
Public health	177
Economic development	162
Social security	16
Good governance	8
Rural development	7
Poverty eradication	7
Environmental protection	5
Urban development	2
Nutrition	2

In 2018, no region of the world saw as many new assignments as Asia and Central Asia: there were 143 more assignments in 2018 than in the previous year. Out of SES' 22 partner countries in the Asia region, China, Indonesia and Kazakhstan were three of the countries with the most assignments during the year. The greatest demand came from the fields of education, healthcare and business.

Weltdienst 30+ Indonesia:

The CESASS wants to become better known internationally: Prof. Judith Schlehe recommends more permanent staff, a broader scope of research and advance releases to arouse interest in the relevant specialist publications.

Expert: Prof. Judith Schlehe, head of department at the University of Freiburg
 Location: Yogyakarta, Universitas Gadjah Mada Center for Southeast Asian Social Studies (CESASS)
 Task: Workshops on teaching and research



Kazakhstan:

Zhajna struggles with soilborne pathogens in the cultivation of potatoes and field vegetables: Peter Roth advises the agricultural enterprise on better ventilation of the soil, on encouraging humus formation and on providing nutrition and water to the plants according to their needs.

Expert: Peter Roth, farmer
 Location: Poselok Socializm, Zhajna
 Task: Improving crop cultivation



China:

The Baiyin Special Education School is looking for alternatives to teacher-centred lessons for children with mental disabilities. Ingrid Kurzawa-Do familiarises the staff with different forms of active learning.

Expert: Ingrid Kurzawa-Do, special school teacher for mental development
 Location: Baiyin, Special Education School of Baiyin
 Task: Advanced training in the methodology and didactics of teaching students with disabilities

Mongolia:

The food producer Uvs Khuns is a market supplier for flour, sea buckthorn products and soft drinks, along with 32 different types of bread and baked goods: Andreas Koop introduces the bakery team to one of 17 new recipes.

Expert: Andreas Koop, baker, master confectioner
 Location: Ulaangom, Uvs Khuns
 Task: Extending the product range

Europe and the Caucasus

Assignments according to country in 2018

Important fields of activity in 2018

Country	Assignments
Albania	16
Armenia	14
Azerbaijan	17
Belarus	5
Bosnia-Herzegovina	2
Georgia	33
Kosovo	22
Macedonia	11
Moldova, Republic	42
Montenegro	2
Serbia	30
Spain	1
Ukraine	73
Total	268

Field	Assignments
Economic development	151
Education	68
Public health	13
Urban development	11
Social security	7
Rural development	7
Poverty eradication	5
Energy	4

In 2018, SES ran assignments in 13 European and Caucasian countries. We saw particularly high demand in central, eastern and south-east Europe – in the Republic of Moldova, Serbia and Ukraine, for example. Georgia hosted the highest number of assignments in the Caucasus. Most assignments across the region benefited the economy and education.

Georgia:

The Lakada vocational school centre is interested in the German training system and wants to modernise its teaching workshops. Guido Gerberding held a wide range of informational events and mentored trainees in practical classes.

Expert: Guido Gerberding, construction engineer, vocational school teacher, lecturer
 Location: Jvari, Vocational College Lakada
 Task: Teacher training in dual training methods, lesson shadowing



Ukraine:

Teplobak manufactures steel cold- and hot-water containers with a capacity of up to 10,000 litres. The quality control procedure recommended by Balázs Bonnyai is based on a variety of measurement and testing procedures, including evaluating welding tests.

Expert: Balázs Bonnyai, mechanical engineer
 Location: Ternopil, Teplobak
 Task: Introducing quality assurance

Republic of Moldova:

At VaRA Wood, locally harvested wood is turned into high-end commodities: Gerald Wendler, along with the company owners, has developed a new concept for their warehouse and workshop. A room for steaming and bending solid wood is planned.

Expert: Gerald Wendler, woodwork technologist
 Location: Teleșeu, VaRA Wood
 Task: Optimising workstations and warehousing



Weltdienst 30+ Albania:

The AIEx aims to extend its personal certification programmes, and to establish itself as a certifying body. Anette Helfrich (left) explains the requirements for accreditation in accordance with ISO 17024.

Expert: Anette Helfrich, auditor, quality management consultant
 Location: Tirana, Austrian Institute of Excellence (AIEx)
 Task: Accreditation requirements for training courses and certification procedures



SES

Latin America and the Caribbean

Assignments according to country in 2018

Important fields of activity in 2018

Country	Assignments
Argentina	20
Bolivia	58
Brazil	13
Chile	5
Columbia	11
Dominican Republic	11
Ecuador	14
El Salvador	5
Guatemala	7
Haiti	7
Honduras	8
Mexico	73
Nicaragua	2
Panama	1
Paraguay	6
Peru	4
Uruguay	9
Total	254

Field	Assignments
Economic development	121
Education	69
Poverty eradication	20
Public health	12
Urban development	9
Rural development	6
Environmental protection	4
Good governance	4
Energy	3
Social security	2

From 2017 to 2018, SES managed to increase its assignments in Latin America and the Caribbean by almost twelve per cent, dispatching Experts to a total of 17 countries in the region. SES know-how was especially in demand in Bolivia and Mexico, and in the fields of economic development and education.



Brazil:

The association of recycling firms in Rio Grande do Norte wants to get to know German methods of separating and processing waste. Dr Udo Stein visited almost every one of the 25 members, and answered plenty of questions.

Expert: Dr Udo Stein, chemist
 Location: Natal, Sindicato das Indústrias de Reciclagem e Descartáveis (SindRecicla-RN)
 Task: Improving the recycling process



Weltdienst 30+

Mexico:

The Ca Ocachi Cualli health centre wants to improve its marketing for its therapeutic services. Together with Nadine Kuch, the centre overhauled its website and print materials with an eye to corporate design, images, wording and user-friendliness.

Expert: Nadine Kuch, online media consultant
 Location: Apan, Ca Ocachi Cualli
 Task: Overhaul of marketing concept



El Salvador:

Algier's Impresores manufactures books, labels, folded products and folding cartons: the information from Dieter Ebert on looking after their machines, types of paper and relationships between inks and finishes let to an immediate improvement in the quality of the results.

Expert: Dieter Ebert, letterpress printer, quality and environmental manager
 Location: San Salvador, Algier's Impresores
 Task: Updating operational expertise



Bolivia:

Cimbol produces cleaning fluids for domestic and industrial use: Dr Werner Elsäßer was able to suggest a number of low-cost and high-quality alternatives to formula ingredients that were harmful to health and the environment.

Expert: Dr Werner Elsäßer, head of washing detergent, cosmetics
 Location: Santa Cruz, Industrias Químicas Cimbol
 Task: Analysis of cleaning fluid formulas



Companies, professional bodies, organisations

Assignments according to country in 2018

Federal state	Assignments
Baden-Württemberg	17
Bavaria	2
Berlin	1
Lower Saxony	1
North Rhine-Westphalia	7
Rhineland Palatinate	1
Total	*29

*8 assignments were continued from the previous year(s).

In Germany, too, small and medium-sized enterprises, associations and charitable organisations benefit from the expert knowledge of SES – a small, but important category of assignments that has been running since 1990. In 2018, as in previous years, most enquiries came from the private sector in Baden-Württemberg.



Baden-Württemberg:

The material testing institute PWT arose from the Voith corporation, and is still based on the company premises today. The two managing directors of PWT, Achim Baßmann and Dr Alexander Hoch, worked together with Erich Rödner (left to right) to develop a new sales strategy; during the twelve-month collaboration, three new jobs were created.

Expert: Erich Rödner, mechanical engineer
 Location: Heidenheim, PWT – Prüf- und Werkstofftechnik
 Task: Sales coaching



Berlin:

HotelOffice24 offers services for hotels, taking on back office tasks such as accounting, reservations, telephone service and administration for events: company owner Isabelle Fleck (right) and her colleague Konstanze Raschke received tips from Klaus Gengenbach on price calculation, client acquisition and contract negotiations.

Expert: Klaus Gengenbach, business management specialist
 Location: Berlin, HotelOffice24
 Task: Assisting with marketing and administrative issues

Baden-Württemberg:

The VDI is building a new training centre in Stuttgart under the name TecCity. The new establishment is intended to enthuse the general public and future technicians alike: project manager Natalie Spahr and Peter Krötz test a new 3D printer before use.

Expert: Peter Krötz, construction engineer, mechanical engineer
 Location: Stuttgart, VDI Württembergischer Ingenieurverein (WIV)
 Task: Supporting the project management



A New Boost for Schoolchildren

Assignments according to country in 2018

Federal state	Assignments
Baden-Württemberg	99
Bavaria	9
Bremen	3
Hesse	80
Lower Saxony	7
North Rhine-Westphalia	129
Rhineland Palatinate	2
Saarland	14
Saxony	8
Saxony-Anhalt	6
Thuringia	8
Total	*365

*214 assignments were continued from the previous year(s).

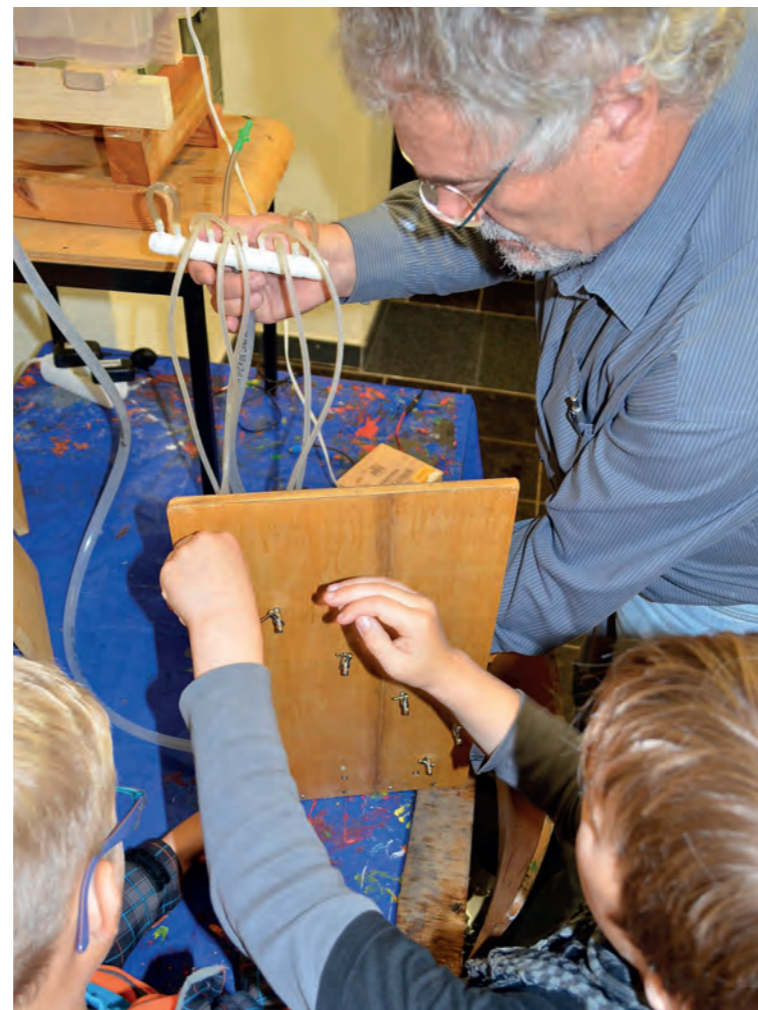
With its programme A New Boost for Schoolchildren, SES brings the expertise of retired specialists to both conventional and vocational schools. Its schools projects complement the standard curriculum, in particular in the MINT subjects (mathematics, IT, natural sciences and technology), and in helping students with their career choices and aiding integration.



Hesse:

The Johann Hinrich Wichern Secondary School supports students when choosing careers with a host of practical activities: a student in a mock job interview with Kurt Klemens and Carl Jaeger (right).

Experts: Carl Jaeger, communications engineer
Kurt Klemens, banking specialist
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 the curiosity of even the youngest pupils concerning the significance of everyday technology.

Expert: Wolfgang Wirsig, electrical engineer
Location: Minden, Eine-Welt-Schule
Task: Technology workshop for primary schoolchildren



Saarland:

Ruba comes from Syria and attends Gündingen Community School. She is adamant that she wants to study medicine – an ambitious plan, considers Birgit Steiner. On her advice, Ruba first started to get to know the medical profession, doing work experience in a Syrian ear, nose and throat practice. This was such a success that the young woman became even more convinced of her career plan.

Expert: Birgit Steiner, business specialist, project manager
Location: Saarbrücken, Gemeinschaftsschule Gündingen
Task: Individual careers counselling



North Rhine-Westphalia:

The Lohberg Community Primary School promotes MINT subjects to its pupils as early as possible. In a club run by Hans-Joachim Schwan, the main focus is on renewable energy – very topical, and a 'eureka' experience for the children, who are building toy cars and boats run on solar power.

Expert: Hans-Joachim Schwan, electrical installer, vocational school teacher
Location: Dinslaken, Gemeinschaftsgrundschule Lohberg
Task: Running a MINT club

VerA initiative**

VerA mentorships according to federal state in 2018

Important occupations covered by VerA

Federal state	Mentorships
Baden-Württemberg	1,203
Bavaria	667
Berlin	277
Brandenburg	79
Bremen	169
Hamburg	117
Hesse	369
Mecklenburg-Vorpommern	53
Lower Saxony	641
North Rhine-Westphalia	670
Rhineland Palatinate	455
Saarland	11
Saxony	232
Saxony-Anhalt	54
Schleswig-Holstein	101
Thuringia	171
Total	*5,269

* 2,551 mentorships were continued from the previous year(s).

** VerA, the SES training initiative, is sponsored by the German Federal Ministry of Education and Research (BMBWF) as part of the Bildungsketten [education chains] initiative.

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

The VerA initiative, which exists to prevent trainees dropping out, is a nationwide mentorship programme to help promote specialist training in young people. On request, SES provides a personal coach to support anyone who is struggling with problems in their training or in preparing for a career. For years, VerA has been the most successful individual service that SES offers.



VerA tandem 10,000

Saxony:

Paul was only just 15 when he took up his training as a machine and plant manager at Asglatex Ohorn GmbH: since then, Dr Reiner Michael Thamm has been showing him how to be ambitious in his learning. Gunhild Kopittke, personnel manager, is the long-term contact for the pair at Asglatex.

- Expert: Dr Reiner Michael Thamm, economist
 Location: Ohorn
 Task: To help with self-organisation



North Rhine-Westphalia:

Subhan comes from Afghanistan and is being trained as a salesman in a Turkish delicatessen: Monika Kaminski is helping the young man to improve his German skills and prepare for his exams.

- Expert: Monika Kaminski, electrical engineer
 Location: Bonn
 Task: Language coaching and specialist mentorship



Schleswig-Holstein:

Musah has successfully passed his exam as a road construction worker: the young Ghanaian receives crucial tips from Robert Meyer relating to the rule of three, finding the nth root, back-of-the-envelope calculations and materials science.

- Expert: Robert Meyer, chemistry technician, coach
 Location: Elmshorn
 Task: Deepening a trainee's knowledge of maths and physics

Saxony:

Mohsen was still a minor when he came to Germany from Afghanistan in 2016. Today he is going to start an apprenticeship with master baker Michael Tschirch, who provides bread and rolls to Mohsen's youth residential group. Peter Schimmang (right) is his coach in German and mathematics.

- Expert: Peter Schimmang, mechanic, machinist
 Location: Görlitz
 Task: Support with the curriculum at vocational school



Weltdienst 30+

Madagascar:

SOLTEC trains young people from poor backgrounds in seven trades. Constructing solar cookers gives would-be mechanics basic metalworking skills. Volkart Diehl tested parabolic reflectors made of foil, as an alternative to expensive aluminium sheeting.

Expert: Volkart Diehl, precision mechanic
 Location: Antananarivo, Centre de Formation Professionnelle – Solaire et Technique (SOLTEC)
 Task: Reducing production costs for parabolic cookers



Haiti:

The charity HPE helps disadvantaged children with art, healthcare and environmental projects: Hanna Edouard explains that coughing and sneezing into their elbows will help prevent them from infecting others.

Expert: Hanna Edouard, teacher
 Location: Aquin, Haiti Project Education (HPE)
 Task: Training in creative, healthcare and environmental education



A little birthday party

On 31 August 2018, the SES Sponsors' Association celebrated its 35th anniversary. To mark the occasion, the Board of Directors launched a competition on the theme of 'helping others to help themselves'. They are looking for the best photos from assignments abroad, each accompanied by a brief explanation.

The twelve winning contributions will be exhibited, and the creators of the three top entries will receive prizes. Details of terms of entry, the jury, prizes and exhibition dates are available on the Sponsors' Association website: www.ses-bonn.de > **Sponsors' Association**.

Tasks

Projects like this competition allow the Sponsors' Association to intensify its activities to promote aware-

ness of SES among institutions and potential SES Experts in Germany. It thus plays an important part in public relations.

Donations

Of course, the Sponsors' Association also continues to accept donations, which benefit either individual Expert assignments or whole series of them in developing and newly industrialised countries.

In 2018, a total of 79 assignments were sponsored – most of them in Ghana, India, Madagascar, the Republic of Moldova, Tanzania, and Uganda.

Information in brief: SES Sponsors' Association

	2018	2017
Contributions/donations	€41,321	€87,363
Subsidies	€47,538	€74,127
Members	380	370
Countries where assignments were subsidised	26	31
Chairman	Otmar Greiff	
Executive director	Ursula Roth	

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

Extract from the statutes:

The purpose of the Association is the procurement of funds for the attainment of the tax-advantaged aims of the Senior Experten Service – Stiftung der Deutschen Wirtschaft für internationale Zusammenarbeit GmbH – Gemeinnützige Gesellschaft [Foundation of German Industry for International Cooperation – A non-profit organisation].

This also includes raising public awareness of SES, as well as promoting contact between Senior Experts.

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

Further information
www.ses-bonn.de > **Sponsors' Association**

Overall performance and financial position

SES concluded the financial year 2018 with satisfactory results: income amounting to €14.832 million balanced out expenditure, which totalled €14.832 million. Turnover increased since 2017: by 18.7 percent. The background to this development is good assignment figures, as well as generous support once again by both public and private benefactors.

For instance, the Federal Ministry for Economic Co-operation and Development (BMZ) provided sufficient funding for assignments abroad in developing and newly industrialised countries – some €10.136 million. Furthermore, the Federal Ministry of Education and Research (BMBF) financed the VerA training initiative

(€3.680 million), as well as providing €55,000 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 €47,500.

The schools programme A New Boost for School-children counts the following organisations among its most important supporters: the Otto Wolff Foundation (€35,000), the Globus Foundation (€11,100), the German BP Foundation (€7,150), the Pfennigsdorf Foundation (€5,000) and the Hanns Voith Foundation (€4,000). And our sponsor for assignments in 'welcome classes' for young refugees in Baden-Württemberg's

vocational schools, the Landesbank Baden-Württemberg (LBBW), stepped up to the mark again.

Spending on project costs amounted to €5.895 million, while staff costs rose to €5.883 million. The latter is mainly due to the expansion of the VerA initiative. Costs for materials climbed to €3.054 million.

Committed to quality

As in every year, in 2018 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 are regularly scrutinised, both internally and by its partners. The SES considers that it has a 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.

Zimbabwe:

Bulawayo town council is looking for a solid IT solution for its human resources department. Rainer Schmuck demonstrates programs for timekeeping, holiday planning and employee appraisals.

Expert: Rainer Schmuck, graduate in public management, former mayor
 Location: Bulawayo, town council
 Task: Improving human resource management

Financial data		
Financial statement	2018	2017
<small>(all values given in EUR '000s)</small>		
Revenues	14,696	12,380
Donations	97	89
Other income	39	31
Total income	14,832	12,500
Project costs	5,895	4,378
Personnel costs	5,883	5,414
Material costs	3,054	2,708
Total expenditure	14,832	12,500
Result for the year	**0	*0

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

The preliminary 2018 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 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 €18.2 million in 2018. The voluntary work of the SES Experts is very difficult to put into figures in monetary terms. If every day of an assignment were valued at €250, and every meeting associated with mentoring young people at €40, then, with around 161,300 assignment days in 2018, we reach the approximate sum of €20.1 million. The public funds injected into the SES, on the other hand, totalled €14.3 million. Adding these sums together gives a value, for all the assignments carried out in 2018, of a good €52.6 million.

The greatest proportion of this value creation, 38 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 35 percent, and the proportion of public funds was 27 percent. In 2018, as in previous years, public funding was matched several times over in the form of Experts' services and clients' contributions.



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 approves the actions 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, receives 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 figures from the main associations representing German business, as well as the chief executives of two professional bodies, and well-known representatives of large companies. They all carry out their duties on a voluntary basis. They promote the work of SES and advise the Executive Director on all the most significant issues.

The Foundation's capital added up to more than a million euros at the end of 2018. Returns from this capital are used to benefit strategically important plans of the SES.

Parliamentary Lunch

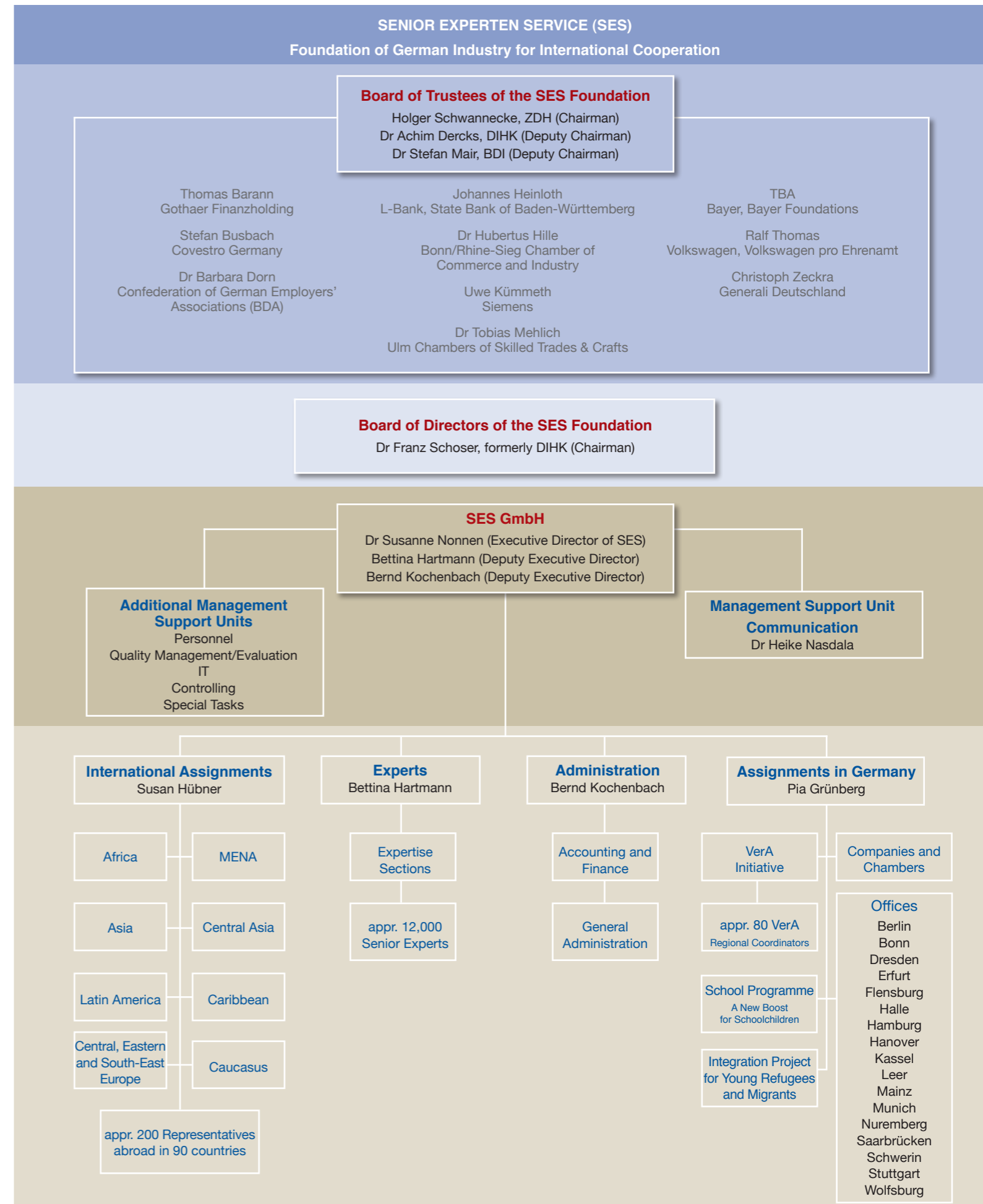
The Parliamentary Lunch is an established fixture among the events brought in by the SES Foundation. The Foundation has hosted this meeting in Berlin every year since 2003 – traditionally in the Deutsche Parlamentarische Gesellschaft (the cross-party meeting place for German MPs).

The Parliamentary Lunch offers an opportunity for informal discussion between SES Experts and members of the German Parliament (Bundestag), along with ambassadors, ambassadors' associates, and guests from the various Federal Ministries and professional associations.

In 2018, 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 was made by the Federal Minister of Economic Cooperation and Development, Dr Gerd Müller.



At the Parliamentary Lunch in Berlin on 26 June 2018: Federal Minister of Economic Cooperation and Development Dr Gerd Müller at the lectern, along with His Excellency Andreas B. D. Guibeb, Ambassador of Namibia, and His Excellency Igor Cesar, Ambassador of Rwanda (left to right)



Assignment Countries 1983 – 2018

Afghanistan	36	Dominican Republic	75	Lithuania	523	Sierra Leone	43
Albania	163	Ecuador	215	Macedonia	104	Singapore	3
Algeria	38	Egypt	275	Madagascar	233	Slovakia	32
Angola	3	El Salvador	48	Malawi	97	Slovenia	55
Antigua and Barbuda	5	Equatorial Guinea	1	Malaysia	69	Solomon Islands	1
Argentina	261	Eritrea	47	Maldives	13	Somalia	25
Armenia	96	Estonia	218	Mali	17	South Africa	125
Austria	1	Ethiopia	546	Malta	26	South Sudan	1
Azerbaijan	179	Fiji	1	Mauritania	28	Soviet Union	31
Bahrain	2	France	1	Mauritius	4	Spain	4
Bangladesh	71	Gabon	2	Mexico	787	Sri Lanka	146
Belarus	388	Gambia	9	Moldova	989	St Vincent and the Grenadines	1
Belgium	7	Georgia	216	Mongolia	855	Sudan	22
Belize	5	Ghana	386	Montenegro	13	Swaziland	3
Benin	25	Greece	3	Morocco	246	Sweden	1
Bhutan	48	Grenada	1	Mozambique	47	Switzerland	1
Bolivia	764	Guatemala	172	Myanmar	117	Syria	72
Bosnia and Herzegovina	121	Guinea	19	Namibia	323	Tajikistan	148
Botswana	51	Guyana	11	Nepal	348	Tanzania	804
Brazil	348	Haiti	109	Netherlands	1	Thailand	309
Brunei	3	Honduras	135	Nicaragua	144	Timor-Leste	17
Bulgaria	1,358	Hungary	52	Niger	4	Togo	96
Burkina Faso	34	Iceland	2	Nigeria	57	Trinidad and Tobago	15
Burundi	54	India	970	Oman	1	Tunisia	116
Cambodia	332	Indonesia	637	Pakistan	582	Turkey	156
Cameroon	265	Iran	125	Palestinian Territories	8	Turkmenistan	168
Cape Verde	16	Iraq	3	Panama	11	Uganda	460
Central African Rep.	2	Ireland	1	Papua New Guinea	3	Ukraine	633
Chad	2	Israel	4	Paraguay	244	United Arab Emirates	6
Chile	152	Italy	4	Peru	216	United Kingdom	1
China	6,522	Jamaica	32	Philippines	256	Uruguay	76
China: Taiwan	13	Jordan	114	Poland	168	USA	2
Colombia	235	Kazakhstan	1,234	Portugal	20	Uzbekistan	695
Congo	1	Kenya	195	Qatar	4	Venezuela	55
Congo, Dem. Rep.	51	Korea, DPR	2	Romania	1,114	Vietnam	363
Costa Rica	58	Korea, Rep.	53	Russia	1,330	Yemen	162
Côte d'Ivoire	16	Kosovo	123	Rwanda	217	Yugoslavia	3
Croatia	57	Kyrgyzstan	309	Samoa	19	Zambia	79
CSFR	31	Laos	138	Saudi Arabia	17	Zimbabwe	156
Cuba	13	Latvia	315	Senegal	9	Transnational	9
Cyprus	1	Lebanon	90	Serbia	193		
Czech Rep.	60	Lesotho	23	Serbia and Montenegro	75		
Djibouti	1	Liberia	13	Seychelles	1		
		Libya	4				
						Total Abroad	33,450
						Total Germany	18,834





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