



ANNUAL REPORT

2019



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

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Senior Experten Service (SES)

Foundation of German Industry for
International Cooperation





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Boom and reliability



Faster, higher, further? No. We value solid development and consistently high quality far more. Which means we are very happy with 2019 – a year in which many of our activities ended with fantastic results, and others were consolidated at a high level.

Particularly worthy of mention is the outstanding result in our International Projects Department, which broke all records with more than 2,200 international assignments within a single year. Another reason for celebration is that the lion's share of these assignments took place in Africa and Asia, regions that are particularly relevant to development policies.

In Germany, too, our offering has been extremely well received. With over 5,500 new assignments, which almost exclusively benefited the next generation in schools and on training courses, we were able to make an important contribution towards improving the qualifications and successful training of young people. Particularly considering the shortage of specialist workers, the importance of this is not to be underestimated.

A glance at our Expert register also gives cause for optimism. In 2019, every month an average of 130 new Experts came to us, somewhat more than in the previous year. They have all been won over by the idea of SES and see voluntary knowledge transfer to be a valuable contribution to collaborative development, as well as giving a boost to the younger generation in Germany.

Thus we began the new '20s with great energy and ready for anything, and had two successful months – and then, as it has for so many other organisations, coronavirus forced us to put the brakes on. Naturally, we put all the recommended safety measures in place with immediate effect: all assignments were stopped, all events cancelled.

It is still too early to predict how things will develop over the rest of 2020. One thing we can be sure of, however, is that we will be back in full force as soon as the situation returns to normal. We are lucky enough to have the security of reliable support from both public and private benefactors, which gives us confidence even in difficult circumstances.

Thanks

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 2019, as in previous years. Our thanks also go to Engagement Global – the national German service point 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 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).

We also offer heartfelt thanks to all those who support our 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.

We are especially indebted to all our Experts and to all our staff, both paid and voluntary, both within Germany and abroad. They have all, with exceptional commitment, contributed to the success of 2019, and even in the shadow of the coronavirus crisis they have not lost one spark of their dedication – quite the contrary.

S. Nonnen

Dr Susanne Nonnen
SES Executive Director

Creation of value through voluntary service Engagement 'generates' millions of euros a year

SES is one of those organisations for which voluntary service plays a decisive role. It would have to close its doors were not for its voluntary Experts. The fact of the matter is that not only do they carry out assignments both within Germany and abroad, they are also active within SES.

Every single department or section at the headquarters in Bonn has voluntary support, each of the 17 SES offices nationwide is led by volunteers, each and every regional representative is a volunteer, as is every regional coordinator of the VerA training initiative.

If for that reason alone, volunteer work has a great value for SES which is more than simply symbolic. It represents many tens of millions of euros, and is part of our overall economic performance.

The basis of this calculation is 'assignment days', which are valued at €250 or €40 each, depending on the location and work involved. A day spent on one of the SES programmes within Germany that helps the next generation is valued at €40. A day on an assign-

ment abroad, or with companies, professional bodies or organisations in Germany, is valued at €250.

The result for 2019 is a real attention-grabber; it really brings home the magnitude of the service the SES Experts provide. There were around 172,800 assignment days, adding up to a value of around €21.6 million.

Field of activity	Assignment days in 2019
Abroad	55,101
Germany	
A New Boost for Schoolchildren	12,500
Aiding integration*	780
Companies/professional bodies/organisations	228
SES organisation	14,600
VerA Initiative	89,648
Total	172,857

* Mentorships commissioned by the state Coordination Agency for Training and Migration (KAUSA)



Photography
competition:
special award

Bangladesh:

New photos for the website, flyers and trade fair appearances for the NGO MATI: Christof Krackhardt with trainees in the 'sewing workshop'.

Expert: Christof Krackhardt, photojournalist, editor
Location: Mymensingh, MATI Bangladesh
Task: Adding a professional touch to public relations work
Contact: matibangladesh.org

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 young people undergoing specialist training.

For many years, all the SES Experts were retired. However, since the start of 2017 SES has also been sending people on assignments who are still in work. We created Weltdienst 30+ especially for them – solely for assignments abroad. It strengthens the engagement of the middle generation in collaborative development work and has been a success from day one.

Over 130 registrations a month

With 1,582 registrations during the course of 2019, SES gained about the same number of new Experts as in the previous year. Over 130 new Experts were regis-

tered on average every month. This means that the influx was above average for the second year in a row.

By the end of the year, 10,909 Experts had placed their knowledge at our disposal. 1,336 of them are still working professionally, and are interested in Weltdienst 30+ assignments, a particularly fine result for the ‘junior division’ of SES, still in its relative infancy.

Equally pleasingly, the proportion of women has also risen once again. Back in 2000 it was six percent, and in 2005 nine percent, but by the end of 2019 it was over 22 percent. This upward trend can largely be attributed to the Weltdienst 30+ scheme, as more than 57 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, technology, trade

Register	2019	2018
Experts	10,909	12,956
Weltdienst 30+ specialists	1,336	1,033
Registrations	1,582	1,524
Farewells	3,695	1,576
Average age	70.1	71.1
Proportion of women (in percent)	22.6	20.6

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

Top topic: attracting experts

Nevertheless, improving the Expert database in terms of both quantity and quality is one of the most important tasks that SES has. Every year, many assignment requests go unmet because the necessary specialist knowledge or language skills are not sufficiently represented in our register of Experts. In addition, when preparing each assignment we have to speak to five to six Experts before we find the right person.

Most urgently sought-after are specialists in all areas of 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.

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 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	508
Automotive engineering	573
Banks and insurance	354
Building industry	674
Business and professional associations	248
Charitable institutions	593
Chemistry	382
Communication technology	264
Education	2,455
Electrical engineering	500
Energy	307
Environment and waste disposal	216
Food and animal feeding	335
Glass and ceramics	73
Hydraulics and pneumatics	39
Information technology	484
Law and taxes	166
Leather processing	31
Measuring and automatic control engineering	220
Mechanical engineering	267
Media, arts, culture	404
Metal forming	100
Metallurgy	44
Metalworking	209
Mining	74
Optics	45
Packaging for final consumers	55
Pharmaceuticals and cosmetics	243
Plant and apparatus engineering	135
Plastics	123
Precision mechanics	35
Printing and graphics	103
Public health	1,426
Public sector	1,090
Pulp and paper	38
Rubber processing	45
Sciences	260
Services	1,152
Textiles	172
Tool and machine tool manufacture	137
Top management	199
Trade	336
Traffic, tourism and leisure	566
Wood processing	181



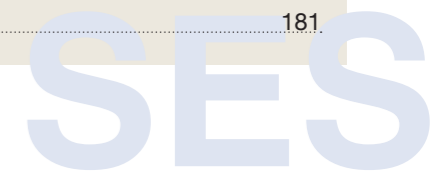
Kyrgyzstan:

The Maryotel wants to modernise its outdoor facilities: Gerhard Liwanetz talking over the choice of plants for the hotel's drive, wedding garden, pool area and car park.

Expert: Gerhard Liwanetz, engineer for horticulture, landscaping and sports ground construction

Location: Bishkek, Maryotel

Task: Redesigning a hotel garden



Expert knowledge for southern lands

Know-how made in Germany

SES international assignments bring specialist knowledge from Germany into developing and newly industrialised countries. 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 recognised this with over three decades of sustained support.

Top results

In 2019, SES carried out 2,206 assignments in 85 countries outside Germany, 280 of which were part of the Weltdienst 30+ scheme. An average of 184 Experts were dispatched every month. By the end of the year, the number of all assignments abroad since SES was founded had risen to 35,656.

These figures represent a record result for SES. Never before has it carried out more than 2,200 international assignments within a year. The number of assignments has risen since the previous year, by over eight percent. Meanwhile, the number of Weltdienst assignments has again increased significantly – proof of how well our younger Expert service is also received by clients.

Assignments abroad	2019	2018
Region	Assignments	Assignments
Africa/MENA*	707	577
Asia/Central Asia	994	940
Europe/Caucasus	233	268
Latin America/Caribbean	272	254
Total	2,206	2,039

*Middle East and North Africa



Top assignment countries 2019	
Country	Assignments
Kazakhstan	158
Tanzania	154
China	141
Indonesia	135
India	116
Uzbekistan	103
South Africa	95
Mexico	79
Mongolia	76
Ukraine	76

All-time high in Africa and Asia

There was high demand overall from all countries in the south, but our projects in Sub-Saharan Africa and Central Asia have developed particularly well. These locations showed high growth rates of close to 30 percent and nearly 17 percent respectively. The individual countries that hosted the most assignments were Kazakhstan, Tanzania, China, Indonesia, India and Uzbekistan.

All around the globe, SES prioritised local economies and concentrated on fighting poverty, as well as promoting vocational training, healthcare and agricultural development. All these topics are central to German collaborative development work and have also characterised the work of SES for years.

A worldwide network

The lion's share of the international success of SES can be attributed to the quality of its global contacts. By the end of 2019, its network of Representatives consisted of more than 200 people and institutions in 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. Three of these workshops took place in 2019.

Follow-up assignments and post-assignment activities

In 2019, just over a fifth of all assignments abroad were part of a series of assignments, and thus classed

as follow-up assignments. In addition, around 20 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.

Best evaluations

The high proportion of follow-up assignments alone is a measure of what a positive reception the SES' services are given. The evaluation results confirm this impression. They are based on field interviews and questionnaires, which, as in previous years, were sent out in 2019 to both clients and Experts after each assignment abroad.

Out of the 73 percent who responded, 85 percent of clients reported that the aim of the assignment had been either completely or mostly achieved. 97 percent praised the collaboration with the SES Experts. 87 percent emphasised that the assignment had improved their own or their staff's expertise, and 86 percent expressed the wish for a further Expert assignment.

The SES Experts were slightly more modest in their assessment. Out of the 93 percent who responded, 75 percent said that the aim of the assignment had been met, either completely or mostly. 81 percent considered it useful to run a follow-up assignment, and 69 percent underlined their willingness to engage in post-assignment activities from Germany.

Photography competition: winning entry



Morocco:

Picking blossoms to make plant-based dyes for woollen rugs: Susanne Döbler with weavers from Ait Oumdis in the High Atlas Mountains.

Expert: Susanne Döbler, graduate in textile design, master handweaver
 Location: Ait Oumdis, Association Tafarnout
 Task: Reviving traditional dyeing techniques

Partners in business Mentoring the younger generation

Coaching by the pros

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

Since as far back as 1990, SES has offered its assistance to small and medium-sized enterprises, charitable organisations and professional associations in solving technical, economic and organisational problems. For over ten years, 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 trainees with its VerA initiative, which serves to prevent them dropping out.

Since 2015, SES has also been more heavily involved in the integration of young refugees into school and employment. 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.

A pleasing result

In 2019, our projects within Germany developed extremely well. A total of 5,572 assignments were carried out across Germany – almost 90 percent of which were part of the VerA training initiative. This meant that the mentorship programme was once again by far the most successful individual service provided by the SES.

Schools programme in ten German states

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. It is now also on offer in Bavaria, Bremen, Lower Saxony, Saarland, Saxony, Saxony-Anhalt and Thuringia.

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

At the Regional Conference at the Rostock Chamber of Industry and Commerce (IHK zu Rostock) on 11 September 2019: Angela Preuß, head of the SES office in Schwerin (front centre), asked her guests to pose for a group photo. With her is Susan Hübner, head of the International Projects Department at SES Bonn (front right).



SES

Assignments in Germany		2019	2018
Field	Assignments	Assignments	
A New Boost for Schoolchildren	383	*230	369
Aiding integration**	158	*156	156
Companies/professional bodies/organisations	30	*7	28
VerA Initiative	5,001	*2,967	5,268
Total	5,572	*3,360	5,821

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

Sites in Germany

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

work, represent SES at specialist trade fairs and organise regional conferences that allow an exchange of experiences. example, by passing on practical 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.

The VerA initiative on the road to success

For several years now, the VerA mentorship programme, which aims to prevent trainees dropping out, has been the flagship project of SES in Germany. In 2019 it again could hardly keep up with demand: the result is the impressive figure of 5,001 mentorships across Germany as a whole.

Every one of these pairings helps a young person who is finding their education difficult. This support is of use in all fields of practical study, always helpful from an individual perspective, and it has enjoyed outstanding success: in 2019, over 70 percent of VerA mentees overcame their problems because they had an SES Expert by their side.

From 2020 onwards SES intends to increase awareness of its VerA Initiative in rural areas, among people with an immigrant background and among trainees in nursing and healthcare professions. It is a great help to SES to have the support of the German Federal Ministry of Education and Research (BMBF) in financing the VerA Initiative, as well as collaborations with professional bodies, chambers and their umbrella associations.



Africa and MENA*

Assignments according to country in 2019

Country	Assignments
Algeria	5
Benin	2
Botswana	1
Burkina Faso	2
Cameroon	14
Congo, Democratic Republic	2
Congo, Republic	4
Egypt	19
Eritrea	4
Ethiopia	22
Gambia	5
Ghana	35
Jordan	9
Kenya	25
Lebanon	3
Lesotho	2
Liberia	2
Madagascar	28
Malawi	18
Mauritania	6
Mauritius	4
Morocco	28
Mozambique	10
Namibia	16
Rwanda	40
Senegal	6
Seychelles	1
Sierra Leone	12
South Africa	95
Sudan	1
Tanzania	154
Togo	11
Tunisia	6
Uganda	69
Zambia	16
Zimbabwe	30
Total	707

*Middle East and North Africa

Important fields of activity in 2019

Field	Assignments
Education	219
Economic development	158
Public health	126
Poverty eradication	60
Rural development	51
Social security	33
Urban development	27

Nowhere did our international assignments develop at such a high rate in 2019 as in Africa and the MENA states. The number of assignments went up by 130, or 22.5 percent, compared to the previous year. SES was active in a total of 36 countries in the region. Most assignments helped with education and economic development. Once again, Tanzania showed the greatest interest in SES expertise.



Togo:

ADICH ensures sustainability in the everyday life of the Houdou people: Chantal Kloecker displays a wood-saving stove to copy, made of termite clay.

Expert: Chantal Kloecker, specialist in household energy
 Location: Atakpamé, Association pour le Développement Intégral de la Communauté Houdou (ADICH)
 Task: Constructing energy-saving cookers



Malawi:

TICOSO brings solar power to Nsanje: Dr Bernd Hillerich explains how a photovoltaic module works.

Expert: Dr Bernd Hillerich, physicist
 Location: Nsanje, Tiphedzane Community Support Organization (TICOSO)
 Task: Planning solar-powered well systems

Photography competition: winner's entry



Photography competition: the final

Tanzania:

A visit to the dentist for schoolchildren in Mavanga: Dr Dieter Bischofberger assists colleagues in their diagnoses.

Expert: Dr Dieter Bischofberger, dentist
 Location: Mavanga, Mavanga Parish Health Centre
 Task: Tips for educating people on prevention and expanding the practice



Egypt:

HICC is working as a subcontractor, building plants: Jürgen Böning is helping prepare for an internal audit of work processes and management procedures.

Expert: Jürgen Böning, industrial business management specialist
 Location: Mansoura, Al Hashemiah International Contracting Company (HICC)
 Task: Support with quality management

Asia and Central Asia

Assignments according to country in 2019

Country	Assignments
Bangladesh	10
Bhutan	5
Cambodia	14
China	141
India	116
Indonesia	135
Kazakhstan	158
Kyrgyzstan	37
Laos	11
Malaysia	1
Mongolia	76
Myanmar	27
Nepal	38
Pakistan	10
Philippines	18
Sri Lanka	8
Tajikistan	21
Turkmenistan	46
Uzbekistan	103
Vietnam	19
Total	994

Important fields of activity in 2019

Field	Assignments
Education	408
Economic development	279
Public health	238
Social security	18
Poverty eradication	15
Rural development	6
Good governance	6

In Asia and Central Asia, SES has been in high demand for many years. In 2019 the number of assignments rose in comparison with the previous year by 54. Out of SES' partner countries in the region, China, India, Indonesia and Kazakhstan were four of the countries with the most assignments during the year. The greatest demand came from the fields of education, healthcare and business.

Mongolia:

Uvs Khuns produces baked goods and other foods: thanks to Andreas Koop, the food manufacturer now includes croissants, filled pastries and new bread varieties in its range.

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



India:

The Morning Star Higher Secondary School wants to make basketball its trademark: Johann Hofer has enthused both students and staff with his training methods.

Expert: Johann Hofer, basketball trainer
 Location: Gudalur, Morning Star Higher Secondary School
 Task: Advanced training in school PE



Kazakhstan:

The polytechnical college in Aqtai trains specialist workers for local industry: Hartmut Stichel answers questions on how its teaching workshops should be equipped.

Expert: Hartmut Stichel, master toolmaker
 Location: Aqtai, Mangistauskij Politechnischeskij kolledzh imeni Chalela Usbekgaliewa
 Task: Improving training in metal processing trades



China:

Among its patients, Yanting People's Hospital treats children with infantile cerebral palsy: Karin Ruth Bernack explains physiotherapy exercises following the Bobath method.

Expert: Karin Ruth Bernack, physiotherapist
 Location: Yunxi Town, Yanting People's Hospital
 Task: Training staff in paediatric physiotherapy

Europe and the Caucasus

Assignments according to country in 2019

Important fields of activity in 2019

Country	Assignments
Albania	7
Armenia	13
Azerbaijan	20
Belarus	2
Bosnia-Herzegovina	2
Georgia	32
Kosovo	15
Moldova, Republic	26
North Macedonia	4
Portugal	1
Serbia	34
Slovenia	1
Ukraine	76
Total	233

Field	Assignments
Economic development	138
Education	48
Public health	22
Social security	9
Rural development	5
Urban development	3
Good governance	3

In 2019, SES carried out 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.

Ukraine:

Alexandr Makukhin's cheese dairy processes 150 litres of milk daily: Walter Mayr introduced quality control processes as well as three new varieties of cheese.

Expert: Walter Mayr, specialist in the milk and dairy industry
 Location: Novovoznesenka, Fernerskoye Khozyaystvo Aleksandra Makukhina
 Task: Improving the quality and variety of cheese



Armenia:

The apple producer And is having problems with young, hand-grafted apple trees: Hans Josef Weber sees their only chance of survival to be to graft them onto a rootstock.

Expert: Hans Josef Weber, horticulturalist
 Location: Sisian, And
 Task: Introduction to fruit tree grafting

Georgia:

The ProMestia building and furniture carpentry firm is looking for a big seller for the local market: under instruction from Alfred Theiner, they are building chicken coops using traditional techniques.

Expert: Alfred Theiner, master carpenter
 Location: Mestia, ProMestia Georgia
 Task: Developing new products



Republic of Moldova:

Popa & Associates want to take on legal services for German chambers and law firms: Dr Daniel Rubner (left) in conversation about the market opportunities for the plan.

Expert: Dr Daniel Rubner, lawyer
 Location: Chişinău, Popa & Associates
 Task: Appraisal of marketing plans



Latin America and the Caribbean

Assignments according to country in 2019

Important fields of activity in 2019

Country	Assignments
Argentina	23
Bolivia	54
Brazil	12
Chile	4
Columbia	19
Dominican Republic	4
Ecuador	15
El Salvador	6
Guatemala	2
Haiti	8
Honduras	10
Mexico	79
Panama	9
Paraguay	13
Peru	7
Uruguay	7
Total	272

Field	Assignments
Economic development	139
Education	78
Poverty eradication	15
Rural development	7
Urban development	7
Public health	5
Environmental protection	5

From 2018 to 2019, SES was able to increase the number of assignments in Latin America and the Caribbean by a good seven percent. It dispatched Experts to a total of 16 countries in the region. Their knowhow was in particular demand in Bolivia and Mexico, and in the fields of economic development and education.



Mexico:

SEGIA brings sustainability to water management in Jalisco: Dr Volker Mayer (centre, left) and Steffen Petzold (centre, right) have visited 13 wastewater treatment plants and supported the authorities with information pertaining to funding and technology.

Experts: Dr Volker Meyer, urban water resource engineer
Steffen Petzold, urban water resource engineer

Location: Guadalajara, Secretaría de Gestión Integral del Agua (SEGIA)

Task: Modernising water management



Peru:

Tech Trade manufactures spare parts and wear parts for the Latin American paper industry: Walter Jasienski checking a mould for casting refining discs.

Expert: Walter Jasienski, mechanical, heat treatment and metallurgical engineer
Location: Lima, Tech Trade
Task: Quality check for cast steel products



Paraguay:

Costura Creativa is a project run by the 2KP Foundation to train disadvantaged women as seamstresses: during a pattern-cutting test, Christina Claus watches for the right sewing technique.

Expert: Christina Claus, dressmaker and pattern cutter
Location: Limpio, Fundación 2KP, Costura Creativa
Task: Creating new teaching materials



Ecuador:

The restaurants in the El Café de Tere chain make nearly all their dishes themselves: Prof. Konrad Otto recommends various hygiene measures for working with food.

Expert: Prof. Konrad Otto, nutritional scientist, retired professor of food technology
Location: Guayaquil, El Café de Tere
Task: Standardising food hygiene

Companies, professional bodies, organisations

Assignments according to federal state in 2019

Federal state	Assignments
Baden-Württemberg	6
Bavaria	3
Berlin	2
Brandenburg	1
Bremen	1
Hesse	3
Lower Saxony	4
North Rhine-Westphalia	2
Rhineland Palatinate	1
Saxony	2
Thuringia	5
Total	*30

*7 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 2019, as in previous years, most enquiries came from the private sector in Baden-Württemberg.



Rhineland Palatinate:

Many new companies go in search of advice from experienced specialists: they are glad of a discussion with Irma Fechter, to go into unresolved issues and sound out new ideas before they take them to market.

Expert: Irma Fechter, sales and marketing manager
 Locations: Start-up companies
 Task: Help in establishing a business



Thuringia:

The Genshagen Foundation brings art, culture, politics, economics, science and media into discourse with one another: during an event in cooperation with the Klassik Stiftung Weimar, Friedrich Hermann (centre) shows how Erfurt's municipal housing association, the Kommunale Wohnungsgesellschaft Erfurt (KoWo), found its way to renewed success via social engagement.

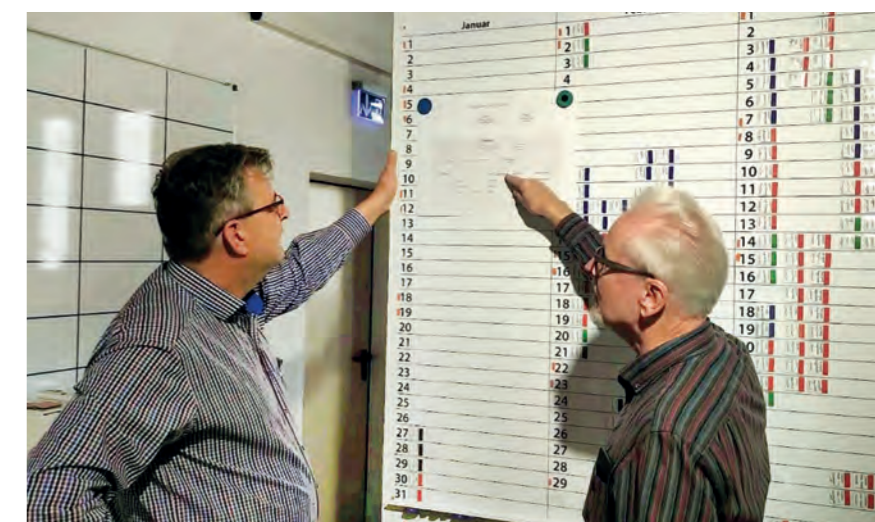
Expert: Friedrich Hermann, business administration specialist and business mediator
 Retired managing director of Kommunale Wohnungsgesellschaft Erfurt (KoWo)
 Location: Weimar, Genshagen Foundation, Klassik Stiftung Weimar
 Task: Report on experiences for the series of events on the subject of diversity at work



Baden-Württemberg:

Arabian African exports vehicles and vehicle parts to African and Arab countries: together with Erich Rödner (left), the company has overhauled its marketing and sales strategy from the ground up.

Expert: Erich Rödner, mechanical engineer
 Location: Ulm, Arabian African
 Task: Coaching for specialists in marketing and sales



Baden-Württemberg:

Ralf Brotte offers his customers a full service package for trade fair appearances: during his six-month collaboration with Gerhard Raeder (right), the entrepreneur restructured his operations and created three jobs.

Expert: Gerhard Raeder, economist and sociologist
 Location: Denzlingen, External Trade Fairs Department – Ralf Brotte
 Task: Optimising business organisation

A New Boost for Schoolchildren

Assignments according to federal state in 2019

Federal state	Assignments
Baden-Württemberg	101
Bavaria	3
Bremen	1
Hesse	109
Lower Saxony	4
North Rhine-Westphalia	115
Saarland	21
Saxony	9
Saxony-Anhalt	12
Thuringia	8
Total	*383

*230 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 general and vocational schools. SES 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.

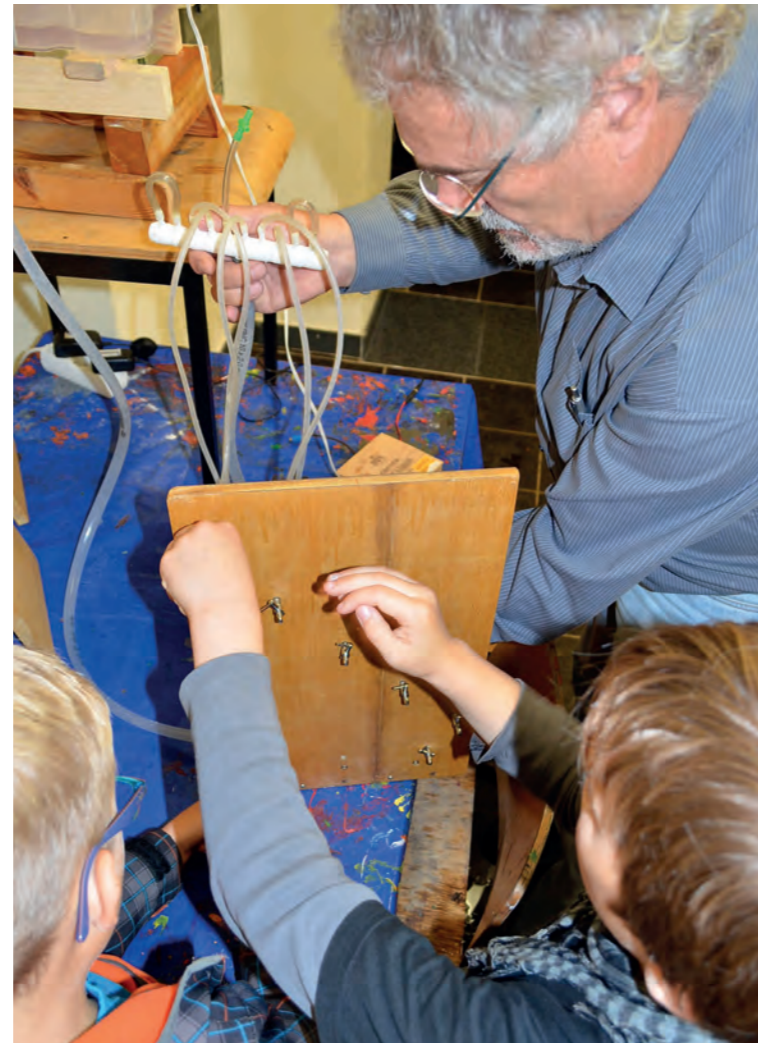


Hesse:

The Johann Hinrich Wichern Realschule gives young people a boost when deciding on their future careers, with a host of practical activities: schoolchildren role-playing interviews with Kurt Klemens and Carl Jaeger (right).

Experts: Carl Jaeger, communications technology specialist
Kurt Klemens, banking specialist

Location: Kassel, Johann Hinrich Wichern Realschule
Task: Preparation for job interviews



North Rhine-Westphalia:

The Eine-Welt-Schule puts great emphasis on voluntary learning: 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 school children



Saarland:

Ruba comes from Syria and goes to school in Gündingen. She is determined to study medicine – a challenging plan, according to Birgit Steiner. On her advice, Ruba familiarised herself with a doctor's profession first of all, during an internship in a Syrian ear, nose and throat practice: this was such a success that the young woman was encouraged in her career aspirations.

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



Baden-Württemberg:

In the VABO* classes at the Justus-von-Liebig-Schule, immigrants with limited German skills are prepared for their training courses: Bernhard Trautwein familiarises young people with the occupational profile of a cook.

Expert: Bernhard Trautwein, hotel management specialist
Location: Mannheim, Justus-von-Liebig-Schule
Task: Preparing for the world of work

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

VerA initiative**



VerA mentorships according to federal state in 2019

Main occupations whose training courses are covered by VerA

Federal state	Mentorships
Baden-Württemberg	1.107
Bavaria	686
Berlin	237
Brandenburg	69
Bremen	159
Hamburg	93
Hesse	352
Lower Saxony	589
Mecklenburg-Vorpommern	42
North Rhine-Westphalia	693
Rhineland Palatinate	462
Saarland	18
Saxony	200
Saxony-Anhalt	48
Schleswig-Holstein	100
Thuringia	146
Total	*5,001

- 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

* 2,967 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.

The VerA initiative, which exists to prevent trainees dropping out, is a nationwide mentorship programme to help promote specialist training for young people. VerA brings trainees together with retired specialists, who give them one-to-one coaching. For years now, this initiative has been the most successful individual service that SES provides.

VerA goes to school in Europe

Since 2017, SES and ten other organisations are working towards getting programmes started in Europe that will mirror VerA. They have set up two EU-funded projects, MYDI* and EvoYou**, to put this plan into practice. In the meantime, VerA is inspiring a pilot project in Lyon. Further test runs are planned in other parts of France, as well as in Finland, Italy and Spain.

* Mentoring Young Disadvantaged People for Inclusion (2017-2019)

** European Senior Volunteering through Mentoring for the Social Inclusion of Young People in Difficulties (2019-2021)



Photo: Peter Lessmann

North Rhine-Westphalia:

Sunay has completed her hairdresser's training as the best in the guild, and is now preparing for her exam to qualify as a master hair stylist: Wolfgang-Dieter Striening managed to calm the mother-of-two's trepidation relating to mathematics and exam situations.

Expert: Wolfgang-Dieter Striening, economist
 Location: Warendorf
 Task: Overcoming exam stress, deepening mathematical skills

North Rhine-Westphalia:

Mohammed Ali has almost finished his training as a specialist worker in the hospitality industry and wants to keep going until he has his hotel business administrator qualification under his belt as well: he works through the course materials together with Axel Wilke, and is also working on his German, both for everyday and specialist use.

Expert: Axel Wilke, industrial business management and business administration specialist
 Location: Cologne
 Task: Support with course materials, improving language skills

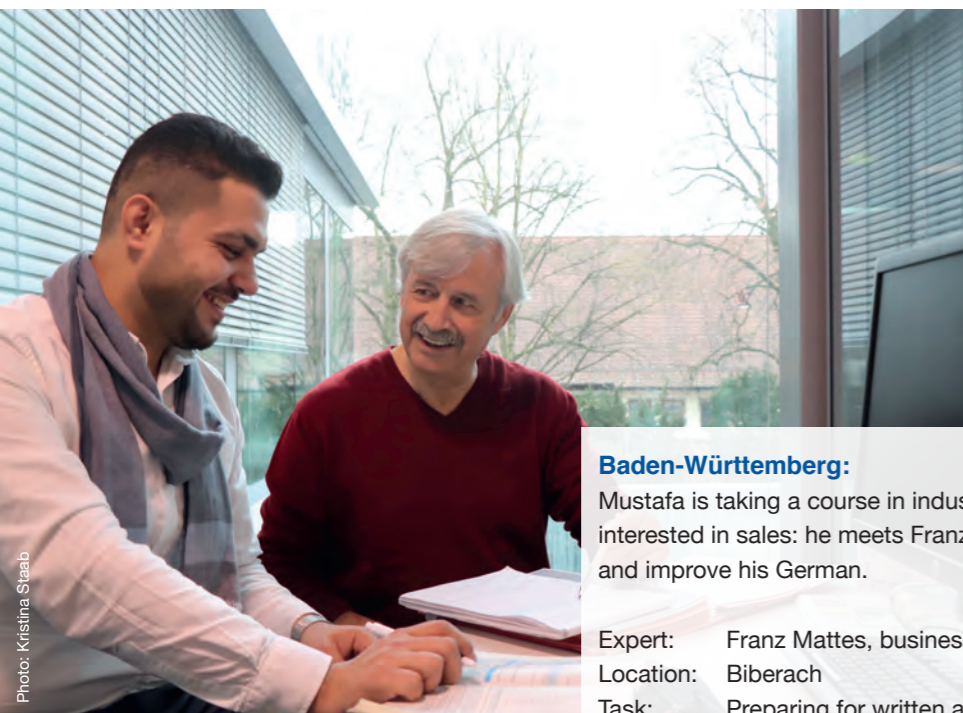


Photo: Heike Schwittalla

Rhineland Palatinate:

Shorena is already a nurse by training and is now adding on a second qualification as a carer for the elderly – which, with three children, is a big undertaking: Martha Großkopf is helping her with questions on specialist terminology as well as with organising herself.

Expert: Martha Großkopf, registered social worker
 Location: Bellheim
 Task: Help with time management, learning specialist terminology



Baden-Württemberg:

Mustafa is taking a course in industrial business management and is particularly interested in sales: he meets Franz Mattes every week to discuss specialist topics and improve his German.

Expert: Franz Mattes, business administration specialist
 Location: Biberach
 Task: Preparing for written and oral final examinations



Photo: Olaf Wull-Nickel

Bangladesh:

Diagnosing pain in the upper abdomen: Jörg Wahl shows paramedics at the NGO MATI how to properly examine a patient.

Expert: Jörg Wahl, doctor
 Location: Sankipara, MATI Bangladesh
 Task: Supervision of paramedic assistance interventions
 Contact: matibangladesh.org

Photography competition: winning entry



Photography competition

For the SES Sponsors' Association, 2019 was the perfect time for a photography competition, to mark its 35th birthday the year before. They were looking for the best pictures from Expert assignments abroad – pictures that would personify the competition's theme: 'Helping people to help themselves'.

The competition ended with the jury's deliberations on the 30th September 2019 and was a great success, with over a hundred entries. In the end, 13 contributions made it to the final, and three top prizes were awarded, along with a special award.

The three first prizes, all of equal merit, went to Susanne Döbler, Dr Bernd Hillerich and Jörg Wahl for photos from assignments in Morocco, Malawi and

Bangladesh. The special award – also for a picture from Bangladesh – was given to Christof Krackhardt.

All contributions in the final round were refined by a graphic designer and attractively framed. They are now ready for a touring exhibition, starting in 2020. Interest in the exhibits has been shown among others by the German Federal Ministry for Economic Cooperation and Development (BMZ) – SES' most important public sponsor.

Tasks

With projects like the photo competition, the Sponsors' Association is intensifying its activities to raise awareness of SES among institutions and potential Experts in Germany. It thus plays an important part in public relations.

Photography competition: the final



Uganda:

Swapping expensive disposable sanitary products for menstrual cups: Almut Lüpkes convinces women from Kasese.

Expert: Almut Lüpkes, headteacher
 Location: Kasese Municipality, Women Foundation for Development (WFD)
 Task: Supporting health education

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 2019 they funded a total of 20 assignments – most of them in African countries such as Eritrea, Ghana, Madagascar, Togo and Uganda.

Information in brief: SES Sponsors' Association

	2019	2018
Contributions	€14,500	€15,200
Donations	€50,204	€25,919
Subsidies	€40,608	€47,538
Members	380	380
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 SES statutes:

The purpose of the Association is the procurement of funds for the attainment of the tax-advantaged aims of 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



Indonesia:

The IAIN Gorontalo offers 22 subjects and employs over 300 teaching staff: Dr Irene Jansen supported the lecturers in the Economics department in overhauling the curriculum and trained them in didactics and faculty management.

- Expert: Dr Irene Jansen, senior teacher, retired regional director of the German Academic Exchange Service (DAAD)
- Location: Gorontalo, Institut Agama Islam Negeri (IAIN) Sultan Amai Gorontalo
- Task: Training teachers in the Economics department

Overall performance and financial position

Despite good assignment figures and a healthy 4-percent increase in revenue, SES has finished the business year 2019 with a €298,000 shortfall. An income of €15.523 million could not balance out expenditure, which totalled €15.821 million.

The most significant provider of funds was, once again, the state. For instance, the German Federal Ministry for Economic Cooperation and Development (BMZ) provided funding for assignments abroad in developing and newly industrialised countries – some €11.5 million. Furthermore, the German Federal

Ministry of Education and Research (BMBF) provided €3.942 million to finance the VerA Initiative, and €76,500 for assignments supporting the Coordination Agency for Training and Migration (KAUSA). The SES Sponsors' Association also subsidised international assignments, to the tune of over €40,500.

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 (€6,000) and Verein Saarwirtschaft hilft Flüchtlingen [Business in Saarland Helps Refugees] (€5,000). And the Landesbank Baden-Württemberg (LBBW) stepped up again as sponsor for assignments in 'welcome classes' for young refugees in Baden-Württemberg's vocational schools.

Spending on project costs amounted to €6.688 million, while staff costs rose to €6.203 million. Costs for materials fell to €2.93 million.

Committed to quality

As in every year, in 2019 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, as 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

Financial data		
Financial statement	2019	2018
<small>(all values given in EUR '000s)</small>		
Revenues	15,381	14,782
Donations	97	97
Other income	45	72
Total income	15,523	14,951
Project costs	6,688	5,899
Personal costs	6,203	5,938
Material costs	2,930	3,114
Total expenditure	15,821	14,951
Result for the year	** -298	* 0

* after allocation to reserves
** subject to the shareholder's approval

The preliminary 2019 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.

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 €19.4 million in 2019. The voluntary work of the SES Experts is impossible to judge accurately in monetary terms. If every day of an assignment in Germany and abroad were valued at the theoretical amount of €250, and every meeting associated with mentoring young people in Germany at €40, then, with around 172,800 assignment days in 2019, we reach the approximate sum of €21.6 million. The public funds injected into the SES, on the other hand, totalled €15.1 million. Adding these two sums together gives a value, for all the assignments carried out in 2019, of a good €56.1 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 2019, as in previous years, public funding was matched several times over in the form of Experts' services and clients' contributions.



On the speaker's podium at the Parliamentary Lunch on 4 June 2019: Her Excellency Ruth Masodzi Chikwira and Dr Maria Flachsbarth.

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 SES GmbH. The Foundation's Board of Directors authorises the financial and assignment planning of SES GmbH, approves the annual report and appoints and approves the actions of the Executive Director. The Board of Trustees functions as the supervisory board of the Foundation. It supports and approves the actions 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.

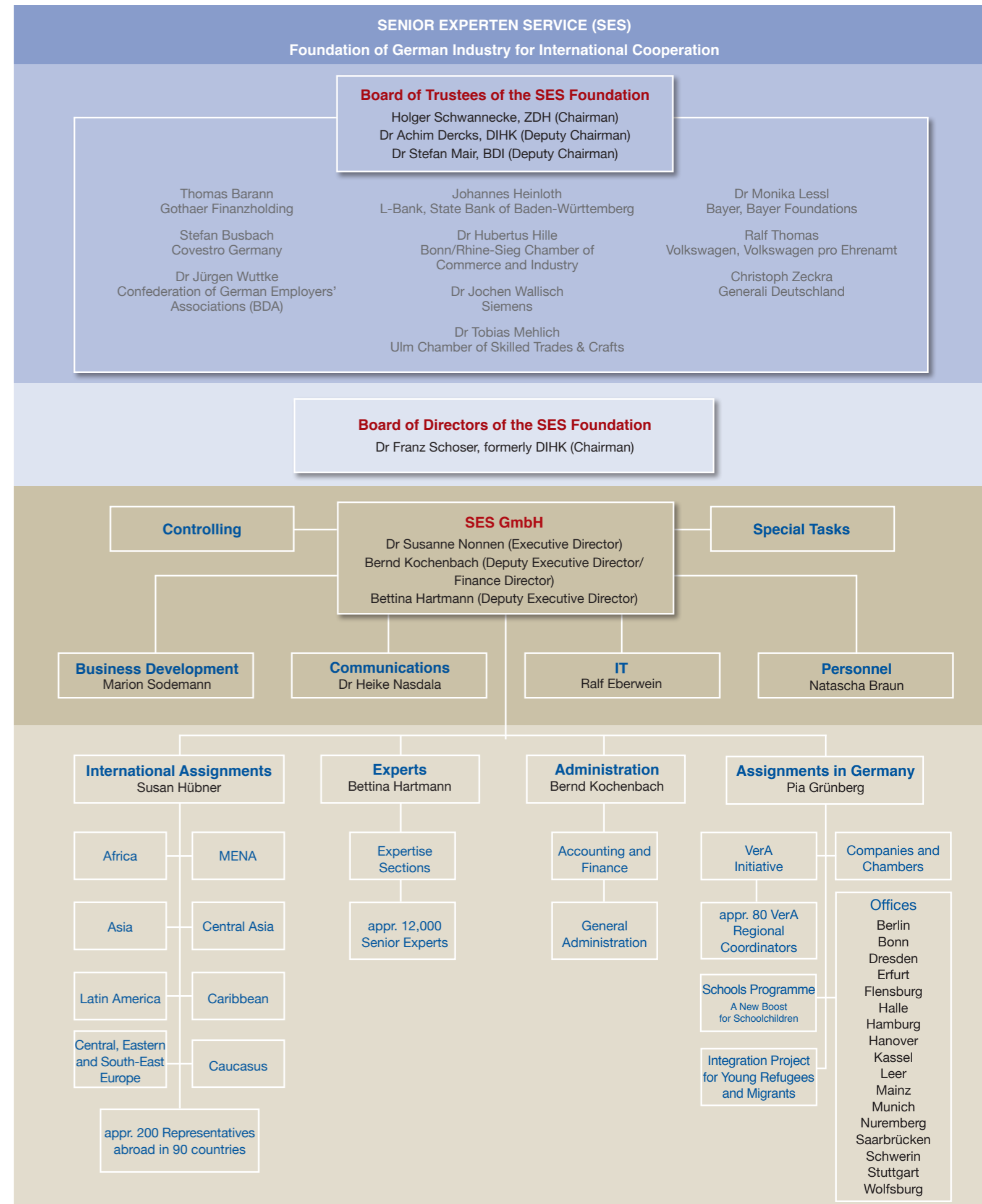
The Foundation's capital added up to more than a million euros at the end of 2019. Returns from this capital are used to benefit strategically important plans of the SES.

Parliamentary Lunch

The Parliamentary Lunch is an established fixture among the networking events brought in by the SES Foundation. The Foundation has hosted this high-profile 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 2019, the Parliamentary Lunch enjoyed the patronage of the former Federal Minister for Family Affairs and longstanding Chair of the German National Association of Senior Citizens' Associations (BAGSO), Prof. Ursula Lehr. The opening speech was made by Her Excellency Ruth Masodzi Chikwira, Ambassador of the Republic of Zimbabwe in Germany, and Dr Maria Flachsbarth, Parliamentary State Secretary at the German Federal Ministry for Economic Cooperation and Development (BMZ).



Assignments by country 1983 – 2019

Afghanistan	36	Dominican Republic	79	Lithuania	523	Sierra Leone	55
Albania	170	Ecuador	230	Madagascar	261	Singapore	3
Algeria	43	Egypt	294	Malawi	115	Slovakia	32
Angola	3	El Salvador	54	Malaysia	70	Slovenia	56
Antigua and Barbuda	5	Equatorial Guinea	1	Maldives	13	Solomon Islands	1
Argentina	284	Eritrea	51	Mali	17	Somalia	25
Armenia	109	Estonia	218	Malta	26	South Africa	220
Austria	1	Ethiopia	568	Mauritania	34	South Sudan	1
Azerbaijan	199	Fiji	1	Mauritius	8	Soviet Union	31
Bahrain	2	France	1	Mexico	866	Spain	4
Bangladesh	81	Gabon	2	Moldova	1,015	Sri Lanka	154
Belarus	390	Gambia	14	Mongolia	931	St Vincent and the Grenadines	1
Belgium	7	Georgia	248	Montenegro	13	Sudan	23
Belize	5	Ghana	421	Morocco	274	Swaziland	3
Benin	27	Greece	3	Mozambique	57	Sweden	1
Bhutan	53	Grenada	1	Myanmar	144	Switzerland	1
Bolivia	818	Guatemala	174	Namibia	339	Syria	72
Bosnia and Herzegovina	123	Guinea	19	Nepal	386	Tajikistan	169
Botswana	52	Guyana	11	Netherlands	1	Tanzania	958
Brazil	360	Haiti	117	Nicaragua	144	Thailand	309
Brunei	3	Honduras	145	Niger	4	Timor-Leste	17
Bulgaria	1,358	Hungary	52	Nigeria	57	Togo	107
Burkina Faso	36	Iceland	2	North Macedonia	108	Trinidad and Tobago	15
Burundi	54	India	1,086	Oman	1	Tunisia	122
Cambodia	346	Indonesia	772	Pakistan	592	Turkey	156
Cameroon	279	Iran	125	Palestinian Territories	8	Turkmenistan	214
Cape Verde	16	Iraq	3	Panama	20	Uganda	529
Central African Rep.	2	Ireland	1	Papua New Guinea	3	Ukraine	709
Chad	2	Israel	4	Paraguay	257	United Arab Emirates	6
Chile	156	Italy	4	Peru	223	United Kingdom	1
China	6,663	Jamaica	32	Philippines	274	Uruguay	83
China: Taiwan	13	Jordan	123	Poland	168	USA	2
Colombia	254	Kazakhstan	1,392	Portugal	21	Uzbekistan	798
Congo, Rep.	6	Kenya	220	Qatar	4	Venezuela	55
Congo, Dem. Rep.	52	Korea, DPR	2	Romania	1,114	Vietnam	382
Costa Rica	58	Korea, Rep.	53	Russia	1,330	Yemen	162
Côte d'Ivoire	16	Kosovo	138	Rwanda	257	Yugoslavia	3
Croatia	57	Kyrgyzstan	346	Samoa	19	Zambia	95
CSFR	31	Laos	149	Saudi Arabia	17	Zimbabwe	186
Cuba	13	Latvia	315	Senegal	15	Transnational	9
Cyprus	1	Lebanon	93	Serbia	227		
Czech Rep.	60	Lesotho	25	Serbia and Montenegro	75		
Djibouti	1	Liberia	15	Seychelles	2		
		Libya	4				
						Total Abroad	35,656
						Total Germany	21,046





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