



# ANNUAL REPORT <sup>2020</sup> 2021



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

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Senior Experten Service (SES)

Foundation of German Industry for  
 International Cooperation



## Senior Experten Service (SES)

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International Cooperation

# WORLD EXPERT SERVICE

Specialists and managers in retirement  
Weltdienst 30+ workers

Voluntary know-how transfer in all industries  
and sectors in Germany and abroad

Support for the next generation of specialist  
workers in Germany

Internationally active for Agenda 2030 with its  
17 targets for sustainable development



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## Uncertain times, crisis with learning effects



The start of the 2020s was a nasty surprise for all of us. At SES, for example, we started the new decade with our assignment book full, and of course expected this trend to continue. But then came the coronavirus, and now a war is being waged in Ukraine, our most important assignment country in Eastern Europe. The effects of these developments are as yet unforeseeable.

During the pandemic, we behaved as we were expected to. Assignments and events were cancelled, Experts were recalled from abroad, and the workforce was sent to work from home. Only our programmes in Germany were able to continue, with restrictions.

However, we have become more digital. Not only in our day-to-day procedures, but in precisely those situations that have always been about people meeting face to face. For example, when exchanging experiences, at seminars preparing for assignments, and in particular with regard to the assignments themselves.

Ultimately, we were pushed to modernise our operations, and this is a good thing. We know that we will always be needed, and will always be able to help – digitally, if necessary. Our partners in Ukraine can also benefit from this. Because for the protection of our Experts, assignments in the country will only be possible when the security situation has stabilised. However, there are many digital options!

We have also continued developing in other fields. For example, with our participation in the African-German Youth Office (AGYO), for whom we have been responsible for the exchange of young specialist workers from Africa and Germany since the middle of 2021 – a new task with huge potential.

Moments for reflection included our parting from two people who have been very important to the organisation. In November 2021, Dr Franz Schoser vacated his position as Chairman of the Board of the SES Foundation. And in early 2021, my predecessor Dr Susanne Nonnen retired, but will thankfully continue to serve our Foundation as Executive Director.

For decades the public has known Dr Schoser and Dr Nonnen as the faces of SES. I wish to personally thank them for making me feel very welcome and preparing me for my present task. With our new Chairman of the Foundation, Holger Schwannecke, General Secretary of the German Confederation of Skilled Crafts (ZDH), we will continue to enjoy our very trusting collaboration.

As an organisation, we have many institutions and people to thank. Above all, 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 gave us security in difficult times, and we are extremely appreciative of this. For their expert support and advice, we also thank Engagement Global, the German government's service point for development initiatives, and the Federal Institute for Vocational Education and Training (BIBB).

The SES is also very grateful to our supportive members of the German and European parliaments. Particular thanks go to the German Foreign Office, the German diplomatic missions abroad, the German Association for International Cooperation (GIZ), the main associations of German industry, as well as the German Chambers of Industry and Commerce Abroad (AHKs), the Chambers of Skilled Trades and Crafts (HWKs) and the Chambers of Industry and Commerce (IHKs).

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, and to the members of the SES Sponsors' Association, to companies, company-linked foundations, and to many individual people. Their support will remain vital to us in the future.

We are especially grateful to our Experts and all our staff, both paid and voluntary, within Germany and abroad, for their tireless commitment, motivation and excellent performance despite all adversities.

Dr Michael Blank  
Executive Director, SES GmbH

## Chronicle of the coronavirus years

KEY DATES		LOOKING BACK	
<b>December 2019</b>			
	Coronavirus outbreak in China		<b>Results 2019</b> Assignments abroad: 2,206 Assignments in Germany: 5,572 Registered: 10,909
<b>2020</b>			
27/01	1st COVID-19 case in Germany		
11/03	<b>World Health Organisation (WHO):</b> Pandemic declaration		
16/03	<b>Robert Koch Institute (RKI):</b> Upgrade of risk of infection in Germany		
17/03	<b>Foreign Office:</b> ▪ Worldwide travel warning issued ▪ Start of international recall campaign	17/03	▪ Cancellation of all assignments and events abroad ▪ International recall campaign started ▪ Only coronavirus-accordant assignments in Germany
		30/03	Aid offered to German companies in crisis
		06/04	Completion of international recall campaign
29/04	Introduction of obligatory masks in Germany		
		01/06	Start of reduced hours for 72% of all staff
		10/08	Start of online preparation for assignments abroad
		20/08	<b>SES Sponsors' Association:</b> Donation of 5,000 cloth masks
		22/10	Start of the first assignment abroad 'since the coronavirus'
21/12	<b>European Union (EU):</b> 1st approval of a COVID-19 vaccine in the EU		
26/12	1st COVID-19 vaccination in Germany		
			<b>Results 2020</b> Assignments abroad: 453 Prepared online: 395 Assignments in Germany: 4,420 Registered: 11,685
<b>2021</b>			
19/01	Tightening of mask obligation in Germany		
		24/03	1st big digital event
		01/04	<b>SES GmbH:</b> ▪ Dr Michael Blank takes over as Executive Director ▪ Dr Susanne Nonnen retires
		21/04	1st digital regional conference
		27/05	12,000th registration received
07/06	Vaccination prioritisation suspended across Germany		
		24/06	Kick-off of African-German Youth Office (AGYO)
16/07	Catastrophe alarm after flooding in Germany		
		18/08	Aid offer to flood-damaged cities and communities
		02/09	Relaunch of VerA homepage
26/09	Bundestag elections		
		18/11	<b>SES Foundation:</b> Election of Chair of Board and Chair of Board of Trustees
08/12	Swearing-in of traffic-light cabinet		
			<b>Results 2021</b> Assignments abroad: 201 Prepared online: 671 Assignments in Germany: 4,236 Registered: 12,351



## The future needs experience

### Passing on knowledge

Since it was founded on 31 January 1983, SES has been promoting know-how transfer by volunteers. All around the world, our Experts pass on their specialist expertise and professional experience. Their assignments take place in developing and newly industrialised countries, but also in Germany, where they mainly benefit young people in schools and specialist training.

For many years, all of our Experts were retired. However, since the start of 2017 we have also been assigning people who are still working. We created Weltdienst 30+ especially for them, and solely for assignments abroad, thus strengthening the voluntary commitment of the middle generation in collaborative development work.

### Know-how from 50 industries

Our specialists hail from around 50 industries and several hundred individual professions. Skilled trades and crafts, technology, trade and industry, services and sales, administration and public service, education and science: SES covers practically every field and sector.

SES is nevertheless always looking for new Experts from all professions to be able to fulfil as many assignment requests as possible – as quickly and precisely as we can.

### Urgently required

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

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

SES is tackling these shortfalls through targeted press and publicity work, and by directly addressing professional associations and networking with individual companies.



### UGANDA

Dr Robert Haas with GWAD workers on one of the first assignments possible following the outbreak of the coronavirus pandemic. Since 2019, our Expert has been to Gulu five times to facilitate the economic consolidation of the organisation.

**Expert:** Dr Robert Haas, lawyer  
**Location:** Gulu, Grassroots Women's and Men's Association for Development (GWAD)  
**Task:** Fundraising support



## Expert register: development and technical expertise

REGISTER	2021	2020	2019
Experts	12,351	11,685	10,909
Weltdienst 30+ specialists	1,611	1,504	1,336
Registrations	1,020	1,076	1,582
Farewells	370	325	*3,695
Average age	70.6	70.4	70.1
Proportion of women (%)	24.0	23.3	22.6

\* Farewells due to new provisions after the General Data Protection Regulation (GDPR) came into force

**Good news:** Thankfully, COVID-19 has had no effect on our expert register. It grew significantly despite the coronavirus, and is on course to reach 13,000 entries in the near future. We can also celebrate the steadily increasing proportion of women among our specialists.

INDUSTRY	EXPERTS		
	2021	2020	2019
Agriculture	576	545	508
Automotive engineering	578	588	573
Banking and insurance	425	392	354
Building industry	719	700	674
Charitable institutions	675	645	593
Chemistry	389	390	382
Communication technology	280	279	264
Economic and professional organisations	264	259	248
Education	2,723	2,599	2,455
Electrical engineering	534	514	500
Energy	280	315	307
Environmental protection	214	213	216
Food industry	338	340	335
Glass and ceramics	72	73	73
Hydraulics and pneumatics	34	38	39
Information technology	596	547	484
Law and taxes	182	172	166
Leather processing	29	31	31
Measurement, control and regulation technology	220	225	220
Mechanical engineering	332	292	267
Media, arts and culture	480	443	404
Metal forming	89	95	100
Metallurgy	39	40	44

INDUSTRY	EXPERTS		
	2021	2020	2019
Metalworking	211	214	209
Mining	71	75	74
Optics	50	50	45
Packaging for end customers	33	57	55
Pharmaceuticals and cosmetics	259	253	243
Plant and apparatus engineering	128	141	135
Plastics	129	129	123
Precision mechanics	32	37	35
Printing and graphics	108	106	103
Public health	1,621	1,537	1,426
Public sector	1,233	1,150	1,090
Pulp and paper	33	40	38
Rubber processing	46	48	45
Sciences	298	283	260
Sector-independent activities	446	318	199
Services	1,179	1,184	1,152
Textiles	179	182	172
Tool and machine tool manufacture	128	136	137
Trade	359	359	336
Traffic, tourism and leisure	643	617	566
Wood processing	188	187	181

## Know-how made in Germany

### Expert knowledge for southern lands

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

This system is the key to the success of SES, enabling our assignments to make a highly valued contribution to German collaborative development work. The German Federal Ministry for Economic Cooperation and Development (BMZ) has recognised this contribution with almost four decades of sustained support, and in June 2021 made SES a partner in its new African-German Youth Office (AGYO).

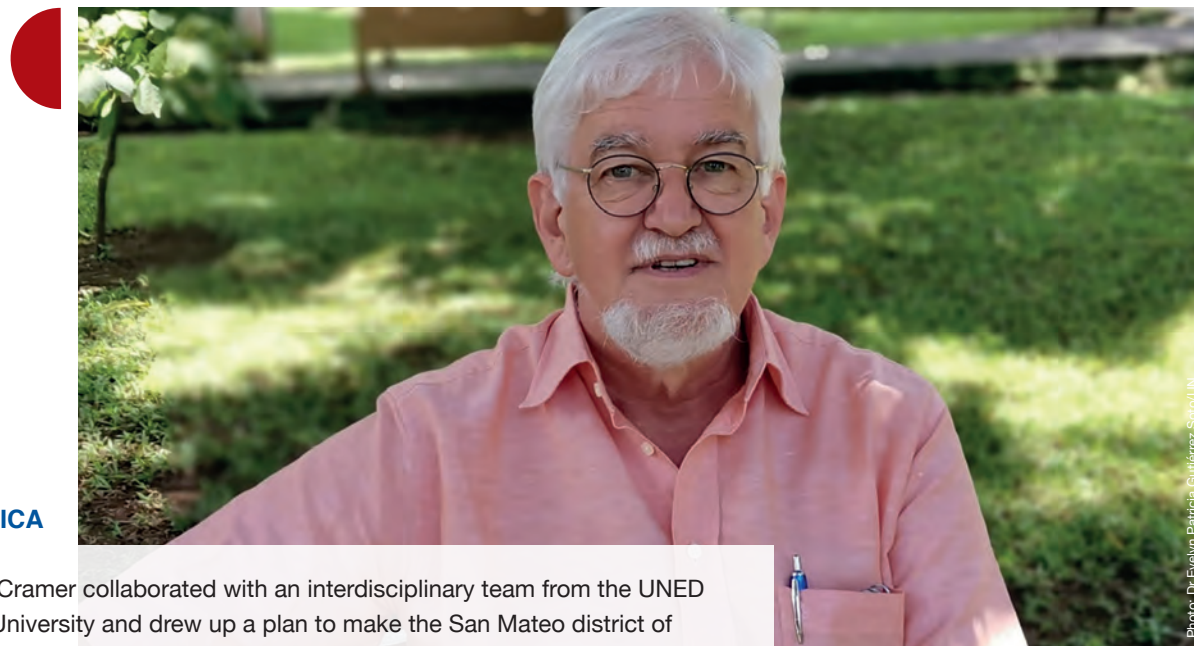
All around the globe, SES prioritised local economies and concentrated on fighting poverty and promoting vocational training, healthcare and agricultural development. With practically every one of our assignments we make a contribution to implementing Agenda 2030 with its 17 Sustainable Development Goals (SDGs).

### A worldwide network

The international success of SES can be attributed for the most part to our very good contacts. By the end of 2021, our network of Representatives consisted of 213 people and institutions in 91 countries: important points of contact for potential clients and for those already familiar with SES.

### Follow-up assignments and post-assignment activities

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



### COSTA RICA

Dr Stefan Cramer collaborated with an interdisciplinary team from the UNED Distance University and drew up a plan to make the San Mateo district of Costa Rica carbon-neutral. Follow-up assignments are now planned for setting up a climate cadastre, selecting projects for emission control, and parallel information campaigns.

**Expert:** Dr Stefan Cramer, geologist  
**Location:** San Mateo, Universidad Estatal a Distancia (UNED)  
**Task:** Planning of emission protection measures



## Around the globe: assignments and evaluation

ASSIGNMENTS	2021	2020	2019
Africa/MENA*	103	218	707
Asia/Central Asia	24	113	994
Europe/Caucasus	65	45	233
Latin America/Caribbean	9	77	272
<b>Total</b>	<b>201</b>	<b>453</b>	<b>2,206</b>
Follow-up assignments (in %)	27.4	24.9	21.2
Online assignments	671	395	0

\* Middle East and North Africa

**Safety comes first:** Unfortunately, the coronavirus had a noticeable effect on the assignment development abroad. To protect all those involved, many assignments have had to be cancelled or postponed since the start of the pandemic.

However, despite the crisis we have of course continued to work on our development task and prepared as many assignments as possible online.

POSITIVE FEEDBACK	Figures in %		
This is what our clients have to say.	2021	2020	2019
<b>About the assignment</b>			
The assignment			
... achieved its goal in full or for the most part.	79.8	77.5	85.3
... raised the employees' qualification level.	85.0	81.1	87.1
... has had positive effects.	90.8	91.4	93.4
<b>About the Expert</b>			
I am satisfied			
... with the collaboration.	95.4	96.9	96.5
... with the specialist expertise.	95.4	94.6	95.5
<b>I would like a further assignment.</b>	<b>84.4</b>	<b>82.6</b>	<b>86.3</b>

Source: Evaluation of assignments



### NEW: African-German Youth Office (AGYO) – With us, the Team works!

Since 24 June 2021 it's official: we are one of the partners in the new African-German Youth Office (AGYO), and in this context are responsible for the Team works! division – specialist worker encounters for sustainable development.

and make it possible for young specialist workers from Germany to participate in one of our African assignments. What's special is that the participant is not alone. We ensure that an expert is always present to help out.

With Team works! we give young specialist workers from Africa the opportunity to come to Germany as observers,

The AGYO is operated on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ) by Engagement Global, the service point for development initiatives.





**Reconstruction aid:** Immediately after the flooding in July 2021, we offered our support to cities and communities in North Rhine-Westphalia and Rhineland-Palatinate that were particularly badly affected. Dipl.-Ing. Heinz Hecht (r.) is among the helpers. Here the architect and urban planner is talking to Andreas Geron, Mayor of Sinzig, upon arriving at the severely damaged Sinzig-Bad Bodendorf thermal baths.

## 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 in training – now its main focus within Germany.

### For the specialist workers of tomorrow

Since 2006, children and young people have benefited from our schools programme, A New Boost for Schoolchildren. Our VerA initiative has been helping trainees since the end of 2008, preventing them from dropping out via a mentoring service throughout Germany that is supported by the German Federal Ministry of Education and Research (BMBF).

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

### VerA goes to school in Europe

Since 2017, SES has been working with a number of organisations to help initiatives that are following the example of VerA to gain a foothold in Europe. The EU supported this endeavour with funds for the MYDI\* and EvoYou\*\* projects, in which we are partners. Services similar to VerA have now been tested or set up in a number of European countries. France, for example, has ‘1 jeune, 1 mentor’ – a mentorship programme for young people at school, in training or studying.

\* Mentoring Young Disadvantaged People for Inclusion (15/09/2017–14/09/2019)

\*\* European Senior Volunteering through Mentoring for the Social Inclusion of Young People in Difficulties (01/09/2019–31/01/2022)

## Across Germany: programmes and representatives

ASSIGNMENTS	2021	2020	2019
Aiding integration**	0	0	158 <sup>*156</sup>
Companies/professional bodies/organisations	34 <sup>*8</sup>	34 <sup>*10</sup>	30 <sup>*7</sup>
Schools programme	212 <sup>*126</sup>	272 <sup>*213</sup>	383 <sup>*230</sup>
VerA initiative	3,990 <sup>*2,269</sup>	4,114 <sup>*2,545</sup>	5,001 <sup>*2,967</sup>
<b>Total</b>	<b>4,236</b> <sup>*2,403</sup>	<b>4,420</b> <sup>*2,768</sup>	<b>5,572</b> <sup>*3,360</sup>
Digital events	182	42	0

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

\*\* mentorships commissioned by the state Coordination Agency for Training and Migration (01/08/2016–30/06/2019)

### An almost normal situation:

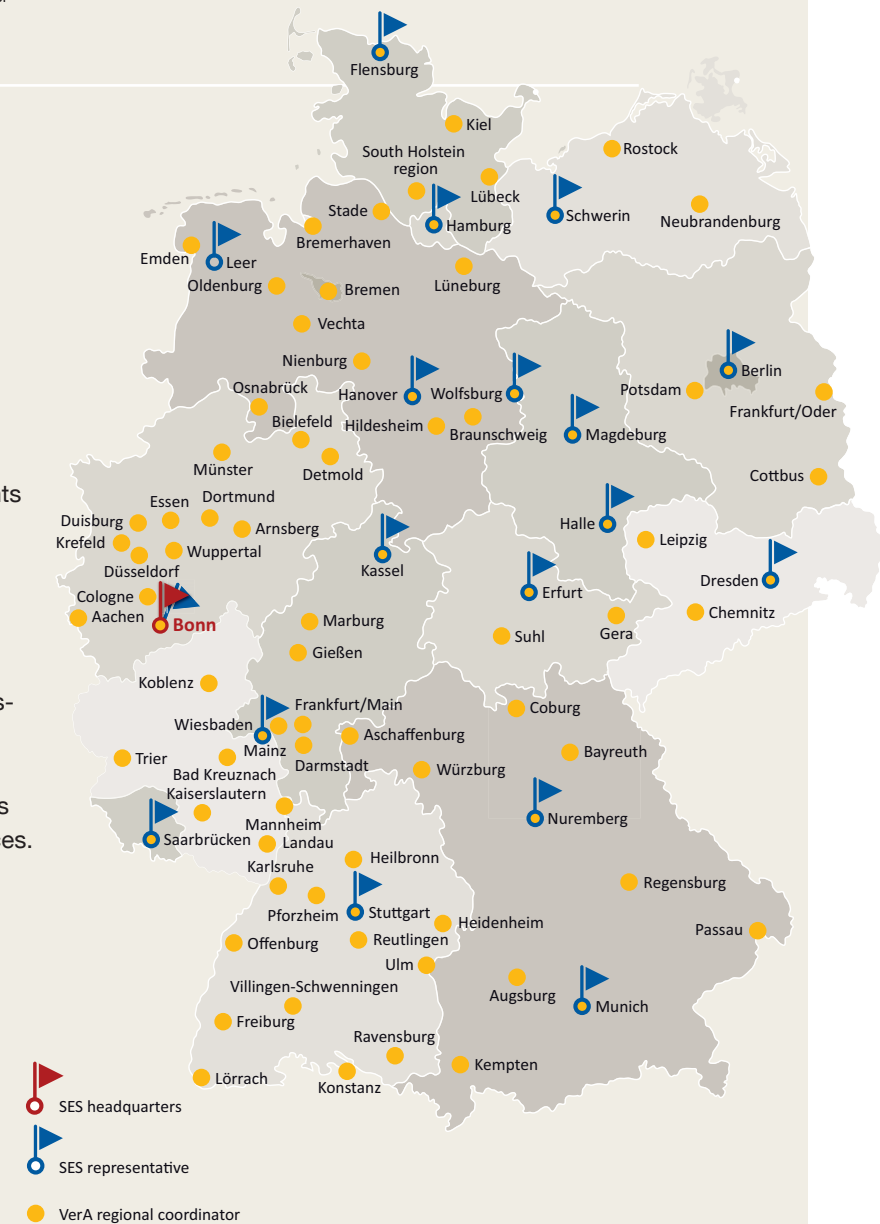
The coronavirus has done comparatively little damage to our activities in Germany, with only a slight drop in the number of assignments.

Particularly noteworthy is our VerA training initiative – our most successful individual service for years.

### Active throughout Germany

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

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





## Africa and MENA\*



### Weltdienst 30+ TANZANIA

Heike Helgers talking to a teacher at Makumira Secondary School. The school is looking for alternatives to teacher-centred learning. Our Expert is explaining the Think-Pair-Share (TPS) learning model, a combination of independent reflection, working in small groups, and presentations to the class.

**Expert:** Heike Helgers, secondary school teacher  
**Location:** Usa River, Makumira Secondary School  
**Task:** Introduction of cooperative teaching methods



### EGYPT

Dr Frank Schuchardt is discussing organic compost from the Baramoda company with a farmer. The agricultural company is committed to sustainable farming and is planning a big production site. Our Expert surveyed customers and ran in-house training on new work processes, production cycles and quality assurance.

**Expert:** Dr Frank Schuchardt, agricultural engineer  
**Location:** Qina, Baramoda  
**Task:** Improvement of compost quality and customer acceptance



### NAMIBIA

Jürgen Löschner with employees of the NCEL engineering office during the introduction of software for foundation calculations. NCEL prepares subsoil reports and would like to bring its managers' knowledge up to date. Our Expert informs the team about current computer programs, Eurocode test procedures and powerful field testing devices.

**Expert:** Jürgen Löschner, geotechnical engineer  
**Location:** Ongwediva, Namibian Civil Engineering Laboratory (NCEL)  
**Task:** Further education in the field of soil mechanics and geotechnics

## Overview of results

ASSIGNMENTS	2021	2020	2019
Algeria	0	2	5
Benin	0	0	2
Botswana	0	0	1
Burkina Faso	0	0	2
Cameroon	1	4	14
Cape Verde	0	1	0
Congo, Democratic Republic	3	0	2
Congo, Republic	0	4	4
Côte d'Ivoire	1	0	0
Djibouti	0	2	0
Egypt	0	6	19
Eritrea	0	0	4
Eswatini	0	1	0
Ethiopia	0	6	22
Gambia	1	0	5
Ghana	4	13	35
Jordan	4	3	9
Kenya	4	7	25
Lebanon	0	0	3
Lesotho	0	2	2
Liberia	0	1	2
Madagascar	0	14	28
Malawi	7	6	18
Mauritania	4	2	6
Mauritius	1	1	4
Morocco	0	13	28
Mozambique	1	1	10
Namibia	2	10	16
Rwanda	0	7	40
Senegal	0	9	6
Seychelles	0	0	1
Sierra Leone	8	4	12
South Africa	7	29	95
Sudan	0	0	1
Tanzania	14	34	154
Togo	6	3	11
Tunisia	0	0	6
Turkey	1	0	0
Uganda	30	26	69
Zambia	0	1	16
Zimbabwe	4	6	30
<b>Total</b>	<b>103</b>	<b>218</b>	<b>707</b>

IMPORTANT AREAS	ASSIGNMENTS		
	2021	2020	2019
Education	23	61	219
Economic development	22	64	158
Public health	22	37	126
Poverty eradication	8	19	60
Rural development	13	10	51
Social security	8	10	33



*“Initially, I had my doubts as to whether an assignment of three to four weeks would have a long-term effect on the school. Now I know that this time period is optimal – especially for a follow-up assignment, where hardly any exploratory stage is necessary.”*

Heike Helgers on her assignment in Tanzania

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\* Middle East and North Africa



## Asia and Central Asia



### INDONESIA

Bernd Kunz oversees a practical learning situation with a theodolite. Together with the teaching staff of the BLK Ternate, our Expert developed new teaching concepts for the building department of the state vocational training school. The emphasis was on actions based on tasks from the future working world.

- Expert:** Bernd Kunz, surveyor, vocational school teacher  
**Location:** Ternate, Ternate Vocational Training Centre (BLK Ternate)  
**Task:** Readjustment of methodology and didactics



### LAOS

Dr Uwe Kullmer with a gynaecology team after a successful delivery at the maternity clinic in Vientiane. To improve the diagnostics, our Expert advises intensifying the interdisciplinary collaboration and introducing perinatal, team, morbidity and mortality conferences.

- Expert:** Dr Uwe Kullmer, gynaecologist  
**Location:** Vientiane, Mother and Newborn Hospital  
**Task:** Extension of interdisciplinary diagnostics and therapy



### INDIA

Gabriele Schauer-Lenneps discusses her teaching ideas for deaf, primary school-age children with R. P. Singh, head of the BPSSD. To break up the frontal teaching with exercises in sign language, our Expert recommends individual support with learning games.

- Expert:** Gabriele Schauer-Lenneps, educator  
**Location:** Amritsar, Bhagat Puran Singh School for the Deaf (BPSSD)  
**Task:** Development of creative forms of learning

## Overview of results

ASSIGNMENTS	2021	2020	2019
Bangladesh	0	2	10
Bhutan	0	1	5
Cambodia	0	4	14
China	0	0	141
India	3	31	116
Indonesia	0	25	135
Kazakhstan	5	6	158
Kyrgyzstan	10	7	37
Laos	0	6	11
Malaysia	0	0	1
Mongolia	1	4	76
Myanmar	0	4	27
Nepal	3	2	38
Pakistan	1	1	10
Philippines	0	4	18
Sri Lanka	0	2	8
Tajikistan	1	3	21
Turkmenistan	0	1	46
Uzbekistan	0	9	103
Vietnam	0	1	19
<b>Total</b>	<b>24</b>	<b>113</b>	<b>994</b>

IMPORTANT AREAS	ASSIGNMENTS		
	2021	2020	2019
Education	10	53	408
Economic development	8	27	279
Public health	5	16	238
Social security	0	4	18
Poverty eradication	0	6	15



*“The most difficult thing was to convince the teachers that children also learn while they’re playing. For this reason, I switched from theory to practice as quickly as possible and tested all the games at my disposal with the teachers and pupils. We then analysed the learning effects of each game together. It was a lot of fun and also clearly illustrated that this worked really well.”*

*Gabriele Schauer-Lenneps on her assignment in India*



*“I got a really friendly reception and had an extremely nice working environment, which made our talk about proposed changes and new ideas much easier. The younger teachers were especially interested in my demonstrations. I’ve also been in regular contact with them since my assignment.”*

*Dr Uwe Kullmer on his assignment in Laos*

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## Europe and the Caucasus



### UKRAINE

Hans-Jochen Meyer in the training yard of the vocational education centre in Kharkiv. Here trainee specialist workers learn how to work machinery used in agricultural services. Our Expert estimates that the practical proportion of the training should be increased by at least 20 percent.

**Expert:** Hans-Jochen Meyer, farmer, agricultural engineer, vocational school teacher  
**Location:** Dergachi, Kharkiv Center for Vocational Education of the State Employment Service  
**Task:** Analysis of dual structures in the 'tractor driver' training



### Weltdienst 30+ AZERBAIJAN

Ingeburg Guindo with nurses in the Central Customs Hospital in Baku. On behalf of the clinic, our Expert inspected its hygiene routine and protective measures, and demonstrated European standards for hand disinfection, instrument care and X-ray protection.

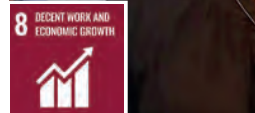
**Expert:** Ingeburg Guindo, hospital and operating theatre nurse  
**Location:** Baku, Central Customs Hospital  
**Task:** Inspection of hospital hygiene and work safety



### ARMENIA

Friedrich Obojkovits with Ashkhen Petrosyan in her new culture café. Just before the bistro opened, our Expert tested 118 recipes with the kitchen staff, helped prepare the menu, and worked through all the important gastronomical topics with the young entrepreneur.

**Expert:** Friedrich Obojkovits, cook, head chef  
**Location:** Ijevan, Café Novel  
**Task:** Start-up coaching for young entrepreneur



## Overview of results

ASSIGNMENTS	2021	2020	2019
Albania	4	3	7
Armenia	5	2	13
Azerbaijan	2	4	20
Belarus	0	1	2
Bosnia-Herzegovina	1	0	2
Bulgaria	1	0	0
Georgia	2	4	32
Kosovo	22	6	15
Moldova, Republic	5	5	26
North Macedonia	2	3	4
Portugal	0	0	1
Serbia	2	3	34
Slovenia	0	0	1
Spain	0	1	0
Ukraine	19	13	76
<b>Total</b>	<b>65</b>	<b>45</b>	<b>233</b>

IMPORTANT AREAS	ASSIGNMENTS		
	2021	2020	2019
Economic development	24	26	138
Education	24	12	48
Social security	3	0	9
Rural development	2	0	5
Urban development	1	0	3
Good governance	1	0	3



*“During my assignment I met very open and inquisitive people. Every afternoon I met the heads of the care and cleaning service to discuss what I had found. They showed great interest in the care and hygiene standards that are applied in Europe, and in Germany in particular. We were often joined by an anaesthetist who had worked in Germany for a while. He shared some of his experiences and translated when there were English words we didn't know.”*

*Ingeburg Guindo on her assignment in Azerbaijan*



*“While my client may be relatively inexperienced as yet, she has realised her dream of having her own café. I'm certain that she's going to follow my advice and hold on to her good staff members over the long term. It wasn't difficult to convince her that this would guarantee the qualitative, economical and long-term success of her business.”*

*Friedrich Obojkovits on his assignment in Armenia*

# SES



## Latin America and the Caribbean



### HONDURAS

Günter Meier with an organic farmer in the mountains of Honduras – a best practice example for the organic garden in Arca de Esperanzas. The inclusive organisation is starting with one hectare dedicated to sustainable cultivation. Our Expert helped with the assessment of the venture.

**Expert:** Günter Meier, social educator, former head of an inclusive enterprise with biodynamic gardening

**Location:** Tegucigalpa, Asociación para el Desarrollo Integral del Niño y Adulto con Lesión Cerebral (Arca de Esperanzas)

**Task:** Inspection of a horticulture project



### MEXICO

Lutz Donath setting up solar panels with undergraduate photovoltaic engineers at the ITSP. Our Expert's seminars gave the college students more information about the theory and practice of solar energy. This also included designing module frames on the computer and later building them.

**Expert:** Lutz Donath, material technology engineer

**Location:** Progreso, Instituto Tecnológico Superior Progreso (ITSP)

**Task:** Workshops on the principles of photovoltaics



### Weltdienst 30+ GUATEMALA

Bernhard Pfaff with employees of the Lignum lumber company. The family business wants to make its pine tree plantations more environmentally friendly. Our Expert expects the biggest ecological effects to result from the conversion of the plantation system to permanent forest, and from land usage that combines woody plants with arable crops.

**Expert:** Bernhard Pfaff, forestry engineer

**Location:** El Progreso, Lignum

**Task:** Recommendations for sustainable forestry business



## Overview of results

ASSIGNMENTS	2021	2020	2019
Argentina	0	6	23
Bolivia	1	10	54
Brazil	0	2	12
Chile	0	1	4
Columbia	1	5	19
Costa Rica	1	1	0
Dominican Republic	0	3	4
Ecuador	2	5	15
El Salvador	0	0	6
Guatemala	1	3	2
Haiti	0	0	8
Honduras	0	5	10
Mexico	0	28	79
Panama	1	2	9
Paraguay	2	3	13
Peru	0	3	7
Uruguay	0	0	7
<b>Total</b>	<b>9</b>	<b>77</b>	<b>272</b>

IMPORTANT AREAS	ASSIGNMENTS		
	2021	2020	2019
Economic development	4	39	139
Education	3	26	78
Poverty eradication	1	3	15
Rural development	0	0	7
Urban development	0	4	7
Public health	0	1	5
Environmental protection	1	1	5



*"I never would have expected my client to be running such a professional lumber and sawmill business. But there is room for the forest management to be improved, and for sustainable strategies to be applied here.*

*The company wants to take on these new challenges and train their employees accordingly. Particularly in regions where land is scarce, it is increasingly important to involve the local population in matters relating to the integration of agroforestry systems in the plantation business."*

Bernhard Pfaff on his assignment in Guatemala



*"I was positively surprised by the students' knowledge level. They are educated and very interested in all the details and scientific principles of photovoltaics! Towards the end of my assignment we organised a competition where they had to design a frame for a solar panel on the computer, then build it. When all the frames were finished, they were evaluated based on production time, materials used, stability, design and presentation. The winning team received rapturous applause."*

Lutz Donath on his assignment in Mexico





## Companies, professional bodies, organisations

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 in which we are happy to collaborate with the professional bodies.



ASSIGNMENTS	2021	2020	2019
Baden-Württemberg	5	8	6
Bavaria	6	3	3
Berlin	2	5	2
Brandenburg	1	0	1
Bremen	0	0	1
Hesse	7	4	3
Lower Saxony	3	3	4
North Rhine-Westphalia	5	2	2
Rhineland-Palatinate	0	1	1
Saarland	1	1	0
Saxony	1	1	2
Thuringia	3	4	5
<b>Total</b>	<b>*34</b>	<b>**34</b>	<b>***30</b>

### NORTH RHINE-WESTPHALIA

In cooperation with the Cologne Chamber of Industry and Commerce (IHK), SES offers help to small and medium-sized enterprises dealing with the consequences of the coronavirus. Six Experts from the banking and consultancy sector are available as contact persons. One of them is Norbert Schleich – pictured here with the responsible IHK Executive Director Alexander Hoeckle and SES coordinator Bernd Tuchen (from right).

**Experts:** Hans Joachim Hebgen, Thomas Hillmer, Jörg Henkel, Wolfgang Noack, Norbert Schleich, Lutz Steffens  
**Locations:** Small and medium-sized enterprises  
**Task:** Crisis coaching

\* 8 assignments continuing from the previous year(s).  
 \*\* 10 assignments continuing from the previous year(s).  
 \*\*\* 7 assignments continuing from the previous year(s).

## A New Boost for Schoolchildren

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

Our activities in schools are financed solely through donations and sponsors. Support for SES comes from large company-linked foundations, many companies, and a lot of smaller donors to whom supporting the next generation at local and regional levels is important.

### We thank the following for their contributions

BASF, Bürgerstiftung Dresden, Deutsche BP Stiftung, Deutsche Kinder- und Jugendstiftung, Globus-Stiftung, IABG, IHK Erfurt, Kasseler Sparkasse, Ministerium für Kultus, Jugend und Sport Baden-Württemberg, Otto Wolff Stiftung, Saarländische Sparkasse, Stadt Kassel, Stiftung Bildung und Jugend, Stiftung Pfennigsdorf and Alfred Zindel AG.



### SAARLAND

Ruba is from Syria and goes to school in Saarbrücken. She really wants to study medicine – an ambitious plan, according to Birgit Steiner. Following her advice, Ruba first familiarised herself with the work of a doctor, completing an internship at a Syrian ENT practice that was so successful that the young woman is even more determined to stick to her career choice.

**Expert:** Birgit Steiner, businesswoman, project manager  
**Location:** Saarbrücken, Gündingen Community School  
**Task:** Individual career guidance

ASSIGNMENTS	2021	2020	2019
Baden-Württemberg	37	74	101
Bavaria	1	0	3
Bremen	0	0	1
Hesse	28	43	109
Lower Saxony	3	3	4
North Rhine-Westphalia	70	91	115
Rhineland-Palatinate	11	6	0
Saarland	29	26	21
Saxony	13	10	9
Saxony-Anhalt	10	11	12
Thuringia	10	7	8
Schleswig-Holstein	0	1	0
<b>Total</b>	<b>*212</b>	<b>**272</b>	<b>***383</b>

\* 126 assignments continuing from the previous year(s).  
 \*\* 213 assignments continuing from the previous year(s).  
 \*\*\* 230 assignments continuing from the previous year(s).



## VerA initiative



### BAVARIA

Issa already has his nursing specialist exam in the bag. He now wants to take on the so-called generalist training. He can manage this on his own, reckons Michael Fries, who supported the young man from Sierra Leone up to his first qualification. He was able to witness his mentee's confidence growing in tandem with his knowledge of German.

**Expert:** Michael Fries, teacher for care professions  
**Location:** Nuremberg  
**Task:** Support in language learning and self-confidence



### BERLIN

Today, Fabian is working at his training enterprise as an installer for security technology. When he was given an employment contract, the trained warehouse logistician experienced his first career advancement. Rainer Schopf was at his side for this journey, his advisor on all matters relating to maths and other subjects at the vocational training school.

**Expert:** Rainer Schopf, vocational school teacher  
**Location:** Berlin  
**Task:** Support in theoretical training



### BADEN-WÜRTTEMBERG

Shadi came from Iran to Germany having started training to be a bookkeeper. In Stuttgart she changed course, became a tax specialist, and is now working in this capacity. Christiane Schmitz played a big part in Shadi's story, helping her navigate the initially tricky terrain of specialist language.

**Expert:** Christiane Schmitz, lawyer  
**Location:** Stuttgart  
**Task:** Learning legal and technical terms

## Support during training and evaluation

ASSIGNMENTS	2021	2020	2019
Baden-Württemberg	690	831	1,107
Bavaria	576	597	686
Berlin	240	243	237
Brandenburg	51	61	69
Bremen	119	132	159
Hamburg	130	102	93
Hesse	319	330	352
Lower Saxony	491	465	589
Mecklenburg-Western Pomerania	36	27	42
North Rhine-Westphalia	547	549	693
Rhineland-Palatinate	372	382	462
Saarland	42	30	18
Saxony	132	147	200
Saxony-Anhalt	36	38	48
Schleswig-Holstein	111	82	100
Thuringia	98	98	146
<b>Total</b>	<b>*3,990</b>	<b>**4,114</b>	<b>***5,001</b>

\* 2,269 support cases continuing from the previous year(s).  
 \*\* 2,545 support cases continuing from the previous year(s).  
 \*\*\* 2,967 support cases continuing from the previous year(s).

The VerA initiative, which aims to prevent trainees from 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, this initiative has been our most successful individual service.



VerA is promoted as part of the initiative "Graduation and continuation – education chains up to the vocational training qualification" (Education Chains initiative) from the German Federal Ministry of Education and research (BMBWF).

POSITIVE FEEDBACK	in %		
	2021	2020	2019
<b>This is what 'our' trainees have to say.</b>			
<b>Through VerA, I</b>			
... improved my performance in training school.	89.4	89.5	86.7
... got a motivational boost.	91.6	88.3	85.1
... passed my exam.	87.4	86.2	81.3
... improved my knowledge of German.	88.4	89.6	79.6
... structured my days better.	75.5	75.4	72.9
... have my private problems more under control.	71.8	74.8	69.1
... achieved my personal goal.	75.7	77.7	74.8
<b>I would recommend VerA.</b>	95.8	96.8	95.3
<b>Current points of focus</b>			
<b>I am learning for a nursing and healthcare profession.</b>	15.1	11.8	11.3
<b>My roots are not in Germany.</b>	81.3	75.8	71.3

Source: Feedback survey, graduation reports



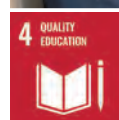
## Tasks

Since its foundation on 31 August 1983, the SES Sponsors' Association has supported our work abroad. It does so with its own funds, but also applies for and manages funds from other sources donated to support our assignments.

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

### The Book Project MALAWI

In February 2021, a new school library opened its doors in Kasoba. It is now benefiting 150 pupils who previously lacked a quiet place in which to read. The building was supported by the Sponsors' Association itself and, on its behalf, by the state of North Rhine-Westphalia. Experts Gabriele Brinkmann and Claus Vollrath-Rödiger provided advice throughout the building process. Since autumn 2021, all of the participants have been cooperating in the building of another school library in Tilora.



- Funds:** Kasoba: €6,200 (state of NRW), €800 (Sponsors' Association), Tilora: €11,500 (state of NRW), €1,379 (Sponsors' Association)
- Partner on site:** Open Learning Centre (OLC)
- Executed by:** Technical Entrepreneurial and Vocational Education and Training (TEVETA)

BALANCE SHEET	2021	2020	2019
Contributions	€13,100	€13,400	€14,500
Donations	€95,147	€58,521	€50,204
Subsidies	€53,230	€57,101	€40,608
Members	350	360	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.

#### Account for donations

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

## Financial report

### Overall performance and financial position

The business years 2021 and 2020 were completely overshadowed, also from an economic perspective, by the coronavirus pandemic. Drastically reduced assignment numbers, and the resulting decrease in revenue, led to shortfalls that had to be balanced by the reversal of provisions.

There was also an administrative challenge arising from the conversion of the funding procedure for government funds, which support our main business abroad. Since 1 January 2021, this project funding is on a task basis.

Another fundamental problem has arisen from the fact that we lack the capital resources to cover non-eligible expenditures. This is causing a permanent funding gap: a structural deficit that obligates us to generate income beyond the state funding, and that will necessitate an adjustment of our business model. For this reason, we plan to expand our commercial operations under the umbrella of SES GmbH.

### Negative annual results

In 2021, an income of €8.9 million (2020: €9.7 million) could not balance out expenditure, which totalled €9.7 million (2020: €9.9 million).

The most significant provider of funds in the two reporting years was the German government. For instance, the Ger-

man Federal Ministry for Economic Cooperation and Development (BMZ) provided funding for assignments abroad in developing and newly industrialised countries – some €5.6 million in 2021 (2020: €6.0 million). Furthermore, the German Ministry of Education and Research (BMBF) provided €3.1 million in 2021 (2020: €3.4 million) to finance the VerA education initiative. Additionally, the SES Sponsors' Association supported international assignments in 2021 with €53,230 (2020: €57,101).

The schools programme A New Boost for Schoolchildren counts among its most important supporters in 2021 the Globus Foundation with €64,750 (2020: €13,250) and the Otto Wolff Foundation with €44,500 (2020: €45,000)

### Creation of value through voluntary service

Our brand core consists of the mobilisation of voluntary Experts who provide their experience, knowledge and networks in order to help people in Germany and abroad to help themselves. These unpaid days and working hours represent de facto internal labour. If these days and hours were to be valorised, i.e. by ascribing daily rates to them, there would be significant contributions by SES that could be offset against the public funds. Even a moderate valorisation (€100 per assignment day) would result in a contribution by SES of around 30 percent of total project expenditure.

### Financial data

FINANCIAL STATEMENT (all values given in EUR '000s)	2021	2020	2019
Revenues	8,391	9,286	15,381
Donations	125	102	97
Other income	367	266	45
<b>Total income</b>	<b>8,883</b>	<b>9,654</b>	<b>15,523</b>
Project costs	1,923	2,382	6,688
Personnel costs	5,393	5,527	6,203
Material costs	2,369	1,979	2,930
<b>Total expenditure</b>	<b>9,685</b>	<b>9,888</b>	<b>15,821</b>
<b>Result for the year</b>	<b>*-802</b>	<b>-234</b>	<b>-298</b>

The preliminary 2021 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 SES GmbH.

## Shareholder and bodies

Since 2003, the SES Foundation has been our sole shareholder. The private Foundation with legal capacity has its headquarters in Bonn. Its benefactors – and predecessors – are the leading associations of German industry: 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, the Executive Director and the Board of Trustees. All of these bodies work on a voluntary basis and comprise high-ranking figures from German industry, its associations, the chambers of commerce, and German development aid policy. The Board of Trustees functions as the supervisory board of the Foundation with delegates from the BDI, BDA, DIHK and ZDH as automatic members.



Dr Franz Schoser, Holger Schwannecke, Dr Achim Dercks, Dr Susanne Nonnen

## Election of Chair of Board and Board of Trustees

At the Board of Trustees meeting of 18 November 2021, the heads of the Board of Directors and the Board of Trustees from 1 January 2022 were elected, while Dr Susanne Nonnen remained in the position of Executive Director.

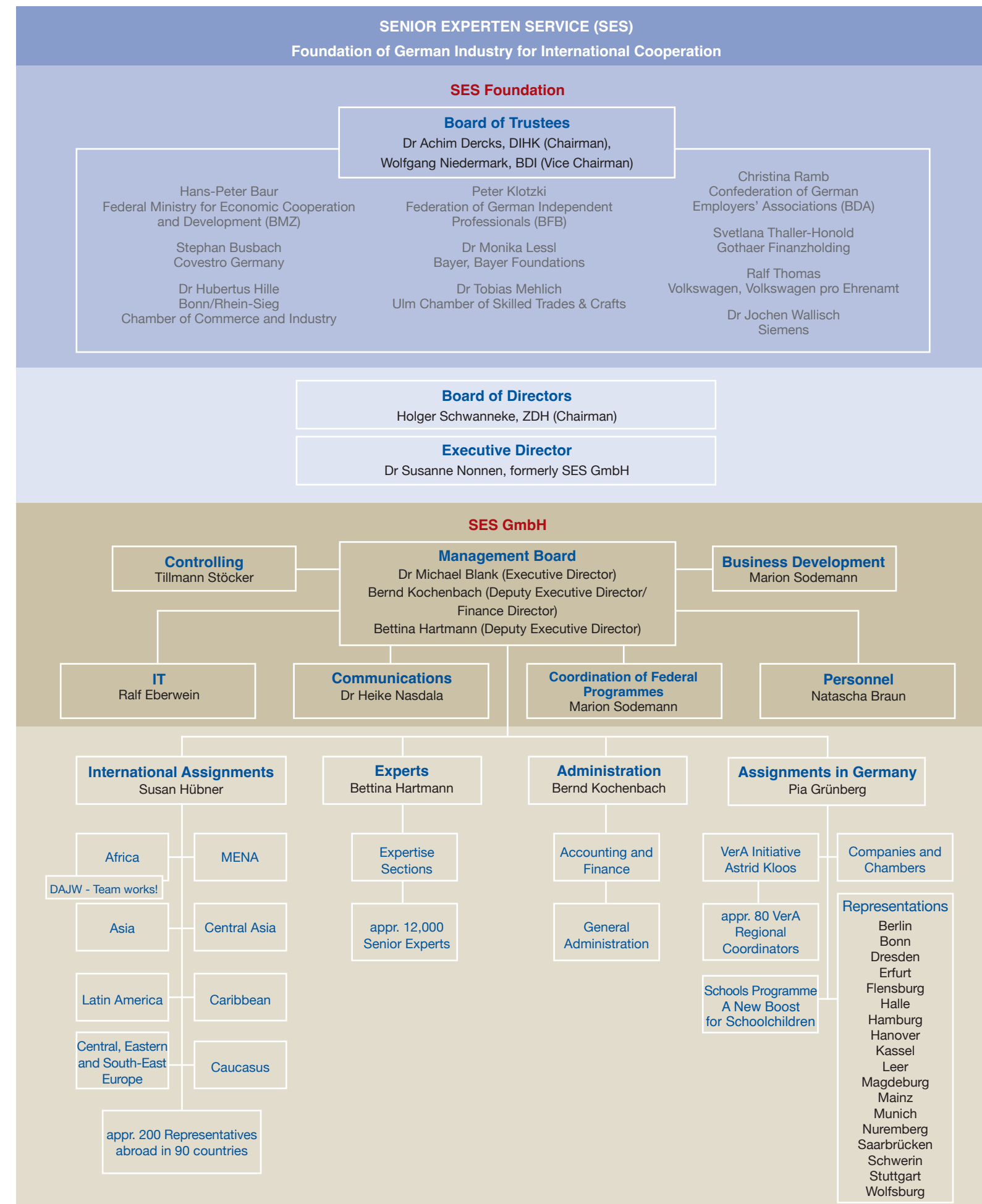
ZDH General Secretary Holger Schwannecke was elected as the new Chairman of the Board of Directors, and Dr Achim Dercks, Vice Executive Director of the DIHK, as the new Chairman of the Board of Trustees.

The SES bid farewell, with many thanks, to Dr Franz Schoser. The former DIHK Executive Director had been Chairman of the SES Foundation since its inception, having previously held leading positions in its predecessor body.

For almost 40 years he was the most important consultant for SES in all matters relating to the economy, politics and society, and was the driving force in SES's development into the biggest German organisation of its kind.

### Account for donations to SES Foundation

Senior Experten Service  
Stiftung der Deutschen Wirtschaft für internationale Zusammenarbeit  
Commerzbank AG  
IBAN: DE97 3804 0007 0250 2169 00  
BIC: COBADEFFXXX





## Assignments 1983 – 2021

Afghanistan	36	Ecuador	237	Madagascar	275	Slovenia	56
Albania	177	Egypt	300	Malawi	128	Solomon Islands	1
Algeria	45	El Salvador	54	Malaysia	70	Somalia	25
Angola	3	Equatorial Guinea	1	Maldives	13	South Africa	256
Antigua and Barbuda	5	Eritrea	51	Mali	17	South Sudan	1
Argentina	290	Estonia	218	Malta	26	Soviet Union	31
Armenia	116	Eswatini	4	Mauretania	40	Spain	5
Austria	1	Ethiopia	574	Mauritius	10	Sri Lanka	156
Azerbaijan	205	Fiji	1	Mexico	894	St. Vincent and the Grenadines	1
Bahrain	2	France	1	Moldova, Republic	1,025	Sudan	23
Bangladesh	83	Gabun	2	Mongolia	936	Sweden	1
Belarus	391	Gambia	15	Montenegro	13	Switzerland	1
Belgium	7	Georgia	254	Morocco	287	Syria	72
Belize	5	Ghana	438	Mozambique	59	Taiwan	13
Benin	27	Greece	3	Myanmar	148	Tajikistan	173
Bhutan	54	Grenada	1	Namibia	351	Tanzania	1,006
Bolivia	829	Guatemala	178	Nepal	391	Thailand	310
Bosnia and Herzegovina	124	Guinea	19	Netherlands	1	Timor-Leste	17
Botswana	52	Guyana	11	Nicaragua	144	Togo	116
Brazil	362	Haiti	117	Niger	4	Trinidad and Tobago	15
Brunei	3	Honduras	150	Nigeria	57	Tunisia	122
Bulgaria	1,359	Hungary	52	North Macedonia	113	Turkey	157
Burkina Faso	36	Iceland	2	Oman	1	Turkmenistan	215
Burundi	54	India	1,120	Pakistan	594	Uganda	585
Cambodia	350	Indonesia	797	Palestinian Territories	8	Ukraine	741
Cameroon	284	Iran	125	Panama	23	United Arab Emirates	6
Cape Verde	17	Iraq	3	Papua New Guinea	3	United Kingdom	1
Central African Republic	2	Ireland	1	Paraguay	262	Uruguay	83
Chad	2	Israel	4	Peru	226	USA	2
Chile	157	Italy	4	Philippines	278	Uzbekistan	807
China	6,663	Jamaica	32	Poland	168	Venezuela	55
Colombia	260	Jordan	130	Portugal	21	Vietnam	382
Congo, Democratic Republic	55	Kazakhstan	1,403	Qatar	4	Yemen	162
Congo, Republic	10	Kenya	231	Romania	1,114	Yugoslavia	3
Costa Rica	60	Korea, People's Democratic Republic	2	Russian Federation	1,330	Zambia	96
Cote d'Ivoire	17	Korea, Republic	53	Rwanda	264	Zimbabwe	196
Croatia	57	Kosovo	166	Samoa	19	Transnational	9
Cuba	13	Kyrgyzstan	363	Saudi Arabia	17		
Cyprus	1	Laos	155	Senegal	24		
Czech Republic	60	Latvia	315	Serbia	232	<b>Total Abroad</b>	<b>36,310</b>
Czechoslovakia	31	Lebanon	93	Serbia and Montenegro	75	<b>Total Germany</b>	<b>24,531</b>
Djibouti	3	Lesotho	27	Seychelles	2		
Dominican Republic	82	Liberia	16	Sierra Leone	67		
		Libya	4	Singapore	3		
		Lithuania	523	Slovakia	32		





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