

One year of German Senior Experts - good prospects for 2025

Dear Madam/Sir,

Exactly one year ago, German Senior Experts (GSE) set out with a clear vision:

They offer companies and organisations flexible and individual solutions that enable them to hold their own against the competition - worldwide. A big goal. But thanks to a solid foundation of knowledge and experience, it is achievable.

As a new division of the Senior Expert Service, GSE offers customised solutions for a wide range of needs.

They benefit from the expertise of the non-profit organisation SES, which has been in existence for over 40 years.

700 experts have already expressed their interest and willingness to take on tasks for the GSE.



Directly to the website: www.germanseniorexperts.com

The feature of the GSE

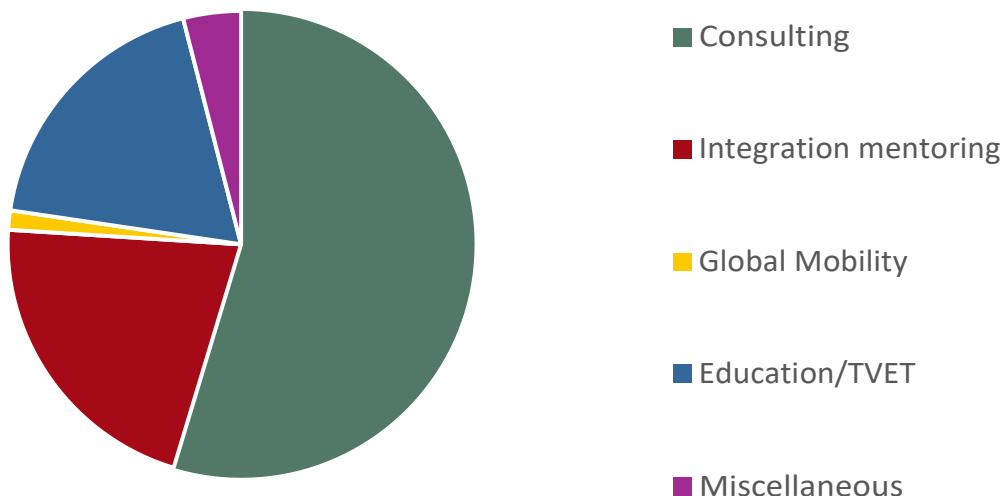
GSE and SES share the same values and operate according to the principles of fairness, neutrality, openness, responsibility and respect. Business partners can rely on this. However, GSE can also offer its support in countries that do not receive funding by the German Federal Ministry for Economic Cooperation and Development (BMZ), and they can take on tasks that are not appropriate when SES funding is involved.

All income generated by GSE is channelled to the non-profit SES, thereby strengthening volunteer work at SES.

The pillars of the GSE

GSE's portfolio includes the areas of consulting, integration mentoring, global mobility and education/TVET*.

GSE 2024 by area



*TVET= Technical and Vocational Education and Training



Management consultancy: prevention of Insolvency, succession planning, supply chain - the GSE Consulting division

Whether it's the coronavirus crisis, new laws or the desired development of promising business areas: GSE provides the right experts in Germany and abroad.

Germany:

A consultant was able to show a company in Baden-Württemberg ways out of the pandemic-related crisis by reorganizing and put it back on the road to success.

In cooperation with SEQUA gGmbH, a company from the Ukraine was able to present itself at the Nuremberg trade fair and to tap into new customer segments. The GSE expert cooperated with them during the time of preparation and during the fair itself.

Abroad:

GSE also provided the experts for assignments in Bulgaria: Work processes, quality assurance and marketing of a furniture manufacturer and a company producing articles for the hotel and catering industry were successfully optimised.

Integration mentoring: retaining international specialists

If immigrant workers or trainees are well trained and integrated, this increases their motivation and strengthens their bond with their employer. The GSEs accompany them during their first few weeks in Germany, they provide support as volunteer mentors to ensure that the immigrant skilled workers settle in well in their new environment. Valuable help is provided, for example, by the expert who accompanies a structural engineer from Kenya as an integration mentor.

GSE was able to support six people from three countries - Ghana, Sri Lanka and Ecuador - as part of the Baden-Württemberg-STIPENDIUM programme for professionals. Thanks to funding from the Baden-Württemberg Foundation, professionals from abroad complete a professional internship in Baden-Württemberg. As a strategic partner, GSE sought out the internship companies and supported the trainees during their stay in Germany.

GSE's expertise in integration mentoring is also evident in a co-operation with support from the SIGNAL IDUNA Group. Five young men from Ghana, who had completed

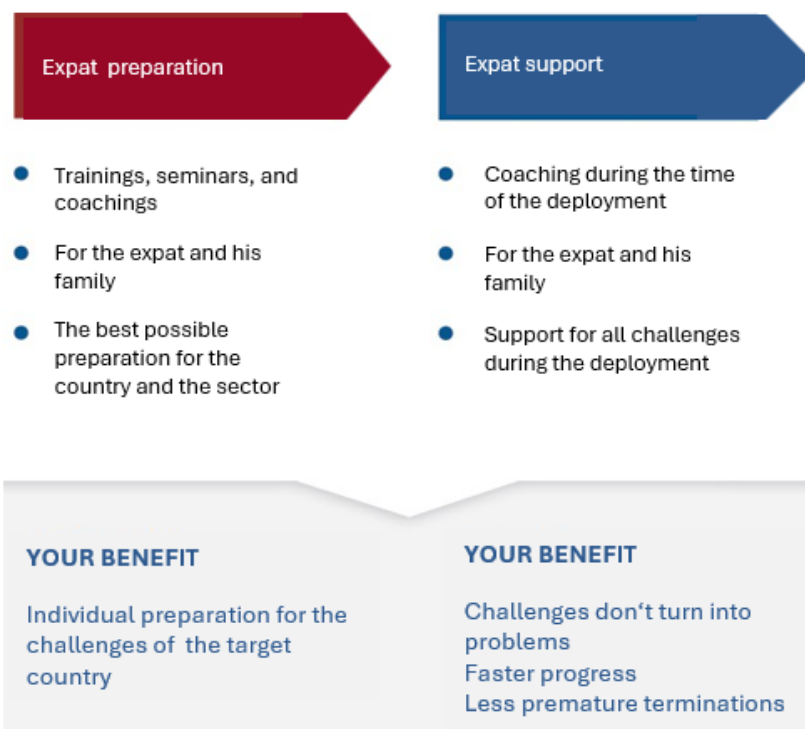
Integration mentoring	
Company-financed	1
Baden-Württemberg Foundation	6
Delegation of the German Economy Accra	7
GIZ	1

basic training in solar technology at the Don Bosco Solar and Renewable Energy Centre, GSE, together with the German business delegation in the Ghanaian capital Accra and various other partners, helped them to learn the language and prepare for the German exam. The result: all five of them came to Germany for a three-month internship. They have now successfully passed the "German B2" exam and have apprenticeship contracts with companies in Bochum. A great example of a win-win story.

Global mobility: successfully organising secondments abroad

As a specialist in secondment consulting, GSE supports companies in employees abroad. Not only with comprehensive preparation through training and seminars, but also with online coaching during the assignment if required. A special feature: the experts and coaches involve the families, the organisation of private life on site and the personality of the expatriate.

GSE is also the right contact in the opposite case: selected experts support foreign companies that want to send their employees to Germany. For example, GSE imparted its intercultural knowledge to a delegation from Nigeria that had been invited to North Rhine-Westphalia by the Gesellschaft für Internationale Zusammenarbeit (GIZ) to get to know the German labour market.



Education/TVET*: Teaching as the basis for success

Education is a core area of the SES - and the GSE as well.

German schools abroad:

In cooperation with the World Association of German Schools Abroad (WDA), GSE offers German schools abroad the opportunity to react flexibly and at short notice to teacher shortages and cancelled classes. German Schools abroad form a bridge between Germany and the world, and their alumni maintain important social and economic networks. In 2024 retired GSE teachers were sent to schools in Abu Dhabi, Caracas and Paris for the current 2024/25 school year. From February, a teacher will support a collegium in the Netherlands. Further requests are in the validation process.

Cooperation with local educational institutions abroad:

To alleviate the shortage of skilled labour in Germany, the GSEs also support local educational institutions that train highly motivated young people who want to work in Germany. The young people need to be well prepared for training in Germany and have a good command of German. Here too, GSE experts - especially teachers of German as a foreign language - are deployed, e.g. in Morocco or Ghana. Similar co-operations and assignments to provide conceptual support to domestic and foreign educational institutions are in preparation.

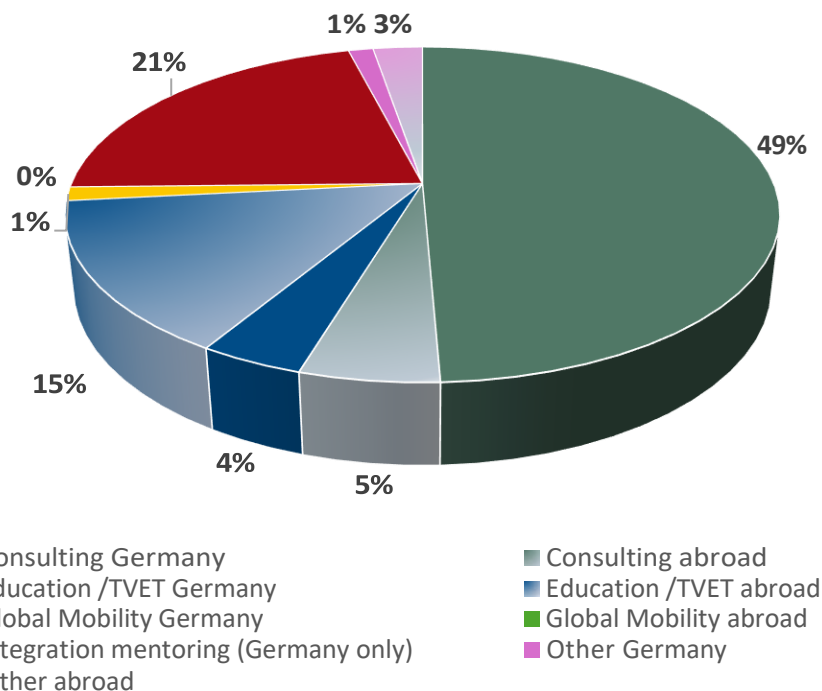
*TVET= Technical and Vocational Education and Training

United Arab Emirates - Vocational training:

The United Arab Emirates is preparing for economic success even after the era of fossil fuels. For example, through training centres in which schoolchildren are gradually introduced to professions that are new to them. In cooperation with the Gesellschaft für Internationale Zusammenarbeit (GIZ)**, GSE joined the team here - as an organisation that selects and places experts to strengthen the instructors in the training centres. In 2024, the Department of Wood Technology and Woodworking made the start.

An expert has been there in the field of nursing care since the beginning of 2025.

Assignments abroad/domestic



** GIZ International Services

Successful together

This wide range of tasks and services can only be realised together - with strong partners, experienced employees and qualified experts. Our thanks go in particular to our senior experts: with their professional and intercultural expertise, they are the people behind GSE's service portfolio.

We would also like to thank the organisations that have supported us since the birth of the GSE through their cooperation. These include, above all, the German Chamber of Industry and Commerce (DIHK), the World Association of German Schools Abroad (WDA), the Baden-Württemberg Foundation, the Delegation of German Industry and Commerce in Ghana and the SIGNAL IDUNA Group.



While the experts are active all over the world, the GSE team in Bonn works in the background: the dedicated Senior Advisors Wilmar Diepgrond, Bernd Tuchen, Dr Klaus Daiger and the full-time coordinators Nicole Geier (focus on Education/TVET) and Dagmar Kurz (focus on Consultancy) as well as Philipp Niermann (Head of Global Mobility) plan, structure and organise the individual assignments.

As Deputy Managing Director of SES, Bettina Hartmann is responsible for the entire business area development of GSE.

Motivated thanks

Customers say: *<Thanks for your kind email and congratulations! very much appreciated ! Mr W. survived our company from bankruptcy and huge losses. Now our company is prospering and this is just beginning. We are very grateful to Mr W. and your organisation! ❤️ >*

Experts say: *"I can only recommend every retired colleague to accept the offer to teach at a German school abroad if the opportunity arises."*

This is what the emails that sound like that reach the GSE team and the experts when they have completed their mission: Companies like the one from Georgia, from whom the above email originates, thank our Experts for their support - to avert bankruptcy, restructure their company, gain a foothold in a new market and continue their successful course.

Young people from abroad say thank you because they have found work and prospects in Germany.

And the experts themselves are grateful and enthusiastic because they are doing a meaningful job in which they can share their knowledge and experience. Sometimes as a volunteer, sometimes in an honorary position like Mr Creutzburg, who teaches mathematics and physics at the international German School Paris (iDSP) and wrote the lines above.

It is clear to those involved that the German Senior Experts are a model for success at all levels.

What's next - the outlook for 2025

Existing collaborations will be continued, such as the successful model of support for German schools abroad by GSE teachers. New partnerships in the field of vocational education and training are to be established and contracts for advisory services expanded. The focus is on neighbouring European countries and China. Integration mentoring also remains an important area attracting urgently needed skilled workers from abroad and retaining them in companies in Germany.

Thanks to our experts and partners, GSE achieved a great deal last year and have big plans for this year too. Stay up to date and follow us on LinkedIn. There we regularly report on our projects and experts, project partners and employees. You can also look forward to new experience reports and success stories in 2025.

See you soon on LinkedIn:

<https://www.linkedin.com/company/german-senior-experts/>



Best regards, your

GSE team

PS: In 2025, we will once again be offering free initial consultations to companies interested in the products and services offered by German Senior Experts.