

## Two years of German Senior Experts (GSE) – Review of 2025, outlook for 2026

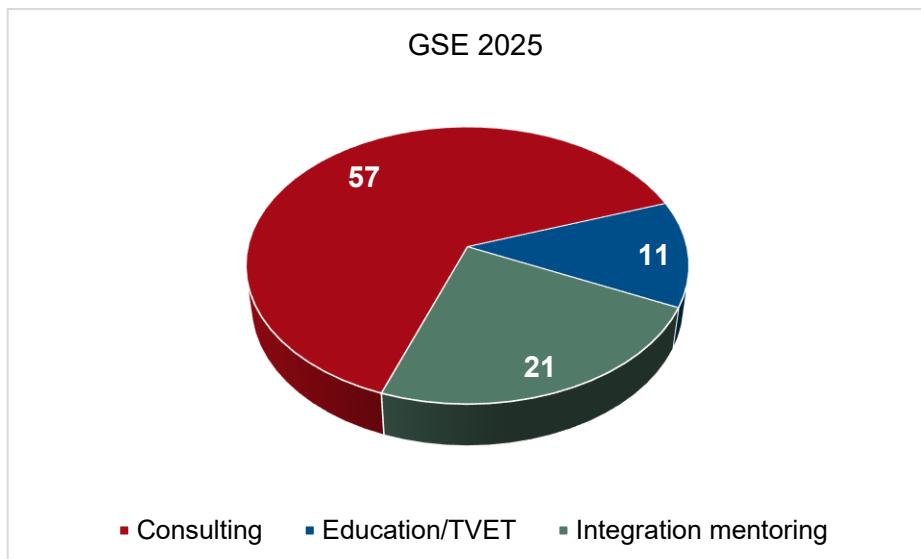
Dear reader,

Two years ago, the **German Senior Experts (GSE)** division was founded under the umbrella of the Senior Expert Service (SES). The aim was to develop new assignment formats and countries – in line with demand and market requirements.

Today, **1,350 experts** are registered with GSE. The vast majority are also involved in other SES programmes, such as assignments abroad (funded by the Federal Ministry for Economic Cooperation and Development (BMZ)) or the VerAplus training initiative (funded by the Federal Ministry of Education, Family Affairs, Senior Citizens, Women and Youth (BMBFSFJ)). Around **30 experts** are available exclusively for the GSE.

### Our mission

To strengthen companies, organisations, educational institutions and immigrant professionals with experience, pragmatism and independent expertise.



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



## Our fields of work in 2025

### 1. Support & consulting for companies

GSE experts support companies at home and abroad – quickly, flexibly and precisely.

#### Germany

- Voluntary support, primarily for start-ups, SMEs and companies undergoing change
- Consulting mandates for larger companies requiring specialist expertise
- Focus areas for 2025: financing, organisation, commercial issues, logistics, energy, special machine construction

#### Examples

- Restructuring and financing support for a fine chemicals company in North Rhine-Westphalia
- Growth support for a craft business (bakery/pastry shop), including business plan refinement and financing discussions
- Regional brief consultations in cooperation with chambers of commerce and industry (including Ulm and Heidelberg)

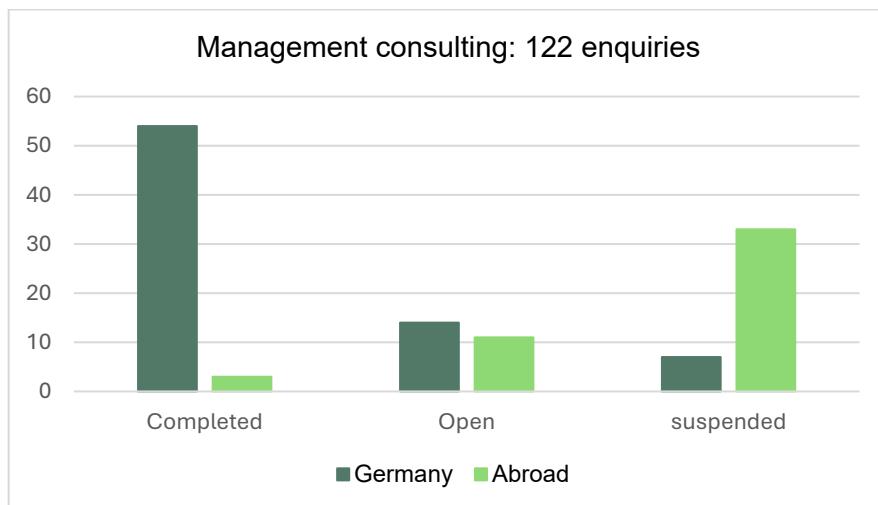
#### Abroad

GSE is primarily active in countries outside the traditional scope of development cooperation, e.g. in Europe, Asia and Latin America.

In 2025, contacts with foreign chambers of commerce in Malaysia and Uruguay, among others, were established or deepened.

#### Example

**Maldives:** Evaluation and optimisation of cargo handling at an international airport – Following the fact-finding mission, work will continue in 2026 with advice on process optimisation and investment planning.



## 2. Further education & teaching (Education/TVET)

Education is a key area of activity for GSE – both in Germany and abroad. One of GSE's main focuses is its **cooperation with the World Association of German Schools Abroad (WDA) and the German schools abroad (DAS) organised within it**.

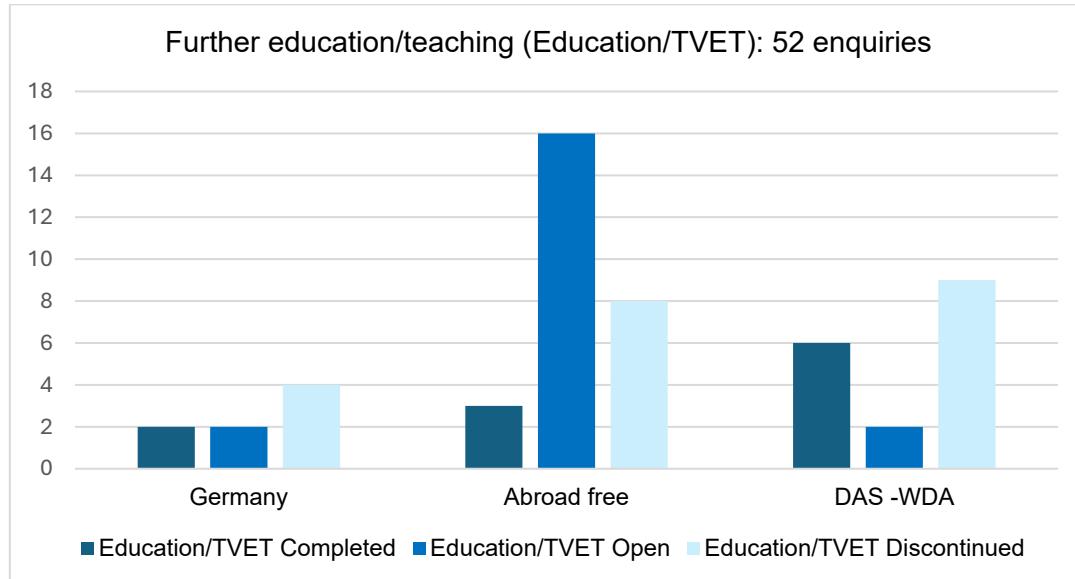
In 2025, GSE teachers provided instruction at German schools abroad around the world, including in **Abu Dhabi, Bucharest, Caracas, Paris, Shenyang, and The Hague** – both in person and digitally.

Feedback from schools and teachers confirms:

- high professional quality
- great flexibility
- Noticeable relief for teaching staff

In addition, GSE teachers were active in Ghana and Cape Verde, among other places, preparing future trainees for Germany in terms of language skills.

- in **Ghana** and **Cape Verde** to prepare future apprentices or skilled workers for Germany in terms of language skills
- in the **United Arab Emirates (UAE)** to strengthen practical career guidance



## 3. Global Mobility

Despite positive feedback at trade fairs, market demand for the service was insufficient.

The **Global Mobility** division will therefore be **discontinued in February 2026**.

#### 4. Integration mentoring

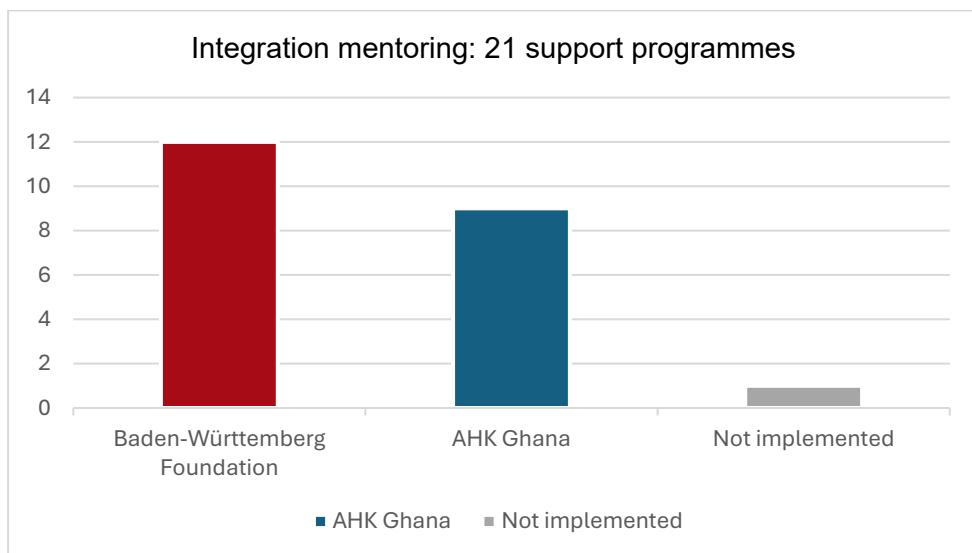
In 2025, **21 integration mentoring programmes** were implemented.

GSE experts accompany newly arrived trainees and skilled workers, especially during their first months in Germany – from their arrival at the airport to everyday questions and orientation outside the company.

Mentoring combats loneliness, strengthens integration and increases the likelihood of people staying in the country.

A particular focus was placed on cooperation with the German Business Delegation in Ghana.

The figures also include support provided in cooperation with the Baden-Württemberg SCHOLARSHIP. The aim of the programme was to give scholarship holders an insight into the world of work in Germany. It was not primarily intended to counteract the shortage of skilled workers.



#### Outlook for 2026

- Consulting:** Increase the implementation rate and expand international partnerships
- Further education & teaching:** Continuation of the substitute teacher programme, presence at didacta 2026
- Integration mentoring:** Expansion within the framework of international skilled worker programmes, including with Ghana and, in the future, Morocco and Vietnam

We look forward to 2026 with confidence and appreciate your interest, ideas and commitment.

Best regards  
Your GSE team