

“Senior Experts Nurturing Talent”



# SENT 2023



Co-funded by  
the European Union

## Annual Report

The Confederation of European Senior Expert Services, known as CESES, is an international not-for-profit association of 18 organisations from the member states of the European Union and Switzerland. The first such legal entity of its kind in Europe, it encompasses the skills of over 25,000 volunteers. Combining the vast resources of these organisations, CESES offers professional, voluntary, short-term assistance and advice to young people, SMEs, Start-ups, enterprises and institutions.

CESES was founded in 2000 and since then has grown to the most important European-wide grouping of experienced volunteers, encompassing the skills and expertise of over 25,000 experts, covering all sectors of the economy, and who make themselves available for our European and overseas, voluntary, assignments.

Our members each bring unique people, expertise and sector knowledge to the table, herewith combining resources and strengths of senior expert organisations, who for many years have successfully worked on advisory assignments in Europe and worldwide. We believe intergenerational cooperation and sharing of expertise enrich our society and raise living standards in Europe and in the developing world, thereby also fostering international trade relations with Europe.

Our assignments in Europe focus on intergenerational projects to share experiences, our assignments outside of Europe cover education, health, non-profit organisations, small and medium-size enterprises, industry and agricultural associations, and cooperatives in developing economies and economies in transition. As we concentrate specifically on these sectors and enterprises, CESES not only avoids overlapping with other aid organisations, but supports a clientele which to date has fallen between established commercial and humanitarian aid projects. We are proudly unique in our structure, motivation, and expertise.

### Internal Progress:

1. 📄 New Membership Accession Criteria
2. 💰 New Internal Financial Policy
3. 🌐 New Office
4. + New additions to our membership:
  - a. Association Volontaires Experts
  - b. Belgian Senior Consultants



### Our Networks:

- Member of the Centre for European Volunteering
- Memorandum of Understanding signed in 2023 with SENAC, the National Commercial Learning Service of Brasil.



### Main Stakeholders:



# Our members

**AGIR** - Association Générale des Intervenants Retraités pour des Actions Bénévoles de Coopération et de Développement abcd (Paris, France)

**APCS** - Associação Portuguesa de Consultadores Seniors (Lisbon, Portugal)

**ASEP** - Austrian Senior Experts Pool (Wien, Austria)

**Ave** - Association Volontaires Experts (Paris, France)

**BSC** - Belgian Senior Consultants (Brussels, Belgium)

**ECTI** - Professionnels Seniors Bénévoles a.r.u.p (Paris, France)

**ISES** - Italian Senior Expert Service (Torino, Italy)

**LSC** - Luxembourg Senior Consultants a.s.b.l. (Luxembourg, Luxembourg)

**NESTOR** - NESTOR Partners ry. (Helsinki, Finland)

**OTECI** - Organisation pour la Transmission des Expériences et des Compétences Intergénérationnelle (Paris, France)

**PUM** - PUM Netherlands Senior Experts (Den Haag, The Netherlands)

**SECOT** - Seniors Españoles para la Cooperación Técnica (Madrid, Spain)

**SEC** - Senior Expert Contact, Swiss Contact (Zürich, Switzerland)

**SENIOR EXPERTS AUSTRIA** - Jugend Eine Welt, Senior Experts Austria (Wien, Austria)

**SENIORES** - Seniores Italia Lazio Odv (Rome, Italy)

**SES** - Senior Experten Service, Stiftung der Deutschen Wirtschaft für Internationale Zusammenarbeit GmbH (Bonn, Germany)

**VSP ODV** - Volontari Senior Professionali Odv (Torino, Italy)

**50Plus Hellas** (Athens, Greece)



## Mentoring Across Borders (MAB)

The MAB project, composed of 13 organisations across continental Europe, aims to develop and strengthen the standing of mentoring particularly within Eastern and Southern European countries.

Through the creation of a network of MAB mentoring hubs across Europe, both young people and seniors are afforded the opportunity to engage with intergenerational and intercultural learning while developing new skills and strengthening existing ones.

The project started in 2023, with 9 project partners as hubs and the opportunity for external organisations to become mentoring hubs. Thus far, a clear mentoring methodology, and the platform to facilitate the mentoring process, has been established. In 2024, 120 mentors and mentees will be engaged with MAB mentoring.

## Training European active members for inclusive volunteering (Team IV)

TEAM IV focuses on training specialised mentors, who will provide support and mentorship to people with disabilities who are currently, or wish to start, volunteering.

The strengths and clear benefits of mentoring are applied to raise the capacity of organisations in offering inclusive volunteering opportunities, while the focus on training to support people with disabilities addresses one of the challenges facing many volunteer organisations.

The project began at the end of 2023 and will run until October 2026. At this stage, the focus is on research and establishing a clear methodology, while in 2024 this will be used to pilot the training materials and online platform, with the end goal of 250 mentors trained.

# Activities

## Mentoring and Support to SMEs across our membership

Helping young people, SMEs and start-ups through mentoring and support programmes in: Finland, Italy, France, Austria, Spain and Belgium.

### Mentoring Programmes for young people:

-  Objectif Réussir Apprentissage
-  EU for You
-  Giovani e Impresa
-  Formal Education Institutions
-  Transversal Competences

And others...

### SME Support in the following topics:

-  Sustainability
-  Circular Economies
-  Digitalisation
-  Sustainable Development
-  Corporate Social Responsibility

And others...

## SENT 2023 Inauguration Conference - Brussels, Belgium

Date: 25 April 2023

## Economic development of the global south with a gender perspective - The Hague, The Netherlands

Date: 27 September 2023

## Future for Senior Expert Organisations - Rennes, France

Date: 21 September 2023

## "Everyone in the same boat? Focus on climate justice" Training for Senior Experts - Tulln, Austria

Date: 29-30 September 2023

## Tools for a successful Mentoring - Bonn, Germany

Date: 17-18 October 2023

## Co-hosted the Asia-Europe Environmental Forum (ASEF, HS Foundation, ASEIC and IGES) with ASEANChamEU - Brussels, Belgium

Date: 21-22 November 2023

## 40 years of voluntary help for self-help SES experts - Bielefeld, Germany

Date: 11 October 2023

## Conectando Generaciones - Madrid, Spain

Date: 15 November 2023

## L'esperienza dei senior, una preziosa risorsa per i giovani - Turin, Italy

Date: 26 October 2023

## Training on digital skills and volunteer recruitment - Brussels, Belgium

Date: 3 October 2023

## SENT 2023 Final Conference and Award Ceremony - Brussels, Belgium

Date: 15 December 2023



## DESK Research Report

Our Desk research report "The State of Senior Volunteering in Europe" is now available. This report serves as a guide into senior volunteering in Europe, covering the available policies and programmes, opportunities, challenges and overall state of the art.

You can access it through our website.



## SENT 2023 Awards



*"The VerA initiative"* by **Senior Experten Service (SES)**



*"Escuela Secot de Emprendedores (eSemp)"* by **Seniors Españoles para la Cooperación Técnica (SECOT)**



*"The experience of seniors, a precious resource for young people"* by **Volontari Senior Professionali ODV (VSP ODV)**

[Find out more on our website...](#)

## OUTREACH



500 +

Senior Experts engaged



1950+

Young people mentored



250+

SMEs supported



11+

Countries reached

## Dissemination of information through our events


Our online reach is divided into two sections: we have direct reach through actual participation of our projects, as seen above in the SENT activities section, and indirect reach through online impressions across Europe through our social media channels. Our online reach is higher than our physical reach, therefore using our available resources to keep up to date with our social media presence is extremely beneficial.

## European Strategy for Older Persons - EESC Opinion APPROVED

Back in July 2023, CEV and CESES were excited to announce the Adoption of the EESC opinion "European Strategy for Older persons". With seniors playing a vital role in our communities, their impact through volunteering is definitely to be supported at an institutional level. Along with the Centre for European Volunteers (CEV), we actively addressed the topic of active ageing and senior volunteering through advocacy initiatives with a range of stakeholders and policy makers.


## Social media channels

Since the opening of our social media accounts in January 2023, we have achieved 40,586 impressions through 80+ posts across 5 social media platforms, without counting outreach through our website, nor those that have given us visibility through events. The level of engagement on these platforms has allowed us to gain a wider reach to the general public and our target audience (young people, SMEs, senior experts, etc.).

 Instagram: 4,170 impressions

 Facebook: 25,446 impressions

 LinkedIn: 10,032 impressions

 Twitter: 708 impressions

 YouTube: 238 views

Total : 40, 586 impressions

## Website and newsletter

Our website is kept up to date with our tri-annual newsletters, along with our research reports throughout the year. We will be redesigning our website in 2024 to allow for a better user experience. You can find all information relating to CESES on our website here: [www.ceses.eu](http://www.ceses.eu)



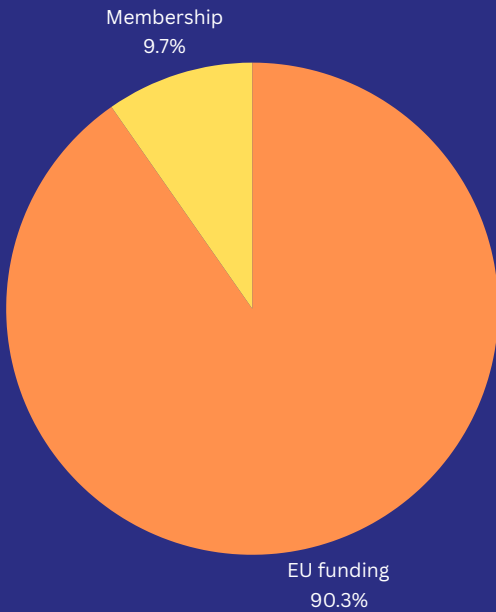
We just launched a new podcast where you will have access to all our Newsletters in audio format.

## Video testimonies

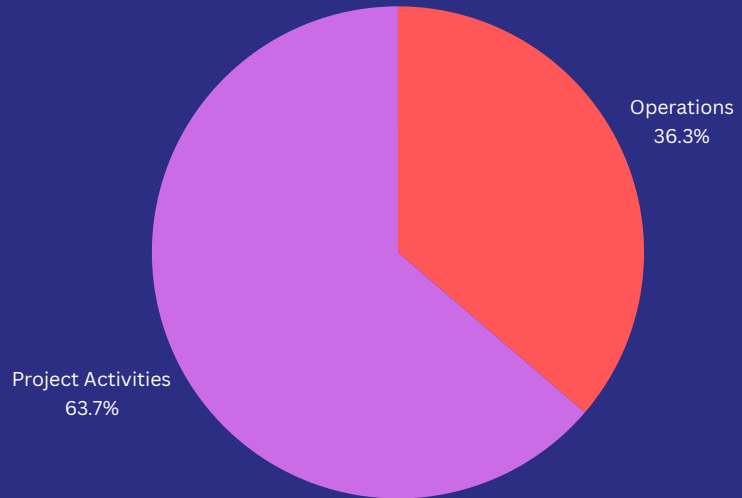


We have video testimonies from some of our member volunteers, which can now be seen on our website and through our social media channels.

## Income



## Expenses



## European Year of Skills

The European Year of Skills aims to address skills gaps in the European Union and boost the EU skills strategy, which will help reskill people with the focus on digital and green technology skills. This will require helping people get the right skills for quality jobs and helping companies, in particular small and medium enterprises by highlighting national efforts as well as existing and new EU initiatives and EU funding possibilities. It will support skills-related activities and events across Europe.

Source: European Commission

We conducted 3 capacity-building and dissemination online webinars. The first was aimed at enhancing senior experts' understanding of the EU's organisational structure, the second looked at online tools that can be integrated into everyday work routines, and a third webinar was dedicated to shedding light on crucial themes and challenges faced by today's younger generation.

### European Year of Skills Webinar - Getting to Know the EU

This was an opportunity to enhance senior experts' understanding of the EU's organisational structure, funding mechanisms, and key educational initiatives.

**Date:** 11 December 2023

### European Year of Skills Webinar - Digital tools for your everyday work

Participants were able to gain a comprehensive understanding of how online tools can be seamlessly integrated into their work routines, fostering a more efficient and effective approach to daily tasks.

**Date:** 12 December 2023

### European Year of Skills Webinar - European Youth Sector with Andreea Scriosteanu (Board Member of the European Youth Forum)

This session was dedicated to unravelling the intricate dynamics of the European youth landscape and how there can be more collaboration and synergies with senior expert volunteers.

**Date:** 13 December 2023

## Executive Committee



Jacques Van Egten  
(President)



Joachim Fronia  
(Secretary General)

## Board Members



Doris Bandín  
(Vice President)



Alexandre Stordeur



Viola Groebner



Donato Chiarini



Ismael Paez Civico  
(Executive Director)

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(Project Manager)



Anthony Banfield  
(Comm. & Admin  
Assistant)



Alejandro Duarte  
(ESC Volunteer)

## Senior Advisors



Francisco  
Medeiros



Andrew Jacobs



Brian Toll

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