

Training centers in india and jordan



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Training Facilities at India and Jordan I. Background: The OETC has employed around 20 fresh engineers and assistant engineers to work with Transmission Department as Operation and Maintenance Engineers /Assistant. In addition to that the company has employed another 58 employees who used to be an operator in grid station with contractors. Those operators are secondary school holders and their ages varied from 22 years old to 55 years old. It decided to assign those people to preform only maintenance job as technician at grid station. II. Objective:

As a result of the recruiting of this number of employees it was a necessity to train them and develop their skills to enable them to do their job. For that a clear objective was set up to identify best training center to train new O&M engineers and technician in the Transmission Department. III. Team and task The team of OETC employees was formed to go and find out the training facilities in order to train new employees which recently joined the company. Their task was to check the ability of the proposed training center and evaluate those possible training provider.

The proposed training providers were Power grid Corporation of India Limited in Public India and National Electric Power Company in Kingdom of Jordan. IV. Visit summary, Method of Evaluation, and Findings. a. Visit summary: The visit to India took place on 5th September 2011 for one day at PGCIL head office and to one of the company grid station in Delhi. In PGCI the team met the concern people with training. They gave good description of the methods of trainings in their company. Also, they took us to their hostel where they accommodate students and from their we did a trip to a grid station.

This visit was followed by a visit to NEPCO in Amman on 7th September 2011 to their training center in Al Zarqa. After we arrived to their head office immediately they took us to their training center in Al-Zarqa where we were invited to attend one hour presentation about their center and the services they provide followed by discussion and a tour in the center.

b. Evaluation Methods: The team has followed three methods of evaluation: * Observation: Mainly depend on what it seen and notice in the site. * Interactive, interviewing, and asking questions to training staff, trainer, and trainee (if possible). Documents or speech given: files, booklets, brochures, CDs, presentation, training outline.

c. Findings In the Power Grid Corporation-India we have found the following: Administrative and support services: * They show low concern regarding the HSE as they have not provide us with any HSE induction/orientation and we walked inside their grid station with no PPE until we request them to provide. * Their training method is depending on theoretical with some site visit to their location or sometimes to some manufactures if required. In total they have 4 classes, one big library, small restaurant * Their training classes are clean and provided with projector/LCD with comfortable chair. * The class timing is started from 9 am to 5 pm with ? hour as lunch break. * The assessment method that they follow is only be test the trainees. * The have company car to use for transportation and the public transport is available like metro train and taxi. * The accommodation has 25 bedrooms with internet access, TV, satellite, and sports facilities (Jim, swimming pool, Tennis table, snooker) * For medical care they have a visiting doctor in the head office.

Technical findings: * As they don't have on hand or practical training there was no equipment or tools dedicated to train the students and they rely on other training centers facilities to provide on hand training if required such as ABB, Siemens, ect. * The trainers who are delivering the training are very experience and they came from the field as the training is a part time job with some benefits, but not a full time job. * The company some time they use their trainer to deliver training for external training provider. They are flouting a tender to build their own training center in the next two years. * English language is the only communication method to train students. In the National Electric Power Company-Jordan Administrative and support services: * They show low concern regarding the HSE as they have not provide us with any HSE induction/orientation , but we have seen a lots of poster around the building taking about the safety. * Their training method is varied from technician to engineers: * For technician 80% is practical and 20% theory. * For engineers 20% is practical and 80% theory. In addition to the theory and practical training the do site visit. * The have over 15classrooms, labs and workshops. * The company has its own vehicles to provide transport for students. * The company has its own hostel in the training center and it has 16 bedrooms that can occupy up to 28 students at a time. * The hostel has restaurant, library, TV, satellite, and sport facilities (Football ground ply, Basketball, tennis table) * They have a visiting doctor who is coming once to twice a week. Technical findings: * They have 80%-90% of all operation equipment and Testing Equipment. They have a dedicated trainer who been in the field for sometime before he trained to become a trainer. * Although some equipment are old, but the working principles is still used which is the important thing. * The course can be delivered in both Arabic and English

language. V. Recommendation Based on our findings, the team has come up with the following recommendation: Power Grid Corporation of India Limited (PGCIL)-India As mention on the report, they do not have a training center at New Delhi; they are mainly using factories facilities. Therefore, OETC can communicate ith factories for training our engineers. The recommendation is to approach ABB training center and check their ability to training our engineers. National Electric Power Company (NEPCO) - Jordan The training center of National electric Power Company has good facilities for training technicians and assistant engineers. The teams recommend that OETC should immediately take further step to send new maintenance technicians and assistant engineers. As the engineers should be focused on theory and new technology probably Jordan will not be suitable place to get this training.