

# *Perspectives on Business Challenges: Workforce & Training*

2008 Pennsylvania Wind Energy Symposium

Penn State Conference Center Hotel

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[www.ges-usa.com](http://www.ges-usa.com)

## AGENDA:

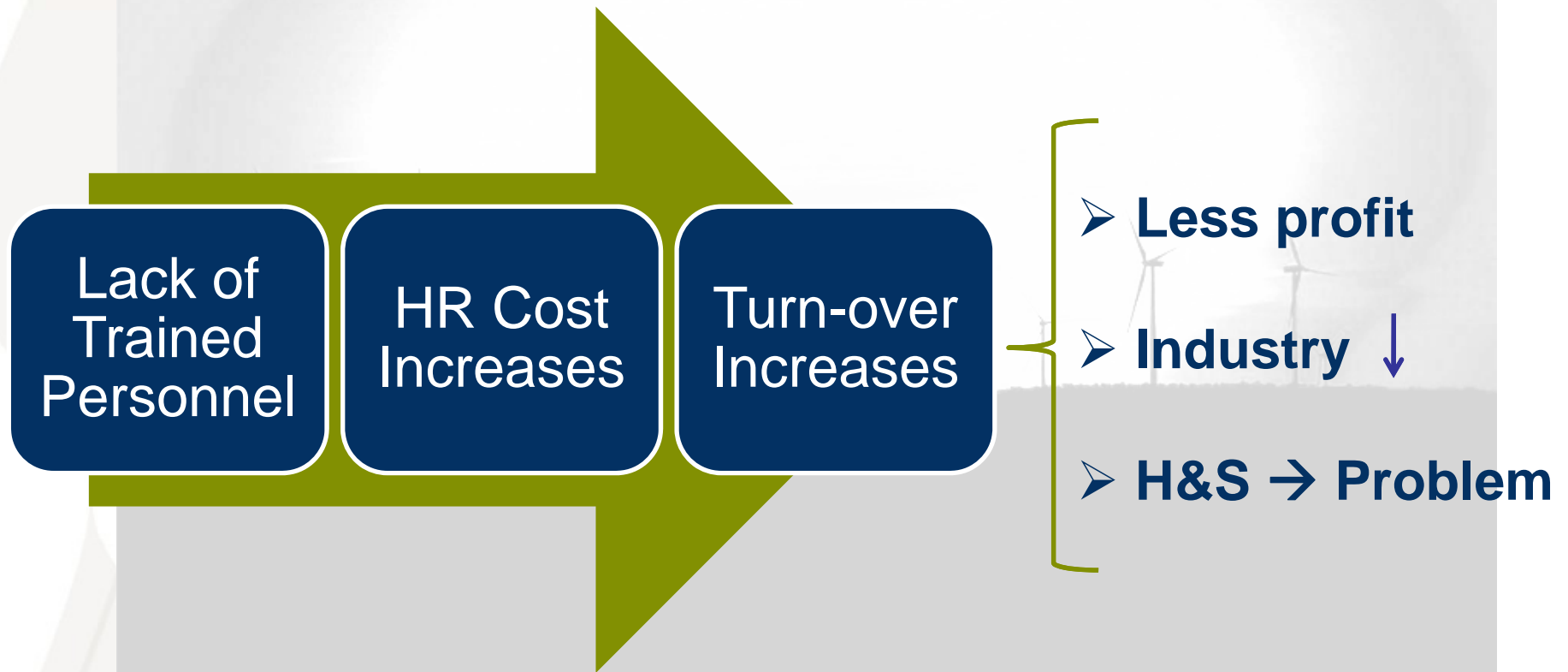
- **Current Industry Scenario**
- **Possible solution**
- **Training Needs**
- **GES Training Efforts**
- **Summary**
- **Training Programs - Examples**

## CURRENT INDUSTRY SCENARIO

### *Service Companies Market Place*



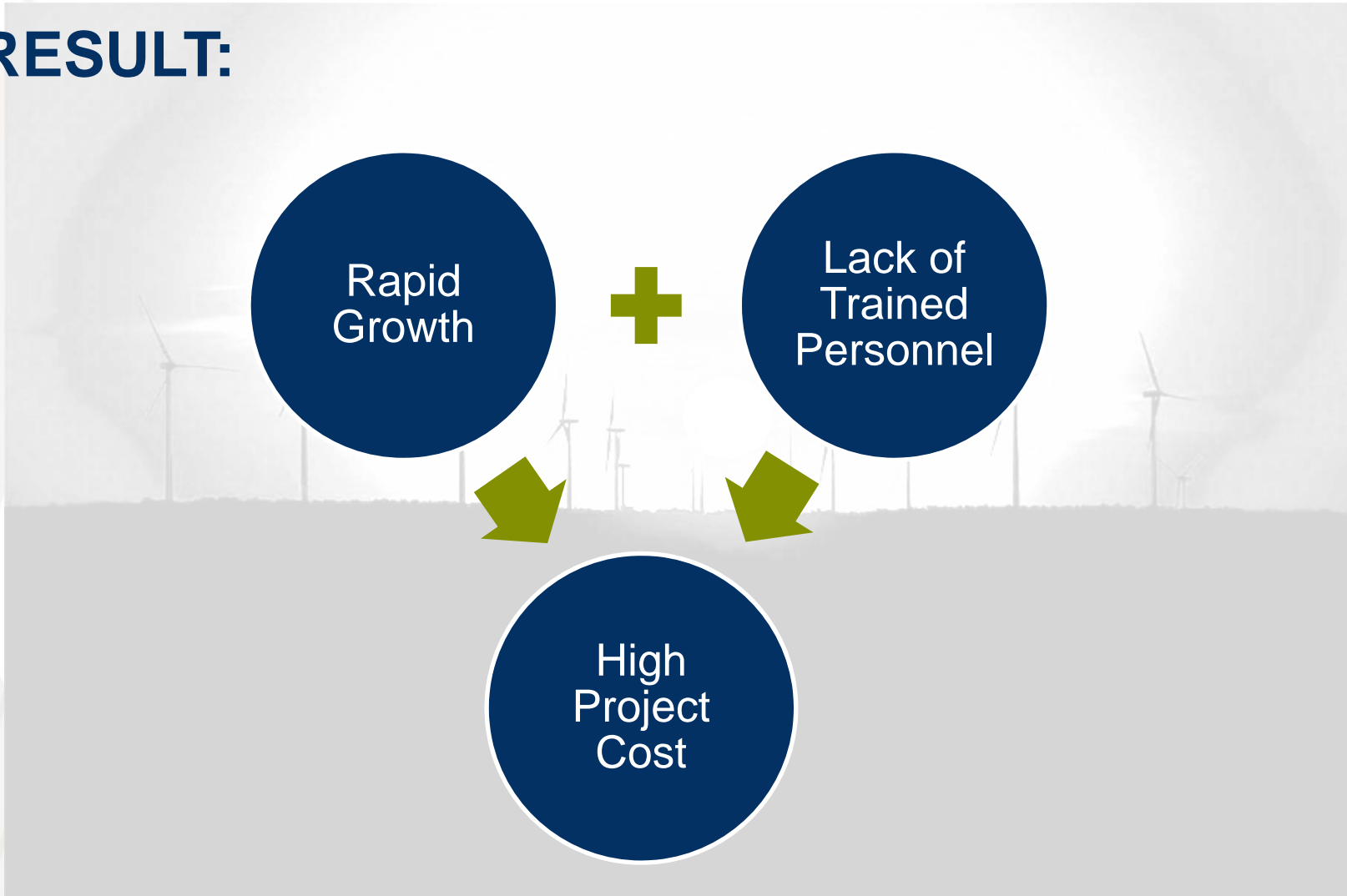
## CURRENT INDUSTRY SCENARIO - HR



## CURRENT INDUSTRY SCENARIO - Overall



## RESULT:



# CURRENT INDUSTRY SCENARIO

**SOLUTION:**



# TRAINING !!!

## CURRENT INDUSTRY SCENARIO - Solution



## TRAINING NEEDS

### HOW DO WE DO IT?

➤ **In-house training:**

✓ **High cost → Public or Private Funds**

➤ **Colleges & Technical Schools:**

✓ **Flexible courses → Tailor to Needs → Reduce time**

## **GES TRAINING EFFORTS**

- **GES → 2 Training Facilities (the 3<sup>rd</sup> in March '09)**
  - ✓ **Since 2000, 80% of our own techs trained**
  - ✓ **Growth from 1,000 to 5,000 employees in less than 6 years**
  
- **US WILL be the biggest wind market in the world**
  - ✓ **Over 14,000 MW per year by 2020**

## SUMMARY

- **The Experienced Personnel ratio is low**
- **Training MUST be provided to field personnel**
- **It has been done before**
- **Flexibility in training**
- **Subsidize by private or public sector**

## TRAINING PROGRAMS - Examples

### ➤ Health & Safety training needs:

- ✓ Fall protection
- ✓ Defensive Driving
- ✓ First Aid
- ✓ CPR
- ✓ OSHA 10 hours
- ✓ Accident Prevention
- ✓ Electrical Safety
- ✓ Transformers
- ✓ Switchgears
- ✓ etc

## TRAINING PROGRAMS - Examples

### ➤ Technical training needs:

- ✓ Basic Algebra
- ✓ Electricity
- ✓ Electrical schematics
- ✓ Mechanical
- ✓ Hydraulics
- ✓ Fasteners, Torquing
- ✓ Electrical measurement equipment
- ✓ Electronics
- ✓ Fiber Optics
- ✓ Troubleshooting
- ✓ etc