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TRAINING OF POWER PLANT STAFF IN GERMANY

(Document prepared by the delegate of the Federal Republic
of Germany)

TRAINING OF POWER PLANT STAFF IN GERMANY

Power Plant staff is trained in Germany after a plan that is declared in the following:

We divide our crews in the watch service for the operation and the maintenance and repair service.

For the latter we hire people from the market, mainly mechanics, electricians and control specialists. Some companies have apprenticeships to educate such men by themselves. The curricula for these professions are regulated by government, so it is no matter where you get them. They need some years of practice, before you can call them skilled craftsmen.

The operational personnel is different. We use to hire men with no special skills, but we try to choose people with full 9 years of school, more than 18 years of age to permit night work, the ability to learn craftsmans skills and logical consideration, they should be able to become kind fellow-workers.

For two weeks we put these people in a full-day school to teach them power-plant basics. After this they become shift-helpers and after one or two years of successful work they can become junior operators. Very good junior operators get a field education as a switchboard operator, this will last two years and will be accompanied by a two-hours-a-week nightschool, the teaching is done by power plant engineers.

The best of these men get offered a contract for a three year full-time training for a special education for lower level management, for instance unit foremen. This education takes place in the power station with one full day school a week. Experienced power plant engineers are teachers and education leaders. There are four different curriculae, machinery, nuclear equipment, electric equipment, control equipment. The curriculae were made by the Association of power station operating companies, so the education is the same in all European countries belonging to the Association.

As an example I have here the teaching guide for one single subject: steam turbines. Even if it is written in German, it may give you a glance on the amount of teaching.

Most of the men, that go through this training will work in the job they were educated for.

However, a small number of these men are sent to a one-year full day school at the city of Essen that is operated by the Association of power station operating companies. The knowledges they learn there are about adequate to that part of an engineer's education, that concerns

power plants. The end of school is a difficult test, after passing it, these men are going to be shift leaders in power stations of any size and kind.

Engineers from colleges or universities have to undergo a one-year training programme, on the end of this programme they have to be able to lead the shift in a power-station. We like to keep them in this job for some months, then give them as an assistant to an experienced power-station engineer to learn the job of a turbine-, boiler-, nuclear-, electric- or control-engineer.

Thanks for listening.