



For Ensuring Sustainability of
Water Infrastructures, Invest in
Water Training Centers:
IT PAYS BACK

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15.04.2015



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GENERAL INFORMATION ABOUT “AZERSU” OJSC

- Date of Establishment - 2004
- Affiliation - Governmental Company
- Scope - Azerbaijan Republic (9 million people)
- Service area - Drinking water and sanitation services
- Subordinate institutions - Nearly 90, 36 main
- Customers - About 1.300.000
- Employees - About 12.000



Brief information About “AZERSU” OJSC Training Centre

- ▣ Area - About 10 ha.
- ▣ Floors - 5
- ▣ Total number of rooms - about 80
- ▣ Training opportunities - 350 participants at the same time

- ▣ The building consists of following main parts:

- Theoretical training rooms
- Practical training rooms
- Poligon
- Hostel
- Gym
- Lounges
- Offices
- Subsidiary rooms



Brief information About “AZERSU” OJSC Training Centre

□ The rooms are following:

- Theoretical rooms
- Practical rooms
- Psychology room
- First Aid
- Library
- Gym
- Cafeterias
- Canteen (108 seats)
- Laboratory
- Hostel (70 beds)
- Meeting hall (30 seats)
- Conference hall (150 seats)
- Trainers' room
- Linguaphone room
- Conversation room, etc...



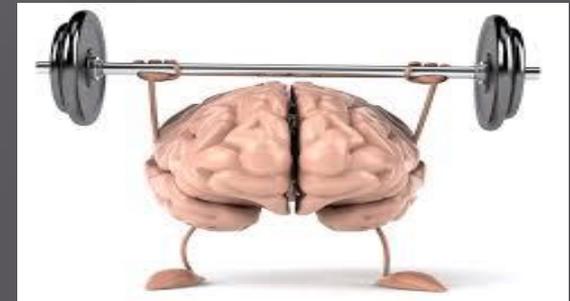
Brief information About Trainings Have Been Held At “AZERSU” OJSC

- ▣ 21 trainings for 500 employees (participants) in 2012,
- ▣ 54 trainings for 1200 employees (participants) in 2013,
- ▣ And 106 trainings for 4000 employees (participants) in 2014,
- ▣ As the “Azersu” Training Centre acts from 2015 there is no doubt that these numbers will regularly increase.
- ▣ The trainings have been organized in foreign countries as well as in Azerbaijan. For example, Turkey, France, Singapour, USA, Japan, Hungary, etc.



TRAININGS AFFECT

- to decline the company losses (which includes tangible and intangible losses),
- to set out professional staff,
- to diminish the company's dependence on the labor market,
- improvement of internal trainers,
- to increase employee's competences,
- to give a birth to new innovations and develop them,
- fast and qualified use of modern technologies,
- production cost decrement,
- increase the quality of service,
- and finally to increase the company income and customer satisfaction.



Why Do We Need Trainings Organized by Employees (Internal Trainings)?

- ▣ diminish the dependence from training market,
- ▣ because it is cheaper,
- ▣ internal trainers are very well acquainted with the company and its employees and they know what the company is occupied with,
- ▣ can be promptly organized ,
- ▣ earned resource is spent to own employees (because we must supply our trainer with appropriate recourse),
- ▣ an employee (i.e. trainee) is always able to ask his\her nearby trainer about challenges.





Why Do We Need Training Centre?



- ▣ to organize trainings more professionally,
- ▣ not to ask other companies about place (training centre),
- ▣ cheaper for long term plan,
- ▣ to hold any training at any time,
- ▣ to be able to hold urgent trainings in connection with the use of a particular technology or device,
- ▣ and mainly because it belongs to the company and close to employees...

Challenges and risks we can come across in organization of internal trainings and while building the Training Centre

- ▣ expenses for building the training centre,
- ▣ involvement of professionals and companies in establishing a training center,
- ▣ correct calculation of the needs of the training center,
- ▣ the expenses for maintenance of training center,
- ▣ lack of internal trainers source,
- ▣ lack of training strategy or unprofessional preparation,
- ▣ and so on..



Then How Will We Get Back The Investment Put in Training Centre?



- ❖ *First of all it must be clear that this investment will not be regained in the form of large amount of money, but we can manage followings:*
 - ❑ improve quality and increase working capacity of our employees,
 - ❑ establish secure labor relations,
 - ❑ diminish extra and external expenses.
- ❖ *At the same time we can get financial income, and how :*
 - ❑ by renting training centre to other companies when we don't need it wholly or in part,
 - ❑ by organizing trainings for other companies by means of internal trainers,
 - ❑ by holding other corresponding events in training centre,
 - ❑ in case of external trainers need, the expenses would be raise only for training itself, place for the training , accommodation and other organizational issues will be for free.



EXPERIENCE “AZERSU” OJSC

OUR SLOGAN:

EVERY DROP IS VITAL

HAYDAR ALIYEV:

“Education is the future of every nation”





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Thank You...

