Are You a Learning Organization?

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You may be aware that Siemens Power Academy, in conjunction with Siemens PTI, has more than 40 years of experience in training today’s engineers. What you may not know is that we are also committed to improving the skills and knowledge of the T&D workforce by helping companies become learning organizations. A learning organization is the term given to a company that facilitates the learning of its members and continuously transforms itself.

Siemens Power Academy is helping to achieve this by building industry leaders of tomorrow through more in-depth training – in addition to our regularly offered training courses from our catalog at any one of our numerous regional locations – in partnership with clients from around the world.

Siemens Power Academy is constantly working with utilities to develop long-term training and certification programs to meet the growing need for development and succession planning programs. Clients who invest in these development programs make an investment in their workforce and demonstrate an organizational commitment to developing the knowledge, skills and capabilities needed to reach their operational goals and meet future challenges of the grid. Our long-term programs are designed to transfer the knowledge and concepts from industry experts to participants such that they can apply these concepts and improve their decision-making capabilities, as well as develop practical problem-solving abilities as part of their learning process.

These long-term development programs serve to provide students with fundamental technical knowledge to support better decision-making, as well as provide our clients with a robust technical leadership development program that drives employee engagement, thus ensuring commitment to business objectives. Both our clients and their participants understand the value and importance in these types of programs in a learning organization and for overall recruitment, engagement and retention. Not only do these programs provide a structured path for learning and employee development, but survey data gathered from our students clearly shows that participants feel valued as employees when their company actively invests in their career development.

- 91% of respondents felt they would refer a colleague or another employee to Siemens training programs as a result of their experience
- 97% of respondents felt they were more valuable as an employee as a result of participating in this long-term training program
- 71% of respondents felt that they were more likely to remain loyal to their company as a result of their training

Our current long-term training programs include the Certificate in Distribution Systems Engineering and the Power Technology Certificate Program. Both programs consist of broad learning goals and are multi-year in length. The goals of these programs include enhancing the participants’ fundamental knowledge of electrical engineering theory, equipment applications, and system and equipment reliability considerations. Ultimately, our long-term training programs provide a comprehensive series of graduate-level courses including distribution and transmission planning, design and operational topics related to the efficient management of the electrical grid.

If you have challenges attracting, retaining or developing power system engineering talent, this model may be appealing to you. Additionally, we offer needs analysis services to help analyze your current programs in order to provide a more strategic development solution. Siemens Power Academy’s Education Specialists can work with you to develop a unique long-term training program. Our extensive training catalog and instructors’ content can be adapted to the needs and goals of your organization. We
will strive to provide you with the most valuable learning experience possible, and allow you to invest in the future of your company and the future of the grid.

For additional information regarding these long-term training opportunities for your organization, contact Siemens Power Academy at pti-edpro.ptd@siemens.com or call 518-395-5005.