

THE AUSTRALIAN POWER INSTITUTE

KEY MILESTONES

16 August 2013

Participating Victorian API Member Organisations commit to:

1. Participation in Pilot Program &
2. Number of participants in Pilot Program

28 August 2013

API Board approves Victorian Pilot Program based on commitments from Vic participating API members

End October 2013

Pilot Program Participants selected by participating organisations and Steering Group

22-23 November 2013

First EPEP Technical Workshop

Beginning February 2014

First work exchanges commence (including access to power engineering learning & development modules)

16-28 February 2014

API Summer School (for those selected to attend)

June 2014

Second EPEP Technical Workshop

...And more exciting achievements ahead!

CAREER DEVELOPMENT PROGRAM



WHY: The career development program was developed due to the industry experiencing shortages and recruitment difficulties for Senior Engineers and for power engineering management nationwide.

The historically large proportion (25%) of power engineers less than 30 years of age, combined with the reduction in the 40-49 year band (from 30% to 20%), will accentuate continuing professional development challenges.

With almost 30% of the estimated 6,500 power engineers already over 50 years of age, there will be a major exodus of professional staff through retirements over the next decade.

WHAT: The API Board consequently proposed a career development program for mid career professionals (4-10 years experience) to prepare/facilitate the pipeline of future senior/experienced engineers for industry.

WHO: The program was piloted in Victoria in 2013 with six member companies (AEMO, GDF Suez, Wilson Transformer Company, Aurecon, SP-AusNet, United Energy) nominating 15 participants on the program.



John inside one of the two Cooling Towers during the Loy Yang B outage

PROGRAM OBJECTIVES

- Increase pipeline of experienced, capable and innovative professionals to lead productivity and new technology contributions – contribute to industry cost reduction and increased service provision objectives
- Develop business and technical leadership, mentoring and coaching skills of mid career engineers – which will also support developing the increased proportion of young professionals (industry engineers under 30 have increased from 14% in 2004 to 25% in 2011).
- Use collective resources of API membership to complement in-company programs and achieve reductions in training and development expenditures and overheads

KEY DEVELOPMENT AND LEARNING ACTIVITIES

- Work Placement Exchanges between participating organisations
- Attendance at API Summer School – Residential accelerated career development program
- Business/technical workshops including undertaking a business improvement project

“Attracting and Keeping the Best Engineers in Engineering”

WORK EXCHANGE KEY FEATURES

- Provides the opportunity for experience to be gained amongst all market participant organisations within the energy sector, and hence develop and broaden individuals competencies and experience.
- Work exchange participants to have well defined development and learning outcomes agreed prior to commencing.
- Participants have access to API Power Engineering Modules to provide fundamental/refresher learning during placements.
- Oversight by mentor at work exchange organization and home supervisor/mentor to ensure conflicts of interest situations effectively managed.
- API to seek “In Principle” Agreement amongst participating organisations that recruitment of participants from other organisations does not occur.



Unit 1 Turbine – Low-pressure section: and Intermediate and High Pressure section

API “ EXCELLENCE IN POWER ENGINEERING PRACTICE” PROGRAM PARTICIPANT

John Deere, the first API Career Development Program participant to undertake a work placement, normally works for the Australian Energy Market Operator (AEMO) and is currently doing a work exchange at GDF SUEZ Loy Yang B Power Station to broaden his industry experience. A program of work placements for other participants on the program has been planned.



John by Unit 1 Turbine during disassembly

“Through this experience I have gained a better technical understanding of generator operations and have benefited as I’ve been exposed to real world power station challenges. Since this program, I have better understood key functions and issues in the management of power station operation and maintenance.”

-John Deere
