



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

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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.



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...

