



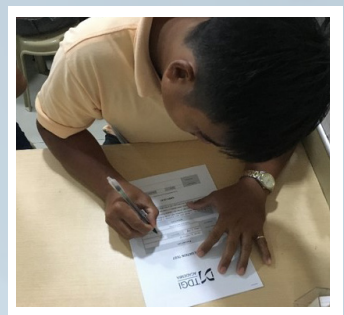
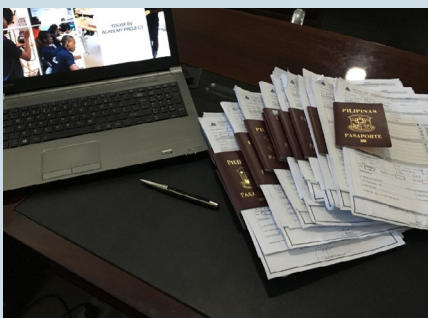
TDGISERV ACADEMY

“If you think training is expensive, try ignorance.”

TDGIServ Academy established an assessment center (where candidates undergo a comprehensive assessment in order to determine their suitability to perform under specific positions) for the screening, recruitment and selection of new employees. This methodology was successfully tested and implemented last November in Philippines recruitment process.

OUR ASSESSMENT CENTER CONSIDER 7 STEPS:

- Step 1 – Initial screening (Resumes are cross checked and matched with job description)
- Step 2 – Written tests (discipline wise, numerical & logic reasoning and English proficiency)
- Step 3 – Behavioral and basic technical interviews
- Step 4 – Technical interviews (technical tests)
- Step 5 – Provisional offer letter
- Step 6 – Medical / physical examination (if required)
- Step 7 – Final job offer





Additionally to the existing comprehensive selection process there is a continuous need to refresh and improve technical skills. This is why, training courses have developed for HVAC, mechanical and electrical disciplines.

Main topics covered in training courses are as Follow:

- Power distribution & protection;
- Indoor air quality
- Electrical motors
- Chillers and hydraulic circuits
- UPS and VFD's
- AHU's and aeraulic circuits
- Fire fighting & suppression systems
- Diesel generators



Also to consider other ongoing kind of training which is “On job training – Tool Box Talk”. Between April 2016 and January 2017 period, TDGIServ Academy developed 952 tool box talk, most of them focused on safety aspects (HSSE). Total training volume was 6723 hours and covered all sites in particular Qatar Foundation project.

The next planed step for TDGISERV Academy is to provide training on behaviour aspects, soft-skills areas and also IT, such as EXCEL operation skills.

