

## SOUTH ASIA UTILITY PLACEMENT PROGRAM

With funding from the U.S. Agency for International Development (USAID), the United States Energy Association (USEA) has established the South Asia Utility Placement Program (Placement Program). In support of the USAID South Asia Regional Initiative for Energy (SARI/Energy) the goal of the Placement Program is to help promote energy security in South Asia through three activity areas: (1) cross border energy trade, (2) energy market formation, and (3) regional clean energy development. Through these activities, SARI/Energy facilitates more efficient regional energy resource utilization, works toward transparent and profitable energy practices, mitigates the environmental impacts of energy production, and increases regional access to energy. SARI/Energy countries include: Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, and Sri Lanka.

### *Program Description*

The Placement Program is a capacity building program designed to improve the technical and managerial skills of professional staff in South Asian utilities. Candidates from South Asian utilities (hereafter referred to as “Candidates”) are placed into U.S. or other country energy counterpart utilities (hereafter referred to as “Host Organization”) for a period of approximately two weeks to two months. These limited term internships provide real time and real life experiences to the participants through on the job training.

Candidates would consist of executives, managers and other senior-level staff from South Asian utilities. USEA will match the candidates with U.S. and other country utilities and transmissions system operators for an extended period of job-shadowing/on-the-job training, mentoring and internship. The candidates would be involved in their mentor’s full range of activities including:

- Planning sessions
- Decision making meetings
- Operational activities
- Field site visits

The Placement Program concentrates on job-shadowing and on-the job training – proven, practical approaches to learning that emphasize hands-on training.

The intended results of these placements are the transfer or adaptation of market-based approaches, proven operational procedures and best practices from the overseas utilities into South Asian utilities with the intent of creating an environment that fosters investment and an increase of cross-border energy trade and energy security.



*S. Padmanaban, Director of SARI/Energy, speaks at a renewable energy summit.*



## Focus Areas

There are three focus areas for the Placement Program:

- Capacity Planning and Acquisition
- Transmission System Operations
- Transmission System Planning

Listed below are some of the topics under each focus area, the types of partners that would conduct the placements, and types of South Asian utility participants.

### Capacity Planning and Acquisition

Topics:

- Load and demand forecasting
- Prioritizing generation demand options
- Capacity acquisition strategies
- Energy trading and contracting strategies
- Power purchase agreements
- Demand side management: energy conservation and energy efficiency

Overseas Partners: Distribution companies

Types of Participants: South Asian utility system planners



### Transmission System Operations

Topics:

- Operation of transmission systems and power pools
- Cross border/jurisdiction issues
- Dispatch procedures, strategies and rules
- Interaction of system operators and energy trading
- Standards for voltage and frequency regulation
- System reliability and protection

Overseas Partners: Transmission Utilities, Regional Transmission Operators and Independent System Operators

Types of Participants: South Asian transmission system operators



### Transmission System Planning and Design

Topics:

- Power system analysis and studies on load flow, stability, reliability and power network
- Design standards and requirements
- SCADA
- Load forecasting

Overseas Partners: Transmission Utilities, Regional Transmission Operators and Independent System Operators

Types of Participants: South Asian transmission system planners and engineers

## Results

The South Asian utilities should achieve the following:

- Improve system operations by benchmarking against overseas utility practices
- Become familiar with more efficient technologies
- Learn how to operate in market based energy systems
- Introduce new management and performance-based practices
- Gain the opportunity to establish and maintain relations with the overseas utility on key issues vital to the south Asian utilities

## Eligible Organizations & Responsibilities

### South Asian Utilities

Eligible Organizations: The electric utilities in South Asia engaged in transmission or distribution are eligible to nominate candidates for the Placement Program.



Responsibilities: The South Asian utility is responsible for selecting and submitting eligible candidates for the Placement Program and indicating how participation will benefit the utility. Additionally, the South Asian utility may be asked to share some related costs associated with the placement. These costs may include salaries, personnel benefits, incidental expenses, lodging, per diem, transportation, visas, placement fees (if any), insurance, and miscellaneous costs.

### Overseas Utilities

Eligible Organizations: Electric utilities, transmission companies, independent system operators or regional transmission organizations will be the host utilities for the program.

Responsibilities: The utility will be the host organization responsible for providing the capacity building experiences and mentoring the candidate in the topics selected. The utility will place candidates in specific departments and develop, with USEA and the candidate, a placement plan that outlines the activities and assignments to be completed during the placement timeframe.

The Host Organization will assign a Mentor who will educate and guide the candidate in completing the assignment and arrange one-on-one interaction sessions for the candidate with various officials within the organization.

## *USEA's Role*

USEA shall identify a suitable Host Organizations (transmission, distribution utility; regulatory agency; electricity trader and other energy-related organization). USEA shall be responsible for:

- Overall program management
- Coordination with USAID, CCO, Host Organization, and Candidate Organization
- Developing a placement plan and schedule for the candidate (in conjunction with USAID, Host Organization and Candidate Organization)
- Assisting in arranging logistics for candidate in country
- Providing placement material, conducting cultural orientation and receiving candidate in country
- Monitoring progress of candidate
- Providing final report to USAID on results of the placement.



## *Duration of Placements*

The duration of the placements will depend on the needs of the South Asian utilities and on the willingness of the Host Organizations. Generally, the placements would range from two weeks to two months. Longer placements would also be considered, if Host Organizations concur.

## *Candidate Qualifications*

The candidates must be highly responsible and motivated executives or senior staff. They must participate full time in the program at the overseas utility for the duration of the placement, participate in all scheduled activities, prepare reports on the placement, and be capable of a significant amount of self-study and be capable of independent living overseas.

- Proficiency in English (oral & written)
- Minimum of five years work experience with utility
- B.S. Engineering or other equivalent relevant degree
- Maximum age limit is 45 for placement up to two months

## *Application Process*

The chief executive officer or managing director of a South Asian electric utility must submit the name of the candidate to USEA and the appropriate USAID/SARI/Energy Country Coordinator. Additionally, the South Asian utility must provide information about why the candidate is qualified to participate in the Placement Program and how the candidate and the South Asian utility will benefit from the experience.

Upon request, USEA will forward a complete copy of the application to interested utilities.

**FOR FURTHER INFORMATION OR TO SUBMIT CANDIDATE NOMINATIONS CONTACT:**

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