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**2. Training**

It is planned to train locally 2483 staff and clients and abroad 76 staff in telecom, engineering, business studies and information system in the 2002/03-budget year. The training program is shown in table 6.

ETHIOPIAN TELECOMMUNICATIONS TRAINING INSTITUTE  
TRAINING PROGRAM FOR 1995 E.F.Y

I - CENTRAL TRAINING INSTITUTE

No.	Course	In-Service	Duration (in weeks)	Frequency	No. of Trainers	Trainer/Week	First Quarter			Second Quarter			Third Quarter			Fourth Quarter		
							July	August	September	October	November	December	January	February	March	April	May	June
1	Telecom. Engineering Training																	
1.1	Outside Plant																	
	Cable Jaming (High Capacity)		2	1	20	40												
	Telephone cable testing		2	1	20	40												
	Optical Fiber Construction		1	1	30	30												
	Pair Gtm		1	2	15	30												
	OSP Planning Maintenance & Management		2	1	15	30												
	<b>Sub-Total</b>				105	160												
1.2	Switching																	
	AXE-10 Operation and Maintenance		6	1	12	72												
	DMS-10 Switching System		5	1	12	60												
	RAX		2	1	10	20												
	OPAX supervisory training		0.6	1	10	6												
	<b>Sub-Total</b>				44	158												
1.3	Transmission																	
	Digital Micro wave (SDH)		2	2	20	80												
	DDM-SS		2	1	12	24												
	Wireless Local Loop (WLL)		2	1	10	20												
	Mobile Communication		1	1	12	12												
	<b>Sub-Total</b>				74	126												
1.4	Data Communication																	
	Public Data Communication Network		2	1	10	20												
	Introduction to Data Communication		2	1	10	20												
	<b>Sub-Total</b>				20	40												
1.5	Telecom Power Plant																	
	DC Power System		2	1	10	20												
	Electromechanical System		2	1	10	20												
	Air Conditioning		1	1	10	10												
	<b>Sub-Total</b>				30	50												
1.6	Up - Grading																	
	Basic Technicians		47	1	60	2820												
	Junior Technicians (JTU3)		26	1	60	1560												
	Subscriber Line Planning (SPU2)		12	1	16	192												
	<b>Sub-Total</b>				136	4572												
	<b>TET In-Service sub total</b>				409	5106												
2	Business Studies																	
2.1	Management																	
	Supervisory Management		2	1	20	40												
	Office Operation Management		2	1	20	40												
	Operational Management		5	1	25	125												
	Insurance		1	1	20	20												
	Management Development		0.4	1	15	6												
	Strategic Management		1	1	20	20												
	Marketing Management		1	1	20	20												
	Leadership skill development		1	1	20	20												
	Performance Management		2	1	20	20												
	Procurement Training		1	1	20	20												
	Orientation on Personnel Audit		1	2	30	60												
	<b>Sub Total</b>				250	411												
2.2	Telecom. Operation and Traffic																	
	Supply Management		2	1	15	30												
	Telephone Operation		2	1	20	40												
	<b>Sub Total</b>				35	70												
	<b>BST In-Service sub total</b>				285	487.0												





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**3. Research related works**

In the 2002/03 budget year, it is planned o accomplish much research and related works that will strengthen the capacity of the corporation. The program that will help to accomplish this works is already prepared and it is presented table 7.

No.	Activities	1st Quar.			2nd Quar.			3rd Quar.			4th Quar.			Responsible Body
		July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun	
1	Up grading the training institute to a college level													Task force & ITU
	1.1 Design Course Structure & develop Curriculum													"
	1.2 Preparing business plan													"
	1.3 Secure Accreditation													TRD
	1.4 Prepare architectural design for the new college building													Joint committee & HRD
2	Establish relationship with higher Institute specially AAU and preparation of memorandum of understanding													Implementation com. & TSD
3	Implementation of regional marketing structure													HRD & TID
4	Reorganize regional outside plant construction													HRP
5	Implementation of succession plan guideline													Tele consult & HRD
6	Implementation of de-layering supervisory position													PAD & Committee
7	Revision of the collective agreement													Task force(PAD, HRP, TRD)
8	The redeployment of workforce													
	Telephonist													
	Telegraphist													
	Technicians /Analog/													PAD & Committee
9	Revision of per diem scheme													HRP
10	Implementation of career development scheme													HRP, Security & PAD
11	Revise the work force of security													HRP
12	Study outsourcing													
	Daily Labourer													
	Messengers & Cleaners for regional offices													
	Driver (Pilot)													
13	Revision of existing salary scale (partial)													HRD & Committee
	Partial revision of some jobs													HRD & Ext. consultant
	Revision through external consultants													PAD
14	Implementation of Performance related pay													
15	Recruitment of manpower (details attached)													PAD, Regions & Zones
	Additional (400)													"
	Replacement (331)													
16	Training (detail schedule attached)													TRD
	16.1 Central													
	16.1.1 Telecom engineering Training													"

No.	Activities	1st Quar.			2nd Quar.			3rd Quar.			4th Quar.			Responsible	
		July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun	Body	
	Outside plant(105)														
	Switching (44)														
	Transmission (74)														
	Data Communication (20)														
	Telecom power plant (30)														
	Up grading (136)														
	16.1.2 Business Studies Management (85)														
	Telecom Operation and Traffic (35)														
	Orientation on personnel audit (30)														
	16.1.3 Management Development														HRP & TRD
	Strategic management (15)														
	Marketing management (20)														
	Leadership skill development (20)														
	Performance management (20)														
	Procurement Training(30)														
	Operational Project Planning(2)														HRP
	Performance Indicators (1)														
	Human Resource & Project team Management(2)														
	Procurement Training (Abroad) (2)														
	16.1.4 Information system														
	Internal training (484)														
	Internet (30)														
	Dos- win + Ms word training at regional offices (84)														
	16.1.5 Preservice training (192)														
	16.1.6 External customer training (715)														
	16.2. Abroad (76)														HRP
	16.3 Regional Training														Regions
	16.3.1 In-service (247)														
	16.3.2 Pre-service (67)														
	16.3.3 Customer training (20)														