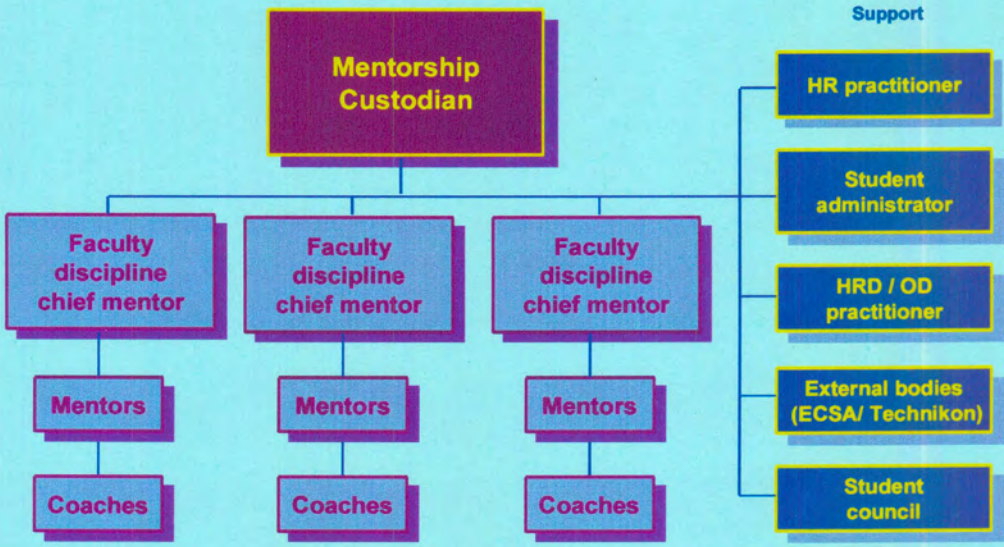


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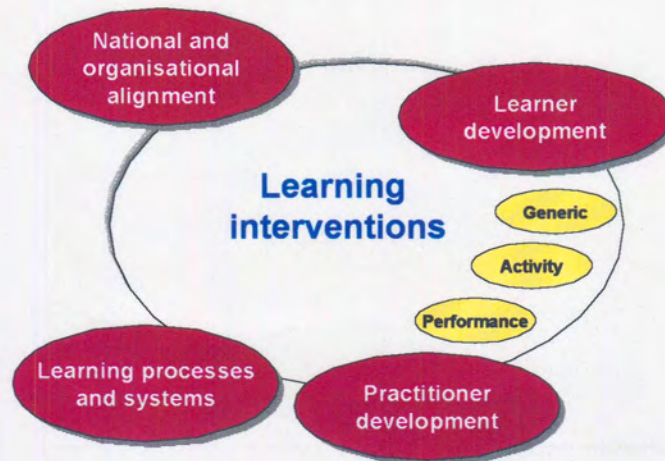
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# Appendices



An experiential learning process for the advancement of previously disadvantaged employees in an industrial context – W.J. Cilliers

## APPENDICES



Appendices used in this research project are listed in this section and are available on a compact disk (CD). The appendices are in a PDF file format. Acrobat reader software (Adobe Acrobat 3.0) is available for reading the PDF files. The Internet products were developed using Front Page 97, Internet Explorer 3 and 4 and Java Scripting.

### Contents of the CD

The following directories are on the CD:

- Appendices
- HRD Web-site
- Eskom induction program (computer-based training)
- Transmission Internet-based induction program
- Software
- Tests

In the root directory of the CD is a *readme* file giving instructions for installing the Internet-based and computer-based induction programs.

## Learning interventions

PhD **AN EXPERIENTIAL LEARNING PROCESS FOR THE  
ADVANCEMENT OF PREVIOUSLY DISADVANTAGED  
EMPLOYEES IN AN INDUSTRIAL CONTEXT**

### Book 1 – National and organisational alignment

Appendix A	A and B band project initiation report
Appendix B	A and B band conceptual framework
Appendix C	A and B band project definition report
Appendix D	A and B band executive plan
Appendix E	Eskom HR strategy
Appendix F	Eskom ABET audit summary report
Appendix G*	External ABET survey
Appendix H*	ABET service-provider evaluation

\* Only available from the researcher – confidentiality clause with service providers and participating organisations

### Book 2 – Learner development

Appendix J	Competence development for Engineering Resources
Appendix L	Technician development
Appendix M	Primary and secondary plant curricula
Appendix N	Experiential training record
Appendix O	Guideline to the experiential training record
Appendix P	Guideline for competence development for engineers-in-training

### **Book 3 – Practitioner development**

- Appendix Q Guidelines for mentorship  
Appendix R Guideline for a student administrator  
Appendix S HRD management toolbox  
Appendix T HRD analysis toolbox

### **Book 4 – Learning processes and systems**

- Appendix I Transmission HRD process report  
Appendix K HRD Guideline 1998

### **Appendices by book**

- |        |                                       |                     |
|--------|---------------------------------------|---------------------|
| Book 1 | National and organisational alignment | Appendices A – F    |
| Book 2 | Learner development                   | Appendices J, L – N |
| Book 3 | Practitioner development              | Appendices Q – T    |
| Book 4 | Learning process and systems          | Appendices I, K     |



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