

Staffing solutions: giving clients room to breathe in a global market

Headquartered in [Berlin](#), with offices all over Germany, [DAL Zeitarbeit](#) is a recruitment and staffing company that operates in the power industry – particularly within the wind sector.

In this exclusive interview, company owner [Dr. Ansgar Lauterbach](#) explains how the firm alleviates the human resources burden by offering [trusted staffing solutions](#).

PES: Can you give us a basic overview of DAL Zeitarbeit as a company and how it operates, both in European and world-wide sectors?

Dr. Ansgar Lauterbach: DAL Zeitarbeit GmbH is a German-based recruitment and staffing company, which mainly operates in fast-growing business sectors like the power plant and wind turbine industry. In these specific sectors, we supply our customers with highly-qualified and experienced personnel all over the world, particularly for the erection and

maintenance of wind turbines as well as to give support for the production and repair of rotor blades. In 2007, almost one third of our total sales in the wind energy sector were generated outside Germany. Dozens of companies in the wind energy industry appreciate that DAL meets their HR demands in a quick and accurate manner.

PES: How is your operation tailored towards the wind energy sector specifically?

DL: Wind energy plants not only require qualified personnel during their erection, assembly and connection to the national electricity grid, but also for maintenance and service throughout their 20-30 year life-cycle. The normally remote situation of wind farms demands flexible personnel operations and efficient preparation and implementation. This is where DAL comes in. The use of DAL services helps companies to top-up their own teams with a certain number of highly qualified personnel – not just when they are faced

with expected or unexpected peaks. Very often we are an inherent tool of our customers' own HR planning. This gives our customers the flexibility to focus on what is important in their eyes. To sum up: we give our customers the room to 'breathe' in an unfettered global market. In other words, we help companies to save time and money.

PES: What methodology do you employ to ensure that employers are provided with suitable qualified staff for the many technical jobs that are sustained by the industry?

DL: DAL engineers are experienced all-rounders with a strong background in all kinds of electrician work and industrial mechanics. Before starting to work on wind turbines all employees will have passed several training modules (with durations of three to six months) to cope with all categories of problems which might come up during the assignment. Therefore DAL workforce has not only professional competences in machine construction, but electronic engineering and composite materials. DAL engineers are also familiar with all kinds of erection work, like the landing of nacelles, hubs and single blades. Furthermore, they have comprehensive knowledge of the latest assembly technology, integrated environmental protection and operate accordingly to government accident and safety regulations.

DAL laminators (workforce for production and repair of rotor blades) are reliable and experienced in handling different kinds of plastic (thermoplastics, duromers or elastomers), reagents and resins (epoxy, vinylester and polyester) as well as reinforcement fibres (rovings, mats, clutches and fabrics).

PES: Job safety is crucial to both employers and employees alike – do you provide any support in this area?

DL: Yes, of course. For example, DAL technicians are fully kitted out with safety harnesses, strap fall attenuators, track and cable safety lines. DAL is also licensed to test on its own the quality of harnesses and strap fall attenuators. All DAL employees recurrently receive special first-aid tuitions, obtain a valid "G41", a German compulsive health certificate, and have taken the safety course "rescue at height" or have passed the comparable Dutch VCA-training course.

PES: Your company works with many overseas clients – how do you overcome the language barrier?

DL: All DAL engineers who are sent abroad are able to speak and write English for daily use. But DAL is quite



Thomas Bratz (left) – Managing Director Wind & Sun Energy Services GmbH – and Dr. Ansgar Lauterbach (right) – owner of the DAL Group – during a site inspection.

'internationalised'. For example, there are British, Scandinavian, Dutch, Turkish, Polish and Russian employees on our payroll. Additionally, all employees who are working abroad have passed intensive language courses with a strong focus on technical English. To be honest, the rest will be taught on the job. But it is also worth mentioning that some of the handbooks are also available in the German language. In Eastern Europe, the preferred language on-site is German.

PES: We see that you'll be attending HUSUM in September, how important is communication and networking for your business?

DL: The gathering in HUSUM is of immense importance for us. DAL is currently on a fast track of expansion: we have got a solid financial basis; we are well experienced; our employees are well-trained and well-equipped; and last-but-not-least we are very ambitious.

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The question is how to communicate all these talents to potential clients. HUSUM gives us the opportunity to easily get in contact with a lot of interesting people throughout the entire industry. Though HUSUM is a small but charming town, this exhibition has an extremely international flavour. However, communication and networking in general is very important in our sector. For us, it is a must to understand what makes our customers tick so that we match our customers' demands – knowledge is nothing without understanding.

PES: What is your approach as a company to the whole issue of wind energy?



DL: Over the last three or four years many nations have become aware that it is of utmost priority to become less dependent on oil or gas, that it is of highest importance to reduce the emissions and eventually that financial investments into this particular business sector definitely pay off. Fortunately, DAL anticipated this development and put a strong focus on the wind turbine industry in general. Compared with some of our competitors (and there are just a very few) we are several years ahead, but it is also a daily challenge to keep this lead up. Currently, we launched training courses for off-shore work, and we have also recently finished a course for NDT (Non Destructive Testing) in the rotor blade industry, where the importance of quality standards is immense.

PES: What single piece of information would you most like to share with our readers?

DL: I would like to inform the readers that the DAL Group recently bought a stake of a pure erection company, WSES (Wind and Sun Energy Services, formerly known as ATIS) which is just concentrating on erection and assembling wind turbines and solar systems. Within this partnership DAL has got the opportunity to train employees autonomously with the latest technologies of almost all kinds of wind turbines. This is what I meant by keeping up the leadership.

PES: How do you see the wind industry developing over the next 10 years, and where will DAL Zeitarbeit's place be in that development?

DL: To my mind the whole wind industry will be characterised by a vast increase. All economies around the world cannot keep on working as if nothing had happened. We are all affected by emissions, acid rain and other impacts of pollution. Sustainable growth will be the central challenge of this century. To be honest, DAL is only a little wheel in this remarkable development. But we are strongly convinced that the use of our services helps to reduce emissions immediately, because the sooner more wind turbines are erected the better it is for the world's climate. However, our own growth rates show us, that we have positioned ourselves very well in the market. It encourages us to move on with our strategy.

PES: The theme of this issue is the rising price of oil and how it will affect the renewable industry. Do you feel it will impact upon your business? How?

DL: The rising price of oil will definitely impact upon our business. The prices for steel and carbon will rise, so will the prices of the subcontractor's services. In the end this means, that we will not produce, erect and assemble wind farms to the same prices that we did in the recent years. But the entire industry is still big enough to ensure that companies like DAL will take a slice of the cake. Ultimately quality comes at a price and we are not worried as long as companies appreciate being served at the highest level for a reasonable cost. ▀

For further information, please visit www.dal-zeitarbeit.com