

THIESS INDONESIA



TCI Apprenticeship Program

A Linkage between Thies and TAFE

- To fulfill requirements for highly skilled mechanical, electrical and welding trades people for PT Thies Contractors Indonesia (TCI).
- Lack of skilled trades people qualified for the industry in Indonesia.
- Reflection of TCI's commitment for the education and development of the Indonesian people.



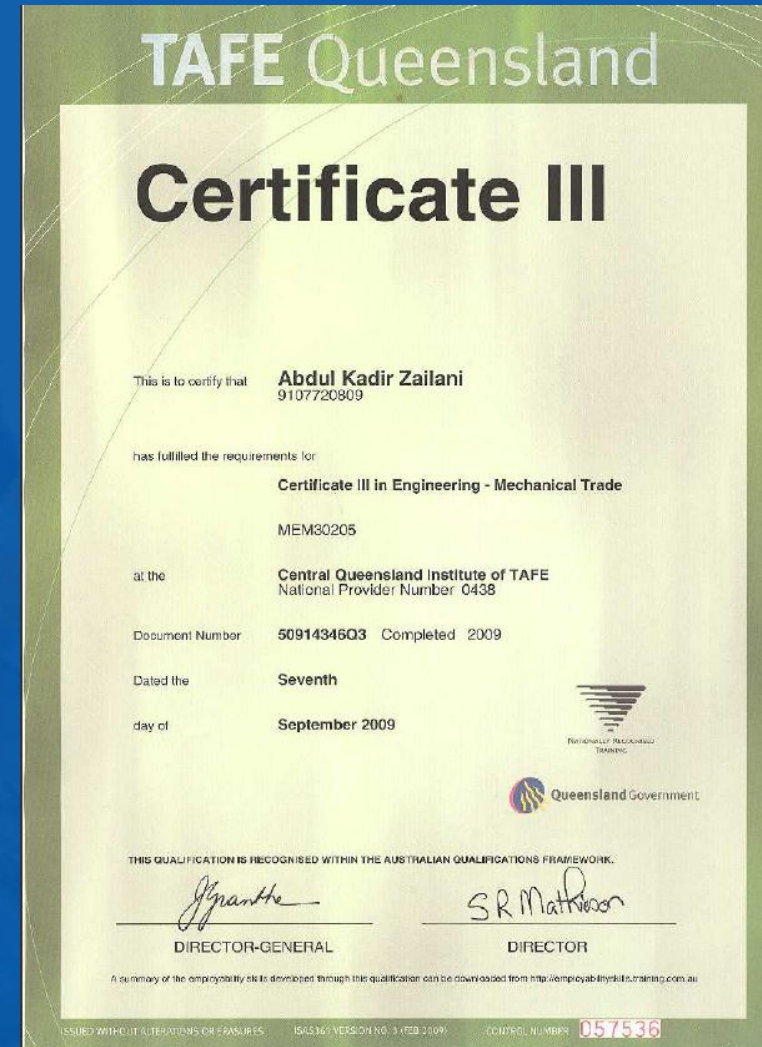


- Heavy Duty
Mechanic)
- Auto Electrician
- Welding

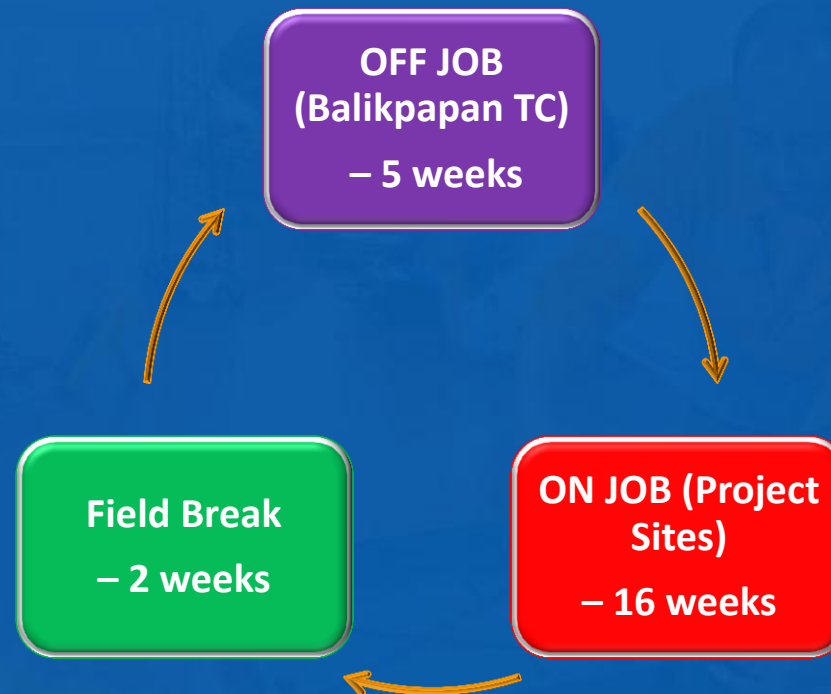
- Industry standards require a program which can satisfy these.
- Only a few large international mining companies had fleets of Heavy Equipment.
- Consequently, Indonesian schools/university did not have HE in their curriculum.
- Internationally recognised – evidence of quality of training and our capability to potential clients.



- Certified and regularly audited by the CQIT:
 - Certification of trainers & assessors qualification
 - Certification of the program graduates (Certificate III in Trade Engineering)



- Commenced in 1992 with 8 apprentices.
- Started with the Central Queensland Institute of TAFE since 1999 and the relationship has been maintained since then.
- Overall duration is \pm 5 years divided in 10 Blocks.
- Duration of one block is \pm 6 months:

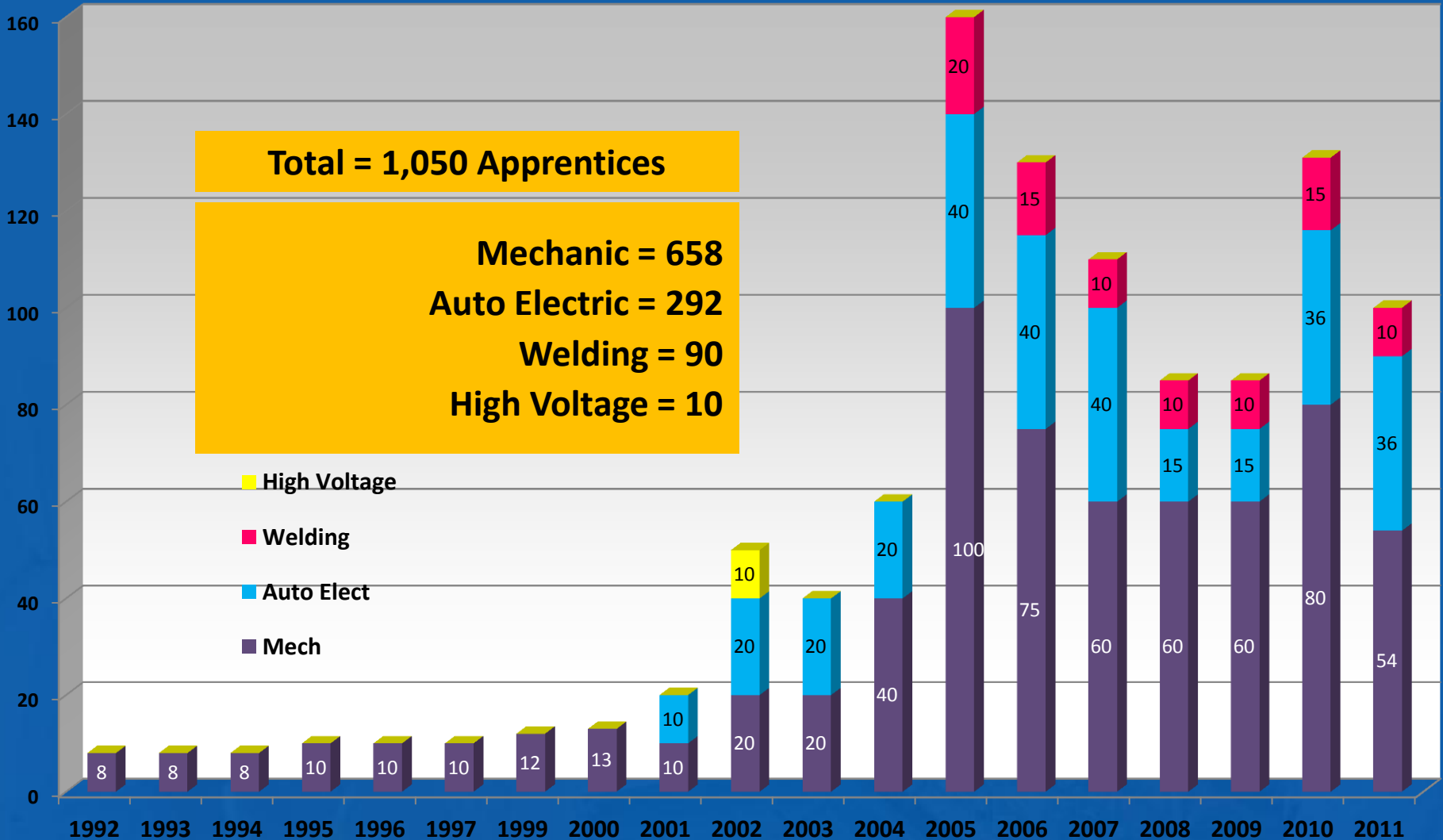


- Competency Based Training
- Off / On job Training
- Assessment for each competency
- Log Books for each apprentice



- **Contractual Agreement (3 years):**
 - Establishment of RTO Service agreement
 - Curriculum and materials
 - Assessor validation, orientation and evaluation of assessment resources
 - Qualification / Competency Issue (per person per competency)
 - AQTF compliance auditing (site visit and/or from Australia)



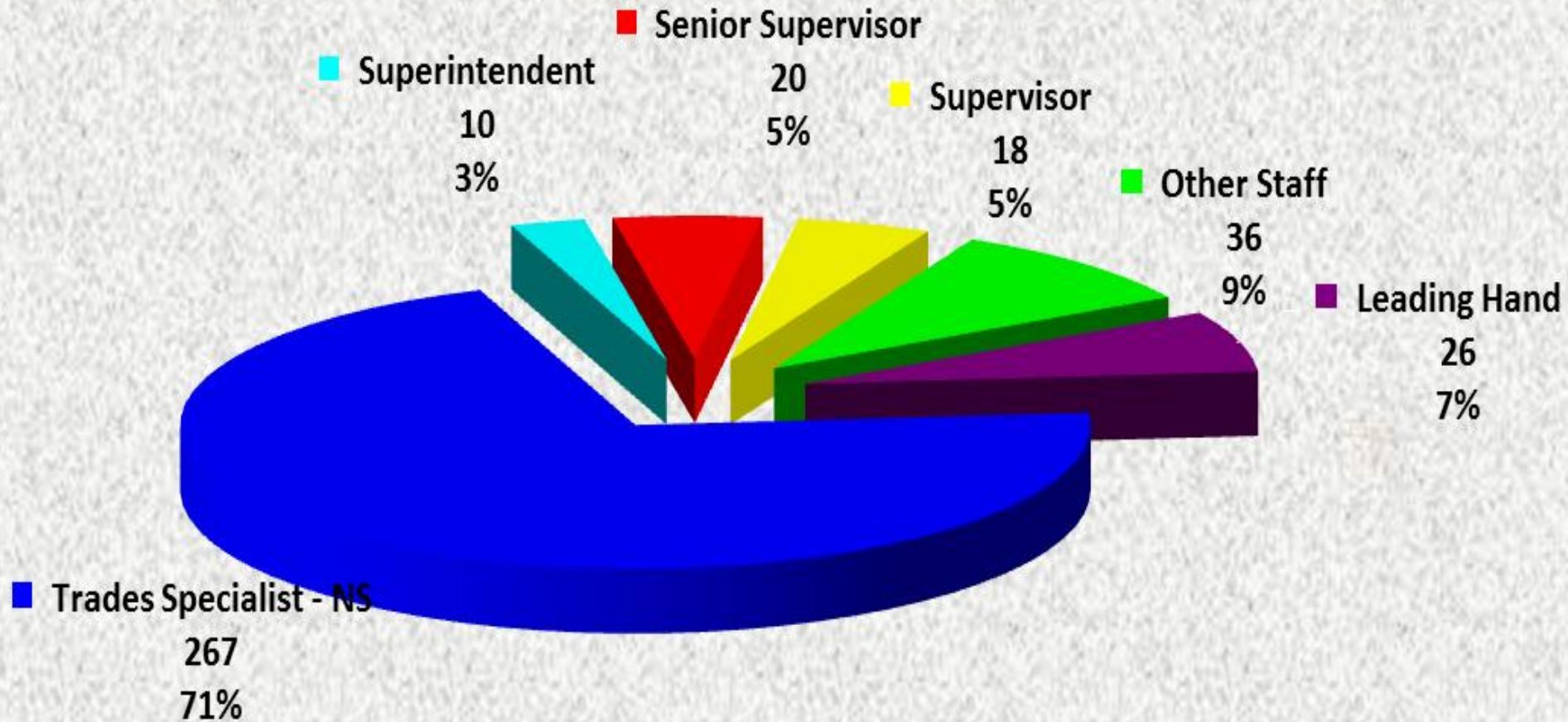


Branches	No
Mechanic	329
Auto Electric	114
High Voltage	10
Welding	30
Total	483



Still with TCI	377
Out from TCI	106
Retention Rate	78%

TCI Ex Apprentices by Job Classification



Group	Recruitment Date	Graduation Date	Mechanic	Auto Electrical	Welder	TOTAL
Group 20	Jul-10	Sep-14	80	36	15	131
Group 19	Jul-09	Sep-13	60	16	10	85
Group 18	Jul-08	Sep-12	59	14	10	84
Group 17	Jul-07	Sep-11	55	38	10	103
TOTAL			254	104	44	402

- 2006 – Education Award from the Education Council of the East Kalimantan Province
- 2008 – The Best Apprenticeship Program from the Minister of Manpower and Transmigration



THIESS INDONESIA



THANK YOU