



Started in 1992, the program recruits high school graduates from across Indonesia to undertake a five year trades apprenticeship at the Thies Indonesian Training Centre in Balikpapan. Today, there are more than 400 apprentices at various stages of their apprenticeship program.

The program covers three key trades areas; mechanical, auto electrical and welding. All of which are important trades to Indonesia's future development and skilled labour shortage.

The program developed is accredited though Central Queensland Institute of TAFE based in Rockhampton, Queensland Australia, providing the graduates with internationally recognised qualifications. It is one of the leading programs of its type in Indonesian and allows students the chance to earn a living while studying. It is a combination of on job training at various TCI sites and off job training at the TCI Training Centre in Balikpapan. All examinations are undertaken in English so students undertake full time English courses run by TCI at the Training Centre.

The program exceeds the minimum requirements needed to gain the TAFE Diploma Certificate III qualification. It also involves training from key TCI suppliers such as international original equipment suppliers (OEMs) such as PT Trakindo (Caterpillar), and PT Atlas Copco.

Development opportunities continue for TCI ex-apprentices including studying maintenance management externally through Central Queensland University (CQU), attendance at technical failure analysis courses in Singapore and secondments to Australian business unit sites. Secondments for the best two apprentices from each year and ex-apprentice supervisors have been hosted on sites in Queensland, Western Australia and New South Wales.

The TCI Apprenticeship Program is a practical demonstration of Thies's commitment to developing people in Indonesia. It is also a key part of a long term strategy to provide the skilled workforce required to maintain the significant mining and construction projects Thies undertakes in Indonesia. To run a program of such significance there has

been a large financial commitment by the company and also by staff at all levels across TCI, from the very top level of management though to the many field Supervisors who on a daily basis coach the apprentices while on site.

The first graduates from the program now form a group of capable internally developed employees who are now contributing at senior levels within TCI. They play an important role in nationalising senior management positions within our international company which is essential to Thiess' future ability to compete domestically.