

AUSDRILL'S TRAINING IN AFRICA

AUSDRILL'S KEY ACHIEVEMENTS IN TRAINING AFRICAN NATIONALS

Proud member of:



Introduction

Ausdrill established operations in Africa in 1991. The requirement to systematically train African Nationals jointly formed the basis of our maiden contract. The training of our African employees remains the key ingredient for Ausdrill operating successfully for almost 25 years in Africa as a leading contract mining company on the continent.

Operational Countries

- Ghana
- Mali
- Guinea
- Burkina Faso
- Cote d'Ivoire
- Tanzania
- Zambia

Proud member of:



Training Programs

- Apprentice Training Program
- In house Training Programs
- External Training Programs
 - OEM Training
 - Supervisor Training
 - Overseas Training

Apprentice Training Program

- Ausdrill initiated a 4 year apprentice training programme in Ghana in 1995 which the major mining companies also participated in, training the youth in the mining communities.
- Ausdrill supported a local organization in Tanzania called VETA in training the student by way of taking their students on a 3 month hands on practical training course. We assisted the individuals with the right aptitude and work ethics throughout the rest of their 1.5 year training period.

In House Training Programs

- Both expat and national supervisors have the responsibility for training their subordinates on the job on a daily basis to ensure that each employee is competent on the job, which forms part of our over-arching Training Management Plan.
- We contract OEM representatives who work on site with our employees to ensure that they are competent on the products we use.
- There is a mentoring and coaching process once a prospective shift leader is identified to ensure that he / she is taken through the required skills needed to become a good leader.
- *Simulator Training:* We use simulator training to train our new operators before they are trained on equipment and to refresh experienced operators.

External Training Programs

- *OEM Training:* We send our personnel to the OEM's for special training on new products.
- *Supervisors / Leadership Training:* All our supervisors and leading hands are sent to leadership training courses from time to time.
- *Overseas Training:* Occasionally we send our supervisors overseas to study and manage our projects or lead our teams:
 - **Australia:**
 - We bring personnel from Africa to Australia for training for between three months to one year. These personnel go back and train the nationals and in most instances they become Senior Supervisors or Manager of other projects.
 - We also bring some nationals to Australia to attend seminars, conferences and universities.
 - **France - OEM factory training:**
 - Occasionally we send some of our supervisors and leading hands to OEM factories to learn about new products that have come out of the factory eg Liebherr factory in France.

BENEFITS TO AUSDRILL IN TRAINING NATIONALS

Project Management

- Currently we have about 10 national managers looking after operations in Africa.
- Most of our jobs in Africa are being supervised by some of our apprentices and trainees.
- About 30 of our apprentices are working in other mining companies and for our service providers in Africa.
- Some of our employees are working in mining companies all over the world.

In summary, all these were achieved through the use of a systematic Training Management System which inculcate into our employees the competencies they require to perform their jobs effectively and efficiently.