50 Years of Workforce Development
Ok Tedi's Training Capability & Development Story

Friday 29th July 2025

OK TEDI MINING
OUR MINE • OUR PRIDE • OUR FUTURE

AGENDA TOPICS

1. Welcome and Opening Remarks

2. What we have achived

3. Where we are Heading in the Training Space

4. Closing Remarks

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WELCOME & OPENING REMARKS

OUR TRAINING AND DEVELOPMENT VISION
To achieve excellence in Training and Skills Development that meets the transitional needs across all arears of Ok Tedi's operational footprint

OUR DIRECTION
We value our drive and commitment to provide quality services to our Trainees sharing our knowledge and caring for their needs

OUR ALIGNMENT
We constantly strive to motivate our Trainees by tapping into their unique human endowments, consciousness, imagination and willpower. Together we will make a difference

OUR COMMITMENT
To leverage our intellectual capital to cater for Ok Tedi's growing needs in the Mining and Energy sector

PRIDE & PASSION
We are passionate about achieving the Goals we have set.
We are proud of our "One Team, Wan Pasin" work culture.
We value Ok Tedi's Reputation.
We are grateful to those that have set its strong foundations

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WHAT WE HAVE CONTRIBUTED TO BUILDING PNG'S WORKFORCE

PAD PROGRAM

The PAD Program is exclusively for Western Province, Okasapmin and Teliformin Districts of West Sepik Province

Established in 1997
Graduated to date: 731
Currently enrolled: 54

GDS PROGRAM

The GDS PROGRAM targets graduates from the nationally recognized teritary institution

Established in 1988
Graduated to date: 676
Currently enrolled: 87

SCHOLASHIP PROGRAM

The Scholarship Program targets University Students in their 2nd Year sponsoring their 3rd and Final Year of studies.

Established in 2007
Graduated to date: 60
Currently enrolled: 10

APP. PROGRAM

The Apprentice Program is for the Technical Trade

Established in 1985
Graduated to date: 1123
Currently enrolled: 53

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DIGITAL TRANSFORMATION IN WORKFORCE DEVELOPMENT - (Talent)

TALENT APPLICATION

- Reduction of email Streamlining the process

- Standardized process

- Improved our corporate image and increased attractiveness to candidates

- Profiles can be shared seamlessly

LOGBOOK APPLICATION

- Paperless Process

- Tracks progress of Notifications and reminders sent for review and approval

- Stores responses securely

- The flexibility to add learning outcomes

JOB ARCHITECTURE

- Aligned and consistent HR processes

- Clear job structures and career pathways

- Reliable data and system efficiency

LINKEDIN LEARNING

- Accessible, On-Demand Learning

- Covers Diverse Topics for All Departments

- Improves Digital Literacy and System Adoption

- Cost-Effective and Scalable Training Solution

- Real-Time Analytics and Progress Tracking

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UNIVERSITY TALENT MANAGEMENT APP - INDUSTRIAL TRAINING

PROBLEM STATEMENT

- The Industrial Training management process was labour-intensive, lacked visibility, and did not effectively represent the desired OTML image.

- This manual approach led to inefficiencies, delayed decision-making, and limited ability to track and evaluate candidate progress
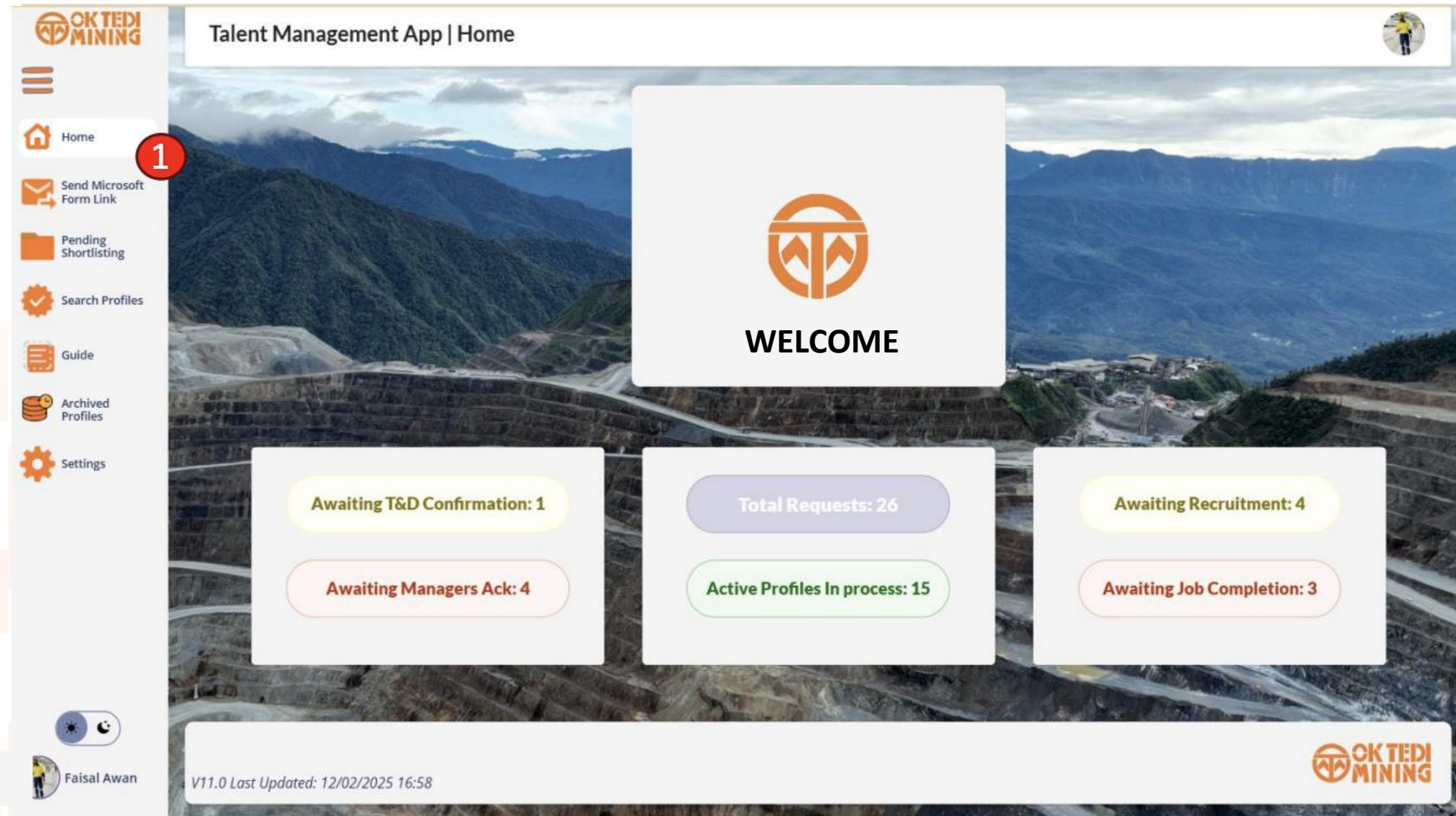
SOLUTION

- Digitize the process.

- Enhancements included integrating externally sourced candidate data through Snapforms

- Candidate profiles are shared with relevant managers, and all decision-making processes and workflows are managed seamlessly within the platform
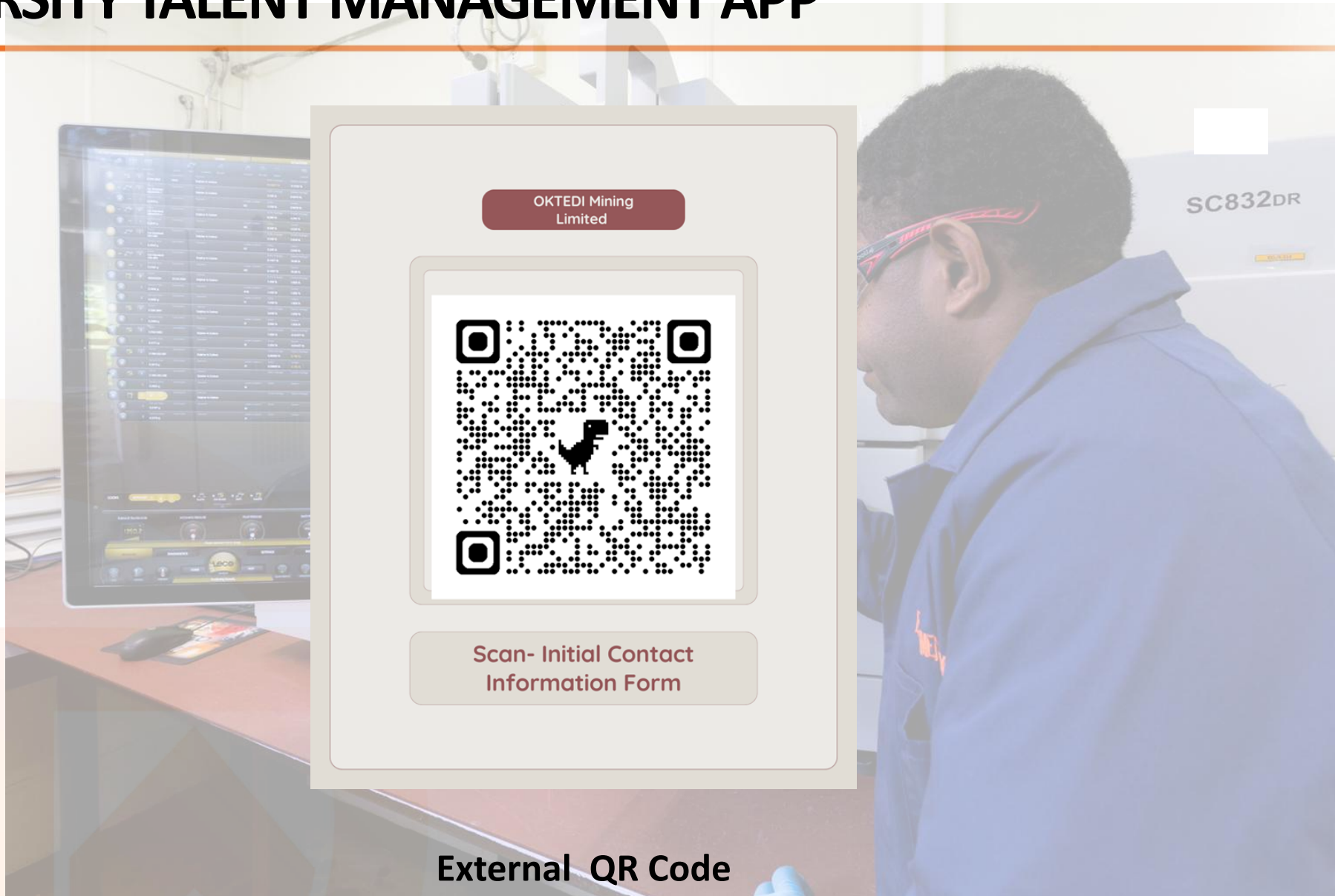
BENEFITS

- Reduction of email communication

- Streamlining the process has saved resource time

- Standardised process and approach

- Improved corporate image and increased attractiveness to candidates

- Profiles can be shared seamlessly

- Decisions are captured within App

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UNIVERSITY TALENT MANAGEMENT APP

UNIVERSITY TALENT MANAGEMENT APP

OKTEDI Mining Limited

Scan- Initial Contact Information Form

External QR Code

LOGBOOK APP

PROBLEM STATEMENT

- Apprentice logbooks were physical, approx 300-page books that Trainees carry with them
- After completing each section, the books were handed over to supervisors for review
- Over time, these logbooks were frequently lost, misplaced, or damaged, which affected the accuracy of records and progress tracking

SOLUTION

- In conjunction with TC&D OTW created a Logbook App to digitise apprentice tracking, covering 11 disciplines with 3 levels each
- Apprentices record daily activities and progress
- Approvals are streamlines through workflows involving supervisors, trainers and mangers
- This enhances efficiency and real time oversight

BENEFITS

- Reduces paper consumption by enabling app-based interaction on iPads
- Tracks progress of all apprentices in real-time
- Sends notifications and reminders to supervisors and trainers for review and approval
- Stores responses securely in the cloud, Allows exporting responses as PDFs and storing them in SharePoint upon level completion
- The flexibility to add additional learnings

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LOGBOOK APP

SUCCESS FACTORS- JOB ARCHITECTURE

PROBLEM STATEMENT

- Standardized structure for job families, roles, or levels across organization required a centralised repostoriy.

- Talent processes required alignment and consistency.

- Employees career paths, growth opportunities, and development guidance required transiency.

SOLUTION

- Develop and implement a Job Architecture framework

- Standardize job titles, descriptions, and competencies

- Integrate the Job Architecture into all relevant SuccessFactors modules

BENEFITS

- Aligned and consistent HR processes

- Clear job structures and career pathways

- Reliable data and system efficiency

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LINKEDIN LEARNING

PROBLEM STATEMENT

- Employees struggle to upskill or adapt to new systems and processes due to the absence of structured content.

- Accessible, high-quality training materials
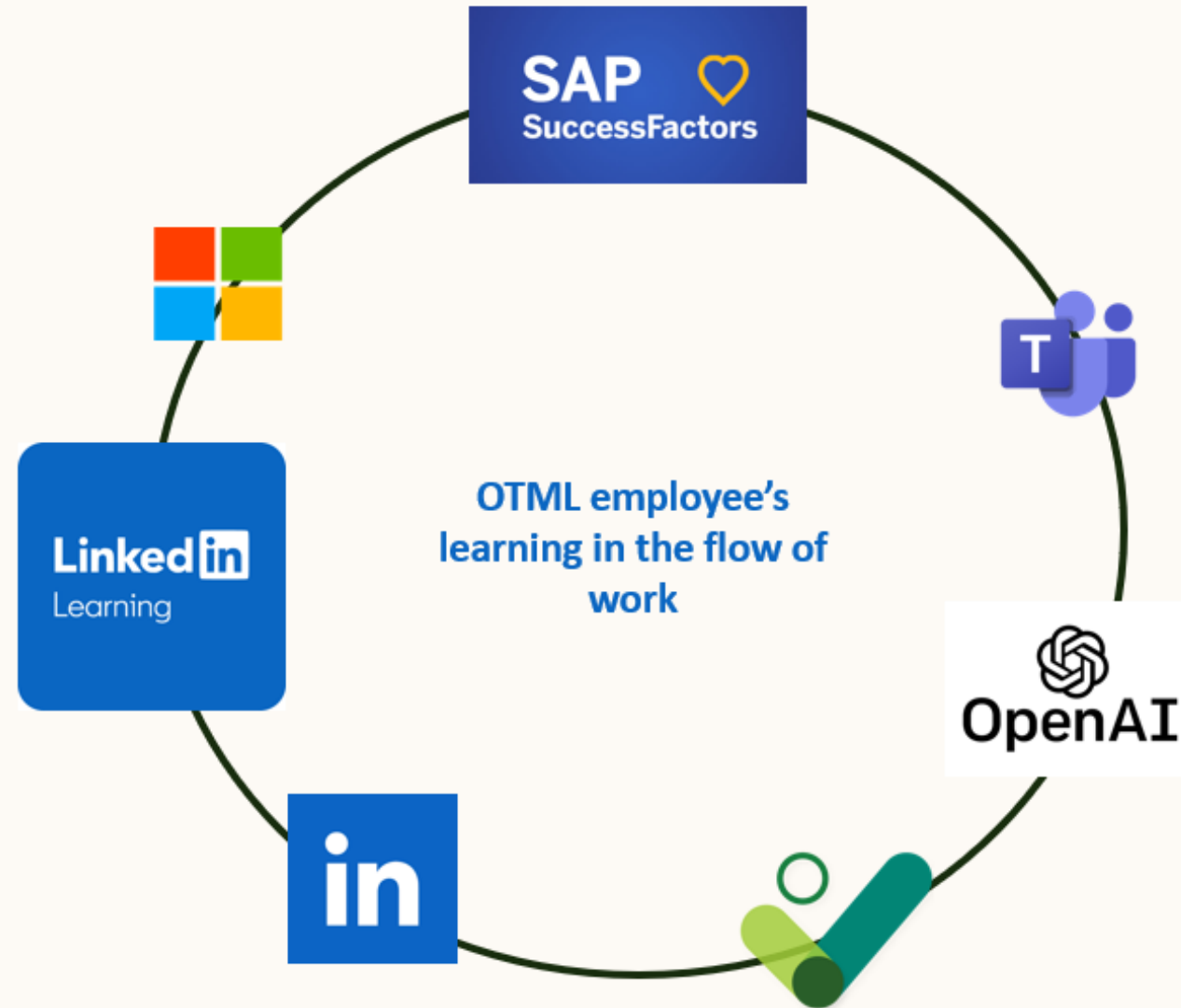
- The lack of readily available learning content

SOLUTION

- On-Demand Access to High-Quality Content

- Structured Learning Paths and Skill Development

- Integration with SuccessFactors and Other LMS

- Analytics and Reporting

BENEFITS

- Accessible, On-Demand Learning

- Covers Diverse Topics for All Departments

- Improves Digital Literacy and System Adoption
- Cost-Effective and Scalable Training Solution

- Real-Time Analytics and Progress Tracking

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LINKEDIN LEARNING

SAP
SuccessFactors

OTML employee's learning in the flow of work

Linked in
Learning

This Ends our Presentation

"Thank you for your time/attention today "

"I hope you found this presentation informative/useful/insightful."

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