

ERAMET Weda Bay Project

HR & Training Strategy



Operator/ Client: ERAMET/ PT Weda Bay Nickel
Project/ Location: Nickel Mine & Hydromet Process Plant/ Halmahera, North Maluku Province, Indonesia
Scope of Services: Human Resources and Training Program

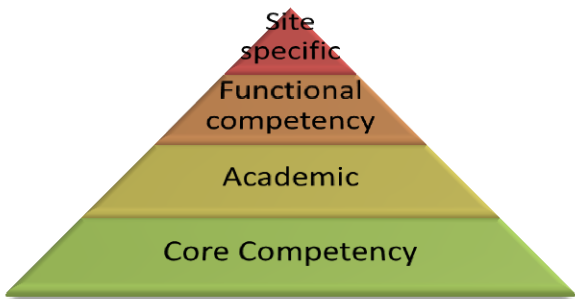


Weda Bay HR & Training project at a glance:

The Weda Bay project comprises the establishment of mining, hydrometallurgical processing and support infrastructure facilities in the bay of Weda on Halmahera Island, of the North Maluku Province in East Indonesia.

The Project entails the recruitment of over 2,300 permanent and subcontracted personnels for the various Management, Support, Mines & Quarries, Utilities, Hydromet Process Plant, Workshops, Harbour and Warehouse.

The foundations of the HR process are a Skill Management System.

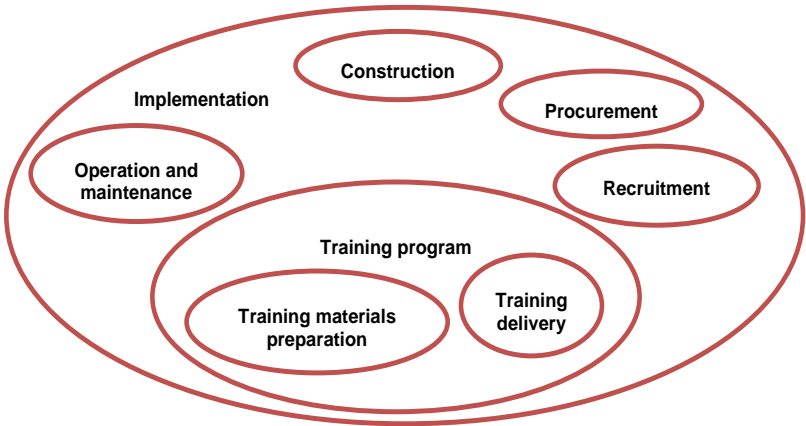




ARAMIS Scope of Work:

HR & Training Plan for Bankable Feasibility Study

- Manpower Market Analysis Review
- Educational Assessment Review
- Training facility needs / training centre specification
- Cost benefit analysis
- Training centre operations / implementation plan
- Training program / training matrix development
- Training and competency assurance methodology
- Job family / principle skill structure
- Recruitment process analysis
- HR Development Budget Estimate



Overall Schedule:

Task	Jun12	Jul12	Aug12	Sep12	Oct12	Nov12
Project Kick-off	X					
Interview						
Data Collection						
Analysis						
Report Development						