

# Engineer in Training Development 2009

Presentation to SACEA

23 April 2009

# The Challenge

---

To be in a position to appoint Competent Engineers with a Mines Government Certificates of Competency after 30 months of an EIT joining Anglo.

# The Plan

---

## **Technical Development**

- Focused academic tuition – Annexure A
- Focused on-the-job practical exposure – Annexure E
- Acting as a Foreman and Section Engineer

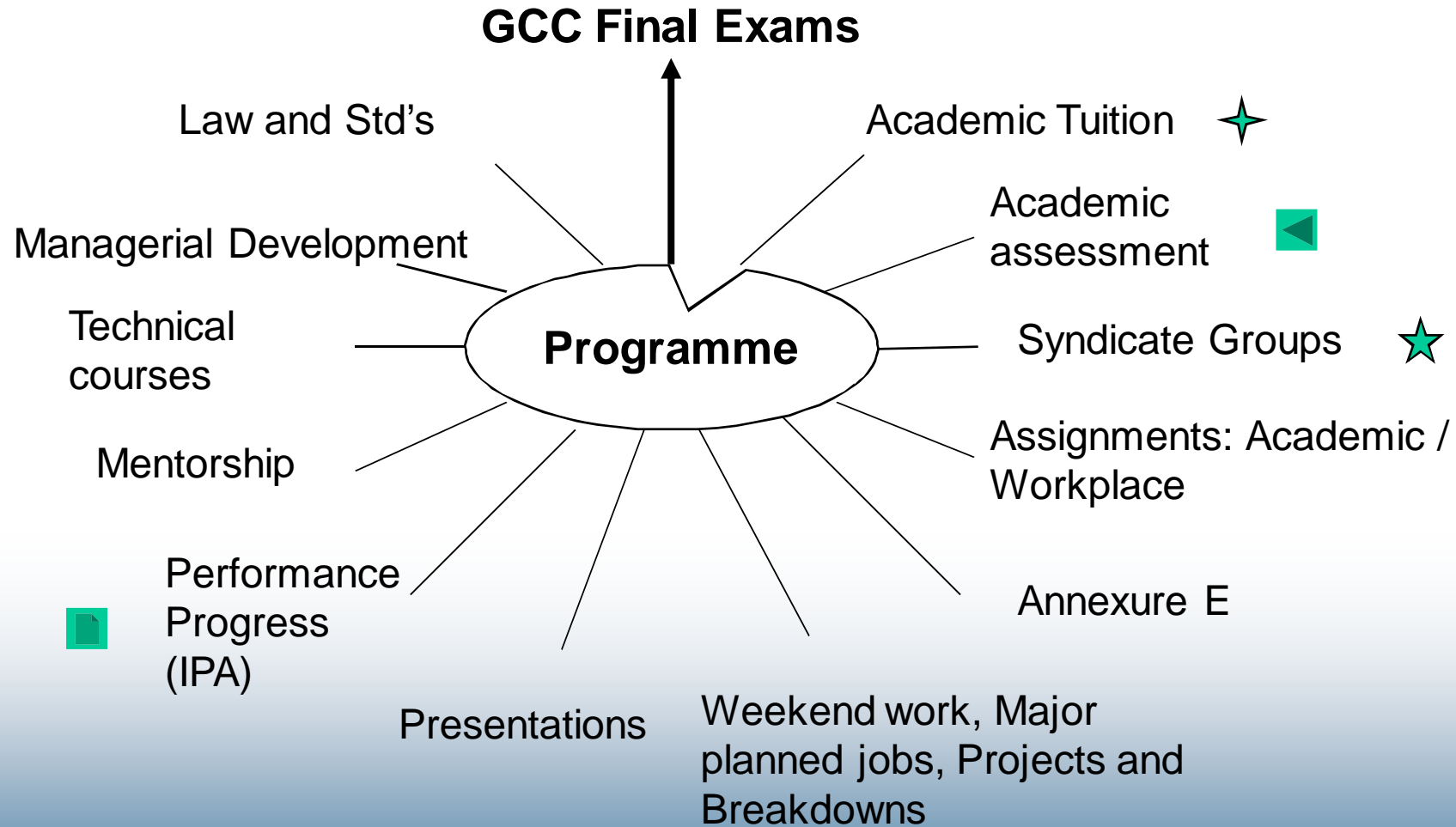
## **Personal Development**

- Induction and alignment
- Mentorship
- Management of people, budget, discipline / conflict, production, etc.

## **GCC application**

- The Respective Engineering Manager to be responsible for the eligibility for the EITs to be accepted as a candidate to write the GCC.

# Programme





ANGLO  
PLATINUM

# Duly Performed Rules & Assessments

---

## Rules:

- DP at 6 month intervals (Each component weighted from IPA objectives)
- Should a candidate not achieve a DP he / she will be placed on intensive care. Non-conformance will be Performance Managed.

## Assessments:

- 3 hour academic exams 60%
- Agreed pass rate for specified courses
- Reports and Presentations acceptable to Engineering Managers
- Acting performance assessment

# Conclusion

---

This programme will go a long way towards achieving the appointment of Engineers. However the commitment, aspiration to become an engineer, hunger for information / practical experience and drive of the EIT is most important for success

# Acknowledgements

---

- AMRE
- SACEA
- DME
- ANGLO PLATINUM

Thank you!

???

The presenters would appreciate any comments / additions to improve the EIT programme at Anglo