



THE PURPOSE OF «ZHAS TEMIR» PROGRAM - providing JSC «NC «KTZ» with young qualified specialists in the railway sector, taking into account the development prospects of the companies, and introducing best practice in mentoring.

PROGRAM DETAILS

- 3 rotation within the group of companies
- 5 months duration of each rotation
- individual tutors
- training before every rotation
- dormitory at the Company's expense
- monthly salary wage

ELIGIBILITY REQUIREMENTS



SELECTION STAGES



38 RECEIVED APPLICATIONS

5 SELECTED PARTICIPANTS

KEY RESULTS

<p>1 1 ROTATION 1.08.-31.12.2022.</p> <ul style="list-style-type: none"> ▪ cargo collector ▪ Cashier ▪ wagon inspector ▪ manager of marketing and service development department ▪ manager of technical policy department 	<p>2 2 ROTATION 16.01.-16.06.2023.</p> <ul style="list-style-type: none"> ▪ Cashier ▪ manager of the department of technological systems of the transportation ▪ Process manager of the department of loading and unloading organization ▪ manager of the department of development of plans and indicators of technical policy 	<p>3 3 ROTATION 3.07.-31.12.2023.</p> <p>3 employees are rotating through the positions:</p> <ul style="list-style-type: none"> ▪ station cargo dispatcher ▪ logistics department manager ▪ logistics division manager <p>2 employees are employed:</p> <ul style="list-style-type: none"> ▪ manager of marketing and service development department ▪ chief specialist of the administrative and economic department 	<p>4 2024</p> <ul style="list-style-type: none"> ▪ employment of those who successfully completed 3 rotations
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BENEFITS OF THE «ZHAS TEMIR» PROGRAM - ensuring the Company's staffing level, developing talented specialists, enriching human capital and enhancing the company's image among young professionals

“SHEBERLER KAZYNASY” CORPORATE TRAINING PROGRAM

PROGRAM GOALS:

for 200 foremen

- Improve the quality of industrial training
- Increase the level of industrial safety
- Improve understanding of the Company's business priorities
- Increase the level of personal and team effectiveness
- Develop modern personnel training tools
- Identify effective communication tools, create a healthy atmosphere and properly motivate staff

PERIOD AND PLACE:

- August - October 2022
- Karaganda, Astana, ZOOM

CUSTOMERS:

- Chief engineer, Kotyrev B.K.
- HR Director, Istleyeva S.M.

KEY INDICATORS:

- Implementation of KPIs according to HSE
- New format for technical classes
- 100% technical attendance
- classes

KEY RESULTS

- 20 new programs were worked out to deliver technical courses using digital skills, new teaching methods have been developed
- A compensation was established for the attendance at the courses during non-working hours
- For the 1st half of 2023, compared to 2022 for the same period, the average performance of employees in the Company's structural divisions increased by 1.6%
- The number of employees sent to retake the knowledge test based on the results of technical training decreased by 1.8 times (in 2022 - 2284 workers, in 2023 - 1239 workers)
- The total number of technical classes conducted increased by 1.7 times
- The number of practical classes increased by 2.5 times (at training grounds, production sites and workshops, simulators, mock-ups, devices) (In 2022, 8,229 classes (21%), in 2023 - 20,500 classes (40%))
- The number of industrial training masters/instructors who do not meet qualification requirements decreased by 5% (in 2022 - 87%, in 2023 - 92%).
- Reduction in the total number of train safety violations by 12% over 6 months of 2023 to 6 months of 2022 (from 57 to 50 cases)