

## **«ZHAS TEMIR» PROGRAM**



**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





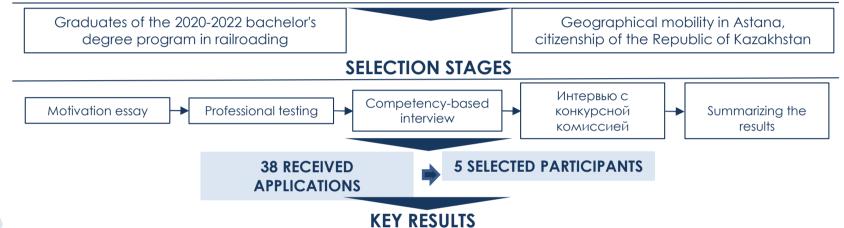








## **ELIGIBILITY REQUIREMENTS**



## 1 ROTATION 1.08.-31.12.2022.

- cargo collector
- Cashier
- wagon inspector
- manager of marketing and service development department
- manager of technical policy department

## 2 ROTATION 16.01.-16.06.2023.

- 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

#### 3 ROTATION 3.07.-31.12.2023.

3 employees are rotating through the positions:

- station cargo dispatcher
- logistics department manager
- logistics division manageremployees are employed:
- manager of marketing and service development department
- chief specialist of the administrative and economic department

## 2024

employment of those who successfully completed 3 rotations

**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:**

- 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
- for 200 foremen
- 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)