



EVE Program Profile

Enterprise based Vocational Education at Holcim Indonesia

Contents

- Holcim Indonesia at a glance
- What is EVE?
- Background
- Vision, Mission, Values
- EVE Program Concepts
- How to Implement the Program
- Program Outputs
- Some Testimonies

New Global Group Company

15 July 2015



VISION

To be the leading and highest-performing company in the building materials industry in Indonesia

Our commitments

- We ensure zero harm in all our activities
- We partner with our customers to deliver differentiated and innovative solutions.
- We develop high performing people through a diverse and inclusive working environment
- We create shared-value and sustainable solutions for our stakeholders



LafargeHolcim

Core
values to
guide us
every day

Customers

Build an organization and culture that is centered on markets and customers

Results

Passion to achieve goals and deliver with rigorous execution, with zero harm to people

Integrity

Create an environment where compliance is a central focus and commitment

Sustainability

Demonstrate leadership in environment stewardship and role-modeling responsibility to future generations

People, Openness and Inclusion

Truly care for and respect every individual

Health and Safety is our overarching value and embedded in everything we do

Strong commitment on Sustainability

- Contributing to economic development
- Partnering with surrounding communities for improved livelihoods and living standards
- Managing environmental resources responsibly through innovative solutions to reduce water consumptions and CO2 emission.
- Energy efficiency and biodiversity & environment preservation.



The 2030 Group Sustainability Strategy



- Education
- Community Development
- Infrastructure

Note: all targets are for 2030. Baseline year is 2015 unless stated otherwise.

CDW: Construction & Demolition Waste; RAP: Recycled Asphalt Pavement; WASH: Water, Sanitation and Hygiene Implementation at the Workplace; LTI FR: Lost Time Injury Frequency Rate; TIFR: Total Injury Frequency Rate

FOR INTERNAL USE ONLY

What is EVE?



Enterprise based Vocational Education

- Started Program in 2005 in Cilacap Plant and Narogong Plant
- 3 years degree program (D3) in cooperation with **Jakarta State Polytechnic**.
- Degree equals to Diploma majoring **Mechanical Engineering** with concentration program of **Professional Cement Technician**.
- Recruiting **local community high school graduates**
- Part of **Corporate Social Responsibility program** to surrounding area of Cement Plant operation.



First Intake in 2005



Students from Surrounding the Plants NAR, CIL, TUB and LHO



Program in Cooperation with State Polytechnic of Jakarta

Background

- Talent development pipeline
- Difficult to find a ready workforce to work in a cement plant especially for HIL
- In Indonesia, very few colleges or schools that have engineering cement
- License to operate, provide sustainability benefits of plant operations from the standpoint of compliance with labor and the surrounding community contributions in HIL operational
- The model this vocational education adopts the system from Switzerland which has succeeded well

VISION & MISSION

VISION

Develop competencies of young people surrounding HIL Plant

MISSION

- Create labor expert according Holcim standard : Technician of professional cement
- To be excellence development program provide link and match system with industrial demand, trough :
 - Develop high performing young people surround the Plant who are competent in mechanic, electric-instrument and processes for working in modern industry
 - Develop high performing of young people surround the Plant who are good personality and leadership according to EVE performance standard.
- To empower young people surround Plant to be involved to industries (including HIL) and get benefit impact to community

Values

- **Customers:**
 - Educate to stakeholder (community & support industrial business including HIL)
- **Results:**
 - Passion to achieve goals to build high competent technician with good leadership from community surrounding HIL Plant, with zero harm to people
- **Integrity:**
 - Create an environment where compliance is a central focus and commitment by transparent recruitment
- **Sustainability:**
 - Improve the engagement in community
- **People, Openness and Inclusion:**
 - EVE as apart of example inclusive business

EVE Program Concepts

Flow of EVE Timeline



EVE Program Concepts

Student Requirements

Requirements:

- High School Graduates
- Age between 18 – 21 years old
- Pass the required Assessment
- Interest in Cement Industry
- Preferably the ones that live near the plant Narogong-Bogor West Java, Cilacap-Middle of Java, Tuban-East Java or Lhok Nga-Aceh and others HIL plants (Maloko-West Java &, Jeladri-East Java)

Assessment :

- Academic & Practice Test
- Interview (Hand Skill, English, Personality & FGD)
- Medical test

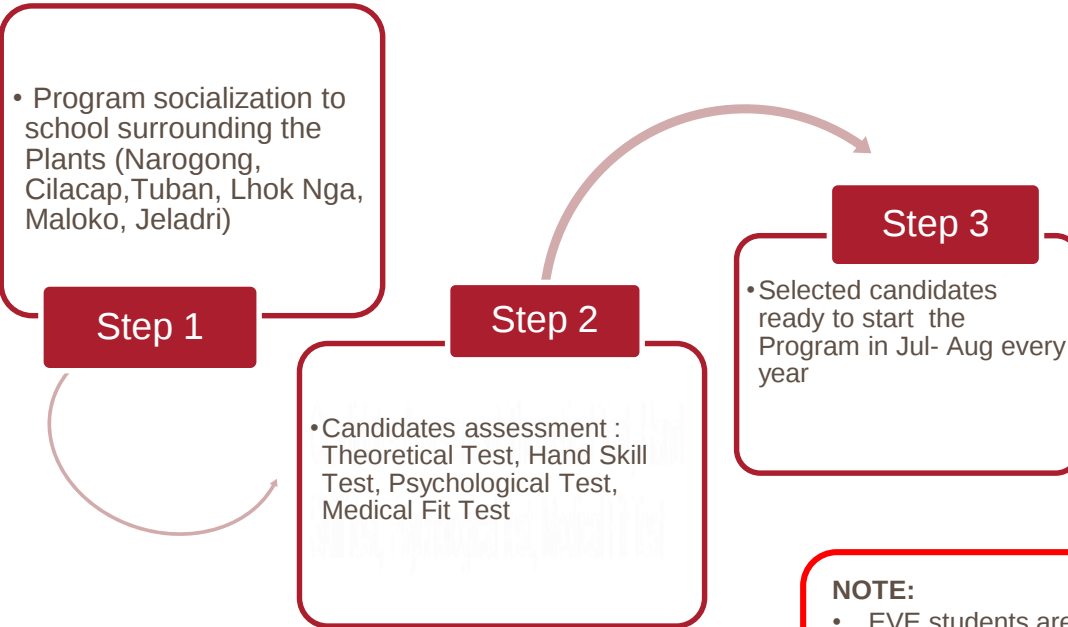
EVE Program Concept

3 years Curriculum Composition



How to Implement the Program

Who are the Participants? How do we Select Them?



Batch	Intake Year	Application Received	Selected Candidate to Join EVE Program	Graduate Year		Employment by Holcim
				Year	Graduate	
1st Batch	2005	700	29	2008	29	29
2nd Batch	2006	878	27	2009	27	27
3rd Batch	2007	1200	32	2010	32	32
4th Batch	2008	1700	32	2011	32	31
5th Batch	2009	2100	24	2012	24	23
6th Batch	2010	2310	32	2013	32	32
7th Batch	2011	2620	43	2014	43	15
8th Batch	2012	3509	48	2015	48	15
9th Batch	2013	3623	48	2016	47	
10th Batch	2014	3047	25	2017		
11th Batch	2015	2270	28	2018		
12th Batch	2016	1970	44	2019		
		25927	412		314	204

NOTE:

- EVE students are not guaranteed to be employed in LafargeHolcim Group.
- Employee recruitment will depend on existing vacancies, student performance, and following procedure of recruitment & assessment from HR.
- Batch 12 started for LHO plant

Composition of students until 2016



How to Implement the Program

Student's Activities



Classical class



Student group discussion



Expert program and training



Discussion



Alignment knowledge vs practical



Project Planning

How to Implement the Program

Student's Activities.....(cont)



Program Outputs

How to Measure Performance

What aspects we observe in EVE Students

- Safety Awareness (Safety Topic, Safety Talk, JSA)
- Technical Knowledge (score of modules and practice)
- Behavior (3E: education, exposure, experience)

Example dashboard score for EVE students

Job Safety Analysis

PT Wacana Indonesia Tbk	Job Safety Analysis No :	
TITLE	Department	Unit
Supervisors	Work Area	Shift
Written by	Supervisor	Reviewed by
Approved by	Date	

[illegible]

Safety Topic Meeting

[illegible]

Safety Talk

Holcim		Catatan Pertemuan Harian Safety Talk																																																																																																																																																																																																																																																																																																																		
Date: 04/09/2018		Time: 08.00 - 09.00		By: [Signature]																																																																																																																																																																																																																																																																																																																
Project: Dik. Jember 2018		Location: [Blank]		By: [Signature]																																																																																																																																																																																																																																																																																																																
Topic: Fall Protection Safety Talk		Duration: 15 minutes		By: [Signature]																																																																																																																																																																																																																																																																																																																
Shifting Safety & Emergency Situations <table border="1"> <thead> <tr> <th>Order</th> <th>Name</th> <th>Initials</th> <th>Signature</th> <th>Date</th> <th>Time</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>2</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>3</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>4</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>5</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>6</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>7</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>8</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>9</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>10</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>11</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>12</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>13</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>14</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>15</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>16</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>17</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>18</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>19</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>20</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>21</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>22</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>23</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>24</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>25</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>26</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>27</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>28</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>29</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>30</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>31</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>32</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>33</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>34</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>35</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>36</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>37</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>38</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>39</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>40</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>41</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>42</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>43</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>44</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>45</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>46</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>47</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>48</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>49</td> <td>Agus Mulyo, Dik. C</td> <td>A-081012</td> <td>[Signature]</td> <td>04/09/18</td> <td>08.00</td> </tr> <tr> <td>50</td> <td>Agus Mulyo, Dik. C</td> <td>A-081</td></tr></tbody></table>						Order	Name	Initials	Signature	Date	Time	1	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	2	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	3	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	4	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	5	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	6	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	7	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	8	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	9	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	10	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	11	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	12	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	13	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	14	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	15	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	16	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	17	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	18	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	19	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	20	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	21	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	22	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	23	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	24	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	25	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	26	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	27	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	28	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	29	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	30	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	31	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	32	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	33	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	34	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	35	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	36	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	37	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	38	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	39	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	40	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	41	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	42	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	43	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	44	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	45	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	46	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	47	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	48	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	49	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00	50	Agus Mulyo, Dik. C	A-081
Order	Name	Initials	Signature	Date	Time																																																																																																																																																																																																																																																																																																															
1	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
2	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
3	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
4	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
5	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
6	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
7	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
8	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
9	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
10	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
11	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
12	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
13	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
14	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
15	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
16	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
17	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
18	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
19	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
20	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
21	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
22	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
23	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
24	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
25	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
26	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
27	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
28	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
29	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
30	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
31	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
32	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
33	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
34	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
35	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
36	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
37	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
38	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
39	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
40	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
41	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
42	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
43	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
44	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
45	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
46	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
47	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
48	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
49	Agus Mulyo, Dik. C	A-081012	[Signature]	04/09/18	08.00																																																																																																																																																																																																																																																																																																															
50	Agus Mulyo, Dik. C	A-081																																																																																																																																																																																																																																																																																																																		

NO	UMMA	NAMA MAHASISWA	Nilai	KETERANGAN
1	2012000001	Rizka Febriana Dwi Cahya	77,5	
2	2012000002	Dimas Vitoriano Itri	73	
3	2012000003	Dimas Fajri Hidayatullah	70	
4	2012000004	Farhan Fu Taha	68	
5	2012000005	Wahmi Rahar	65,5	
6	2012000006	Farid Rofiq Dhuhaeni	66	
7	2012000007	andi Alghabriel	61	
8	2012000008	Fitri Wati Ramadhani	61,5	
9	2012000009	Madi Rizki Rizki	59	
10	2012000010	Fitriyulhi	59,5	
11	2012000011	Fitri Febriana Rizki	57	
12	2012000012	Shani Almarah Saadiah	56	
13	2012000014	Fitri Nuzul Alimud	55,5	
14	2012000015	Fitri Yulita Yulita Rizki	51	

Score Of Modules



Holcim Academy
Suatu Bangun Berakhlak

Summary Report Form

Formulir Laporan Pengembangan Diri

Category activities	Experience / Exposure / Education
Title	Personel Branding / Character Building /
Name & Email	Manajemen / Marketing / human capital
Nik	62011926
Your Superior name	Mr. Diklo Hastanto
Department	SEVA
Facilitator / Coach / Mentor	Nyawa Kuswandi
Duration Program	8 hours

Objective *Obseksi ini akan diarahkan ke tujuan yang akan dicapai dan/atau tindakan yang harus dilakukan. Untuk mencapai tujuan yang akan dicapai, maka akan dilakukan beberapa hal sebagai berikut:*

No.	Objective	Action Plan
1.	Knowing my self • Elemen • Strength	Mengungkap segala kemampuan diri untuk mengungkap potensi terdalam. Dirumahnya memperhatikan perilaku yang telah dilakukan oleh dirinya pun
2.	Quick Leader	• Selalu fokus di setiap permasalahan agar dapat dipecahkan dengan mudah
3.	Responsive	• Selalu mendengarkan segala masukan maupun kritik yang bersifat membangun
4.	Self Observer	• Selalu menyempatkan diri untuk selalu refleksi diri
5.	Good Observer	• Memantau dengan seksama orang lain seperti halnya dirinya sendiri

Summary *(summary summary yang didapat dari proses development)*

- Personal Branding adalah nilai yang membedakan kita dengan orang lain
- Personal Branding penting karena itu menentukan kita apakah dipilih untuk naik dan turun atau kita sudah memiliki personal branding yang bagus maka kita akan merasa bekerja yang बेकस
- Dalam berkomunikasi ada yang disebut OECD (open, clarify, de-element, agree, close) dan FEISS (esteem, empathy, involvement, suport, respect). Maksud adalah cara agar kita dapat berkomunikasi dengan baik
- Personal branding terbentuk dari pengalaman hidup, persepsi dan tindakan yang dilakukan, persepsi dan tindakan orang lain, your branding

3E : Behavior Training Task

Program Outputs

Positive news from local media for EVE program

INOVASI: **4 Transformasi Pengetahuan** dari perusahaan diterapkan dalam Program Pengelolaan Sampah Berbasis Masyarakat

3. Teknisi Mesin Pengolah Sampah oleh penerima beasiswa Holcim



Transfer pengetahuan teknisi kepada pekerja

Pemeliharaan Mesin :

- 1). Mesin pencacah kompos
- 2). Mesin pencacah plastik
- 3). Mesin penyaring kompos



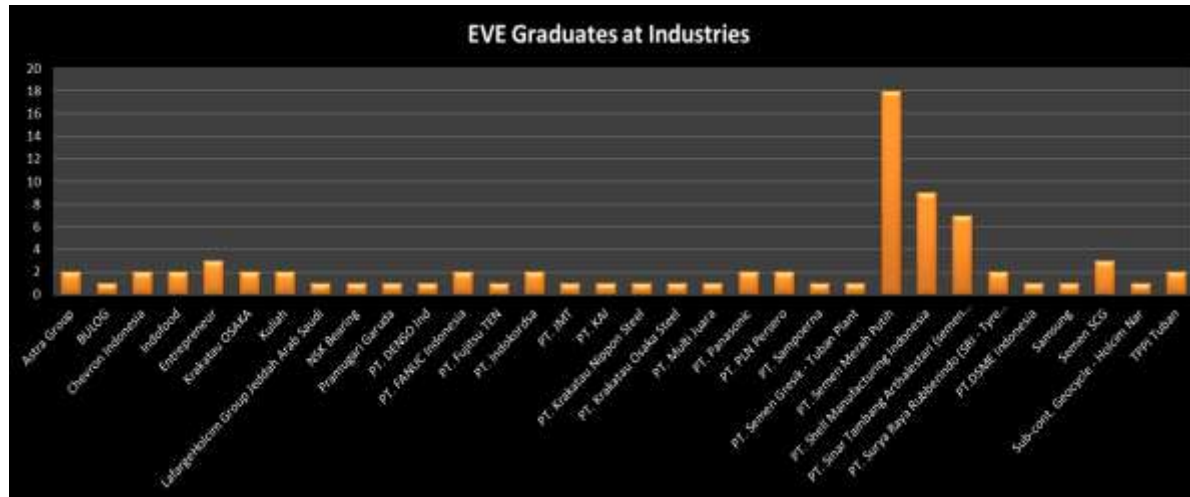
Program Outputs

EVE Graduates who contribute to industry Manufacturing

Employment at Holcim Indonesia

Holcim Indonesia					Total employment
Holcim Beton	Corporate	Cilacap Plant	Narogong Plant	Tuban Plant	
2	10	42	54	74	182

Employment at Industries



No	Industries with EVE Garduates
1	Astra Group
2	BULOG
3	Chevron Indonesia
4	Indofood
5	Krakatau OSAKA
6	LafargeHolcim Group Jeddah Arab Saudi
7	NSK Bearing
8	Garuda Indonesia
9	PT. DENSO Ind
10	PT. FANUC Indonesia
11	PT. Fujitsu TEN
12	PT. Indokordsa
13	PT. JMT
14	PT. KAI
15	PT. Krakatau Nippon Steel
16	PT. Krakatau Osaka Steel
17	PT. Multi Juara
18	PT. Panasonic
19	PT. PLN Persero
20	PT. Sampoerna
21	PT. Semen Gresik - Tuban Plant
22	PT. Semen Merah Putih
23	PT. Shell Manufacturing Indonesia
24	PT. Sinar Tambang Arthalestari (semen bima)
25	PT. Surya Raya Rubberindo (SRI - Tyre company)
26	PT. DSME Indonesia
27	Samsung
28	Semen SCG
29	Sub-cont. Geocycle - Holcim Nar
30	TPPI Tuban

Source : Data EVE statistic report 2016

VIDEO

EVE Program Video





LafargeHolcim

Appendix : EVE Program Concept

3 years Curriculum Composition.....(cont)

On The Job Training

First Year	Second Year
Quarry Limestone	Electric Maintenance Workshop
Quarry Workshop	Electric Preventive maintenance
QA Sampling + Physical Tests	Instrument
QA Advanced	Utilities
Mechanical Maintenance 1 Workshop	Production shift
Mechanical Maintenance 2 Raw Mill NR1 or NR2 or Cil	Prod 1 patroller Raw Mill
Mechanical Maintenance Kiln NR1 or NR2 or Cil	Prod 2 patroller Kiln
	Prod 3 patroller Cement Mill
Finish Mill Maintenance NR1 or NR2 or Cil or Production in Training workshop	Training-workshop
	Projects 1 st year + 2 nd year
Special task in training-Workshop	Technical modules

Appendix : EVE Program Concepts

Balance between Technical & Soft Skill development for EVE Students

SEMESTER	MAIN TOPIC
SEMESTER I Character Building 1: Know Your Own Potential	• Knowing his/her own limits • Quick Learner • Responsive • Self Confident • Good Observer
SEMESTER II Character Building 2: Communication Skills	• Self Confident • Temperament • Qualified • Good proper communication (English & Bahasa Indonesia)
SEMESTER III Character Building 3: How to Make Planning	• Good planning • Aware to control cost • Work in a right way • Qualified in his/her field of specialitation • Safety awareness • Is able to do/supervise a job until its success
SEMESTER IV Character Building 4: How to Problem Solving and Decision Making	• Overcome Inner barriers • Overcome problems • Initiative • Transparant & Consistent
SEMESTER V Character Building 5: Become a Trusted Personal	• Tolerant • Honest • Competent • Loyal Continuously Improvement

Appendix : How to Implement the Program

Special Activities to Complete the Program

- **CASE STUDY :**

Test of rate increases to level 3, Implemented in semesters 4, An observation reports the machine or system in Plant, Task contains 2 students /groups

- **SPECIAL TASK :**

Individual task, Every student has two weeks of each semester, Special tasks in the workshop to complete product orders from customers

- **PROJECT WORK :**

Task group contains 3-4 students / group, held every second semester of each year, make a product order from Plant and other customers

- **FINAL EXAM :**

Held on the 6th semester, individual task, This is a final test to complete the course

- **BEHAVIOR TRAINING PROGRAM :**

Program to increase good behavior according to the needs of industrial, held in semester 1-5

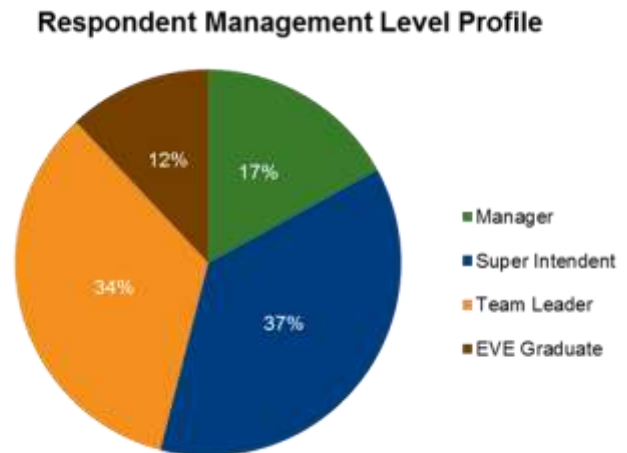
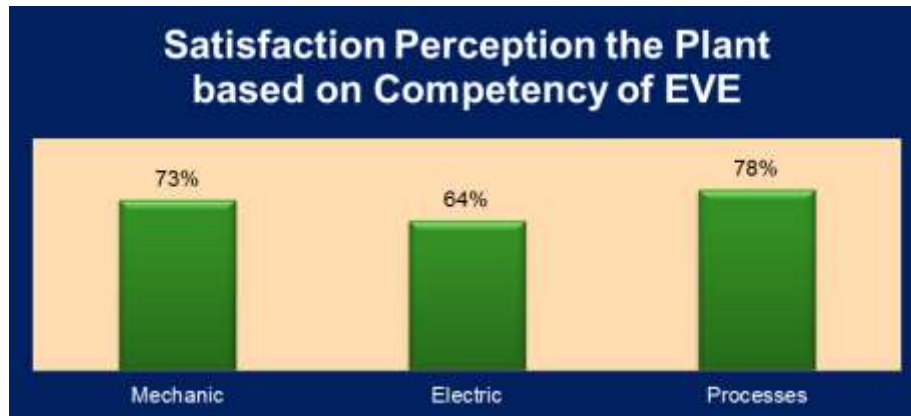
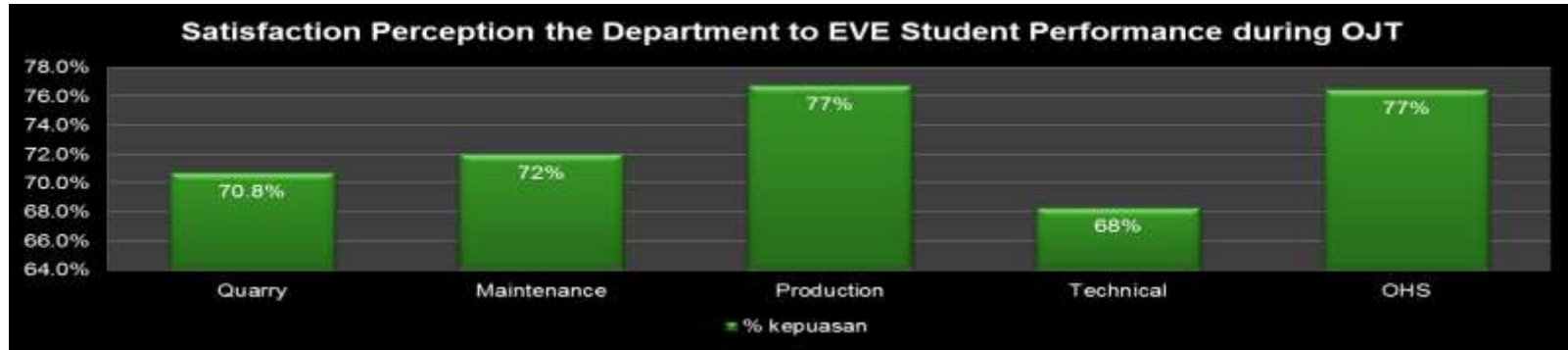
Appendix : How to Implement the Program

Details explanation for some activities

NO	ACTIVITY	DESCRIPTION	METHOD
1	On Job Training (OJT)	EVE students practice their knowledge and ability together with the employees at pointed department.	• Basic Training (WS) and Practical (Plant) • Semester I-IV
2	Specialization	• EVE students practice their knowledge and ability together with the employees at pointed department. • EVE Students prepare their TA (Final Project)	• Plant • Semester V-VI
3	Class Room	EVE students are learning in the class room in compliance to the schedule	3 rd level: Block System 2 nd level: Tuesday and Friday 1 st level : Monday and Thursday
4	Workshop activities	• EVE students doing house Keeping, clean their classroom and workshop area every morning before they start their activity • in the hour work, The student must complete 12 modules activities	Classroom Workshop Area Group and individual task

Appendix : Program Outputs

How do We Measure EVE Student Performance in the Plant?



Source : survey internal HIL Plant 2015

Appendix : Program Outputs

Example Student's Project



BC AFR NAR2 (2009)



Hydraulic Bending Plate (2010)



Air Slide Kiln Feed Modification at NAR (2010)



Screw Conveyor (2013)



Ball Sorter Machine CIL 2012



Cable Tray for Electric Installation (2013)

Appendix : Program Outputs

Example Student's Project.....(cont)



Garbage Sifter (2014)



Bataton Stamp (2015)



Anchor for Quarry
(2014)



Movable
Welding Table (2014)



Screw Pump (2015)

Appendix : Program Outputs

Example Student's Project.....(cont)



Motor Washer



Portable Platform 1.6 m

Technical data Sheet	
Source	220 V
Ampere	0.3 A
Tank Capacity	max 60 L
Flow	max 4.8 L/min
Max Load	2 ton
Dimension	1210mm LG x 810mm W x 1000mm H



Redesign and Recalculation Ball Sorter

Special Tasks



And many more...

Appendix : Some Testimonies



"I got the information about the EVE Program registration form my school, SMKN 1 Tuban. I want my parent to be proud. Thank you Holcim".

Deny Nuril, EVE12 student from Ring 1 Tuban Plant

"I'm very happy and grateful to be eligible for EVE Program, I hope it will help me to achieve a successful career in the future"

Listiawati, EVE12 student from Ring 1 Lhoknga Plant



Appendix : Some Testimonies.....(cont)



"I feel so lucky & proud can be accepted at EVE Program because it's different with another common college. We are not only get the theory but also practice at industrial environment and learn directly with the Holcim employees"

R. Mochamad Yudha, EVE09 students from Tuban Plant

"Thank God my son had passed at EVE Program 2016 selection. I am very proud and hope that our children will study well to meet the current challenges. EVE Program is very beneficial especially for excellent students in the Tuban and hopefully the graduates will also be well recognized not only by Holcim but also other companies"

Edy Sukarno, Parent of EVE12 student



Appendix : Cost to Build EVE Workshop



No	Item	Investation
1	Machinery	Rp 3,077,684,610
2	Acc Lathe	Rp 213,150,999
3	Acc Milling	Rp 366,616,496
4	Acc Welding	Rp 57,092,580
5	Acc General	Rp 104,079,209
6	Acc Basic fabrication	Rp 197,996,099
7	Acc Technical Modules	Rp 463,021,625
8	Acc Painting	Rp 8,213,601
9	Office Equipment	Rp 458,995,350
10	Furnitures	Rp 81,330,755
11	Building Construction	Rp 3,148,547,050
TOTAL		Rp 8,176,728,374



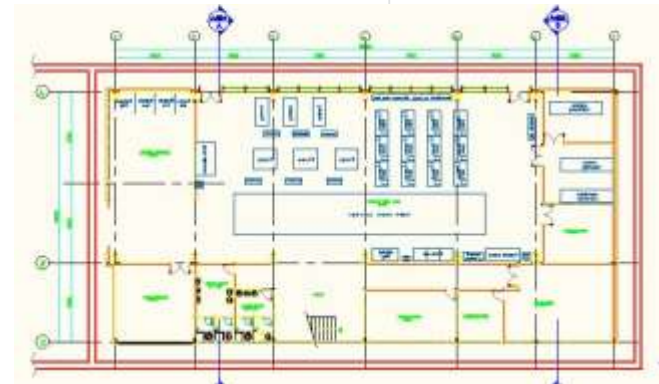
Lathe and Mill
Facilities



Welding
Facilities



Workbench
facilities



Appendix: Operational Cost

Operational Cost per Plant

No	Actual Cost EVE per year	2014		2015		2016	
		Students	Cost	Students	Cost	Students	Cost
1	Narogong Plant	44	Rp 2,208,376,160	36	Rp 1,443,531,652	37	Rp 1,668,883,177
2	Cilacap Plant	36	Rp 2,692,844,000	29	Rp 2,593,869,179	26	Rp 2,088,942,226
3	Tuban Plant	39	-	34	Rp 1,350,051,866	27	Rp 1,390,553,422
	Cost per year vs number of students	119	Rp 4,901,220,160	99	Rp 5,387,452,697	90	Rp 5,148,378,825

Note :

For 2014 : The cost of EVE student from Tuban Plant was posted in both Narogong & Cilacap Plant due to was under construction.

Professional Cement Technicians Profile





LafargeHolcim