

# Skill for Green Jobs

## Indonesia

**Case Study:**

**PT. ASTRA International Tbk**



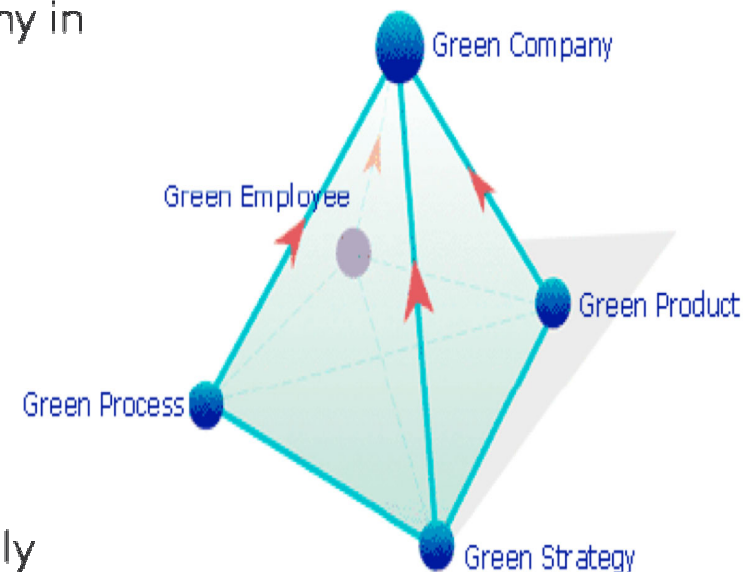
# Introduction

- PT Astra International , Tbk known as Astra
- Founded in 1957
- Headquartered in Jakarta, Indonesia
- Employees 117,000
- Area of Operations:
  - Automotive
  - Financial Service
  - Heavy Equipment, Mineral and Energy
  - Agribusiness
  - Information Technology
  - Infrastructure and Logistic Value Chain
- Enterprises covering 170 – 180 companies in form of Perseroan Terbatas



# Green Strategy

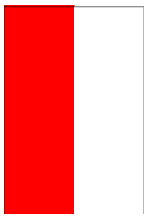
- In 1990, AI adopt EHS Management and focus on 4C approaches to meet sustainability
- Creation to new philosophy Astra Green Company in 2000 with core value in:
  - Green Strategy  
Commitment to HSE (ISO standards compliances)
  - Green Process  
Cleaner production processes
  - Green Product  
Marketed products environmental friendly
  - Green Employee  
Competency and knowledge in sound EHS Management to develop green attitude



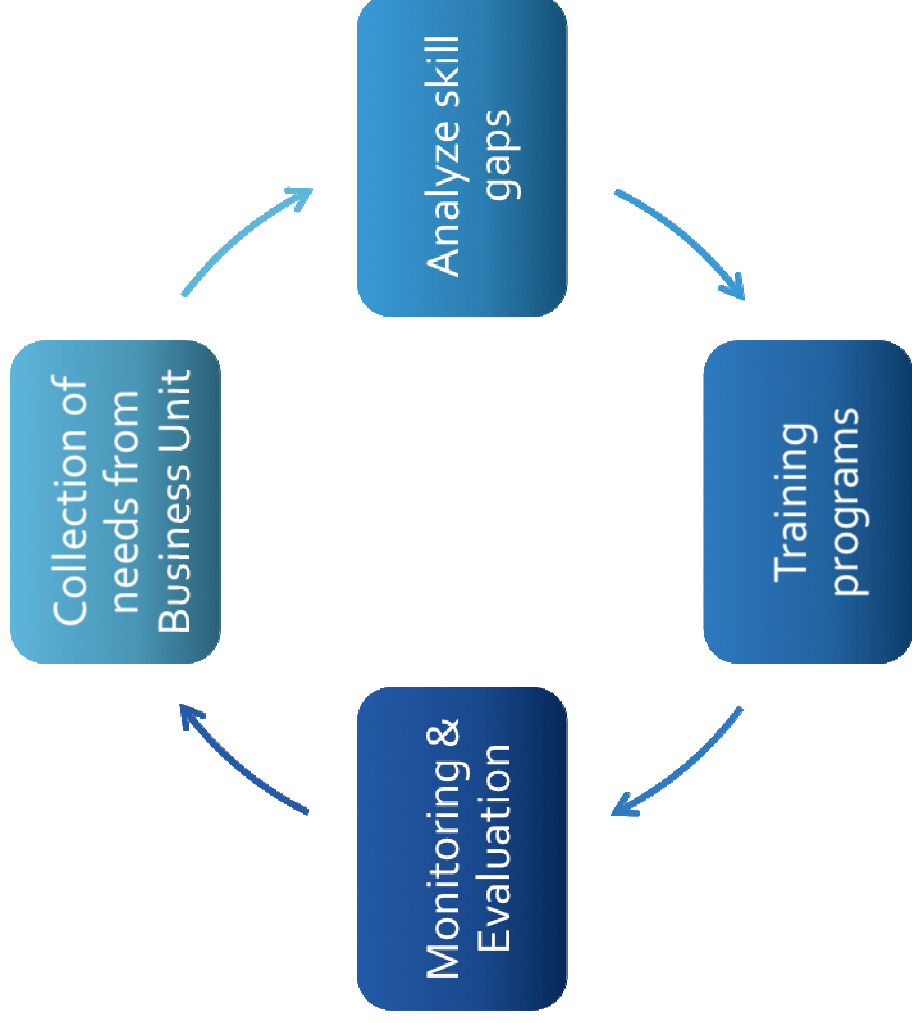


# Moving Forward

- **To meet goal as Green Company, AI targeted:**
  - Achieve green company according their policy
  - Reduce energy natural resources consumption
  - Reduce GHG and ozone depleting substances
  - Waste management
  - Safety management
  - EHS certification
  - Implement EHS Management System to Suppliers
- **Training identified as key action plan to be green company**
- **Training need analysis conducted both for new recruitments and existing workers**



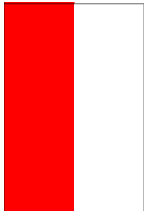
# Training Need Analysis





# Scope and Tools of Training

- **Capacity building on environment policies**
- **Technology**
  - Cleaner production
  - Waste water and solid waste management
  - Emissions control
- **Methods of training**
  - Job training
  - Secondment (project assignment)
  - Working rotation
  - Job changes



# Conclusion

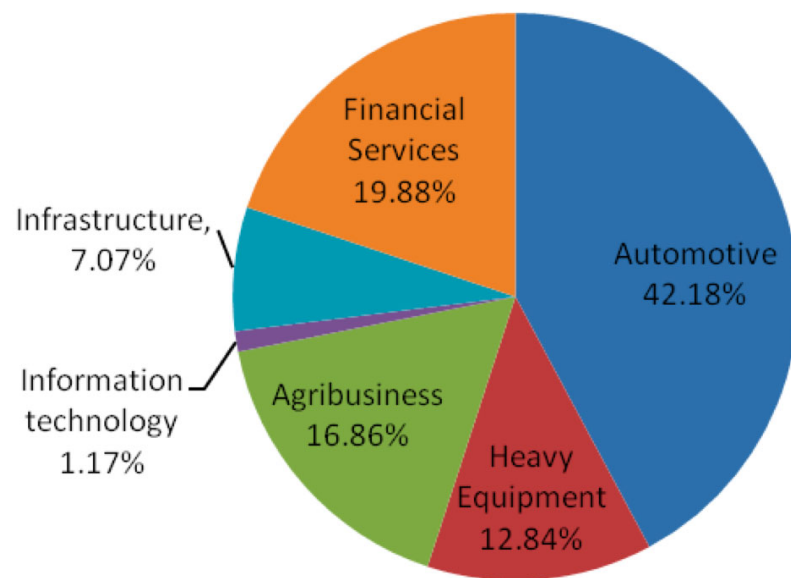
- AI evolve towards green company and had identified action plans to achieve their goal
- AI consider employees as their valuable resources which need to be developed
- Various methods of training and knowledge giving provided to promote sustainability in AI
- Further study must be conducted to assess more detail on AI's training program particularly learn their retraining program towards green skill

# Thank You

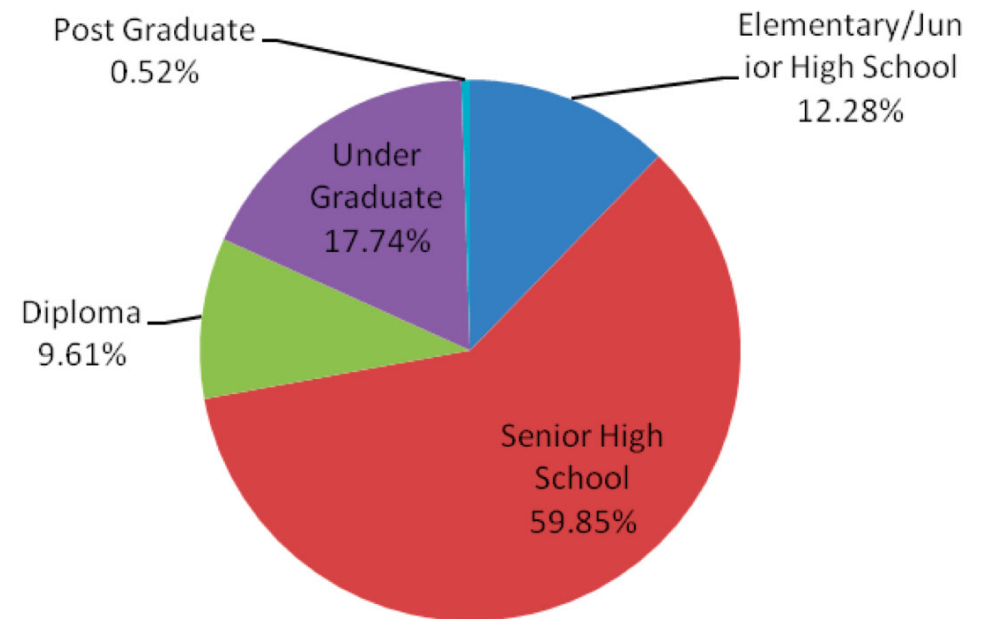
Questions?

# Back-up slides

# Resources & Operations



Business Divisions



Education Background