

Geita Gold Mining Limited's Commitment to Nurturing Talent and Addressing Skills Shortages in Tanzania's Mining Sector

Geita Gold Mining Limited (GGML), a prominent player in Tanzania's mining industry for over two decades, has been at the forefront of addressing the critical issue of skills shortages and talent development within the sector. Since its inception in 2000, GGML has not only focused on operational excellence but also on investing in the future workforce of Tanzania.

Recognising the importance of preparing future employees and cultivating talent, GGML, in collaboration with other stakeholders, made a significant contribution of over two million dollars in 2009 towards developing curricula for the Integrated Mining Technical Training (IMTT) Program for the Tanzanian youth at the Vocational Education and Training Authority (VETA), Moshi. This initiative has borne fruit over the years, with more than 1,400 young individuals receiving training in open pit mining, thereby helping to alleviate skills shortages in the industry.

However, GGML's commitment to talent development goes beyond vocational training. In 2009, the company launched a graduate recruitment program to provide practical training opportunities for unemployed university graduates. The program had an initial intake of 12 graduates, followed by 12 in 2012, and laid the foundation for the ABU graduate program. After a five-year hiatus, GGML commenced the internship program in 2017, providing young Tanzanians with valuable hands-on experience within the GGML, while allowing them to further specialise in their respective fields. Between 2017 and 2023, GGML took on 194 graduates for its internship program.

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Albert Rukeisa, Head of Learning and Development at the Association of Tanzania Employers (ATE), pictured with Charles Masubi, GGML's Senior Manager of Human Resources, at the launch of GGML's 2024/25 Internship Programme in February.

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Charles Masubi, GGML's Senior Manager of Human Resources, underscores the transformative impact of the ABU Graduate Program in shaping future leaders within the mining industry, saying "The ABU program offers graduates from diverse backgrounds an immersive learning experience that goes beyond traditional internships. Participants undergo rigorous training focused on enhancing their skills, knowledge, and leadership capabilities under the mentorship of seasoned professionals".

Masubi emphasises that graduates who excel in the program are not only connected with similar initiatives in other African mines under AngloGold Ashanti but are also provided with advanced skills training tailored to their respective fields. This holistic approach aims to equip participants with the expertise and acumen necessary to thrive in a competitive industry while fostering a culture of continuous learning and growth.

The ABU Graduate Program stands as a testament to GGML's commitment to nurturing talent and empowering individuals to ascend to leadership roles within the company and beyond. By creating a pipeline of skilled professionals poised for success, GGML is not only investing in its workforce but also contributing to the development of Tanzania's mining sector as a whole.

As graduates like Evelyne Julius, and Mkunde Frank attest to the transformative impact of the ABU program on their careers and personal growth, it is evident that GGML's innovative approach is shaping a new generation of mining leaders who embody excellence, dedication, and a commitment to safety and best practices. Evelyne Julius, an electrical engineer, stated, 'I have learned many things.' She sees her continued presence at GGML



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as a unique opportunity because she will be able to implement various projects with the confidence and knowledge she has acquired.

Mkunde Frank, a geological technologist, credits the ABU program for providing him with the opportunity to continue working at GGML, which has helped to build his confidence and sharpen his skills.

He notes that every employee in the geology department is valued, regardless of their role or responsibilities. **“Even if you go down to the underground mine, every worker values the practical training they receive, particularly in implementing the top priority, which is safety,”** he explains.

Albert Rukeisa from the Association Tanzania Employers’ (ATE) acknowledges GGMLs pioneering efforts over the past 15 years as a catalyst for inspiring other employers to prioritise skills development and create opportunities for young professionals in the mining sector. Through initiatives like the ABU program, GGML is not only shaping individual careers but also laying the groundwork for a sustainable future driven by skilled talent and visionary leadership in Tanzania’s mining industry.

As GGML continues its efforts to nurture talent and bridge skills gaps, its proactive initiatives serve as an example to the entire sector to foster local expertise and empower the next generation of mining professionals in Tanzania.