



Industrial Training Program

About the Program

The New Porgera Limited (NPL) Industrial Training Program provides valuable workplace experience for university and vocational students pursuing mining-related disciplines.

Since the operation started, the Porgera mine has a proud history of hosting industrial trainees, offering generations of students hands-on exposure to one of Papua New Guinea's largest resource projects.

Today, the program continues that legacy by bridging classroom learning with real-world application, equipping participants with technical skills, industry knowledge, and professional experience within a large-scale mining operation.

Each year, NPL works with its departments to identify training needs and allocate placements, with priority given to host communities, sponsored NPL students, and employee dependents. Through practical learning and mentorship, NPL is preparing the next generation of mining professionals.



How Program Works

Each year, NPL delivers its Industrial Training Program through a structured process overseen by the Employee Development (ED) team.

The ED team requests trainee requirements from Heads of Departments (HODs) across the operation. This ensures that placements are aligned with operational needs and available learning opportunities. Once requests are received, the ED team consolidates the information and notifies departments of the number and types of trainees who will be allocated.

Selection of trainees follows a priority system, with 75% of placements reserved for key groups such as NPL - sponsored students, employee dependents, and students from host and impact communities including Porgera, Tari, and Enga. Eligible applicants are then matched with appropriate departments based on their field of study.

During the twelve-week training program, trainees rotate across sections within their assigned departments to gain broad exposure and practical experience. At the end of the program, participants are awarded certificates in a presentation ceremony attended by their HODs and NPL management, marking the successful completion of their training.



Selection Criteria

The program emphasizes inclusivity and prioritizes students from key communities. Where possible, 75% of industrial trainees (ITs) are selected from the following categories, in order of preference:

- Sponsored NPL students in their 2nd, 3rd, or 4th year at university, or 2nd year at a vocational/ technical (VOCED) institution, studying a mining-related discipline.
- Dependents of NPL employees in their 3rd or 4th year at university, or 2nd year at a VOCED institution.
- Porgeran students in their 3rd or 4th year at university, or 2nd year at a VOCED institution.
- Tari students in their 3rd or 4th year at university, or 2nd year at a VOCED institution.
- Engan students in their 3rd or 4th year at university, or 2nd year at a VOCED institution. Other students in their 3rd or 4th year of study.



How To Apply

Students interested in joining NPL's Industrial Training Program are encouraged to apply through the company's formal recruitment process.

Each year, the Employee Development (ED) team issues a call for applications after departments confirm their training needs. Notices are usually released in September, outlining placement opportunities, eligibility requirements, and deadlines.

Applications must include a cover letter, current CV, academic transcripts, and proof of enrollment at a recognized institution. Applicants from host communities, NPL-sponsored students, and employee dependents are encouraged to apply, as these groups are given priority during selection.

All applications are submitted through the online Recruitment ORC portal, where they are reviewed and sorted according to discipline. Shortlisted candidates are then matched to relevant departments based on their field of study.



Building the Future

Through this program, NPL invests in local talent, equipping young professionals with practical experience, mentorship, and opportunities in mining.

Contact for More Information

NPL Employee Development
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About Porgera mine:

The Porgera Gold Mine is operated by Barrick (Niugini) Limited (through an equal partnership between Barrick Gold Corporation and Zijin Mining Group Company Limited) which owns 49 per cent of New Porgera Limited (NPL). The majority 51% is owned by PNG parties which includes Mineral Resource Enga (MRE) Limited, a consortium consisting of the Enga Provincial Government and the Porgera landowners. Over the life of mine, it has produced over 21 million ounces of gold and contributed approximately 10% of Papua New Guinea's total annual exports.