

SIERRA LEONEAN CONTENT PLAN GUIDELINE TEMPLATE (FOR FDI's)

EXECUTIVE SUMMARY

1. GENERAL

- 1.1 Definitions
- 1.2 Description of Projects and Operations
- 1.3 Local Content Management System

2. SIERRA LEONE EMPLOYMENT, TRAINING, HUMAN RESOURCES DEVELOPMENT AND SUCCESSION PLAN

- 2.1 Annual Expenditure budgets for Employment and Training of Citizens
- 2.2 Results of Analysis of Sierra Leone Labour Market to Meet Business Needs
- 2.3 Human Resources Processes for First Consideration to Sierra Leonean Citizens
 - 2.3.1 General Processes and Procedures for Outreach, Hiring and Training of Citizens
 - 2.3.2 Outreach, Hiring and Training for Citizens from Areas of Operation
 - 2.3.3 Outreach, Hiring and Training to assure 100% Citizens in Unskilled and Semi-Skilled Positions
 - 2.3.4 Outreach, Hiring and Training for Sierra Leonean Youth
 - 2.3.5 Program of training for Sierra Leone Citizens
 - 2.3.6 Succession plan for Sierra Leone Citizens
 - 2.3.7 Results of Analysis of Vocational, Technical and Tertiary training and Education Institutions
 - 2.3.8 Investments in Support for Vocational, Technical and Tertiary Training and Educational Institutions
 - 2.3.9 Signed Workforce Agreement
 - 2.3.10 Numerical Targets for Workforce and Training (3-year targets and annual targets)

[insert print-out of targets entered by Operator into on-line portal]

3. PROCUREMENT PROCESSES FOR FIRST CONSIDERATION TO SIERRA LEONEAN COMPANIES, GOODS AND SERVICES

- 3.1 Results of Analysis of Sierra Leonean market for Services Providers and Manufacturers
- 3.2 Restricted Tenders to Sierra Leonean Companies
- 3.3 Procurement Procedures to Assure Full and Fair Opportunity to Sierra Leonean Companies
- 3.4 Procedures to Provide Tender and Contract Documents to Local Content Agency
- 3.5 Local Supplier Development and Technology Transfer Plan
 - 3.5.1 Annual Expenditure Budgets for Local Supplier Development and Technology Transfer
 - 3.5.2 Initiatives to Build Capability, Capacity and Competitiveness of Sierra Leone companies
 - 3.5.3 Initiatives to Facilitate Alliances between Sierra Leonean companies and foreign companies
 - 3.5.4 Numerical Targets for Local Procurement and Capacity Development (3-year targets and annual targets)

[insert print-out of targets entered by Operator into on-line portal]

4.0. Local Research and Development Plan

- 4.1 Expenditure Budget for R&D
- 4.2 Initiatives for Research and Development in Sierra Leone
- 4.3 Procedures for issuing public calls for proposals against R&D budget