



DGC WORKFORCE SOLUTIONS



**DEVELOPING SKILLS, EMPOWERING WORKFORCES,
BUILDING AFRICA'S FUTURE**

www.dgc-africa.com

SOUTH AFRICA

ZAMBIA

DEMOCRATIC REPUBLIC OF CONGO

MADAGASCAR

ZIMBABWE

BRAZIL

CHINA

LEGACY OF EXCELLENCE & LEADERSHIP



As a distinguished member of the Dickinson Group of Companies, **DGC Workforce Solutions** carries forward a legacy of industrial excellence spanning over 115 years. Since the Dickinson Group's establishment in 1910, our journey has been one of continuous innovation and adaptation to meet Africa's evolving industrial challenges. From our early foundations in industrial services to our current position as a premier provider of integrated workforce solutions, we have consistently demonstrated our commitment to advancing Africa's industrial capabilities.

Throughout our history, we have played a pivotal role in supporting the continent's key industrial sectors including mining, manufacturing, energy, infrastructure development, and construction. This rich heritage has equipped us with an unparalleled understanding of Africa's industrial dynamics and workforce requirements, enabling us to develop solutions that address both current needs and future challenges.

OUR ORGANISATION'S DEEP UNDERSTANDING OF AFRICA'S UNIQUE INDUSTRIAL LANDSCAPE ENABLES US TO DELIVER COMPREHENSIVE WORKFORCE SOLUTIONS THAT DRIVE OPERATIONAL EXCELLENCE WHILE ENSURING COMPLIANCE WITH LOCAL & REGIONAL REGULATIONS

Through strategic partnerships and innovative approaches, we address the complex challenges facing modern industries, from skilled labour shortages to cross-border deployment complexities. In an era of rapid industrial transformation, **DGC Workforce Solutions** has established itself as a trusted partner by combining traditional values with cutting-edge solutions. Our extensive network spans major industrial centres across Africa, supported by regional offices staffed with local experts who understand the nuanced requirements of each market we serve. This combination of historic expertise and contemporary capability positions us uniquely to address the workforce challenges of today while preparing for the demands of tomorrow.

OUR CORE STRENGTHS HAVE ESTABLISHED US AS A TRUSTED PARTNER ACROSS AFRICA:

- Over 115 years of **industrial expertise** and African market knowledge
- **Comprehensive workforce** solutions across multiple sectors
- **Deep understanding** of regional compliance and regulatory frameworks
- **Strategic partnerships** with leading training and development institutions
- **Proven track record** in managing complex, large-scale industrial projects
- **Innovative technology-driven** solutions for workforce management



WHAT DISTINGUISHES

DGC WORKFORCE SOLUTIONS

In Africa's dynamic industrial landscape, **DGC Workforce Solutions** stands apart through our unique combination of heritage, innovation, and deep market understanding. Our century-long presence in Africa has afforded us unparalleled insight into local markets, regulations, and cultural nuances that newer entrants simply cannot match. This deep-rooted experience enables us to navigate complex cross-border challenges effectively while ensuring full compliance with local requirements.

Unlike traditional workforce providers who offer isolated services, we deliver fully integrated solutions that address the entire workforce lifecycle. This comprehensive approach eliminates the complexity and risk of managing multiple vendors, providing our clients with a single point of accountability for all their workforce needs. Our technology-driven approach further sets us apart, with proprietary digital platforms and advanced analytics capabilities providing unprecedented visibility and control over workforce operations.



Through our commitment to excellence and innovation, we maintain several key differentiators:

MARKET LEADERSHIP:

- Established presence across key African markets
- Deep understanding of local business environments
- Strong relationships with industry stakeholders
- Proven track record of successful project delivery

TECHNICAL EXCELLENCE:

- Advanced workforce management systems
- Innovative HR technology solutions
- Comprehensive compliance frameworks
- Industry-leading best practices

CLIENT FOCUS:

- Tailored workforce solutions
- Proactive service delivery
- Long-term partnership approach
- Measurable value creation

MISSION & VISION

FOR AFRICA'S FUTURE

Our mission extends far beyond conventional workforce management. We are dedicated to transforming Africa's industrial landscape by bridging critical skills gaps, enhancing operational efficiency, and ensuring compliance with local and regional regulations. Through strategic partnerships, innovation, and a profound understanding of Africa's unique industrial challenges, we serve as a trusted catalyst for sustainable growth and progress.

Our commitment to excellence is driven by a clear vision of Africa's industrial potential.

WE STRIVE TO CREATE AN ENVIRONMENT
WHERE LOCAL TALENT THRIVES,
INDUSTRIES OPERATE AT PEAK EFFICIENCY,
& COMMUNITIES BENEFIT
FROM SUSTAINABLE ECONOMIC GROWTH.
THIS VISION GUIDES OUR APPROACH TO SERVICE DELIVERY
& SHAPES OUR LONG-TERM STRATEGIC INITIATIVES.



STRATEGIC PARTNERSHIP

WITH DGC AFRICA SKILLS

As an affiliate company of **DGC Workforce Solutions**, DGC Africa Skills integrates immediate workforce solutions with sustainable skills development, creating a unique ecosystem for African industrial growth. This collaborative approach ensures a steady pipeline of skilled professionals while addressing both immediate staffing needs and long-term capability building. This integrated approach delivers:

TALENT DEVELOPMENT

- Customized training programs aligned with specific industry requirements
- Production of certified, work-ready artisans through accredited programs
- Progressive skills advancement mapped to career pathways
- Industry-recognized qualifications with international standards
- Specialized technical training for emerging industrial needs.

OPERATIONAL IMPACT

- Rapid deployment of qualified personnel to meet immediate needs
- Significantly reduced onboarding timeframes through pre-employment preparation
- Enhanced safety and quality standards through standardized training
- Real-time skills tracking and verification systems
- Performance monitoring and continuous improvement frameworks.

SUSTAINABLE GROWTH

- Long-term talent pipeline development aligned with industry forecasts
- Structured continuous professional development programs
- Industry-specific competency building for specialized sectors
- Local workforce capability enhancement supporting regional development
- Knowledge transfer programs ensuring skills retention

Through this comprehensive ecosystem, we address both immediate workforce requirements and future capability needs. Our partnership ensures clients have access to a reliable talent pipeline while contributing to sustainable industrial development across Africa. This approach creates lasting value through improved workforce quality, reduced skills gaps, and enhanced operational efficiency.



COMPREHENSIVE SERVICE PORTFOLIO

WORKFORCE OUTSOURCING & TALENT SOLUTIONS

DGC Workforce Solutions sets new standards in Africa's industrial sectors through comprehensive workforce outsourcing. Our end-to-end solutions combine deep industry expertise with innovative management practices to deliver unmatched flexibility and efficiency. This enables organizations to optimize their workforce while focusing on core operations, supported by our proven systems and regional knowledge.

OUR KEY CAPABILITIES INCLUDE:

OPERATIONAL EXCELLENCE

- Project-based staffing models with rapid scaling capabilities
- Strategic workforce planning and resource optimization
- Real-time performance management and productivity tracking
- Administrative cost reduction through centralized management
- Dynamic resource allocation based on project demands



TALENT MANAGEMENT

- Extensive pools of pre-vetted skilled personnel across sectors
- Just-in-time deployment and mobility solutions
- Continuous skills assessment and development programs
- Proactive talent pipeline maintenance and succession planning
- Cross-project resource optimization and skills matching

COMPLIANCE & RISK MANAGEMENT

- Full adherence to local and regional labour regulations
- Industry standard compliance monitoring and reporting
- Comprehensive risk mitigation through standardized processes
- Digital documentation and automated reporting systems
- Proactive regulatory update tracking and implementation

OUR INTEGRATED APPROACH TRANSFORMS WORKFORCE MANAGEMENT FROM A CHALLENGE INTO A STRATEGIC ADVANTAGE

By combining local market expertise with sophisticated management systems, we ensure seamless workforce operations that drive organizational success while maintaining full compliance with evolving regulatory requirements.

RECRUITMENT & EXECUTIVE SEARCH

DGC Workforce Solutions specializes in strategic talent acquisition through a holistic evaluation process that integrates organizational culture, strategic objectives, and long-term sustainability. Our approach combines advanced screening methodologies with scientific assessment tools to identify and secure exceptional talent across all organizational levels.

OUR DATA-DRIVEN METHODOLOGY ENCOMPASSES:

- Executive Leadership
- C-Suite and senior management placement
- Succession planning and leadership pipeline development
- Cross-border executive search and deployment
- Strategic alignment with board objectives

TECHNICAL EXPERTISE

- Industry-specialized recruitment across key sectors
- International talent deployment and mobility
- Role-specific technical competency assessment
- Regulatory compliance management

SCIENTIFIC SELECTION

- Comprehensive psychometric evaluation
- Performance prediction analytics
- Cultural alignment assessment
- Behavioural competency mapping
- Risk mitigation strategies



Through this systematic approach, we ensure precise candidate-role matching while reducing hiring risks and improving retention outcomes. Our integrated talent acquisition strategy supports both immediate staffing needs and long-term organizational development goals.



OUR COMMITMENT TO EXCELLENCE IN RECRUITMENT EXTENDS BEYOND TRADITIONAL PLACEMENT SERVICES TO INCLUDE ONGOING SUPPORT & STRATEGIC WORKFORCE PLANNING, ENSURING SUSTAINABLE TALENT SOLUTIONS THAT DRIVE ORGANIZATIONAL SUCCESS

ENHANCING EMPLOYEE DEVELOPMENT THROUGH PSYCHOMETRIC ASSESSMENTS

DGC Workforce Solutions leverages psychometric assessments to drive strategic employee development and maximize workforce potential. By measuring cognitive abilities, personality traits, and emotional intelligence, we create targeted development programs aligned with organizational goals.

Our psychometric testing provides deep insights into employee capabilities and development needs. This scientific approach enables us to craft personalized interventions that enhance both individual performance and organizational success.

Applications of Psychometric Assessments for Employee Development:

- **Skill Gap Analysis:** Systematically identify development needs and opportunities, enabling precision-targeted training initiatives.
- **Career Progression Planning:** Create evidence-based career pathways aligned with organizational needs and individual capabilities.
- **Team Dynamics Optimization:** Enhance team composition and collaboration through insights into complementary skills and working styles.
- **Leadership Development:** Identify and develop high-potential employees using objective assessment data.

By integrating psychometric assessments into talent management, we create an environment focused on continuous improvement and capability building. This approach ensures organizations develop workforces equipped for current demands while building capabilities for future challenges.



CANDIDATE



RECRUIT



COMPETENCE



SUITABILITY



APTITUDES



TEST



PERSONALITY



TECHNOLOGY-DRIVEN HR & PAYROLL MANAGEMENT

DGC Workforce Solutions leverages cutting-edge technology platforms to transform workforce administration across Africa. Our integrated digital ecosystem combines advanced HR management capabilities with intelligent payroll processing to deliver unprecedented accuracy, efficiency, and control over workforce operations, while ensuring full regulatory compliance across multiple jurisdictions.

KEY BENEFITS

PAYROLL EXCELLENCE

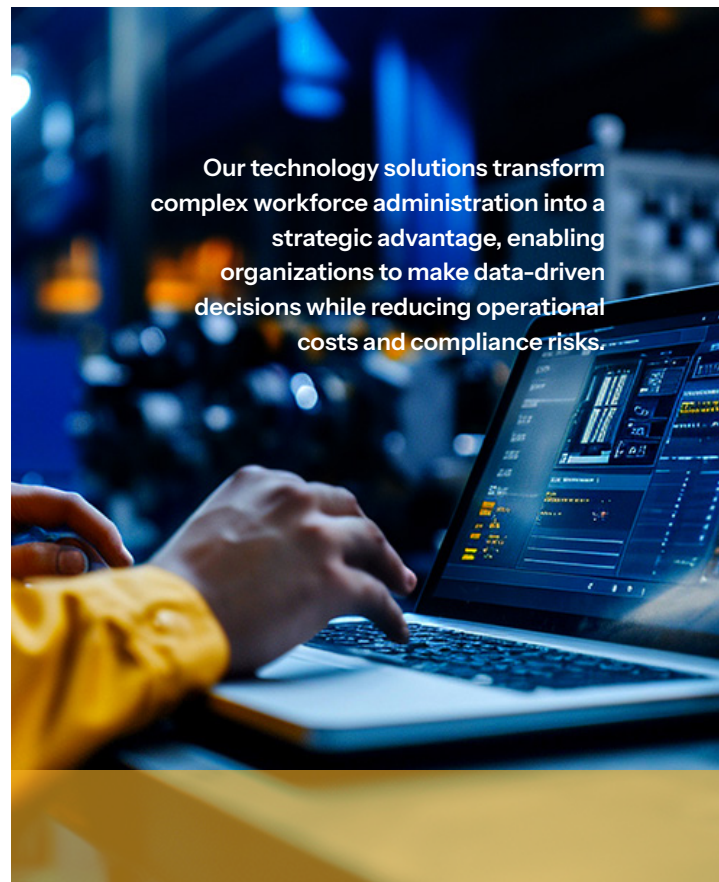
- Multi-currency processing with real-time exchange rates
- Automated tax calculations and statutory deductions
- Customized payment scheduling and distribution
- Integrated leave and attendance management

HR MANAGEMENT

- Comprehensive employee information systems
- Automated compliance monitoring and reporting
- Self-service portals for employee engagement
- Digital document management and workflow

ANALYTICS & OPTIMIZATION

- Real-time performance tracking and metrics
- Predictive workforce analytics
- Mobile workforce management solutions
- Custom reporting and dashboards



Our technology solutions transform complex workforce administration into a strategic advantage, enabling organizations to make data-driven decisions while reducing operational costs and compliance risks.

THROUGH CONTINUOUS PLATFORM INNOVATION & INTEGRATION, WE ENSURE OUR CLIENTS STAY AHEAD OF EVOLVING WORKFORCE MANAGEMENT CHALLENGES IN AFRICA'S DYNAMIC BUSINESS ENVIRONMENT

IMMIGRATION & WORKFORCE MOBILITY SOLUTIONS

DGC Workforce Solutions has partnered with Zed Visa and PajerJob to provide businesses with comprehensive immigration and workforce mobility solutions. These services ensure seamless expatriate management, regulatory compliance, and efficient cross-border workforce deployment. By simplifying work permit processing, visa facilitation, and business incorporation, we help companies navigate complex immigration requirements while ensuring full legal adherence and operational efficiency.

KEY CAPABILITIES

- **Work Permit and Visa Processing:** Managing applications, renewals, and residency solutions for expatriate employees.
- **Immigration Compliance and Government Liaison:** Ensuring full adherence to local labour and immigration laws while coordinating with government authorities.
- **Cross-Border Workforce Mobility Support:** Facilitating expatriate relocation, legal documentation, and compliance across multiple jurisdictions.
- **Advisory Services:** Providing expert guidance on immigration law updates, required documentation, and regulatory changes.
- **Business Incorporation and Regulatory Compliance:** Assisting foreign businesses with company registration, licensing, and regulatory filings to establish operations in Zambia and the DRC.

STRATEGIC BENEFITS

- Enhanced workforce mobility solutions through integrated partnerships.
- Stronger compliance and risk management aligned with regional labour laws.
- Streamlined workforce recruitment, administration, and expatriate processing.
- Improved operational efficiency, reducing delays and ensuring smooth workforce deployment.
- Strengthened market positioning as a trusted provider of end-to-end workforce solutions.
- Facilitated market entry for foreign businesses, offering complete support from company incorporation to workforce deployment.

BY INTEGRATING IMMIGRATION COMPLIANCE WITH WORKFORCE MOBILITY SUPPORT, WE ENABLE BUSINESSES TO DEPLOY & MANAGE EXPATRIATE EMPLOYEES WITH EASE



This partnership ensures that legal, regulatory, and operational processes are handled efficiently, allowing companies to focus on growth & expansion while maintaining full compliance.

CORPORATE TRAVEL & LOGISTICS SOLUTIONS

DGC Workforce Solutions has partnered with Travel 360 to provide comprehensive corporate travel and logistics solutions tailored to business needs. This partnership ensures seamless travel coordination, expatriate relocation, and workforce transportation, enabling smooth and cost-effective mobility for employees operating across multiple regions.

KEY CAPABILITIES & BENEFITS

- **Corporate Travel Coordination:** End-to-end management of flights, accommodations, and travel itineraries for employees.
- **Workforce Transportation Solutions:** Reliable and efficient transport services for workers, including airport transfers and regional travel.
- **Expatriate Relocation Support:** Assistance with housing, local integration, and logistical arrangements for expatriates.
- **Cost-Effective Travel Management:** Optimized travel budgets through negotiated rates with airlines, hotels, and transport providers.
- **Emergency Travel Assistance:** 24/7 support for urgent travel changes, visa issues, and unforeseen disruptions.
- **Compliance and Safety Standards:** Ensuring adherence to travel regulations, COVID-19 protocols, and workplace safety measures.



**BY INTEGRATING STRATEGIC TRAVEL PLANNING
WITH RELIABLE LOGISTICS SOLUTIONS,
WE SIMPLIFY WORKFORCE MOBILITY
FOR BUSINESSES OPERATING
ACROSS BORDERS.
THIS PARTNERSHIP ENHANCES
OPERATIONAL EFFICIENCY WHILE ENSURING
COMPLIANCE WITH INTERNATIONAL
TRAVEL & EXPATRIATE REGULATIONS**



UNDERSTANDING OUR CLIENTS'

CHALLENGES

Through extensive engagement with industrial operators across Africa, we have developed deep insight into critical workforce challenges. Our understanding drives continuous innovation in delivering tailored solutions that address both immediate needs and long-term strategic objectives, while navigating the complex dynamics of Africa's industrial landscape.

CORE INDUSTRY CHALLENGES

TECHNICAL SKILLS & DEVELOPMENT

- Sourcing qualified technical personnel across specialized sectors
- Building sustainable talent pipelines aligned with industry growth
- Meeting local content requirements while maintaining quality standards
- Developing specialized capabilities for emerging technologies

OPERATIONAL EFFICIENCY

- Cost optimization across diverse operational environments
- Project scalability requirements for varying market conditions
- Resource allocation flexibility to meet dynamic project needs
- Performance optimization in challenging conditions

RISK & COMPLIANCE

- Multi-jurisdiction regulatory compliance management
- Comprehensive risk management frameworks
- Documentation and reporting across borders
- Adaptation to evolving regulatory requirements

STRATEGIC SOLUTIONS

TALENT MANAGEMENT

- Integrated acquisition strategies for specialized roles
- Customized development programs for capability building
- Succession planning aligned with organizational growth
- Cross-border talent mobility solutions

OPERATIONAL EXCELLENCE

- Resource optimization through advanced analytics
- Performance management systems with real-time monitoring
- Cost control systems with predictive capabilities
- Scalable workforce deployment models

COMPLIANCE & RISK

- Proactive regulatory monitoring and updates
- Comprehensive risk mitigation strategies
- Local content alignment with business objectives
- Standardized compliance frameworks

VALUE CREATION

IMMEDIATE IMPACT

- Enhanced operational efficiency through streamlined processes
- Improved compliance management across jurisdictions
- Quality-focused recruitment with role-specific validation
- Optimized resource utilization and cost management

LONG-TERM BENEFITS

- Sustainable talent pipelines for future growth
- Organizational capability building through systematic development
- Strategic workforce development aligned with industry evolution
- Enhanced competitive positioning through superior talent management

Our comprehensive approach transforms workforce challenges into opportunities for organizational growth and excellence. By combining immediate solutions with long-term strategic planning, we help clients build sustainable competitive advantages through their human capital management. This integrated strategy ensures both operational success today and strategic readiness for tomorrow's industrial demands across Africa.



SUSTAINABILITY

& IMPACT

At **DGC Workforce Solutions**, sustainable development and social responsibility form the cornerstone of our business strategy in Africa. We recognize that industrial advancement must support community growth, environmental protection, and inclusive economic development. Through carefully designed programs and measurable targets, we drive positive change across the continent.

KEY SUSTAINABILITY INITIATIVES INCLUDE:

- Local content development programmes
- Gender empowerment initiatives
- Skills transfer and capacity building
- Community development projects
- Environmental stewardship programmes

By integrating these initiatives into our core operations, we create lasting value that extends beyond business metrics to encompass social progress and environmental stewardship. This comprehensive approach ensures we contribute meaningfully to Africa's sustainable industrial development while building resilient communities for future generations.

LOOKING

INTO THE FUTURE

As Africa continues its industrial transformation, **DGC Workforce Solutions** remains committed to being a catalyst for progress. Our forward-looking approach focuses on expanding our capabilities, strengthening our partnerships, and developing innovative solutions to meet emerging challenges. We continue to invest in technology, people, and processes to ensure we remain at the forefront of workforce solutions in Africa.

KEY FOCUS AREAS FOR OUR FUTURE DEVELOPMENT INCLUDE:

- Expanding our geographic presence
- Developing new technological solutions
- Strengthening strategic partnerships
- Enhancing development capabilities
- Supporting industrial growth



TOGETHER, WE ARE NOT JUST PROVIDING
WORKFORCE SOLUTIONS
– WE ARE EMPOWERING
AFRICA'S INDUSTRIAL FUTURE,
ONE PARTNERSHIP AT A TIME

Contact **DGC Workforce Solutions** to explore how we can support your organisation's workforce needs and contribute to your success in Africa's dynamic industrial landscape.



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