



TALENTWORKS
MEMBER OF DICKINSON GROUP OF COMPANIES



DGC WORKFORCE SOLUTIONS
Performance-Driven Workforce Partnerships Across Africa

EMPOWERING INDUSTRIAL WORKFORCES ACROSS AFRICA



EMPOWERING AFRICA'S WORKFORCE. DRIVING SUSTAINABLE GROWTH

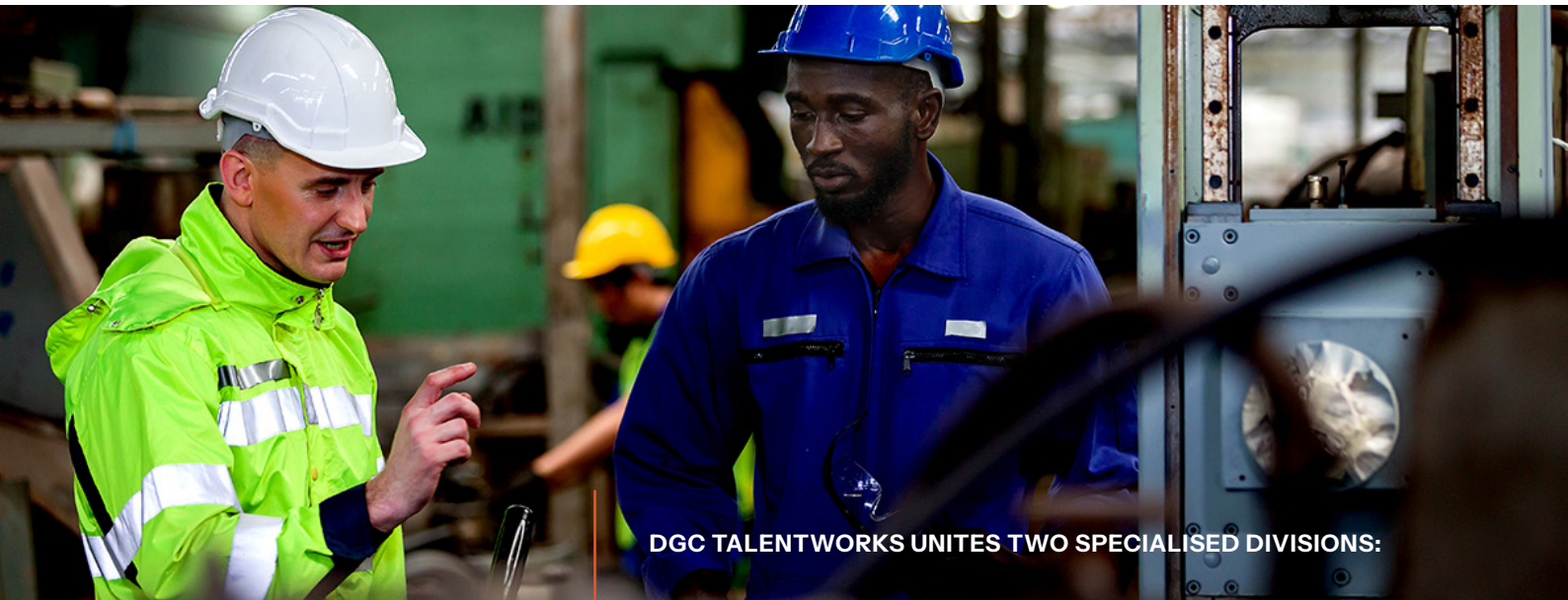
**Integrated Workforce
Development, Recruitment
& Upskilling Solutions
across Africa.**

DGC Workforce Solutions and DGC AFRICA Skills are divisions of DGC TalentWorks and form part of the Dickinson Group of Companies. Established in 1910, the Group delivers performance-driven workforce mobilisation, HR management, and compliance support across Africa's industrial and mining sectors.

With over 115 years of operational heritage, the Group has built a reputation for technical excellence, integrity, and delivery across mining, energy, infrastructure, and manufacturing. Our operations span Zambia, the Democratic Republic of Congo, Madagascar, and Namibia, supported by a Mauritius-based governance framework that ensures consistency, transparency, and compliance across borders.



THE DGC TALENTWORKS PLATFORM



DGC TALENTWORKS UNITES TWO SPECIALISED DIVISIONS:

DGC WORKFORCE SOLUTIONS

Workforce mobilisation, management, and performance tracking.

DGC AFRICA SKILLS

Artisanal accreditation, curriculum development, and Recognition of Prior Learning (RPL) standardisation within the vocational training sector.

Together, these divisions form a fully integrated workforce ecosystem connecting accredited training, compliant deployment, and on-site performance monitoring.

For clients, this means one relationship, one standard, and one accountable partner providing measurable workforce transparency.

Under this model, DGC Workforce Solutions manages in-country, expatriate, and diaspora workforce mobilisation, recruitment, work-permit facilitation, payroll and HR administration, and performance monitoring, ensuring compliant, efficient, and transparent workforce delivery across Africa.



WHY OUR MODEL MATTERS

Africa's industrial growth depends on skilled, reliable, and compliant workforces. Yet many organisations face skills shortages, complex labour regulations, and administrative inefficiencies that hinder productivity and project delivery.

DGC Workforce Solutions delivers a structured, transparent, and performance-driven model that enhances workforce quality and compliance.



Where conventional labour brokers focus solely on headcount, we focus on workforce outcomes — monitoring, reporting, and optimising productivity, quality, and compliance. Our approach transforms outsourcing into a data-informed partnership, aligning client success with accountable workforce management.

OUR MISSION

To deliver performance-driven workforce solutions that enhance productivity, ensure compliance, and support sustainable industrial growth across Africa.

OUR VISION

To be Africa's most trusted workforce partner. We connect accredited training, professional deployment, and data-driven performance reporting to empower industries and uplift communities.

HOW WE'RE DIFFERENT

Unlike conventional workforce providers, **DGC Workforce Solutions** assumes accountability for performance monitoring and transparency rather than direct operational delivery risk. Our role is to measure, analyse, and report on workforce performance using technology and governance systems. Our supervisors and coordinators maintain site-level oversight, and we have a pipeline of accredited tradesmen originating from aligned training programs via **DGC AFRICA Skills** and similar partners.

**UNDER THE DGC TALENTWORKS FRAMEWORK,
CLIENTS GAIN ACCESS TO CERTIFIED TALENT,
AUDITABLE HR & PAYROLL SYSTEMS,
& MULTI-JURISDICTIONAL GOVERNANCE
— ALL WITHIN A SINGLE, TRUSTED PARTNERSHIP**

WHAT WE DELIVER

Our service portfolio **covers every aspect of compliant workforce management** - from mobilisation to performance tracking.



1. WORKFORCE PROVISION & DEPLOYMENT

We deliver workforce solutions tailored to our clients' environments:

- **Expatriate Professionals** – End-to-end mobilisation, immigration, and relocation support.
- **In-Country Workforce** – Recruitment aligned with national localisation and community employment targets.
- **Congolese Diaspora Professionals** – Support for repatriation, credential recognition, and deployment.

2. WORK PERMITS & COMPLIANCE SERVICES

We streamline workforce compliance and mobility through fully managed work permit and immigration support services.

- **End-to-end management** of work-permit applications, renewals, mobilisation and R & R travel arrangement support.
- **In-country partners** enable direct liaison with authorities for fast, compliant processing.

3. HR MANAGEMENT, PAYROLL & ADMINISTRATION

We deliver full payroll processing, benefits administration, and statutory compliance management.

- **Employee lifecycle management**, from onboarding to exit.
- **Continuous improvement** through feedback, reporting, and corrective action.

4. SKILLS DEVELOPMENT & RPL PATHWAYS

Through DGC AFRICA Skills, we ensure the sustainability of Africa's industrial talent base:

- **Artisanal accreditation and RPL assessment** to formalise skills.
- **Curriculum alignment** with international standards.
- **Localisation and empowerment strategies** fostering national capacity development.



HOW WE DELIVER **MEASURABLE VALUE**

PERFORMANCE ACCOUNTABILITY

We deliver measurable accountability. Our service model is built on transparent reporting, KPI tracking, and operational insight. We help clients make informed decisions through reports and data rather than assumptions.

TECHNOLOGY INTEGRATION

Our proprietary management systems integrate timekeeping, payroll, and compliance data across sites. Clients gain full visibility into workforce performance metrics, costs, and compliance status.

INTEGRATION WITH DGC AFRICA SKILLS

Artisans and tradesmen originate from accredited technical and vocational training programmes benchmarked to international standards. We conduct gap analyses and facilitate RPL certification, creating career pathways that align local talent to global demand.

CLIENT VALUE

- **Increased operational transparency** and workforce efficiency.
- **Simplified multi-country compliance** and statutory administration.
- **Access** to regional and diaspora talent pools.
- **One integrated partner** for training, deployment, and HR governance.

SOCIAL & INDUSTRIAL IMPACT

We empower African workforces through training and inclusion, with a strong focus on youth, women, and technical development. In the DRC, our model formalises the workforce through RPL, accredited skills, and compliant employment structures.





KEY DIFFERENTIATORS

- Performance-driven monitoring and reporting model.
- End-to-end HR, payroll, and immigration compliance integration.
- Technology-supported workforce transparency.
- Integration with accredited training and RPL systems.
- Sustainable skills and governance alignment with local labour frameworks.

DELIVERING WORKFORCE TRANSPARENCY,
COMPLIANCE, & MEASURABLE
PERFORMANCE
— ONE PARTNERSHIP AT A TIME.



BUILDING AFRICA'S FUTURE WORKFORCE — ONE PARTNERSHIP AT A TIME



Partner with DGC Workforce Solutions

For compliant, transparent, and performance-driven
workforce management across Africa.

 contactus@dgctalentworks.com



www.dgctalentworks.com

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