



**Empowering Africa's Workforce,
Driving Sustainable Growth**

DGC TalentWorks forms part of the Dickinson Group of Companies
and unites two specialised divisions - **DGC Workforce Solutions** and **DGC AFRICA Skills**
- within an integrated ecosystem that delivers end-to-end workforce development,
recruitment, and upskilling solutions across Africa.

**THIS BROCHURE PROVIDES
AN OVERVIEW OF OUR COMBINED SERVICE OFFERING
& HOW BOTH DIVISIONS COLLABORATE
TO EMPOWER INDUSTRIES, UPLIFT COMMUNITIES, &
DRIVE SUSTAINABLE GROWTH ACROSS THE CONTINENT**

WHO WE ARE

DGC TalentWorks stands at the forefront of Africa's workforce transformation, uniting over 115 years of industrial excellence under the Dickinson Group of Companies. Strategically headquartered through our Mauritius holding company structure, we operate across emerging African markets — with established operations in Zambia, the Democratic Republic of Congo, Madagascar, and Zimbabwe, and a strategic growth focus extending across Africa, delivering comprehensive workforce solutions that bridge the critical gap between talent supply and industrial demand.

Our organisation serves as the parent entity for two specialised divisions – **DGC Workforce Solutions** and **DGC AFRICA Skills** – creating an integrated ecosystem that addresses

**THIS SPANS SKILLS DEVELOPMENT
& CERTIFICATION THROUGH
DEPLOYMENT & PERFORMANCE
OPTIMISATION,
& INCLUDES END-TO-
END RECRUITMENT
& PLACEMENT OF
SKILLED PERSONNEL,
ALONG WITH HR, PAYROLL, &
IMMIGRATION SERVICES.**



MISSION

TO DELIVER SUSTAINABLE, COMPLIANT,
& TECHNOLOGY-ENABLED WORKFORCE SOLUTIONS
THAT EMPOWER INDIVIDUALS, UPLIFT COMMUNITIES,
& ENABLE INDUSTRIES ACROSS AFRICA TO THRIVE

VISION

TO BECOME AFRICA'S LEADING PROVIDER OF
INTEGRATED WORKFORCE & SKILLS-DEVELOPMENT
SOLUTIONS, CONNECTING INDUSTRIAL GROWTH
WITH HUMAN POTENTIAL ACROSS
THE CONTINENT'S FASTEST-GROWING ECONOMIES,
DELIVERING INTERNATIONALLY CERTIFIED, SKILLED,
& DEPLOYABLE INDUSTRIAL TALENT

OUR INTEGRATED SERVICE

PORTFOLIO

DGC Workforce Solutions

PERFORMANCE-DRIVEN WORKFORCE DEPLOYMENT

DGC Workforce Solutions revolutionises traditional workforce outsourcing through performance-linked service models that align our success directly with client operational outcomes.

UNLIKE CONVENTIONAL STAFFING PROVIDERS,
**WE MAINTAIN ACTIVE OWNERSHIP OF WORKFORCE
PERFORMANCE THROUGH SUPERVISION,**
CONTINUOUS MONITORING. & OUTCOME-BASED PARTNERSHIPS

KEY DIFFERENTIATORS

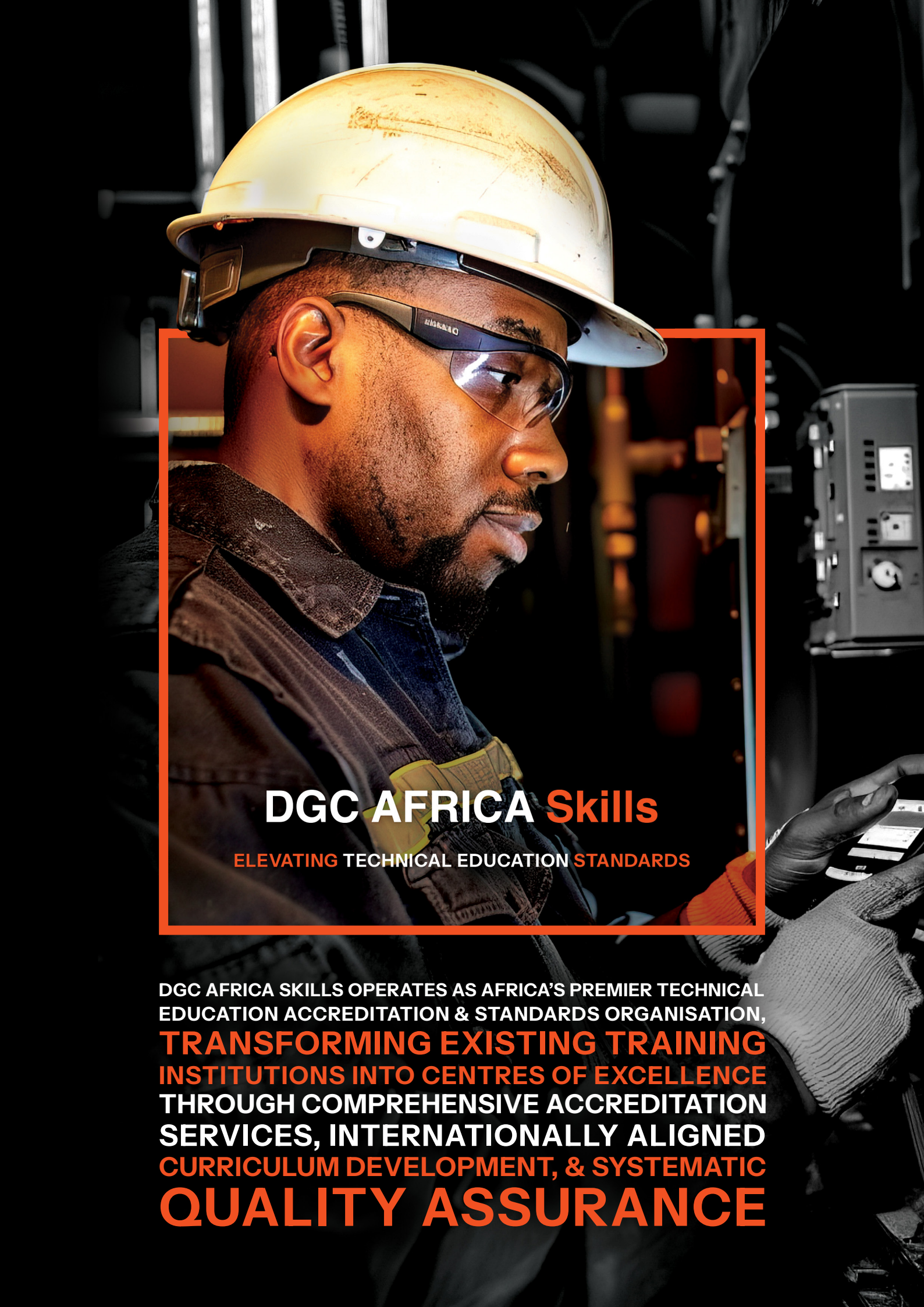
- **Performance-linked compensation** tied to measurable productivity, quality, and safety outcomes
- **Dedicated on-site supervision** provided at our cost for larger engagements
- **Real-time performance monitoring** with customised dashboards and analytics
- **Customisable KPI's** aligned to client priorities and strategic objectives
- **Comprehensive compliance management** across multiple African jurisdictions
- **Strategic workforce planning** optimising deployment and resource allocation



CORE SERVICES

- **Strategic workforce planning and deployment** across multiple sectors
- **Specialised industrial personnel** for mining, energy, infrastructure, and manufacturing
- **Compliance and risk management** ensuring regulatory adherence
- **HR support**, payroll administration, and work permit facilitation
- **Performance monitoring** and optimisation with continuous improvement initiatives
- **Cross-border deployment** managing expatriate and regional workforce mobility
- **Engagement with the African diaspora** for internationally experienced talent
- **Local workforce empowerment** enhancing ESG value and in-country impact.
- **Technology-enabled recruitment and placements service**



A man in a white hard hat and safety glasses is shown in profile, looking down at a device he is holding. He is wearing a dark jacket over a blue shirt. The background is dark and industrial, with some equipment visible. The entire image is framed by a thick orange border.

DGC AFRICA Skills

ELEVATING TECHNICAL EDUCATION STANDARDS

DGC AFRICA SKILLS OPERATES AS AFRICA'S PREMIER TECHNICAL EDUCATION ACCREDITATION & STANDARDS ORGANISATION, **TRANSFORMING EXISTING TRAINING INSTITUTIONS INTO CENTRES OF EXCELLENCE** THROUGH COMPREHENSIVE ACCREDITATION SERVICES, INTERNATIONALLY ALIGNED CURRICULUM DEVELOPMENT, & **SYSTEMATIC QUALITY ASSURANCE**

KEY DIFFERENTIATORS

- **Training institution accreditation** ensuring internationally recognised standards
- **Internationally aligned curriculum development** meeting global benchmarks and industry requirements
- **Systematic quality auditing** maintaining excellence through regular assessment
- **Train-the-trainer programmes** developing teaching excellence across partner institutions
- **Strategic partnerships** with UXi Artisan Development and BTP & CMA for quality assurance



CORE SERVICES

- **Comprehensive institutional accreditation** and certification processes
- **International curriculum development** and provision to accredited institutions
- **Systematic quality auditing** and continuous improvement support
- **Comprehensive train-the-trainer programmes** ensuring teaching excellence
- **Graduate certification oversight** enabling international recognition and career mobility





Our **Strategic** Advantages

Our Mauritius-based structure enables seamless expansion and governance across Africa, ensuring compliance and consistency as we grow into new markets

HERITAGE & EXPERTISE

- **115+ years of industrial excellence** across multiple African markets
- **Deep local expertise** in emerging African regulatory and cultural environments
- **Proven track record** supporting major industrial developments and capital projects

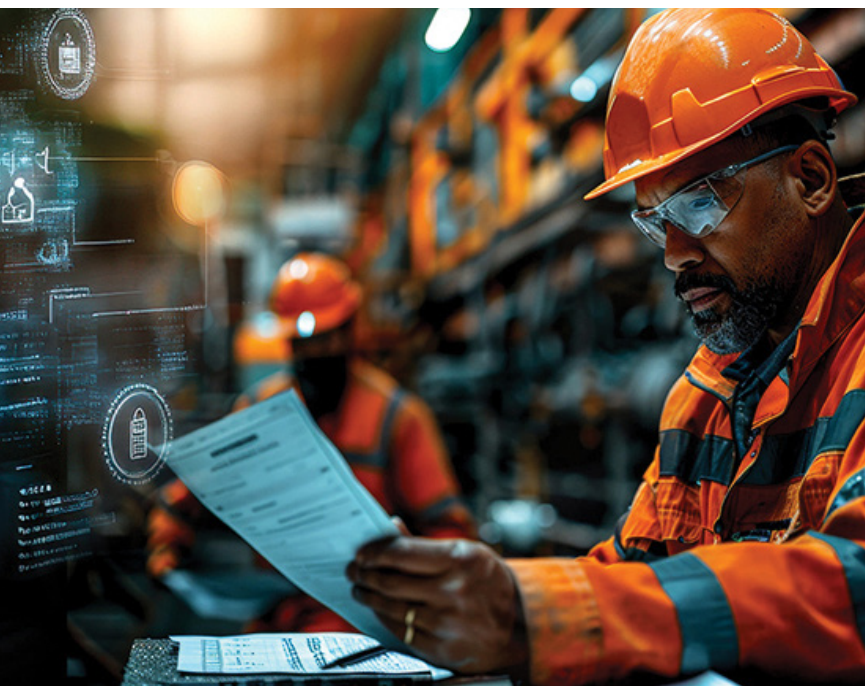


GEOGRAPHIC PRESENCE

- **Strategic focus on emerging markets** with dedicated resources and capabilities
- **Multi-country operations** across Zambia, DRC, Madagascar, and Zimbabwe, with expansion initiatives underway across Africa's key industrial regions — including East, Central, and West Africa.
- **Cross-border coordination** facilitating regional workforce mobility and integration

TECHNOLOGY LEADERSHIP

- **AI-powered candidate matching** utilising advanced algorithms for optimal placements
- **Predictive analytics** enabling strategic workforce planning and optimisation
- **Mobile-enabled platforms** addressing infrastructure challenges in emerging markets
- **Integrated technology ecosystem** providing seamless service coordination



PARTNERSHIP EXCELLENCE

- **UXi Artisan Development** bringing internationally recognised training methodologies
- **BTP & CMA** ensuring rigorous certification standards and continental framework alignment
- **Legal specialists** including Littell Holly (DRC) providing comprehensive regulatory support
- **Technology and mobility partners** delivering end-to-end workforce solutions



Integrated **Value** Creation



FOR CLIENTS

- **Reduced operational risk** through performance-guaranteed workforce deployment
- **Enhanced compliance** with comprehensive regulatory and legal expertise
- **Improved productivity** through skilled, certified, and motivated personnel
- **Cost optimisation** via integrated service delivery and economies of scale
- **Access to broader talent pools** across multiple African markets
- **Access to the African diaspora** for globally experienced professionals
- **Scalable mobilisation** and demobilisation of personnel

FOR COMMUNITIES

- **Sustainable economic opportunities** through comprehensive skills development
- **Local content development** supporting national industrialisation objectives
- **Gender inclusivity initiatives** addressing barriers to women's participation
- **Youth development programmes** providing structured career pathways
- **African diaspora reintegration** and credential recognition
- **International certification standards** enabling global career mobility

FOR CONTINENTAL DEVELOPMENT

- **Industrial capability** building through skills transfer and knowledge development
- **Standardised frameworks** supporting workforce mobility across borders
- **Technology transfer** reducing dependence on external expertise
- **Regional integration** supporting cross-border investment and industrial development





Sector Expertise

MINING & EXTRACTIVES

Comprehensive support for surface and underground operations, mineral processing, mine construction, maintenance services, and environmental compliance across diverse African mining jurisdictions.



ENERGY & INFRASTRUCTURE

Specialised personnel for power generation projects, transmission and distribution infrastructure, oil and gas operations, transportation systems, and telecommunications development.

MANUFACTURING & INDUSTRIAL PROCESSING

Expert workforce solutions for food and beverage processing, chemical and petrochemical operations, metals processing, consumer goods manufacturing, and automotive assembly.





**Quality Assurance
& Compliance**



PERFORMANCE STANDARDS

- **Standardised processes** ensuring consistent service delivery across all markets
- **Regular performance assessments** with quantitative metrics and qualitative feedback
- **Client feedback systems** informing continuous improvement initiatives

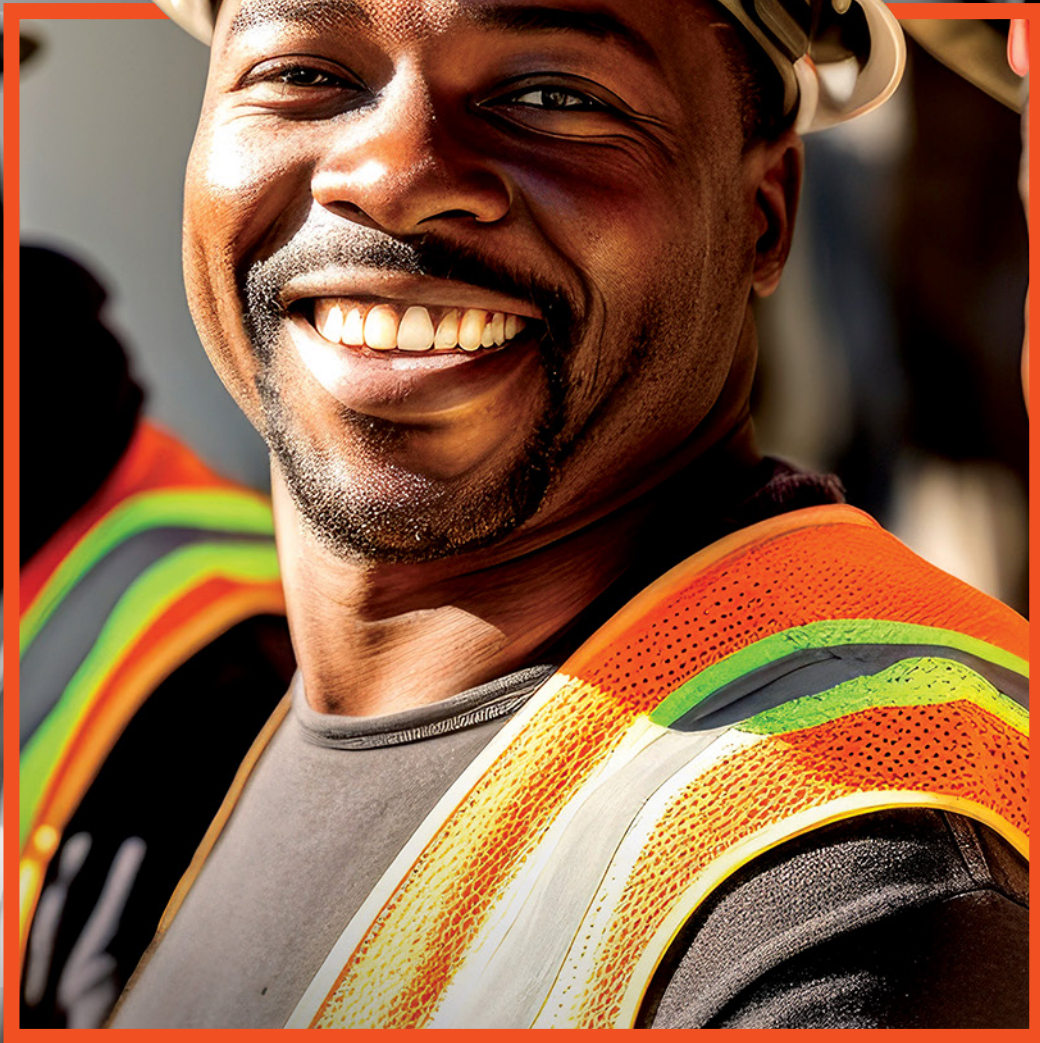
REGULATORY EXCELLENCE

- **Multi-jurisdictional expertise** in labour law, immigration, and regulatory requirements
- **Proactive monitoring** of regulatory changes and impact assessment
- **Legal compliance services** through strategic partnerships with specialised firms

CONTINUOUS IMPROVEMENT

- **Systematic improvement approaches** based on performance data analysis
- **Real-time monitoring systems** enabling rapid quality issue identification and resolution
- **Innovation initiatives** developing new solutions based on market opportunities





Why Choose DGC TalentWorks



UNIQUE VALUE PROPOSITION

- **Integrated service delivery** combining workforce deployment with accredited training standards
- **Performance accountability** through outcome-based service models
- **Emerging market expertise** with dedicated focus on high-growth African markets
- **Technology leadership** providing advanced workforce management capabilities

PROVEN EXCELLENCE

- **Multi-sector expertise** across mining, energy, infrastructure, and manufacturing
- **Complex project success** supporting major industrial developments
- **Client retention rates** reflecting consistent satisfaction and value delivery
- **Regulatory compliance excellence** maintaining perfect compliance across all jurisdictions

STRATEGIC PARTNERSHIP APPROACH

- **Collaborative planning** developing optimal workforce deployment strategies
- **Transparent communication** with regular reporting and performance dialogue
- **Long-term commitment** building relationships that support sustained success
- **Value optimisation** continuously enhancing service effectiveness and client value





Our Footprint across Africa

DGC TalentWorks maintains an expanding footprint across Africa. With established operations in Southern and Central Africa and new partnerships developing in East and West Africa, we are positioned to serve clients wherever industrialisation and workforce development are advancing across the continent.



ESTABLISHED MARKETS

DEMOCRATIC REPUBLIC OF CONGO

Multi-provincial operations supporting mining, infrastructure, and manufacturing sectors with comprehensive regulatory support and local content development.

ZAMBIA

Copperbelt operations supporting major mining and industrial development with regional coordination capabilities and cross-border expertise.

MADAGASCAR & ZIMBABWE

Diverse sector support including mining, agriculture, infrastructure, tourism, and manufacturing development enabling industrial diversification and growth.



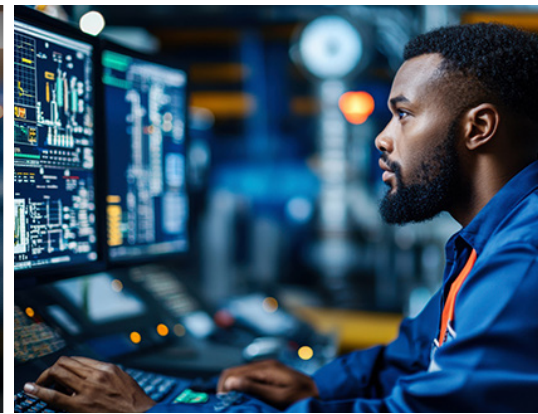
Innovation
& Future Developments

TECHNOLOGY INTEGRATION

- **Artificial intelligence and machine learning** for enhanced workforce planning
- **Mobile-enabled platforms** addressing infrastructure limitations
- **Digital learning technologies** and simulation systems
- **Cloud-based solutions** overcoming traditional infrastructure constraints

CONTINENTAL STANDARDS DEVELOPMENT

- **African Continental Qualifications Framework** participation
- **Regional standards harmonisation** supporting workforce mobility
- **Best practice dissemination** for broader continental adoption
- **Policy development support** for technical education advancement



TRANSFORM YOUR WORKFORCE STRATEGY WITH AFRICA'S MOST COMPREHENSIVE TALENT SOLUTIONS PROVIDER

Partner with DGC TalentWorks to unlock industrial potential through integrated workforce solutions that deliver measurable results while contributing to sustainable development across the continent's most dynamic growth markets.



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



Empowering Africa's Workforce, Driving Sustainable Growth

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EMPOWERING INDUSTRIAL WORKFORCES ACROSS AFRICA