IMPROVING LIVES AND ORGANIZATIONS

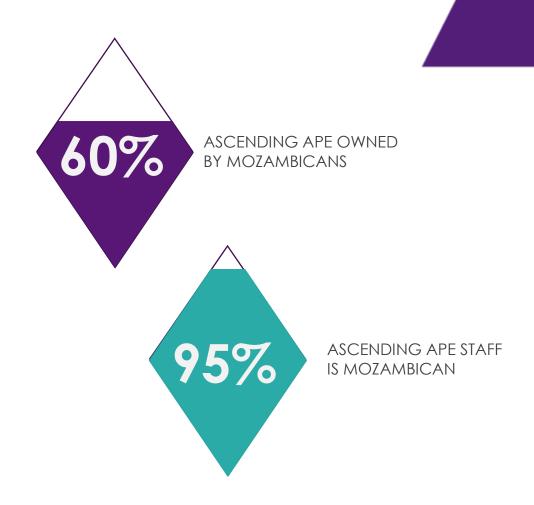
LOCAL CONTENT AS THE CORE OF OUR CULTURE





In terms of **Local Content** development, Ascending sees it as a core strategy in its approach to business in Mozambique.

Ascending's motto, to "Improve Lives and Organizations" therefore permeates at all levels of our culture.





This has been achieved through a number of iniciatives:

- Local empowerment: upsikilling and certification of our national staff
- Local content support for multinacional companies: staff development and training
- Community support programmes: implemented for EXXON, GIZ or Casa do Gaiato
- Internationalization of local workforces: progression of local operational staff in Angola and training of Angolans internationally in Mozambique
- All female learnership course: partnering with MOZAL





MATC Transfer of Knowledge

- A commitment to quality and to prove that Mozambicans can do it
- Expand our training offerings in Portuguese as well as English plus include new trades
- Through this success we were able to expand internationally by training staff from a current client in Angola





Training of Angolans in Mozambique to an internationally recognized level

Our client, Nampak, faced a conundrum, while trying to implement its Angolanization/Local Content strategy, which made further training of its workforce a must.

THREATS SOLUTION OUTCOME

. The depreciation of the dollar vs. kwanza made training abroad prohibitive

. The training received in South Africa was ineffective as it was all delivered in English for Portuguese speaking staff

- . Defined a training program which was tailor made to each individual
 - . Individual monitoring of each individual's progress
 - . Identify and train those with most potential/suggest changes
- . Training need analysis (TNA) as well as recognition of prior learning (RPL)

- . Angolan staff internationally trained and certified in Portuguese
 - . Through collaboration between, a creative solution was found to overcome the currency crisis
- . With each batch of Angolans, Ascending offered free training to disadvantaged youth (Casa do Gaiato)

Ascending

Training of Casa do Gaiato youth

Offered a full scholarship to their top electrical and mechanical youth.

The courses were completed successfully and they are now fully employed, earning in some cases of wage **ten times bigger** than before starting the course.

As a result, this training program represents "not only a positive and sustainable change for the individual but represents a success story and an example for the orphanage as a whole".



