

IMPROVING LIVES AND ORGANIZATIONS

LOCAL CONTENT AS THE CORE OF OUR CULTURE



ASCENDING AS A LOCAL CONTENT COMPANY

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.



ASCENDING APE OWNED
BY MOZAMBICANS



ASCENDING APE STAFF
IS MOZAMBICAN

ASCENDING AS A LOCAL CONTENT COMPANY

This has been achieved through a number of initiatives:

- ✦ Local empowerment: upskilling and certification of our national staff
- ✦ Local content support for multinational 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



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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



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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

- . 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

SOLUTION

- . 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)

OUTCOME

- . 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 AS A LOCAL CONTENT COMPANY

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”.

