



SKILLED **WORKFORCE** OUTSOURCING



**POWERING AFRICA'S FUTURE:
INNOVATIVE ASSET INTEGRITY AND INDUSTRIAL SOLUTIONS**

www.dgc-africa.com

MISSION

Our mission is to provide high-quality asset integrity management and industrial solutions to clients across the continent.

We operate with the highest standards of safety, quality, and integrity, building long-term partnerships based on trust, collaboration, and exceptional service. We are committed to making a positive impact on African communities through sustainability and local content development, and strive to support economic development throughout the continent.



PURPOSE

So that our customers can achieve operational excellence, profitable and sustainable growth, we provide high-quality, innovative, and cost-effective asset integrity management and industrial solutions, that enhance reliability, efficiency, and safety.

110 YEARS IN BUSINESS



DGC AFRICA IS A MEMBER OF THE DICKINSON GROUP OF COMPANIES

Dickinson Group of Companies (DGC) is a family-owned business that has been operating since 1910, providing top-notch furnace and industrial services. Over the past century, DGC has evolved into a leading provider of Asset Integrity Management & Industrial Services, including Asset Integrity Management, Industrial Linings & Coatings, Industrial Products, Abrasion & Wear Protection Solutions, Engineering Services, and Asset & Risk Management Digitisation Solutions.

DGC has an impressive track record in the market, having established an extensive client base among major mining and metals, mineral processing, and manufacturing industries. The company has built a strong reputation through its emphasis on safety and training, in-house skills, a large staff complement, and strategic partnerships with leading technology partners worldwide.



DGC AFRICA'S STRATEGIC FOCUS

With over 50 years of experience in Africa, **DGC AFRICA** has built a strong reputation on the continent. The company's strategic focus is on providing innovative asset integrity management and industrial solutions to a range of industries in Africa, including mining & minerals, metals smelting, sulphuric acid plants, mineral processing, oil & gas, chemical & petrochemical, and power generation.



OVER THE NEXT 3-5 YEARS, DGC AFRICA WILL EMBARK ON A TWO-PHASE STRATEGIC FOCUS:

IN PHASE 1 - The company will expand its services in Southern and Central Africa, including Zambia and the Democratic Republic of Congo, by providing innovative asset integrity management and industrial solutions to a variety of industries, while building strong relationships with clients.

IN PHASE 2 - **DGC AFRICA** will expand its services to West Africa, particularly in Ivory Coast, Ghana, Mali, Burkina Faso, and Guinea, as well as other Anglophone, Francophone, and Portuguese-speaking countries in sub-Saharan Africa, with the aim of becoming a leading provider of asset integrity management and industrial solutions across the continent.

The company will prioritize quality service and strong client relationships, cementing its position as a top service provider to the mining, metals smelting, mineral processing, and large manufacturing industries in sub-Saharan Africa.

DGC AFRICA'S RANGE OF SPECIALIST SERVICES INCLUDE:

	FURNACE SERVICES <ul style="list-style-type: none">Furnace Rebuild ProjectsFurnace DemolitionsRefractory InstallationsPrecast Refractory ShapesFurnace Hotwork ServicesFurnace Inspection Services		MECHANICAL ENGINEERING SERVICES <ul style="list-style-type: none">Engineering, Design & ConstructionStructural, Mechanical, Piping & PlateworkCrane Rental, Heavy Lifting & TransportFurnace Mechanical ProjectsRotary Kiln & Vessel ServicesOnsite Machining ServicesConveyor Maintenance Services
	INDUSTRIAL SERVICES <ul style="list-style-type: none">Industrial VacuumationCatalyst HandlingAbrasion, Chemical & Mechanical Resistant Cold-Welding PolymersOnline Leak SealingStorage Tank Repairs		OUTSOURCED STAFFING SOLUTIONS <ul style="list-style-type: none">Outsourcing of skilled workforce for specialized servicesAccess to a diverse pool of qualified professionalsRecruitment from a global talent poolTailored solutions for the mining metals, and other relevant industriesFlexible management of workforce and staffing solutionsCommitment to quality, safety, and industrial solutions
	INDUSTRIAL LININGS <ul style="list-style-type: none">Corrosion ProtectionIndustrial Acid ProofingFibreglass Reinforced Plastic (FRP)Rust Inhibitors & RehabilitationThermoplastic Polymer CoatingWear Protection Solutions		ASSET RELIABILITY & CONDITION MONITORING <ul style="list-style-type: none">Preventative Maintenance OptimisationReliability Centered MaintenanceNDT & Infrared ThermographyVibration AnalysisOil AnalysisUltrasound



SKILLED WORKFORCE OUTSOURCING

DGC AFRICA offers skilled workforce outsourcing to its industrial customers, primarily operating in the mining, metals smelting, mineral processing, and other industries. The company provides experienced and well-trained personnel for specialised services, including turnkey mechanical projects, maintenance services, and other industrial services.

The mining and metals industries are currently experiencing a severe shortage of skilled workers, leading to production cuts, shipment delays, and increased competition for talent from other industries. Outsourcing staffing needs is an efficient and cost-effective way for these industries to access the requisite expertise.

BENEFITS

Outsourcing has several benefits for companies in search of quality candidates for specialised services.

Gaining access to skilled workers and professionals: Outsourcing enables companies to gain access to a more extensive pool of skilled workers and professionals with requisite expertise that they may lack internally.

REDUCING OVERHEAD COSTS

Outsourcing allows companies to potentially reduce overhead costs by avoiding the need for additional facilities and permanent employment of skilled workers. Companies can pay a contractor rate without benefits, saving money to invest elsewhere.

One of the primary benefits of outsourcing staffing needs is the potential to reduce overhead costs. Overhead costs are the expenses that are not directly related to the production of goods or services but are necessary for a business to operate. Examples of overhead costs include rent, utilities, insurance, and employee benefits.

When a company hires an employee directly, they are responsible for all of the associated overhead costs, such as providing office space, equipment, and benefits. However, when a company outsources staffing needs, the contractor is responsible for these expenses. This can significantly reduce the overhead costs associated with hiring and maintaining a full-time staff.

Additionally, outsourcing staffing needs allows companies to avoid the cost of recruiting and training new employees. Recruiting and hiring can be expensive and time-consuming, requiring a significant investment of resources. By outsourcing staffing needs, companies can avoid these costs and invest their resources in other areas that may be more critical to their success.

Another way outsourcing staffing needs can reduce overhead costs is by providing access to specialized expertise on an as-needed basis. For example, a company may require a particular skill set for a specific project, but not require those skills on an ongoing basis. By outsourcing that specific skill set, the company can avoid the cost of hiring a full-time employee who may not be needed after the project is completed.

Overall, outsourcing staffing needs can be a cost-effective way for companies to access the expertise they need while minimizing overhead costs associated with hiring and maintaining a full-time staff.

PROVIDING ACCESS TO SPECIFIC SKILLS

Outsourcing staffing needs can provide companies with access to specific skills that their internal workforce may not possess. This is particularly beneficial for companies that require specialized skills or expertise for specific projects or tasks.

For example, in the mining and metals industries, there may be a need for skilled workers who possess specialized knowledge of certain types of machinery, equipment, or processes. If a company's internal workforce does not possess these skills, outsourcing staffing needs can provide access to individuals with the requisite knowledge and experience.

Outsourcing staffing needs can also provide access to professionals with niche expertise in areas such as engineering, project management, and data analysis. These professionals can bring a fresh perspective to a project and provide innovative solutions to complex problems.

Furthermore, outsourcing staffing needs can provide access to professionals with specialized certifications or training that are required for specific industries or projects. For example, in the mining industry, there may be a need for workers with certifications in safety, environmental regulations, or hazardous materials handling. Outsourcing staffing needs can provide access to workers who possess these certifications and can ensure that projects are completed safely and in compliance with regulations.

Overall, outsourcing staffing needs can provide companies with access to specific skills and expertise that may be difficult or expensive to develop internally. This can help companies gain a competitive advantage in their industry and complete projects more efficiently and effectively.



REDUCING HIRING NEEDS

Outsourcing staffing needs can be an effective way to reduce the hiring needs of a company. The traditional hiring process can be time-consuming, costly, and involve a significant investment of resources. Outsourcing staffing needs can help to mitigate these challenges.

By outsourcing staffing needs, companies can save time and resources that would otherwise be spent on the hiring process. For example, companies would not need to post job openings, screen resumes, or conduct interviews. Instead, they can rely on the staffing provider to identify and supply the appropriate personnel for the job.

Outsourcing staffing needs can also be cost-saving. Recruiting and hiring costs can add up quickly, particularly if a company requires specialized skills or expertise. Additionally, companies must often provide employee benefits and other compensation packages, which can be expensive. Outsourcing staffing needs can allow companies to avoid these costs, as the staffing provider is responsible for the compensation and benefits of their employees.

One of the most significant benefits of outsourcing staffing needs is the flexibility it provides. Companies can adjust the size of their workforce as needed, depending on their current needs. During peak seasons or when additional staff is required for a specific project, companies can simply request additional personnel from the staffing provider. Conversely, during slower periods, companies can reduce their workforce without incurring the costs associated with layoffs.

Finally, outsourcing staffing needs can help to reduce turnover. Turnover can be costly for companies, as it can result in lost productivity and the need to repeat the hiring process. By outsourcing staffing needs, companies can rely on the staffing provider to handle the hiring and management of personnel, reducing the administrative burden on the company and potentially reducing turnover rates.

In summary, outsourcing staffing needs can be an effective way for companies to reduce their hiring needs, save time and resources, and gain flexibility in their workforce. It can also provide access to specialized skills and reduce turnover, leading to improved overall performance and cost savings.



ALLOWING FOR INTERNAL STAFF DEVELOPMENT

Outsourcing staffing needs can free up resources for a company to invest in the development of its internal staff. When a company outsources certain positions, it can focus on investing in the development of its core employees, which can lead to a more skilled and productive team.

One-way outsourcing staffing needs allows for internal staff development is by reducing the administrative burden associated with recruiting, hiring, and training new employees. When a company outsources certain positions, it can focus its resources on training and development programs for its core employees. This can lead to improved employee morale and retention, as employees feel valued and supported by the company.

Outsourcing staffing needs can also provide opportunities for internal staff development through knowledge transfer. When outsourced personnel work alongside internal employees, they can share their expertise and knowledge, which can improve the skills and knowledge of internal staff. This can help to build a culture of continuous learning and development within the company.

Additionally, outsourcing staffing needs can provide opportunities for internal staff to take on new roles and responsibilities. When a company outsources certain positions, it may create new opportunities for internal staff to take on more senior roles or to work on new projects. This can help to motivate and engage employees, leading to increased job satisfaction and productivity.

In summary, outsourcing staffing needs can allow companies to focus on investing in the development of their internal staff. By reducing the administrative burden associated with recruiting, hiring, and training new employees, and providing opportunities for knowledge transfer and career development, companies can improve the skills and productivity of their internal teams. This can lead to a more motivated and engaged workforce, which can contribute to the overall success of the company.



CREATING A MORE FOCUSED INTERNAL BUSINESS STRATEGY

Outsourcing staffing needs can allow companies to create a more focused internal business strategy. By outsourcing certain positions, a company can free up resources to focus on its core competencies and develop a more strategic approach to its operations.

One-way outsourcing staffing needs can create a more focused internal business strategy is by allowing a company to concentrate on its core competencies. By outsourcing positions that are not part of a company's core competencies, it can free up resources to focus on its areas of expertise. This can help a company to develop a more strategic approach to its operations and to create a competitive advantage in its industry.

Additionally, outsourcing staffing needs can provide a company with access to specialized skills and expertise that it may not have internally. This can allow a company to develop new products or services, expand into new markets, or improve its operational efficiency. By outsourcing certain positions, a company can gain access to expertise that would otherwise be difficult or expensive to develop internally.

Outsourcing staffing needs can also provide a company with more flexibility in its business strategy. By using a combination of in-house and outsourced staff, a company can adjust its workforce to meet its changing needs. This can allow a company to respond more quickly to changes in its industry or market conditions, and to take advantage of new opportunities as they arise.

In summary, outsourcing staffing needs can allow a company to create a more focused internal business strategy. By concentrating on its core competencies, gaining access to specialized skills and expertise, and increasing its flexibility, a company can develop a strategic approach to its operations and position itself for success in its industry.

DGC AFRICA offers skilled personnel to its industrial customers through its staffing solutions, providing access to a pool of well-trained, experienced, and qualified professionals. The company takes a blended workforce approach, utilising a combination of outsourced and in-house workers, enabling the development of an agile, cost-efficient workforce that matches business needs over the long haul.

DGC AFRICA's staffing solutions align with its strategy of helping its industrial customers optimise their maintenance costs and improve plant performance by providing innovative solutions and market-leading technologies to enhance the service life of their operating assets. The company's services include skilled workforce outsourcing, which includes turnkey mechanical projects, maintenance services, and other industrial services.

As a member of the Dickinson Group of Companies, **DGC AFRICA** has a rich history and a commitment to safety, anti-corruption policy, and industrial solutions. The company offers a range of industrial services, including asset integrity management, epoxy putties, coatings, and hotwork services, and silo cleaning techniques.

In conclusion, **DGC AFRICA's** staffing solutions are a game-changer for the mining, metals smelting, and mineral processing industries that are grappling with a severe shortage of skilled workers. By providing access to skilled personnel and specialised services, the company is enabling these industries to improve their plant performance and optimise their maintenance costs.



WHY MINING COMPANIES SHOULD OUTSOURCE SKILLED PERSONNEL

Mining companies face many challenges, including operational efficiency, cost optimization, and talent acquisition. One of the critical challenges for mining companies is the shortage of skilled personnel in the industry, which can lead to production cuts, shipment delays, and increased competition for talent from other industries. To overcome these challenges, mining companies can outsource their skilled personnel needs through companies such as DGC Staffing Solutions.

Outsourcing skilled personnel can provide mining companies with access to a broader pool of talent with the necessary skills and experience required for specialized services, including turnkey mechanical projects, maintenance services, and other industrial services. This can help mining companies to overcome the talent shortage in their industry, enabling them to complete projects more efficiently and effectively.

Outsourcing also provides mining companies with access to specific skills and expertise that they may not have internally. For example, outsourcing from DGC Staffing Solutions can provide access to expertise in areas such as project management, mechanical engineering, asset integrity management, epoxy putties, coatings, and hotwork services. This can enable mining companies to complete specific projects without investing in training or hiring full-time employees.

Outsourcing skilled personnel can also help mining companies to reduce their overhead costs. By paying a contractor rate without benefits, mining companies can save money that they can invest elsewhere. Outsourcing can also enable mining companies to avoid the need for additional facilities and reduce overhead costs.

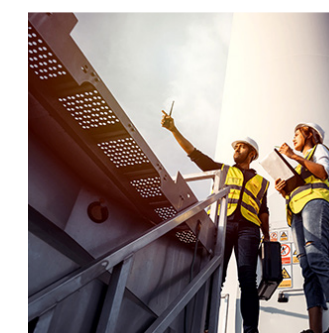
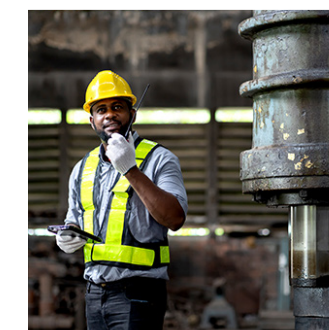
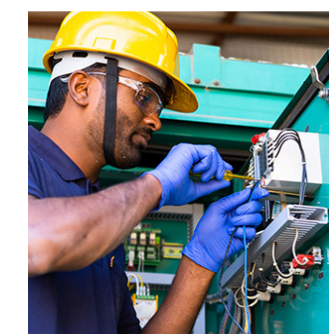
Additionally, outsourcing staffing needs can provide mining companies with more flexibility in their staffing needs. By using a combination of in-house and outsourced staff, mining companies can adjust their workforce to meet their changing needs, without incurring the costs associated with hiring and firing full-time employees.

In summary, outsourcing skilled personnel through DGC Staffing Solutions can provide many benefits to mining companies, including access to a broader pool of talent, specific skills and expertise, reduced overhead costs, and more flexibility in their staffing needs. By outsourcing their skilled personnel needs, mining companies can overcome the talent shortage in their industry, complete projects more efficiently and effectively, and remain competitive in their industry.

DIVERSE POOL OF SKILLED PERSONNEL

DGC Staffing Solutions can provide a wide range of skilled personnel to meet the specific needs of their clients in the mining, metals smelting, mineral processing, and other industries. Some of the types of skilled personnel that can be provided include:

- **WELDERS:** Welders are essential in industries such as mining, metals smelting, and mineral processing, where heavy machinery and equipment are used. DGC Staffing Solutions can provide welders with different levels of certification, such as certified welders, welding inspectors, and welding engineers.
- **FITTERS AND TURNERS:** Fitters and turners play a crucial role in industries that require the fabrication, installation, and maintenance of mechanical components. DGC Staffing Solutions can provide fitters and turners with the necessary skills to carry out these tasks effectively.
- **ELECTRICIANS:** Electricians are crucial in industries that rely on complex electrical systems. DGC Staffing Solutions can provide electricians with various levels of certification, such as certified electricians and electrical engineers.
- **MECHANICS:** Mechanics play a critical role in industries that use heavy machinery and equipment. DGC Staffing Solutions can provide mechanics with different levels of certification, such as certified mechanics, mechanical engineers, and mechanical technicians.
- **PROJECT MANAGERS:** Project managers are essential in any industry, as they ensure that projects are completed on time and within budget. DGC Staffing Solutions can provide project managers with the necessary skills and experience to manage complex projects effectively.
- **SAFETY OFFICERS:** Safety officers play a vital role in industries that pose significant risks to workers' health and safety. DGC Staffing Solutions can provide safety officers with the necessary training and certification to ensure that workers are protected at all times.
- **SKILLED TRADESPEOPLE:** Skilled tradespeople such as plumbers, carpenters, and bricklayers are also essential in industries such as mining, metals smelting, and mineral processing. DGC Staffing Solutions can provide skilled trades-people with the necessary skills to carry out their tasks effectively.





Crane operators and riggers are crucial skilled personnel in the mining, metals smelting, and mineral processing industries. These professionals play a key role in lifting and moving heavy equipment, materials, and supplies on job sites. Some of the types of crane operators and riggers include:

- **MOBILE CRANE OPERATORS:** They operate cranes that can be moved to different locations on a job site. These cranes can lift heavy loads and can be used for a variety of tasks, such as loading and unloading materials from trucks, moving equipment, and erecting steel structures.
- **TOWER CRANE OPERATORS:** They operate cranes that are fixed to the ground and are used to lift heavy loads to high elevations. Tower crane operators must have excellent depth perception and spatial awareness, as they are responsible for positioning loads precisely on the job site.
- **OVERHEAD CRANE OPERATORS:** They operate cranes that are fixed to the ceiling of a facility and are used to move heavy loads horizontally. Overhead crane operators must be able to work in tight spaces and have excellent hand-eye coordination.
- **RIGGERS:** They are responsible for securing loads to be lifted, attaching rigging equipment, and directing crane operators to move loads to the correct location. Rigging is a highly skilled trade that requires knowledge of various types of rigging equipment and the ability to calculate load weights and rigging configurations.
- **SIGNAL PERSONS:** They work with crane operators and riggers to communicate load movements and ensure that loads are moved safely and accurately. Signal persons must be able to interpret hand signals and communicate clearly with other workers on the job site.

These skilled personnel are essential to the safe and efficient operation of any mining, metals smelting, or mineral processing project. DGC Staffing Solutions can provide qualified crane operators and riggers to ensure that your project is completed on time, within budget, and to the highest standards of quality and safety.

OVERALL, DGC STAFFING SOLUTIONS
**CAN PROVIDE A WIDE RANGE
OF SKILLED PERSONNEL
TO MEET THE SPECIFIC NEEDS
OF THEIR CLIENTS.
BY OUTSOURCING
THEIR STAFFING NEEDS**
FROM DGC STAFFING SOLUTIONS,
COMPANIES CAN ENSURE THAT THEY HAVE ACCESS
TO A SKILLED AND EXPERIENCED
**WORKFORCE THAT CAN HELP
THEM ACHIEVE THEIR GOALS.**



SOURCING SKILLED WORKERS

FROM A GLOBAL POOL OF QUALIFIED PERSONNEL

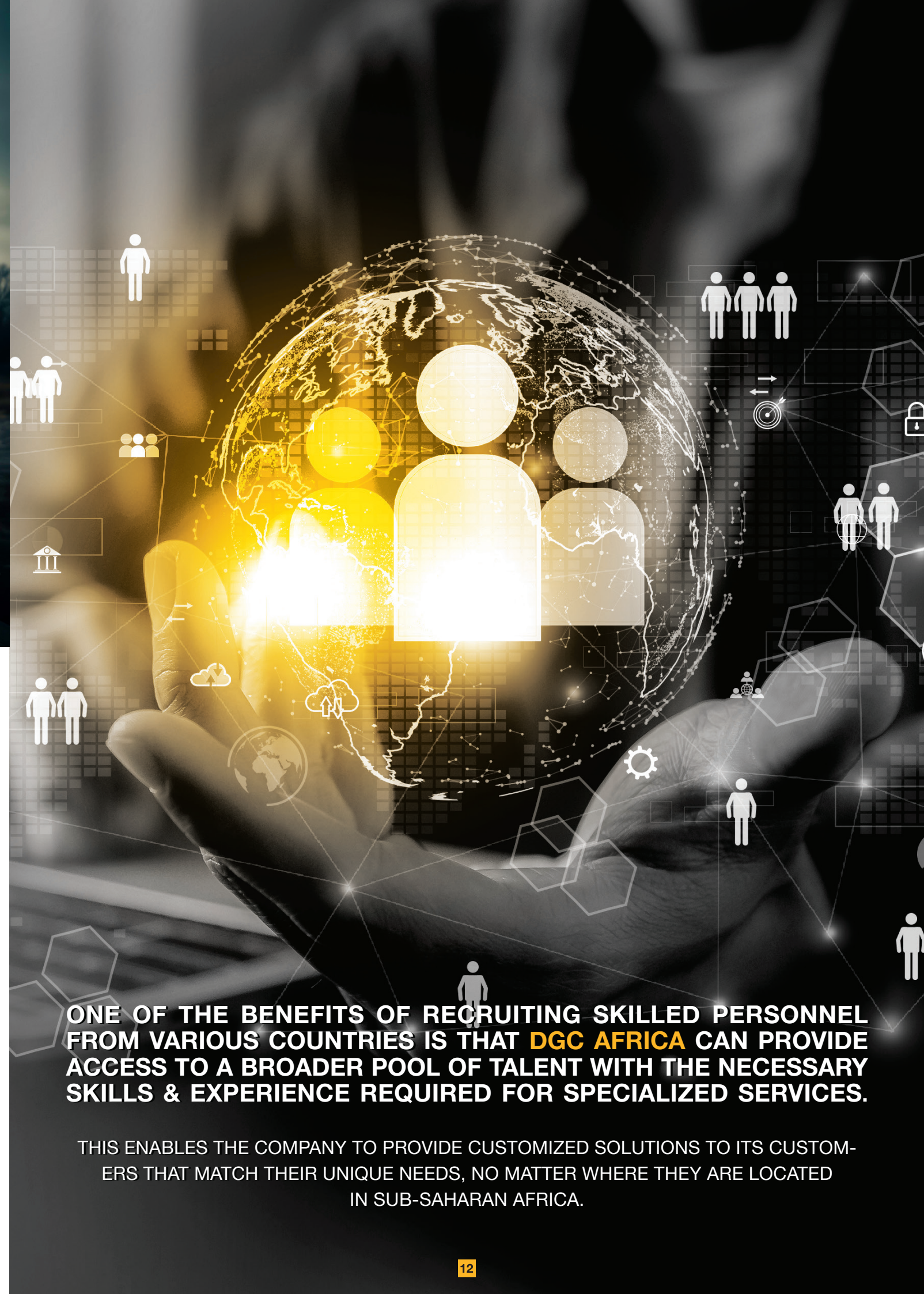
DGC AFRICA is a leading provider of staffing solutions to the mining, metals smelting, mineral processing, and other industries in sub-Saharan Africa. The company specializes in providing skilled personnel for specialized services, including turnkey mechanical projects, maintenance services, and other industrial services.

To provide the best possible staffing solutions to its customers, **DGC AFRICA** recruits skilled personnel from various countries. The company has an extensive network of professionals across sub-Saharan Africa and Asia, including India and China. **DGC AFRICA** recruits skilled personnel either locally within a country or from other countries based on the customer's specific requirements.

Recruiting skilled personnel from other countries also enables **DGC AFRICA** to provide its customers with access to specific skills and expertise that they may not have access to locally. For example, the company may recruit mechanical engineers from India or China with in-house expertise and skills required for a specific project in sub-Saharan Africa.

Moreover, recruiting skilled personnel from other countries also provides an opportunity for cross-cultural learning and development. The company can facilitate the sharing of knowledge and expertise across countries, enabling its customers to benefit from the best practices and expertise of various cultures and countries.

DGC AFRICA's commitment to safety, anti-corruption policy, and industrial solutions is reflected in its recruitment process. The company ensures that all employees recruited through the process undergo thorough background checks and meet the necessary qualifications, certifications, and training required for their roles.



ONE OF THE BENEFITS OF RECRUITING SKILLED PERSONNEL FROM VARIOUS COUNTRIES IS THAT **DGC AFRICA CAN PROVIDE ACCESS TO A BROADER POOL OF TALENT WITH THE NECESSARY SKILLS & EXPERIENCE REQUIRED FOR SPECIALIZED SERVICES.**

THIS ENABLES THE COMPANY TO PROVIDE CUSTOMIZED SOLUTIONS TO ITS CUSTOMERS THAT MATCH THEIR UNIQUE NEEDS, NO MATTER WHERE THEY ARE LOCATED IN SUB-SAHARAN AFRICA.

CONCLUSION

IN TODAY'S FAST-PACED AND COMPETITIVE BUSINESS LANDSCAPE,
**OUTSOURCING STAFFING NEEDS HAS BECOME
AN INCREASINGLY POPULAR STRATEGY**
FOR COMPANIES SEEKING TO OPTIMIZE
THEIR RESOURCES AND IMPROVE THEIR BOTTOM LINE.

DGC Staffing Solutions has been at the forefront of this trend, providing its clients with access to a pool of well-trained, experienced, and qualified professionals that can help them achieve their goals.

The benefits of outsourcing staffing needs through DGC Staffing Solutions are many. Not only does it enable companies to gain access to a broader pool of skilled workers and professionals, but it also allows them to reduce overhead costs, access specific skills, reduce hiring needs, invest more resources in internal staff development, and create a more focused internal business strategy. DGC Staffing Solutions takes a blended workforce approach, combining outsourced and in-house staff to create an agile, cost-efficient team that can meet the evolving needs of businesses over the long term.

Moreover, DGC Staffing Solutions' recruitment process for skilled personnel from various countries enables the company to provide customized staffing solutions to its clients across sub-Saharan Africa. The company's extensive network of professionals across the region and Asia, including India and China, allows for access to a broader pool of talent with the necessary skills and experience required for specialized services. This provides its clients with the best possible solutions that match their unique needs, no matter where they are located.

Overall, DGC Staffing Solutions provides its clients with access to specialized services and turnkey mechanical projects that allow them to focus on their core business, creating more opportunities for growth and development. Through its commitment to quality, safety, anti-corruption policy, and industrial solutions, DGC Staffing Solutions provides customized solutions that match its clients' unique needs, helping them to succeed in their respective industries.



THE LEADING ASSET INTEGRITY MANAGEMENT & INDUSTRIAL SOLUTIONS COMPANY IN AFRICA





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