



**Employability
Network**
Porto do Açu



**PORTO
DO AÇU**



Social context



Açu is in the county side of Rio de Janeiro in a region historically connected to agribusiness and fishing.

Since its development, Port of Açu has become an attractive spot for domestic and foreign companies with relevant capacity for job creation.

According to local assessments, job opportunities are by far the main expectation created with port developments in the region.

In that regard, prioritize the hiring of local workforce while maximizing job opportunities became a joint effort to all companies doing business in Port of Açu.



REGION CONNECTED TO AGRIBUSINESS AND FISHING

Local economy based on familiar agribusiness and fishing



PORT OF AÇU

Port development brings new employment opportunities to the region

EMPLOYABILITY NETWORK

Port of opportunities



The Port of Açu has become the main source of employment of its region, with enormous capacity for job creation.

The **Employability Network** was formed to allow the local population to have priority access to these job opportunities.

The program is managed by Port Administration and aims to foster sustainability based on better management of workers' flows.

Web tool

to submit resumes

 www.vagas.com.br/rede-de-empregabilidade



Platform associated with **vagas.com** for listing resumes free of charge.



Optimizes screening and streamlines recruitment processes



Workforce mapping and monitoring



Fosters engagement and development in the local community



All 15 companies in operation at the Port and other 105 (third parties, service providers and implementation companies) uses the platform



38,517
Candidates registered



27,580
Male candidates



10,935
Female candidates



745
Candidates with disabilities

Local labor and working population

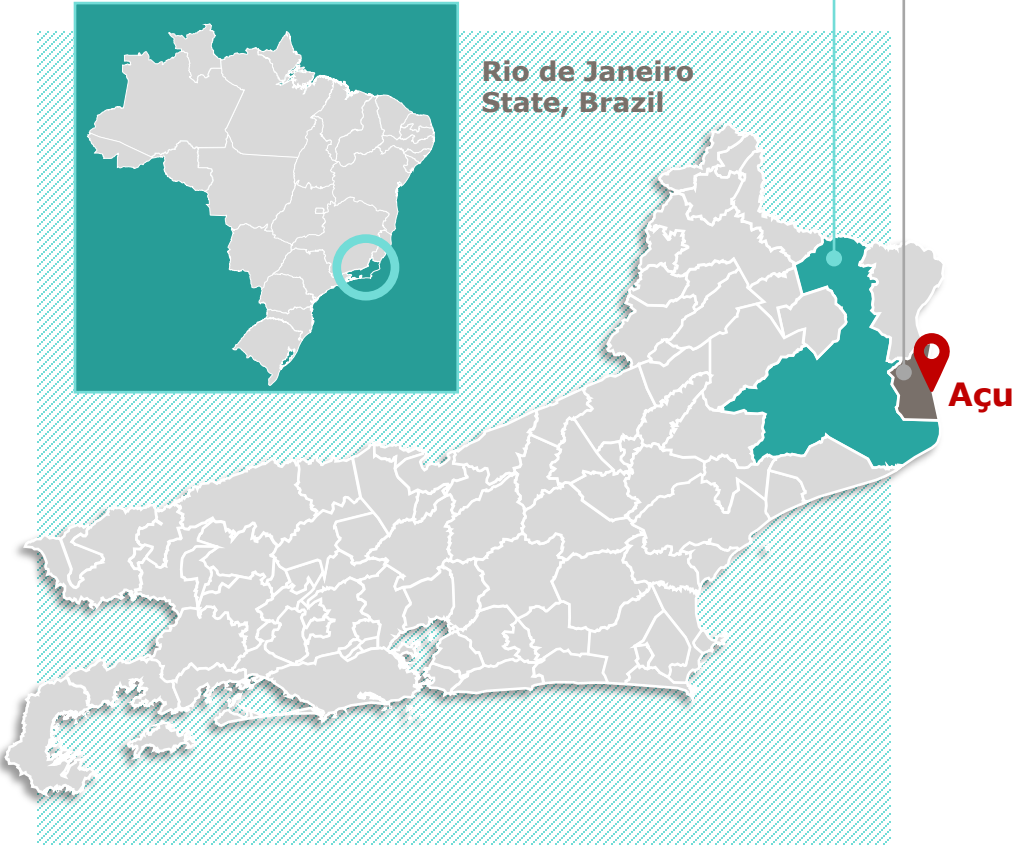
CAMPOS DOS GOYTACAZES

Population
511,168

Working population
94,171

Percentage of associates in the working population
3.44%

Associates in the Port of Açú
3,246



SÃO JOÃO DA BARRA

Population
36,423

Working population
11,690

Percentage of associates in the working population
13.63%

Associates in the Port of Açú
1,654

Workforce profile

Port of Açu

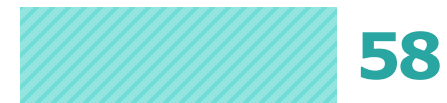


Young talent

Young apprentices and interns in the Port of Açu



Local young apprentices
(São João da Barra and Campos)



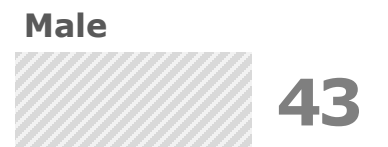
Local interns *(São João da Barra and Campos)*



YOUNG APPRENTICES
% GENDER



INTERNS
% GENDER





Establishing
close and long-lasting
connections
with the
community

CREATE VALUE

Share with society the value created in the Port of Açu through the economic activities performed by companies with facilities on the enterprise.

TRAINING

Contribute to the professional development and education of youths.

VALUE LOCAL WORKERS

Encourage companies that have facilities in the port or are building them to hire people who live in the region.

PRIDE AND BELONGING

Foster in the local community the feeling of belonging in relation to the enterprise.

SUSTAINABILITY

Reduce the cost of mobilization and demobilization of workers who live in other parts of the country.

MAIN ACTIONS

Employability Network



EDUCATION PROJECTS

In schools and universities across the region with the aim of guiding, motivating and engaging young people.

WORKSHOPS

Employability workshops offered in communities surrounding the Port of Açú, explaining the recruitment and selection processes, with a focus on behavioral guidance.

HUMAN RESOURCES COMMITTEE

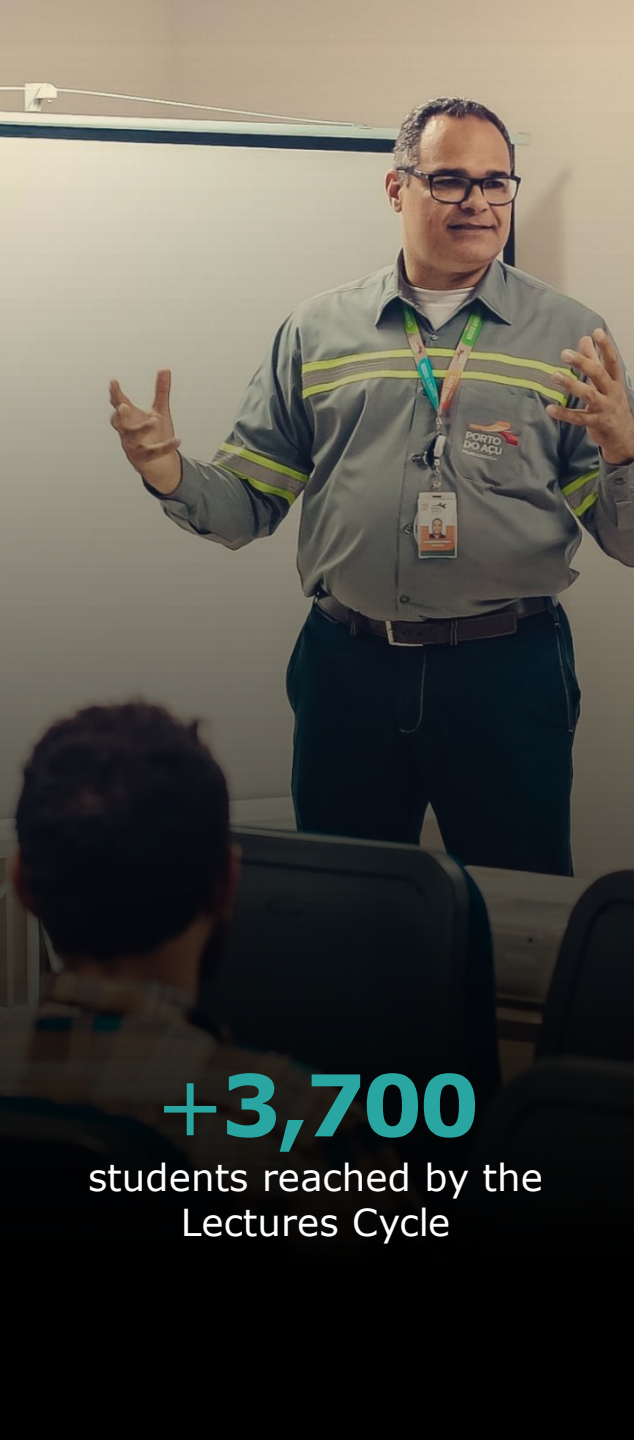
Bi-monthly meetings with HR reps of companies operating in the Port of Açú to discuss the goals and indicators of the Employability Network.

LECTURES CYCLE

Professionals share their experiences during lectures, encouraging local students to seek training.

FAIRS AND EVENTS

Participation in fairs and events to strengthen the brand as an employer and to develop local young talents.



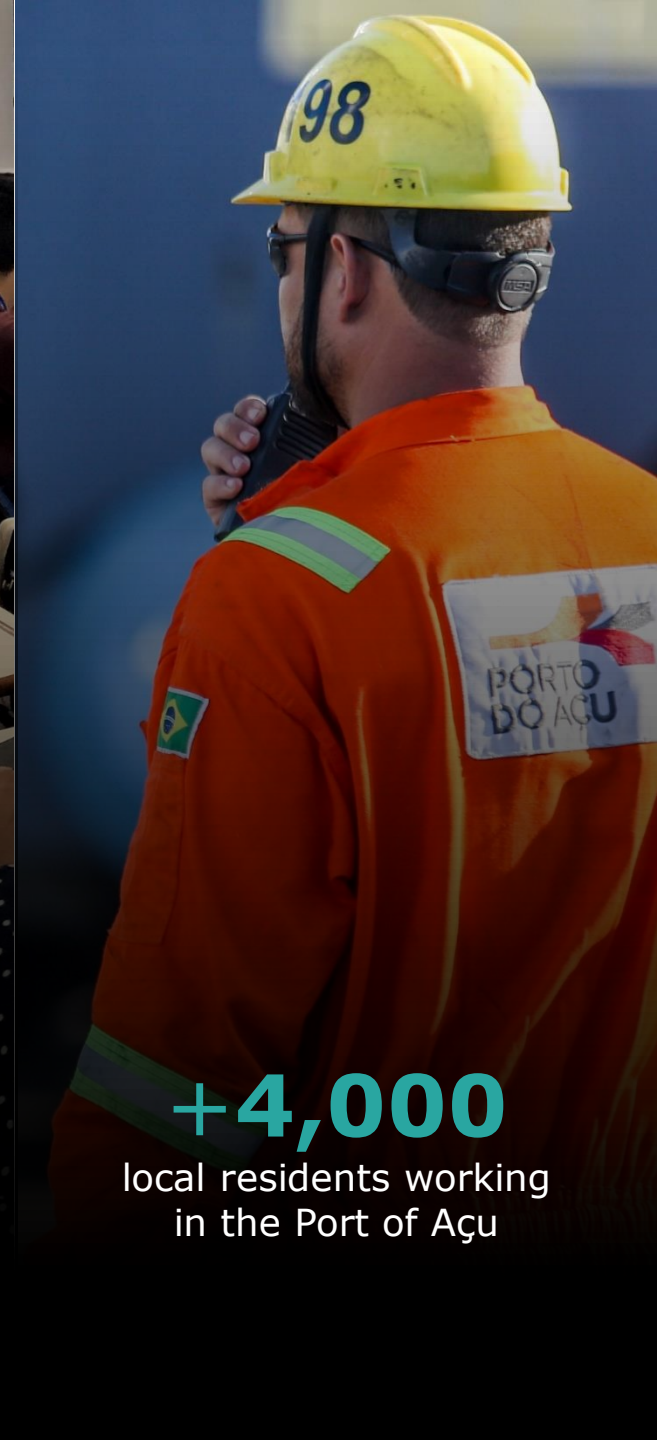
+3,700
students reached by the
Lectures Cycle



+370
local professionals
hired through the Network



+230
local residents participated in
workshops



+4,000
local residents working
in the Port of Açu

Promote the region's
social and economic
transformation



Bruna Nascimento
Assistente fiscal da
Controladoria da GNA



I wish that other people have the same opportunity that I did.
Tax assistant in the Controllershship at GNA



Roberta Santos,
analista socioterritorial
de Responsabilidade Social



The Employability Network is simple and intuitive.
Social-territory analyst in Social Responsibility



Emanuelle Martins,
jovem aprendiz de
Administração de Contratos



Port of Açú is important for my professional development.
Young apprentice in Contract Management



Eduarda Santos
Assistente administrativa



It is very gratifying for me to evolve professionally beside such a spectacular team.
Administrative assistant



Mateus Sena
Assistente de Tesouraria da GNA



I am immensely proud of being able to contribute closely to the development of my region.
Treasury assistant at GNA



Alex Rangel
Técnico de TI



My biggest motivation is the fact that I grew up in the region and I am part of the Port of Açú.
IT technician



Gabriel Gomes
Assistente administrativo



I am from São João da Barra and feel much pride in working in the Port of Açú.
Administrative assistant



Rafaela Moço
Assistente administrativa



I am very proud of being part of this great enterprise and contribute to my region and to Brazil.
Administrative assistant



Rede de
EMPREGABILIDADE
Porto do Açú

www.vagas.com.br/rede-de-empregabilidade



www.portodoacu.com.br

The Employability Network has allowed Port of Açú to reach more than 70% of its job opportunities fulfilled by the local workforce.

It has proven to be a successful tool to implement SGD 8, by promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

Despite all Brazilian's economy downturn, which registered more than 13 million people unemployed in 2020, in our region we kept registering employment results above the national average and supporting the local workforce to find opportunities within Port of Açú and all over the country.