



THE HUMAN CAPITAL ENVIRONMENT

Overview

With the recent review of our Vision and Mission statement, we are incredibly proud that these statements place great emphasis on employee development, and the desire to achieve our results through our people. This places our employees in the centre of our development, and the achievement of our objectives.

Scholarships

MTC's scholarship program has continued to produce graduates that are ready for the job market. This is because we allow our graduates an opportunity to become familiar with the work environment by exposing them to on-the-job training during their holidays. To this end, we are happy to announce that 94% of our students would receive permanent employment at MTC upon completion of their studies. MTC invests over N\$600,000 per annum on scholarships and also have an Internal Bursary scheme, as well as an Interest Free Study Loan Scheme, for our employees who wish to further their studies.



MTC also sponsored the student inventor and all round technology whiz, 20-year-old Simon Petrus from Abraham Iyambo Secondary School in Oshana region, who rose to prominence with his multiple innovations that makes calls without the need for a sim card. The device comes with a light bulb, fan and charger socket. Powered by a radiator, the handset is able to make calls anywhere through the use of radio frequencies. Housed in a box, the device can also stream a single television channel. Iyambo will receive a full scholarship from MTC to study at a University of his choice.

Institute of People Management

MTC is the official sponsor of the Namibia Institute of People Management, an institution dedicated to professionalising the Human Resource industry in Namibia. Together with Institute of People Management Namibia (IPM Namibia).



MTC envisions to ensure that all Human Resource professionals become accredited, and comply to one set of ethical standards. IPM Namibia introduced HR standards, and has become only the 5th country in Africa to roll out these standards to all Human Resource professionals. We are proud of our partnership with IPM Namibia because it allows us to develop people management at a national level and inform and influence positive change in the interest of the Namibian workforce.

Employment Equity

MTC continues to exceed with Namibia's Employment Equity and Affirmative Action Act expectations. To this end, our total workforce boast with an impressive record of 54% male and 46% female, with very good representation across different levels. We do so not only to simply comply, but because we genuinely believe in a free and equal society where men and women are equal before the law. We are therefore fully compliant with our Affirmative Action Report.

Industrial Relations

The internal Employee Engagement Forum continues to be the sole representative of staff at all levels in the organisation. This forum is tasked to represent, negotiate on behalf, and look after the interest of our employees pertaining to all basic conditions of employment. MTC enjoys a harmonious and mutually respectable relationship with the Employee Engagement Forum which is testimony that a sound industrial relations environment is possible, where there is continuous engagement.