



EMPOWERMENT INITIATIVE

CZ's Ulwazi Empowerment Initiative creates a platform of opportunity and growth for our people.

Through skills and development training programs, with the option of company sponsored further learning, CZ creates opportunities for previously unskilled individuals to achieve career growth and financial opportunity not only within CZ but, in the ever-evolving world of electronics manufacture.



THE SOUTH AFRICAN CHALLENGE

The growing pandemic of disenfranchised South Africans has been identified as the biggest single threat to South Africa's future prosperity. CZ has embraced the challenge of creating opportunity and inclusion for unemployed South Africans.

The majority of CZs' 300 strong workforce is comprised of previously disadvantaged woman. CZs' Ulwazi Empowerment Initiative provides these individuals with the skillsets needed to enter the marketplace and realise their potential as employed citizens. Investment in our employees' education and training serves a dual purpose – it provides opportunity for our people to better their lives, professionally and personally, while also creating a depth of talent within our organization that drives CZ forward.

ON-GOING TRAINING

CZ offers on-going training and development for all staff through its' Ulwazi Empowerment Initiative. Courses range from introductory assembly skills through to specialized skills acquirement and line management duties. Over and above that, staff are exposed to general skills training relating to safety in the workplace and peer management responsibilities.

FURTHER LEARNING

In addition to onsite skills training the employees are encouraged to further their studies at various Technical college's. CZ has in the past supported candidates with course and study material costs, with no repayment required. In addition, CZ supports time off at full pay to attend the part time classes to further enhance employee's skill sets and opportunities for growth.

Skills acquired equip our staff to succeed both professionally in the broader world of electronic manufacturing and in their personal career growth trajectory.



**NO
IMPEDIMENT**

LET'S TALK!

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