



Rede de  
**EMPREGABILIDADE**  
Porto do Açú



**PORTO  
DO AÇÚ**



# 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](http://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

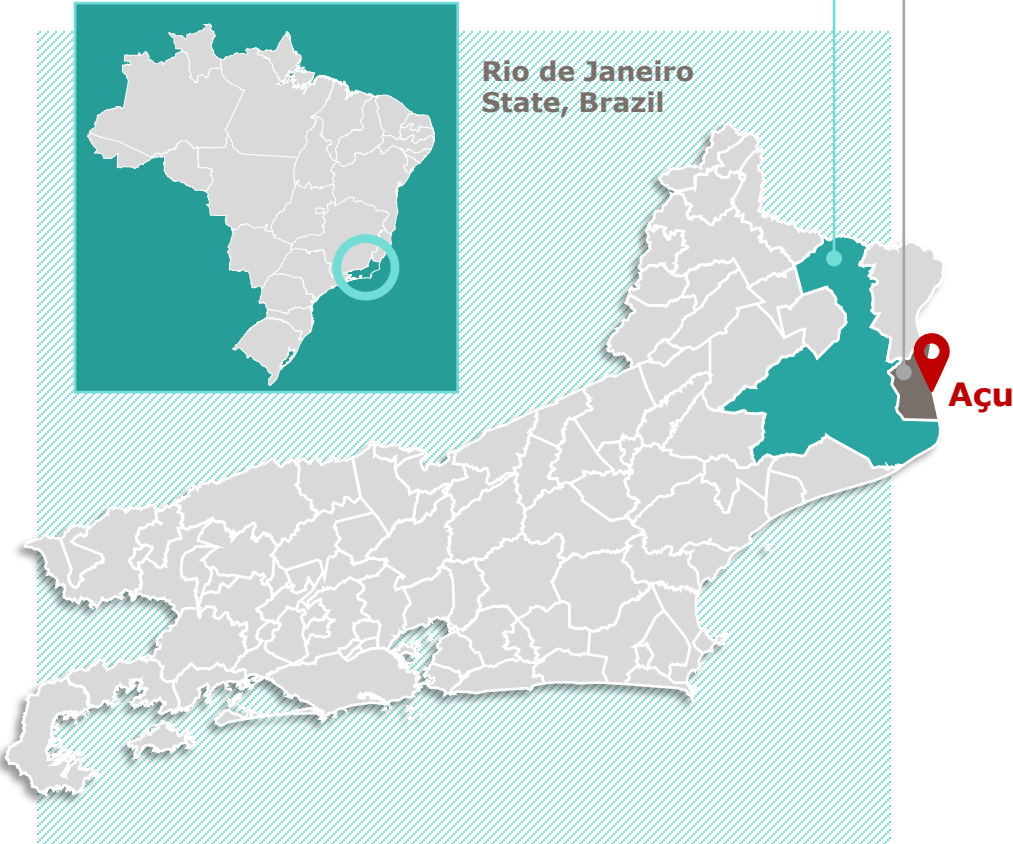
## CAMPOS DOS GOYTACAZES

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.





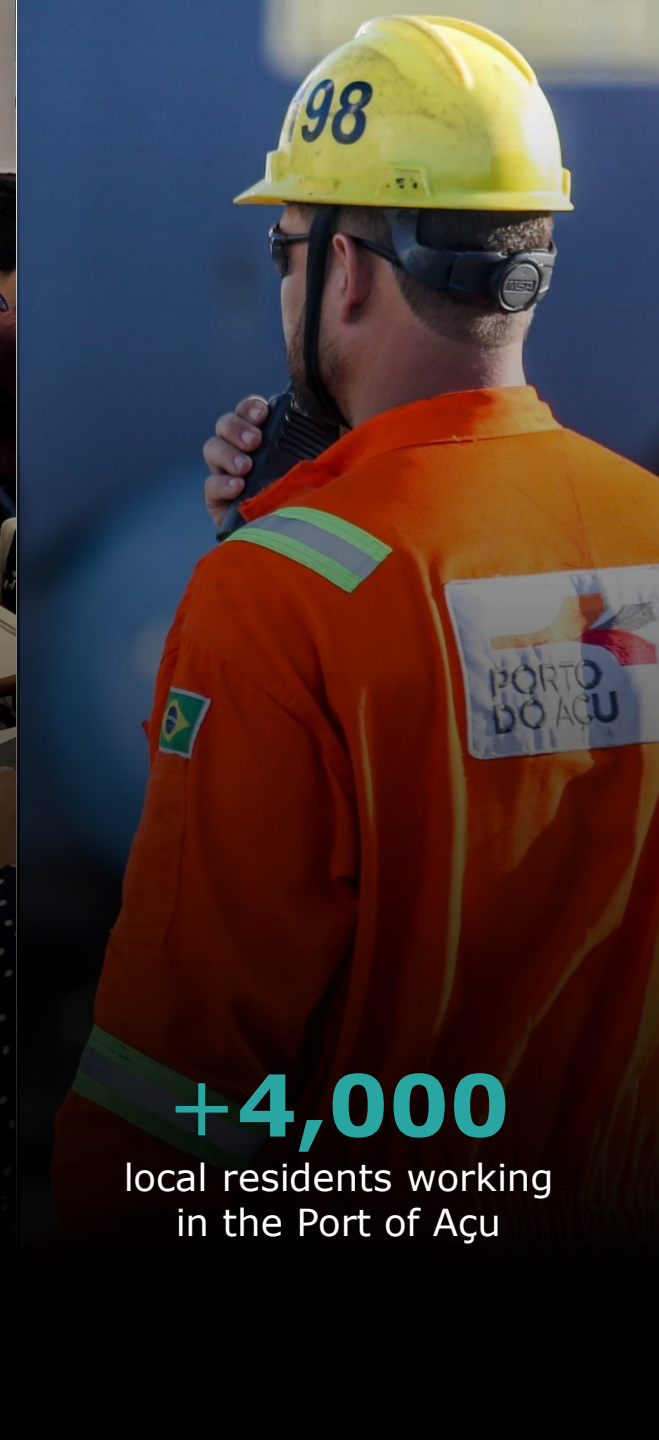
**+3,700**  
students reached by the  
Lectures Cycle



**+370**  
local professionals  
hired through the Network



**+230**  
local residents participated in  
workshops



**+4,000**  
local residents working  
in the Port of Açú

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 Açu 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 Açu.**  
*IT technician*



**Gabriel Gomes**  
Assistente administrativo



**I am from São João da Barra and feel much pride in working in the Port of Açu.**  
*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*



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[www.portodoacu.com.br](http://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.