



# DIVERSITY<sup>®</sup> **SCUBA**

PRAIA DO TOFO MOÇAMBIQUE



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IDC PORTUGAL PROJECT







# INTRODUCTION



Diversityscuba has a long diving curriculum, often investing in the professionalization of Mozambican divemasters and instructors.

Over the past 20 years, we have trained around 50 professionals and remain focused on the career development of our local students. Our goal with these programs is to develop the capabilities of those students who consistently demonstrate a willingness to progress, supporting them in their education and personal development.

In a country with few educational resources, we face a new challenge that, with the help of our main partners, customers, friends and family, we can certainly face. We are aware, however, of all the difficulties that we will face, but it is these same difficulties that make us an institution of persevering, struggling and hardworking people.









## OBJECTIVES

Our main objective is to take our professionals even further, beyond borders, beyond their comfort zone. Getting to know other realities, other cultures, having access to a more qualified training that makes them grow, gives them the opportunity to share all the knowledge acquired to those around them, when they come back home.

We want our Divemasters to become diving instructors in Portugal and have a richer educational experience that they might never have, for lack of financial possibilities or opportunities.





# OUR EXPERIENCE

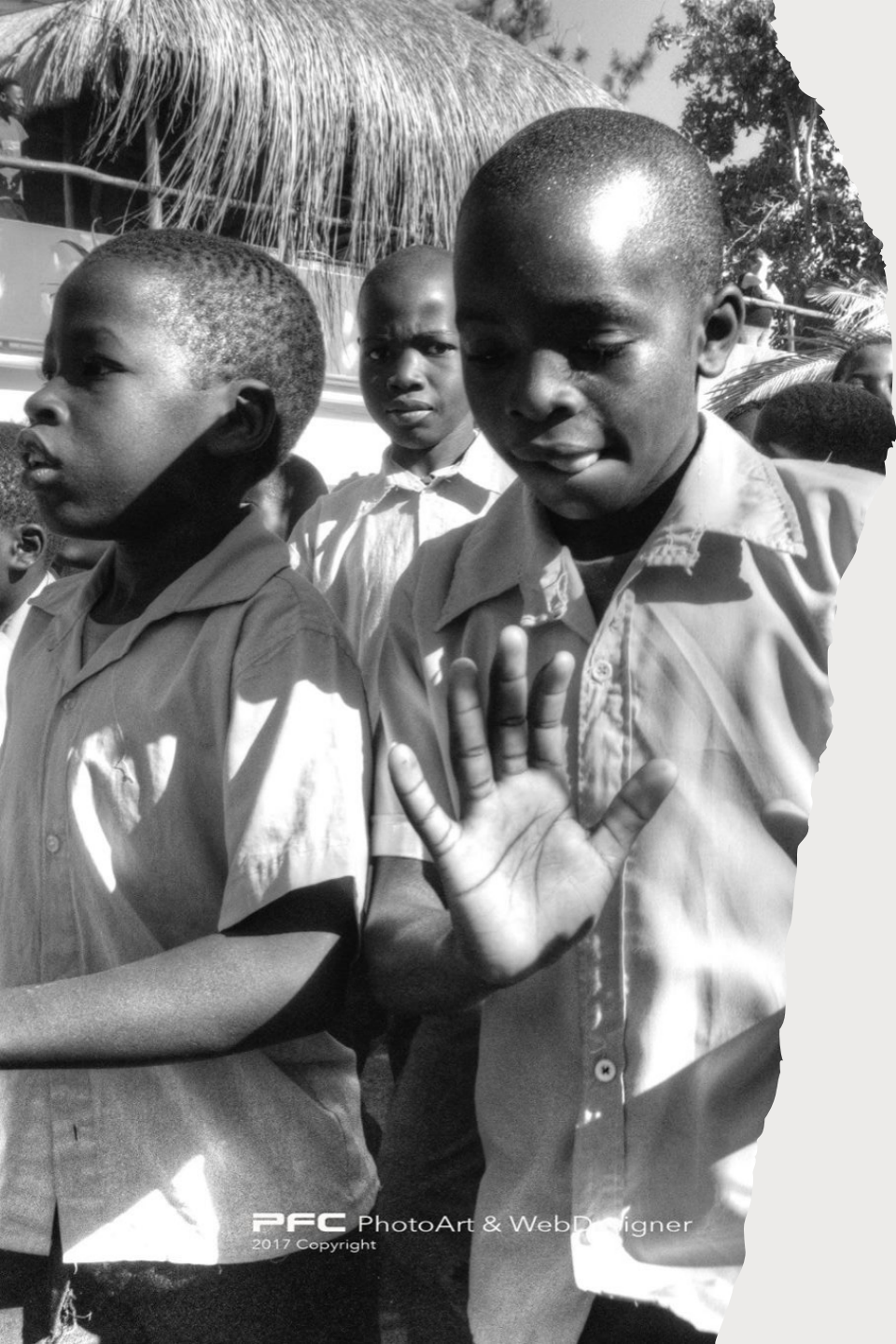


Mozambique, especially north of the great metropolis Maputo, is a very underdeveloped country. People live in a very different reality from that of any European citizen. They are unaware of everything that goes on across borders. Teaching experience is weak and under-resourced. Information systems are poor and, technologically, the country is far behind in relation to the developed countries. The access to essential services or goods (water, electricity, basic sanitation) is difficult and, for most of the population, practically non-existent.

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The experience we have in Mozambique makes us understand that there is still a lot to be done. The way in which we have been welcomed during these years is always warm and, despite all the difficulties these people face daily, there is always a smile on their faces, ready to help with whatever is needed. This is the magic of this lost land among coconut trees, the genuineness and innocence of those who live in communion with Nature.





# OUR EXPERIENCE



The passion for diving made us travel to Mozambique for discovering the iconic marine biodiversity.

The magnificent landscapes take your breath away.

The endless beaches with blue, clear and warm waters.

Simple cuisine, but cooked with passionate aromas and delights.

The almost primitive way of living that allows us to breathe and walk barefeet on the streets.

The joy of a people who, despite the difficulties, smile, dance, jump and play.

These are some examples of the magic that makes us keep our spirit going and never give up being able to help, because, in fact, these people deserve it. And those who are aware of this, know very well what we are talking about. Whoever arrives... doesn't want to leave anymore.

It is this union between our company and this brotherly people that moves us and entices us to new projects.









# DIVERSITYSCUBA



DIVERSITYScuba is made up of 24 employees, all of Mozambican origin from the region of Inhambane Province.

Instructors, Divemasters, Mechanics, Receptionists, Boat Captains, Drivers, Tour Guides, Maintenance and Cleaning staff... all trained by DIVERSITYScuba.

At a professional level, our employees go through an experience phase that aims to identify their skills. Then, they are placed on the sectors for which they demonstrate greater competence, with a success rate of 60%. Not everyone can adapt to the reality of work due to the way they were educated or trained. Interpersonal relationships are often conflicting, presenting behaviors that are not adequate to the labor laws. They are given the necessary opportunities to change their behavior. Failing that, unfortunately, they have to be excluded from the institution or existing programs.



# EXISTING PROGRAMS



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One of our main programs is the opportunity we give young people to fulfill their dream of being a recreational diver and, later on, a professional diver.

There are several categories of recreational diving:

- PADI Open Water Diver
- PADI Advanced Open Water Diver
- PADI Rescue Diver

Within these categories there are several diving specializations.

To reach the first level, all local candidates must have the following skills:

- Know how to swim all styles
- 9th grade minimum education level
- great physical condition
- Absence of health problems
- All candidates who do not have these skills are referred to our physical and intellectual training program. There, they learn to swim the 4 existing styles, to work their physique in a balanced way through physical education, learn the main concepts of nutrition and follow our employees on a daily basis. This entire process helps them to uninhibit themselves, becoming more confident in overcoming existing barriers.







# DIVEMASTER PROGRAM



Upon reaching the Recreational Diver category, the candidates can apply for the continuation of the Professional Diver program.

The candidate must demonstrate all the skills acquired in the recreational diving categories, that is, must master all the techniques taught by their instructors.

- Have a very strong team spirit, never failing in their duty to collaborate with the group;
- Have an excellent physical ability;
- Be proficient in their mother tongue - Portuguese language;
- Have basic notions of the English language, both spoken and written;
- In this program (Divemaster Program), the candidate will learn all the diving techniques in order to help the instructors during the courses, to conduct dives as a guide, as well as marketing and sales techniques;
- Have knowledge related to the preservation of natural resources of marine fauna and their proper protection;
- Being responsible, polite, helpful and in a good mood are some of the qualities that serve as a basis for evaluating the approval of a good DIVEMASTER.







# INSTRUCTOR PROGRAM



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Our Divemasters can then apply for INSTRUCTORS.

To do this, they have to prove that they continue to master all the skills described above.

The responsibility for the safety of our customers always comes first. This is, without a doubt, one of the mottos that is established in the minds of all our employees. Without these principles of ours, candidates will not be able to move to the next level.

- Must speak fluently their mother tongue and English
- Have exceptional physical and mental condition
- Have exceptional camaraderie
- Demonstrate common sense
- Have good knowledge about the preservation of natural resources in marine fauna and its proper protection
- Good interpersonal skills, especially with all our customers
- Above-average competence in sales and customer acquisition
- Ensure the good name of the institution





# GoPRO Challenge



DIVERSITY<sup>®</sup>  
SCUBA

PRAIA DO TOFO MOÇAMBIQUE



PADI

Authorized



5STAR  
INSTRUCTOR  
DEVELOPMENT  
CENTER

INSTRUCTOR TRAINEE



# IDC PORTUGAL

These DiversityScuba programs aim to support the educational development of the provincial population of the Inhambane Region through diving.

As mentioned, DIVERSITYScuba wants to go further, providing all its candidates with training in PORTUGAL, with experienced instructors of international reference, so that they can learn about other realities and apply all the techniques and knowledge in their daily lives in their country of origin. Its other goal is to create more attractive job opportunities, so that the training of candidates is continuous and comprehensive.

Praia do Tofo, in Mozambique, is undoubtedly one of the favorite places to attract thousands of divers to its waters full of marine life, where people can find the iconic species that abound here, such as: Mantas, Dolphins, Sharks, Turtles, Humpbacks Whales and, mainly, the Whale Shark.







# IDC PORTUGAL



Many of our visitors already choose to have their first diving experience with us and many of them continue the activity through basic and advanced courses,. This makes us proud, because all training is carried out by employees of Mozambican origin, which demonstrates that the progress levels of our programs work at 100%.

We are recognized by several tourism platforms, bloggers, and the main tourism assessment web platform – Tripadvisor –, which once again awarded us the Travelers Choice 2021 certificate as an excellent 5\* diving activity center.

We are confident that we can do even better and, as such, we created the “IDC PORTUGAL” program.





# IDC PORTUGAL



This Program consists of conducting an instructor course for Mozambicans in Portugal, in partnership with Haliotis diving school.

We are certain that this program will bring many benefits to the intellectual, professional, psychological and social development of future Mozambican instructors. It will be a great source of pride for us to be able to place them in another country, in a completely different reality, so that they can later transmit all the knowledge they have acquired to their future students, family and friends.





## IDC PORTUGAL



We believe that this will be one of the paths for local development on Mozambican soil that, through education, can inspire others to carry out the same programs in other contexts.

In order to be able to carry out this project, we need partners who are in tune with our mentality.

It is important that we can create an annual scholarship so that these young people can progress and have a consistent professional future, while at the same time understanding the concept of social responsibility, protection of the Planet and the Oceans, and reinforcing behaviors that are adequate for the true development of their country.





# IDC PORTUGAL



All our business partners interested in supporting us will have visibility on our website and on our social networks, in addition to having access to other collaborative advantages such as 25% discounts at the Hotel Tofo Mar and on DiversityScuba activities, such as:

Boat Trips, Diving Courses and Baptisms, Team Building) which can go up to 25%.

Individual partners will have discounts of up to 20% on all our activities and at our Hotel Tofo Mar.

All will receive an honorable mention as a member of an innovative project that can make a difference in the lives of these young people, their families and their community.

All our partners will be properly identified on our website located at:

[www.diversityscuba.com/idcportugal](http://www.diversityscuba.com/idcportugal)





## IDC PORTUGAL



Our program already has the support of TVM (Televisão de Moçambique) which allowed us to promote the IDC throughout the country, creating interest from investors and partners.

See how it went:

<https://web.facebook.com/jovensemaccaomz/videos/352575326333472>

Other means of communication are already in contact with us in order to support us in the progress of the project.



# IDC PORTUGAL PROGRAM



The first event will be in February 2022 in Portugal/Peniche Haliotis with the following DIVEMASTERS:

*Manuel Caetano Manjate*

*Crescêncio Gonçalves Daniel*











# CANDIDATES PRESENTATION



- Manuel Caetano Manjate
- Age: 32 years old
- Nationality - Mozambique
- Place of Birth – Praia do Tofo, Inhambane
- Level of education – 12th year
- Marital Status - Married
- Dive Certification - PADI Divemaster
- Years working at DS - 8 years
- Number of Dives - about 3000 dives
- Manuel Caetano is one of the oldest Divemasters to collaborate with us. His sense of responsibility has given us more than proof that he is deserving of this next big leap in his career.
- Dedicated, responsible, humble, always available for all the company's needs, these are the main qualities that Manuel has. He is a dedicated family man who grew up professionally with DIVERSITYScuba and his mainstay is Diving.
- His main objective is to be a Dive Instructor.









# CANDIDATES PRESENTATION



- Crescêncio Gonçalves Daniel
- Age: 22 years old
- Nationality - Mozambique
- Place of Birth – Praia do Tofo, Inhambane
- Level of education – 10th year
- Marital Status - Single
- Dive Certification - PADI Divemaster
- Years working at DS - 4 years
- Number of Dives - about 1500 dives
- Crescêncio Daniel is one of the most active Divemasters in the sales area to collaborate with us. His energy radiates around him influencing everything and everyone. With an easy smile, his friendliness is contagious to anyone. His main goal and life dream is to be a Dive Instructor.







# GENERAL COSTS PER CANDIDATE

• Round trip land travel Praia do Tofo/ Maputo – 520km x 2 :	320€
• Round trip air travel Portugal/Lisboa – 9600km x 2 :	650€
• Entry visa to Portugal and administrative services :	120€
• Round trip land travel Lisboa/ Peniche – 120km x 2:	50€
• Accommodation for 20 dias:	250€
• Meals for 20 dias:	500€
• PADI Instructor Development course :	1000€
• PADI Instructor Examination :	640€
• PADI IDC Application :	185€
• Crew Pack IDC Candidate 2020 :	495€
• Emergency First Response Instructor Course :	300€
• EFR Application :	150€
• Crew EFR Instructor Candidate :	172,50€

**Total: 5602,50€**





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TOGETHER FOR A GOAL

UNITY



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