

KITWE VOCATIONAL TRAINING CENTRE

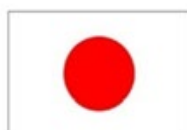
HEAVY EQUIPMENT OPERATOR BENEFICIARY TRAINING INDUCTION REPORT

Batch 2 Excavator operator Students

3rd June, 2024

KVTC

**THE PROJECT FOR PROMOTING YOUTH EMPLOYMENT THROUGH CONSTRUCTION
EQUIPMENT OPERATING SKILLS TRAINING**



1. PROJECT SUMMARY

With the shift in Zambian economy towards more capital-and skill-intensive sectors such as mining, construction, transportation and manufacturing, the demand for technical skills for the operation of heavy equipment has increased. However, construction and mining sector employers struggle to find skilled local workers who meet modern machinery operational skills requirement. To address this skills gap, the Government of Zambia, the Government of Japan, Hitachi Construction Machinery, and UNIDO, have joined forces in a Public-Private Development Partnership Partnership (PPDP). The project for promoting youth employment through construction equipment operating skills training, will align industrial skills development to the need of the industry and labour market, ultimately promoting youth employment and sustainable practices in global supply chains. This will be achieved by establishing a centre of excellence for construction equipment operators at the Kitwe Vocational Training Centre (KVTC).

2. INTRODUCTION

To meet the demands of skilled operators, KVTC enrolled 18 students for training in excavator operation. To facilitate this, the project staff and HEO trainers conducted an induction session for the new students, aimed at imparting knowledge about the project, its expectations, and the training rules and regulations."

3. OBJECTIVES

- Introduction to the project, by providing an overview of the project's goals, and importance.
- Communicate what is expected from the students during the training period, including behaviour, performance and learning outcomes.
- Rules and Regulations that students must adhere to throughout the training.
- Address any queries or concerns the students may have about the training program or the project.
- Inspire and motivate students by emphasizing the significance of their role as future operators and the impact of their training on their careers.

4. CONTENT OF THE INDUCTION SESSION

- Introduction to the Project:** An overview of the project aimed at promoting youth employment through construction equipment operating skills training. The students were informed about the project objectives, its partners, and were taught how to maintain the feedback mechanism using tools such as Survey 123, course registration forms, and training evaluation questionnaires.
- Safety Guidelines:** The session emphasized safety guidelines for the students, including risk assessment and adherence to safety codes throughout the training. Students were encouraged to take personal responsibility for their safety.
- Rules and Regulations:** Detailed explanation and emphasis on the training rules and regulations were provided to all students.
- Social media-** Emphasis was placed on the use of social media for self-marketing and networking to enhance job opportunities.
- Encouragement:** Students were inspired and motivated regarding the potential future outcomes of their training.

CONCLUSION

In conclusion, the induction session was important in orienting newly recruited excavator operator trainers. The session effectively covered various aspects including project objectives, safety protocols, training regulations, and the use of social media for career growth. The session also aimed to inspire and motivate students towards their potential in the construction equipment operating industry. Moving forward, we anticipate that this foundational knowledge will empower our students to excel in their training and future career of the heavy equipment operation.

PHOTO FOCUS



HEO NEW STUDENTS' INDUCTION SESSION

