

DEVELOPING DRIVER VOCATIONAL TRAINING IN THE SADC REGION

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Transaid Worldwide is an independent UK non-government development agency working in the transport sector of several African countries, particularly in Southern and West Africa, to increase the contribution of transport operations to improving livelihoods and alleviating poverty at the macro and micro level. Transaid has strong links in the UK and Europe to transport and logistics sector supporter companies, transport operator associations, unions and professional associations (and has actively promoted links between them and their African counterparts) as well as training agencies.

Transaid is concerned to develop the transport capacity of both public and private sector organisations and to improve the skills base of transport workers responsible for the delivery of basic services (health, education etc), freight and passengers. Previous interventions cover transport management systems implementation and training, review and delivery of driver training, organisational capacity building and community-based appropriate transport technology support.

1. Developing driver vocational training to internationally recognised standards: 2005 to now

Transaid has taken a lead in supporting the development of vocational driver qualifications and training in Africa based on internationally recognised standards. Transaid estimates that a 15% saving in fuel costs (and a similar 15% saving on maintenance costs) is achievable by the deployment of properly trained and qualified drivers in Africa. A wide range of other social and economic gains follow, directly or indirectly, of benefit to the poorest communities.

These include health gains from accident reduction and greater HIV/AIDS prevention awareness amongst drivers, cheaper costs of local produce because the transport costs are reduced, and cheaper, safer and more reliable community travel for all users including passengers. There are also benefits through better delivery by drivers in health, education and other basic service areas.

Transaid has engaged with government, NGO and transport industry partners in Southern Africa to develop systems and structures for the development of driver qualifications and training, including training of trainers and assessors for long term sustainability, at the national and regional level. It also promotes transport management and vehicle maintenance workshop management.

Since 2005 a main focus of activity has been in Malawi and Zambia where Transaid works with both the private transport sector and government-type organisations to improve standards and to develop partnerships for sustainable development of the initiative. A particularly important target group is private sector drivers but Transaid and its partners are also working with Ministries of Health and Education to build government capacity and awareness and the skills of their staff in this area.

Transaid is seeking recognition of the qualifications across both countries for professional drivers crossing Malawi's and Zambia's international borders as a first step towards its wider international recognition in Africa. The training programme is planned to become fully sustainable and self-financing, for example through the fees that companies pay to have their drivers trained and through an appropriate market-driven mechanism for expansion of the training (such as franchising).

A prime collaboration is with the Technical Entrepreneurial Vocational Education and Training Authorities (TEVETAs) of both countries and, through key industry stakeholder groups, the Transport Sector Advisory Committees (SACs). Both independently and through the TEVETAs good working relationships have been developed with a number of representative organisations (transport operators, unions, professional associations etc.) and with the respective government Road Traffic Commissions and National Road Safety Commissions.

The main aim of Transaid's intervention is to provide technical assistance to support the development of assessment systems within TEVETAs, to lead the training of assessors and of driver trainers. The SAC sub-group has a lead role in identifying suitable candidates from industry drivers, training institutions and government regulatory bodies to train as assessors. Roll-out of driver training by newly trained and qualified trainers to transport industry candidates follows.

National organisations currently identified for collaboration

Malawi	Zambia
TEVETA, Malawi	TEVETA, Zambia
SAC Malawi	SAC, Zambia
Road Transport Operators Association, Malawi	Zambia Federation of Road Hauliers
Transport and General Workers Union, Malawi	National Union of Transport and Allied Workers
Chartered Institute of Transport, Malawi	Chartered Institute of Transport, Zambia
Road Traffic Commission, Malawi	Road Traffic Commission, Zambia
National Road Safety Council of Malawi	National Road Safety Council of Zambia
National Association of Driving Schools	

Partners in Malawi and Zambia have adopted a common approach and are developing cross-border links, with joint meetings and activities when appropriate. These are designed to lead to the adoption of common driving standards, training practices and internationally recognised qualifications. Other initial activities have concentrated on stakeholder consultation. Additionally, a training vehicle and £10,000 in cash funding have been donated by Transaid's private sector supporters in the UK & Europe.

2. Immediate next steps Malawi/Zambia: to end of 2006

Transaid is increasing its support to partners, in order to maximise what has already been achieved and with the intention of extending the driver vocational training more widely in Southern Africa. A volunteer consultant from the UK, Gary Forster, will spend 2-3 months in Malawi and Zambia from September to assist partners to develop their current initiatives. Chris Saunders will also visit in September to support strategic development. The results of these visits will inform longer-term strategic planning and funding proposal development by Transaid. By the end of this year it is expected that Transaid will have undertaken - or significantly advanced - the following:

- **Reviewing and monitoring developments with partners, and supporting their intensification of their involvement and the links between them**
 - further develop the standards and modes of delivery that meet the need
 - build capacity to deliver training to those standards
 - collect data that will allow the measurement of impact of training to those standards in terms of safety, fuel efficiency, and other KPIs
 - expand the process of development and adoption to related vocational training components e.g. transport management

- **Planning year 2007 activities with partners**
 - build recognition of the need for professional driving standards as this will in part determine the sustainability of the programme
 - identify existing vocational training courses in driving and transport management training that are being used at national level or by companies, assess relevance and potential for adaptation, adoption or linkage, develop this as appropriate
 - identify regional structures that will adopt the standards, and promote / facilitate adoption
 - build information on and analysis of the transport context within the region with a focus on its impact on poverty, economic growth, exclusion (e.g. women's access to appropriate transport services, rural access, disabled people's access)

- **Developing a 3-5 year strategic project plan/funding proposal**
 - develop strong corporate support of the project and the project outputs in order to generate demand and funding or other forms of support
 - identify comparable internationally or regionally recognised standards to act as models for the development and adoption of professional driving standards
 - consider the needs of multilateral organisations e.g. the WFP, and how they might buy into the process

- consider how the developments fit the strategies of multilateral agencies e.g. World Bank, and African Development Bank, and consider how they might buy into the process
- identify major project funding that will enable the project to grow, and will get buy-in from the British Government for the process and the overall issue of operational management.

3. Project expansion in Southern Africa and beyond: from 2007

It is envisaged that the vocational driver training will expand in two main stages. There will be quite significant and intentional overlap between the stages. The first part will be to ensure that achievements are fully consolidated within and between Malawi and Zambia. It is planned that this will be a main output by the end of 2007.

The second stage is to gain full recognition for the project's practice and standards-setting throughout Southern Africa (SADC – the Southern Africa Development Community). This means that the vocational qualification would be internationally recognised throughout Southern Africa. This having been achieved, the logical follow-up will be to seek its recognition throughout other regions of Africa. To gain fully-fledged SADC recognition (including the means of training delivery being widely available) and to begin to do so elsewhere in Africa may take between 3-5 years.

In Malawi and Zambia main activities during 2007 are likely to include:

- Continuing support to project activities and partnership development
- Project promotion with relevant technical and financial support
- Systematic monitoring and project evaluation

In relation to Southern Africa (and eventually elsewhere in Africa) activities have already started and will continue throughout 2007 aimed at influencing SADC to recognise the qualification. The intention is that SADC recognition be secured by 2008 (at the latest) so that an appropriate training model, based on Malawi/Zambia experience, can be introduced as widely as possible throughout Southern African countries from 2008.

In relation to this SADC regional (and ultimately continental) project aim, it should be noted that:

- Transaid and its existing partners are together currently actively pursuing links with organizations and individuals to influence the SADC agenda in relation to the recognition of vocational driver training qualifications
- Training methodologies and materials already being developed use existing ones whenever practicable with particular reference to SADC precedents
- Transaid recognises (and has already actively contributed to) the lead that South Africa holds across the region in both the development of vocational training and qualifications and the development of its transport sector

- Transaid appraisal of other related project activities will build on initiatives already taken to develop schemes of work in the areas of transport management training, road safety (especially for children) and HIV/AIDS awareness raising amongst truck drivers.

Project goals

1. To increase the number of professional drivers trained and qualified to internationally recognised standards
2. To increase road safety, efficient driving and awareness of other driving-related risks among professional drivers across Southern Africa
3. To reduce morbidity and mortality due to inadequate professional driving standards across Southern Africa
4. To ensure buy-in to the project across Southern Africa, among regional and national and government bodies, transport and logistics companies and UN and other international agencies
5. To ensure sustainability of the project through a model that is appropriate to the context and to the market

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