



DRAIVA: Upskilling Heavy Goods Vehicle (HGV) drivers in Mozambique

Project Location:	Mozambique
Project Start Date:	October 2021
Project Duration:	24 months

Introduction:

Existing professional heavy goods vehicle (HGV) driver training capacity is limited in Mozambique and as a result, many drivers are not fully equipped with the skills, knowledge, or attitudes required to drive safely on the road. There is currently no standardised training delivered by driving schools and most trainings are largely aimed at fast acquisition of driving permits.

Small and medium-sized Mozambican transporters often fail to be sub-contracted by larger transport companies, due to their road safety standards and their drivers' skills which are, in many cases, much lower presenting a risk to themselves and other road users.

Without mandatory standards in place many professional drivers depend largely on peer-to peer or self-learning methods in which case drivers do not undergo comprehensive practical and theoretical training. As a result, many small and medium sized transporters do not meet the standards required by many of the larger international transporters and their clients, which prevents them from accessing better paying contracts.

The Employment and Skills for Development in Africa (E4D) programme, which is managed by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and aims at bringing people into jobs and improve employment situations in six countries in sub-Saharan Africa, commissioned Transaid to implement a project to improve access to quality training for smaller transporter companies.

Methodology:

This project had the following key objectives:

- To improve the skills level of Heavy Goods Vehicle (HGV) drivers, employed by small and medium-size transport enterprises where there was limited capacity for in-house training, as well as larger companies partnering with the project;
- To enhance the quality of the driver training offer (in-house as well as through training providers and driving schools) to better meet the needs of the transport sector and to be integrated in the national framework for professional qualifications.

Transaid partnered with Mozambican training institute, EnergyWorks, to implement the following project activities under seven work packages:

- I. Identify the demand for driver training in the provinces linked to the main transport corridors (Maputo, Sofala, Nampula);
- II. Develop three enhanced (short course) training packages;

- III. Preparation and delivery conduction of the training of trainers (Target 10 Trainers from 5 driving schools);
- IV. Training of at least 400 Heavy Goods Vehicle drivers;
- V. Ensure sustainability of training courses in the longer term;
- VI. Contribution to the public-private dialogue on driver training and driver training standards;
- VII. Monitoring, Evaluation and Learning (MEL) and Communication.

Outcomes:

Three new short courses were developed, based on extensive consultation with private sector transporters, transport associations and HGV drivers, to ensure that they met the needs of the industry and its driver workforce.

- I. *Transporting Cargo Safely* (including an introduction to Dangerous Goods) – A one-day classroom-based training course including the principles of load security; complying with maximum weight & vehicle dimensions; the strength of the load restraints required for a particular cargo; the choice of vehicle to be used to transport a particular cargo; how to identify the factors that affect vehicle stability; the effects of turning, accelerating & braking on a load and the movement of the cargo that this can cause; weight distribution and the transfer of weight when dealing with a liquid cargo;
- II. *Defensive Driving Level 1* - A two-day course of classroom-based and practical assessment including road signs, signals and markings; traffic laws and regulations; tyres (inflation, wear and damage); defensive driving techniques; negotiating the road safely; blind spots; observation, anticipation & planning; safety checks on the vehicle; and safe coupling/uncoupling of the trailer.
- III. *Defensive Driving Level 2* - A follow-on course comprising a half day theory refresher; a half day on vehicles checks and manoeuvres (reversing and coupling & uncoupling the trailer); then a full day practical training on the road.

On completion, the contents of each new short course were shared with key stakeholders for their input before a final version was completed and disseminated to training participants.

To maximise impact, Transaid and EnergyWorks invited trainers from 20 training providers – a mix of driving schools, transport associations, training institutes and private sector transporters (in-house training providers). In total thirty-one trainers participated in and completed a comprehensive Training of Trainers (ToT) as part of this project.

Once the ToT was completed, a subsidy was provided to all participating training providers to reduce the cost barriers to accessing this training for HGV drivers from smaller transporters. In response to a short media campaign, including radio jingles and support from transport associations, to promote this training, the project had 944

course participants, with a total of 452 individual drivers receiving training in at least one of the newly developed short courses.

It was this project's intention that the long-term sustainability of training provision would be achieved by integrating the training into a national framework for professional qualifications via the National Authority for Professional Education (ANEP). This process has taken longer than expected, however, ANEP are currently completing the requirements for registering the combined three short courses as one ANEP registered course.

Efforts to contribute to public-private dialogue around the importance of driver training standards were ongoing during project implementation, as part of a comprehensive stakeholder engagement exercise with government (the National Institute of Road Transport – INATRO), private sector transporters, and transport associations.

As a consequence of this project, ANEP established the *Sector Technical Committee on Transport and Logistics*. This committee is composed of public and private entities which participate in this forum to discuss key topics such as skills development and professionalism within the transport sector.

Conclusion:

A survey was conducted towards the end of this project to invite input from drivers that had participated in the training, and from their employers.

Of the drivers trained, more than 75% had more than six years' experience of driving trucks, 70% of which were employed full-time. Over 60% of respondents had not received any work-related vocational training prior to undergoing this project's training.

The training met or exceeded the expectations of 97% of respondents. As a result of having undergone the training, 29% of respondents had been promoted and/or had changed jobs. More than half of respondents who had been promoted claimed that they had more responsibilities or were now driving larger vehicles or transporting higher value cargo. Over one-third of respondents saw an increase in their monthly income; with one in four seeing an increase of more than 10%.

Almost half of the respondents said that their working conditions had improved after they completed the training. When asked about what motivated drivers to participate in the training, for half of the respondents, participation was made mandatory by their employers, 85% said they wanted to be safer drivers and a third saw it as an opportunity to have a chance of getting a better job.

ALL respondents thought that the professional training delivered by the DRAIVA project was an important factor in being better at their job. Ninety-five percent of respondents said that they were safer drivers as a result of the training provided by the DRAIVA project.

For employers, one company said that they were better placed to compete for contracts as a result of drivers having this qualification, two companies said that after the training, their drivers were now happier, had improved performance and that the company was stronger as a result, and one other company said that it "expected fewer accidents" and were in discussions with one of the training providers to deliver training to all of its contracted drivers. All responding employers said that they would pay for their drivers to undergo this training, and all would recommend this training to other companies.

The DRAIVA project highlighted a demand for training on the part of truck drivers in Mozambique, however, this project should be considered to be the first step in a long road towards ensuring that long-term access to quality training for existing and new drivers seeking new licence acquisition or licence extension is further

developed in line with a commitment on the part of government to ensure that national minimum standards do not fall short of the requirements of many of the larger international transporter companies or clients and that driving schools are supported to improve their access to training vehicles and professional development opportunities.

Tools Utilised:

Three short driver training courses – curricula and training materials; driver and employer survey. All in the Portuguese language.

Partners:

EnergyWorks, Appload, TotalEnergies Mozambique, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

About Transaid:

Transaid is an international development charity that seeks to transform lives through safe, available, and sustainable transport. Founded by Save the Children, The Chartered Institute of Logistics and Transport (CILT), and its Patron, HRH The Princess Royal, the international development organisation shares 25 years' worth of expertise in over 30 countries with partners and governments. Transaid focuses on:

Access to health services through

- improving access to emergency transport and healthcare for communities in rural areas to ensure that no community is left behind
- working with health providers to ensure safe and efficient management of vehicle fleets for the benefit of communities
- delivering work that is locally driven and appropriate to ensure long lasting impact and sustainability

Driver training and road safety by

- building the skills of training providers for truck and bus drivers in both urban and rural areas, to reduce death and injury on the roads
- developing and influencing the adoption of national and regional standards for professional driver training
- working with the private sector to measure and learn from the impact of driver training on improved road safety

Transaid has the capacity and reach to lead projects throughout the developing world, but is equally capable of providing niche technical assistance to large scale health systems strengthening projects. Transaid maintains strong relationships with a number of leading international organizations including donor agencies such as DfID, GIZ and USAID, and implementing organizations such as DAI Global Health, Society for Family Health, TRL and World Bicycle Relief.

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