

## MAXIMISING THE BENEFITS OF A NEW DRIVER TRAINING STANDARD FOR HEAVY GOODS VEHICLE (HGV) DRIVERS

### Key Policy Implications

- The introduction of an improved HGV standard in Ghana, standardises high quality HGV driver training but requires the effective rollout to the private sector.
- The government should continue to engage with key stakeholders, including HGV driver and operator associations, to support the rollout and generate buy in from the sector.
- Subsequent enforcement of the standard should then generate demand for training from the Ghanaian training institutions that participated in this project which upskilled their trainers.
- The government should consider a revised system of accreditation for training institutions providing truck driver training and establish an 'institutional home' to maintain consistency in the delivery of training through providing periodic refresher training of trainers, and training of master trainers.
- Access to high quality training should be made available to drivers undergoing training for new licence acquisition using innovative ways of funding for example through government or private sector bursaries recognising that drivers are unlikely to be able to cover the full costs.
- This standard should be used as a template to harmonise HGV driver training standards with countries neighbouring Ghana and other ECOWAS member states.
- The government should continue its commitment to reducing the loss of life on Ghana's roads.

### Background

A staggering 1.19 million road traffic fatalities occur annually, according to the WHO's Global Road Safety Status Report (2023). Numbers continue to rise in low and middle-income countries (LMICs) where nine out of 10 road deaths occur placing a significant burden on health services. There were an estimated 8,494 deaths on Ghana's roads in 2021 (WHO, 2023).

The effective management of road safety not only saves lives, but brings efficiencies to the transport sector making it a key driver of economic growth through facilitating domestic and international trade. Effective transport services contribute to national integration and provide access to essential services such as education, employment and healthcare.

Policymakers recognise the importance of upskilling the transport workforce to improving road safety and introducing efficiencies within the sector as well as making sure that Ghanaians benefit from the anticipated growth in this sector which is forecast to bring a significant increase in employment opportunities (National Development Planning Commission, 2017).

Ghana's development priorities include aspirations to establish itself as a regional transportation hub, ensuring a sustainable and safe approach to achieving this that meets the needs of the industry and the people of Ghana.

This policy brief has been developed based on the Ghana Professional Driver Training Programme implemented by Transaid (2021-2024), with the support of the Puma Energy Foundation in partnership with Ghana's Driver and Vehicle Licensing Authority (DVLA).

## Methodology

This project consisted of three principal activities each of which will run concurrently.

- The development of a new curriculum and instructor's manual for drivers of heavy goods vehicles (freight) to improve the standard of the training required and to standardise training provision, for both theory and practical training elements of new licence acquisition and refresher training for existing drivers.
- The training of trainers (ToT) to build the capacity of existing trainers, and maximising the quality of this ToT through quality tuition, ensuring that class size is kept small.
- The training of master trainers (ToMT) ensuring that there is capacity to train more HGV driver trainers as and when the demand requires it.



## Results

This project concluded with the endorsement and launch of a new HGV driver training standard signaling its official adoption nationwide.

Twelve HGV driver trainers representing eight different training institutions in Accra and Tema received comprehensive training, both theoretical and practical, to support the rollout of driver training targeting the transport industry.

Since the completion of this training, 2,501 HGV drivers in Ghana have received training from trainers trained by Transaid aligned with the new standard.

Four of the best performing trainers went on to receive additional training to be able to train more trainers as and when the demands of the industry require it, thereby reducing the need for external assistance in future.

Finally, the project piloted the delivery of tailored sensitisation, a replicable approach, to the DVLA's examiners when assessing new drivers in line with the improved standard.

In addressing these key factors, the project exceeded its targets and made significant progress towards achieving safer roads for all road users in the country. The new standard places Ghana in a strong position to lead the rollout of the standard to other West African countries in line with the regional road safety plan developed by ECOWAS which aims to harmonise HGV driver training standards within the region.

## Project Tools

- Standardised Training Curriculum for Drivers of Heavy Goods Vehicles (HGV).
- Standardised Instructor's Manual and Training Materials for Drivers of Heavy Goods Vehicles (HGV).

Transaid would like to thank all stakeholders that contributed to this project, in particular the Ghanaian government and the Puma Energy Foundation.