

Inception Report of **Heavy Machinery Training**

**Union Council Thana,
District Malakand (PA), July 2011**



**Submitted to:
International Labour Organization (ILO)**



**Submitted by:
Society for Skills, Trainings and Development (SSTD)**



Training objectives:

Overall objectives of the project are:

- ✧ Increase in family income through employable skill training.
- ✧ Poverty reduction through economic growth in the project area through provision of employable skill training to 60 local youth.

Activities conducted

1. Identification of training venue

After conducting preliminary survey of the area, SSTD identified different training sites which can be utilized for the training purpose without interrupting or disturbing local dwellers and market forces. The identified venue is such which is badly affected by floods through excessive deposits of silt and rubble. The identified location is at distance from local houses and thus will not cause any disturbance or noise issue. The identified open field in Hazarana, a local village, will be cleared from rubble brought by flooding along with training the local youth, leading to double impact with single input.

2. Focused Group Discussions

The SSTD staff also arranged focused group discussions at various locations including Hujras and other street corner meetings in the villages of the project area. In this process, SSTD was assisted by the local community organizations and respected notables of the area. The purpose of conducting FGDs was to let the people of the area know about the organization such as ILO which is funding the activity and its implementing partners i.e. SSTD. Field staff conveyed the message and explained the efforts of the donor agency and implementing partner in an easy to understand manner and also highlighted them about the activity that they were going to undertake.



3. Selection of the Master Trainer

The project team, comprising of field officers visited most of the construction sites especially in the project area. Team members also met with the contractors/employers and skill supervisors at various locations and also visited various yards to find out the best available master trainer. Skilled supervisors with working experience were interviewed to judge their skills. A suitable supervisor was selected as master trainer for delivering of “Heavy Machinery” training. The criteria for his selection was his practical experience of said machine, his previous training provision exposure along with his ability to speak local language and aware about the competency of different skill levels needed in heavy machinery training. The training was very motivated about giving training to his local youth in their native areas.

4. Selection of Trainees

After conducting focus group discussions with the community, SSTD had been able to select trainees for heavy machinery training. These trainees were identified by the community members and elders. It was made clear in FGDs that only vulnerable and deserving youth of the area having no specific job and who have remained unemployed will be given an opportunity for the training. A group of youth was then identified by the community members for the purpose of training. All those trainee with driving license were given preference, however it was not the only criteria of consideration.



5. Orientation of Trainees

After the selection process, all the trainees were given orientation about the project and the training that they were going to undertake. Project manager gave a brief description of the project and told them about the rules and regulation along with the procedures of the project. SSTD also made arrangements with trainees upon course completion within the stipulated time.

6.. Induction of Trainees

After selection of 20 trainees from amongst applicants of the first batch, SSTD staff divided them in groups of five trainees each, to be trained for two hours. All the trainees were informed that training is for free, however they have to ensure 90% attendance for course completion. The trainees will regularly attend the training and agree that they will get no compensation against any injuries, fatalities or other losses incurred during training, however SSTD will ensure that all work safety procedures and precautions are conveyed to trainees along with basic information of workplace traffic and machinery rules for effective safety in training and working.



7. Selection of Excavator

SSTD has done extensive survey to find excavator for the training. In order to get a best available excavator, SSTD staff went to



different excavator service providers to find out different models and manufacturers of excavator machines. Doosan (Daewoo), Caterpillar, Hitachi, and Halla were the leading manufacturers of excavators. After in-depth survey it was known that the different models ranging from 1992 to 2003 were locally available. The difference between the old and new model was that the new models were computerized and more powerful. To provide updated and new model of excavator, SSTD agreed to hire Doosan 2003 (ex 140) for the training, which has all basic functions and services used in newly atomized excavators.

8. Monitoring and Evaluation

SSTD would monitor trainings site provided with the trainee apprentices on daily basis. The team would ensure that:

- ✧ The trainees practically use the machine for this 99% practice oriented training.
- ✧ The progress of trainees in stipulated time frame.
- ✧ Land of poor farmers rehabilitated in practical training of the machine.
- ✧ Pedagogy of the master trainer, and to address the identified gaps.

SSTD would also facilitate monitoring visits arranged by the donor organizations.

