



**KITWE VOCCATIONAL TRAINING CENTRE
(KVTC)**

**DECEMBER IN-HOUSE EXCAVATOR OPERATIONS
TRAINING OF TRAINERS**

31/12/23

INTRODUCTION

The In-House Excavator Operations Training of Trainers (TOT) commenced on July 15, 2023, and completed on December 31, 2023. The primary objective was to equip five (5) KVTC trainers with practical excavator operation experience, enhancing their readiness to train beneficiaries (prospective students) effectively. The in-house TOT utilized the newly procured excavator and was overseen by two (2) experienced operators, referred to as master trainers.

FACILITATORS

The In-house training was conducted by the following;

S #	NAME	Title
1	Ms. Emily Mumba	Master Trainer
2	Mr. Hasford Silwamba	Master Trainer

PARTICIPATION

Participants of the In-house training was as follows;

S #	NAME	Title
1	Mr. Oswald Kabwela	Trainer
2	Mr. Bernard Simumba	Trainer
3	Mr. Harry. S. Sianziba	Trainer
4	Mr. Freddie Mulenga	Trainer
5	Mr. Henry Tasila Sakala	Trainer

TRAINING OBJECTIVES

The in-house TOT included a sequence of hands-on exercises, with each trainer successfully undertaking them throughout the training period. The training objectives covered a range of skills, including:

- Control familiarization,
- Excavator positioning,
- Coordination of the movements of the boom arm and bucket,
- Climbing / descending,
- Trenching and loading on-to dump truck,
- Ramp building,
- Trench crossing,
- Climbing on the higher-high platform & Descending,
- Traveling using pedals with an idler component in front always & smooth tuning.

OUTCOMES

The in-house TOT in December marked the completion of a six-month-long training initiative. This extended training program has resulted in significant advancements in various practical aspects of excavator operations for the five trainers who participated in the training. Through the extended practical sessions on the actual excavator, participants gained valuable hands-on experience. The daily practices conducted during the training period specifically contributed to the acquisition of the following knowledge and skills:

1. **Machine inspection:** Trainers gained knowledge in pre and post inspections of the machine.
2. **Travelling up and down the hills:** Trainers acquired proficiency in navigating the excavator on hilly terrains.
3. **Levelling:** Participants developed skills in achieving precise and accurate levelling using the excavator.
4. **Demolishing ant hills:** Techniques for effectively demolishing ant hills were practiced and mastered.
5. **Crossing obstacles:** Trainers gained expertise in safely crossing various obstacles using the excavator.
6. **Tactics of ascending and descending:** Specialized tactics for ascending and descending were covered, enhancing the trainers' capabilities in challenging terrains.

CHALLENGES

Participants identified certain aspects of the training that were considered to be challenging:

1. Participants observed a lack of seamless coordination among the trainers.
2. The restricted timeframe of 20 minutes per day for certain training components was perceived as limiting, potentially hindering the depth of skill development.

RECOMMENDATIONS FOR FUTURE TRAININGS

Based on the feedback received, the following recommendations were proposed:

1. Implement periodic refresher sessions to ensure ongoing skill development.
2. Consider in-house training for front-end loader and dump truck operations.

CONCLUSION

In conclusion, the in-house excavator operations TOT has laid a solid foundation for the trainers at KVTC. Implementing the above recommendations will further enhance their capabilities and contribute to the overall success of future training programs and also ensuring a more coordinated and enriched learning environment for the trainers at KVTC.

STAFF DEVELOPMENT PROGRAM



Event Name	In-House Excavator Operations Training of Trainers
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IO Number	-
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Venue	Kitwe Vocational Training Centre
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Duration	6 Months
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Start Date	15-Jul-23
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End Date	31-Dec-23
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Facilitator	Kitwe Vocational Training Centre
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Assistant	NIL
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Batch Number	TOT-06
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Contact Hours	36.7 Hrs Per Trainer
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Batch Score	-
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Feedback Score	-
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	Report Prepared By:
Name	Chipo Nkomo
Signature	
Date	08-Jan-24

	Received By:
Name	Chrispin Kakoma
Signature	
Date	08-Jan-24



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Facilitators

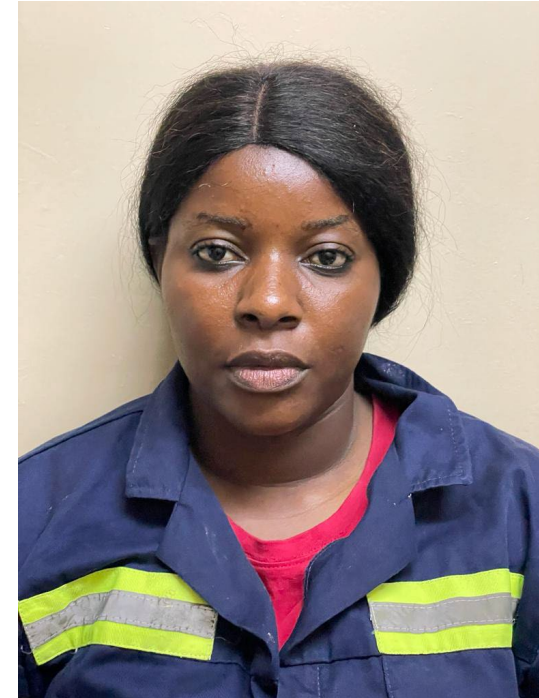
Institution Name: Kitwe Vocational Training Centre

Facilitators



Name: Mr. Hasford Silwamba

Position: Master Trainer



Name: Ms. Emily Mumba

Position: Master Trainer

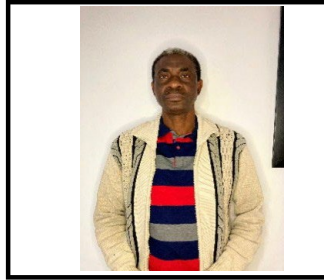


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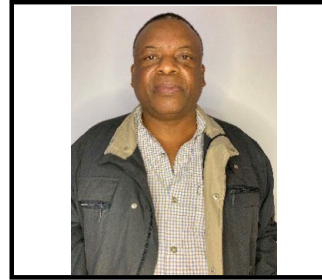
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TRAINING ATTENDIES



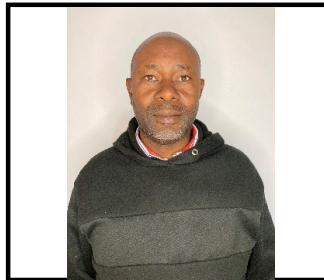
Name: | **Oswald Kabwela**



Name: | **Bernard Simumba**



Name: | **Mulenga Friddie**



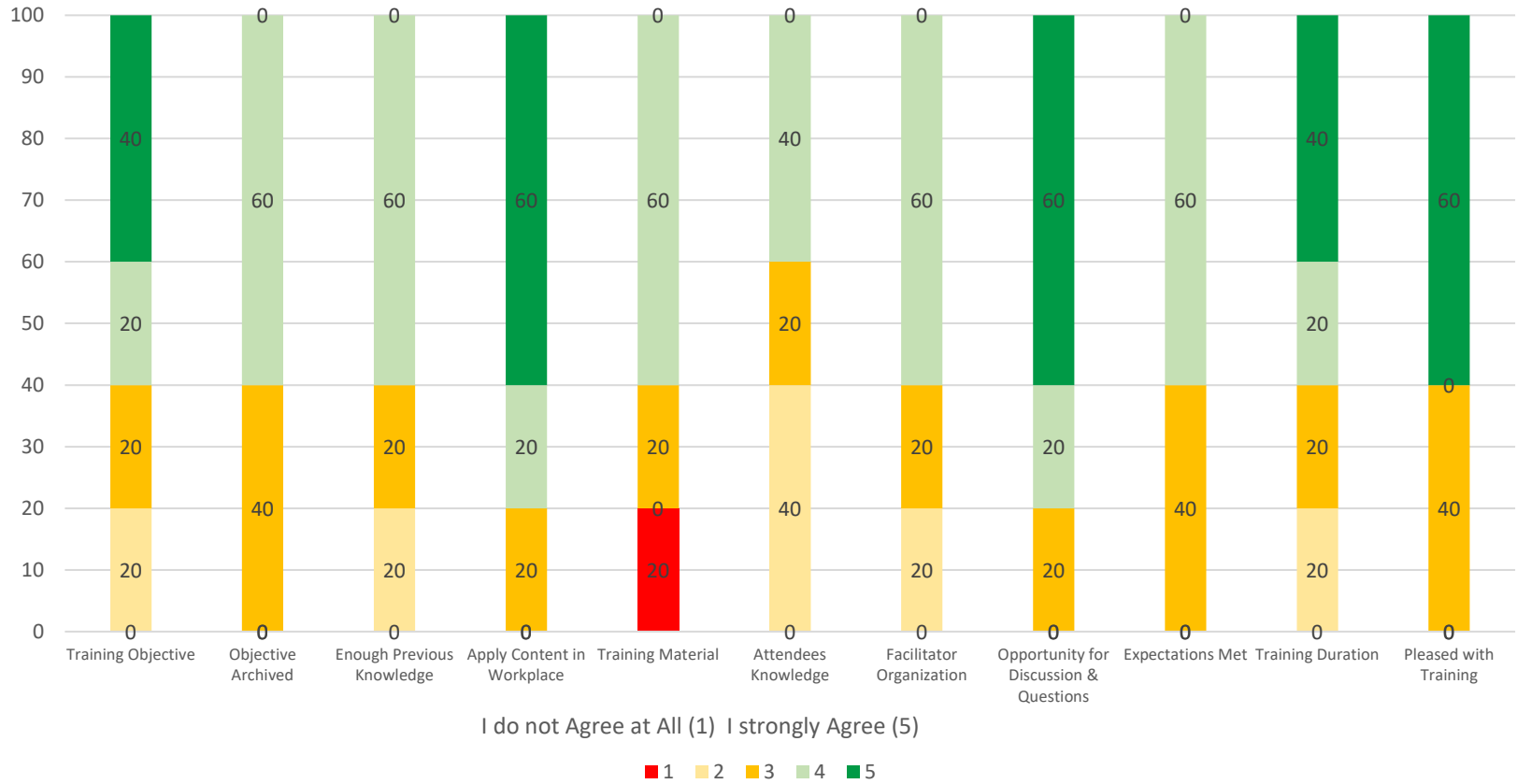
Name: | **Sakala Henry**



Name: | **Harry Sianziba**



TRAINING CONTENT FEEDBACK REPORT



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What did you find most beneficial?

- ❖ Travelling up and down the hills
- ❖ Leveling
- ❖ Demolishing ant hills
- ❖ crossing obstacles
- ❖ Tactics of ascending and descending
- ❖ Extended training to do practicals on the real machine



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What did you find least beneficial?

- ❖ Lack of proper **time** coordination
- ❖ 20 mins per day a limited period
- ❖ Nothing
- ❖ Nothing
- ❖ Nothing



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Any other points view?

- ❖ Refresher sessions at intervals can add more skills and value to trainers
- ❖ More training is needed
- ❖ KVTC management and working committee should consider in house training for the front-end loader and dump truck once training has been done
- ❖ Nothing
- ❖ Nothing



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STAFF DEVELOPMENT

IN-HOUSE EXCAVATOR OPERATIONS TRAINING OF TRAINERS

KITWE VOCATIONAL TRAINING CENTRE

15th July 2023 – 31st December 2023



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Machine inspection exercise



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Levelling exercise



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loading on-to dump truck exercise



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Demolishing ant hills exercise



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Ramp Building exercise



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Crossing obstacles exercise



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Tactics of travelling up and down the hill exercise



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