

# HDT ACADEMY IN DEPTH DRIVER PROGRAM

## OVERVIEW

### Summary

Our in-depth heavy-duty truck training program is designed for the purpose of **developing** and **maintaining** higher standard drivers for the industry.

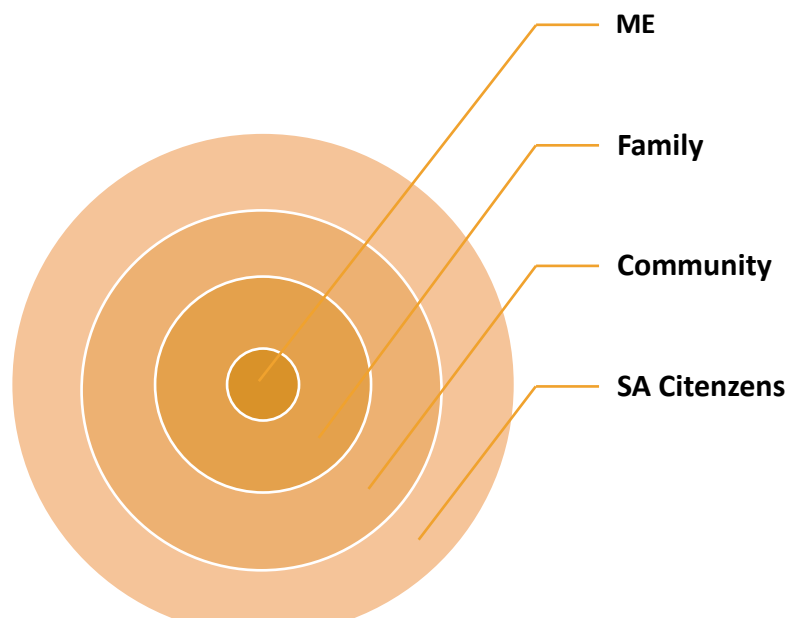
In this training drivers will be **challenged, educated and guided** on the following categories: Personal development, Safety, Mechanical, Technical, Practical, Defensive driving and Economic Driving. Training will be presented internally and externally, giving a wide range of experience to the driver to develop their **knowledge, skills and values**.

Trainees will live and train on site, creating an environment of accountability, trust and teamwork. Though example, experiences and encounters we ensure that the change is in real-time for all time

### The Opportunity

To cultivate and educate **responsible, confident and productive** South African citizens for the transport industry through structured programs which are based on ethical values.

- **Need #1: Improve South African drivers**
- **Need #2: Empower South African families.**
- **Need #3: Change direct communities.**
- **Need #4: Promote good SA citizenship.**



## The Objective

To instill excellence in the trainees through:

- **Goal #1: Expanding trainee's knowledge and skills based on the importance of good values and ethics.**
- **Goal #2: Developing trainees' driving and non-driving skills through discussions, demonstrations and activities.**
- **Goal #3: Empowering trainees to realize their full potential.**
- **Goal #4: Creating job opportunities and so cultivating a positive environment for the greater South Africa.**
- **Goal #5: Increasing their productivity towards becoming an asset for the industry.**
- **Goal #6: ICT (Information and Communication Technology) skills to save time enforcing open and courteous communication.**

## The Solution

This program examines the **fundamental techniques to improve driver safety and quality**. An effective driver must understand several aspects of transport including the technicality of the truck. In addition, the driver examines the interpersonal relationships all around them, whether it is their family or their controller.

Drivers will develop a **self-critical perspective on the communication process**. We will give special consideration to the challenges of driver relationships that reflect the diversity of South African society.

Through discussions, activities, real world examples, and presentations, this program will bring forth the different components of the driver in the transporting industry.

At the end of the program drivers will be able to excel the following criteria:

- **Safety**

Identify, describe and apply key issues impacting Safety.

- **Quality**

Demonstrate an understanding on how to formulate and evaluate solutions for quality driving.

- **Solutions**

Report mechanical/technical issues and their solutions electronically

- **Value**

Carry themselves in a manner that is valuable to society, the industry, and their family.

## OUR PROPOSAL

HDT Academy has a well of **experienced roll players** from the industry, a well-established and reupdated partnership with a transport company and committed staff.

HDT was born from a dream - "**I thrive so I help others to thrive**", a dream to change one person, who can change another who can change another. To do so HDT has the following tools that sets us apart:

- Tried and tested assessment structures that are continuously measurable to ensure quality driver output and continued evaluation.
- Practical and on road experience with well sought after transport company and experienced drivers.
- In-house living and learning for optimal teamwork and impartation sessions.
- 24-hour wellness program for the best attitude, values and virtues cultivation.

We are dedicated to quality output more than quantity. Changing lives is our priority.

How do we do that:

- **Certification (something in their hands)**
- **Opportunity (something for their future)**
- **Community (someone to hold them accountable)**

Technical Strategy

# STRATEGY



01. Theory



02. Practical



03. Virtues



04. Wellness



04. Experience

## 1. Theory

12-week theory course for heavy-duty truck drivers. Theory covers a wide range of topics to ensure that learners have a solid foundation in both theoretical knowledge and practical understanding of the industry. **(See Course outline)**

Throughout the course, it's essential to us to incorporate practical exercises, simulations, and hands-on experience where possible. Additionally, regular assessments, quizzes, and exams will be used to gauge students' understanding and progress.

## 2. Practical

**Vehicle Inspection:** Learners are taught how to conduct thorough pre-trip and post-trip vehicle inspections to ensure the safety and roadworthiness of the truck.

**Basic Maneuvers:** Fundamental driving maneuvers are covered, such as straight-line backing, and alley docking.

**City and Highway Driving:** Real-world experience driving in urban and highway environments, emphasizing safe driving practices, merging, lane changes, and highway navigation.

**Mountain and Hill Driving:** Learners are trained on how to navigate steep inclines and declines, including gear shifting and engine braking.

**Cargo Handling and Securement:** Demonstrate proper cargo loading, unloading, and securement techniques, especially for specialized cargo like hazardous materials or oversized loads.

**Emergency Procedures:** Learners are taught how to respond to emergencies like brake failures, tire blowouts, accidents, high jacking, jackknifing and collisions focusing on safety and crisis management.

**Backing and Docking:** Master the art of backing into loading docks, tight spaces, and other challenging scenarios commonly encountered in the industry.

**Trip Planning:** Learners are guided in effective trip planning, including route selection, rest stop scheduling, and load delivery coordination.

**Communication and Signaling:** Emphasize proper communication with other road users, including the use of signals and phone communication (if applicable).

**Logbook and Documentation:** Ensure students can accurately maintain logbooks and documentation required by regulations.

**Simulated Scenarios:** Use simulators or controlled environments to expose students to challenging driving scenarios, such as narrow bridges, railroad crossings, and congested urban areas.

### 3. Virtues

Virtues are positive qualities, traits, or moral principles that guide and influence a person's behavior, choices, and actions. They represent the moral and ethical values that individuals aspire to uphold in their lives. Virtues are often considered to be praiseworthy and contribute to personal growth, moral character, and the well-being of society.

At HDT it is important for us to use virtues as our guide to continually improve how we see and treat the environment around us.

**This is the golden thread that forms part of every teaching, practical session, wellness input.**

HDT is built on 3 virtues:

**Hope, Discipline, Truth**

### 4. Wellness

#### **Physical Health:**

- Regular health check-ups and screenings for common health issues like high blood pressure, diabetes, and sleep apnea.
- Nutritional guidance and access to healthy food options on the road.
- Encouragement of regular exercise and fitness routines tailored to a driver's lifestyle

#### **Mental Health:**

- Stress management techniques and resources for coping with the psychological challenges of long hours on the road.
- Access to mental health counseling or support services.
- Education on recognizing and addressing mental health issues like depression and anxiety.

#### **Emotional Health:**

- Emotional Resilience: Offer training and workshops to build emotional resilience, helping drivers better handle adversity and maintain a positive outlook.
- Loneliness and Isolation: Address feelings of loneliness and isolation that can arise from long periods away from home. Provide resources and suggestions for staying socially connected while on the road.
- Emotional Awareness: Promote self-awareness and emotional intelligence, helping drivers recognize and manage their own emotions effectively.

#### **Sleep Hygiene:**

- Promoting good sleep habits and addressing sleep disorders.
- Strategies for managing irregular schedules and combating driver fatigue.

#### **Substance Abuse Prevention:**

- Education about the dangers of substance abuse, including drugs and alcohol.
- Programs and resources for drivers who may be struggling with addiction.

**Safety Education:**

- Training on safe driving practices, accident prevention, and recognizing signs of impairment or fatigue.
- Promotion of seatbelt use and adherence to traffic laws.

**Lifestyle and Stress Management:**

- Techniques for managing the challenges of a trucker's lifestyle, including time away from home and isolation.
- Resources for maintaining healthy relationships with family and friends.

**Health and Wellness Incentives:**

- Reward systems or incentives for drivers who actively participate in the wellness program, such as discounts on health insurance premiums.

**Supportive Community:**

- Building a sense of community among drivers to foster mutual support and camaraderie.
- Forums or peer support networks for drivers to share experiences and tips for staying healthy on the road.

**Data Tracking and Analysis:**

- Monitoring and analyzing health and safety data to assess the effectiveness of the program and make necessary improvements.

**Access to Resources:**

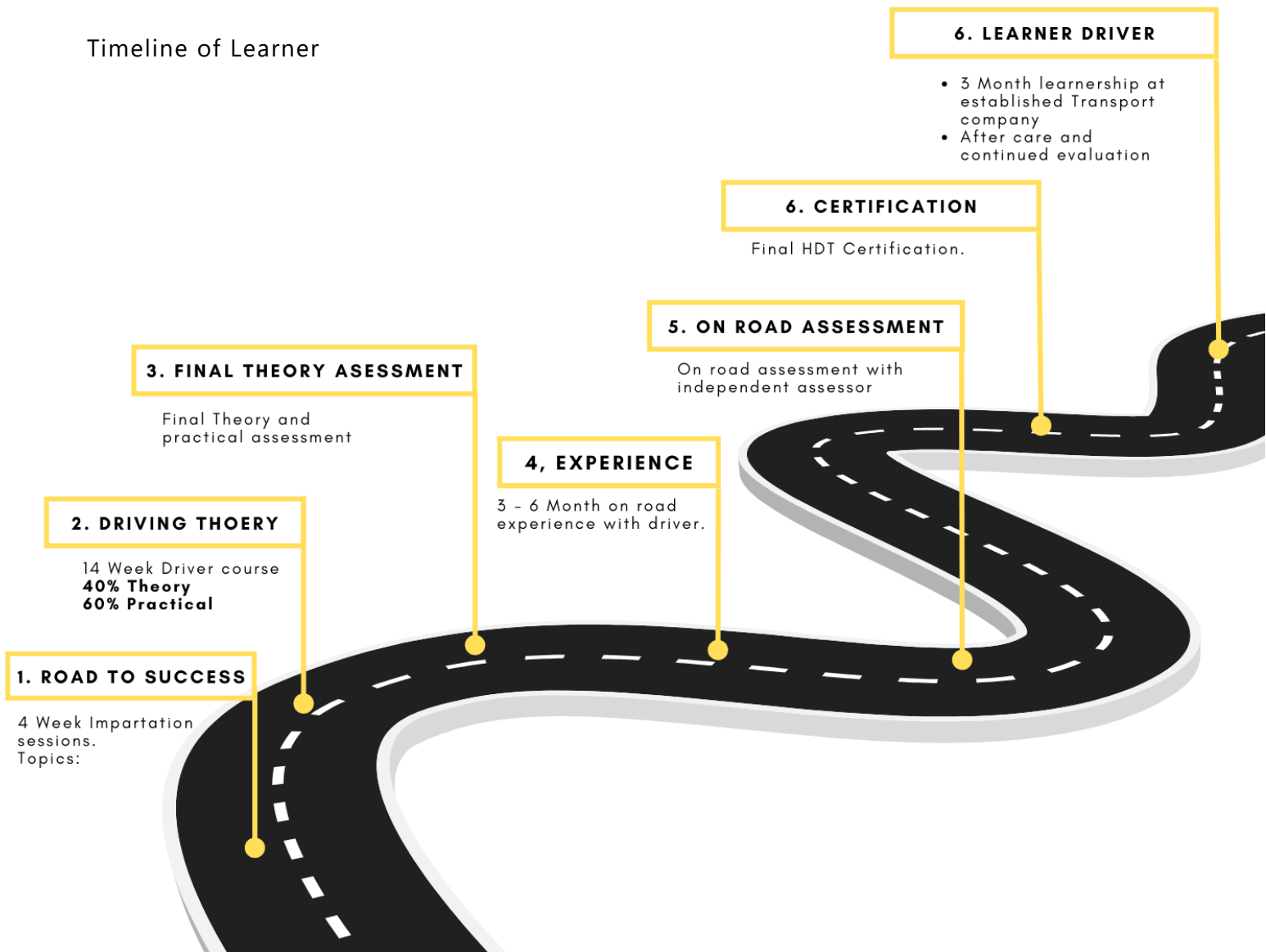
- Providing access to healthcare providers, nutritionists, mental health professionals, and other wellness experts.

**5. Experience**

Trainees will have the opportunity to have real life driving experience throughout their 14 week theory and practical training.

Trainees will have the opportunity to drive with a chosen driver or graduated learner for 3 to 6 months depending on their assessments where they will gain experience in the roads of South Africa, clients, loading and off-loading, paperwork and the general lifestyle of a driver.

## Timeline of Learner



### 1. Road to success – 4 Weeks

Before learners undertake driving theory they are given the opportunity to engage and cultivate a positive attitude towards others, a hope for the future and an understanding of who they are. In these 4 weeks – we work on Communication, Conflict management, Stress Management and other soft skills. We also do baseline checks on mental, physical and spiritual health.

### 2. Driving Theory – 12 Weeks

Learners then have a 12 week Driving theory course with enhancement elements that runs parallel with a practical program. \*see course outline for modules

### 3. Experience – 16 Weeks

Learners will be allocated a mentor driver for the last 4 months of the program where they will get on road and real world experience ranging from route management to client relations.

## Tools

**Performance Analytics:** Implement data analytics to monitor and analyze student performance during training sessions. (Wellness- Buddy system, Theory – Assessments, Practical tests)

**Real-time Feedback Systems:** Integrate real-time feedback mechanisms into training.

**Interactive Scenario Modules:** Develop interactive scenario-based modules that challenge students to make decisions in various driving situations.

**Vehicle Diagnostics:** For commercial driver training, integrate diagnostic tools that allow students to understand vehicle systems, perform basic maintenance tasks, and troubleshoot common issues they might encounter on the road

## COURSE OUTLINE:

### INTRODUCTION

Driver Induction and Setting the scene

### PERSONAL

Fatigue Management

Driver Wellness

Health Management

ICT Skills

### ECONOMICS

Business

Truck

Personal

### SAFETY

General

Before, During and After trip

Hijack,

Collision Management

### DEFENSIVE DRIVING

Introduction

Knowledge

Skill

Health and alertness

Attitude

Foresight

SPIDE

Weather

Vehicle Condition

### MECHANICAL

Basic Mechanical training

### TECHNICAL

Strapping

Technicality of driving

Different truck trailer Combinations

Start up and shut down procedure

### ECONOMIC DRIVING

How does engine work

Driving

Influences



## Maintain

Maintaining the high standards of drivers who graduate from our training program is paramount to our mission. We understand that their success is not only a testament to our training quality but also crucial for the safety and efficiency of the transport industry.

To achieve this, we employ a multifaceted approach.

- First, we foster a **culture of continuous learning** and professional development, encouraging our drivers to stay updated with the latest industry trends and safety protocols.
- Secondly, we provide **ongoing mentorship and support**, connecting them with seasoned mentors who offer guidance and share their wealth of experience.
- Additionally, we regularly conduct **performance assessments** and **refresher courses** to ensure that our drivers remain at the top of their game.

By prioritizing their growth, well-being, and commitment to excellence, we are confident in our ability to maintain the exemplary standard of drivers emerging from our training program, safeguarding the industry's future while setting a gold standard for professionalism and safety.

**The following Performance assessment criteria will be used (full reports on all criteria):**

