



# THE PROJECT FOR PROMOTING YOUTH EMPLOYMENT THROUGH CONSTRUCTION EQUIPMENT OPERATING SKILLS TRAINING

VISIT BY HITACHI- REPORT

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**HITACHI**

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## 1. PROJECT SUMMARY

With the shift in Zambian economy towards more capital- and skill-intensive sectors such as mining, construction, transportation and manufacturing, the demand for technical skills for the operation of heavy equipment has increased. However, construction and mining sector employers struggle to find skilled local workers who meet modern machinery operational skills requirements. The situation is compounded by the need to integrate Fourth Industrial Revolution technologies into heavy machinery operations.

To address this skills mismatch the Government of Japan, Hitachi Construction Machinery (HCM), the Government of Zambia and the United Nations Industrial Development Operation (UNIDO), have joined forces in a Public-Private Development Partnership (PPDP). The project for promoting youth employment through construction equipment operating skills training, will align industrial skills development to the needs of the industry and the labour market, ultimately promoting productive youth employment and sustainable practices in global supply chains. This will be achieved by jointly establishing a centre of excellence for heavy equipment operators at Kitwe Vocational Training Centre (KVTC).

## 2. INTRODUCTION

On February 22<sup>nd</sup>, 2024, a distinguished delegation from HCM Japan and Zambia visited KVTC. The delegation included Professor Mieko Ikegame, Executive Special Advisor to HITACHI, Mr. Hideki Hattori, Company president (HCM Zambia), Mr. Nobuhiro Hiramatsu, Manager Technical Marketing Support Department (HCM Zambia) and Mr. Jonathan Lemisa, Assistant Manager Training & Human Capital (HCM Zambia). They were welcomed by KVTC management, trainers, and UNIDO staff.

## 3. HCM VISIT PROCEEDINGS

The visit began with a meeting at the Hitachi offices in Kitwe, where attendees discussed the project's progress. This provided a platform to share key achievements, address any concerns, and discuss future plans.

### 3.1. KVTC Facility Tour and Student Interaction

The HCM delegation embarked on a comprehensive tour of the KVTC facilities. The tour aimed to:

- **Familiarization of the project:** Interaction with KVTC teaching staff, management, UNIDO and project staff.
- **Assess project progress:** The tour specifically showcased the recently refurbished two classrooms which include a simulator lab and a training classroom as well as the acquired hydraulic excavator and excavator simulators.
- **Engage with students:** Interaction with students from the HEO Pilot class, both in the simulator classroom and at the practical training site. This provided valuable insights into their learning experiences and skill development ongoing at KVTC.

### 3.2. REMARKS BY PROFESSOR IKEGAME

Professor Ikegame emphasized the following key points for project success:

- **Community empowerment:** The project should prioritize empowering local communities that meet the criteria, fostering both social and economic development.
- **Quality commitment:** Upholding a commitment to quality throughout the project's lifecycle is crucial.
- **Public-private partnerships:** Professor Ikegame encouraged KVTC to actively seek engagement in PPDPs to leverage additional resources and expertise.
- **Student support:** She recommended a student support program where KVTC supplies Personal Protective Equipment (PPE) on a loan basis, with a focus on recycling for cost-effectiveness. This initiative aims to alleviate the financial burden on students and promote sustainability.

Professor Ikegame also expressed her intention to revisit KVTC upon construction completion.

### 3.3. COLLABORATION AND FUTURE OPPORTUNITIES

KVTC and Hitachi signed a Non-Disclosure Agreement (NDA) granting KVTC access to e-learning materials from HCM Zambia. This collaboration will further enhance the training opportunities and resources available to students.

### 4. CONCLUSION

The visit of HCM to KVTC underscores the significance of partnership engagement. The visit allowed the visiting delegation to familiarize themselves with the project while meeting the field team responsible for its implementation. Additionally, the visit facilitated the signing of an NDA between KVTC and Hitachi, marking a significant advancement in enhancing educational resources and opportunities for trainers and students.

### 5. PHOTO FOCUS



MEETING BETWEEN HCM, KVTC AND UNIDO STAFF AT HITACHI OFFICES IN KITWE



KVTC Principal and HCM Zambia Company President signing a Non DISCLOSURE AGREEMENT (NDA) between HCM and KVTC



GROUP PHOTO OF HCM, KVTC AND UNIDO STAFF AT HITACHI OFFICES IN KITWE



HCM JAPAN DELEGATE PROFESSOR MIEKO IKEGAME INTERACTING WITH THE NEW EXCAVATOR OPERATION PILOT CLASS STUDENTS AT KVTC



A FEMALE HEO STUDENT DEMONSTRATING HOW THE EXCAVATOR SIMULATOR OPERATES



HCM ASSISTANT MANAGER TRAINING & HUMAN CAPITAL SHOWING PROFESSOR MIEKO IKEGAME THE PROPOSED CONSTRUCTION DRAWING FOR HEO FACILITY AT KVTC



THE VISITING DELEGATION TOURING THE TRAINING AREA AND PROPOSED WORKSHOP CONSTRUCTION SITE AT KVTC.



GROUP PHOTO OF HCM DELEGATES, KVTC STAFF, UNIDO STAFF AND PILOT CLASS STUDENTS AT THE END OF THE TOUR AT KVTC