



LEARNER INFORMATION PACK

Section 1: Who we are at HDT

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, (27 Piet Uys Street, Harrismith) creating an environment of accountability, trust and teamwork. Through example, experiences and encounters we ensure that the change is in real-time for all time.

Section 2: Daily Schedule

Learners are responsible for maintaining and upholding the name and appearance of HDT Academy while they are residing here.

The daily schedule is designed to have the most impact in the shortest amount of time and all learners should respect the given times.

06:30	Rise and shine (Practical group)	17:30	DINNER
07:30	Personal quite time (at desk)	18:00	Gate locked
08:00	Wellness	18:30	Personal quite time (at desk)
08:30	Devotions	19:00	Personal FREE time
09:00	BREAKFAST	23:00	Lights out
10:00	First Session		
13:00	Lunch Break		
14:00	Second Session		
17:00	Class end		



Section 3: Program Outline

Stage 1: Personal Development

Week 1 – TEAM Building

Week 2 – Induction, Baseline checks

Week 3 – Soft Skills (Communication, Conflict Management, Stress Management) and Personal Development

Week 4 – Certification (Dangerous Goods, Fire Fighting, First Aid)

First assessment and progress report

Stage 2: Driving Theory and Practical

Week 1 - PERSONAL
Fatigue Management
Driver Wellness
Health Management
ICT Skills
Week 2 - ECONOMICS
Business
Truck
Personal
Week 3 - SAFETY
General
Before, During and After trip
Hijack, Collision Management
Week 4/5 - DEFENSIVE DRIVING
Knowledge
Skill
Health and alertness
Attitude
Foresight
SPIDE
Weather

Week 6/7 - TECHNICAL
Strapping
Technicality of driving
Different truck trailer Combinations
Start up and shut down procedure
Week 8 - ECONOMIC DRIVING
How does engine work
Driving
Influences

Second assessment and progress report



Stage 3: On road Practical experience

- On road practical with designated driver/mentor
- 3-4 Months depending on success
- No salary, food money will be provided

Final assessment and progress report

Learners WILL NOT have the opportunity for stage 4, and WILL NOT receive certification if stage 3 is not completed.

Stage 4: Employment and aftercare

This stage is only for successful learners who passed final assessment

- Successful learners will be given the opportunity to be employed on a learner driver basis for 3 months
- Permanent Employment opportunity for successful drivers.
- Aftercare and evaluation for 6 months

Please note that program outline may change at any given time by management due to circumstances.

Section 4: General Information

We are looking forward to receiving your application:

Please take note of the following information before you apply:

- No cars will be allowed on HDT Property for the extent of the program.
- **This is not a learnership**, this is an academy designed to equip you with the necessary skills, knowledge and attitude to become a successful driver
- If you agree to join our program, you agree to follow our rules.
- The first 4 weeks including weekends will be spent at HDT, and no learner will be allowed to go home.
- **NO GARENTEED JOB**, successful learners will be given the opportunity to apply at partnered transport company.

We appreciate your time to read above and we hope to see you soon

Thank you

HDT Team

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