

The **PANAFRICAN GROUP** operates in 7 countries across Africa where they are recognized leaders in providing equipment and aftersales support solutions to the large mining, light and alluvial mining, cement and aggregates, agriculture and forestry, civil and infrastructure and power and energy sectors.



PANAFRICAN GROUP
KOMATSU

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STARTUP AND ROLLOUT

STEP 1

NEEDS ASSESSMENT

This process will provide an audit - type evaluation focused on a workshop, tools, equipment and field inspections. The Appraisal tool will be used for this process.

STEP 2

SKILLS ASSESSMENT

This process consists of a series of theoretical tests and practical tasks that measure the student's technical understanding and abilities . These results identify the competency gaps that are to be achieved and serves to categorize the learner as novice, intermediate or advanced.

STEP 3

PLAR (Prior Learning Assessment and Recognition)

This procedure will validate the participant's technical experience and cognitive skills to award credit towards one, more, or all levels of the Trade Program. The more skilled students will be fast tracked through the program and be given the opportunity to test-out of their respective competency level, including the complete program intermediate or advanced.

STEP 4

PROGRAM START

Participants in the program will be tested at the beginning of the course, be exposed to formative exercises, and complete all summative assessments. They will complete all practical tasks and reports within the criteria and timeframes stipulated in the programs.

CENTERS FOR EXCELLENCE (CFE)

Our CFE will provide a spacious, comfortable and functional learning environment with special attention to acoustics, air quality, heating, cooling, and lighting. The CFE and its members will promote the following:

- Safety practices
- Expert support
- Experienced and qualified guidance
- Continuous learning, self study programs, and internet access
- Resource Center: Library, internet, audio/ visual equipment
- Group work and team building activities

VALUE ADDED SERVICE

SHORT TERM TRAINING: Each of the 2-5 day courses have been designed as a method to quickly remedy specific technical issues and guide the participants through systematic ways to perform repairs and make critical judgments. Courses are designed for basic, intermediate or advanced comprehension levels and can be tailor-made for specific customer applications and complexities.

LONG TERM TRAINING: Each of these competency-based trade programs are designed to develop potential candidates by providing the tools to improve their overall performance, enhance their technical skills and optimize their thought process. Each of these programs can range from three to five years depending on the selected trade path.

ASSESSMENTS AND EVALUATIONS: A good evaluation program is necessary to ensure that the student's learning objectives are measured in the most effective manner throughout the program or course. Quality tools allow us to analyze the learner's progress by outlining goals and focusing on meeting or exceeding each outcome. Assessments indicate to us what a student knows or can execute before, during and after the training has taken place. Our company-based Skills Inventory will identify the competency gaps in your department.

ON-THE-JOB TRAINING PROGRAM: Our Training and Development Department has created an OJT Program that ensures the transfer of knowledge is implemented and practised as efficiently and effectively as possible at their workplace. By monitoring and supporting the trainee, he/she can put to practice the skills to perform any task with utmost confidence until proven competent in their field of expertise.

TRADE CERTIFICATION

Having completed the Trade Certification Program, the participant becomes responsible for safely performing their daily duties efficiently and they assume accountability for the quality and workmanship of the tasks performed. They are able to perform work and integrate themselves as professional members in their chosen field and have proven that he/she possesses the following Professional Attributes:

- Communication Skills and Customer Relations
- Critical Thinking and Problem Solving Skills
- Desire to Continue Learning and Keep Up to Date
- Confidence and Initiative
- Responsible, Dependable, and Punctual
- Adaptable and Creative
- Team/ group work and Planning Ability
- Care for Quality and Workmanship
- Professional Attitude and Personal Care
- Be Safety Conscience and Proactive

TRAINING



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GROUP OVERVIEW

The Panafrican Group is a recognized leader in providing equipment and aftersales support solutions in the markets we operate. With particular expertise in the large mining, light and alluvial mining, cement and aggregates, agriculture and forestry, civil and infrastructure and power and energy sectors. We strive to understand our customers' needs and deliver fit-for-purpose, tailored solutions that focus on higher productivity and performance, improved reliability and machine availability, and reducing life of asset cost and cost per material movement.

As principally Komatsu and Wirtgen distributors, two world-class heavy equipment manufacturers, we offer one of the largest product line ups in the world ranging from light construction grade equipment, through to the ultra-class machines, from soil compaction to asphalt and concrete paving systems, and from mobile to static crushing and screening solutions. In addition, to further enhance our solutions capability and to target our specific customer needs, we represent and can source select specialty attachments dedicated to meet your industry needs.

With an operating philosophy of safety first, we strive to deliver performance in a safe and secure environment, for not only our personnel and our customers' personnel, but all those that fall under our care and control. In addition, our values include operating with respect, integrity, attention to detail and accountability.

We offer these solutions in:

- Kenya
- Tanzania
- Uganda
- Nigeria
- Ghana
- Sierra Leone
- Liberia



INTERNATIONAL TRADE STANDARDS

The Panafrican Group has partnered with an internationally recognized Canadian College to meet and exceed the standards of the Industry Training Authority of British Columbia and implement the requirements set forth by the Red Seal Trade Certification Programs in Canada.



TRAINING PROGRAMS

SHORT TERM COURSES

With 130+ modules to choose from, a customized short course will upskill technicians on the most common problem areas in your industry. Each course is prepared to suit your needs and can have a duration from 2 - 5 days depending on your priority. Sample courses for Heavy Equipment:

- Basic/ Advanced Hydraulics
- Basic/ Advanced Electrical/ Electronics
- PM Maintenance and Inspections
- Systematic Troubleshooting
- Basic Engine Fundamentals
- Basic Powertrain
- Others

LONG TERM PROGRAMS

Each of the four trade programs listed below is broken into two sections per year, 80% On the job training (Hands on) and 20% Off the job training (Training Center). For example, Heavy Equipment Trade requires the Learner to complete 1500 Hrs of instructor led training and 7500 Hrs of jobsite training. PLAR (Prior Learning Assessment Recognition) will validate experienced learners and fast-track them through their selected program:

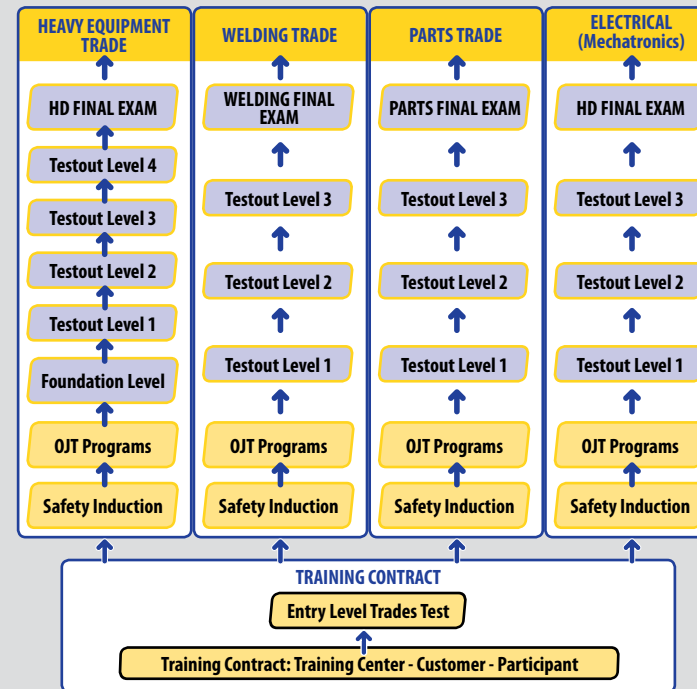
- Heavy Equipment Mechanic
- Welder
- Parts Person
- Electrical/ Electronics

ON THE JOB TRAINING/ ASSESSMENTS



CERTIFICATION PROGRAMS

In cooperation with your HR Development Team we will ensure that participants successfully progress through the program and, with the support and leadership of our qualified experts, gain the skills and confidence to achieve Trade Certification.



TRAINING CONTRACT

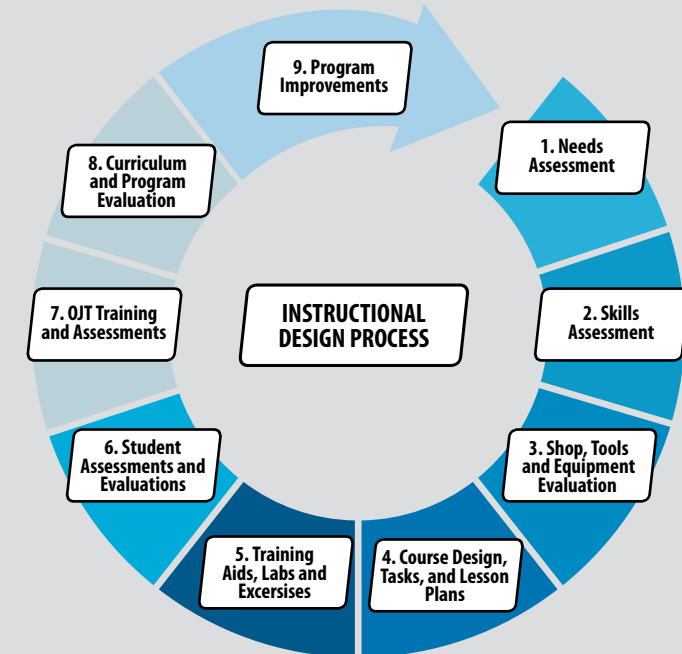
Trade Certification participants are committed to engaging in all aspects of the programs and in order to measure the learner's development, will be subjected to various forms of evaluations - theoretical and practical, including an Entry Level Trades Test. A three way contract will be agreed and adhered to between the participant, the sponsor/ employer, and the Training Center. All practical and theoretical training hours will be logged and it is the learner's responsibility to record and report the progress.

OJT PROGRAMS

To identify the learner's progress at the workplace, an OJT (On the Job Training) Program has been developed. A qualified trades person or supervisor will use our Competency Assessment Tool (checklist) to collect real progress data and identify weaknesses in the learner's hands on skills and technical understanding. This collected data will be analyzed and additional training or support will be provided if or when necessary. At the end of each level the progress reports will be reported back to the sponsor or employer.

INSTRUCTIONAL DESIGN PROCESS

Our programs and courses follow the Instructional Design Process which provides valid and consistent feedback of the student's progress from start to finish. Keeping in line with international standards in trade development, it maintains the solid structure necessary to adapt training in cross cultural environments and optimize training at a global level.



TRAINING METHODS

TRAINING METHODS

- Instructor - led training
- Instructor Support via Online
- On-the-Job Training/ Assessments
- E-Learning Programs
- Self - Study/ paced Programs
- CD-ROMS