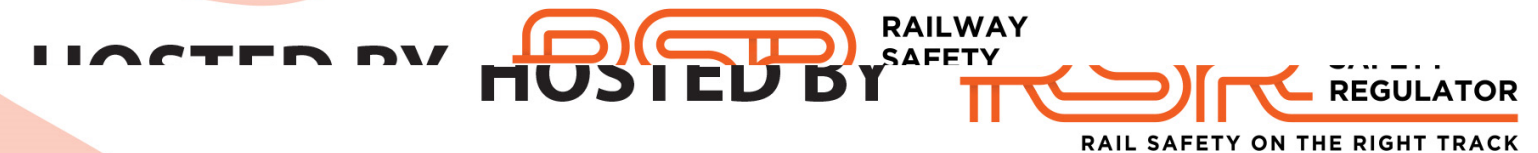


IRSO SC 2023

INTERNATIONAL RAILWAY
SAFETY COUNCIL

"Reshaping Railways in an Uncertain World"

CAPE TOWN, OCTOBER 1 - 6, 2023



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The power of potential

James Holley
Traxtion

TRAXTION



IN THE BEGINNING

35 years ago, Traxtion began with humble origins – just one employee, a toolbox, and a caravan. Today, we proudly boast one of the largest privately owned mainline locomotive fleets, operating across eight countries in Africa. A business that provides reliable rail solutions - that are changing the way freight moves in Africa.



EMPOWERING EXCELLENCE

Our success is a testament to our incredible team and their **unwavering commitment to creating a world-class rail company**. We invested substantially to build a business that can keep the wheels on the African railways turning. As a prominent player in the African rail market, we faced unique challenges.



CONQUERING CHALLENGES

A knowledge gap emerged due to new entrants' lack of practical rail exposure, skilled workers nearing retirement without a succession pipeline, and the struggles to find a pool of qualified rail talent. Additionally, we realised **the pressing need to address gender and race representation, as well as support individuals with disabilities** who were often overlooked for opportunities.

EMPOWERING EXCELLENCE

We realised that not only did we need to train highly skilled staff for our operations, but we also recognised our responsibility to play a major role in skills development in the sector and in our community.

But there was only one accredited rail skills provider in the market.



MAXIMISING POTENTIAL

In response, we established the Traxtion Training Centre and crafted a diverse array of training solutions that are designed to cover the **full spectrum of railway knowledge and skills**. They include:

- Diesel Electrical Fitter Apprenticeship
- Artisan Fault Finding and Troubleshooting
- Brake
- Electrical Safety Instruction
- Overhead High-Tension Equipment
- Locomotive Driver
- Shunter
- Production Coordinator
- Shedman
- Transportation of Dangerous Goods

LIST OF TRAINING OFFERED



28LAV-1 & 26L Brakes	Operate a Diesel Electric Locomotive class GM
28-LAV-1 & CCBII Brake Systems	Operate a Diesel Locomotive
8E Locomotive KBR-DVRIII Brakes	Operate a train equipped with pneumatical airbrake system
Administer Track Warrant system of train control for safe movement on rail	Operate a train equipped with vacuum brake system
Administer Track-Warrant System	Operate and regulate safe movement of locomotive
Awareness Training - HAZMAT- Dangerous Goods	Operate Electric Locomotive 5E1
CCB-11 Brake System	Operate underneath high-voltage equipment
Convey freight by rail	Principle of Safe Movement on Rail (POSMOR)
Electronically controlled pneumatics (ECP)	Provide on track protection
Handling of Dangerous Goods	Safety
Operate a Diesel Electric Locomotive class AFRO4000	Shunt rail vehicles
Operate a Diesel Electric Locomotive class GM/GE	UIC - AFRO - 4000 Brakes
UM10B Brakes	Wagon Vacuum Brake

CRAFTED IN COLLABORATION

Our curriculum was meticulously designed by subject matter experts from related industries.

They convened after the Minister of Higher Education and Training's approval and gazetting of the Occupational Qualifications Sub-framework on August 30, 2013, in accordance with the National Qualifications Act, 2008 (Act No. 67 of 2008).

This collaboration forms the strong foundation of our thriving training program, showcasing the industry's collective power in addressing skill challenges.



ACCREDITED FOR EXCELLENCE

We diligently pursued accreditations from Transport Education and Training Authority (**TETA**), Quality Council of Trades and Occupations (**QCTO**), and National Artisan Moderation Body (**NAMB**) to empower and give credibility our training centre, training officers, and the Rosslyn site, thus enabling apprentices, artisans, train drivers, and shunters to excel in the rail industry:

We are a Skills Development Provider (SDP) accredited by the Quality Council of Trades and Occupations (QCTO) and our trade certifications are moderated by National Artisan Moderation Body (NAMB).

We are a Trade Test Centre accredited by QCTO.

Our Skills Development Provider (SDP) Locomotive Driver and Shunter training is accredited by TETA.

Our Rosslyn site holds TETA's approval for training in multiple disciplines, including Diesel Electrical Fitter, Boilermaker, Spray Painter, Mechanical Fitter, Electrician, and Electrical Fitter.



A UNIQUE APPROACH TO TRAINING

At our training centre, we have proactively developed our training materials to precisely match our industry's requirements and assessment criteria.

Our committed training officers have achieved certification from the Sector Education and Training Authority (SETA) as assessors, moderators, facilitators, one-to-one coaches, and skills development practitioners.

We have also expanded our capabilities through an extension of scope granted by TETA, allowing our training officers to conduct assessments and moderation. This comprehensive approach ensures our trainers are not only educators but also proficient in guiding our trainees towards excellence.

THE POWER OF PARTNERSHIP

In 2022, we partnered with external training providers and funded various study disciplines for our staff, including Business Management, Logistics, Supply Chain Management, Incoterms and Total Quality Management. Over the past five years, we have provided 55 internal staff bursaries.

In 2022, we spent an average of R44 000 on training per employee across the business.





BREAKING BARRIERS

Our efforts have yielded remarkable results. In **2022**, our **employee retention rate** was **93%** and our **customer satisfaction rate** at **91%**. We have maintained a **5* safety rating** over the past 5 years. We have enjoyed a **growth from 2 to 8 countries** footprint and an average **revenue growth** of **62%** over the past 5 years. We attribute this success to our commitment to constantly upskill and challenge our staff.

INVESTING WITH INTEGRITY

Externally, we invested R100 million into the first phase of Traxtion's **Rail Services Hub in Rosslyn, Pretoria**, transforming a portion of it into an accredited rail training centre approved by the Transport Education Training Authority (TETA) and the Quality Council for Trades and Occupations (QCTO). This state-of-the-art training facility empowers us to develop and nurture the next generation of rail industry workers.





MEANINGFUL MILESTONES

Our dedication to training goes beyond our organisation. We offer over 25 rail-related courses, ranging from NQF Level 3 – 5, conducting an average of 700 training interventions annually. We have not only trained our own staff but also extended our expertise to 16 third-party entities. **Since our inception, we have qualified at least 700 train drivers and over 75 artisans, and in 2023, we proudly celebrated our first female artisan qualification.**



WORLD CLASS AFRICAN RAIL TRAINING

We are proud to play a key role in skills development in **8 countries** across the continent, creating a pool of qualified talent to take rail into the future.

THE FUTURE'S ON TRACK

We will continue fill the skills base and we are actively pursuing this goal by **enrolling students from TVET Colleges into our Diesel Electrical Fitter Apprenticeship programme.**

Through rigorous training, we mould them into skilled artisans who not only enrich our company but also contribute essential skills to boost our industry and strengthen the broader economy.



GIVING BACK

As a company, we firmly believe in giving back to society.

Our Corporate Social Investment (CSI) efforts include disability learnerships, annual donations to Jehova Jirah Orphanage in Soshanguvhe, adopting Amandasig Secondary School and installing solar power, and educating communities about rail and rail safety through SHREQ campaigns.



FUTURE FORWARD

Looking ahead, we recognise our goal of changing the way freight moves in Africa rests on our ability to unlock human potential. This requires an enabling environment and ample opportunities for upskilling. **By providing training, we open doors to rail opportunities across Africa.**

In short, our training initiatives efforts keep the wheels of our world-class rail services hub turning, drive our growth, and advance the industry as a whole.

ALL FOR **AFRICA**

Together, as we invest in our people and support skills development in the sector, **we shape the future of rail, not just for Traxtion but for the entire African continent.**





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