

SUGGESTIONS

WITH REFERENCE TO TRAINING SCHEME FOR TROPICALS.



Course for which
suggestions requested:

In the first instance for "new" tropicals and with a view to
adapting for other new labourers.

Length of course:

To be covered in 26 shifts in case of new tropicals, in fewer
in case of others.

Existing course:

A training syllabus in 4 sections:

1. Fanakalo.
Care of boots.
Cleanliness and health.
2. Fanakalo.
Use of tools and equipment.
Cleanliness and health.
3. Fanakalo.
Lashing.
Underground procedure.
Underground and surface safety hazards.
4. Fanakalo.
Lashing and tramping.
Installation of supports.
Underground and surface safety hazards.

Methods and Techniques
employed in existing
course:

Look-and-say, do-and-say with dummy sets and actual equipment
and some posters. Much drill and repetition.

Progress so far:

- (a) Consideration of problem to improve, if possible, on the existing course.
- (b) Consideration of effectiveness of the existing course.
- (c) Consideration of extent to which existing course should remain intact or be basis of new course.
- (d) Consideration of facilities and personnel who can contribute to execution.
- (e) Visit to training units on surface and underground.
- (f) Photographing, to get closer to personnel, without whose co-operation nothing can be done, to get mine personnel and labourers accustomed to idea of staging and to get some idea of procedures.
- (g) Extraction of ideas which can be used.

Present Position:

1. It appears that from the management down there is a spirit of enthusiasm, a desire to do the job the best way, an awareness of responsibility and much potential effort which can be mobilised.
2. It seems that the general plan of the existing course, (which works well) cannot be improved upon. The 4 sections should stand as 3 six-day sections and one eight-day section for tropicals and as 4 two-day or three-day sections for groups on shorter training terms.
3. It seems that the content of section I can be greatly supplemented. More use of experience from arrival and over routine of first two days might make the course even more interesting and even more effective.
4. It seems that the teaching methods and techniques used could be made more fool-proof if films, slides, charts, dummy training-sets and on-the-job teaching could be developed further.
5. It seems that a teaching method employing some of techniques in use and some additional techniques could be used successfully if it is put across by a very deliberate system for training, preferably in a dummy mine.
6. It seems that native group instructors should have their prestige increased by some additional skill e.g. reading and writing.
7. It seems that whatever is done will only succeed with the full backing of personnel responsible for the excellent scheme in practice. No drastic changes should be made. Additions may appeal.
8. It seems that there are on the mine a number of enthusiasts who could carry out the execution of additional material and who could experiment with various media and techniques.

Proposals for consideration:

1. About 8 lessons, which cover experience over first day or two on the mine, should be added to section I of the existing scheme. The material should consist of large line charts and should be used in accordance with a special teaching method not unlike that in use on the mine. The method is not indicated here but can be demonstrated.
2. If these lessons work in well with the existing scheme a film should be made. Stills from the film would provide material for strips slides and line slides. These media in various combinations could be experimented with.
3. Sections II, III and IV should not be interfered with until it is certain whether or not a model stope or mine is to be built for training purposes. With such a model (what I call an on-the-job set), it would be possible to extend and develop the present system of doing and saying. It would be wise to make slight changes in teaching technique, but, even without these, such a method is far superior to one depending on pictures, for it provides physical training, and gets the men learning the job as well as the language.
4. At a later stage, even if a model is constructed, it might be helpful to add a set of pictures for sections II, III and IV for the purpose of bringing the course into focus visually. Once again films etc. might also used as aids.

- Proposed procedure:
1. With help of mine personnel, complete work sheets to full check stage.
 2. Supervise execution of line drawings on basis of final checks. If possible these charts should be executed by mine personnel.
 3. With technical help check final drawings which can then be reproduced large and/or small. This again should, if possible, be done on the mine.
 4. Demonstrate methods of using charts which should then be handed over to instructing staff who can best interlace lessons with existing scheme.
 5. Suggest shots for film. Suggest stills. Suggest strips and slides. All can be done by mine personnel.
 6. Suggest use of battery of media in various combinations.
 7. Suggest consideration be given to doing similar lessons for addition to other sections of existing scheme. All visual media should be regarded as aids to a scheme developed along functional methods.
 8. Suggest means be sought to adopt some standard of written fanakalo.

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