Mobile Storage Unit Assembly Follow up Training

18-19 November 2020 | Mutare, Zimbabwe

Contacts

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Introduction/Background

Zimbabwe experiences multiple natural hazards, including cyclones, droughts, floods, and heavy rains. Droughts affect rural and urban food security and water supplies on an annual basis, with increased reliance on food distributions during lean seasons. Recurring floods during the rainy season damage roads and infrastructures, particularly in remote districts.

There is a shortage of appropriate warehouse space available in Zimbabwe. The World Food Programme (WFP) has procured Mobile Storage Units (MSU) which it loans out to support Government and humanitarian partners for emergency warehousing in affected areas. MSUs played a crucial role for the Cyclone Idai response in 2019, and 2019-2020 Lean Season Assistance. The needs for the 2020-2021 season is predicted to be even bigger.

WFP and humanitarian partners currently rely on the use of commercial service providers to assemble and dismantle MSUs, as they do not have the capacity to do it themselves. This is a significant capacity gap that is costly.

A Training of Trainers (ToT), targeted at key Government, WFP and humanitarian partners who hold MSUs, was conducted on 21-22 October 2020 in Harare. Fifteen individuals were successfully trained. It is necessary for the ToT participants to have re-enforcement training to embed the knowledge and gain experience in leading assembly teams. The follow up training enabled this, as well as to build the local capacity of other partners and government on MSU assembly operating in the area. WFP warehouse labour staff were also trained for future assemblies in support of flood and lean season.

Training Objectives

- To re-enforce the assembly leadership training of previous ToT participants.
- To train other local government, UN, humanitarian partner and labour staff on MSU assembly.
- To assemble two MSUs needed for lean season food storage at the WFP warehouse in Mutare.

Training structure

Five previously trained ToT participants led the assembly of two MSUs in Mutare with the private sector lead trainers on standby to offer support.

The training adhered to COVID-19 protection requirements with masks always worn, and hand sanitisation done regularly.
Leaders - Trained ToT participants:

- Modesta Chinyama, Logistics assistant, WFP Mutare
- Bezel Garedondo, Engineer, WFP Mutare
- Morgan Ndhlera, Logistics Assistant, IOM, Harare
- Stanley Marangwanda, Warehouse Supervisor, World Vision, Chipinge
- Nyarai Aliji, Principal Administration Officer, Department of Civil Protection, Harare

Support - Lead trainer:

- Tariro Mabika (Tarenide Pvt Ltd)

Support - Assistant trainers:

- Tafadzwa Nyameda (Tarenide Pvt Ltd)
- Patricia Thornhill, Logistics Preparedness Expert

New Training Participants:

Participants were selected from Harare and Manicaland provinces local government, WFP, UN agencies and partners.

- 2 Local government staff
- 1 UNHCR staff
- 2 NGO staff
- 3 WFP Field office staff
- 10 warehouse labour staff

(Detailed list of participants in Appendix 1)

Training materials provided

- Two 10m x 36m MSUs (sections were added to two 32m MSUs)
- MSU assembly manuals;
- Hard hats for protection.

Equipment

- Forklift for handling;
- Ground grading equipment.
Methodology

Preparation

A day before the training was due to commence, two of the participants were involved in the inspection of the available space and the decision-making process for the location of the MSUs. The inspection determined that there was need to level the ground. The team also measured the available space to ensure that the two MSUs could fit.

Day 1

Day 1 began with an opening by the WFP Head of Mutare Field Office. He welcomed everyone and encouraged full participation. Patricia Thornhill, Logistics Preparedness Expert, then proceed to outline the purpose of the training.

The first session began with the leaders (previous ToT participants) discussing how they wanted to handle the training. It was agreed that they would work in two teams to ensure that both MSUs were assembled simultaneously, since the time was limited. Orientation of MSU pieces was done using the manuals to show the participants.

An assessment of land for assembly was conducted and participants were able to appreciate the importance of ground preparation, and orientation for truck access loading and unloading. Key safety and security considerations, site expansion, and good MSU positioning aspects were also discussed.

Both MSUs were close to completed on day one, and a quick lessons-learnt with what to do on day 2 was discussed with the ToT assembly leaders.
Team discussing lay out of MSUs

Both MSU’s frames almost up.
On day 2 the teams were able to complete the assembly of the second MSU door frame, anchor both MSUs and complete the training. Key considerations regarding drainage were discussed. In view of the likely onset of heavy rains, the engineer was advised to ensure that the water would not flow into the MSUs by digging trenches and using sloped concrete base to direct the flow.
The day ended with training debriefs from the ToT on assembly leadership lessons learnt and what they would do differently next time. A group photo was taken after completion of the MSU assembly.
Evaluation

- All participants engaged well during the training; working well together, displaying enthusiasm, strength and teamwork and participating in all sessions across the two days.
- It was difficult to control the lay out of the frame as they were too many people doing different things at the same time, as a result a few layout errors were made. These were taken as learning opportunities and the participants were able to make the corrections with guidance from the experts.
- On Day 1, the ToT leaders noted that they should improve the way to allocate tasks and do quality checks of the participants’ work well, as they were busy doing themselves rather than leading the others. The number of general labourers was reduced on Day 2 to allow for better direction and control by the leaders. The leaders appreciated the need to follow through and check that instructions were followed.
- The MSUs were assembled with the timeframe allocated due to the enthusiasm and work ethic of the participants despite a very hot weather.
- All the first-time participants agreed that more practice would be required for them to retain the knowledge and pass-on the skills to colleagues.
- All the leaders expressed the wish to participate in leading assembly again to re-enforce the knowledge. The leaders expressed their confidence to lead without the support of the training expert moving forward.

Next steps

It is recommended that the project continues to utilise the operational needs to assist, re-enforce and to test the lead participants on their ability to lead an assembly, without the support of the training provider and with general labour.

The next MSU assembly requirements is for Tongogara Refugee Camp in Chipinge in December 2020. It is recommended that this be used as a test case for the leaders and conducted without the support of the project or private sector.

The Preparedness Project will continue to coordinate with WFP Supply Chain on MSU assembly needs across the other provinces and try to coordinate involvement of all ToT members in group leading of real time MSU assembly operations in other provinces. The project will support the travel costs for external provincial members to participate and the support trainer as needed.

Advocacy regarding mobilisation of MSU to be donated to government will be explored, as well procurement by other agencies such as the International Organization for Migration (IOM) and the United Nations High Commissioner for Refugees (UNHCR). The Department of Civil Protection (DoCP) will be engaged on how to include local government in MSU assembly and dismantling in the remaining provinces.
## Appendix 1 - Participants

<table>
<thead>
<tr>
<th>Name</th>
<th>Organisation / Location</th>
<th>Contact number</th>
<th>Email</th>
<th>Position</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
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<td>0786949652</td>
<td>n/a</td>
<td>Casual labour - General hands &amp; Forklift driver</td>
<td>10 people on day 1 and 6 on day 2</td>
</tr>
</tbody>
</table>