Project:
CONSULTING SERVICE FOR CONDUCTING NATIONWIDE DRIVER TRAINING IN LIBERIA

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EXECUTIVE SUMMARY

The Trainer of Trainers (ToT) program was implemented as a key component of Liberia's broader national strategy to reduce road traffic crashes, enhance driver professionalism, and strengthen institutional capacity within the transport sector. Funded by the National Road Fund of Liberia and executed under the leadership of the Ministry of Transport, the initiative responds directly to the Liberia's alarming road safety statistics, including more than 14,500 crashes recorded over a decade and a noticeable increase in fatalities as documented by the World Health Organization.

Designed to build a sustainable cohort of certified trainers across Liberia. The ToT program delivered a structured, classroom-based training model aligned with the five internationally recognized pillars of road safety: Multimodal Transport and Land-Use Planning, Safe Road Infrastructure, Safe Vehicles, Safe Road Users, and Post-Crash Response. The curriculum was developed in collaboration with sector experts and tailored to Liberia's unique transport challenges, blending theory with hands-on exercises to ensure measurable competency and practical skill development.

Over the training period, participants benefited from a rich learning process that included interactive lectures, case studies, scenario-based exercises, emergency response simulations, and group presentations. These approaches equipped trainers with the knowledge and confidence to instruct commercial and institutional drivers nationwide. Emphasis was placed on defensive driving, vehicle inspection, ethical road use behavior, Liberia's traffic laws, and fundamental post-crash procedures.

To ensure credibility and professional recognition, examinations and practical assessments were administered, and participants were certified based on attendance, performance in post-evaluation tests, and successful group presentations. Certificates will be issued jointly by Road Safety Action International (RSAI) and the Ministry of Transport (MOT), representing a significant achievement for many trainees and affirmed their commitment to road safety excellence.

Despite notable challenges, particularly in the recruitment of trainers with appropriate literacy and age capacity, the program delivered substantial results and highlighted clear pathways for improvement. As road safety remains one of Liberia's most pressing public health and development concerns, the outcomes of this training reaffirm the need for continued investment in driver education and institutional capacity-building.

The report concludes with recommendations for scaling up the initiative to train at least 5,000 drivers across all 15 counties, improving trainer selection systems, incorporating digital monitoring tools, strengthening inter-agency coordination, and ensuring sustainable funding. By expanding and institutionalizing this effort, the Government of Liberia can significantly reduce road traffic deaths, improve transport efficiency, and engender a culture of safety and responsibility on Liberia's roads.

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LIST OF ABBREVIATIONS

ToT	Training of Trainers
RSAI	Road Safety Action International
MoT	Ministry of Transport
NRF	National Road Fund
LNP	Liberia National Police
WHO	World Health Organization
EMS	Emergency Medical Services
CPD	Continuous Professional Development
M&E	Monitoring & Evaluation
HR	Human Resources
REIO	Road Engineering and Infrastructure Office (from project ID prefix)
PRO	Procurement Reference Office (from project ID prefix)
LCS	Least Cost Selection (procurement method)
AM	Ante Meridiem (morning time notation)
PM	Post Meridiem (afternoon/evening time notation)
GPS	Global Positioning System (context for driver tracking/logistics)
ICT	Information & Communication Technology
PPE	Personal Protective Equipment
ID	Identification
CV	Curriculum Vitae
TOR	Terms of Reference
SOP	Standard Operating Procedure
SMS	Short Message Service
NGO	Non-Governmental Organization
UN	United Nations
FGDs	Focus Group Discussions
KII	Key Informant Interview
TA	Technical Assistance
QA	Quality Assurance
QC	Quality Control
ICT	Information and Communications Technology
EMS	Emergency Medical Services
RTI	Road Traffic Injury
RTC	Road Traffic Crash
EMT	Emergency Medical Technician
PPE	Personal Protective Equipment
LNRSA	Liberia National Road Safety Authority (contextual in Liberia)
GOL	Government of Liberia
CSO	Civil Society Organization
KPI	Key Performance Indicator

1. INTRODUCTION

1.1. Project Background

This project was implemented with funding from the National Road Fund of Liberia (NRF) through the Ministry of Transport (MoT), as part of its annual budgetary allocation dedicated to improving road transport safety and efficiency. The initiative forms a key component of the Government of Liberia's strategic commitment to reducing the alarming rates of road traffic crashes, injuries, and fatalities nationwide.

Liberia continues to face an escalating public safety crisis caused by road traffic incidents. Over the past decade, road crashes have emerged as one of the country's most devastating and persistent national challenges, placing a heavy burden on families, the health system, and the national economy. According to data from the Liberia National Police (LNP), more than 14,500 road traffic crashes were recorded between 2008 and 2018, with vulnerable road users including pedestrians, motorcyclists, and cyclists, representing approximately 60% of total fatalities and injuries. These figures underscore the systemic risks faced by everyday commuters and highlight the urgent need for targeted interventions.

The World Health Organization's 2023 Global Status Report on Road Safety further revealed a worrying trend: between 2018 and 2021, Liberia experienced an over 20% increase in road traffic fatalities, rising from 175 deaths in 2018 to 232 deaths in 2021. Such an upward trajectory indicates systemic deficiencies in road user behavior, driver competence, infrastructure conditions, and enforcement mechanisms.

Urban centers, particularly the capital, Monrovia, carry a disproportionate share of the national crash burden. Monrovia alone accounted for nearly half of all recorded crashes, 60% of all injuries, and 77.8% of all vehicle damage, making it the most hazardous environment for road users in Liberia. Contributing factors include rapid urbanization, high population density, inadequate road signage, congestion, unsafe driving practices, and limited access to formal driver training.

In response, the Ministry of Transport, through support from the National Road Fund, developed the National Driver Training Project as a strategic, evidence-based intervention to address the root causes of Liberia's road safety challenges. The project aims to strengthen driver competence, promote responsible road user behavior, reduce preventable crashes, and cultivate a culture of safety across the transport sector.

The Consulting Service for Conducting Nationwide Driver Training in Liberia was therefore commissioned to operationalize this vision. It seeks to deliver standardized, high-quality driver education across all counties, targeting both new and existing drivers, commercial and private operators, and other key stakeholders within the road transport ecosystem. By equipping drivers with the necessary skills, knowledge, and attitudes for safe road use, the project contributes directly to national development goals, aligns with global road safety conventions, and supports Liberia's long-term aspirations for a safer, more reliable transport system.

1.2. Project Scope

The project will be delivered in four interconnected phases. Each phase involves a series of detailed activities designed to systematically build, deliver, and assess a national driver training and certification program.

1.2.1. Phase I: Curriculum Development and Program Launch

The first phase of the project was focused on laying a strong technical and institutional foundation for delivering high-quality driver training nationwide. Consultants were hired to conduct thorough needs assessment, engaging key stakeholders such as transport unions, the Liberia National Police, and road safety regulatory agencies. Through interviews, consultations, and field surveys, the consultant gathered firsthand insights into the gaps in existing driver training systems, common crash contributors, and the behavioral and technical deficiencies frequently observed among Liberian drivers. This process included reviewing available crash data and enforcement records. The findings from this comprehensive assessment guided the development of a context-specific and evidence-based driver training curriculum.

Building on the assessment results, the consultant developed a structured curriculum that aligns with Liberia's road safety priorities and international best practices. The curriculum featured targeted modules covering traffic regulations, defensive driving techniques, vehicle inspection routines, hazard recognition, and emergency response procedures. To ensure accessibility for drivers of all backgrounds, the consultant prepared a suite of training materials—including manuals, illustrated guides, posters, and digital learning tools—translated into Liberian English and other relevant local dialects. These materials were designed to support both classroom instruction and hands-on practical training.

As a way of complementing the training rollout, the consultant implemented a nationwide public awareness campaign aimed at building public understanding and encouraging driver participation. Using radio messages, flyers, posters, and social media content, the campaign explained the purpose and nature of the initiative, its benefits to road users, and the importance of compliance. The community outreach was essential for dispelling misconceptions and ensure widespread acceptance of the program, particularly in rural counties and communities.

This phase then culminated into a national launch to formally introduce the program to the public. This event brought together stakeholders from government ministries, transport operators, civil society organizations, and development partners. The launch will serve not only as a platform for announcing the start of the program but also as an opportunity to secure broad institutional support and demonstrate the government's commitment to improving road safety nationwide.

1.2.2. Phase II: Training of Trainers (ToT)

The second phase of the project focused on building a strong, decentralized network of qualified trainers capable of delivering consistent and high-quality driver education across Liberia. This process began with the careful selection and vetting of 300 trainers drawn from all 15 counties. These individuals, primarily experienced drivers, transport union leaders, and respected community figures, selected based on established criteria such as literacy, professional discipline, and leadership credibility within their transport unions. Key requirement for the selection was to ensure the individuals are not only knowledgeable, but also capable of serving and training other drivers.
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Once selected, the trainers participated in a four (4) days intensive training , and they were provided within-depth understanding of the newly developed driver training curriculum. They were also introduced to essential adult-learning techniques to help them communicate effectively with diverse groups of drivers. The training covered pedagogical skills, methods for assessing driver performance, management of group dynamics, and practical demonstrations of road safety concepts. By the end of the workshops, trainers were fully equipped to deliver both theoretical and hands-on driving instruction.

To support consistent and standardized instruction nationwide, each trainer was provided with training toolkit. These toolkits included printed manuals, visual flashcards, assessment checklists, presentation slides, and mobile-based tools for recording attendance, monitoring learner progress, and reporting outcomes. The toolkits were designed to maintain uniform quality across all training sessions, regardless of location or trainer.

Upon completing the workshops and meeting all competency requirements, the trainers are now pending certification, which would serve as official recognition of their capacity to train drivers under the National Driver Training Program. Following certification, trainers will be deployed to designated union zones within their counties, where they will begin cascading the training to commercial and private drivers. Their deployment will mark a critical step in expanding the program’s reach and ensuring that professional driver education becomes accessible to road users throughout Liberia.

1.2.3. Phase III: Nationwide Driver Training

Phase III centers solely on the official launch of the Nationwide Driver Training Program, setting the stage for future implementation while ensuring that all stakeholders, communities, and institutional partners are fully informed and mobilized. This phase will begin with introducing the certified trainers and publicly presenting the training framework developed during earlier stages. Instead of conducting actual training sessions, the focus will be on unveiling the program, demonstrating its structure, and creating national awareness of the upcoming rollout.

As part of the launch activities, the project will showcase the standardized delivery methodology that trainers will later use once the program moves into the implementation phase. Trainers and project representatives will provide simulated demonstrations, brief

presentations, and sample walk-throughs of the training modules. These illustrative sessions will highlight key components of the curriculum—such as defensive driving principles, safe overtaking practices, and vehicle inspection routines—without engaging drivers in full-scale training. The purpose of these demonstrations is to communicate the quality and rigor of the upcoming nationwide training and to build trust among stakeholders, transport unions, and the general public.

The launch will also introduce the assessment system that will be applied once the training begins. This will include an explanation of how drivers will eventually be tested and certified, the purpose of compliance stickers, and how these tools contribute to safer roads. No actual driver testing or certification will occur at this stage; instead, the message will focus on helping drivers understand what to expect when the training is finally rolled out.

To support visibility and readiness, the project will deploy a coordinated communication and logistics plan. A centralized digital documentation system will be presented to stakeholders, demonstrating how driver enrollment, attendance, assessment results, and certifications will be recorded in the future. Union hubs will be briefed on their upcoming roles in managing training schedules, distributing materials, and coordinating local activities once implementation begins. Materials such as manuals, posters, and toolkits will be displayed, but not distributed for use in training.

Overall, Phase III serves as a national unveiling of the program—publicly affirming the government's commitment, rallying institutional partners, and ensuring that transport operators and drivers across all counties are aware, prepared, and motivated ahead of the actual commencement of training.

1.2.4. Phase IV: Post-Training Evaluation and Impact Assessment

The fourth phase of the project will focus on evaluating the overall effectiveness of the Nationwide Driver Training Program and determining its contribution to improving road safety outcomes across Liberia. This phase will begin with the development of a structured monitoring and evaluation (M&E) framework that outlines measurable indicators, assessment tools, and data collection strategies. These indicators will be carefully designed to capture changes in driver knowledge, shifts in attitudes and behaviors, and the broader influence of the program on traffic safety trends. The framework will serve as the foundation for assessing long-term impact and guiding future improvements.

With the evaluation structure in place, dedicated field teams will engage directly with stakeholders to gather firsthand feedback on the program's effectiveness. These teams will conduct surveys, interviews, and spot observational assessments involving trained drivers, certified trainers, transport union leaders, and traffic enforcement officers. Their insights will help validate whether the training has translated into practical behavioral change on the roads. This qualitative evidence will complement the quantitative assessments and provide a fuller picture of how the program functions in real-world settings.

As a method of measuring the program's broader safety impact, a comparative data analysis will be carried out using both baseline and post-training records. This will include reviewing traffic crash statistics, enforcement citations, and driver compliance trends,

enabling the project team to determine whether the training contributed to a reduction in risky driving behaviors or traffic-related incidents. The evaluation will also consider the effectiveness and visibility of the vehicle compliance stickers, examining how well they are recognized by enforcement agencies and whether they promote accountability among trained drivers.

This phase will conclude with the preparation of a comprehensive impact assessment report. This document will synthesize all findings, highlight key achievements, and identify lessons that can inform policy and operational improvements. The report will also provide strategic recommendations for institutionalizing structured driver training as a national standard within Liberia's transport sector. Once finalized, it will be shared with government ministries, development partners, transport unions, and the general public, ensuring transparency and fostering broader support for continued road safety initiatives.

1.3. Project Objective

The overall objective of this assignment is to design and launch a standardized nationwide driver training, certification, and compliance program specifically tailored for commercial transport operators across Liberia. The initiative aims to strengthen the capacity of the transport sector, improve driver competence, and establish a unified national approach to road safety education. By setting clear standards for training and certification, the program seeks to address the persistent challenges contributing to high rates of crashes, injuries, and unsafe driving practices in the country.

To achieve this overarching goal, the assignment focuses on several specific objectives. One key objective is to build a strong foundation of human capacity by certifying 300 driver union members as trainers through a rigorous Training of Trainers (ToT) model. This will create a decentralized network of qualified facilitators who can effectively deliver consistent and high-quality training in all counties of Liberia.

Another core objective is the development and deployment of a comprehensive driver training curriculum that reflects Liberia's unique road conditions, behavioral patterns, and transport challenges. This curriculum will integrate practical, context-driven content to ensure drivers gain not only theoretical knowledge but also practical skills relevant to real-world situations.

Additionally, the assignment aims to introduce a structured certification system by issuing safety certificates and compliance stickers to drivers and their vehicles. These tools will help promote accountability, signal professionalism, and enable enforcement agencies to easily identify trained and certified operators within the transport system.

The program also seeks to promote behavioral change and enhance professionalism among commercial drivers through targeted public education and awareness efforts. These activities will reinforce the importance of responsible driving, respect for traffic laws, and the role of drivers in safeguarding passengers and other road users.

Finally, the assignment is designed to establish robust monitoring, evaluation, and enforcement mechanisms that will support sustainability long after the project's initial rollout. By integrating data-driven oversight and enforcement structures, the program aims

to institutionalize driver training as a long-term national standard, ensuring continuous improvement in road safety outcomes across Liberia.

1.4. Project Expected Outcomes

The Trainer of Trainers (ToT) program was designed to strengthen national road safety capacity and establish a sustainable framework for ongoing driver education in Liberia. Following completion of the project, several key outcomes are expected, reflecting improvements in knowledge, skills, attitudes, and institutional readiness to support safer road use across the country.

1.4.1. A Competent Cohort of Certified Trainers Across All 15 Counties

The program is expected to produce a pool of qualified trainers equipped with the knowledge, confidence, and instructional skills required to deliver standardized driver training nationwide. These trainers will routinely administer training to drivers and serve as focal people in their respective counties.

1.4.2. Enhanced Understanding of Liberia's Road Safety Context and Traffic Laws

Participants are expected to demonstrate improved comprehension of the Highway Code, national traffic regulations, and the broader transport safety environment in Liberia. This includes a heightened awareness of risk factors, common crash causes, and appropriate mitigation measures.

1.4.3. Improved Competence in Delivering the Five Pillars of Road Safety

The training equips participants with the capacity to teach modules aligned with the five global road safety pillars—covering safe roads, safe vehicles, safe road users, multimodal transport planning, and post-crash response. Trainers are expected to integrate these principles into their future instructional activities, ensuring consistency in messaging and best practices.

1.4.4. Strengthened Skills in Defensive Driving and Vehicle Safety Practices

Participants are expected to apply and teach defensive driving techniques, hazard perception strategies, and vehicle inspection procedures. This includes conducting pre-trip and post-trip checks, identifying mechanical risks, and promoting proper maintenance routines to reduce breakdowns and prevent crashes.

1.4.5. Improved Capacity for Emergency and Post-Crash Response

Trainers will be better equipped to guide drivers on appropriate actions during emergencies, including crash scene management, basic first aid, safe extraction techniques, and communication with emergency services. This outcome supports national efforts to reduce injury severity and fatalities following road crashes.

1.4.6. Increased Professionalism and Ethical Behavior Among Drivers

The training aims to influence positive behavioral change by promoting courtesy, discipline,

patience, and responsibility among road users. Trainers are expected to model and enforce ethical driving practices that foster safer interactions among pedestrians, motorcyclists, cyclists, and vehicle operators.

1.4.7. Enhanced Teaching, Facilitation, and Communication Skills

Through group work, presentations, and interactive sessions, participants are expected to develop stronger facilitation abilities, communication skills, and instructional techniques—essential for effective adult learning and community-level driver education.

1.4.8. Establishment of a Foundation for Nationwide Driver Training Rollout

With trainers certified and prepared, the program sets the groundwork for large-scale implementation of standardized driver training—targeting up to 5,000 drivers nationwide. This outcome positions the Ministry of Transport and its partners to institutionalize a structured, replicable driver training model.

1.4.9. Strengthened Collaboration Between Road Safety Stakeholders

The training fosters stronger relationships between the Ministry of Transport, Road Safety Action International (RSAI), transport unions, law enforcement agencies, and other stakeholders. This strengthened coordination is expected to enhance future road safety initiatives, enforcement, and community awareness.

1.4.10. Increased Motivation for Continuous Professional Development

Certified trainers are expected to see this training as a stepping stone in their professional journey, motivating them to further improve their skills and contribute actively to road safety advocacy and awareness campaigns within their communities.

2. TRAINING CONTENT & CURRICULUM

The training content and curriculum were carefully developed in close collaboration with leading experts across the major pillars of road safety to ensure technical accuracy, relevance, and practical applicability. Because the program was designed specifically for a Trainer of Trainers (ToT) model, the curriculum emphasizes both subject mastery and the pedagogical skills required for effectively cascading knowledge to drivers across Liberia. This approach ensures that trainers will not only understand the material but can also deliver it confidently and consistently within their respective counties and transport unions.

Central to the curriculum is a structured framework built around five core pillars regarded as essential for comprehensive driver education. These pillars were selected to address the most pressing safety challenges on Liberian roads and to equip trainers with a holistic foundation that covers every major aspect of safe and responsible driving. Together, they provide an integrated learning experience that goes beyond theoretical instruction, incorporating practical demonstrations, behavioral guidance, and scenario-based activities.

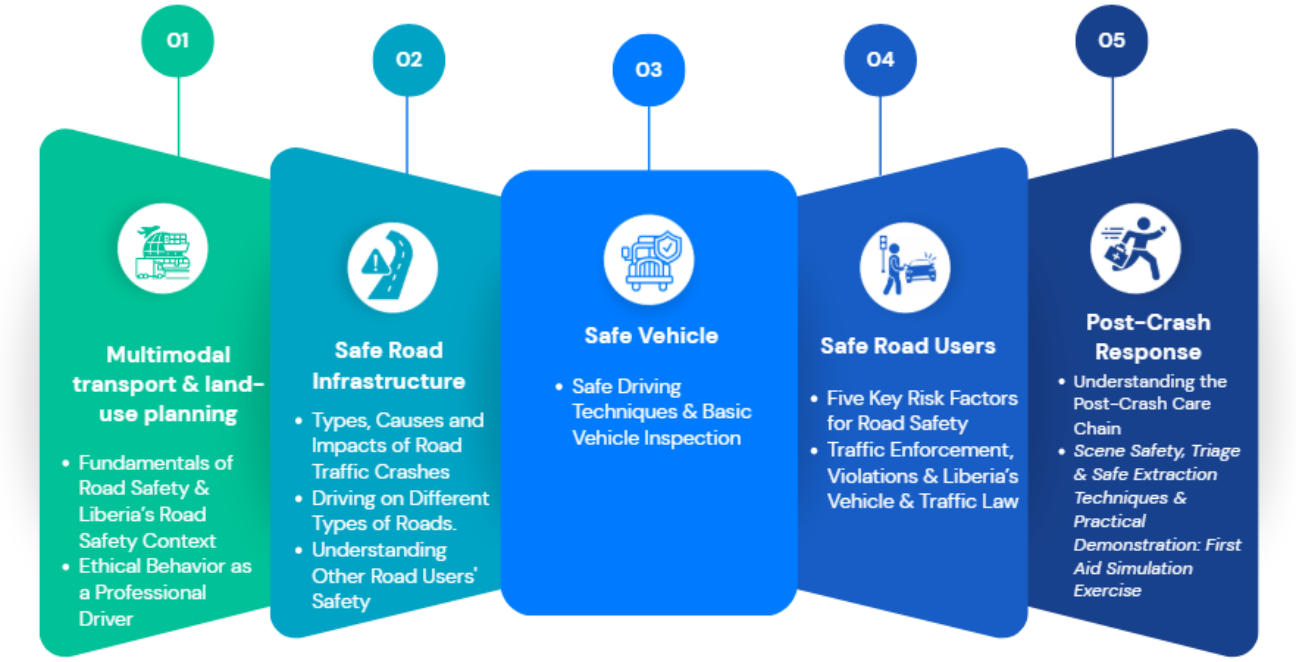

Figure 1.0: Five Pillar of Road Safety

The pillars cover a broad spectrum of road safety elements, including an understanding of traffic regulations, safe driving behaviors, and proper vehicle maintenance practices. They also emphasize the importance of hazard awareness, risk management, and defensive driving strategies, skills that are critical for preventing crashes in high-risk environments. Additionally, the curriculum addresses emergency response procedures, ensuring that drivers know how to react promptly and appropriately in situations such as breakdowns, collisions, or road obstructions.

2.1. Pillar I: Multimodal Transport & Land-use Planning

Pillar I was delivered through three distinct modules to provide trainers with both foundational knowledge of road safety in Liberia and an understanding of the ethical responsibilities of professional drivers. These modules were designed to equip trainers with the context, skills, and mindset required to cascade training effectively to commercial drivers across the country.

2.1.1. Module 1: Introduction to Pillar I – Multimodal Transport & Land-Use Planning Concept

This module introduces trainers to the fundamentals of road safety while situating driver behavior within Liberia's multimodal transport system and land-use environment. Trainers explored how different modes of transport, such as vehicles, motorcycles, bicycles, and pedestrians—interact in shared road spaces, and how urban planning factors, roadside markets, informal parking, and settlement patterns influence traffic flow and safety risks.

Additionally, trainers were presented with Liberia's road safety context, including national crash statistics, high-risk locations, and common behavioral and environmental factors contributing to accidents. The module emphasized understanding the systemic challenges that affect driver performance, laying a strong foundation for all subsequent training content. By grounding trainers in both technical knowledge and local realities, the module ensures that future driver training is practical, relevant, and evidence-based.

2.1.2. Module 1: Fundamentals of Road Safety and Liberia's Road Safety Context

This module introduces trainers to the fundamental principles of road safety while grounding the discussion in Liberia's unique transport and land-use environment. It begins by examining how various modes of transportation—vehicles, motorcycles, pedestrians, and other road users—interact within shared spaces, and how land-use patterns, such as roadside markets, informal parking, and urban congestion, influence traffic behavior and safety.

Trainers are guided through a detailed overview of national crash trends, high-risk corridors, and the behavioral and environmental factors that contribute to Liberia's high rates of road traffic injuries and fatalities. Through the use of real local data and case examples, the module equips trainers with a clear understanding of the country's road safety challenges and the systemic conditions that affect driver performance. This contextualized knowledge forms the basis for all subsequent pillars of the curriculum.

2.1.3. Module 2: Ethical Behavior as a Professional Driver

The second module focuses on the moral and behavioral responsibilities that come with being a professional driver. Trainers explore the role of ethics in road safety, emphasizing that safe driving extends beyond technical skill to include discipline, responsibility, and respect for other road users.

The module highlights qualities such as accountability, courtesy, honesty, and adherence to traffic regulations, character traits essential for building public trust and ensuring passenger safety. Trainers are taught how to model ethical conduct and how to effectively

communicate these values to drivers during future training sessions. By reinforcing professionalism and responsible behavior, this module supports the broader goal of fostering a safer and more disciplined transport sector in Liberia.

2.2. Pillar II: Safe Road Infrastructure

Pillar II focused on equipping trainers with knowledge about road infrastructure, its safety implications, and the interactions between drivers and the built environment. The pillar was delivered through four modules, each designed to provide a layered understanding of road safety, from the physical characteristics of roads to behavioral considerations related to other road users. This structure ensures that trainers can guide drivers on safe vehicle operation within the context of Liberia's diverse road network.

2.2.1. Module 1: Introduction to Safe Road Infrastructure

This module introduced trainers to the concept of safe road infrastructure, highlighting how road design, layout, and maintenance directly impact driver behavior and crash risk. Trainers learned about key infrastructure elements, including lane markings, signage, traffic signals, road geometry, pedestrian crossings, and road surface conditions. The module emphasized the importance of understanding the relationship between infrastructure and traffic safety to anticipate hazards, make informed driving decisions, and promote safer road use.

2.2.2. Module 2: Types, Causes, and Impacts of Road Traffic Crashes

Module 2 provided a detailed exploration of road traffic crashes, focusing on the various types (such as collisions, run-off-road incidents, and pedestrian accidents), their underlying causes, and the resulting impacts on individuals and communities. Trainers analyzed human, vehicle, and environmental factors that contribute to crashes, including reckless driving, fatigue, poor vehicle maintenance, and hazardous road conditions. The module highlighted the social, economic, and health consequences of crashes, helping trainers understand the urgency of promoting safe driving practices and preventative behaviors.

2.2.3. Module 3: Driving on Different Types of Roads

This module examined how road type and condition affect driving strategies and safety. Trainers were guided on best practices for navigating urban streets, rural roads, highways, and unpaved surfaces. Key topics included speed adjustment, hazard anticipation, lane discipline, overtaking, and negotiating curves and intersections safely. The module emphasized that drivers must adapt their behavior to the specific characteristics of the road environment to reduce risk and prevent accidents.

2.2.4. Module 4: Understanding Other Road Users' Safety

The final module of Pillar II focused on fostering awareness of vulnerable and shared road users, including pedestrians, cyclists, motorcyclists, and passengers. Trainers learned how drivers' actions affect the safety of others and strategies for minimizing conflicts and

accidents. Topics included right-of-way rules, safe overtaking, anticipating unpredictable behavior, and promoting courteous and defensive driving. The module reinforced the importance of driver responsibility not just for their own safety, but for the safety of all road users.

This module-based structure ensures that trainers gain a comprehensive understanding of how infrastructure, road conditions, and driver behavior interact to affect safety. It equips them to teach drivers practical skills, hazard awareness, and defensive driving techniques tailored to Liberia's road network.

2.3. Pillar III: Safe Vehicle

Pillar III focused on ensuring that trainers understand the critical role of vehicles in road safety and how proper operation, maintenance, and inspection can prevent accidents. The pillar was delivered through two modules, combining technical knowledge with practical skills to prepare trainers to teach drivers how to maintain vehicle safety and adopt effective driving techniques.

2.3.1. Module 1: Introduction to Safe Vehicle

This module provided trainers with a comprehensive overview of vehicle safety principles, emphasizing the importance of well-maintained and roadworthy vehicles. Trainers explored the various components that affect vehicle performance and safety, including brakes, tires, steering, suspension, lights, and other essential systems. The module also highlighted the legal and regulatory requirements for commercial vehicles in Liberia, equipping trainers to guide drivers on compliance and preventive maintenance. By understanding how vehicle condition influences crash risk, trainers can instill a culture of responsibility and proactive vehicle care among drivers.

2.3.2. Module 2: Safe Driving Techniques & Basic Vehicle Inspection

Module 2 combined practical driving skills with hands-on vehicle inspection techniques. Trainers learned defensive and safe driving practices, including speed management, safe following distances, proper use of mirrors, hazard anticipation, and handling emergency situations. Additionally, trainers were taught basic vehicle inspection procedures to check critical systems before and during journeys. This module emphasized that safe driving is inseparable from vehicle safety—drivers must operate vehicles responsibly while ensuring they are mechanically sound. Trainers gained the ability to cascade these skills effectively, ensuring drivers can both prevent and respond to potential hazards on the road.

This pillar ensures that trainers can teach drivers not only how to drive safely but also how to maintain their vehicles in optimal condition, thereby reducing crash risks and promoting long-term road safety.

2.4. Pillar IV: Safe Road Users

Pillar IV focused on developing trainers' understanding of road user behavior, the risks associated with unsafe driving practices, and the enforcement framework that supports compliance with traffic laws. The pillar was delivered through three modules, each designed to provide a comprehensive understanding of how human behavior, risk factors, and regulatory systems interact to influence road safety outcomes in Liberia.

2.4.1. Module 1: Introduction to Safe Road Users

This module introduced trainers to the concept of safe road user behavior and the role that individual drivers play in ensuring overall road safety. Trainers explored the responsibilities of drivers, passengers, and other road users, emphasizing that road safety is a shared responsibility. The module also highlighted common behavioral patterns observed among drivers in Liberia, helping trainers identify risky practices and understand the importance of promoting awareness, discipline, and courteous conduct on the roads.

2.4.2. Module 2: Five Key Risk Factors for Road Safety

Module 2 focused on the five critical risk factors that most commonly contribute to road crashes. These included speeding, impaired driving, driver fatigue, non-use of safety equipment (such as seat belts and helmets), and unsafe overtaking or maneuvering. Trainers examined how each factor increases the likelihood of crashes and learned strategies to teach drivers how to mitigate these risks. By highlighting the connection between behavior and crash outcomes, this module reinforced the importance of personal responsibility and proactive risk management for all road users.

2.4.3. Module 3: Traffic Enforcement, Violations, & Liberia's Vehicle & Traffic Law

The final module provided an overview of Liberia's regulatory framework for road safety, including key provisions of the Vehicle & Traffic Law and the role of traffic enforcement agencies. Trainers learned how traffic violations—such as speeding, illegal parking, and non-compliance with licensing requirements—impact safety and how enforcement mechanisms help reduce risk. The module emphasized the importance of compliance, accountability, and cooperation with enforcement officers, equipping trainers to educate drivers not only on safe practices but also on their legal obligations and the consequences of non-compliance.

This pillar equips trainers with a clear understanding of the human and regulatory dimensions of road safety. By integrating knowledge of risk factors, responsible behavior, and enforcement frameworks, trainers are prepared to teach drivers how to navigate roads safely, ethically, and in compliance with national laws.

2.4. Pillar V: Post-Crash Response

Pillar V focused on preparing trainers to educate drivers on effective responses in the event of a road traffic crash. This pillar emphasizes safety, timely action, and life-saving interventions, ensuring that trainers can impart both theoretical knowledge and practical skills to reduce injury severity and fatalities in post-crash situations. The pillar was delivered through two modules, including hands-on exercises to reinforce learning.

Module 1: Introduction to Post-Crash Response

This module introduced trainers to the principles and objectives of post-crash response, emphasizing the importance of acting quickly, safely, and responsibly after an accident. Trainers learned about the critical roles that drivers play in protecting themselves, passengers, and other road users immediately following a crash. The module highlighted the overall framework for response, including emergency notification, traffic management, and prioritization of actions to minimize further risks.

Module 2: Scene Safety, Triage & Safe Extraction Techniques and Practical Demonstration: First Aid Simulation Exercise

The second module provided hands-on guidance for managing crash scenes safely and effectively. Trainers learned how to assess and secure the scene to prevent secondary accidents, perform basic triage to identify the most critically injured individuals, and execute safe extraction techniques without causing additional harm. The module included a practical simulation exercise, allowing trainers to practice first aid interventions such as wound care, immobilization of injured limbs, and basic life support techniques in a controlled environment.

By integrating theoretical knowledge with practical exercises, this module ensures that trainers are fully prepared to teach drivers how to respond to accidents safely, reduce injury severity, and coordinate with emergency responders. It reinforces the critical importance of calm, informed, and ethical behavior in emergency situations, completing the comprehensive training curriculum.

3. TRAINING METHODOLOGY

The Trainer of Trainers (ToT) program was delivered through a structured, in-classroom format that combined theoretical instruction with practical application. The methodology was designed to be interactive, context-specific, and engaging, reflecting the realities of public institution drivers in Liberia. Importantly, the delivery of the program was structured to ensure that each of the five pillars of road safety—Multimodal Transport & Land-Use Planning, Safe Road Infrastructure, Safe Vehicle, Safe Road Users, and Post-Crash Response—was fully integrated into the learning experience, giving participants both conceptual understanding and practical skills.

3.1. Formal Lectures and Pillar-Based Instruction

The program began with formal lectures, which introduced participants to the foundational concepts underlying each of the five pillars. Facilitators, including seasoned road safety professionals, law enforcement officers, and transport experts, guided participants through Liberia's road safety context, highlighting national crash statistics, high-risk locations, and the systemic factors contributing to road traffic incidents. This phase aligned closely with Pillar I: Multimodal Transport & Land-Use Planning, helping participants understand how road design, land use, and the interaction of multiple transport modes influence safety.

Figure 2.0: Photos of Lecture on Pillar I

During lectures, participants also explored Pillar II: Safe Road Infrastructure, learning about the relationship between road design, roadside hazards, pedestrian facilities, and traffic safety. Trainers were shown how improper infrastructure use and environmental factors contribute to crashes, emphasizing the importance of defensive driving and hazard anticipation. The content encouraged participants to see road safety as a system where driver behavior, vehicles, and infrastructure are interconnected.

Figure 3.0: Photos of Lecture on Pillar II

Pillar III: Safe Vehicle was delivered through theoretical discussions on vehicle safety, basic maintenance, and inspection principles. Lecturers emphasized that vehicle condition directly affects safety, illustrating the need for pre-trip and post-trip inspections, tire and

fluid checks, and preventive maintenance. Participants were also introduced to safe driving techniques, which formed the foundation for practical exercises in later sessions.

Figure 4.0: Photos of Lecture on Pillar III

Pillar IV: Safe Road Users was integrated into lectures on driver behavior, ethics, and compliance with traffic laws. Trainers explored common risk factors, such as speeding, fatigue, and distracted driving, and examined how these behaviors impact vulnerable road users like pedestrians, cyclists, and motorcyclists. The Safe System Approach was reinforced, showing how responsible driving practices, adherence to laws, and awareness of other road users contribute to safer roads.

Figure 5.0: Photos of Lecture on Pillar IV

Finally, Pillar V: Post-Crash Response was introduced through discussion of emergency preparedness and ethical responsibilities following a crash. Trainers learned the principles of securing crash scenes, providing first aid, and coordinating with emergency services, setting the stage for practical simulations.

Figure 6.0: Photos of Lecture on Pillar V

Throughout the lectures, facilitators used real-world case studies and Liberia-specific crash examples to link theory to local realities. Participants examined high-profile accidents to understand the causes, consequences, and lessons learned. This approach enabled critical thinking on accident prevention strategies and reinforced the importance of integrating all five pillars into everyday driving behavior.

3.2. Case Studies and Scenario-Based Learning

To reinforce learning and demonstrate the real-world implications of road safety principles, participants were presented with case studies on **real-world accident cases** from Liberia and other regions. T hese case studies served as powerful tools to illustrate the causes and consequences of road crashes, highlighting both preventable mistakes and best practices that could have mitigated crash severity. By examining actual incidents, drivers were able to:

- Recognize high-risk driving behaviors – Identifying common driver errors such as excessive speeding, distracted driving, failure to obey traffic signals, improper overtaking, and reckless maneuvering.
- Encourage critical thinking on accident prevention strategies – Discussing how different proactive actions, such as maintaining safe following distances, proper use of indicators, and anticipating pedestrian movement, could prevent crashes.
- Reinforce the importance of adhering to road safety regulations – Emphasizing the significance of following Liberia's Highway Code and understanding the role of law enforcement in reducing road fatalities.

Facilitators guided the discussions to ensure that key lessons were drawn from each case, linking back to the broader themes of responsible driving, defensive driving techniques, and ethical considerations for professional drivers**.** Additionally, participants were encouraged to share their personal experiences with road accidents, discussing what went wrong, what could have been done differently, and how they could apply their learning to future situations.

Some case studies focused on high-profile road accidents that had significant public and governmental attention, drawing lessons from these incidents to create broader awareness of road safety responsibilities. Drivers were challenged to think critically about long-term safety measures, such as proper vehicle maintenance, continuous education on traffic laws, and ensuring proper rest to avoid fatigue-related crashes. Overall, this approach not only enhanced the learning experience but also empowered drivers to proactively apply best practices in their driving, ultimately contributing to a safer road environment for all.

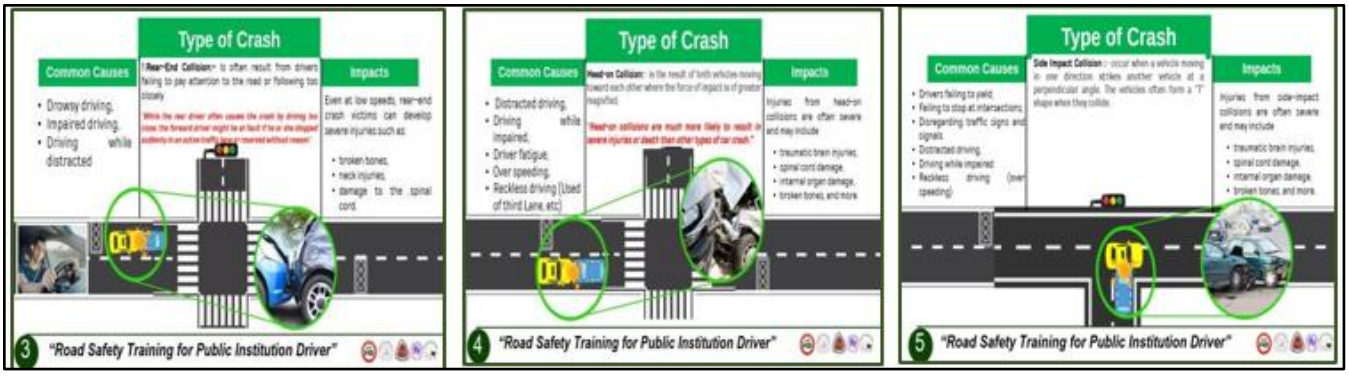

Figure 7.0: Case study slides

The incorporation of case studies reinforced the significance of decision-making behind the wheel and equipped participants with the knowledge and confidence to handle complex road situations effectively.

3.3. Practical Exercises

To ensure that participants could apply the concepts learned during the training, practical exercises were conducted to simulate common driving scenarios that public institution drivers encounter. These hands-on activities were designed to test drivers' ability to respond to different road situations effectively and reinforce safe driving behaviours.

One of the key activities was the Emergency Response Exercise, facilitated by Mr. Togbe C. Bernard, Training Coordinator - Emergency Medical Services (EMS). This exercise focused on equipping drivers with essential skills to emergency such as

- Breakdowns,
- Crashes, and
- Medical emergencies
- Inferno emergencies

Participants learned the proper procedures for securing an accident scene, providing initial medical assistance, and alerting the appropriate authorities for further intervention.

Figure 8.0: Practical demonstration of emergency situation on as a driver

Another critical component of the evaluation exercises was crisis management, where drivers were guided on how to remain composed and make effective decisions under

stressful situations. This included handling

- Vehicle malfunctions,
- Responding to aggressive road users, and
- Navigating through high-risk traffic areas safely.

3.4. Group Presentation

To ensure deep learning, participants were organized into groups and assigned topics corresponding to each pillar. Each group presented on their assigned topic, which included discussions on road infrastructure, vehicle safety, driver behavior, traffic enforcement, and post-crash response. This exercise allowed participants to consolidate their learning, practice communication skills, and demonstrate mastery of both theoretical and practical aspects of the training.

Figure 9.0: Photos of Group Presentation

Group presentations also reinforced peer learning, allowing participants to share experiences, challenge assumptions, and explore diverse solutions to safety challenges. Facilitators provided guidance and feedback to ensure accurate understanding and application of the five pillars.

Group	Topic
1	Fundamentals of Road Safety & Liberia's Road Safety Context (Key Concepts, Crash Trends, Safe System Approach)
2	Road Safety Pillar 1: Multimodal transport & land-use planning
3	Road Safety Pillar II – Safe Road Infrastructure: Road Design, Roadside Hazards, Pedestrian Facilities
4	Types, Causes and Impacts of Road Traffic Crashes
5	Driving on Different Types of Roads.
6	Understanding Other Road Users' Safety
7	Road Safety Pillar III – Safe Vehicle
8	Safe Driving Techniques & Basic Vehicle Inspection
9	Road Safety Pillar IV – Safe Road Use
10	Traffic Enforcement, Violations & Liberia's Vehicle & Traffic Law

Table 1.0: Group Presentation and Topic

3.5. Other Practically Demonstrated Exercises

The other practically demonstrated exercises are designed to get the participants to understand other essential components:

- Simulated Hazard Perception Drills – Trainers were exposed to various road hazards and tested on their ability to detect and react appropriately. Facilitators created different road environments using visual aids, allowing participants to practice responding to potential threats like sudden stops, jaywalking pedestrians, and erratic driving behaviours.

- Vehicle Inspection and Maintenance Checks –Trainers conducted hands-on vehicle checks to identify maintenance issues and assess their readiness before trips. Participants were guided on how to perform daily vehicle safety inspections, check for potential mechanical faults, and maintain fuel efficiency to ensure the longevity of government fleet vehicles.

- Accident Reconstruction Exercises – Facilitators guided trainers through a reenactment of actual road accidents to analyze key errors made by involved parties and discuss how those incidents could have been prevented.

- Adverse Condition Response Training – Trainers were educated on safe driving techniques under challenging road conditions, such as heavy rain, poor visibility, and congested urban environments.

3.6. Use of Visual Aids & Training Materials

The training also incorporated various visual aids and training materials to both enhance learning and reinforce key concepts and provide a more engaging experience for participants. These materials played a crucial role in simplifying complex road safety concepts and making the sessions interactive and visually stimulating. The following tools were utilized:

- PowerPoint Presentations – Structured slides summarizing key road safety concepts, traffic regulations, and defensive driving techniques. These presentations featured infographics, data- driven insights, and case study analyses to facilitate understanding and retention of critical information.
- Videos and Animations – Demonstrations of real-life driving scenarios, defensive driving maneuvers, and accident prevention strategies. These visual aids were particularly effective in illustrating hazardous driving behaviors and how to mitigate risks. Participants benefited from seeing real-world examples of both safe and unsafe driving practices.
- Printed Handouts and Manuals – Comprehensive reference materials covering road safety laws, vehicle maintenance guidelines, and emergency response procedures for continued learning beyond the training. These handouts provided quick-reference checklists that drivers could use in their daily operations to reinforce the lessons learned during the sessions.
- Post-Training Tests – Assessments conducted to evaluate knowledge retention and ensure that participants had a clear understanding of the material presented. These tests included multiple- choice questions, scenario-based evaluations, and

open-ended discussions where drivers reflected on their learning and how they planned to apply it in real-world settings.

- Practical Demonstrations and Hands-on Exercises – Instructors utilized real-life driving models and simulated crash scenarios to enhance participants' comprehension of defensive driving principles. Role-playing exercises allowed drivers to practice manoeuvring techniques in controlled environments before applying them on the road.

These tools helped bridge the gap between theoretical knowledge and practical application, allowing participants to visualize best practices and internalize road safety principles effectively. By integrating multimedia elements and interactive learning approaches, the training ensured that all participants, regardless of their learning style, were able to grasp essential road safety concepts efficiently.

Figure 10.0: Visual aid used in the training

3.7. Question & Answer Sessions

Dedicated question-and-answer sessions were integrated into the training to allow participants to engage directly with facilitators and industry experts. These interactive forums provided an opportunity for drivers to seek clarification on road safety laws, driving techniques, and best practices. Through structured discussions, participants were able to:

- Clarify doubts about road safety laws and driving techniques – Understanding Liberia's traffic regulations, accident liability, and compliance with the National Road Safety Strategy.
- Receive expert advice on specific driving challenges – Addressing issues such as vehicle maneuvering in high-traffic zones, handling emergencies, and adapting to unpredictable road conditions.
- Gain practical insights from experienced facilitators – Learning from real-life driving scenarios, legal case studies, and best practices in defensive driving.

Figure 11.0: Photos of participants in the questions and answers session

Additionally, facilitators used these sessions to assess knowledge retention and encourage drivers to think critically about road safety. Participants were encouraged to share their personal driving experiences, providing valuable insights into the daily realities of public institution drivers. These discussions allowed facilitators to refine future training content, ensuring that the program remains relevant and responsive to the needs of government-employed drivers.

3.8. Integrated Approach and Outcomes

The methodology's strength lies in its integrated, pillar-based approach. By embedding the five pillars throughout lectures, case studies, practical exercises, and group presentations, the training ensured that participants developed a holistic understanding of road safety. The methodology encouraged critical thinking, ethical decision-making, and practical skill development, equipping trainers to deliver effective, standardized driver training nationwide. Upon completion, participants emerged as capable facilitators with a thorough understanding of Liberia's road safety context, able to teach drivers how to:

- Navigate complex road environments safely
- Maintain and operate vehicles responsibly
- Interact ethically and courteously with all road users
- Respond effectively to accidents and emergencies

This methodology not only transferred knowledge but also fostered the behavioral and cultural changes necessary to improve road safety outcomes across the country.

4.0 EXAMINATION AND CERTIFICATION OF PARTICIPANTS

A structured examination and certification process was implemented to ensure that participants not only attended the training but also demonstrated comprehension, practical skill acquisition, and readiness to serve as competent and safety-conscious drivers or trainers. The evaluation process was guided by the five pillars of the training curriculum, ensuring that knowledge gained from each component was appropriately measured.

4.1. Examination

Participant evaluation was conducted using a multi-criteria assessment model. Each participant qualified for certification based on meeting all of the following requirements:

1. **Minimum Attendance Requirement**

Participants who attended at least three full days of the training are automatically qualified for certification. Attendance was considered critical, as consistent participation ensured adequate exposure to key concepts under all five training pillars, including road safety fundamentals, safe road infrastructure, safe vehicles, safe road users, and post-crash response.

2. **Post-Evaluation Examination**

A written post-evaluation assessment was administered to measure knowledge retention and understanding of the training modules. Participants who sat for the exam and achieved a cumulative score of 50% or above were certified.
The exam covered:
1. Fundamentals of road safety principles
2. Identification of crash risks
3. Safe driving techniques and vehicle inspection
4. Road user behavior and enforcement
5. Emergency response and first aid

Figure 12.0: Figure 11: Photos of participants taking examination

This method ensured that participants demonstrated both cognitive understanding and the ability to apply key road safety concepts.

3. **Group Presentation Assessment**

At the end of the training, participants engaged in structured group presentations. This

practical assessment measured teamwork, clarity of understanding, communication skills, and the ability to apply training concepts in real-world scenarios. Participants who actively contributed to and delivered a group presentation also qualified for certification. The presentations reflected learning across the five pillars, especially in practical domains such as crash prevention, road user behavior, and post-crash response.

Together, these three pathways ensured fairness, inclusiveness, and a balanced evaluation of theoretical knowledge, participation, and practical application.

4.2. Certification

Upon meeting the examination criteria, each participant was awarded a Certificate of Completion, issued jointly by Road Safety Action International (RSAI) and the Ministry of Transport. The certification served as an official recognition of the participants' commitment to road safety, their active participation in the structured training program, and their demonstrated competence across the five pillars of the curriculum.

Key Features of the Certification:

- Personalized with the participant's full name
- Training date and module completion confirmation
- Official signatures of RSAI and MOT
- Authentication suitable for government and institutional recognition

These certificates enhance the professional profile of the trained drivers and trainers, confirming that they have:

- Strengthened their understanding of Liberia's road safety laws and regulations
- Developed practical skills in defensive driving and accident prevention
- Completed hands-on vehicle inspection and maintenance exercises
- Gained foundational knowledge of the Safe System Approach
- Improved awareness of ethical behavior and responsible road use

For many participants, this certificate represents their first formal recognition in professional driver training, boosting their confidence and highlighting the importance of their role in promoting safer roads.

4.3. Professional Impact and Institutional Value

The certification plays a significant role in supporting career advancement within the transport sector. As a verifiable proof of competence, it positions drivers for improved job performance assessments, leadership opportunities, and enhanced credibility as safety advocates. Recognizing its value, RSAI and MOT are exploring the possibility of integrating the certification into institutional driver performance evaluation systems. This will:

- Encourage continuous adherence to safety protocols
- Strengthen institutional road safety culture
- Promote a national standard for professional driver training
- A sample certificate has been attached for reference.

5.0 CHALLENGES AND MITIGATION MEASURES

The implementation of the Trainer of Trainers (ToT) program encountered several challenges that affected the recruitment, participation, and overall effectiveness of the training. Although the project was successfully executed, these challenges provided important lessons for improving future nationwide driver training initiatives.

5.1. Recruitment of Suitable Trainers

One of the most significant challenges was the recruitment of qualified trainer candidates, which was carried out in partnership with the Ministry of Transport (MoT) and the National Driver Union. While the intention was to select experienced drivers who could effectively train their peers, the recruitment process revealed gaps in identifying candidates who met both the competency and readiness criteria for a ToT-level training.

Many of the individuals recommended by partner institutions were senior drivers with extensive road experience but limited capacity to meet the training's cognitive and technical demands. This created an imbalance between practical driving experience and the ability to absorb, interpret, and later deliver structured training modules.

5.2. Age-Related Limitations Among Recruited Participants

A proportion of the selected trainers were over 50 years old, which introduced several age-related challenges affecting their participation and performance. These included:

- Reduced visual acuity affecting their ability to view presentations, read training materials, or complete written exams.
- Hearing impairments that made it difficult to follow lectures and interactive sessions.
- Slower comprehension and processing speed for new concepts such as the Safe System Approach and data-driven road safety principles. Limited familiarity with modern instructional methods, especially those requiring interaction, presentation skills, or the ability to interpret diagrams and road safety models.

Although their driving experience was valuable, these physical and cognitive constraints affected the overall effectiveness of the ToT model, which requires trainers who can later impart knowledge confidently and accurately to others.

5.3. Balancing Experience With Trainability

The training content was designed to produce capable trainers, not just knowledgeable drivers. This required participants who could understand the material and later deliver it with clarity. However, the challenge emerged in balancing:

- Experience (many had decades of driving) with
- Trainability (the ability to grasp structured lessons and teach them).

Some older participants struggled with assessments, group presentations, and the application of technical concepts during practical sessions. This revealed a mismatch

between experiential knowledge and instructional readiness.

5.4. Mitigation Measures

To address the challenges encountered, several mitigation strategies were implemented during the training:

- Additional one-on-one support was provided to older participants who had difficulty reading or hearing lessons.
- Extended explanation periods and simplified summaries were incorporated to reinforce key messages for participants needing extra support.
- Printed training materials were adjusted with larger fonts and clearer visuals to accommodate visual impairments.
- Interactive teaching methods—including demonstrations, group discussions, and practical exercises—were emphasized to support participants who learned better through experience rather than theory.
- On-the-spot interpretation and peer assistance were allowed during the written examination for participants with reading challenges, without compromising exam integrity.

Despite these interventions, the experience highlighted the need for more rigorous selection criteria and targeted recruitment strategies for future ToT programs.

6.0 RECOMMENDATIONS

Based on the implementation experience, participant feedback, and observations recorded throughout the Trainer of Trainers program, several key recommendations are proposed to enhance future nationwide driver training initiatives and strengthen Liberia's overall road safety framework:

6.1. Scale Up Nationwide Driver Training to 5,000 Drivers Across All 15 Counties

It is strongly recommended that the Government of Liberia, through the Ministry of Transport, allocate dedicated budgetary support for a full nationwide rollout targeting at least 5,000 drivers annually. Expanding the program will significantly boost its national impact and promote uniform road safety standards for commercial, institutional, and public transport operators.

6.2. Improve Trainer Selection Criteria and Screening Procedures

Future recruitment should prioritize trainers who meet the optimal literacy, comprehension, and physical capability requirements. Additional screening—particularly for age-related limitations such as vision, hearing, and reading ability—is necessary to ensure that selected trainers can effectively absorb, deliver, and supervise training content.

6.3. Introduce Refresher Training and Continuous Professional Development (CPD)

To maintain high safety standards, trained drivers and trainers should undergo mandatory refresher courses every 12–24 months. Continuous learning will reinforce road safety principles, update drivers on legal or procedural changes, and strengthen their long-term commitment to safe driving.

6.4. Strengthen Training Infrastructure and Learning Tools

Investments in multimedia teaching aids, simulation tools, and standardized training facilities across the counties will improve the quality and consistency of instruction. This includes ensuring that training venues are adequately equipped with projectors, demonstration vehicles, flip charts, and safety equipment.

6.5. Enhance Inter-Agency Collaboration for Road Safety Enforcement

Closer coordination among the Ministry of Transport, Liberia National Police, National Road Safety Secretariat, and transport unions will support effective enforcement of driver certification, compliance stickers, and road safety policies. A harmonized enforcement strategy will increase accountability and encourage adherence to training standards.

6.6. Integrate Driver Training Certification into Public Service HR Systems

Government institutions should formally recognize the certification as a requirement for employing or retaining drivers. Incorporating training certificates into performance assessments and personnel files will reinforce professional accountability and motivate continuous improvement.

6.7. Expand the Use of Digital Monitoring and Evaluation Systems

A centralized digital platform should be established to track attendance, test results, certification, and training coverage. Leveraging digital tools will improve data accuracy, transparency, and reporting, while enabling evidence-based decision-making for future program expansion.

6.8. Strengthen Public Awareness and Community Engagement

Complementing training with targeted road safety campaigns—through radio, community meetings, and social media—will help reinforce behavioral change and promote broader public involvement. Awareness efforts should emphasize respect for traffic laws, safe interactions among road users, and the importance of driver professionalism.

6.9. Establish a Sustainable Funding Framework for Road Safety Training

Long-term success depends on predictable funding. It is recommended that road safety training be integrated into the National Road Fund yearly allocation, providing a stable financial base for continuous implementation, monitoring, and refinement of the program.

7.0 CONCLUSION

The Trainer of Trainers (ToT) program represented a major milestone in Liberia's ongoing efforts to strengthen road safety, enhance driver professionalism, and reduce the alarming rate of road traffic crashes across the country. Through a structured, comprehensive, and context-specific curriculum built around the five pillars of road safety, the training successfully equipped participants with the knowledge, skills, and competencies needed to champion safe driving practices within their respective institutions and communities.

The training approach, combined formal lectures, case studies, practical exercises, and group presentations to ensure that participants not only understood theoretical concepts but were also able to apply them in real-world scenarios. The inclusion of modules on Liberia's traffic laws, multimodal transport, safe road infrastructure, safe vehicles, safe road users, and post-crash response provided a holistic understanding of the transport safety ecosystem. The practical demonstrations, particularly those related to emergency response and vehicle inspection, reinforced critical hands-on skills essential for daily driving responsibilities.

Despite the challenges encountered, especially in recruiting trainers with the ideal capacity and age profile, the program's outcomes were overwhelmingly positive. Participants demonstrated improved comprehension of road safety principles, better defensive driving techniques, and an enhanced appreciation for their role in promoting safety on Liberia's roads. The certification awarded upon completion not only validated their effort but also provided formal recognition of their professional development.

The success of this ToT initiative underscores the importance of sustained investment in driver training and road safety capacity building. To fully realize the long-term benefits of this program, it is essential for the Government of Liberia, through the Ministry of Transport to institutionalize structured driver training and allocate dedicated funding for scaling up nationwide. The proposed rollout of training for 5,000 drivers across all 15 counties would significantly elevate national road safety performance, reduce crashes, and contribute to a safer transport environment for all road users.

When these measures are put into place, this would then set the foundation to transform drivers' behavior, improve road discipline, and promote a culture of safety within public institutions. By building on these achievements, continuing stakeholder collaboration, and implementing the recommendations provided, Liberia can make substantial progress toward safer roads, fewer crashes, and enhanced public confidence in the transport sector.

8.0 APPENDIX.

8.1. Training Agenda

The training program was conducted over a period of four days and was organized to cover all necessary topics in a structured and timely manner. The agenda was as follows:

Time	Session	Facilitator
8:30 – 9:00 AM	Registration & Opening	RSAI / MoT
9:00 – 9:30 AM	Welcome Remarks & Overview of the TOT	RSAI Lead
Session 1 (Morning)		
9:30 – 10:30 AM	Fundamentals of Road Safety & Liberia's Road Safety Context (Key Concepts, Crash Trends, Safe System Approach)	RSAI
10:30 – 10:45 AM	Tea Break	—
10:45 – 12:00 PM	Crash Causation and Risk Factors (Human, Vehicle, Road, Environment)	RSAI
12:00 – 1:00 PM	Lunch Break	—
Session 2 (Afternoon)		
1:00 – 2:15 PM	Pillar II – Safe Road Infrastructure: Road Design, Roadside Hazards, Pedestrian Facilities	RSAI
2:15 – 3:30 PM	Road Signs, Markings & Traffic Control Devices (Compliance and Interpretation)	RSAI
3:30 – 3:45 PM	Break	—
3:45 – 4:30 PM	Day 1 Knowledge Examination	RSAI
Closing of Day 1		

Table 2.0: Training Agenda for Day 1

Time	Session	Facilitator
8:30 – 9:00 AM	Recap of Day 1	RSAI
Session 1 (Morning)		
9:00 – 10:15 AM	Overview of Vehicle Safety: Inspection Standards, Roadworthiness, Common Defects	RSAI
10:15 – 10:30 AM	Tea Break	—
10:30 – 12:00 PM	Vehicle Systems (Braking, Steering, Tires, Lights) and Their Role in Crash Prevention	RSAI
12:00 – 1:00 PM	Lunch Break	—
Session 2 (Afternoon)		
1:00 – 2:15 PM	Vehicle Safety Technologies: ABS, ESC, Airbags, Seatbelt Pre-tensioners	RSAI
2:15 – 3:30 PM	Daily Vehicle Checks & Driver Pre-Trip Inspection Procedures	RSAI
3:30 – 3:45 PM	Break	—
3:45 – 4:30 PM	Day 2 Knowledge Examination	RSAI
Closing of Day 2		

Table 3.0: Training Agenda for Day 2

Time	Session	Facilitator

8:30 – 9:00 AM	Recap of Day 2	RSAI
Session 1 (Morning)		
9:00 – 10:15 AM	Defensive Driving Principles & Driver Responsibility	RSAI
10:15 – 10:30 AM	Tea Break	—
10:30 – 12:00 PM	Driver Behavior, Attitude & Ethics (Speeding, Alcohol, Distractions & Fatigue)	RSAI / LNP
12:00 – 1:00 PM	Lunch Break	—
Session 2 (Afternoon)		
1:00 – 2:15 PM	Traffic Enforcement, Violations & Liberia's Vehicle & Traffic Law	LNP
2:15 – 3:30 PM	Pedestrian, Motorcycle & Vulnerable Road User Safety	RSAI
3:30 – 3:45 PM	Break	—
3:45 – 4:30 PM	Day 3 Knowledge Examination	RSAI
Closing of Day 3		

Table 4.0: Training Agenda for Day 3

Time	Session	Facilitator
8:30 – 9:00 AM	Recap of Day 3	RSAI
Session 1 (Morning)		
9:00 – 10:15 AM	Understanding the Post-Crash Care Chain (EMS, Police, Bystanders)	EMS
10:15 – 10:30 AM	Tea Break	—
10:30 – 12:00 PM	Basic First Aid for Road Crashes: Bleeding, Airway, Fractures, CPR	EMS
12:00 – 1:00 PM	Lunch Break	—
Session 2 (Afternoon)		
1:00 – 2:15 PM	Scene Safety, Triage & Safe Extraction Techniques	EMS
2:15 – 3:30 PM	Practical Demonstration: First Aid Simulation Exercise	EMS
3:30 – 3:45 PM	Break	—
3:45 – 4:30 PM	Day 4 Knowledge Examination & Final Evaluation	RSAI
4:30 – 5:00 PM	Certificate Presentation & Closing Ceremony	MoT / RSAI

Table 5.0: Training Agenda for *Day 4*

8.2. Monitoring and Evaluation Framework

The project established a Result Framework to measure its effectiveness and track the intended outcomes. Below is a structured outline of key impact areas:

Result	Indicators	Baseline	Target	Means of Verification	Comment and Assumption
Impact 1: 50% Increase in road safety education and awareness among Trained drivers	Percentage of road safety training conducted	2020 - 2024: Zero road safety training	2025: Four training sessions	Survey responses from from drivers Union	Additional training will be conducted based on need for more trainers
Outcome 1: 50% Reduction in road traffic crashes Involving Trained drivers	Percentage of road crashes involving Trained drivers	2020-2024: 20 road crashes	2025: Zero road crashes	Pre-training and post-training surveys from Drivers Unions	Media reports also indicate no crashes involving trained drivers during post-training
Output 1: 100% Increase in obedience to traffic rules among Trained drivers	Percentage of crashes caused by driver errors and disobedience to traffic rules	2020-2024: 100% of crashes due to rule violations	2025: Zero rule violations by the participants	Pre-training and post-training surveys from various Drivers Unions	Media searches show no reported violations post-training
Output 2: 90% Increase in certified road safety drivers in the driver union	Number of certified road safety drivers at MOH	2020-2024: No certified drivers	2025: All trained drivers certified	Training attendance sheets and official drivers listing From the various unions	8 drivers were unavailable for the training
Output 3: 95% Knowledge increase in driving across various road conditions	Percentage of knowledge from pre-test and post-test assessments	Pre-test: 15% knowledge	2025: 85% competency	Pre-test and post-training assessments	Mostof the drivers -related crashes previously occurred on paved roads or highways
Output 4: 95% Enhanced capacity to respond to emergency situations	Percentage of knowledge from pre-test and post-test assessments	Pre-test: 5% competency	2025: 90% competency	Pre-test and post-training assessments	The remaining 10% accounts for Trainers who missed the training
Output 5: 90% Knowledge increase in vehicle maintenance and inspection procedures	Percentage of knowledge from pre-test and post-test assessments	Pre-test: 50% competency	2025: 95% competency	Pre-test and post-training assessments	The remaining 5% accounts for drivers who missed the training

Table 6.0: Logframe monitoring and evaluation

8.3. Training Photos Highlight (Day 1)

8.4. Training Photos Highlight (Day 2)

8.5. Training Photos Highlight (Day 3)

8.6. Training Photos Highlight (Day 4)

8.7. Training Attendance log

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- **Safe roads save lives! -**