



MSTVT, CBU, THREE TEVET INSTITUTIONS SIGN MOU FOR DEGREE PROGRAMMES

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TEVET NEWS

TEVET NEWS

A publication of the Technical, Education, Vocational and Entrepreneurship Training Authority (TEVETA)

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The editor welcomes contributions on the TEVET sector from the public and affiliate institutions.

Foreword

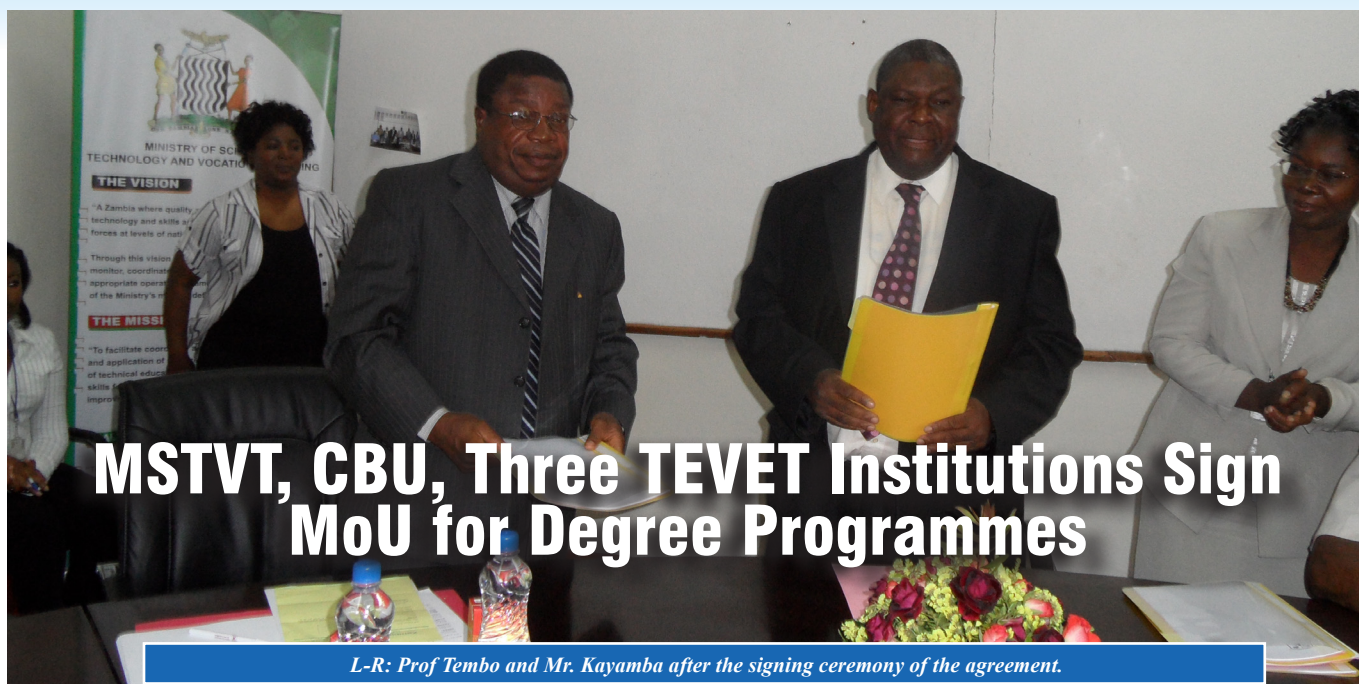


The Third Quarter of 2011 saw the change of government after the 20th September 2011 elections which were won by the Patriotic Front and His Excellency President Mr. Michael Chilufya Sata as the Fifth President of the Republic of Zambia. Among other changes was the creation of the Ministry of Education, Science and Vocational Training.

During the Quarter, TEVETA partnered with Intermarket Bank and Intermarket Securities, the Zambia Development Agency, the National Technology Business Centre and the Lusaka Stock Exchange in the Venture Capital Competition. The Competition promotes entrepreneurship among learners in tertiary institutions. The initiative was funded by Intermarket Bank and Intermarket Securities, through the K100million Venture Capital Competition. The Competition attracted 26 groups of participants from seven colleges and universities. "Yellow Green Foods" of the University of Zambia emerged as the overall winner in the competition.

We have continued promoting the TEVET Learnership Scheme and Work-Based Learning as alternative learning pathways in the TEVET system. We also continued with efforts to improve the Assessments and Qualifications systems in the context of the TEVET Qualifications, which is a Sub-Framework of the Zambia Qualifications Framework. Quality Assurance systems and procedures, and Curriculum Review and Development efforts continued to provide assurance of relevance of our TEVET qualifications to the skills demands for the promotion of employment in both the formal and non-formal sectors.

We continue to welcome comments and reactions from our readers.



By TEVET Newswriter

Ministry of Science, Technology, Vocational and Training (MSTVT), the Copperbelt University (CBU) and three Luanshya based MSTVT training institutions have signed a memorandum of understanding (MoU) towards the affiliation of the three institutions to the Copperbelt University (CBU).

The three institutions are merged into a polytechnic to be called the Copperbelt Polytechnic (CopTech). The three colleges are: Technical and Vocational Teachers College (TVTC), Luanshya Technical and Business College (LTBC), and the In-Service Training and education Centre (ISTEC).

The memorandum of understanding enables the three institutions to commence offering selected degree programmes and allow for advertising of the programmes earmarked to start in January 2012 academic year.

The portfolio of programmes for the Copperbelt Polytechnic in the MoU includes Diploma and Degree programmes. Diploma programmes are: Electrical and Electronics Engineering, Mechanical Engineering, and Business Administration and Management. Degree programmes comprised: Design and Technology Teacher Education, Technical and Vocational Teacher Education, Commercial Secondary Teacher Education, Mathematics and Science Teacher Education, English for Specific Purposes (ESP) Teacher Education, Business Administration and Management, and Information and Communication Technology.

"The above programmes will provide a smooth career path progression for most of our TEVET graduates. I wish to inform you that many programmes will be added as the Polytechnic takes shape," stated MSTVT Acting Permanent Secretary, Albert Kayamba.

Speaking during the signing of the agreement, Mr. Kayamba said balancing the supply of skilled labour and upgrading Technical Education, Vocational and Entrepreneurship Training (TEVET) institutions to acceptable levels were some of the major objectives of the

TEVET reforms.

Mr. Kayamba said low level qualifications of the lecturing staff employed in TEVET and its subsequent effect of quality skills training was a source of concern to the government, hence the coming up with an institution that would produce graduates at high qualification levels to be absorbed by both the industry and training institutions.

He said the affiliation of the three institutions and formation of the Polytechnic would ease the career progression in the sector and help address quality assurance issues that were caused by lack of qualified lecturing staff in some TEVET institutions.

"The main reason for affiliating the three institutions to the CBU is to commence offering higher qualifications in the areas of training, education and technology than what is currently being offered by the TEVET sector," Mr. Kayamba said.

He said the MoU constituted programmes of training, curriculum and syllabus development, modes of assessments and examinations. Mr. Kayamba added that Zambia's economic growth depended on the development of skilled human resource and the impact of higher qualifications would be to create necessary highly qualified teaching cadre of TEVET human resource that would respond and meet challenges of the Vision 2030 to position Zambia as an upper middle income country.

Mr. Kayamba said the Polytechnic would assist in creating the skills of innovation and enable more graduates to reach the Technologist and Degree levels. He emphasised that the greatest impact of the Polytechnic would be to develop a critical mass of high calibre TEVET graduates that would respond to socio-economic and technological development in Zambia both in industry and teaching sectors.

And CBU Deputy Vice Chancellor, Professor Juvenalis Tembo said the cooperation with the three institutions was aimed at delivering a systematic synergy that optimised available training resource to provide better skills and training services to society.

Prof. Tembo said the academic marriage would add value to the skills development system in the country according to the expectations of the people.

He said graduates from the Copperbelt Polytechnic that wanted to carry-out post graduate studies would smoothly enroll into the CBU as the University as part of the training system of those students. Prof. Tembo commended the pioneers of the idea of the Polytechnic and urged them to pursue the dream of establishing a historical polytechnic to its successful end.

"Starting a training institution is involving. It takes a vision carrier to make it succeed. Don't be scared of starting something that others may not believe in. If you have a vision, zeal and persistence, you will achieve your goals. I salute the pioneers of this idea," he stated.

He said when CBU started, people who did not believe in the idea scorned its formation, but today the University prides itself among the preserve of quality higher training in the country and region.

Meanwhile, Prof. Tembo has called-on government to put-up a working committee to spearhead and implement the agreement to avoid the old syndrome of shoving valuable documents onto shelves and accumulate dust at the expense of national development.

"Acting PS ensure that this agreement is implemented as soon as possible. Make a small team to work on technical things that need to be addressed before its fully implemented. Its role to skills development and systematic training progress in TEVET is essential for today and tomorrow's generations," he noted.

Ministry of Science, Technology, Vocational and Training Acting Permanent Secretary, signed on behalf of the Ministry, Prof. Tembo and CBU Registrar Academic, Venus Ngulube signed for the CBU, while Principals of TVTC, LTBC and ISTEC signed for their institutions.

TEVET Providers Challenged to Invest in Students' Learning and Teaching Materials

By TEVET Newswriter

Operating in isolation spells doomsday to any entity in this globalised world. "No man is an island," it is said. Networking, creating synergies, interfacing and benchmarking against each other at various levels of operation add great value in achieving common goals.

It is against this backdrop that Zambia National Association of Technical Education, Vocational and Entrepreneurship Training (TEVET) Providers (ZNATP) organised a stakeholders' consultative forum to champion issues that add value to skills training in TEVET.

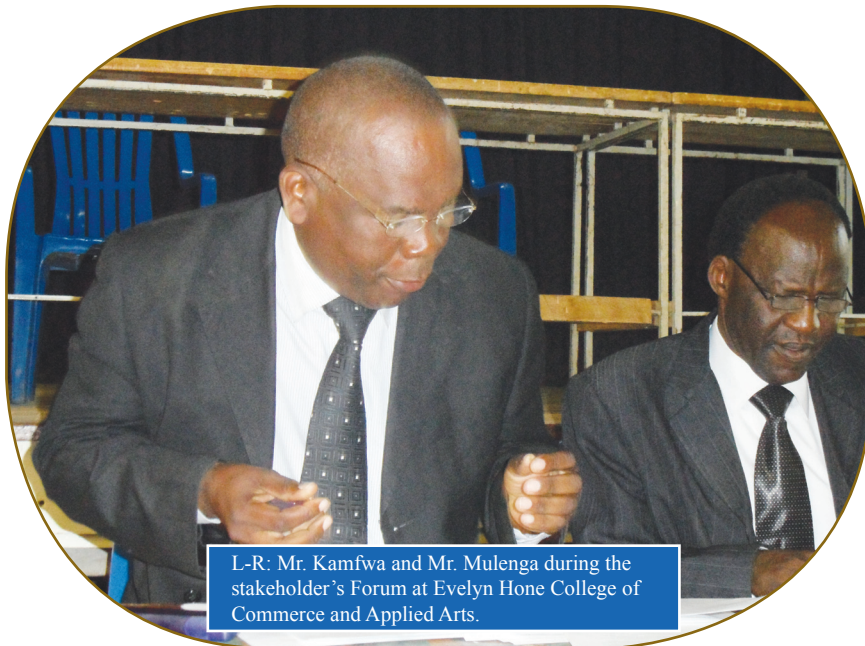
Speaking during the forum, ZNATP Chairman, Numbi Chamata Mulenga challenged TEVET providers to allocate some of their resources towards the procurement of students' learning materials and modern teaching utilities to ensure quality in the training provided in the sector.

"Whatever the amount, whatever the source; it could be from tuition fees, donor driven or grant funding, let's invest part of it into teaching materials such as books, laboratory equipment, apparatus and other teaching aids for our training to move with time. Things are changing with time, we need to catch-up by ensuring that modern and updated learning materials are acquired in our institutions," Mr. Mulenga stressed.

He said quality training and skills would not be realised in TEVET (and the country) without serious commitment by training providers towards investing in training materials which had a big bearing on skills development.

"We need a will from management in these institutions to ensure that books are bought, manuals are available, laboratory equipment and apparatus are secured in right qualities and are modern in order to complete training. Lack of these materials has adverse effects on training and quality of skills we offload onto the labour market. We can have well qualified lecturers, but without right training materials, our efforts are negated," said Mr. Mulenga.

"The labour market is not happy with some of the graduates who graduate from our institutions with theoretical know-how without practical competences. We can't let this go on. We play a critical role in the economy. The quality of hu-



L-R: Mr. Kamfwa and Mr. Mulenga during the stakeholder's Forum at Evelyn Hone College of Commerce and Applied Arts.

man capital we provide has a big effect on the productivity, wealth creation and national development in general."

Meanwhile, Mr. Mulenga cautioned management in TEVET institutions against foreign examining boards whose conferred awards were lowly graded on the TEVET Qualification Framework (TQF) than their implied face value by those boards.

He added that some institutions were

"The labour market is not happy with some of the graduates who graduate from our institutions with theoretical knowhow without practical competences"

slowly doing away with foreign examining boards due to challenges they faced when equivalencing qualifications they administered at various levels. Mr. Mulenga urged training institutions that were partnering with foreign examining boards to consult TEVETA before they went into such partnerships to ensure that what they were offering was in conformity with the set standards.

And ZNATP Vice President, Ellan Kamfwa said the establishment of the Association created a college-net, a platform where problems in TEVET were channeled, ideas to solve the problems shared, promote and protect training interests, influence certain decisions and provide necessary responses to some decisions in the sector.

Mr. Kamfwa added that the Association provided a common forum for capacity building within TEVET to enhance quality assurance by training providers in the sector.

"ZNATP enables us to benchmark amongst ourselves to meet training requirements, harmonise any disparities and create a systematic interfacing in TEVET in order to add impetus to the sector. The Association ensures that training providers take full responsibility of training competent graduates who will have obtained qualifications that are compatible with the developmental requirements in the country and abroad," he said.

Mr. Kamfwa encouraged other institutions to join the association in order to strengthen their standing in achieving common goals in the sector.

He noted that TEVET had the biggest chant of students in tertiary education, hence the need for a strong system that provided the industry with well qualified graduates for the country to meet its insurmountable development hurdles caused by lack of appropriate skills.

Quality Management Systems in Training Institutions: The Case of TEVET

By TEVET Newswriter

There are many ways to measure organisational performance other than financial output or profit. Modern measurements focus on essential activities, resources and other factors – mainly less intangible than traditional indicators – that impact on final outputs. These include modern methods that are more about performance measurement and cost of quality.

Quality Management System (QMS) involves co-ordinated activities that direct and control an organisation in order to continually improve the effectiveness and efficiency of its performance. Customer expectations inevitably drive and define 'performance' criteria and standards. Therefore, QMS focuses on customer expectations and ongoing review and improvement.

According to Training Provider Support Manager at TEVETA, Duncan Mushala, Technical Education, Vocational and Entrepreneurship Training (TEVET) institutions need a radical change to remain relevant to the labour market.

Speaking when he made a presentation on "Quality Management Systems in Training Institutions" at TEVETA offices, Mr. Mushala said there was lack of documented policies, processes, procedures, guidelines, checklists, templates and forms a situation which hindered meeting Quality minimum standards prescribed by Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) in most TEVET institutions.

He added that no visible approaches so far were being made to add value to the institutions.

Definitions of Quality Management System (QMS)

A QMS is the combination of processes used to ensure that the degree of excellence specified is achieved. It is the sum of the activities and information an organisation uses to enable it to better and more consistently deliver the products and services that meet and exceed the needs and expectations of its customers and beneficiaries, more cost efficiently, today and in the future.

Why Quality management System?

- QMS is about creating a 'quality' culture across an organisation
- Key consideration to QMS is continual improvement in quality, today and in the future.
- It is more than assuring quality today. It is about maximising the ability of the organisation to consistently deliver quality products and services into the future
- Quality Assurance, Quality Audit and

Quality Control are elements of QMS, but not the totality of the System.

A process approach

- Quality Assurance does not necessarily lead to achieving quality. Quality is achieved most efficiently when activities and related resources are managed as a process.
- For this to happen there is need for a systematic, planned approach.
- The system must have clearly defined processes and procedures that meet agreed requirements for the delivery of services.
- In this way, the outcome of the process meets quality requirements and achieves customer satisfaction.

Remember:

- *Every organisation is made up of a series of interacting processes and they exist whether or not you understand them or trying to improve them. Processes are simply the way we get things done.*
- *A QMS considers an organisation as a series of linked processes*

Quality Management Principles:

- QMS approach is based on 8 Principles:
- Customer Focus- Whatever is delivered from a process should meet customer expectations. The process owner has to identify process customers and their expectations.
- Leadership- Management has to create an environment which enables all staff in the organisation to achieve organisation goals.
- Involvement- Everybody in the organisation has to know their role and importance within the organisation process.
- Process approach- Quality originates from processes. If processes that deliver products or services are designed to deliver quality, outcomes will meet quality requirements
- Systems approach to management- Management should strive to perceive the organisation holistically by identifying, understanding and managing interrelated processes. Processes within an Organisation are linked together like an organism: if one processes is changed, the entire system will change
- Continual improvement- M & E of processes, their inputs and outcomes have to be utilised to initiate improvements on a continuous basis.
- Factual approach to decision making- Decisions should be based on analysis of data and information. M & E of processes, inputs and outcomes are the basis for informed decision making

- Mutually beneficial relationship- It enhances opportunities for both to create value in a win-win relationship.

The QMS Development approach:

Step 1

- Agreement on the QMS principles
- Buy-in from management and staff in QMS principles

Step 2

- Define the scope of the QMS
- Analysis of Organisation structure
- Definitions to governance structures and stakeholders
- Definition of the QMS Scope

Step 3

- Define Quality policy and objectives
- Analysis of College strategy
- Identification of quality objectives
- Development of quality policy

Step 4

- Identify College processes
- Management processes, Core processes & Support processes
- Identify processes customers
- Identify processes owners

Step 5

- Develop Process Map
- Develop map of processes with linkages and dependencies. The process map provides a complete picture how the college works

Step 6

- Define processes
- Identify the sequence of activities and process flow.
- Develop templates and /or flow-charts, with inputs, activities, outputs, measurements and supporting documents

Step 7

- Identify and define interfaces between processes
- Clarification of gaps, overlaps and interferences

Step 8

- Develop a list of supporting documents
- Identification of supporting documents for each process
- Policies, Guidelines, Procedures, Checklists, Forms and
- other QMS controlled documents

Step 9

- Compile QMS manual
- Typical content of TEVET QM manual
- Introduction of QMS by the CEO
- Scope of TEVET college

To be cont'd in the next Issue

It's Yellow Green Foods! UNZA Team Wins 2011 Venture Capital Business Competition

By TEVET Newswriter

Yellow Green Foods, whose trade name is Ziwaya, of the University of Zambia (UNZA) won this year's Venture Capital Business Competition. The competition had a grand prize of K100 million seed-capital funding for the winning team.

The competition which was second among the series of annual competitions consisted of three (3) stages: (i) Business Concept Development, (ii) Detailed Business Planning, and (iii) Presentation of Business Plan Execution to a Panel of Judges.

The K100 million prize money was in form of a loan facility from Intermarket Bank and Intermarket Securities. The money was to be used as start-up business capital for the team.

Cooperating partners in the competition were: Intermarket Bank and Intermarket Securities, Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA), Zambia Development Agency (ZDA), National Technical Business Centre (NTBC) and Lusaka Stock Exchange (LuSE).

Speaking during the prize giving ceremony at Pamodzi Hotel, Commerce, Trade and Industry Permanent Secretary (PS), Dr. Buleti Nsemukila said the future of Zambia's economy was in the hands of youths and the involvement of local entrepreneurs in various economic activities.

Dr. Nsemukila said current economic trends and labour market elasticity (give and take) entail that "every generation needs a new revolution" in order to be part and parcel of personal, society and national development; hence making entrepreneurship-oriented products very important in any economic setting.

He commended cooperating partners in the competition for coming up with the initiative that stimulated enterprising mindsets among students and encouraged entrepreneurship among Zambia's youth population.

The PS said the combination of cooperating partners, which included the financial sector (Intermarket Bank and LuSE), skills development (TEVETA), business support services and after-care (ZDA), and innovation transformers (NTBC), was good for the practicability of entrepreneurship in higher institutions of learning. He said the team made a good platform for sustainability of the business ventures being funded from the competition.

".....support institutions towards this year's venture capital competition put together a strong disposition for networking, innovation nurturing, identification of sources of capital, skills acquisition and mentorship in market identification and growth, branding, product/service marketing, pricing, supply chain, market penetration, and other

business skills." A mixture of these factors increases venture capital competition participants' business identification and management intelligence," stated Dr. Nsemukila.

"This is a brilliant idea. It's an idea that can enable Zambia develop economic giants that would convert our natural endowments into manufacturable products that add value to society. It's an idea that actualises government strategy on micro, small and medium enterprises," he stated.

competition was part of its Corporate Social Responsibility and desire to encourage entrepreneurship in society especially among youths.

Mr. Sinkala added that the Bank was increasingly becoming able to fulfill its strategic role of effectively and efficiently channel resources to where it was most needed for economic and enterprise development in the country.

He said venture capital competition was a



Unbelievable!!! Yellow Green Foods members pose for a photo with the dummy cheque of the K100m prize money at Intercontinental Hotel during the Venture Comp finals in Lusaka.

Dr. Nsemukila said government valued the role small and medium enterprises played in economic development and utilisation of natural resources of the country to create wealth, jobs and better their lives.

"Thank you Intermarket Bank and Intermarket Securities for the K100 million. It's good it's an interest free loan. It's also good that it's a loan because it gives winners responsibility. If it was a grant, they would have abused it," he said.

And Dr. Nsemukila urged students who participated in the competition to use their knowledge to create new things in any society they lived. He encouraged participants in the competition to use their knowledge create new things wherever they lived.

"Knowledge without action is wasted resource. Similarly, action without knowledge is wasted resource. It's not sufficient being a graduate. It's also not sufficient being endowed with resources you can't utilise to improve our society's livelihood. Ensure that you translate your academic knowledge into practicality," Dr. Nsemukila counseled participating students.

He congratulated the winners for the good business idea, innovation and courage.

Speaking earlier, Intermarket Bank Managing Director, Ackim Sinkala said Intermarket Bank's commitment to venture capital

sign of the innovative way that the financial sector was contributing to Zambia's development, something Intermarket Bank was championing.

"There's scarcity of opportunities for highly skilled and educated Zambians to enter into business. The vast majority of them enter employment. Lack of start-ups and ventures by graduates limit the scale of ambitions of indigenous businesses."

"We are setting a platform where students from higher learning institutions can bring ideas, helped in commercialising the ideas, mentored and coached in various avenues of enterprise development and management," Mr. Sankala said.

And in a vote of thanks, Yellow Green Foods representative, Simbarashe Rukayi said winning the K100million was humbling for them team and pledged efficient use of the money to sustain and grow the business.

Mr. Rukayi said Yellow Green Foods, was grateful to be part of venture capital competition 2011 and mostly overjoyed to be the winner of the competition. "Our special tribute goes to IntermarketBank and Intermarket Securities, TEVETA, NTBC, ZDA and LuSE."

A total number of 26 groups participated in the competition from various colleges and universities.

Physically Challenged Electrical Engineer's Hope Rekindled in TEVET and Changes Career Path

By TEVET Newswriter

Being physically challenged doesn't mean being mentally disabled," indicates Kelvin Chooma as he shares his "fall and rise." "It doesn't mean failure to think," he adds.

The physically challenged are often faced with stigma and negligence. They often lose friends and general relations are crushed. Although being physically challenged is not by choice, such people are looked at with a lot of misgivings in most cases in Zambia. Their future becomes bleak, with very little hope of ever amounting to anything. They are time and again sidelined in accessing social amenities (no aids for them), school facilities and some job opportunities, thus missing out from the national wealth.

Due to such misgivings, most physically challenged depend on handovers, charity and generosity of various organisations. Their hope for a good life is thwarted down, their career progression frozen and their whole being becomes twisted. Their livelihood drifts into misery.

A cloud of uncertainty besieged Kelvin Chooma, an Electrical Engineer graduate from the Copperbelt University in 1997 when he was involved in a fatal road accident. The accident left him paralysed and lost his employment on health grounds. His life turned into misery overnight.

Amidst all these upheavals, one thing that kept Mr. Chooma going was "hope" embedded in the words of the Joni Erickson, which say "we are all on a balance – for a rich man driving a Benz car, a tire puncture can give him a heart attack; but for others, that is nothing. Disability similarly is a mere derailment to those who soar-over it."

MY FALL

I completed my Bachelor of Science Degree in Electrical Engineering from the Copperbelt University in 1996. Immediately I completed, I got a job at Minestone Zambia. After working for one year with the company, I was involved in a terrible road accident. The accident left me with a broken neck, back and waist, and I was paralysed. Worse still, my wife (of two kids) left me and my family's only option was for me to go to the farm and forget about my profession. The withered family support, lack of capital and paralysis changed my life in a moment.

TURNING TABLES

Regardless of what had besieged me, I knew I had one important asset with me – my brains! When others felt pity for me, while they expected nothing from me, I created a way for myself. I enrolled at National Vocational Rehabilitation Centre in Ndola.

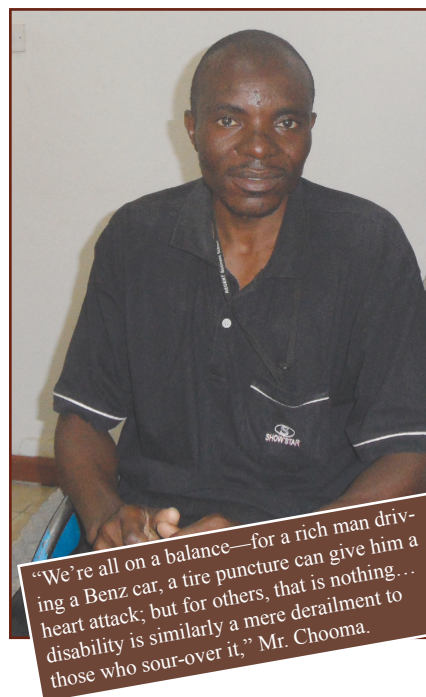
WHY NATIONAL VOCATIONAL REHABILITATION CENTRE

I went to National Vocational Rehabilitation

Centre to learn more about being physically challenged. I wanted to know what affected the physically challenged; society's attitude towards them, know the attitude of physically challenged towards life, work and their general view of the world. I wanted to know how they live, their weaknesses, their opportunities and how I could capitalise on them.

It was at the Centre where I re-defined and re-positioned myself to face my new status of being physically challenged. I learnt to think outside the box. I learnt to look and identify opportunities that I could capitalise on for my livelihood in my new state.

MY NEW VIEW OF MY FUTURE



The experience at National Vocational Rehabilitation Centre enabled me shape a new direction of my career and future. I realised I needed to change my career path. I thus, applied for enrollment at Evelyn Hone College of Commerce and Applied Arts, where I wanted to study Computer Graphics. However, I could not pursue that course because of my physically challenged status. I needed a course that involved much use of the brain and less manual work. I therefore applied at Chainama College of Health Sciences, to pursue Clinical Medicine. Similarly I could not go ahead with that course as it involved physical work when attending to patients. I was thus re-directed into Psychosocial Counseling, which I completed in 2003.

During the course, the Head of Department for Psychosocial Counseling identified my intellect and commitment to duty, and I was

taken-in by Chainama College as a Facilitator in Psychosocial Counseling. However, due to my engineering background, I could not continue as a Facilitator at the College. I was required to have a medical qualification.

With these ups and downs, I got more determined to create a place for myself in society. My experience at National Vocational Rehabilitation Centre taught me to "look within myself, identify my competitive advantage, identify my strength and weaknesses, improve on the weaknesses and find something that works for me." I knew that society was "harsh" on the physically challenged. For instance, most economy strategies sidelined them, the capital market and business community had little for them. I also knew that with my burning will, my capability to reason things-out and my dream ahead; I could get where I wanted to be regardless of my status of being physically challenged. I thus broadened my horizon. I enrolled for Zambia Institute of Chartered Accountants (ZICA).

MY DREAM

With the ZICA qualification, even the sky will not be a limit for me. It will enable me do a thousand things whilst on my wheel chair. Combined with my engineering skills and counseling skills; I will have a command in the economy. I will play a strategic role by providing professional advice, aimed at maximising profitability in financial reporting, taxation, auditing, forensic accounting, corporate finance, business recovery and insolvency, or accounting systems and processes. My basket will be bigger. I could be engaged in different settings such as public-practice firms, industry and commerce, as well as in non-governmental organisations or public sectors. With reasonable capital, I would venture into business as well. I believe with my pool of skills and passion for success, I will contribute to my society in a great deal.

My biggest dream is to be at managerial level in accounting and costing. I look forward to a day when I will be the driver of the decision making machinery in Zambia in financial management. Am looking forward for the day when I will be a source of inspiration to others in my situation. That day is coming soon.

MY INSPIRATION

I am motivated by two things: life and hope derived from the Joni Erickson's quote: - "we are all on a balance." My first motivation started at the point of the accident when I was trapped in the vehicle. I asked God why I had to die when my kids were still young. God spared my life. That prayer is my first source of inspiration. The fact that I am alive inspires me a lot.

cont'd on page 9



By TEVET Newswriter

Shaping tomorrow's world cannot be pursued disjointedly from skills training due to the value of skills to personal and national development. Skills development is expanding throughout society. Rapid changes in the job market require increased training for almost every citizen. Knowledge turnover in the labour industry is equally becoming a growing challenge that requires quality skills and lifelong learning to keep economic headways at the right speed.

With the Technical Education, Vocational and Entrepreneurship Authority (TEVETA) being the key driver of skills development in the country, Zambia has created crosscutting systems for quality assurance, increased access to training and the establishment pragmatic assessments and qualifications systems in Technical Education, Vocational and Entrepreneurship (TEVET). Exhibiting at the 2011 Agricultural and Commercial Show, under the theme: "Shaping Tomorrow's World," TEVETA added a caveat to the theme: "Shaping Tomorrow's World through Quality Assurance." The Authority's theme embraced curriculum development, TEVET Qualification Framework (TQF), and entrepreneurship factors that it champions in the skills training in the sector.

Quality assurance in skills development is a key driver in shaping tomorrow's world. It ensures that training providers are complying to set training standards in terms of lecturer-student ratio, classroom and workshops availability, equipment and tools, health and safety, and the whole learning environment at the institution. A combination of these factors determines the quality of competences training providers are offloading into the labour market. These skills further determine the economic direction of the country. Quality skills enhance productivity, market efficiency and supply chain systems viability in a sustainable way. Setting standards in skills development in

TEVET involves curriculum development. TEVETA develops various curricula for different courses in the sector. These curricula are market driven. Their development is done in consultation with the labour market. Before a curriculum is developed, job profiling is done to ascertain the type of competences a particular job holder should possess. The process involves scanning the labour market to identify skills needs in any sector of the economy.

The development of the actual curricula follows after job profiling. This provides qualitative descriptions of various attitudes, behaviours, practices and approaches that are reflective of the diverse emerging roles of occupations/jobs, thereby addressing the qualitative needs of the labour market. Each curriculum is evaluated every two years to assess its relevance to labour market needs. Components that are identified to have been overtaken by economic needs are removed and replaced with relevant ones at that particular time.

Shaping Tomorrow's World in TEVET also involves increasing access to training. It includes structured and non-structured learning. Structured is where a student enrolls into a formal institutions is offered a qualification at the end of the study period. Non-structured is about non-formal learning. Competences acquired through backyards are trade tested in order to certify candidates that succeed. Non-structured learning covers those who leave the education system at various levels and those who have never been to school.

Other training pathways in TEVET include: the Technical Education Vocational and Entrepreneurship Training (TEVET) Learnership Scheme, Work-Based Learning, and Distance and Open Learning. These supplement normal TEVET training.

Shaping tomorrow's world involves changing mindsets, attitudes, entrenching enterprising minds in candidates and equipping them with skills to identify

business opportunities, convert them into real businesses and sustain them. Therefore, entrepreneurship has been incorporated in most training pathways in TEVET. Encouraging entrepreneurship is in recognizance of its importance in innovating, mobilising, organising and taking calculated risks. With cross-cutting entrepreneurial skills in the economy, labour market efficiency will be enhanced, the economy will be ready for technological change, and there will be business sophistication entrenchment and innovation in the society.

In whichever way one accessed training in the sector, qualifications are placed on the TEVET Qualification Framework (TQF). The TQF provides an organised and structured system for actualising the career progression path of an individual. The framework is one the instruments used for raising awareness of the range of national and foreign qualifications in Zambia, how they relate and how different types of qualifications can contribute to improving competencies.

Further, the TQF aims to improve on the quality of technical education, vocational and entrepreneurship training in Zambia. It helps people of all ages and circumstances to access appropriate education and training over their lifetime. It assists higher education clarify potential routes for progression and maintains regional comparability of standards, international competitiveness and facilitate students/learner mobility.

A mixture of these strategies and systems, which TEVETA is implementing are fundamental in shaping tomorrow's world. The Authority believes the extent and character of quality in training available in TEVET, the level on entrepreneurship entrenchment in training and the TEVET sector's responsiveness and proactiveness to labour market demands matter in creating conditions for shaping tomorrow's world.

Ukwimi, Shaping tomorrow's World: **Manufacturing of Ethanol Fuels from Grain as the Source Power**

By TEVET Newswriter

Currently, countries face unprecedented challenges in meeting the demands of their citizens. From empowering the unemployed to raising student achievement and growing cities' local tax bases, government leaders are looking for smart, sustainable and inclusive solutions that can impact the greatest number of people.

Technology is the tool that can scale these solutions to reach all citizens. In Zambia, economic players from small-businesses to multilateral companies, training providers to employers, farmers to millers are shaping the future through various innovations to help the country take on its core challenges and bring together the right technology, people, plans, and resources to succeed.

Ukwimi Trades Training Institute is one of the pioneers of such innovations. During the 85th Agricultural and Commercial Show in Lusaka, the Institute showcased its ethanol fuels manufacturing project from grains.

"It's important that renewable energy sources are identified for agriculture if sufficient production is to continue. As supplies of petroleum and other non-renewable energy sources are reduced, the costs of fuels are likely to increase, hence the advent need for sustainable energy bases," noted Project Coordinator and Senior Lecturer in General Agriculture at Ukwimi Trades Training Institute, Lazarours Mwenda.

Mr. Mwenda explained that grains contained a high concentration of energy that had the potential to produce heat to ignite an engine of a vehicle when the grain was refined into fuel, known as alcohol fuel.

"Ethanol fuels come from a renewable resource. They are obtained from starch, sugar and carbohydrates that are produced by plants. Every new generation of plants produce another supply of raw materials needed to produce alcohol fuels," he elaborated.

Mr. Mwenda said ethanol fuels were reliable and sustainable energy providers compared to petroleum, which was a wasting commodity.

He added that fuels from grains had a lot of comparative advantages over petroleum products, especially for Zambia whose economic mainstay had an agrarian character.

"Ethanol fuels are sustainable types of energy. Farmers can grow the grain and produce the fuel from it. We can make irrigation systems to ensure there's grain throughout the year

for continuous production in case of fears of grain shortages in the country. The grain can be from any crop. It can be millet, sorghum, maize, barley, etc. Besides benefits from fuel, it also provides market for farmers for their produce," Mr. Mwenda said.

Ethanol is an alcohol that is produced by fermenting products containing large amounts of carbohydrates and sugars. The most common farm product used in the process is grain and sugars such as maize, barley, sorghum, millet, fruits, mangoes, guavas, etc. potatoes or honey. Ethanol is produced by fermenting grains and other carbohydrates to form alcohol. The alcohol is recovered by boiling it out of the solution and cooling the alcohol vapour to condense it into a liquid.

THE USE OF ETHANOL AS FUEL

"The most common use of ethanol as a fuel is to mix it with gasoline (petrol) to form a product called gasohol," stated Mr. Mwenda. This mixture contains about 10 percent ethanol and 90 percent gasoline. It is a clean burning, efficient fuel to drive a vehicle and small engines."

He further noted that alcohol fuels were likely to gain favour for agricultural and commercial uses as the cost of petroleum products increased and more emphasis was placed on reducing pollution to the environment.

ADVANTAGES OF ETHANOL FUELS

Mr. Mwenda stated that advantages of ethanol fuels were that they were renewable source of energy, burned clean, provided market for crops, and improved octane rating of gasoline.

He said alcohol fuel had the potential to solve some major problems associated with petroleum fuels such as pollution and lack of renewability.

"Crude oil is a non-renewable resource. Once it's used-up, there won't be any more to replace it. We need to begin developing new sources of fuel that are renewable. The time will come when petroleum products will be only available in smaller amounts and at that much higher price than we pay today. The burden on our economies will be bigger," Mr. Mwenda cautioned.

He said although ethanol fuels were expensive to produce, the use of grains as fuel source increased the demand for maize and other small grains produced in the country.

"Higher demand for grain and grain products will stimulate higher market prices for grain. This will improve our economy due to the major role the agriculture sector plays in the economy," Mr. Mwenda said.

Physically Challenged Electrical Engineer's Hope Rekindled in TEVET and Changes Career Path

My second motivation was the book written by Joni Erickson I was given by a friend who is now a lawyer. One phrase that stuck in my mind from that book talks about how our lives are on a balance and how what amounts to dismal defeat to others can be a stepping stone for greater things for others. Joni Erickson summed-up the idea by saying "we are all on a balance - for a rich man driving a Benz car, a tire puncture can give him a heart attack; but for others that is nothing." I knew I was at a balance. But I knew that my situation was not the end. I had to shake things and prove to people that "disability is not inability."

ADVICE TO FELLOW PHYSICALLY CHALLENGED AND OTHERS

Sympathy kills someone's soul. A number of talented and hard-working physically challenged people sit on their potential due to the sympathy syndrome. "To me the starting point is changing mindset. We need programmes that enable us identify our genie, groom it and make a niche in the economy." A combination of entrepreneurship products (training or mentorship and programmes) for the physically challenged and financial products will be a prime mover in their lives. With enterprising minds, the physically challenged will learn how to identify self-sustaining ventures, passionately pursue them, grow them and create a reliable livelihood for themselves and their families.

"Not everyone has the capacity to identify talent, opportunities and worse know relevant government and private institutions to approach for various business services or capital. Meeting the physically challenged at various levels, based on their levels of education, capacity to use their talent, or resource utilisation can have a big impact in their lives," noted Mr. Chooma. "If you don't empower them, they will trouble you always. Give them a permanent solution for them to become independent. They shouldn't be considered liabilities; they can be empowered and be weaned off."



Up to down: Mr. Nawa, Ms. Sitali and Mr. Chiti and pupils during the career exhibit.

By TEVET Newswriter

Career choice sets the pace for one's future. The information given, the mentorship offered and the professional tips provided on career choices such as appropriate subject combinations for a career in a given field, entry requirements and qualifications one can obtain from a given institution, signal the career progression in one's life.

Accordingly, the Kafue District Education Board Secretary's (DEBS) office this year factored in an important component of career exhibition as a send-off of Grade 12s in the district.

Speaking during the exhibition, the Provincial Education Officer who spoke through Martha Sitali said "poorly informed pupils fail to identify what to do after completing Grade 12 due to ignorance of what is available for them."

Ms. Sitali urged pupils to get as much information as possible from colleges and universities that were present to enable them choose right careers according to their subject strength and combination, passion and desired career pathways.

"Choosing a career is important to one's life, it determines who you will be in future. It's like marriage, once you marry a wrong person; it'll take you a lot of time patching up when others will be progressing. Most of you have a dream about your future. Pursue that dream. Sharpen it and make it reality. Use this forum to get information that helps you make a concrete career path. The purpose of this exhibition is for you to know various training options offered out there and make the right option. This sample of training providers available

represents what the tertiary sector offers in the country," she said.

Ms. Sitali further called on training providers to appropriately mentor the pupils, correct them where they got it wrong and help them make right career choices.

"Help these pupils know what's available for them in the tertiary sector. Help them make the right choices. Those that aren't decided, help them decide. The information you give them today has great impact in their career choices. They get a lot of misleading information; today they have a number of colleges and universities to put facts straight. Do it and sharpen their career dreams," she said.

Ms. Sitali added that DEBS invited the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) to guide on career options in Technical Education, Vocational and Entrepreneurship Training (TEVET).

She said urged pupils to find out from TEVETA on where they could get information on various institutions registered with the Authority so that they do not enroll with illegal institutions and lose their money and time.

And motivational speaker, Mubita Nawa urged pupils to be proactive, practicable, poise (have an inner resolve), choose friends wisely and pro-action.

Mr. Nawa said the economy needed youths who had creative thoughts that translated into generating income, employment and community development. He added that people of ideas were those who respected time, valued studying, treasured hard work and sought information and acted on it.

"Always look for qualities you can admire in others, use those qualities to create value for yourself and your community...not qualities that pull you down. For instance, someone saw value in garbage and started making plastic products from garbage. This means there's value in all of us. Unleash your value," Mr. Nawa intimated. He encouraged pupils to pursue their dream careers and consult those who have been where they wanted to go before they entered the academic race.

"Be proactive, do things ahead of time, get information on your career choice before your Grade 12 results are out. Proactiveness is about being aggressive. Don't let things bypass you. Associate with those who're geniuses than you. Don't associate with those of your class only, aim higher - project yourself higher, soar above higher clouds," Mr. Nawa said.

Meanwhile, Musician John Chiti said "whatever your talent can be, first pursue school. Without education, talent development proves to be problematic. For instance, if your talent is singing, you should know English (for ease communication), Mathematics (to know how much you are making and how to allocate it equitably) and basic Geography (knowing places)."

"The business environment is getting sophisticated; you will not make it without good understanding of it. You need to learn the art of doing better than yesterday. Education is the premium of life. Use school as the first ground to discover yourself. Even if your parents can't help you identify your talent, the school is able to help you to identify it, nurture it and enable you grow if fully," Mr. Chiti counseled pupils.

Gemstone Processing and Lapidary Training Centre: Promoting Value Addition in Gemstones



By TEVET Newswriter

Innovation is the key idea that is shaping the corporate life and helping leaders conceive previously unimagined strategic options. It is not just about the invention of new ideas, but it is actually “bringing it to market”, putting into practice and exploiting it in a manner that leads to new products, services or systems that add value or improve quality.

Gemstone Processing and Lapidary Training Centre (GPLTC) has an array of models through which it innovates to add value to precious minerals in order to increase their value and create an edge to enter new markets faster and deeper and sustain the existing markets.

GLTC Head of Skills Training and Production, Mr. Lameck Thole has said the Centre was innovating means of exploiting new technology and employing out-of-the-box thinking to generate new value to gemstones, thus increasing the value of gems to the economy.

Mr. Thole further said although the Centre's core business was training in gem identification and grading, material preparation, cabochon and tumbling, gemstone faceting, and gemstone bead making; it offered services in gemstone identification, grading and valuation of rough gemstones, and cutting and polishing. He added that lack of qualified gem identifiers, graders and polishers resulted into customers buying synthetic stones which were an imitation of real stones.

“Most of the people who polish stones do it in their own way without following acceptable standards globally. Worse still, some make synthetic stones and sell them to unsuspecting customers. Most Zambians still can't differentiate a synthetic gem from the real one, putting them at higher risk of exploitation by gem dealers,” Mr. Thole said.

He said inappropriate polishing and cutting of gemstones had cost the country a lot of money as the gems fetched low prices when sold in raw form or poorly polishing and cut grades.

Mr. Thole said Gemstone Processing and

Lapidary Centre was offering tailor made courses in gem polishing and cutting for various target groups which included small scale miners, women and youths to enable them get better value for the precious stones and other minerals they dealt with.

He said the Centre trained people on key value drivers of mineral products Zambia was endowed with, which were exportable abroad at higher price compared to when they were sold in their raw form.

ABOUT GPLTC

The Gemstone Processing and Lapidary Training Centre is a training institution, which was established in 2005 by the Ministry Science Technology and Vocational Training (MSTVT). It is the first one of its type in Zambia. The Centre's core objective is training small-scale miners, women, youths and unemployed in identification, grading, cutting, polishing, valuation and marketing of the most important gemstones in Zambia.

VISION

To be a leading institution in the provision of high quality and appropriate training in the gemstone processing skills that contribute to Zambia's economic development and improvement of quality of life within communities.

MISSION

To provide access to training in gemstone processing and entrepreneurship while sustaining a strong partnership with the community through delivery of responsive programmes and services to enhancing employment creation using local natural resources.

TRAINING PROGRAMMES

The Centre offers long and short term courses, adaptable to a variety of target groups. The approach used by the Centre allows for skills upgrading of those in the gemstone industry, training youths, women and those embarking on taking up lapidary as a profession. Its training programmes focuses on task-oriented delivery.

MODULES OF OFFER

- Gem Identification and Grading: - Ever spent money on fake gemstones? This course enables learners to identify real gemstones from fake ones and equip learners on how to grade them.
- Material Preparation: - Miners can acquire skills in material preparation from this module offer. The component enables trainees sort, preform (saw and grind) gemstone for value enhancement. Such gems fetch higher

prices on the market, both locally and abroad.

- Cabochon and Tumbling: - Who said irregular is not beautiful? In the training package, trainees are taught how to cut and polish gemstones into irregular shapes and still appreciate the beauty brought out the work. Such gemstones add peculiar beauty to the stones.
- Gemstone Faceting: - Gemstone faceting enables trainees acquire the skills in fashioning of high valued gems into perfect symmetrical shapes. Much emphasis is placed on bringing out the brilliance and colour.
- Gemstone Bead Making: - A number of products can be made out of gemstones. Beads are one of them. Students acquire competences on how to make various beads from gemstones in this course.



ENTREPRENEURSHIP

The Centre also offers entrepreneurship training – mentorship and coaching – to help and equip students with savvy to setup and manage enterprises after completion of their training.

FUTURE PROSPECTS IN TRAINING

The Centre has plans to introduce new certificate courses in jewelry designing, manufacturing and gemology. These courses will increase the economic benefits to the industry and the country from the gemstones.

With modern equipment, available consumables (polishing compounds), skilled staff and ever improving facilities; the Centre envisages a development and self-sustaining gemstone sector in the country. This vision is being promoted through collaboration with the small scale miners and other players who have come on board to help reach-out to the many Zambians with the potential to contribute to the socio-economic diversification.

Information Seeking in Entrepreneurship



By Nelly Nyirenda –
Entrepreneurship Development Specialist

The success of almost any business large or small depends in large part on access to and intelligent use of business information.

It is important for business owner/managers to have access to a variety of information sources in order to adapt their business strategies to prevailing conditions. The responsibility for seeking information typically lies with the owner/manager, whose preference, inclination, and foregone conclusions determine to a large extent what information will be found and/or used. However, since the business owner/manager must also assume other roles in the management of a business, there may not be much time available for information-seeking. It is important, therefore, to determine how entrepreneurs utilise the growing array of data sources available to them in order to develop more efficient means of seeking and using information.

Lack of contacts and knowledge about where to obtain information are problems that plague almost all new business owners into snags. Small business owners, with a more limited tradition of establishing business activities are expected to find it even more difficult than large business owners to locate such information.

WHAT IS INFORMATION SEEKING?

Information seeking is a process through which an individual goes about looking for information. It is a complementary process to information need. It is a process that requires an information seeker to apply personal knowledge and skills, or what might be called “personal information infrastructures” such as a person’s cognitive abilities, their knowledge skills in relation to the problem/task domain, knowledge and skills in general, knowledge and skills specific to a system and knowledge and skills regarding information seeking (Marchionini 1997)

Information seeking is a process by which entrepreneurs look for information that bridges the gap between their information needs and their information sources. Among them is the context in which the need for information arises or is experienced.

INFORMATION NEEDS

Information need is a situation that arises when an entrepreneur encounters a work-related problem that can be resolved through some information. All entrepreneurs whether existing or start up need information for the success of their businesses. Information needs include but not limited to the following:

- Training and new skills;
- Modern production methods;
- Marketing of products;
- Sources of supply and their prices;
- Information on loans;
- Pricing of products;
- Competitors and government policies;
- Record keeping;
- Maintenance of tools and equipment;
- Keeping abreast with current developments in the trades and in the country generally ;
- How to improve quality and minimize overheads;
- Business opportunities and employment;
- How to improve planning and management of businesses;
- How to increase output and viability; and
- Ability to develop business ideas. ETC

METHODS OF SEEKING INFORMATION

Given the information needs of entrepreneurs, it is important for entrepreneurs to employ right methods of collecting information in order to avoid falling into the trap of collecting information as an end in itself. There are several ways entrepreneurs seek information. Among them are the following:

- Listening and talking to people and contacting those who know;
- Reliance on personal experience;
- Asking friends/ relatives / neighbours;
- Trade Fairs;
- Agriculture and Commercial Shows;
- Business Enterprise Exhibitions;
- Educational Institutions;
- Churches/ Mosques;
- Cultural ceremonies;
- Visiting and asking customers;
- Listening to radio ;
- Watching Television;
- Reading newspapers, Manuals and books;
- Visiting Libraries;
- Using social networks;
- Asking a supervisor;
- Seeking assistance from Area leaders;
- Asking and listening to politicians;
- Asking role models; and
- Entrepreneurship and small business seminars.

Entrepreneurship and small business seminars constitute a particularly important information source for new or prospective entrepreneurs. The special importance of seminars, workshops, and courses sponsored by different stakeholders with an interest in entrepreneurship such as (the Technical Education Vocational and Entrepreneurship Training Authority, Zambia Development Agency, Citizens Economic Empowerment Commission, The International Labour Organisation, Future Search, The In-service Training Trust and various banks), lies in the fact that these sources specifically address the needs and interests of small business owners. Such gatherings also provide the opportunity to gather specialised information and to interact with other small business people. Many other possible sources also exist. These may be classified broadly in five categories: professional, personal, written, institutional, and electronic.

Professional sources offer services characterised by in-depth knowledge and expertise related to one or more aspects of small business operations. Some examples are bankers, lawyers and accountants. Personal sources are usually based on social, family, community and neighbourhood ties and most often involve persons with whom the business owner associates regularly. Written sources include newspaper, journals, catalogues, trade magazines and other printed media. In the case of many small business owners, the language barrier and incomplete assimilation to the prevailing culture are likely to limit the usefulness or attractiveness of this group of sources.

Institutional sources include business, educational, and government organisations that serve the small business community. Examples are libraries, chambers of commerce, universities and local agencies. Electronic sources gather, process, and transmit information by means of electronic media, e.g., radio, television, and computers.

ROLE OF INFORMATION FOR AN ENTREPRENEUR

Information plays a very important role in an entrepreneurs’ life. The importance of information for an entrepreneur includes:

- Helps an entrepreneur make rational decisions and take appropriate decisions; (examples include-taking decisions on the type of business to conduct, how to start a business, how and where to look for inputs, the use of inputs and taking decisions on what to produce, how and where to sell, price and business trends, how to deal with customers and cope with opportunities among others.)

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TEVET Sports: Growing and Exciting

(part 2)

By Fabian Zulu – TEVESA Fixture Secretary

The Technical Education and Vocational Institutions Sports Association (TEVISA) has continued championing sports in technical education, vocational and entrepreneurship training (TEVET). During the third quarter, a number of sports activities took place; among them was the Heroes and Unity Tournament. The Tournament was held at Livingstone Institute of Business and Engineering Studies (LIBES) from 15-18th July 2011.

The Tournament was officially opened by Director of Science at the former Ministry of Science, Technology and Vocational Training (MSTVT) Jane Chinkusu. Mrs. Chinkusu commended pioneers of TEVISA and urged them to continue helping students in higher learning institutions identify their talents and nurture them for the betterment of their lives.

"Our training shouldn't be tied to classroom activities alone, it should involve activities like sports through which talents can be identified and engineered into professional manner. Sports is a source of employment today. It's one of the biggest money spinner world-over. We can't do without it in our training," she stated. Mrs. Chinkusu added that through sports, some students would be groomed into professional players who could play in the national team and possibly clinch deals with international clubs in future.

She said sports was not only about entertainment, but it was about establishing oneself in the sport of specialty and earn a living. Mrs. Chinkusu encouraged students to perfect their sports skills and cautioned them never to substitute education with sports.

"Perfect your sports skill. Get to the highest level with it. But remember to put school as top priority. Manage your time well so that your school work doesn't suffer. For you to play for some international clubs, you need certain competences that set you above par. Ignorance makes you a victim of many factors. You can't sign a contract neither can you comprehend its implication to your sports career. Your managers will thus manipulate you and abuse you money in some cases," she counseled the students.

Mrs. Chinkusu urged lecturers in TEVET to link students talented in given sports to established clubs in

order for them to develop their talents fully and continue with them even after they had left the training institutions.

Sports Event during the Tournament
The major sports disciplines during the tournament included: ladies' soccer, athletics open, and champion of champions ball games. The total number of participants was 332. Of these, 193 were male and 139 were female.

The participating colleges were: Northern Technical College (NORTEC), Lusaka Business and Technical College (LBTC), Kabwe Trades Training Institution (KTTI), Technical and Vocational Teachers College (TVTC), Nkumbi International, Chipata Trades Training Institution (Chipata TTI), Zambia Air Services Training Institute (ZASTI) and Luanshya Technical and Business College (LTBC). Others were: Evelyn Hone College of Applied Arts and Commerce, Kasiya Business and Secretarial College, Choma Trades, Community Development College and St. Ambrose.

Tournament Results

During the tournament, LTBC emerged winner in gents' soccer and NORTEC won in ladies' soccer. Netball was taken by LIBES, while gents' volley ball was won by NORTEC and for ladies went to Evelyn Hone College of Applied Arts and Commerce. LIBES also won in Basket Ball for gents. Chess was taken by ZASTI while Athletics was won by Kabwe TTI.

Runners up in gents' and ladies' soccer were LIBES and TVTC respectively. Evelyn Hone College of Applied Arts and Commerce were also runners-up in Netball and Volley Ball for gents. Other runners up were LIBES in ladies' Volley Ball, LTBC in Basket Ball for gents, Evelyn Hone College of Applied Arts and Commerce in Chess and LBTC in Athletics.

Future Games in 2011

This year's Independence Championship games will be from 21-24th October 2011 at Kabwe Trades Training Institute. The games will include ladies' Soccer and Rugby. All colleges registered under TEVETA as eligible to participate in these games. Arrival for the games is 20th October 2011. See you there!!!

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Information Seeking in Entrepreneurship

- Increases capacity to see things more widely and helps one become more focused;

INFORMATION USE AND ITS IMPACT

The value and impact of information can only be seen when new conditions are established after information has been used. Putting this in a context, Menou (1998, 11) uses the image of a fisherman. He narrates a story:

Of someone who was shown how to catch fish and was lucky to enough to catch the fish. But catching fish the first time does not in itself prove much about the value or impact of his knowledge of fishing. But that this person knows from now on how to catch fish does. Using the same comparison to an information seeker/user, the fact that someone was shown where the information is and they were lucky to get it does not prove much about their knowledge of information seeking. It could have been mere luck or securing information by chance. But that this person from now on is capable and able to access and use information productively, then the information they get is clear proof of the value and impact of information to the individual.

Some of the Impacts information can bring to a business are as follows:

- Business improvement and expansion;
- Easy coordination of activities;
- Improvement in skills;
- Sustainability of business ;
- Access to new and better markets;
- Improved living standards;
- Increased sales and profits;
- Meeting tax obligations;
- Increased motivation;

In case you are planning to become an entrepreneur, remember that information seeking will help you make informed decisions that are carefully thought through. You will not dive into an untested waters and drown. Infact, Information Seeking will help in every aspect of your business such as setting Goals, taking calculated risks, opportunity seeking and persistence among others. Conducting a market research for example is part of information seeking. When you conduct market research, you will know who your competitors are, the market share you can capture and the general trends in the industry you want to join.

So if you are still wondering if information seeking is necessary, there you have it! INFORMATION IS POWER!!!!

In the Next issue we will look at SYSTEMATIC PLANNING AND MONITORING as an essential attribute of successful Entrepreneurs!

WELCOME AND FAREWELL

TEVETA welcomes:



Pauline Banda Kasuba who joined the Authority on 15th August 2011 as Personal Assistant to the Director General's Office. Ms. Kasuba worked as Personal Secretary for Zambia Telecommunications Company Limited as before joining TEVETA. She holds a Diploma in Secretarial Studies from the Royal Secretarial College.



Zaccheaus Zimba. Mr. Zimba is the Information Technology (IT) Specialist. He joined TEVETA on 19th September 2011 from Bringcom Zambia Ltd where he worked as Network Administrator. He holds a Bachelor of Science Degree in Computer Science from the Copperbelt University.



Cecilliah Siumaundu, the former employee of New Apostolic Church Zambia Ltd. Ms. Siumaundu worked as a Stores Assistant until when she joined TEVETA in July 2011 as the Stores Officer. She holds an Advanced Certificate in Chartered Institute of Purchasing and Supply from Zambia Institute of Management (ZAMIM).



Mutepe Mzyece Falui, the Internal Auditor. Before joining TEVETA, Mrs. Falui worked for the Zambia Telecommunications Company Ltd as Senior Internal Auditor. She holds a Diploma in Accounting from Evelyn Hone College of Commerce and Applied Arts. She is a member of Zambia Institute of Chartered Accountants (ZICA) and Association of Chartered Certified Accountants (ACCA).

TEVETA bids farewell to:



Simon H. Chiwamba who joined Mulungushi Village Complex Limited as Systems Administrator. Mr. Chiwamba was the Information Technology Specialist at the time he left TEVETA.



Stella Mungaila. Ms. Mungaila was a Specialist for Curriculum Development for TEVETA until the time she was separated with the Authority.

PHOTO FOCUS



Entrepreneurship cuts across all areas of life. TEVETA staff paying attention to entrepreneurship tips during the 2012 budget planning in Siavonga as Mrs. Nyirenda expounded on the topic.



L – R: Mr. Libimba, Mr. Simuzingili and Mr. Musa conferring during a tea break in Siavonga during TEVETA 2012 Budget Planning.



Dancing is becoming a career path in Zambia today, different from its traditional purpose. A Naboye Secondary School pupil displaying his dancing gear during the career exhibition during the 2011 Kafue District Career Exhibition.



Pupils listening to career guidance tips during the Career Exhibition in Kafue.



TEVETA staff pose for a photo during the annual budget planning for 2012 in Siavonga.

TEVETA Mission and Mandate

VISION

A World-class Technical Education, Vocational and Entrepreneurship Training (TEVET) System contributing to the Development of Zambia.

MISSION

In support of the Technical Education, Vocational and Entrepreneurship Training (TEVET) Policy of the Government of the Republic of Zambia, the Technical Education, Vocational and Entrepreneurship Training Authority will:

- Develop and maintain a TEVET system that operates to internationally accepted standards;
- Promote efficient, effective and equitable TEVET delivery, through support services to Training Providers;
- Source and optimize the utilisation of resources for TEVET;
- Facilitate improved interactions and communication between TEVET stakeholders;
- In order to contribute to the development of Zambia.

Mandate of TEVETA

The Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) is an institution created under the Technical Education, Vocational and Entrepreneurship Training Act (No. 13 of 1998), read together with the Technical Education, Vocational and Entrepreneurship Training (Amendment) Act No. 11 of 2005. Its general function is to regulate, coordinate and monitor technical education, vocational and entrepreneurship training in consultation with industry, employers, employees and other stakeholders.

For further information contact:
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