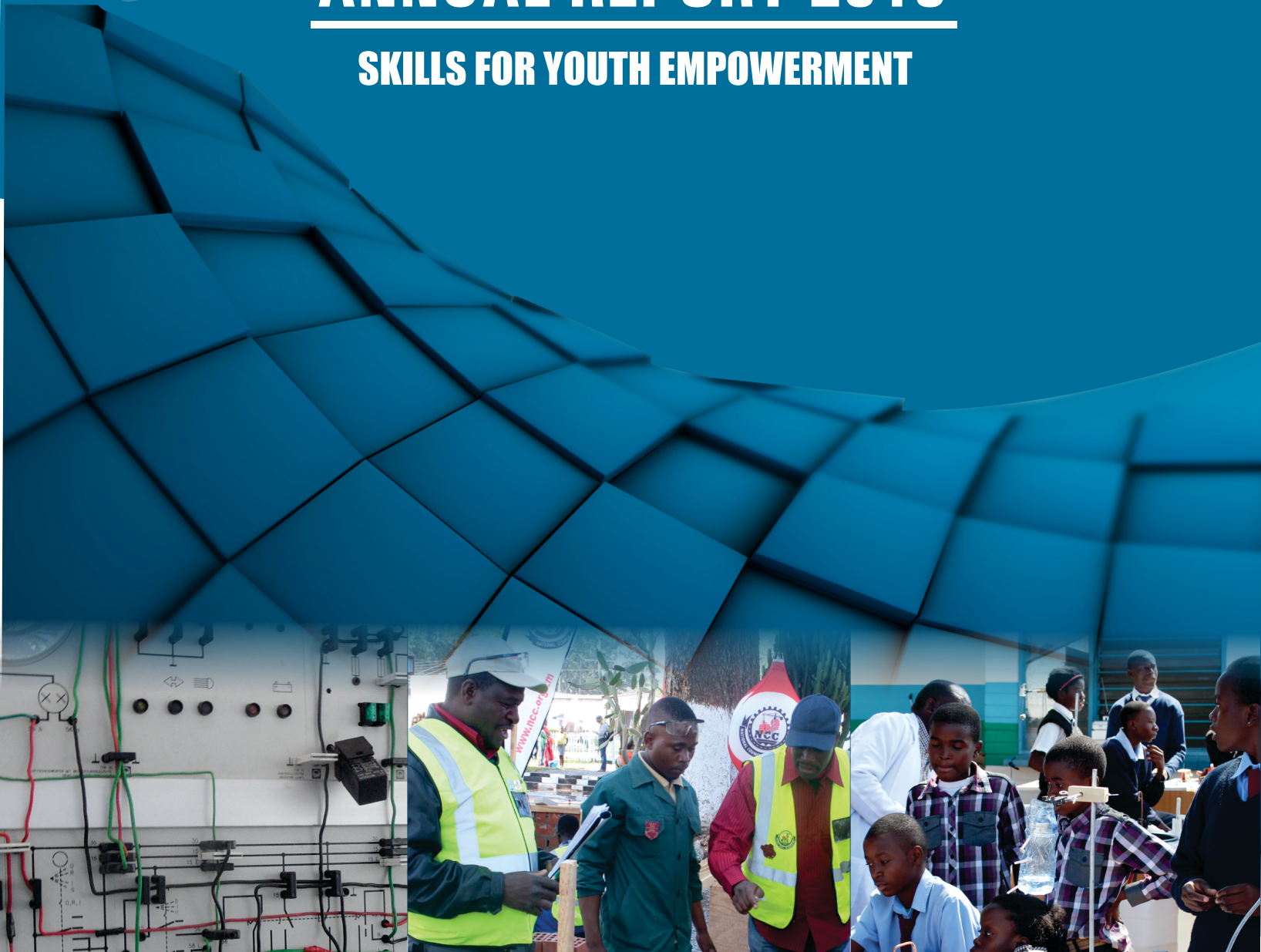




**TECHNICAL EDUCATIONAL, VOCATIONAL AND
ENTREPRENEURSHIP TRAINING AUTHORITY**

ANNUAL REPORT 2015

SKILLS FOR YOUTH EMPOWERMENT



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1 Vision, Mission Statement and Values

VISION

A World-class Technical Education, Vocational and Entrepreneurship Training (TEVET) system that drives youth empowerment for national development.

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 (TEVETA) through regulation, coordination, monitoring and stakeholder consultation will:

- **Develop and maintain** a TEVET system that operates to internationally best practices and/or 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;

VALUES

T	E	V	E	T	A
We at TEVETA adhere to these fundamental values in the conduct of our functions and in our internal and external relationships.		A	Accommodating different opinions		
		L	Loyalty		
		U	Up-right in all our dealings		
		E	Equity and Empathy in all our decisions		
		S	Service above self		

2 Registered Office

The Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA)

Plot No. 4751
Birdcage Walk, Longacres
Private Bag RW16X
Lusaka
ZAMBIA

Bankers:

1. Citibank Zambia Limited

Citibank House
Cha Cha Cha Road
Lusaka
Zambia

2. Stanbic Bank Zambia Limited

Woodgate House
Cairo Road
Lusaka
Zambia

3. Zambia National Commercial Bank

Civic Centre Branch
Independence Avenue
Lusaka
Zambia

Auditors

Newton Lungu & Associates

3 Committees of the Board

Finance and Administration Committee

Dr. Henry M. Mwenda Chairperson	-	University of Zambia
Ms. Joyce Muwo Mwansa	-	Institute of Directors
Mr. Peterson Mumbuluma	-	Zambia Institute of Chartered Accountants
Mr. Barnaby Bwalya Mulenga	-	Permanent Secretary Ministry of Labour and Social Security
Mrs. Annie Chala Chimota	-	Bankers Association of Zambia
Mr. Owen Mgomezulu	-	Permanent Secretary Ministry of Higher Education
Mr. Elaston Njovu	-	Zambia Congress of Trade Unions
Mr. Phillip Mubanga Secretary	-	Technical Educational, Vocational and Entrepreneurship Training Authority

Technical Committee

Mrs. Peggy Mlewa Chairperson	-	Ministry of Labour and Social Security
Dr. Roy Chileshe	-	Copperbelt University
Mr. Francis Mulimbika	-	Chamber of Mines
Mr. Alex Simumba	-	Ministry of Higher Education
Mrs. Cecilia Sakala	-	Ministry of General Education
Mr. Daniel Bowasi	-	Zambia Association of Chambers of Commerce and Industry
Dr. Liane M. Imakando	-	Minister's Nominee
Ms. Thelma Kilale	-	Zambia Chamber of Small and Medium Business Association
Dr. Alfred J. Sumani	-	National Science and Technical Council
Mr. Orphan A. Hachinene	-	Technical Educational, Vocational and Entrepreneurship Training Authority
Secretary (1) Mr. Cleophas Takaiza	-	Technical Educational, Vocational and Entrepreneurship Training Authority
Secretary (2)		
Mrs. Catherine M. Kanyensha Secretary (3)	-	Technical Educational, Vocational and Entrepreneurship Training Authority

Audit Committee

Mr. Harrison Chibanda Chairperson	-	Zambia Federation of Employers
Br. Dr. Charles.S. Kabeta	-	Catholic Secretariat
Mr. Muzano A.K. Simba	-	Ministry of Higher Education
Mr. Pritchard Haboongo	-	Examinations Council of Zambia
Mr. Jones J. Kalyongwe	-	Zambia Institute of Purchasing & Supply
Mr. Clive Nyemba Secretary	-	Technical Education, Vocational and Entrepreneurship Training Authority

3 Committees of the Board

Registration & Administration Sub-Committee

Mrs. Esther Mondoloka Chairperson	-	Ministry of Higher Education
Mr. Dominic Nyambe	-	Ministry of General Education
Prof. Stephen Simukanga	-	Higher Education Authority
Mrs. Miriam Mutati	-	Professional Secretaries Association
Mr. Patrick Mwelwa	-	Zambia Institute of Human Resource

Assessments & Qualifications Sub-Committee

Dr. Henry M. Mwenda Chairperson	-	University of Zambia
Ms. Precious Lisulo	-	Ministry of Higher Education
Dr. James Phiri	-	University of Zambia
Mrs. Sherrine Musonda Hanene	-	Zambia Institute of Chartered Accountants
Mr. Mapesa Musongole	-	Zambia Institute of Marketing
Mr. Danny Simumba	-	National Association of Medium & Small Scale Contractors
Dr. Michael Chilala	-	Examinations Council of Zambia
Mr. Orphan.A. Hachinene Secretary (1)	-	Technical Educational, Vocational and Entrepreneurship Training Authority

Occupational Standards, Curriculum & Training Systems Development Sub-Committee

Ms. Thelma Kilale Chairperson	-	Zambia Chamber Small and Medium Business Association
Dr. Barbara Senkwe	-	Zambia Institute of Built Environment
Mr. Blesswell Chinkuli	-	Ministry of Labour
Ms. Mwilwa M. Daka	-	Ministry of Commerce, Trade & Industry
Mr. Newton Zulu	-	Deputy Registrar – Engineering Institute of Zambia
Mr. Chance Kaonga	-	National Council for Construction

4 Board Members



DR. FRANCIS M. NDILILA
Ndilila Associates

Chairperson



DR. HENRY MWENDA
University of Zambia

Vice Chairperson



DR. PATRICK K. NKANZA
Permanent Secretary
Ministry of Education, Science Vocational
Training and Early Education

Member



MRS PEGGY MLEWA
Permanent Secretary
Ministry of Labour & Social Security

Member



DR. LIANE MOSHO IMAKANDO
Minister's Nominee

Member



MR. HARRINGTON CHIBBANDA
Zambia Federation of
Employers

Member



BR. DR. CHARLES S. KABETA
Catholic Secretariat

Member



MR. ELASTON NJOVU
Zambia's Congress of Trade
Unions (ZCTU)

Member



MS. THELMA KILALE
Zambia Chamber of Small and Medium
Business Associations
(ZCSMBA)

Member



DR. ALFRED SUMANI
National Science & Technology
Council

Member



MR. DAVID C. CHAKONTA
Director General
TEVETA

Secretary

5 TEVETA Senior Management



Mr. David C. Chakonta

Director General



Mr. Cleophas Takaiza

Director
Training Standards Division



Mr. Phillip Mubanga

Director
Finance & Administration Division



Mrs. Catherine Kanyensha

Director
Assessments & Qualifications Division



Mr. Orphan Hachinene

Director
Development Division

6 Statement from the Chairman



On behalf of the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA), I have the pleasure to present the Annual Report and Audited Financial Statements for the year 2015.

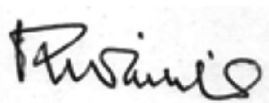
The year closed with a total 304 registered training institution. Copperbelt, Central, Lusaka and Southern provinces (along the line of rail) accounted for 82% of the total. The concentration of training providers along the line of rail was a sign of continued TEVET access challenges for the rural population. Measures designed to develop and promote new training systems or learning pathways were implemented to reverse the pattern and to foster inclusive and sustainable national development. The training systems included On-The-Job Training systems, Secondary School Vocational Education and Training (VET), and Recognition of Prior Learning Assessments. A national skills competition system linked to the national TEVET system was introduced and integrated to TEVET curriculum. The introduction of the national skills competition system included Zambia's first time participation in a world skills championship under the auspices of World Skills International. Four (4) learners from TEVET institutions made up the competitor team. The national skills competition system will also be leveraged to provide increased access to TEVET in addition to acting as a vehicle for career promotion, as well as instilling mind sets and abilities for skills excellence, innovation, and productivity.

During the year, the TEVET Fund continued to play its role as an economic incentive based regulated tool for achieving particular Government policy goals and objectives. A success story of a female entrepreneur trained by Ukwimi Trades Training Institution in Poultry Management illustrated the potential of the Fund for promoting the entrepreneur/employer career pathway. A three (3) month training financed through the TEVET Fund enabled the recipient to start and grow the poultry business and diversify into stock feed supply, within a post-training cycle of 15 months.

A total of 24, 487 candidates sat for TEVET examinations in 2015 (12,267 for Regular Programmes and 12,220 for Trade Test Programmes). This represented 13.95% increase from 2014 to 2015. There was a sharp increase of 21.4% in the number of candidates sitting for Trade Test programs in 2015 due to the introduction of Trade Test assessments for the inaugural cohort of the Secondary School Vocational Education and Training (VET) System.

As we look forward to 2016, skills for industrialisation and job creation capacity development will be the focus.

The Board remains grateful to the Government of the Republic of Zambia and other stakeholders, who have continued to support the work and programmes of the Authority.

A handwritten signature in black ink, appearing to read 'Francis M. Ndillila'.

Dr. Francis M. Ndillila
Board Chairperson
Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA)

7 Operational Review by the Director General

7.1 STATUTORY 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. The specific functions are that TEVETA shall:

- a) administer and manage the Technical Education, Vocational and Entrepreneurship Training Fund;
- b) advise the Minister on the development quality of the human resources in Zambia through the technical education, vocational and entrepreneurship training;
- c) regulate and advise institutions established or registered under this Act;
- d) regulate and coordinate apprenticeship and trade testing systems;
- e) facilitate the provision of technical consultancy to institutions established or registered under this Act;
- f) facilitate the development of technical capacity in institutions established or registered under this Act;
- g) develop national curricula in consultation with stakeholders;
- h) set minimum standards and qualifications for any occupation, skill, technology or trade in accordance with trends in the industry;
- i) provide guidelines for the development of institutional curricula;
- j) accredit local and foreign examinations to be taken by persons attending courses at an institution established or registered under this Act;
- k) regulate and conduct national examinations and assessments relating to technical education vocational and entrepreneurship training;
- l) charge and collect fees in respect of examinations, assessments undertaken under this Act;
- m) award certificates to persons who succeeded in examinations and assessments undertaken under this Act;
- n) approve curricula and standards of certificates in institutions established or registered under this Act;
- o) register institutions;
- p) cancel registration of an institution established under this Act;
- q) collect, manage and disseminate labour market information relating to technical education, vocational and entrepreneurship training;
- r) initiate, monitor and evaluate development programmes for continued advancement of technical, vocational and entrepreneurship training;
- s) determine the equivalences of local and foreign examinations;
- t) accredit and register trainers, examiners and assessors;
- u) in conjunction with the Minister:
 - (i) determine priority skills areas of technical education, vocational and entrepreneurship training for the purpose of enhancing social and economic development in Zambia; and
 - (ii) mobilise financial and material resources for the provision of technical education, vocational and entrepreneurship training; and
- v) do all such things connected to or incidental to the functions of the Authority under this Act

7.2 GOVERNANCE

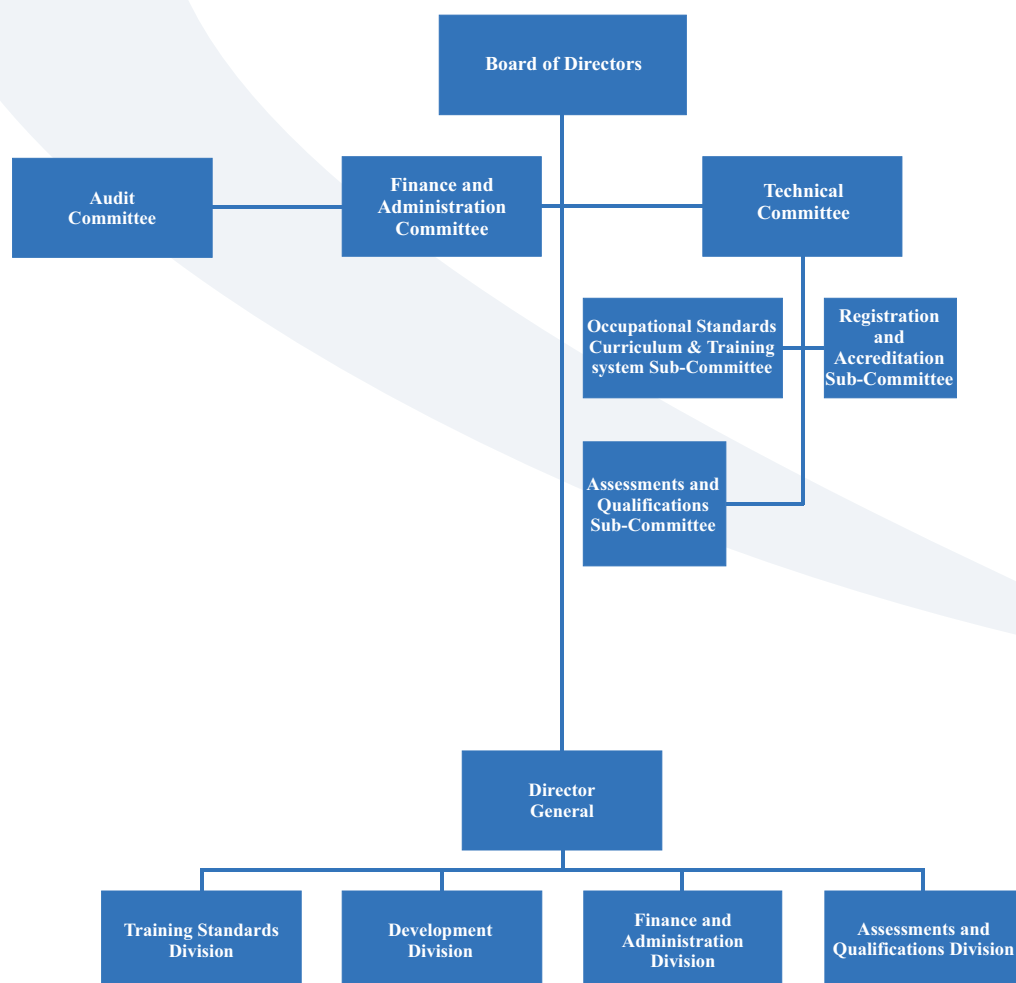
TEVETA is governed by a Board of Directors appointed by the Minister, in accordance with Section 6(1) of the Technical Education, Vocational and Entrepreneurship Training (Amendment) Act No. 11 of 2005. The Board consists of representation from the following:

1. a representative of a federation of trade unions;
2. a representative of the Zambia Association of Chambers of Commerce and Industry;
3. one representative from the university established under the University Act;
4. one representative from a federation of employers' organisations;
5. a representative of the Zambia Chamber of Small and Medium Business Associations;
6. a representative of a research and development institution established under the Science and Technology Act;
7. a representative of a religious organisation involved in providing technical education, vocational and entrepreneurship training;
8. a representative of the Ministry responsible for technical education, vocational and entrepreneurship training;
9. a representative of the Ministry responsible for labour;
10. a representative of the Ministry responsible for education; and
11. one other person

The members elect a Chairperson and a Vice Chairperson from among their number

Figure 1: shows the governance structure for the Authority

Figure 1: STRUCTURE OF TEVETA



7.3 ORGANISATIONAL AND MANAGEMENT STRUCTURES

The Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) is organised around four Divisions, under the supervision of the Director General. These are: Development Division, Training Standards Division, Assessments and Qualifications Division, and Finance and Administration Division. Each Division is further structured into specialised operational Units.

The report covers the activities carried out by the Authority in the course of implementing the Annual Work Plan and Budget approved by the Board for the period 1st January to 31st December 2015.

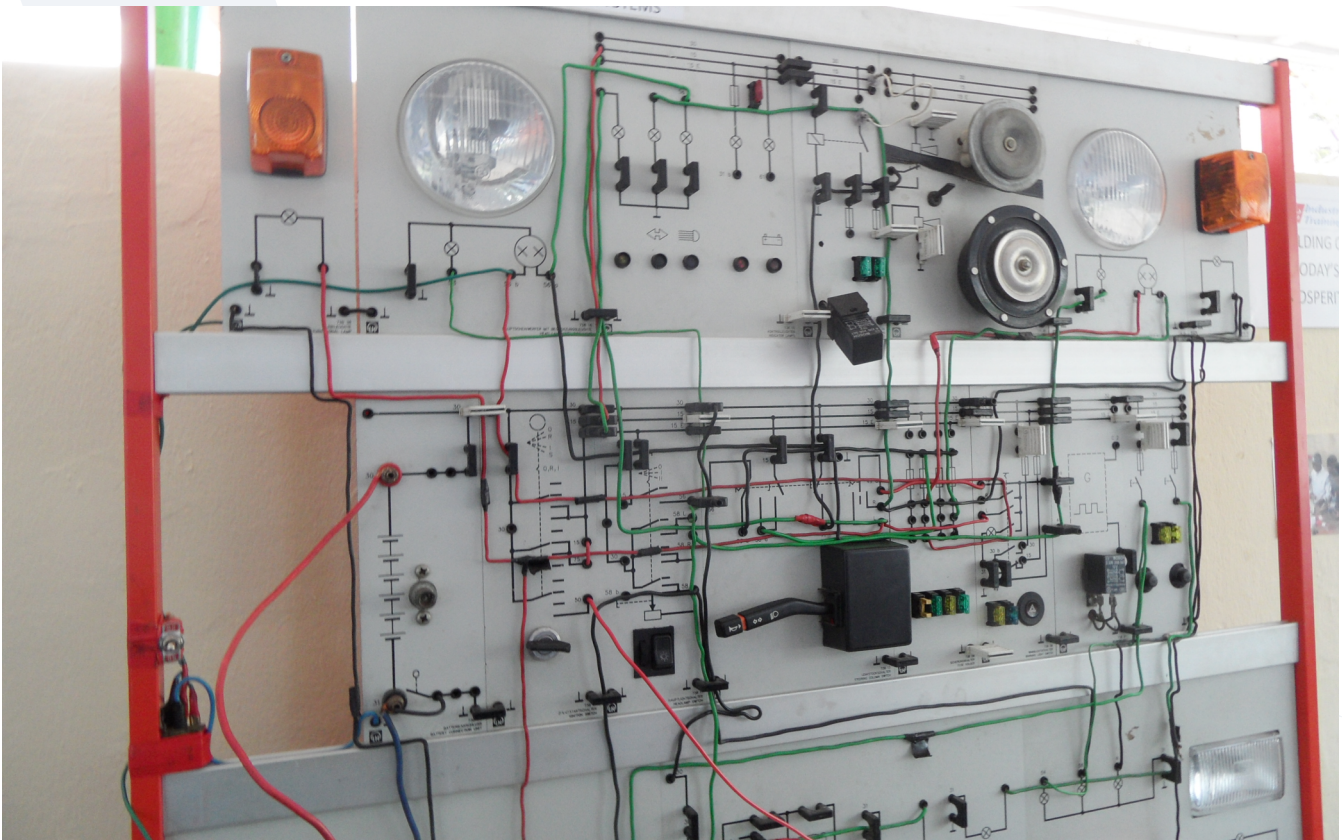
7.31 Training Standards Division

The Training Standards Division is responsible for compliance, monitoring and enforcing set standards in the provision of Technical, Vocational and Entrepreneurship Training (TEVET) in line with the TEVET Act number 13 of 1998 read together with the TEVET Amendment Act number 11 of 2005. The strategic plan objectives that guided the activities of the Training Standards Division in 2015 were;

1. Development and continuous improvement of the Training Quality Assurance Systems and Procedures;
2. Provision of support to Training Providers in order to contribute to the enhancement of the efficiency and effectiveness of TEVET delivery;

The monitoring and enforcement of training standards is done through:

- i) Inspections and Registration of training providers;
- ii) Accreditation of Examination Bodies, Trainers, Examiners and Assessors;
- iii) Provision of Training Provider Support Services and;
- iv) Promotion of Entrepreneurship training.



7.3.2 Inspection and Registration of Training Institutions

The Division conducted Training Quality Assurance inspections for purposes of registration of new training institutions and also to ensure compliance with minimum training standards amongst training institutions. During the year seventeen (17) new institutions were inspected for purposes of registration to offer training in

compliance with the technical education, vocational and entrepreneurship training (TEVET) Act No. 13 of 1998. All the seventeen (17) institutions were successfully registered and issued with registration certificates. On the other hand, two (2) Training Institutions had their certificates of registration withdrawn for failing to comply with the minimum training standards. As at December 2015, there were three hundred and four (304) training institutions on the TEVET register.

TEVET has a system of grading institutions according to the Institution's capability to offer quality training against the Minimum Training Standards. The grade shows the level of capability of the training institutions to offer quality training as measured against the set minimum standards.

A **Grade '1'** training institution is a very good training Institution with well-established procedures in terms of management systems, management staff having the requisite qualifications and experience, accredited trainers, appropriately equipped workshops, enough classroom space, with adequate reference materials for teaching and learning, ITC facilities and equipment and adequate sanitary facilities. On the other hand, a **Grade "2"** institution is also a good Institution that meets most basic requirements as stipulated in the minimum training standards guide. However, the Institution may have some areas that need to be improved upon for example in the area of established management systems, inadequate staff or inappropriately equipped workshops or classrooms or appropriate sanitary facilities. Over enrolment can also negatively affect the grade of an institution.

A **Grade 3** institution is one that barely meets the minimum training standards to conduct training but may have some strengths and weaknesses in the areas of management systems, quality of administrative staff, adequacy of workshops, adequacy of sanitary facilities. Such an institution would be allowed to operate with a strong recommendation to improve in identified areas.

Table 1 below presents the distribution of registered institutions as at 31st December by province and grade while **Table 2** presents institutions by province and ownership.

Table 1: Distribution of institutions according to Grades as at 31st December 2015

PROVINCE	GRADE			TOTAL	%
	1	2	3		
Central	1	6	8	15	4.9
Copperbelt	12	26	42	80	26.3
Eastern	0	4	8	12	3.9
Luapula	0	5	5	10	3.3
Lusaka	19	44	56	119	39.1
Muchinga	0	2	3	5	1.6
Northern	0	2	3	5	1.6
North-Western	1	6	7	14	4.6
Southern	7	10	19	36	11.8
Western	0	6	2	8	2.6
TOTAL	40	111	153	304	100
%	13%	37%	50%	100%	

The largest number of institutions tends to fall in Grade 3, and this is an area of concern to the Authority. **Figure 1** below also shows that most training institutions registered with TEVETA tend to be concentrated along the line of rail with Lusaka Province having the largest share of registered Institutions.

Distribution of Training Institutions by Province as at December 2015

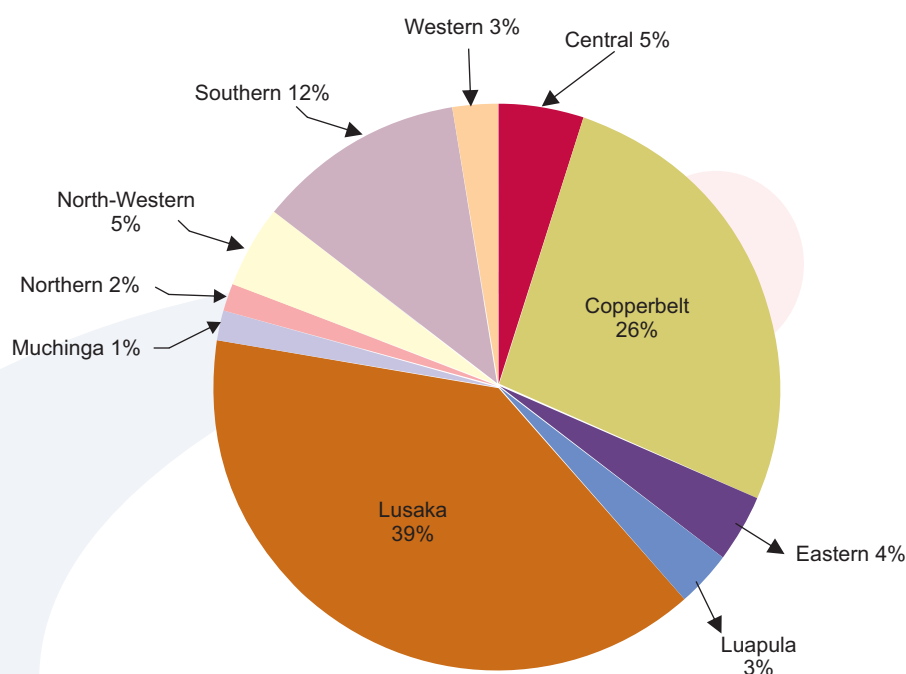


Table 2: Distribution of institutions according to region and highest level of qualification offered as at December 2015

PROVINCE	Level of Training					TOTAL	
	Short Courses	Trade Test	Craft	Advanced Certificate	Diploma (Tech)	Diploma (Mgt)	Total
Central	3	7	4	0	0	1	15
Copperbelt	10	31	13	7	8	11	80
Eastern	1	6	4	0	0	1	12
Luapula	0	8	2	0	0	0	10
Lusaka	39	25	8	5	10	32	119
Muchinga	0	4	1	0	0	0	5
Northern	0	3	1	0	1	0	5
North-Western	2	8	4	0	0	0	14
Southern	8	16	7	0	1	4	36
Western	0	6	2	0	0	0	8
TOTAL	63	114	46	12	20	49	304
%	21%	38%	15%	4%	7%	16%	100%

Table 3: TEVETA Institutions by ownership as at December 2015

Name of Province	Type of Ownership							Total	% of Total
	Public / Government	Private	Church	Community	Trust	Company	NGO		
Central	8	3	1	0	0	0	3	15	5%
Copperbelt	22	22	18	2	2	10	4	80	26%
Eastern	7	3	1	0	0	0	1	12	4%
Luapula	5	0	4	1	0	0	0	10	3%
Lusaka	22	58	16	3	11	3	6	119	39%
Muchinga	4	0	1	0	0	0	0	5	2%
Northern	6	0	2	3	0	3	0	14	5%
North-Western	3	0	0	1	0	1	0	5	2%
Southern	10	11	13	0	0	2	0	36	12%
Western	4	0	3	0	0	0	1	8	3%
TOTAL	91	97	59	10	13	19	15	304	100%
% of total	30%	32%	19%	3%	4%	6%	5%	100%	

7.3.3 Accreditation of Examination Bodies, Trainers, Examiners and Assessors

In the overall context of promoting quality, trainers, assessors and examiners that conduct any activity related to technical education, vocational and entrepreneurship training are required to seek accreditation with TEVETA. In this regard, five hundred and seventy eight (578) applications were received for accreditation either as trainers, assessors or examiners during the year. Four hundred and thirty four (434) applicants were successfully awarded accreditation.

The TEVET Amendment Act number 11 of 2005 also mandates TEVETA to accredit all local and foreign examinations that are taken by persons attending courses at institutions established or registered under the TEVET Act number 13 of 1998. During the year 2015, one Examination Body successfully accredited with TEVETA. As at 31st December 2015 there were sixteen (16) Examination Bodies accredited to conduct examinations at

Table 4: List of Accredited Examination Boards in TEVETA as at 31st December 2015.

No.	Name of Examination Board	No.	Name of Examination Board
1	Association of Accounting Technicians (AAT)	9	Institute of Certified Bookkeepers (ICB)
2	Association of Business Executives (ABE)	10	Institute of Commercial Management (ICM)
3	Association of Business Managers and Administrators (ABMA)	11	International Computer Driving License (ICDL)
4	Association of Chartered Certified Accountants (ACCA)	12	London Centre of Marketing (LCM)
5	Certified Commerce Industry Personnel (CCIP)	13	Society for Business Practitioners (SBP)
6	City and Guilds	14	Chartered Institute of Purchasing and Supply (CIPS)
7	Institute for the Management of Information Systems (IMIS)	15	Australian International Institute of Workplace Training (AIWT)
8	Cambridge International College (CIC)	16	Pearson LCCI

7.3.4 Training Providers Support Services

The Division provided support services to registered training institutions through the following initiatives:

- (i) Promoting quality assurance systems in TEVET provision;
- (ii) Effective and innovative delivery of entrepreneurship training in TEVET.

Technical support services were provided to Registered Training Institutions in the management of a Training function and Strategic Planning process. A curriculum for a Management and Supervisory Skills upgrading course for institutional managers and senior staff was developed and institutions with capacity are being encouraged to accredit and deliver the course.

As a resource for teaching and learning of entrepreneurship in TEVET, a Memorandum of Understanding (MoU) between TEVETA and the Patents and Companies Registration Agency (PACRA) was signed where TEVETA will provide opportunities for the Agency to interact with registered training institutions and learners to raise awareness on business and industrial property registration. Career and employment promotion events were also conducted targeting the youth especially those in secondary schools; and participation in both local and international entrepreneurship activities as a way of sharing best practices on promoting entrepreneurship.

7.4.0 DEVELOPMENT DIVISION

This report covers activities carried out by the Development Division for the period 1st January to 31st December, 2015 towards the attainment of the objectives and outputs contained in the TEVETA 2015 Annual Work Plan and Budget. It gives highlights of activities undertaken and related outcomes, towards the realization of set outputs and objectives. The strategic objectives guiding the operations of the Unit, according to the 2014-2016 Strategic Plan and the 2015 Annual Work Plan and Budget were as follows:

7.4.1 STRATEGIC OBJECTIVES AND OUTPUTS

7.4.2 The Strategic Plan Objectives

The strategic plan objectives guiding the operations of the Division were as follows:

- a. To develop and continuously review TEVET Curricular to ensure relevance and responsiveness to National Development;
- b. To develop and promote innovative Training Systems in order to increase access to TEVET through a variety of learning pathways;
- c. To develop and implement a TEVET Research, Innovation and Knowledge management system;
- d. To promote and/or facilitate integration and mainstreaming of the cross cutting issues in TEVET such as: HIV/AIDS, Gender, Disability, sustainable Environment, Climate Change, and civic competences.

7.4.3 Strategic Plan Outputs

During the stated period the Strategic Plan outputs tasked to the Division are to ensure that:

7.4.3.1 TEVET annual enrolment increased to at least 154,000 learners by December 2017 through promotion and/or development of the following training systems:

- a) Training;
- b) Institution based;
- c) On-the-Job training;
- d) Apprenticeship /TEVET Learnership;
- e) Open, Distance and Flexible Learning (ODFL);
- f) Recognition of Prior Learning Assessment (also known as Assessment Only Training System);
- g) Secondary School TEVET.

7.4.3.2 A TEVET skills competition system to promote open learning, excellence, and informal-to-formal sector migration developed and piloted.

7.4.3.3 A TEVET Graduate Demand and Supply Labour market monitoring and analysis system developed and implemented in partnership with the ministry of Labour and Social Security, industry, professional bodies and other key stakeholders.

7.4.3.4 Partnerships with industry, professional bodies, Government agencies and other stakeholders strengthened.

7.4.3.5 TEVET Curricular evaluated and reviewed as they fall due (NB. every 4 or 5 years).

7.4.3.6 All new curricular developed within 7 months of labour market need identification.

7.4.4 PROGRESS IN THE IMPLEMENTATION OF THE 2014-2016 TEVETA STRATEGIC PLAN OBJECTIVES AND OUTPUTS IN THE YEAR 2015

7.4.4.1 To develop and promote innovative Training Systems in order to increase access to TEVET through a variety of learning pathways

Promotional and monitoring activities were conducted around the country for Formal and Informal/MSME Workplace learning; TEVET Learnership Schemes; Open, Distance and Flexible Learning (ODFL); Secondary School TEVET; and TEVET for learners with disabilities. The Division through SkillsDMC [Australian] Project established a Sector Advisory Group (SAG) for the mining sector and conducted visits in the sector. Successful Recognition of Prior Learning (RPL) promotions and linkages were done in expectation of implementing continuous RPL within the mining sector starting 2016. The Unit was also involved in facilitating the training for the youth that were sponsored by the TEVET Fund, Support for Science and Technology Education (SSTEP) project under African development Bank, and Korean National Commission for UNESCO's Africa BRIDGE Project.

7.4.4.2 To develop and implement a TEVET Research, Innovation and Knowledge management system

The Division captured a total of **20, 963** learners under different training systems for the year from **137** training institutions for regular TEVETA programmes and **53** Training Institutions that provide foreign examination boards programmes as well as institutional programmes for different learning pathways. No TEVET research and labour market surveys were conducted in 2015 due to inadequate funding.

Capacity building in research initiated in 2014 continued through desk based research in 2015. The project was financed by the government of Australia through the Department of Foreign Affairs and Trade based on a Memorandum of Understanding signed by TEVETA and Skills DMC in the first quarter of 2014.

There were no TEVET research and labour market surveys were conducted in 2015 due to inadequate funding.

7.4.4.3 To promote and/or facilitate integration and mainstreaming of the cross cutting issues in TEVET such as: HIV/AIDS, Gender, Disability, sustainable Environment, Climate Change, and civic competences;

- a. Promotional visits were done for Central, Copperbelt and Luapula provinces and guidelines for Inclusive learning were distributed.
- b. Through ILO, the division was capacity built in inclusive/integrated delivery of training in TEVET.

7.4.4.4 To develop and continuously review TEVET Curricular to ensure relevance and responsiveness to National Development.

- a) **10** job profiles were reviewed out of the **24** targeted indicating a 42% achievement level. The shortfall was due to insufficient funding;
- b) **10** programmes were reviewed out of the **24** targeted indicating a 42% achievement level. The shortfall was due to insufficient funding;
- c) **9** programmes were validated out of the **24** targeted indicating a 42% achievement level. The shortfall was due to insufficient funding;
- d) **35 new** job profiles were developed out of the **8** targeted indicating a more than 100% achievement level;
- e) **9 new** programmes were developed out of the **4** targeted indicating a more than 100% achievement level;
- f) **21 new** skills awards were developed out of the **4** targeted indicating a more than 100% achievement level;
- g) **37 new** curricula were validated out of the **8** targeted indicating a more than 100% achievement level;
- h) **29 reviewed** and **new** curricula were approved out of the **32** targeted indicating a 91% achievement level;
- i) **5** CBMT learning materials for Vocational Secondary School were developed out of the 5 targeted indicating a 100% achievement level;
- j) All programmes were we have achieved more than 100% was as a result of funding from stakeholders.

7.4.4.1 TEVET curriculum linking to National Skills Competition Development

TEVETA worked with World Skills Zambia and other stakeholders to enable Zambia's first time participation in an international skills competition organised by World Skills International. The competition was hosted by World Skills

Brazil in the city of Sao Paulo. The Zambian skills team was made up of the following students:

No.	Name of student/competitor	Skills Competed	Contributing Training Provider/District
1	CassiannoKawana	Bricklaying	Choma Trades Training Institute – Choma District
2	OswardKabwe	Carpentry	Lukashya Trades Training Institute – Kasama District
3	Innocent Sichula	Bricklaying	Mobile Mission Vocational Training Centre
4	William B.J. Mbewe	Concrete Construction	Chipata Trades Training Institute – Chipata District

NOTE: William B. J. Mbewe was then a Grade 11 pupil at Chipata Trades Training Institute under two-tier system.

7.4.4.5 MAJOR CHALLENGES FACED

7.4.4.5.1 Inadequate funding and staffing levels hampered effective undertaking of all activities related to the Development Division.

7.4.4.5.2 Erratic funding [and financing coming towards the end of the year] made work difficult for the division.

7.4.4.6 TRAINING SYSTEMS DEVELOPMENT UNIT ANNUAL REPORT

The strategic objectives guiding the operations of the Unit, according to the 2014-2016 Strategic Plan and the 2015 Annual Work Plan and Budget were as follows:

7.4.4.6.1 To develop and promote innovative Training Systems in order to increase access to TEVET through a variety of learning pathways

Promotional and monitoring activities were conducted around the country for Formal and Informal/MSME Workplace learning; TEVET Learnership Schemes; Open, Distance and Flexible Learning (ODFL); Secondary School TEVET; and TEVET for learners with disabilities. Successful Recognition of Prior Learning (RPL) promotions and linkages were done in expectation of implementing continuous RPL within the mining sector starting 2016. The Unit was also involved in facilitating the training for the youth that were sponsored by the TEVET Fund and Korean National Commission for UNESCO's Africa BRIDGE Project.

7.4.4.7 CONCLUSION

The Division operated under difficult circumstances mostly due to inadequate funding. The Division achieved beyond targeted levels for curriculum development with support from external funding from stakeholders such as the African Development Bank, Road Transport and Safety Agency, Better Education for African's Rise (BEAR) Project, International Labour Organisation, and Zambia Weights and Measures Agency. These stakeholders were however interested mainly in the development of new programmes. Hence the review of old programmes depended mainly on government grant which was inadequate and was erratically dispensed. With available resources, the Division could achieve more despite inadequate staffing.

7.5.0 ASSESSMENTS AND QUALIFICATIONS DIVISION

This report covers activities carried out by the Assessments and Qualifications Division for the period 1st January to 31st December 2015 towards attainment of the objectives and outputs contained in TEVETA 2015 Annual Work plan and budget.

The strategic objectives guiding the operation of the Division according to the 2014 – 2016 Strategic Plan and 2015 annual work plan and budget was:

- To develop and continuously improve the TEVET Assessment and Qualification system to cater for all training systems in the context of the National Qualifications Framework.

7.5.1 Main Outputs for the Assessments and Qualifications Division according to the 2015 AWPB

During the stated period, the Strategic Plan outputs tasked to the Division were to ensure that:

- 1) Assessments are carried out with continuous improvement in validity, confidentiality, and reliability of the assessment system;
- 2) An on sight RPL/Trade Test Assessment system for workplace based training is developed and implemented;
- 3) A TEVET Assessment and certification system for the two tier system is developed and implemented;
- 4) Assessment and Examination item and paper Bank system is developed and implemented;
- 5) Assessment record management and administration are carried out with continuous improvements in accuracy, validity, confidentiality, security, reliability and efficiency.

7.5.2. PERFORMANCE OF THE DIVISION IN 2015

The Division performed as follows in 2015:

7.5.2.1 Carrying out of TEVET Examinations and Assessments with continuous improvement

TEVET examinations were conducted successfully for all four sessions in 2015; i.e. April, August, September and December respectively. All the examination processes were carried out on time and these included setting and moderation of examination papers, registration of candidates; production of Examinations Registers; printing, packaging, delivery, collection and marking of examinations papers; and processing of examination results. Examination results were also released on time despite challenges.

First time assessments under the Two-Tier system were conducted in 30 pilot Secondary schools in the September 2015 session.

A total of 24, 487 candidates sat for TEVET examinations in 2015 (12,267 for Regular Programmes and 12,220 for Trade Test Programmes).

There were more candidates sitting for examinations in 2015 as compared to the previous years: 2014 (21,489), 2013 (17,974) and 2012 (17,246). The percentage increase from 2015 to 2014 was 13.95%. It is important to note that the sharp increase in the number of candidates sitting for Trade Test programmes in 2015 was attributed to the introduction of Secondary School Trade Test examinations. The breakdown for the various examinations sessions in 2015 is as follows:

- a. **In April 2015**, 3006 candidates sat for the TEVET examinations. Of these, 715 candidates were for Regular Programmes whilst 2291 were for Trade Test Programmes. From the 715 candidates who sat for Regular Programmes, 597 were males while 118 were females, and for the 2291 candidates who sat for TEVET Trade Test Programmes 1,639 male and 652 were female.
- b. **In August 2015**, a total of 4,859 candidates sat for the examinations. Of these 1,275 were for regular programmes and 1,697 were for Trade Tests and 1,887 were re-sit candidates. From the 1275 candidates who sat for Regular Programmes, 918 were males while 357 were females, and for Trade Test examinations 1,220 male and 477 female candidates sat.
- c. **For September**, 1888 Secondary school Grade 9 candidates sat for TEVET Trade Test Examinations. Of these, 574 were females whilst 1314 were male candidates.
- d. **During the November/December** examination session 14,661 candidates sat for examinations and assessments (8798 for regular programmes and 5863 for Trade Test programmes), recording an increase of 6% in the number of candidates from the previous year. In addition, there were 2437 re-sit candidates and 417 candidates were recorded absent. (Details are in annex I).

7.5.2.1 STATISTICAL SUMMARY OF EXAMINATION SESSIONS

In 2015, TEVETA conducted four (4) examination cycles, i.e. April-May, July-August, September-October and November- December. This report gives a breakdown of the total number of candidates who sat for 2015 examinations, plus the number of papers that were set.

7.5.2.1.1 Candidature

24, 487 candidates sat for 2015 TEVET examinations (12,267 Regular Programmes and 12,220 Trade Test Programmes).

There were more candidates sitting for 2015 examinations as compared to the previous years: 2014 (21,489), 2013 (17974) and 2012 (17246). The percentage increase from 2014 to 2015 was 13.95%. It is important to note that the sharp increase in the numbers of candidates sitting for Trade Test programs in 2015 was attributed to the introduction of Secondary Schools Trade Test examinations.

Figure 1 shows this trend as compared with 2012, 2013 and 2014:

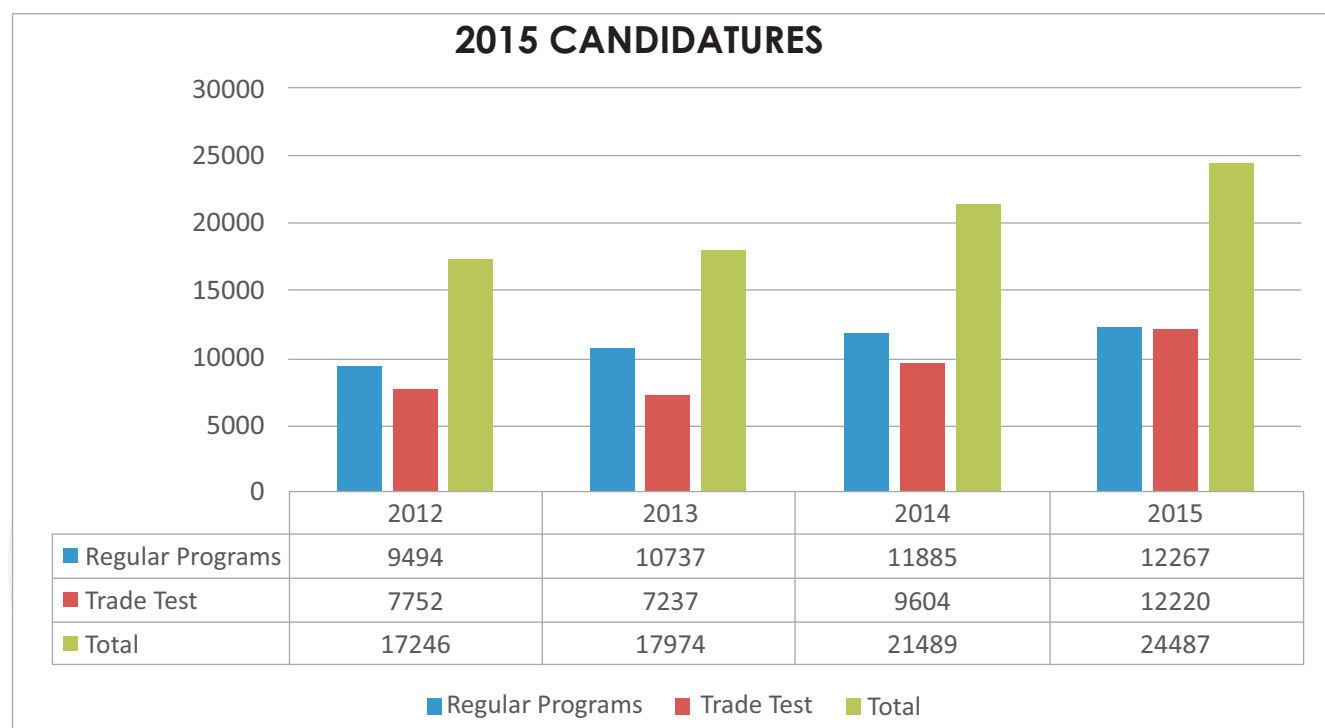


Figure 2: TOTAL NUMBER OF CANDIDATES WHO SAT FOR EXAMINATIONS

7.5.2.1.2 Number of papers sat

A total of 979 papers (subjects) were set in 2015 examinations. This showed an increase as compared to the previous examinations: 902 in 2014, 874 in 2013 and 816 in 2012.

Figure 2 shows this trend:

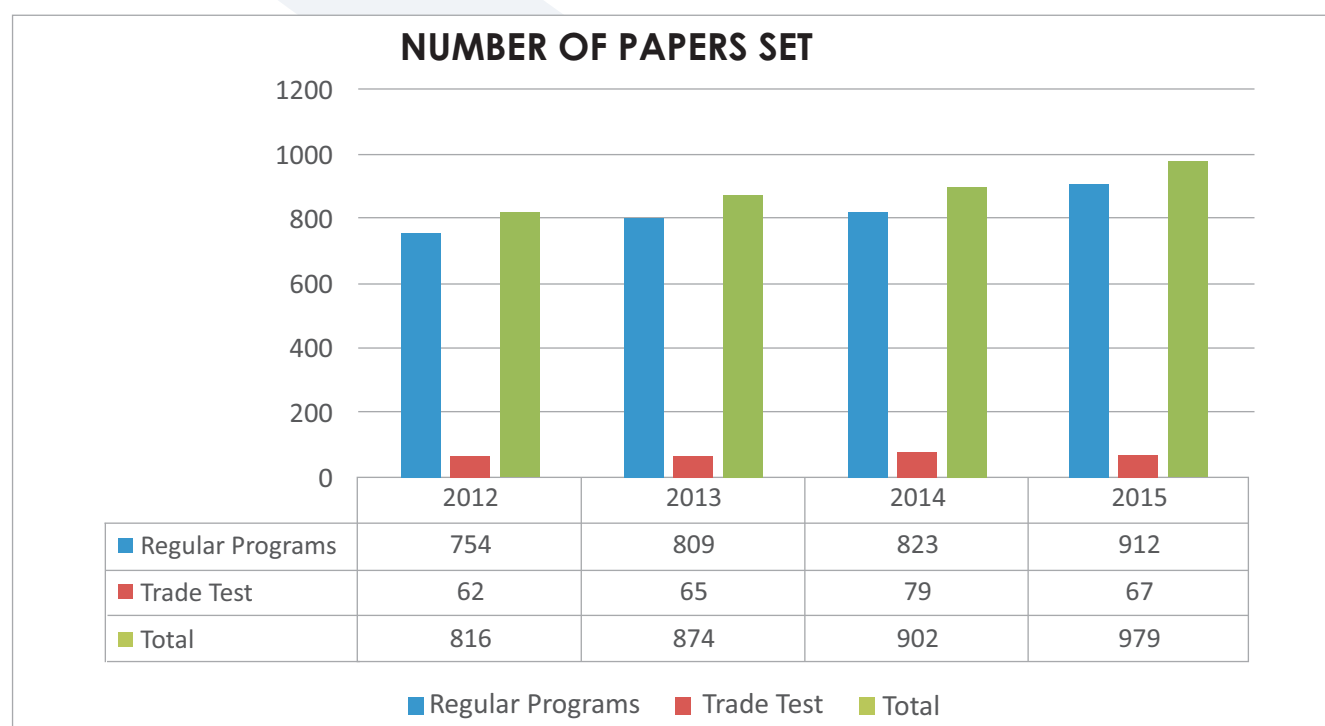


Figure 3: NUMBER OF PAPERS SET

7.5.2.1.3 Regular Programmes: Performance Analysis Per Subject.

In 2015 candidates sat for 67, 104 subjects. The pass rate per subject was: 86.68% males and 88.59% females; making the overall pass rate per subject to be at 87.2%. The 2015 pass rate dropped by 2.78% as compared to 2014 which was at 89.98%.

Figure 3 gives a summary of this analysis in graphical form.

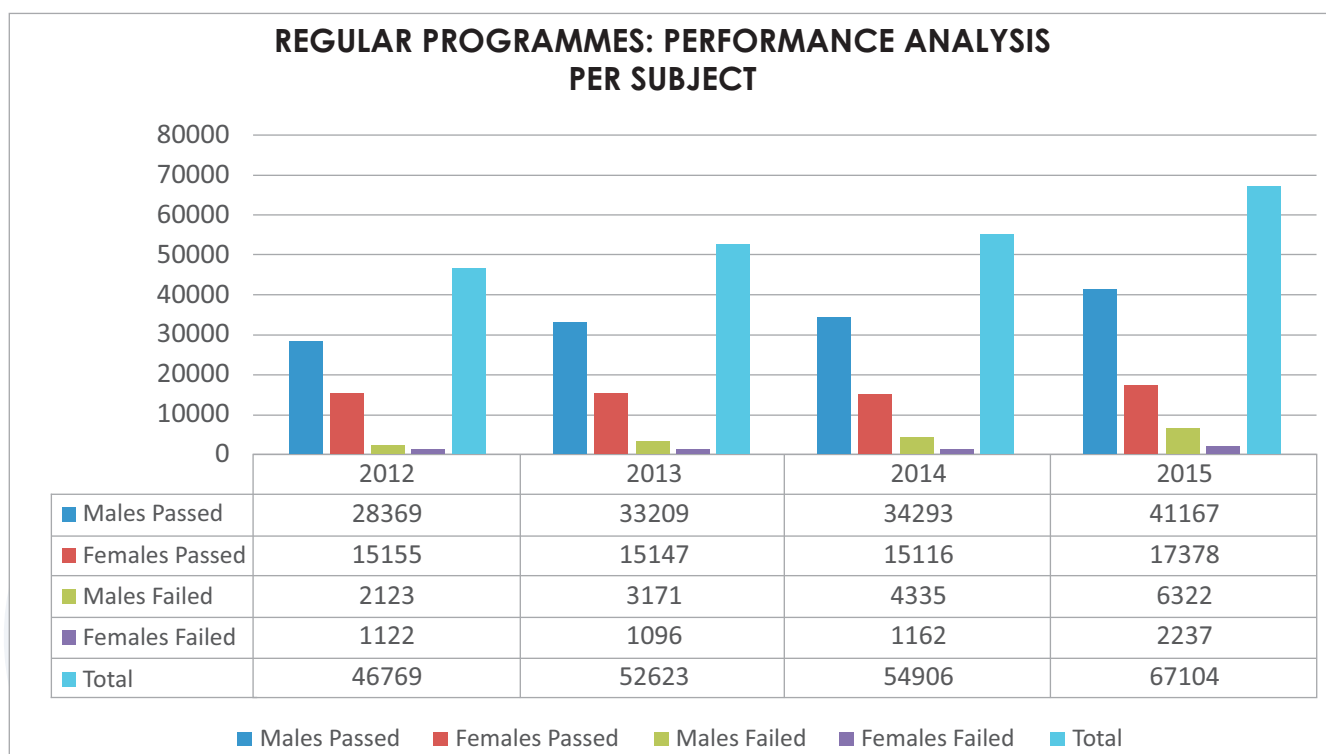


Figure 4: PERFORMANCE ANALYSIS FOR REGULAR PROGRAMMES

7.5.2.1.4 Trade Test Programmes: Performance Analysis.

From 12, 281 candidates who sat for Trade Test TEVET examinations in 2015, 3,612 were female whilst 8,669 were male. The number of males and females who passed was 7,601 and 3,331 respectively. The overall pass rate was 89%. This was broken down as: 92.2% for females and 87.6% for males.

It is important to state that there has been a decline in the overall pass rate from 90.11% in 2014 to 89% in 2015. Figure 4 gives this distribution in graphical form.



TRADE TEST: PERFORMANCE ANALYSIS

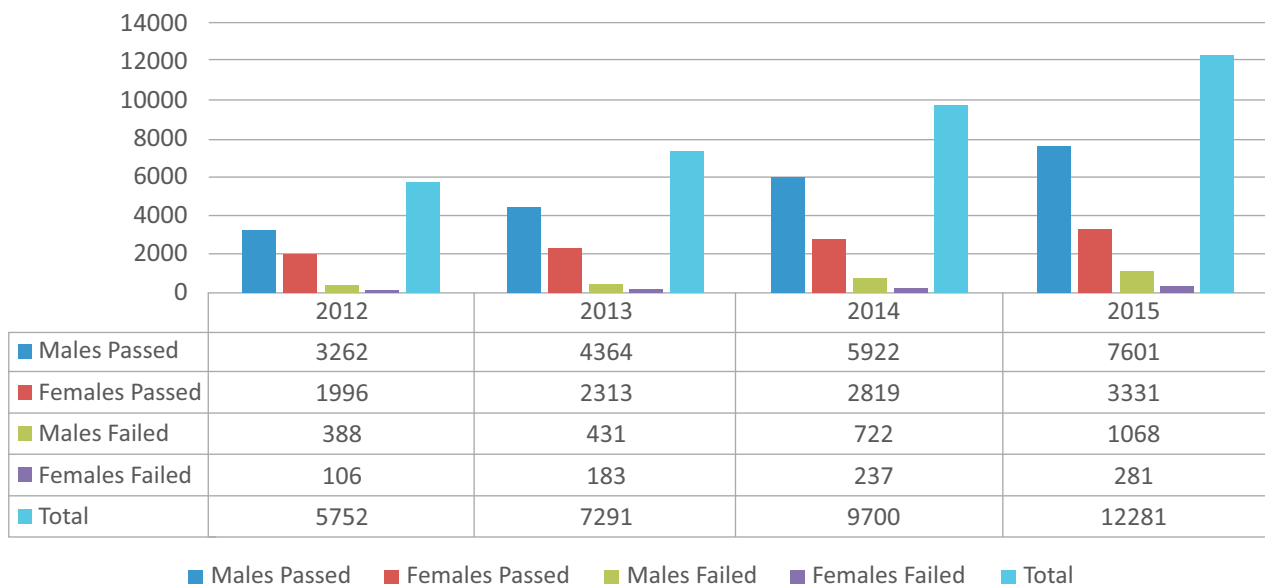


Figure 4: PERFORMANCE ANALYSIS FOR TRADE TEST PROGRAMMES

7.5.2.1.5 Re-sit Candidates

The number of re-sit candidates was 6,236 in 2015. This showed a reduction as compared to 2014, i.e. 2014 (6244) and 2015(6236). Figure 5 details this trend:

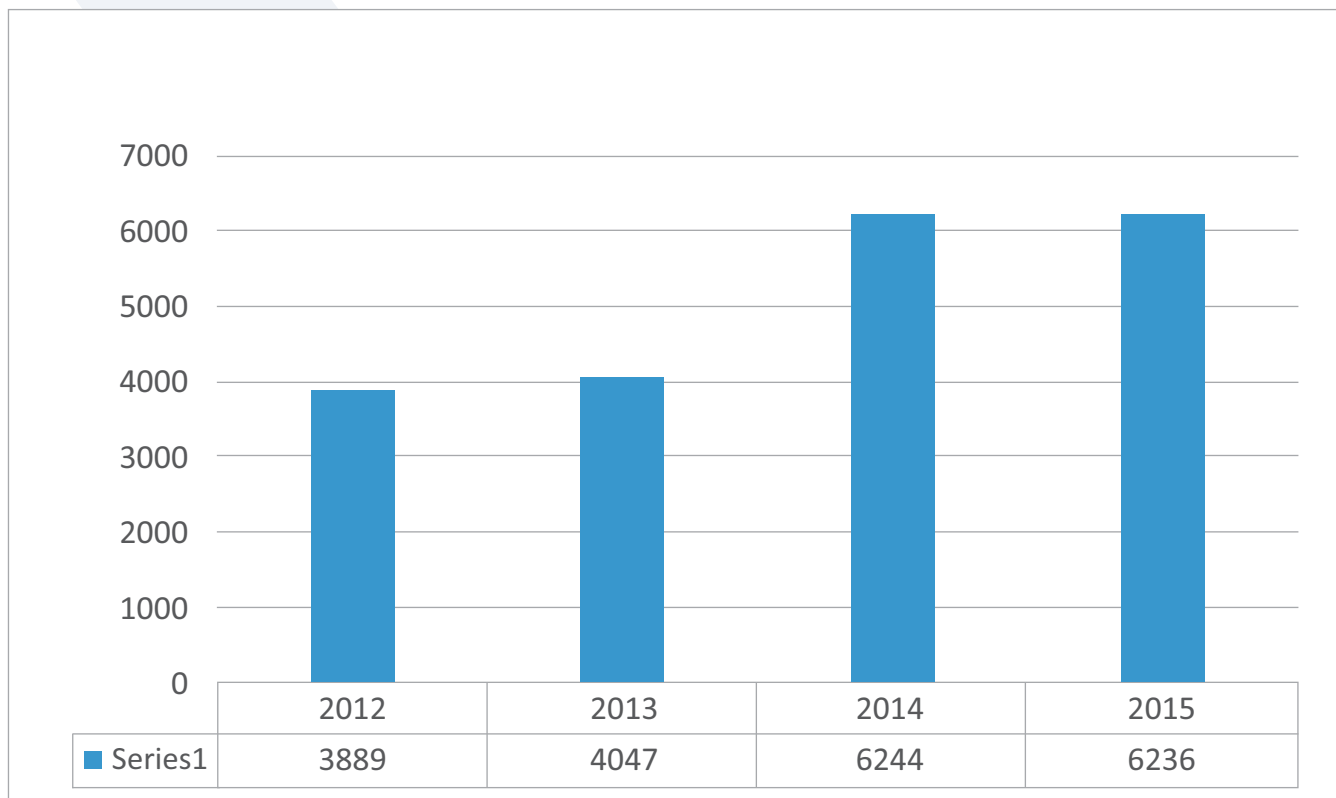


Figure 5: RESIT CANDIDATES

7.5.2.1.6 Enhancements

- a. In order to process and release examination results on time, changes were made to data collection and entry. In the November – December, 2015 examination series, examination scores were captured and processed at the marking centres. Unlike what used to happen before wherein, Information Technology (IT) personnel had to wait for data to be brought from marking centres. For the Specialists to collect the marking scripts, sort, travel back to Lusaka, settle down, and then give the scripts to IT; this process used to take a number of man hours thereby causing delays on the date on which results were released. Because of these, results were processed and ready for distribution to institutions within 3 weeks.
- b) Receipt of Continuous Assessment marks electronically from institutions via email also helped in enhancing efficiency, compared to receiving hard copies.

Certificates for December 2014 and April 2015 successful candidates were processed and distributed to respective institutions. Certification lists for the 2015 August and September sessions were also processed during this period and sent for printing of the certificates as the year closed.

7.5.2.1.7 Development and implementation of an on sight RPL/Trade Test Assessment system for workplace based training

At the close of the period under review, the Division had also started working on the system for awarding certification to people who have acquired skills from the workplace and short courses through Recognition of Prior Learning (RPL). The Division started the RPL system with Mining companies and was in the process of starting to certify their candidates by close of the year.

7.5.3.0 Development and implementation of a TEVET Assessment and Certification system for the two tier secondary school vocational education and training system

A certification system was developed and successfully implemented. Certification lists for candidates who sat for examinations on this pathway in the September 2015 session were processed and sent for printing.

7.5.4.0 MAJOR CHALLENGES FACED

- 1) Inadequate funds and staffing levels to effectively undertake all activities related to examinations. Effective implementation of RPL and assessment of secondary school learners on the TEVET pathway requires adequate funds and staff;
- 2) Lack of a robust enterprise learner data management system for effective learner data management;
- 3) Marking of examinations outside TEVETA and in hired facilities. This is costly and risky. The situation would have been better if the TEVETA Examination Annexe had been completed;
- 4) Examiners, Moderators and Markers continued to complain of low allowances.
- 5) Inadequate Information Communication Technology (ICT) infrastructure.

7.5.4.0 CONCLUSION

The Division operated under difficult circumstances but still delivered satisfactorily. The low funding affected operations of the Division especially continuous assessment verifications and training of Assessors, Examiners and Invigilators.



7.6.0 FINANCE AND ADMINISTRATION DIVISION

7.6.1 TEVET Fund

The Technical Education, Vocational, and Entrepreneurship Training Authority (TEVETA); was established under the Technical Education, Vocational and Entrepreneurship Training TEVET Act No. 13 of 1998 and the Amendment TEVET Act No. 11 of 2005. Among the responsibilities of TEVETA, is the management of the Technical Education, Vocational and Entrepreneurship Training (TEVET) Fund. The TEVET Fund is expected to play an important role in assisting the Government of the Republic of Zambia (GRZ) to develop a high quality, sustainable, demand-driven, and equitable TEVET system.

During this period invitation for Bids based on Window 3 Terms of Reference were sent to all the public Training Institutions registered by TEVETA. Bids were received and evaluated for the successful Institutions to receive support through the TEVET Fund towards skills development in Window 3: Training for the Micro and Small Enterprises and the Informal Sector. The support covered funding for courses leading to skills upgrading, employment creation and poverty reduction in the SMEs and Informal Sector. Contracts with the successful Training Institutions were signed in May and June 2015.

7.6.1.1 Performance and progress of training programmes financed by the TEVET Fund with financing from the Government of Zambia

During the year under review, Seventeen (17) training programmes were financed as detailed below;

- 1) Power Electrical
- 2) Metal Fabrication
- 3) Plumbing and Sheet Metal
- 4) Sustainable Agriculture
- 5) Carpentry and Joinery
- 6) Bricklaying and Plastering
- 7) General Agriculture
- 8) Pig production
- 9) Poultry Production
- 10) Driving Class C1 for Commercial Vehicles
- 11) Feed Formulation
- 12) Safari Tour Guiding
- 13) Design Cutting and Tailoring
- 14) Electrical – Domestic House wiring
- 15) Food Production
- 16) Automotive mechanics
- 17) Entrepreneurship – Start your Own Business

All the programmes commenced and progressed well, as a result, more than 90 % of the trainees sat for Trade Test level 3 examinations and all successful candidates will be certified.

7.6.1.4 A total of Fourteen (14) Institutions were funded and are listed below;

- 1) Kaputa Skills Training Centre
- 2) Mansa Skills Training Centre
- 3) Mansa Trades Training Institute
- 4) Lukashya Trades Training Institute
- 5) Ukwimi Trades Training Institute
- 6) Nyamaluma Training Institute
- 7) Kawambwa Skills Training Centre
- 8) Ndola Skills Training Centre
- 9) Chinsali Youth Resource Centre
- 10) Zgangani kachinga Youth Resource Centre
- 11) Mpika Youth Resource Centre
- 12) Mufumbwe Youth Resource Centre
- 13) Chisangwa Youth Resource Centre
- 14) Kaoma Youth Resource Centre

7.6.1.2 Highlights of the achievements.

Description of Window	Area of Intervention	Training Course	Target Enrollment 2015	Actual Enrollment 2015
Window 3: Training for the Micro and Small Enterprises and the Informal Sector	Skills Training	Power electrical	60	62
		Metal fabrication and welding	100	101
		Plumbing and sheet metal	40	40
		Sustainable agriculture	30	30
		Carpentry and joinery	160	158
		Bricklaying and plastering	120	118
		General agriculture	40	41
		Pig production and feed formulation	20	20
		Poultry production	30	31
		Driving Class C1 for commercial vehicles	30	30
		Safari tour guiding	50	52
		Design cutting and tailoring	140	140
		Electrical – domestic house wiring	40	40
		Food Production	60	61
		Automotive mechanics	80	80
		TOTAL	1,000	1,004

The Africa Development Bank (ADB) through Support to Science and Technology Project (SSTEP) financed part of the TEVET Fund activities under Window 3. Owing to this support, TEVETA was able to invite Training Providers to submit training proposals for possible funding. The bids were received and the evaluation of the bids was done in December, 2015. However, the awarding and implementation of the successful bids will be done in 2016.

7.6.1.3 SECTION B - FINANCIAL REPORT

The following is a summary of the disbursements made by the TEVET Fund for the period 1st January, 2015 to 31st December, 2015. The disbursement was done under Window 3 for SME / Informal sector training.

7.6.1.9 SUMMARY OF DISBURSEMENTS FOR WINDOW 3

S/n	Funding Window	Planned Disbursements as per SLA	Actual Disbursements	Variance	Reasons for Variances
1.	SME/Informal Sector training Window 3	1,104,340.10	847,980.00	256,360	Contractual obligations yet to be paid as contracts are on going until presentation of terminal reports.
TOTAL		1,104,340.10	847,980.00	256,360.00	

7.6.2.0 HUMAN RESOURCES AND ADMINISTRATION

This report outlines the major activities of the Human Resources and Administration Unit over the period 1 October to 31 December, 2015.

Staffing

The actual staff strength as at 31 December 2015 stood at 51 (46).

Recruitments/Gains

Six (6) new members of staff were recruited during the period as detailed below:

Mr. Mubanga Phillip	Director - Finance and Administration
Ms. Simwawa Carol	Inspector - Training Quality Assurance
Ms. Nachilima Chansa	Specialist - Curriculum Development
Mr. Kalikeka Ackim M.	Specialist - Curriculum Development
Mr. Khuzwayo Edward L.	Specialist - Information Technology
Mr. Davies Sampa	Specialist - Assessment and Qualifications

The recruitment to fill the vacant positions of Internal Auditor and Revenue Accountant commenced during the period.

Secondment

Mrs Loveness Chilwalo Malupande who was seconded to the Ministry of Higher Education completed her secondment period and returned to her position as Specialist - Assessment and Qualifications.

Losses

There were no losses during the period.

8 Out Look for 2016

Zambia's economic growth will mainly driven by new investment in mining, public infrastructure, and sustainable livelihoods towards prosperity envisaged in the Revised Sixth National Development Plan. These growth drivers continue to increase the demand for skilled human capital.

Mapping skills requirements to local natural resource endowments becomes pertinent for the training system to ensure the attainment of desired national growth goals. The training system will be required to supply graduates that are sufficiently prepared for the world of work and job creation through enterprise development arising from entrepreneurship training exposure. This is more necessary with the increased population youthfulness that presents new demands for developing learning methods that increase access to skills development, appropriateness of the skills and attributes for formal and non-formal sectors. Engaging different community groups at national, constituency and district levels is another vital component in meeting national, sectoral or district skills and development requirements. Community groups to engage include the youth who are the majority. Advocacy for policy actions and strategies towards sustainable financing for skills development in TEVET.

9 Financial Statements



Financial Statements For the year ended 31st December 2015

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

Financial Statements

For the year ended 31st December 2015

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TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

Financial Statements

For the year ended 31st December 2015

MANAGEMENT AND CORPORATE DATA

Board of Directors

Name	Position	Institution
Dr Francis M. Ndilila	Chairperson	ZACCI
Dr Henry M. Mwenda	Vice Chairperson	UNZA
Mr Harrington Chibanda	Member	ZFE
Dr Liane M. Imakando	Member	Other Member (Appointed 30 October 2015)
Br Dr Charles S. Kabeta	Member	Catholic Secretariat (Appointed 30 October 2015)
Mr Elaston Njovu	Member	ZCTU (Appointed 30 October 2015)
Ms Patience Sakuringwa	Member	ZACSMBA
Mrs Peggy Mlewa	Member	Ministry of Labour and Social Security
Dr Alfred Sumani	Member	NSTC (Appointed 30 October 2015)
Permanent Secretary	Member	Ministry of Higher Education
Permanent Secretary	Member	Ministry of General Education
Mr Leonard Hikaumba	Member	ZCTU (Retired 9 October 2015)
Ms B. M. Muyambango	Member	NIPA (Retired 9 October 2015)
Mrs J. S. Lungu	Member	Catholic Secretariat (Retired 9 October 2015)
Mr David C Chakonta	Board Secretary	TEVETA

Senior Management

Mr David C Chakonta	Director General
Mr Phillip Mubanga	Director Finance and Administration (Appointed 14 December 2015)
Mr Orphan Hachinene	Director Development
Mr Cleophas Takaiza	Director Training Standards
Mrs Catherine M Kanyenshya	Director Assessments and Qualifications
Mrs Matildah M Nsemani	Director Finance and Administration (Separated 12 July 2015)

Bankers

Citi Bank Zambia Limited
Stanbic Bank Zambia Limited
Zambia National Commercial Bank Plc
Banc ABC Zambia Limited

Auditors

Newton Lungu and Associates Chartered Accountants

Registered Office

Plot 4751, Birdcage Walk Longacres Private Bag RW 16X,

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

Financial Statements

For the year ended 31st December 2015

STATEMENT OF RESPONSIBILITIES OF THE DIRECTORS

The Technical Education, Vocational and Entrepreneurship Training Act No. 13 of 1998 requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Authority and of the surplus or deficit for the year.

In the opinion of the directors:-

- (a) The Statement of Comprehensive Income is drawn up so as to give a true and fair view of the deficit for the year ended 31st December 2015;
- (b) The Statement of Financial Position is drawn up so as to give a true and fair view of the state of affairs of the Authority at 31st December 2015;
- (c) At the date of these statements there were reasonable grounds to believe that the Authority will be able to pay its debts as and when they fall due; and
- (d) The financial statements have been prepared in accordance with the International Financial Reporting Standards and are in compliance with the Technical Education, Vocational and Entrepreneurship Training Act No. 13 of 1998, the TEVET (Amendment) Act No.11 of 2005 and Public Finance Act of 2004.

The financial statements on pages 6 to 21 were approved by the directors at a Board meeting held on 13th May 2016.....and signed on its behalf by:

Signature: 
Board Chairperson

Signature: 
Board Secretary

INDEPENDENT AUDITORS' REPORT TO THE DIRECTORS OF THE TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

REPORT ON THE FINANCIAL STATEMENTS

We have audited the financial statements of the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) for the year ended 31st December 2015 set out on page 6 to 21. These financial statements comprise the statement of financial position as at 31st December 2015, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended and a summary of significant accounting policies and other explanatory notes to the financial statements.

RESPONSIBILITIES OF THE DIRECTORS

The directors are responsible for the preparation and fair presentation of financial statements in accordance with the International Financial Reporting Standards and are in compliance with the Technical Education, Vocational and Entrepreneurship Training Act No.13 of 1998. This responsibility includes: designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatements, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

AUDITORS' RESPONSIBILITY

Our responsibility is to express an opinion on the financial statements based on our audit. We conducted our audit in accordance with the International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatements.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedure selected depends on the auditor's judgement, including the assessment of risk of material misstatements whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the Authority's preparation and fair presentation of financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Authority's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

OPINION

In our opinion, the financial statements give a true and fair view of the financial position of the Authority as at 31st December 2015 and of its financial performance and its cash flows for the year then ended, in accordance with International Financial Reporting Standards and are in compliance with the Technical Education, Vocational and Entrepreneurship Act No.13 of 1998 and TEVET (Amendment) Act No.11 of 2005 and the Public Finance Act of 2004

Newton Lungu & Associates

NEWTON LUNGU AND ASSOCIATES

Chartered Accountants

[Signature]
.....
Newton A Lungu (M/PC0000098)
Managing Partner

18-08-2016
.....
Date

**TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING
AUTHORITY (TEVETA)**

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31st December 2015

		2015 ZMW	2014 ZMW
	Notes		
Income	2.3	23,375,882	19,723,783
Expenditure			
Direct Expenses	Appendix II	(10,446,215)	(8,201,432)
Administration Expenses	Appendix II	<u>(13,896,106)</u>	<u>(11,553,570)</u>
Deficit of income over expenditure		<u>(966,439)</u>	<u>(31,219)</u>

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)


STATEMENT OF FINANCIAL POSITION

As at 31st December 2015

	NOTES	2015 ZMW	2014 ZMW
ASSETS			
Non – Current Assets			
Property, plant and equipment	5	<u>29,676,765</u>	<u>15,716,319</u>
Current Assets			
Inventories		444,383	387,302
Receivables	7	2,388,978	2,120,328
Cash and cash equivalents	8	<u>2,178,757</u>	<u>1,225,660</u>
		<u>5,012,118</u>	<u>3,733,290</u>
TOTAL ASSETS		<u>34,688,883</u>	<u>19,449,609</u>
CAPITAL RESERVES AND LIABILITIES			
Capital and Reserves			
Reserves		2,040,689	3,007,128
Capital Grant	10	27,243,776	13,063,265
Non-current liabilities		<u>29,284,465</u>	<u>16,070,393</u>
Current Liabilities			
Other payables and short term provisions	9	<u>5,404,418</u>	<u>3,379,216</u>
		<u>5,404,418</u>	<u>3,379,216</u>
TOTAL CAPITAL RESERVES AND LIABILITIES		<u>34,688,883</u>	<u>19,449,609</u>

The responsibility of the Authority's Directors with regard to the preparation of the financial statements is set out on page 3. The financial statements on pages 6 to 21 were approved by the Board of Directors on 13th May 2016 and were signed on its behalf by:


Board Chairperson


Board Secretary

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

STATEMENT OF CHANGES IN EQUITY

For the year ended 31st December 2015

	Reserves ZMW	Total ZMW
Balance on 1 January 2014	3,038,347	3,038,347
Deficit of income over expenditure	<u>(31,219)</u>	<u>(31,219)</u>
At 31 December 2014	<u>3,007,128</u>	<u>3,007,128</u>
Balance on 1 January 2015	3,007,128	3,007,128
Deficit of income over expenditure	<u>(966,439)</u>	<u>(966,439)</u>
At 31 December 2015	<u>2,040,689</u>	<u>2,040,689</u>

**TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING
AUTHORITY (TEVETA)**

STATEMENT OF CASH FLOWS
For the year ended 31st December 2015

	NOTES	2015 ZMW	2014 ZMW
CASHFLOWS FROM OPERATING ACTIVITIES			
Surplus/(Deficit) of income over expenditure	2.3	(966,439)	(31,219)
Adjustment in for non-cash items			
Interest income	2.3	(198)	(359)
Depreciation	5	1,066,115	866,464
Proceed on disposal of non-current assets			(19,000)
		<u>1,065,917</u>	<u>815,887</u>
Changes in working capital			
Increase in inventories		(57,081)	333,120
Increase in receivables		(268,650)	831,786
Increase in other payables		<u>2,025,202</u>	<u>(1,411,081)</u>
		<u>1,699,471</u>	<u>(246,175)</u>
Net cash inflows from operations		<u>1,798,949</u>	<u>569,712</u>
CASHFLOWS FROM INVESTING ACTIVITIES			
Interest income	2.3	198	359
Purchase of Property, Plant and Machinery	5	(15,026,561)	(11,990,291)
Proceeds from disposal of assets		-	19,000
Net cash outflows on investing activities		<u>(15,026,363)</u>	<u>(11,970,932)</u>
CASHFLOWS FROM FINANCING ACTIVITIES			
Increase in capital grant		<u>14,180,511</u>	<u>10,263,265</u>
		<u>14,180,511</u>	<u>10,263,265</u>
Net Cash Inflows/(Outflows)		<u>953,097</u>	<u>(1,137,955)</u>
Analysis of changes in cash and cash equivalents:			
Cash and cash equivalents at the beginning of the year		1,225,660	2,363,615
Increase/(Decrease) during the year		<u>953,097</u>	<u>(1,137,955)</u>
Cash and cash equivalents at the end of year	8	<u>2,178,757</u>	<u>1,225,660</u>

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2015

1. Establishment

The Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) was established under the Technical Education, Vocational Entrepreneurship Training (TEVET) Act No. 13 of 1998, as amended by the Technical Education, Vocational and Entrepreneurship Training (Amendment) Act No. 11 of 2005. Its general function is to regulate, co-ordinate and monitor technical education, vocational and entrepreneurship training in consultation with industry, employers, employees and other stakeholders.

2. Significant Accounting Policies

2.1 Basis of Accounting

These financial statements of the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) established with the terms of the Technical Education, Vocational Entrepreneurship Training Authority (TEVET) Act No. 13 of 1998, as amended by the Technical Education, Vocational and Entrepreneurship Training (Amendment) Act No. 11 of 2005 for the period 1st January 2015 to 31st December 2015. These financial statements comply with Generally Accepted Accounting Practices (GAAP) and the requirements of International Financial Reporting Standards (IFRS) and with the Public Finance Act of 2004. The financial statements are prepared under the historic cost convention and have been prepared in accordance with applicable accounting standards.

2.2 Functional and presentation currency

These financial statements are presented in Zambian Kwacha.

2.3 Income

Government grants are recognised as income over the periods necessary to match them with the related costs they are intended to compensate on a systematic basis. Government grants related to assets, including non-monetary grants at fair value, are presented in the statement of financial position by setting up the grant as a deferred income, which is recognised as income on a systematic and rational basis over the useful life of the asset.

The following amounts were received for each component of the TEVETA activities.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2015

Component	ZMW 2015	ZMW 2014
Government operations grant	8,364,636	8,500,000
GRZ examinations grant	2,500,000	2,499,951
TEVET FUND support-GRZ	1,400,000	1,609,358
GRZ secondary school VET	182,400	-
Registration fees	388,690	145,000
Accreditation fees	827,150	739,040
Curriculum/syllabus	-	46,640
Examination fees	9,396,685	6,164,435
Bank interest	198	359
Other income	316,123	-
Proceeds from disposal	-	19,000
TOTAL	<u>23,375,882</u>	<u>19,723,782</u>

2.4 Property, plant and equipment and depreciation

Depreciation is provided on a straight-line basis at annual rates estimated to write off the cost of each asset over the period of their expected useful lives at the following annual rates:

Land and Buildings	02%
Motor Vehicles	25%
Office Furniture and Fittings	20%
Office Equipment	25%
Computer Equipment	25%
Computer Software	25%

2.5 Assets impairment

Tangible fixed assets and other assets are reviewed for impairment when events or changes in the economic circumstances indicate that the carrying amount of such assets may not be recoverable by the Authority. An estimate of the future discounted net cash flows of the related asset over the remaining useful life is used to determine whether the assets are recoverable and to measure any impairment by reference to fair value. Fair value is generally estimated using the Authority's expectation of discounted net cashflows.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2015

2.6 Inventories

Inventories consist of consumables. Inventories are stated in the Statement of Financial Position at the lower of cost and net realisable value. Cost is calculated using the weighted average method and includes those costs that have been incurred in bringing the inventories to their present location and condition. Cost is determined by First in First out method. Net realisable value takes into account all directly related costs to be incurred in selling the inventories.

2.7 Financial Assets

The Authority's principal financial assets are staff indebtedness and other receivables. These are stated at their nominal value reduced by appropriate allowances for estimated irrecoverable amounts.

2.8 Financial liabilities

The Authority's principal financial liabilities are amounts due to employees, trade and other payables. Financial liabilities are classified according to the substance of the contractual agreements entered into. Amounts due to employees, trade and other payables are stated at their nominal value.

a) Liquidity risk

The Authority is not believed to be exposed to significant liquidity risk, being inability to sell financial assets quickly at close to their fair value.

b) Cash flow risk

The Authority is not exposed to the risk that future cash flows associated with monetary financial instruments will fluctuate in amounts. It has no instruments that include a floating interest rate.

2.9 Adoption of new and revised standards

IFRS 8 Operating Segments

The IFRS specifies how an entity should report information about its operating segments in annual financial statements and requires an entity to report selected information about its operating segments in interim financial reports. It also sets out requirements for related disclosures about products and services, geographical areas and major customers. All operating segments used by the Authority meet the definition of a reportable segment under IFRS 8.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2015

This standard is not expected to have an impact on the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA).

IAS 23 Borrowing Costs

Before the Standard was revised entities had the option to recognised or expense borrowing costs relating to qualifying assets. This option is no longer available.

The revised IAS 23 now requires that borrowing costs that are directly attributable to the acquisition, construction or production of a qualifying asset are included in the cost of that asset. Such borrowing costs are recognised as part of the cost of the asset when it is probable that they will result in future economic benefits to the entity and the costs can be measured reliably. The standard was also revised to exclude certain assets as qualifying assets.

IAS 1 Presentation of Financial Statements (Revised)

The main changes are as follows:

- Change of the titles of primary statements. The revised Standard replaces the term 'Balance Sheet' with 'Statement of financial position' and 'Cash flow statement' with 'Statement of Cash Flows'.
- Separation of items previously disclosed in the statement of changes in equity between 'other comprehensive income' and 'statement of changes in equity' in order to separate owner and non-owner changes in equity.
- Statement of comprehensive income to include profit or loss for the period (previously the income statement) plus all income and expense items that go directly to equity i.e. items that have by-passed the income statement but have nothing to do with the owners.
- Revised Standard requires dividends recognised as distributions to owners and related amounts per share to be presented in the statement of changes in equity or in the notes. The presentation of such disclosures in the statement of comprehensive income is not permitted.

IFRIC 12 Service Concession Arrangements

This interpretation gives guidance on the accounting by operators for public-to-private service concession arrangements.

It applies to public-to-private service concession arrangements if:

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2015

The interpretation does not specify the accounting for infrastructure that was held and recognised as property, plant and equipment by the operator before entering the service arrangement. The recognition requirements of IFRS (set out in IAS 16) apply to such infrastructure. This Interpretation does not specify the accounting by grantors.

This standard is not expected to have any impact on TEVETA.

IFRIC 14 IAS 19 – Defined Benefit Asset, Minimum Funding Requirements and their interaction

This interpretation addresses when refunds or reductions in future contributions should be regarded as available in accordance with paragraph 58 of IAS 19, how a minimum funding requirement might affect the availability of reductions in future contributions and when a minimum funding requirement might affect the availability of reductions in future contributions and when a minimum funding requirement might give rise to a liability.

This standard is not expected to have any impact on TEVETA.

2.10 Provisions

Provisions are recognised when the Authority has a present legal and constructive obligation as a result of past events, for which it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate of the amount of the obligation can be made.

2.11 Revaluation reserve

The surplus arising from the revaluation of tangible assets is credited to a non – distributable Capital Reserve.

2.12 Capital grants

Capital grants represent the value of assets vested in the Authority by foreign agencies or grants from government without charge to the Authority. Capital grants are deferred and credited to the income and expenditure statement in equal installments over the expected useful lives of the related assets.

2.13 Transaction of foreign currencies

Transactions denominated in foreign currencies are translated into Zambian Kwacha at the rates of exchange ruling on the date of the transaction.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2015

Assets and Liabilities denominated in foreign currencies are translated in Zambian Kwacha at the rates of exchange ruling at the Statement of Financial Position date. Gains and losses arising on translation are included in the income and expenditure statement in the year in which they arise.

2.14 Gratuity Earnings

On 1 February 2000, the National Pension Scheme Authority (NAPSA) also came into effect. Membership, with exception of expatriate employees, is compulsory and monthly contributions by both employer and employees are made.

The Authority's employees are entitled to end of contract gratuity. Provision is made for past service on the basis of past conditions and earnings.

3. Deficit of income over expenditure for the year

Deficit of income over expenditure for the year is stated after charging:

	ZMW 2015	ZMW 2014
Audit fees	80,080	46,090
Gratuities	1,086,854	1,318,159
Leave	334,293	109,130
Depreciation	1,066,115	866,464
Bad Debts(written off)	513,305	-
General expenses (BancABC write off)	140,162	-
Board fees and expenses	697,608	489,722

4. Taxation

The Technical Education, Vocational and Entrepreneurship Training Authority is a statutory body exempt from corporate tax.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2015

5. Property, Plant and Equipment

	Land & Buildings	Motor Vehicles	Office Equipment	Furniture & Fittings	Computer Equipment	Computer Software	Assets not yet placed in service	Capital Work in Progress	TOTALS
	ZMW	ZMW	ZMW	ZMW	ZMW	ZMW	ZMW	ZMW	ZMW
Cost									
Balance at 01.01.2014	111,608	1,715,650	1,135,278	684,893	603,408	326,072	1,668,918	1,289,470	7,535,270
Additions	-	1,590,664	220,455	-	126,521	120,063	(1,668,918)	11,601,506	11,990,291
Disposals	-	(388,225)	-	-	-	-	-	-	(388,225)
Balance at 31.12.2014	111,608	2,918,089	1,355,733	684,893	729,929	446,135	-	12,890,976	19,137,342
Depreciation									
Balance at 01.01.2014	7,018	1,411,960	466,989	414,863	415,422	226,552	-	-	2,942,805
Charge for the year	1,682	374,042	226,450	84,586	99,277	80,428	-	-	866,464
Disposals	-	(388,225)	-	-	-	-	-	-	(388,225)
Balance at 31.12.2014	8,700	1,397,777	467,212	499,449	514,699	306,980	-	-	3,421,023
Net Book Value									
Balance at 31.12.2014	102,908	1,520,312	662,294	185,444	215,230	139,155	-	12,890,976	15,716,319
Balance at 31.12.2013	104,590	303,690	668,289	270,030	187,986	99,520	1,668,918	1,289,470	4,592,493

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31st December 2015

5. Property, Plant and Equipment									
	Land & Buildings ZMW	Motor Vehicles ZMW	Office Equipment ZMW	Furniture & Fittings ZMW	Computer Equipment ZMW	Computer Software ZMW	Capital Works In progress ZMW	TOTALS ZMW	
Cost									
Balance at 01.01.2015	111,608	2,918,089	1,355,733	684,893	729,929	446,135	12,890,976	19,137,363	
Additions	237,009	464,000	13,900	131,142	-	-	14,180,511	15,026,561	
Transfer/Reclassification on	(27,511)	-	-	-	-	-	27,511	-	
Balance at 31.12.2015	321,106	3,382,089	1,369,633	816,035	729,929	446,135	27,098,998	34,163,924	
Depreciation									
Balance at 01.01.2015	8,700	1,397,777	693,439	499,449	514,699	306,980	-	3,421,044	
Charge for the year	15,653	529,142	263,227	94,700	105,491	57902	-	1,066,115	
Balance at 31.12.2015	24,353	1,926,919	956,666	594,149	620,190	364,882	-	4,487,159	
Net Book Value									
Balance at 31.12.2015	296,753	1,455,169	412,967	221,886	109,739	81,253	27,098,998	29,676,765	
Balance at 31.12.2014	102,908	1,520,312	662,294	185,444	215,230	139,155	12,890,976	15,716,319	

**TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP
TRAINING AUTHORITY (TEVETA)**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2015

6. Capital commitments

The Authority had capital commitments at 31st December 2015

- i. There was an order placed with Toyota Zambia Limited for a Motor Vehicle valued at ZMW 469,000;
- ii. Work in progress on the Annex Examinations building construction, although there was no certificate pending.

7. Receivables

Receivables principally comprise amounts receivable in respect of employee advances, miscellaneous receivables and prepaid amounts.

The directors consider that the carrying amount of receivables approximates their fair value.

The make up of the receivables at the balance sheet was as follows:

	ZMW 2015	ZMW 2014
Staff Receivables	561,797	251,671
Prepayments	59,308	77,572
Sundry Debtors	-	141,373
Trade Receivables	1,068,011	1,649,712
Government Grant Receivables	697,053	-
TOTAL	<u>2,388,978</u>	<u>2,120,328</u>

Employees' loans and advances

Employee advances are considered to be non-derivative financial assets as they have fixed and determinable conditions attached to repayment, and are not quoted in an active market. No interest is charged on advances.

**TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP
TRAINING AUTHORITY (TEVETA)**

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2015

8. Cash and Cash Equivalents

	ZMW 2015	ZMW 2014
Citibank – TEVETA/GRZ	94,128	97,212
Citibank – Construction Account	111,530	111,636
Citibank-Examinations	19,830	533,565
Stanbic – GRZ ZMK	852,649	445,882
Zambia National Commercial Bank	95,646	32,270
Petty Cash	137	5,095
BancABC Examinations	<u>1,004,837</u>	-
TOTAL	<u>2,178,757</u>	<u>1,225,660</u>

9. Other payables

Other payables principally comprise amounts outstanding in respect of employee related accruals, purchases and ongoing costs, as well as amounts accrued in respect of operating costs. The directors consider that the carrying amount of other payables approximates their fair value.

Deferred income is in respect of a grant from government for the construction of Examination Annex which commenced in 2014.

The makeup of the other payables at the balance sheet date was as follows:

	ZMW 2015	ZMW 2014
Employees related accruals	3,007,828	1,462,407
Local suppliers	578,949	952,445
Sundry payables and accrued expenses	1,817,641	716,694
Credit balances in debtors	-	<u>247,670</u>
TOTAL	<u>5,404,418</u>	<u>3,379,216</u>

Included in Employees related accruals is the NAPSA penalty charged amounting to ZMW 217,524 in respect of the late submission of NAPSA returns from May 2000 to September 2014. This penalty Charge was not provided for in the 2014 financial statements.

**TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP
TRAINING AUTHORITY (TEVETA)**

NOTES TO THE FINANCIAL STATEMENTS (Cont.)

For the year ended 31st December 2015

The break down of employee related accruals at the balance sheet date was as follows:

	ZMW 2015	ZMW 2014
PAYE	717,130	-
NAPSA	260,915	-
Other Liabilities	6,361	-
Loan Account	53,212	-
Medical Fees – Employees Contribution	38,725	-
Contingent Liabilities	522,307	-
Provision Leave Pay	427,520	311,340
Provision Gratuity	<u>981,657</u>	<u>1,151,067</u>
TOTAL	<u>3,007,828</u>	<u>1,462,407</u>

10. Capital grant

Amounts recognised in the Financial Statements are determined as follows:

	ZMW 2015	ZMW 2014
At the beginning of the Year	13,063,265	2,800,000
Prior year adjustment	-	(1,300,000)
Received during the year	<u>14,180,511</u>	<u>11,563,265</u>
Total at the end of the Year	<u>27,243,776</u>	<u>13,063,265</u>

11. Related party transactions

In the context of the Authority, related party transactions include any transactions made by any of the following:

- The Government of the Republic of Zambia
- The Board of Directors of the Authority
- Government ministries and parastatals.

12. Change in Reserves

The reduction in reserves in the Statement of Changes in Equity is mainly attributed to the following unusual charges to the income statement:

- NAPSA penalties of ZMW217,524 for the period May 2000 to September 2014;
- Bad debts written off of ZMW513,305;
- BancABC Bank write off amounting to ZMW140,162, and
- Provision for Court Case liability of ZMW522,307.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31st December 2015

The transactions to be reported are those that affect the Authority in making financial and operating decisions.

Examples of such transactions include:

- Funding
- Investment
- Financial (loans)
- Procurement and investment contracts; and
- Disposal of assets

The Authority undertakes to disclose the nature of related party relationships, types of transactions necessary for the understanding of the annual financial statements.

Transactions

The effects of related party transactions on the results for the year are as follows:

	ZMW 2015	ZMW 2014
Government Funding received	<u>8,364,636</u>	<u>8,500,000</u>

Compensation of key management

The remuneration of the Authority is determined by the directors having regard to the Government funding received and market trends.

**TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP
TRAINING AUTHORITY (TEVETA)**

TEVET FUND – RECEIPTS AND EXPENDITURE

For the year ended 31st December 2015

Appendix I

	2015	2014
	ZMW	ZMW
Receipts		
Opening Balance 01.01.2015	445,881	441,546
TEVET Fund Support-GRZ	1,400,000	1,609,358
Total Amount of Income	1,845,881	2,050,904
Payments		
Direct Expenses		
Window 3:Investment and Development	993,232	1,605,023
	993,232	1,605,023
Administration Expenses		
Monitoring and evaluation	0.00	0.00
	0.00	0.00
Closing Balance as at 31.12.2015	852,649	445,881

**TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP
TRAINING AUTHORITY (TEVETA)**

TEVETA-COMPREHENSIVE INCOME

For the year ended 31st December 2015

Appendix II

INCOME	2015 ZMW	2014 ZMW
Accreditation fees	827,150	739,040
Bank Interest	198	359
Curriculum/Syllabus	-	46,640
Examination fees	9,396,685	6,164,435
Grant-examination	2,500,000	2,499,951
GRZ	8,364,636	8,500,000
GRZ secondary school VET	182,400	-
Other income	316,123	46,639
Proceeds from disposal	-	19,000
Registration fees	388,690	145,000
Tevet Fund Support-GRZ	<u>1,400,000</u>	<u>1,609,358</u>
Total Income	<u>23,375,882</u>	<u>19,723,783</u>
EXPENDITURE		
Direct Expenses	2015 ZMW	2014 ZMW
At Least 300 Inspected TPs adhere to Quality	-	86,548
Conduct and Administer Exams	5,165,525	3,789,050
Develop Accreditation Systems	75,282	13,479
Develop and promote synergies	162,596	314,456
Develop and Revision of Occupation Profile	695,133	253,432
Human Resource Development Plan	1,269,543	986,074
Improve Operational Efficiency of TEVETA	259,818	202,747
Improve Trade Testing Systems	1,104,701	411,422
Operationalise TEVET Fund	1,138,024	1,438,478
Promote and Implement IEC Strategy	144,727	362,285
Revenue, Registration, Accreditation Visits	-	750
TEVET Institutions Registered	245,856	140,355
Implement TQF to Improve TAQS	46,170	-
Training System Development	<u>138,838</u>	<u>212,356</u>
Total Direct Expenditure	<u>10,446,215</u>	<u>8,201,432</u>

**TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP
TRAINING AUTHORITY (TEVETA)**

TEVETA-STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31st December 2015

(Appendix II Continued)

Administrative Expenses	2015	2014
	ZMW	ZMW
Adherence to Reporting Requirements	918,288	489,722
Advertising	78,936	6,564
Bad Debts Written Off	513,305	-
Bank Charges	45,889	48,101
Casual Wages	10,560	5,100
Cleaning Expenses	48,759	50,756
Computer Expenses	15,765	15,602
Depreciation	1,066,115	866,464
Electricity	28,499	34,506
General Expenses	8,642	37,541
General Expenses(BancABC)	140,162	-
Insurance and Licenses	443,957	410,223
Internet Charges	85,659	64,152
Leave and Gratuity	1,421,146	1,427,289
Local Travel	5,310	-
Motor Vehicles Expenses	453,745	463,239
Office Expenses	24,795	47,660
Other Expenses	13,520	24,303
Personal Emoluments	6,888,028	6,693,074
Postage	29,529	42,112
Repairs and Maintenance-General	74,839	52,891
Repairs and Maintenance-Office Equipment	23,253	45,640
Security	90,248	92,711
Settling Allowance	49,650	32,428
Staff Relocation Costs	13,520	24,300
Staff Training	320,957	-
Staff Uniforms	4,840	9,850
Stationery and Consumables	592,418	308,410
Stock Variance/Count Variance	11,496	32,187
Subscriptions	9,844	2,215
Telephone and Postage	246,544	250,606
Water	364	225
Total Administration Expenditure	<u>13,896,106</u>	<u>11,553,570</u>
Total Expenditure	<u>24,342,321</u>	<u>19,755,002</u>
Deficit	<u>(966,439)</u>	<u>(31,219)</u>

VISION

A World-class Technical Education, Vocational and Entrepreneurship Training (TEVET) system that drives youth empowerment for national development.

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 (TEVETA) through regulation, coordination, monitoring and stakeholder consultation will:

- **Develop and maintain** a TEVET system that operates to internationally best practices and/or 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;

CORE VALUES

T	E	V	E	T	A
We at TEVETA adhere to these fundamental values in the conduct of our functions and in our internal and external relationships.		A	Accommodating different opinions		
		L	Loyalty		
		U	Up-right in all our dealings		
		E	Equity and Empathy in all our decisions		
		S	Service above self		

