



REPUBLIC OF ZAMBIA

**Ministry of Labour and Social Security
(In collaboration with the Ministry of Technology and Science)**

National Critical Skills List (NCSL) Volume 1



Priority Occupations and Competency Standards at Craft and Diploma Levels

Guiding Skills Planning, TEVET Reform, Industrial Development and Work-Permit Administration

Issued under the statutory functions of the Ministry of Labour and Social Security in accordance with Government Gazette Notice No. 1123 of 2021, and pursuant to the Employment Code Act CAP 268 of the Laws of Zambia and related legislation

March 2026

Foreword



The development of a productive, competitive and inclusive economy depends on the availability of a skilled workforce that meets the demands of a modern and evolving labour market. As Zambia expands investment in mining, energy, agriculture, forestry, fisheries and tourism, the urgency of identifying and developing critical skills has intensified. Persistent skills shortages in these sectors continue to affect productivity, weaken safety outcomes, constrain value addition and slow the pace of economic diversification.

This National Critical Skills List (Sectoral Volume I), 2026 provides an authoritative and evidence-based framework for identifying occupations in short supply at the craft and diploma levels. Beyond listing occupations, this Volume begins to define the competencies required to perform them effectively. It is therefore both a labour market instrument and a practical guide for skills development, aligned to the priorities of the Eighth National Development Plan and Zambia's broader industrialisation agenda.

The Ministry of Labour and Social Security, working in collaboration with the Ministry of Technology and Science under the Skills Development for Increased Employability Programme, issues this Volume in accordance with its statutory mandate under Government Gazette Notice No. 1123 of 2021. It is further grounded in the Employment Code Act CAP 268 of the Laws of Zambia, the Technical Education, Vocational and Entrepreneurship Training Act, the Immigration and Deportation Act, the Zambia Qualifications Authority Act, and other relevant legislation. This legal foundation ensures that the Critical Skills List is fully integrated into labour market regulation, technical training systems and work-permit administration.

This Volume is intended to guide Technical Education, Vocational and Entrepreneurship Training planning and delivery; inform employer localisation and skills-transfer strategies; support investment decisions; and strengthen coordination across Government institutions. It also provides a common national reference point for aligning training supply with industry demand, ensuring that Zambia develops a workforce that is responsive to both current and emerging economic opportunities. The preparation of this Volume reflects strong collaboration between Government, industry, training institutions, cooperating partners and sector regulators. I commend all stakeholders who contributed their expertise, data and insights to this process.



The Critical Skills List will be updated annually to reflect labour market developments, with a comprehensive methodological review every three years. Its effective implementation will require commitment from all stakeholders. The Ministry of Labour and Social Security will continue to provide leadership to ensure that this instrument translates into real skills development, improved employment outcomes and sustained economic growth.

It is my expectation that this Volume will be applied consistently and rigorously, so that Zambia builds a workforce that is skilled, competitive and prepared for the demands of a changing economy.

A handwritten signature in black ink, appearing to read 'B. Tambatamba'.

Hon. Brenda Mwika Tambatamba, **M.P**

Minister

Ministry of Labour and Social Security

Republic of Zambia



Acknowledgements

The Ministry of Labour and Social Security acknowledges the collective efforts of all institutions and stakeholders that contributed to the development of the National Critical Skills List (NCSL), Sectoral Volume I, March 2026.

Zambia's economy is undergoing structural transformation within an increasingly competitive global and regional environment, shaped by technological change, sustainability imperatives and evolving market demands. In this context, the development of a responsive and skilled workforce is essential. The National Critical Skills List represents an important step towards strengthening skills anticipation, aligning training systems with labour market needs, and supporting national development priorities.

The Ministry extends its appreciation to the Delegation of the European Union to Zambia and COMESA for the financial support provided under the Skills Development for Increased Employability Programme. The Ministry further acknowledges the International Labour Organization for its continued technical assistance in the design and development of this Volume.

The Ministry recognises the valuable contributions of Government ministries and institutions, including the Ministry of Technology and Science, the Ministry of Mines and Minerals Development, the Ministry of Agriculture, the Ministry of Fisheries and Livestock, the Ministry of Tourism, and the Ministry of Energy. Their collaboration has been critical in ensuring that the Critical Skills List reflects sector-specific priorities and national development objectives.

The Ministry also acknowledges the contributions of social partners and industry stakeholders, including the Zambia Federation of Employers, the Zambia Congress of Trade Unions, private sector enterprises, sector associations, and Technical Education, Vocational and Entrepreneurship Training institutions. Their participation has ensured that this Volume is grounded in practical industry realities and labour market demand. Special recognition is extended to the Skills Advisory Committee for its leadership and guidance in the preparation of this Volume, and to the emerging Sector Skills Bodies in Agriculture, Mining, Energy and Tourism for their coordination and technical input. This Volume stands as a result of strong partnership and shared commitment. It reflects a collective effort to build a demand-driven skills development system that supports productivity, employment creation and sustainable economic growth in Zambia.

The Ministry of Labour and Social Security remains committed to strengthening this collaboration as the National Critical Skills List is implemented, monitored and updated on a continuous basis.



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1. Citation and Commencement

1.1 This document may be cited as the National Critical Skills List (Sectoral Volume I), March 2026.

1.2 This Sectoral Volume forms part of the National Critical Skills List Framework, issued under the statutory functions of the Ministry of Labour and Social Security as set out in Government Gazette Notice No. 1123 of 2021, and pursuant to the following legislation:

- 1.2.1. Employment Code Act, Chapter 268 of the Laws of Zambia, which provides for employment policy, labour market information, regulation of conditions of employment, and the utilisation of skills within the economy;
- 1.2.2. Technical Education, Vocational and Entrepreneurship Training Act, Chapter 138 of the Laws of Zambia, which provides for the development, regulation and quality assurance of technical and vocational training aligned to national skills needs;
- 1.2.3. Immigration and Deportation Act No. 18 of 2010, as amended, which provides for the regulation of the employment of non-citizens, the issuance of work permits, and the determination of occupations eligible for expatriate engagement;
- 1.2.4. Zambia Qualifications Authority Act No. 13 of 2011, as amended, which establishes the National Qualifications Framework and provides for the development of occupational standards, certification, and alignment of qualifications to labour market requirements;
- 1.2.5. Mines and Minerals Development Act No. 11 of 2015, Energy Regulation Act No. 12 of 2019, Fisheries Act No. 22 of 2011, Forestry Act No. 4 of 2015, and Tourism and Hospitality Act No. 13 of 2015, which govern sector operations and establish competency, licensing, and safety requirements relevant to critical occupations; and
- 1.2.6. Any other applicable legislation relating to labour market regulation, occupational safety and health, technical training, employment of non-citizens, and sector-specific professional and regulatory standards.

1.3 Sectoral Volume I provides the officially recognised Critical Skills for the following priority sectors:

- 1.3.1. Mining;
- 1.3.2. Energy, including renewable energy and rural electrification;
- 1.3.3. Agriculture, forestry and fisheries
- 1.3.4. Tourism and hospitality

Additional Sectoral Volumes shall be issued progressively to cover other sectors of the economy.



1.4 This Volume shall come into effect on the date of approval by the Minister responsible for Labour and Social Security and shall remain in force until amended, revised or replaced. The Volume shall be updated annually to reflect labour market developments, and shall undergo a comprehensive methodological review every three years.

1.5 The National Critical Skills List Framework, including this Sectoral Volume, shall apply to:

- 1.5.1. Immigration and work-permit decision-making, including the identification of occupations eligible for the recruitment of non-citizens;
- 1.5.2. Technical Education, Vocational and Entrepreneurship Training (TEVET) programme design, curriculum development, accreditation and training delivery;
- 1.5.3. Employer-led skills development, including localisation and skills-transfer planning;
- 1.5.4. Labour market planning and sector workforce strategies undertaken by Government ministries, departments and agencies; and
- 1.5.5. Any regulatory, operational or planning function requiring the identification of occupations in national shortage.

1.6 All Ministries, statutory bodies, regulatory authorities, employers, training institutions and recognised professional bodies shall apply the provisions of this Volume in the exercise of their respective mandates relating to skills development, employment, and the engagement of non-citizens within the Republic of Zambia.



2. Purpose and Application

The purpose of this Sectoral Volume of the National Critical Skills List is to identify occupations in national shortage within the Mining; Energy (including renewable energy and rural electrification); Agriculture, Forestry and Fisheries; and Tourism and Hospitality sectors, and to establish an authorised national reference for:

- 2.1.1. guiding the recruitment, engagement and regulation of non-citizen workers in accordance with the Immigration and Deportation Act No. 18 of 2010, as amended;
- 2.1.2. informing the planning, design, accreditation and delivery of Technical Education, Vocational and Entrepreneurship Training programmes under the Technical Education, Vocational and Entrepreneurship Training Act, Chapter 138 of the Laws of Zambia;
- 2.1.3. supporting the formulation and implementation of employment policy, labour market interventions and productivity enhancement measures under the Employment Code Act, Chapter 268 of the Laws of Zambia;
- 2.1.4. facilitating structured skills-transfer, localisation and capacity-building arrangements between employers, training institutions and Government; and
- 2.1.5. providing a harmonised and evidence-based framework for sector workforce planning across Government, industry and statutory bodies.

2.2 Application

This Sectoral Volume shall apply to all Ministries, statutory bodies, regulatory authorities, training institutions, employers, professional bodies and any competent authority responsible for labour market regulation, skills development, or the employment of non-citizens.

Without limitation to the generality of the foregoing, this Volume:

- 2.2.1. shall be used by the Department of Immigration in the assessment of work-permit applications, renewals, labour market tests, and employer skills-transfer plans;
- 2.2.2. shall guide Technical Education, Vocational and Entrepreneurship Training institutions and the Zambia Qualifications Authority in the development and review of curricula, occupational standards, qualification levels and training priorities at craft and diploma levels;
- 2.2.3. shall inform public and private sector employers in the preparation of localisation plans, identification of skills gaps, and the design and



implementation of apprenticeship, internship and on-the-job training programmes;

- 2.2.4. shall support sector-specific regulatory authorities—including, but not limited to, the Mines Safety Department, the Energy Regulation Board, the Forestry Department, the Department of Fisheries, and the Zambia Tourism Agency—in aligning competency requirements, licensing standards and compliance frameworks to the identified critical occupations; and
- 2.2.5. shall be used by the Ministry of Labour and Social Security in undertaking sector-based labour market analysis, setting national employment priorities, and coordinating inter-ministerial skills development and workforce planning initiatives.

2.3 Scope

This Sectoral Volume applies to craft and diploma-level occupations that are essential to productivity, occupational safety, economic diversification and transformation, export competitiveness and national development priorities. Higher-level professional occupations may be addressed in subsequent Volumes under the National Critical Skills List Framework.

2.4 Status of This Volume

This Sectoral Volume constitutes an official instrument of Government and forms part of the National Critical Skills List Framework. It shall be binding on all stakeholders listed under subsection 2.2 and shall be applied in the exercise of their respective mandates.

The Volume shall be updated annually to reflect labour market developments and shall undergo a comprehensive methodological review every three years.



3. Interpretation

In this Sectoral Volume, unless the context otherwise requires, the following terms have the meanings assigned to them—

3.1 Critical Skill

Means an occupation or competency identified by the Ministry of Labour and Social Security as being in national shortage and required to support economic development, productivity, occupational safety, value addition or essential public services; and includes any occupation designated for the purposes of work-permit administration, TEVET planning or sector workforce development.

3.2 Occupation

Means a set of jobs whose main tasks and duties are characterised by a high degree of similarity and are classified in accordance with the International Standard Classification of Occupations (ISCO), and recognised within the Zambia Qualifications Framework as provided under the Zambia Qualifications Authority Act No. 13 of 2011.

3.3 Sectoral Volume

Means a published component of the National Critical Skills List Framework that specifies critical occupations for designated sectors of the economy and forms part of the national reference for skills planning, training and immigration administration.

3.4 National Critical Skills List Framework

Means the overarching framework issued by the Ministry of Labour and Social Security that consolidates critical occupations across all sectors and provides guidance for labour market regulation, work-permit decision-making, and technical education and vocational training priorities.

3.5. Level 1-3 Trade Certificates

Means an occupational level associated basic handyman competencies typically acquired formally or informally through apprenticeship, vocational training programme or trade testing and recognised within the Zambia Qualification Framework at level 1-3 Trade Certificate in accordance with the Technical Education, Vocational and Entrepreneurship Training Act, Chapter 138 of the Laws of Zambia.



3.6 Craft Level

Means an occupational level associated with trade-based competencies typically acquired through apprenticeship, trade testing or vocational training programmes, and recognised within the Zambia Qualifications Framework at Levels 4, in accordance with the Technical Education, Vocational and Entrepreneurship Training Act, Chapter 138 of the Laws of Zambia.

3.7 Technician Level

Means an occupational level associated with trade-based competencies typically acquired through apprenticeship, trade testing or vocational training programmes, and recognised within the Zambia Qualifications Framework at Levels 5, in accordance with the Technical Education, Vocational and Entrepreneurship Training Act, Chapter 138 of the Laws of Zambia.

3.8 Technologist Level

Means an occupational level associated with technical or technologist competencies typically provided at Zambia Qualifications Framework Levels 6, as defined under the Zambia Qualifications Authority Act No. 13 of 2011 and delivered through accredited TEVET or higher education institutions.

3.9 Competent Authority

Means any Ministry, department, statutory body or regulatory authority empowered by law to administer employment, labour market regulation, technical training, skills certification, sector licensing or immigration matters, and includes the Ministry of Labour and Social Security, the Department of Immigration, the Technical Education, Vocational and Entrepreneurship Training Authority and the Zambia Qualifications Authority.

3.10 Employer

Has the meaning assigned to it under the Employment Code Act, Chapter 268 of the Laws of Zambia, and includes any person or undertaking that engages employees, apprentices, trainees or non-citizen workers, whether in the public or private sector.

3.11 Training Institution

Means any public or private institution registered or accredited under the Technical Education, Vocational and Entrepreneurship Training Act, Chapter 138 of the Laws of Zambia, or the Higher Education Act, and authorised to provide technical, vocational or professional training aligned to national qualification standards.



3.12 Work Permit

Has the meaning assigned to it under the Immigration and Deportation Act No. 18 of 2010, as amended, and includes any authorisation permitting a non-citizen to reside and engage in employment or occupation in the Republic of Zambia.

3.13 Skills-Transfer Plan

Means a structured programme submitted by an employer and approved by the relevant competent authority, through which knowledge, technical competencies and supervisory skills are transferred from a non-citizen employee to a Zambian national within a specified timeframe, in accordance with labour market policy and immigration requirements.

3.14 Localisation Plan

Means a plan submitted by an employer outlining measures to increase the participation of Zambian nationals in occupations identified as critical, including training, recruitment, progression and succession planning.

3.15 TEVET Provider

Means a training provider registered under the Technical Education, Vocational and Entrepreneurship Training Act, Chapter 138 of the Laws of Zambia and authorised to deliver technical education, vocational training, skills certification or apprenticeship programmes aligned to industry standards.

3.16 ZAQA

Means the Zambia Qualifications Authority established under the Zambia Qualifications Authority Act No. 13 of 2011, responsible for qualifications oversight, occupational standards, descriptors and the Zambia Qualifications Framework.

3.17 Labour Market Test

Means the process undertaken by the Department of Immigration, in consultation with the Ministry of Labour and Social Security, to determine whether suitably qualified Zambian nationals are available to fill a position prior to the issuance or renewal of a work permit, in accordance with the Immigration and Deportation Act.

3.18 ISCO

Means the International Standard Classification of Occupations developed by



the International Labour Organization and used for the classification of occupations in this Sectoral Volume.

3.19 ISIC

Means the International Standard Industrial Classification of All Economic Activities used to classify sectors for the purposes of this Volume.

3.20 Shortage Occupation

Means an occupation in which demand for labour exceeds the supply of suitably qualified Zambian nationals, as determined through labour market evidence, employer consultation and the National Critical Skills List methodology.

3.21 Expatriate

Has the meaning assigned under the Immigration and Deportation Act No. 18 of 2010, as amended, and refers to a non-citizen engaged in employment or occupation in Zambia under a valid permit.

3.22 Annual Review

Means the process undertaken each year by the Ministry of Labour and Social Security to update the National Critical Skills List for accuracy, responsiveness and alignment with national priorities, based on updated labour market evidence and stakeholder consultation.



4. Legal and Institutional Framework

4.1 Legal Authority

This Sectoral Volume is issued pursuant to the statutory mandate of the Ministry of Labour and Social Security as set out in Government Gazette Notice No. 1123 of 2021, and in accordance with the following legislation:

- 4.1.1. Employment Code Act, Chapter 268 of the Laws of Zambia, which mandates the Ministry to develop and implement employment policy, regulate labour market information systems, promote skills utilisation, enforce conditions of employment, and protect the rights and welfare of workers;
- 4.1.2. Technical Education, Vocational and Entrepreneurship Training Act, Chapter 138 of the Laws of Zambia, which provides for the development, coordination, regulation and quality assurance of technical and vocational education and training, including curriculum development and regulating apprenticeship systems necessary to address skills shortages;
- 4.1.3. Immigration and Deportation Act No. 18 of 2010, as amended, which governs the entry, residence and employment of non-citizens in Zambia, and empowers the Department of Immigration to issue, renew or refuse work permits based on labour market conditions and the availability of suitably qualified Zambian nationals;
- 4.1.4. Zambia Qualifications Authority Act No. 13 of 2011, as amended, which establishes the Zambia Qualifications Framework and provides for the registration, recognition and quality assurance of qualifications, occupational standards and assessment systems aligned to national skills needs;
- 4.1.5. Sector-specific legislation relevant to occupations covered under this Volume, including the Mines and Minerals Development Act No. 11 of 2015, Energy Regulation Act No. 12 of 2019, Forestry Act No. 4 of 2015, Fisheries Act No. 22 of 2011, and Tourism and Hospitality Act No. 13 of 2015, which prescribe competency, licensing and safety requirements in their respective sectors; and
- 4.1.6. Any other written law relating to employment regulation, technical training, workforce development, licensing, occupational safety and health, or the engagement of non-citizens in the Republic of Zambia.



4.2 Institutional Responsibilities

The implementation of the National Critical Skills List Framework, including this Sectoral Volume, shall be undertaken through coordinated action by the following institutions:

4.2.1. Ministry of Labour and Social Security (MoLSS)

- 4.2.1.1. Lead authority responsible for the issuance, review and update of the National Critical Skills List;
- 4.2.1.2. Coordination of labour market assessments, skills-gap analysis and evidence generation;
- 4.2.1.3. Oversight of employer compliance with localisation and skills-transfer requirements;
- 4.2.1.4. Provision of technical advisory services to the Department of Immigration on work-permit decisions.

4.2.2. Department of Immigration

- 4.2.2.1. Application of the Critical Skills List in the assessment, issuance and renewal of work permits;
- 4.2.2.2. Administration of labour market tests in consultation with the Ministry of Labour and Social Security;
- 4.2.2.3. Enforcement of conditions attached to expatriate employment, including skills-transfer obligations.

4.2.3. Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA)

- 4.2.3.1. Integration of critical skills into curriculum development, programme accreditation and quality assurance processes
- 4.2.3.2. Coordination of apprenticeship training systems and industry-based training models;
- 4.2.3.3. Implementation and oversight of training programmes aligned to sector demand.

4.2.4. Zambia Qualifications Authority (ZAQA)

- 4.2.4.1. Alignment of critical occupations with the Zambia Qualifications Framework;
- 4.2.4.2. Development, registration and quality assurance of occupational standards and qualifications;



e. Sector Ministries and Regulatory Authorities

(including the Ministries responsible for Mines, Energy, Agriculture, Fisheries, Forestry and Tourism)

- i. Validation of sector-specific demand for critical skills;
- ii. Enforcement of competency, licensing and safety requirements in regulated occupations;
- iii. Collaboration with the Ministry of Labour and Social Security on workforce planning, sector strategies and skills forecasting.

f. Employers and Industry Associations

- a) Provision of labour market information, including vacancy data and skills-gap evidence;
- b) Implementation of skills-transfer, localisation and apprenticeship programmes;
- c) Participation in curriculum development, validation and sector skills planning processes.

g. Training Institutions

- i. Delivery of accredited programmes aligned to the National Critical Skills List;
- ii. Collaboration with employers in the provision of workplace learning, apprenticeships and competency-based assessments;
- iii. Submission of enrolment, completion and graduate outcome data to TEVETA and ZQA.

4.3 Binding Application

All institutions listed under subsection 4.2 shall apply the provisions of the National Critical Skills List Framework, including this Sectoral Volume, in the exercise of their respective statutory functions relating to:

- 4.3.1. labour market regulation;
- 4.3.2. the employment and engagement of non-citizens;
- 4.3.3. technical education and vocational training;
- 4.3.4. licensing, certification and professional standards; and
- 4.3.5. sector workforce planning and development.



5. Methodology for Identifying Critical Skills

5.1 Guiding Principles

The identification of critical skills under the National Critical Skills List Framework is guided by the following principles:

- 5.1.1. Evidence-based decision-making, grounded in labour market data, workforce projections and verified employer submissions;
- 5.1.2. Alignment with national development priorities, including the Eighth National Development Plan, industrialisation and value-addition strategies, and rural development objectives;
- 5.1.3. Consistency with sector legislation and regulatory standards, ensuring that recognised occupations meet the competency, licensing and safety requirements prescribed under relevant laws;
- 5.1.4. Regional and continental harmonisation, ensuring comparability with SADC and COMESA labour market frameworks to support labour mobility, benchmarking and competitiveness;
- 5.1.5. Transparency and stakeholder participation, through structured engagement with employers, training institutions, regulators, social partners and sector ministries; and
- 5.1.6. Responsiveness and adaptability, enabling the Critical Skills List to be updated regularly in response to economic, technological and labour market developments.

5.2 Data Sources

The determination of critical skills is based on triangulated evidence from multiple data sources, including:

- 5.2.1. Labour market information generated by the Ministry of Labour and Social Security, including employment surveys, labour force statistics and enterprise skills assessments;
- 5.2.2. Vacancy data submitted by employers, industry associations and recruitment platforms;
- 5.2.3. TEVET enrolment, completion and graduate output data provided by TEVETA and registered training institutions;
- 5.2.4. Occupational licensing, certification and competency data from sector regulators, including the Mines Safety Department, Energy Regulation Board, Forestry Department, Department of Fisheries and the Zambia Tourism Agency;
- 5.2.5. Regional skills audits and critical skills lists from SADC and COMESA Member States; and



5.2.6. Stakeholder consultations, including validation workshops, technical committees and structured employer engagements.

5.3 Assessment Criteria

Each occupation is evaluated using a scoring framework that considers the following criteria:

- 5.3.1. **Current demand**, including number of vacancies, recruitment difficulty and sector growth trends;
- 5.3.2. **Future demand**, including projected future occupation demands from industrial growth, innovations and technologies
- 5.3.3. **Supply gap**, including availability of suitably qualified Zambian nationals, graduate output and labour turnover;
- 5.3.4. **Strategic national importance**, including relevance to economic diversification, productivity, value addition and essential public services;
- 5.3.5. **Regulatory and safety imperatives**, including occupations requiring certified skills to meet statutory or licensing requirements;
- 5.3.6. **Feasibility of training supply**, including the capacity of TEVET institutions to produce competent graduates within reasonable timeframes; and
- 5.3.7. **Regional scarcity**, including evidence of shortages within SADC and COMESA, indicating increased competition for skilled labour.

Each criterion shall be assigned a weighted score, and occupations shall be categorised into Priority Buckets as follows:

- 5.3.7.1. Urgent – critical shortage with immediate impact on productivity, safety or sector operations;
- 5.3.7.2. High – significant shortage requiring medium-term intervention;
- 5.3.7.3. Medium – emerging or moderate shortage requiring monitoring and targeted intervention.

5.4 Validation Process

The inclusion of occupations in the National Critical Skills List shall be subject to the following validation process:

- 5.4.1. Preliminary technical assessment by the Ministry of Labour and Social Security;
- 5.4.2. Review by a Technical Working Group comprising the Ministry of Labour and Social Security, the Department of Immigration, TEVETA, the Zambia Qualifications Authority and relevant sector ministries;
- 5.4.3. Consultation with employers, workers' representatives, professional bodies and industry associations;
- 5.4.4. Sector validation workshops to confirm, refine or amend proposed occupations;
- 5.4.5. Compilation of evidence, scoring results and competency requirements into the Sectoral Volume; and



5.4.6. Submission of the final Sectoral Volume to the Minister responsible for Labour and Social Security for approval.

5.5 Review Cycle

This Sectoral Volume shall be:

5.5.1. Updated annually, using the most recent labour market data, administrative records and stakeholder submissions; and

5.5.2. Subject to a comprehensive methodological review every three years, to ensure that the criteria, data sources and analytical processes remain relevant, robust and aligned with national and regional developments.

5.6 Application of Methodology

This methodology shall apply uniformly across all Sectoral Volumes issued under the National Critical Skills List Framework and shall guide the identification, validation and periodic review of critical occupations across all sectors of the economy.

5.7 Competency-Based Approach

In addition to identifying occupations, the National Critical Skills List shall incorporate a competency-based approach to ensure alignment between labour market demand and training supply.

For each identified occupation, the following shall be defined, where applicable:

5.7.1. Core technical competencies required for effective job performance;

5.7.2. Supporting technical and digital skills;

5.7.3. Occupational safety and regulatory requirements;

5.7.4. Certification or licensing requirements; and

5.7.5. Indicative training pathways aligned to the Zambia Qualifications Framework.

These competencies shall guide:

5.7.5.1. Curriculum development and training delivery under the TEVET system;

5.7.5.2. Assessment and certification processes under the Zambia Qualifications Authority;

5.7.5.3. Employer-based training, apprenticeship and skills-transfer programmes; and

5.7.5.4. Evaluation of technical capability in work-permit decision-making.



6. Sector Overview and Sector-Based Critical Skills Lists

6.1 Introduction to Sectoral Prioritisation

This Sectoral Volume sets out the Critical Skills identified within the following priority sectors:

- 6.1.1. Mining;
- 6.1.2. Energy, including renewable energy and rural electrification;
- 6.1.3. Agriculture, forestry and fisheries; and
- 6.1.4. Tourism and hospitality.

These sectors have been prioritised on the basis of their strategic contribution to national development, export earnings, employment creation, rural transformation, environmental sustainability and regional competitiveness.

The occupations identified reflect the skills most urgently required at craft and diploma levels to support productivity, occupational safety, value addition, technological adoption and sector growth. They are derived from the methodology outlined in Section 5 and validated through sector-specific consultations and evidence.

Each sector overview below provides context on economic performance, labour market dynamics and workforce requirements that informed the identification of critical occupations.

6.2 Mining Sector Overview

The mining sector remains a central pillar of Zambia's economy, contributing significantly to export earnings, fiscal revenues and employment. Continued expansion in copper, cobalt, manganese, gold and gemstone production has intensified demand for skilled labour across underground operations, mineral processing, maintenance, geosciences and occupational safety.

Skills shortages are particularly pronounced in certified trades, technical supervision, instrumentation, process operations and emerging mechanisation technologies. These shortages have direct implications for productivity, safety compliance and operational efficiency.

The Critical Skills List for the mining sector includes occupations essential for safe, efficient and sustainable mining operations, particularly those requiring certification under the Mines and Minerals Development Act No. 11 of 2015 and related regulations.



A detailed table of critical occupations for this sector is provided in table of critical skills: Mining Critical Skills Table.

6.3 Energy Sector Overview (Including Renewable Energy).

Zambia's transition toward increased electrification, grid modernisation and renewable energy generation has intensified demand for technicians and technologists capable of installing, maintaining and managing solar, wind, storage and conventional power systems. Scarcity is high for occupations involving protection systems, SCADA, high-voltage operations, renewable energy installation and community mini-grid management.

The Critical Skills List for the Energy sector reflects the competencies required under the Energy Regulation Act No. 12 of 2019, ensuring alignment with national electrification and renewable energy objectives.

A detailed table of critical occupations for this sector is provided in table 1: Energy Critical Skills.

6.4 Agriculture, Forestry and Fisheries Sector Overview

Agriculture remains a key driver of livelihoods and food security in Zambia, while forestry and fisheries contribute to environmental sustainability, rural incomes and export potential. The sector is undergoing transformation through increased mechanisation, climate-smart agriculture, irrigation development, aquaculture expansion, agro-processing and market integration.

This transformation has generated strong demand for skilled technicians in areas such as mechanisation, agronomy, extension services, irrigation systems, aquaculture management, cold-chain logistics and food safety.

The Critical Skills List for this sector reflects competency requirements established under the Fisheries Act No. 22 of 2011, Forestry Act No. 4 of 2015, and relevant agricultural and food safety regulatory frameworks.

A detailed table of critical occupations for this sector is provided in the list of critical skills: Agriculture, Forestry and Fisheries Critical Skills.

6.5 Tourism and Hospitality Sector Overview

The tourism and hospitality sector contributes significantly to employment, foreign exchange earnings and rural development. Continued investment in eco-tourism, conservation areas, cultural tourism and hospitality infrastructure



has increased demand for skilled personnel capable of delivering high-quality services and maintaining safety and sustainability standards.

Skills shortages are evident in guiding and interpretation, lodge and hotel operations, culinary services, conservation roles, hospitality supervision and digital reservation systems.

The Critical Skills List aligns with competency and licensing requirements under the Tourism and Hospitality Act No. 13 of 2015 and supports the development of a competitive and service-oriented tourism sector.

A detailed table of critical occupations for this sector is provided in table 1: Tourism and Hospitality Critical Skills.

6.6 Structure of the Sector-Based Critical Skills Tables

Each sectoral table in this Volume follows a standardised format designed to ensure clarity, consistency and operational usability. The table structure includes the following fields:

6.6.1. Sector (ISIC code and name)

Identifies the economic sector using the International Standard Industrial Classification.

6.6.2. Occupation title (local)

Indicates the commonly used title of the occupation within the Zambian labour market.

6.6.3. ISCO-08 code (4-digit)

Provides the international occupational classification in accordance with ISCO.

6.6.4. Short occupation descriptor

Summarises the key tasks, responsibilities and competencies associated with the occupation.

6.6.5. Priority bucket (Urgent / High / Medium)

Indicates the level of scarcity, strategic importance and immediacy of need.

6.6.6. Skills gap

Identifies specific shortages in technical skills, soft skills or certification requirements.

6.6.7. Suggested action

Outlines targeted interventions, including short courses, curriculum revisions, apprenticeships or certification programmes.

6.6.8. Responsible institution(s)

Specifies the relevant ministries, regulators, TEVET institutions, employers and other stakeholders responsible for implementation.



6.6.9. Policy link / comment

Indicates alignment with national priorities, including the Eighth National Development Plan, industrialisation strategies, productivity goals and regulatory requirements.

6.7 Competency and Skills Standards Framework

In addition to identifying occupations, this Sectoral Volume adopts a competency-based approach to ensure effective alignment between labour market demand and training supply.

For each occupation, the following competency dimensions shall be defined, where applicable:

- 6.7.1. Core technical competencies;
- 6.7.2. Supporting technical and digital skills;
- 6.7.3. Occupational safety and regulatory requirements;
- 6.7.4. Certification or licensing requirements; and
- 6.7.5. Soft skills, including communication, supervision and reporting.

These competencies shall:

- 6.7.5.1. Guide curriculum development and training delivery under the TEVET system;
- 6.7.5.2. Inform assessment, certification and occupational standards under the Zambia Qualifications Authority;
- 6.7.5.3. Support employer-based training, apprenticeship and skills-transfer programmes; and
- 6.7.5.4. Assist competent authorities, including the Department of Immigration, in evaluating technical capability for work-permit decision-making.



Table 1: List of Critical Skills Vol.1

No.	Sector (ISIC code / name)	Occupation title (local)	ISCO -08 code	Short occupation descriptor	Priority	Skills gap (technical, soft, certification)	Suggested action	Responsible institution(s)	Policy link / comment
1	Agriculture (01) – Crop Production & Extension	Agronomy Technician / Field Extension Officer (ZQF5, 2.5 yrs)	3142	Provides advisory on crop production, soil management, inputs and climate-smart practices	Urgent	Weak extension delivery, digital advisory gaps, climate-smart agriculture	Diploma + field attachments + digital extension tools	MoA, MoLSS, TEVET colleges	Food security & climate resilience
2	Agriculture (01) – Crop Production	Agronomist (ZQF6, 3 yrs)	2132	Plans crop production, soil analysis, yield optimisation and input management	High	Soil analytics, modelling tools, certification gaps	Technologist training + research attachments	Universities, MoA	Productivity improvement
3	Agriculture (01) – Mechanisation	Agricultural Mechanisation Technician / Tractor Mechanic (ZQF4, 2 yrs)	7211	Maintains tractors, implements and mechanised farm equipment	High	Diagnostics, hydraulics, preventive maintenance	Craft apprenticeship + OEM training	TEVET, equipment suppliers	Mechanisation agenda
4	Agriculture (01) – Mechanisation	Small Engines / Agri Equipment Service Technician (ZQF3-4, 1-2 yrs)	7211	Repairs pumps, filters and small-scale farm equipment	Medium	Basic electrics, troubleshooting, maintenance	Short cert + apprenticeship	TEVET, service centres	Smallholder support



No.	Sector (ISC code / name)	Occupation title (local)	ISCO -08 code	Short occupation descriptor	Priority	Skills gap (technical, soft, certification)	Suggested action	Responsible institution(s)	Policy link / comment
5	Agriculture (01) – Irrigation	Irrigation System Technician (ZQF4, 2 yrs)	7113	Installs and maintains irrigation systems (drip, sprinkler, pumps)	High	Hydraulics, pumping systems, basic electrics	Short cert + field practicum	MoA, TEVET	Climate resilience
6	Agriculture (01) – Irrigation	Irrigation Engineer (ZQF6, 3 yrs)	2142	Designs irrigation systems and water management plans	Medium	CAD design, system optimisation	Technologist training + placements	Universities, MoA	Water efficiency
7	Agriculture (01) – Horticulture	Horticulture Technician (Greenhouse & Exports) (ZQF5, 2.5 yrs)	3142	Manages greenhouse systems, IPM and export-quality production	High	Greenhouse ops, pest control, export standards	Diploma + practicum	TEVET, exporters	High-value exports
8	Agriculture (01) – Horticulture	Horticulture Standards & Quality Control Technician (ZQF5-6)	3142	Ensures compliance with export and quality standards	High	GLOBALG.A.P., HACCP, certification systems	Cert + diploma training	MoA, TEVET, regulators	Export competitiveness
9	Agriculture (01) – Pest Management	Plant Protection / IPM Technician (ZQF4-5)	3142	Implements pest monitoring and integrated pest management systems	Medium	Pest diagnosis, safe pesticide handling	Short cert + field training	MoA, TEVET	Yield protection



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10	Agriculture (01) – Post-Harvest	Post-Harvest Management Technician (ZQF4)	7219	Manages grading, storage, packaging and post-harvest systems	Urgent	Handling losses, storage systems, hygiene	Short cert + attachments	TEVET, agribusiness	Reduces losses
11	Agriculture (01) – Cold Chain	Refrigeration & Cold-Chain Technician (ZQF4)	7120	Maintains cold storage systems and refrigeration equipment	High	Refrigeration systems, maintenance, diagnostics	Short cert + apprenticeship	TEVET, cold-chain operators	Perishable value chains
12	Agriculture (01) – Processing	Food Processing Technician / Food Technologist (ZQF4-6)	3115	Operates food processing systems and ensures quality standards	High	HACCP, processing equipment, QA/QC	Diploma + plant attachment	TEVET, processors	Value addition
13	Agriculture (01) – Food Safety	Food Safety & HACCP Technician (ZQF4-5)	3115	Implements food safety standards and inspection systems	High	HACCP certification, sampling, compliance	Short cert + practicum	TEVET, regulators	Export & safety compliance
14	Agriculture (01) – Seeds & Lab	Seed Production Technician / QC Analyst (ZQF4-5)	3114	Conducts seed testing, certification and quality assurance	High	Sampling, lab QA/QC, certification systems	Short cert + lab practicum	Seed Control Institute, TEVET	Input quality
15	Agriculture (01) – Agribusiness	Farm Business Advisor / Value Chain Officer (ZQF6)	2421	Advises farmers on markets, cooperatives and business planning	High	Business analysis, digital literacy	Diploma + attachments	MoA, TEVET	Commercialisation



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16	Agriculture (01) – Agribusiness	Farm Management Specialist (ZQF4-6)	1311	Oversees farm operations, finance and labour management	High	Farm accounting, leadership skills	Diploma + field practicum	MoA, TEVET	Productivity
17	Agriculture (01) – ICT	ICT for Agribusiness Technician (ZQF6)	3512	Supports digital agriculture tools, platforms and data systems	High	ICT systems, data analytics, digital tools	Diploma + digital labs	TEVET, ICT firms	Digital agriculture
18	Agriculture (01) – Research	Agricultural Research Assistant (ZQF6)	2131	Supports field trials, data collection and research activities	Medium	Data collection, lab techniques	Diploma + research attachments	Universities, research institutes	Innovation
19	Agriculture (01) – Agribusiness	Agribusiness Sales & Marketing Specialist (ZQF6)	2433	Manages product marketing, exports and value chain sales	High	Market analysis, digital marketing	Diploma + internship	MoA, private sector	Export growth
20	Agriculture (01) – Supply Chain	Agribusiness Supply Chain Specialist (ZQF6)	2422	Manages logistics, storage and agricultural supply chains	High	Logistics systems, tracking, coordination	Diploma + placement	Private sector, MoA	Efficiency
21	Agriculture (01) – Innovation	Product Development & Innovation Technician (ZQF6)	2149	Develops new agri-products, packaging and processing innovations	Medium	Product design, QA/QC	Diploma + lab training	TEVET, processors	Value addition



No.	Sector (ISC code / name)	Occupation title (local)	ISCO -08 code	Short occupation descriptor	Priority	Skills gap (technical, soft, certification)	Suggested action	Responsible institution(s)	Policy link / comment
22	Agriculture (01) – Trade	International Trade Analyst (Agriculture) (ZQF6)	2421	Analyses export markets, trade requirements and compliance	Medium	Trade regulations, analytics	Diploma training	MoA, MCTI	Export diversification
23	Agriculture (01) – Risk	Risk & Compliance Officer (Agribusiness) (ZQF5-6)	2422	Ensures compliance with safety, trade and regulatory standards	Medium	Auditing, compliance systems	Diploma training	Regulators, agribusiness	Sector governance
24	Forestry (02) – Forestry & Conservation	Forestry Technician / Community Forestry Officer (ZQF5, 2.5 yrs)	3143	Manages forest inventories, community forestry programmes and sustainable harvesting	High	GIS basics, inventory methods, sustainable practices	Diploma + field practicum	Forestry Dept., TEVET	Reforestation & sustainability
25	Forestry (02) – Timber Processing	Timber & Sawmill Technician (ZQF4, 2 yrs)	7544	Operates sawmill equipment, timber grading and processing	Medium	Machine operation, safety, quality grading	Short cert + placement	Forestry Dept., TEVET, private mills	Forestry value chain
26	Fisheries (03) – Aquaculture	Aquaculture Technician (ZQF4-5, 1-2.5 yrs)	3113	Manages ponds, cages, feeding regimes and water quality systems	High	Water quality monitoring, feeding systems, disease control	Short cert + hatchery placement	MoA, TEVET, private farms	Aquaculture expansion
27	Fisheries (03) – Aquaculture	Aquaculture Technologist (ZQF5-6, 2.5-3 yrs)	2131	Oversees hatchery systems, breeding and	High	Hatchery systems, genetics, production planning	Diploma/degree + practicum	Universities, MoA	Sector professionalisation



No.	Sector (ISC code / name)	Occupation title (local)	ISCO -08 code	Short occupation descriptor	Priority	Skills gap (technical, soft, certification)	Suggested action	Responsible institution(s)	Policy link / comment
				production cycles					
28	Fisheries (03) – Aquaculture	Aquaculture Nutritionist (ZQF6, 3 yrs)	2131	Designs feed systems and evaluates fish nutrition and growth performance	Medium	Feed formulation, nutrition science	Technologist training	Universities, research institutions	Feed efficiency
29	Fisheries (03) – Aquaculture	Fish Health & Disease Management Technician (ZQF5, 2.5 yrs)	3141	Diagnoses fish diseases and implements treatment protocols	High	Diagnostics, disease monitoring, lab skills	Diploma + hatchery practicum	MoA, TEVET	Reduces mortality
30	Fisheries (03) – Post-Harvest	Fish Processing & Post-Harvest Technician (ZQF4-5, 1-2.5 yrs)	7512	Handles fish processing, preservation, storage and quality control	High	Hygiene, cold-chain, QA/QC	Short cert + placement	TEVET, processors	Reduces losses
31	Fisheries (03) – Support	Scuba Diving Technician (Skills Award)	7549	Provides underwater support for aquaculture operations and inspections	Medium	Diving certification, safety protocols	Certified dive training	Training centres, private sector	Specialized aquaculture support



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32	Fisheries (03) – Extension	Fisheries Extension Technician (ZQF4-6)	2149	Provides advisory services to fishing communities and aquaculture operators	Medium	Extension methods, communication, post-harvest practices	Short cert + field work	MoA, TEVET	Livelihood support
33	Livestock (01) – Production	Livestock Production Technician (ZQF4-5, 1-2.5 yrs)	3141	Manages feeding, breeding and livestock production systems	Medium	Husbandry, disease management	Diploma + field placement	MoA, TEVET	Livestock productivity
34	Livestock (01) – Production	Animal Husbandry Officer (ZQF5, 2.5 yrs)	3141	Oversees livestock health, breeding and farm operations	High	Veterinary basics, management skills	Diploma training	MoA, livestock services	Disease control
35	Livestock (01) – Extension	Livestock Extension Officer (ZQF4-6)	2149	Provides advisory and technical support to livestock farmers	Medium	Extension delivery, communication	Diploma + field attachment	MoA, TEVET	Productivity & outreach
36	Energy (35) – Renewable Energy	Solar PV Installer / Technician (ZQF4, 2 yrs)	7222	Installs, commissions and maintains solar PV systems including panels, inverters and batteries	Urgent	System sizing, DC/AC wiring, inverter configuration, battery systems, testing & troubleshooting	Short cert + apprenticeship + installer certification	MoE, MoLSS, TEVET colleges, private installers	Electrification & renewable targets



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37	Energy (35) – Renewable Energy	Solar PV System Designer / PV Engineer (ZQF5-6, 2.5-3 yrs)	2149	Designs PV systems, load calculations and grid/off-grid integration	High	System modelling, grid integration, battery sizing	Diploma modules + practicum	Universities, TEVET, utilities	Renewable integration
38	Energy (35) – Renewable Energy	Wind Turbine Technician (ZQF4-5, 2-2.5 yrs)	7212	Performs installation, maintenance and inspection of wind turbines	High	Height safety, turbine mechanics, SCADA basics	Specialized diploma + OJT	TEVET, IPPs	Wind development
39	Energy (35) – Power Systems	Power Systems Technician / Protection & Control (ZQF5, 2.5 yrs)	7412	Maintains protection relays, performs system coordination and fault analysis	Urgent	Relay configuration, SCADA integration, fault diagnostics	Diploma + industry practicum	Utilities, TEVET, ERA	Grid stability
40	Energy (35) – Transmission & Distribution	High-Voltage Line Technician / Lineman (ZQF4, 2 yrs)	7411	Installs and maintains transmission and distribution lines	Urgent	Live-line work, safety procedures, jointing	Craft apprenticeship + certification	Utilities, TEVET	Rural electrification
41	Energy (35) – Distribution	Electrical Maintenance Technician (Substations) (ZQF4-5)	7411	Maintains transformers, switchgear and substations	High	Transformer servicing, switchgear maintenance	Short cert + OJT	Utilities, TEVET	Power reliability
42	Energy (35) – Storage Systems	Battery Energy Storage Systems (BESS)	7412	Installs and maintains battery storage systems and BMS	High	Battery safety, BMS, thermal management	Diploma + vendor training	TEVET, IPPs	Renewable storage



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		Technician (ZQF5)							
43	Energy (35) – Control Systems	SCADA / Control Systems Technician (ZQF5)	7412	Operates and maintains SCADA systems, RTUs and telemetry networks	High	SCADA software, communication protocols, networking	Diploma + industry training	Utilities, TEVET	Grid automation
44	Energy (35) – Generation	Diesel Generator Technician (ZQF4, 2 yrs)	7411	Installs, maintains and repairs diesel generator systems	Medium	Engine systems, alternators, fault diagnostics, load testing	Short cert + apprenticeship	TEVET, private sector	Backup/off-grid systems
45	Energy (35) – Metering	Metering & Revenue Protection Technician (ZQF4-5, 2-2.5yrs)	3512	Installs and manages metering systems and loss detection	High	Smart metering, tamper detection, ICT skills	Short cert + vendor training	Utilities, TEVET	Revenue protection
46	Energy (35) – Projects	Renewable Project Technician / IPP Technician (ZQF5-6, 2.5-3 yrs)	2149	Supports commissioning and early operations of renewable projects	High	Testing, commissioning, contract understanding	Diploma + project attachment	MoE, IPPs	IPP rollout



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47	Energy (35) – Efficiency	Industrial Energy Technician / Energy Auditor (ZQF5-6, 2.5 – 3 yrs)	2149	Conducts energy audits and implements efficiency measures	Medium	Audit tools, M&V, data analysis	Diploma + certification	TEVET, industry	Efficiency targets
48	Energy (35) – Emerging	Electrolyser Technician (Green Hydrogen) (ZQF5-6, 2.5 - 3 yrs)	7214	Operates and maintains hydrogen production systems	Medium	Electrochemistry basics, safety	Specialized training + pilots	Research institutions, TEVET	Emerging sector
49	Energy (35) – Rural Power	Community Energy Technician (Mini-grid O&M) (ZQF4, 2 yrs)	7411	Manages mini-grid systems, billing and maintenance	Urgent	Mini-grid operations, community engagement	Short cert + OJT	DMMU, TEVET	Rural electrification
50	Energy (35) – Installation	Control Panel Assembler / Solar Cabler (ZQF4, 2 yrs)	7411	Assembles electrical panels and solar cabling systems	High	Wiring standards, panel assembly	Short cert + apprenticeship	TEVET, manufacturers	Local content
51	Energy (35) – Smart Systems	Smart Grid / Automation Technician (ZQF5-6, 2.5 - 3 yrs)	7412	Installs and maintains grid automation devices	High	Communication systems, data analytics	Diploma + vendor training	Utilities, ERA	Grid modernisation
52	Energy (35) – Substations	High Voltage Switching / Substation Operator (ZQF5, 2.5 yrs)	7411	Operates HV switchgear and performs safe isolation procedures	High	Switching procedures, safety certification	Diploma + certification	Utilities, TEVET	System safety



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53	Energy (35) – Cabling	Cable Joints / Underground Cable Technician (ZQF4, 2 yrs)	7411	Installs and maintains underground power cables	High	Cable jointing, insulation testing	Short cert + supervised practice	Utilities, contractors	Network reliability
54	Energy (35) – Distribution	Linesman / Line Technician (LV/MV) (ZQF4, 2 yrs)	7411	Maintains overhead distribution lines and equipment	High	Pole work, safety	Apprenticeship + certification	Utilities, TEVET	Distribution backbone
55	Energy (35) – Metering/Data	AMI / Smart Meter Technician & Data Analyst (ZQF5, 2.5yrs)	3512	Manages smart meter systems and data analytics	High	Data systems, metering software	Short cert + ICT modules	Utilities, TEVET	Smart billing
56	Energy (35) – Protection	Protection Relay Technician (ZQF5, 2.5yrs)	7412	Implements relay settings and protection systems	High	Relay configuration, fault analysis	Diploma + vendor training	Utilities, consultants	Grid protection
57	Energy (35) – Renewables	Wind Installation / Blade Technician (ZQF4-5, 2-2.5yrs)	7212	Supports installation and maintenance of turbine blades	High	Rigging, safety at height	Specialized training	IPPs, TEVET	Wind rollout
58	Energy (35) – Circular Economy	E-Waste Management Technician (Energy Systems) (Skills Award)	7114	Handles recycling and disposal of energy equipment	Medium	Safe handling, recycling processes	Short cert + safety training	MoE, TEVET	Environmental compliance



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59	Energy (35) – Digital	Energy Data Technician / AI Support (ZQF5-6, 2.5-3 yrs)	2149	Supports data collection and analytics for energy systems	Medium	Data analytics, AI basics	Diploma + ICT training	Universities, utilities	Digital transformation
60	Energy (35) – Bioenergy	Biodigester Construction & Maintenance Technician (ZQF4, 2yrs)	7114	Installs and maintains biodigesters for energy production	Medium	System design, maintenance	Short cert + field training	TEVET, NGOs	Green energy
61	Energy (35) – Gas Systems	LPG Installation Technician (ZQF4, 2yrs)	7114	Installs LPG systems and ensures safety compliance	High	Gas safety standards, installation	Short cert + certification	ERB, TEVET	Energy diversification
62	Mining (07) – Extraction & Operations	Underground Miner (ZQF3, 1 yr)	3112	Conducts underground mining operations, supports extraction and ensures safety compliance	Urgent	Practical mining skills, OHS, mine rescue certification	Craft apprenticeship + supervised OJT	MoLSS, Mines Ministry, TEVET, mining firms	Safety & production
63	Mining (07) – Supervision	Mine Shift Supervisor (ZQF5, 2.5 yrs)	3112	Supervises mining operations, ensures compliance and coordinates production	Urgent	Supervisory skills, safety management, reporting	Diploma + workplace attachment	MoLSS, TEVET, employers	Safety leadership



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64	Mining (07) – Drilling	Drill Rig Operator / Diamond Core Driller (ZQF3, 1 yr)	7213	Operates drilling rigs for exploration and production	High	Rig operation, safety, core logging	Short cert + placement	TEVET, exploration firms	Exploration pipeline
65	Mining (07) – Blasting	Blaster / Shotfirer (ZQF4, 2 yrs)	5414	Handles explosives and conducts controlled blasting	Urgent	Licensed blasting, explosives safety	Licensed training + supervised practice	Mines Ministry, TEVET	Mandatory skill
66	Mining (07) – Heavy Equipment	Heavy Equipment Operator (ZQF3, 1 yr)	8331	Operates haul trucks, loaders and heavy machinery	High	Equipment safety, operator certification	Practical training + apprenticeship	TEVET, mining firms	Mechanisation
67	Mining (07) – Processing	Mineral Processing / Plant Operator (ZQF3, 1 yr)	3115	Operates concentrators, monitors flotation and processing systems	Urgent	Process control, sampling, safety	Short cert + plant attachment	TEVET, processing plants	Value addition
68	Mining (07) – Metallurgy	Metallurgical Technician (ZQF6, 3 yrs)	3115	Conducts metallurgical testing and process optimisation	High	QA/QC, lab analysis, optimisation	Diploma + practicum	Universities, TEVET	Beneficiation
69	Mining (07) – Laboratory	Laboratory Analyst / Assayer (ZQF4, 2 yrs)	3114	Conducts sample preparation and mineral assays	High	Lab QA/QC, safety	Short diploma + lab placement	TEVET, labs	Resource evaluation
70	Mining (07) – Processing	Process Operators (Crushing, Milling)	3115	Operates crushing, milling and flotation circuits	High	Process control, safety, sampling	Short cert + OJT	Processing plants	Beneficiation



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		Flotation) (ZQF3)							
71	Mining (07) – Maintenance	Mechanical Fitter / Maintenance Artisan (ZQF4, 2 yrs)	7211	Maintains crushers, conveyors and mining equipment	Urgent	Mechanical systems, hydraulics, welding	Apprenticeship + placement	TEVET, employers	Reduces downtime
72	Mining (07) – Electrical	Electrical Technician / Instrumentation Technician (ZQF5, 2.5 yrs)	7411	Maintains electrical systems, PLCs and instrumentation	Urgent	HV safety, PLCs, calibration	Diploma + apprenticeship	TEVET, mines	Safety critical
73	Mining (07) – Heavy Equipment	Heavy Equipment Repair / Auto-Electrical Technician (ZQF6)	7411	Repairs advanced mining equipment and electrical systems	High	Diagnostics, CAN systems	Technologist training	TEVET, mines	Mechanisation
74	Mining (07) – Welding	Coded Welder (ZQF3-4, 1-2yrs)	7212	Performs certified welding for mining equipment and pipelines	High	Certified welding, QA/QC	Coded welding certification	TEVET, employers	Equipment integrity
75	Mining (07) – Fabrication	Metal Fabrication Technician (ZQF4, 2yrs)	7214	Fabricates and repairs metal structures and plant components	Medium	Fabrication techniques, safety	Craft training + apprenticeship	TEVET	Infrastructure



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76	Mining (07) – Electrical	High Voltage Switching Technician (ZQF5, 2.5 yrs)	7411	Performs high voltage switching and substation operations	High	Switching procedures, safety certification	Diploma + certification	Utilities, mines	Safety compliance
77	Mining (07) – Systems	Conveyor Maintenance & Belt Splicing Technician (ZQF3, 1yr)	8341	Maintains conveyor systems and performs belt splicing	High	Splicing techniques, safety	Short cert + OJT	Employers, TEVET	Operational efficiency
78	Mining (07) – Survey	Mine Survey Technician (ZQF5, 2.5 yrs)	3111	Conducts underground and surface mine surveys	High	GNSS, surveying tools	Diploma + field practicum	Mines Ministry, TEVET	Mine planning
79	Mining (07) – Geoscience	Geological Field Technician (ZQF4, 2yrs)	2112	Conducts sampling, mapping and logging	High	GIS basics, sampling protocols	Field training + attachments	Geological Survey	Exploration
80	Mining (07) – Geoscience	Geologist (ZQF6, 3yrs)	2114	Performs geological modelling and resource evaluation	High	Modelling software, QA/QC	Technologist training	Universities	Exploration growth
81	Mining (07) – Hydrology	Hydrologist / Hydro-Geologist (ZQF6, 3yrs)	2114	Manages water systems, groundwater and mine drainage	High	Hydro modelling, monitoring	Diploma + field training	Mines Ministry	Environmental safety
82	Mining (07) – Safety	Occupational Hygiene / Safety Officer (ZQF5, 2.5yrs)	3152	Monitors workplace hazards and ensures compliance	Urgent	OHS certification, monitoring systems	Diploma + certification	MoLSS, Mines	Worker safety



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83	Mining (07) – Ventilation	Ventilation Technician (ZQF5, 2.5yrs)	3119	Monitors airflow and underground ventilation systems	High	Monitoring systems, compliance	Diploma + practicum	Mines Ministry	Underground safety
84	Mining (07) – Ventilation	Ventilation Engineer (ZQF6, 3yrs)	2149	Designs ventilation systems for underground operations	High	Modelling, system design	Engineering training	Universities	Safety
85	Mining (07) – Environment	Environmental Monitoring Technician (ZQF3, 1yr)	3119	Monitors environmental impact, water and waste systems	High	Sampling, reporting	Short cert + field training	ZEMA, Mines Ministry	Compliance
86	Mining (07) – Tailings	Tailings & Water Management Technician (ZQF5, 2.5yrs)	3119	Manages tailings facilities and water systems	High	TSF monitoring, safety	Diploma + practicum	Mines Ministry	Risk mitigation
87	Mining (07) – Digital	Drone Pilot (Mining) (ZQF5-6, 2.5-3yrs)	3152	Conducts aerial surveys and monitoring using drones	High	Drone certification, GIS	Short cert + advanced training	Geological Survey	Modernisation
88	Mining (07) – Operations	Winder Operator / Winder Driver (ZQF3, 1yr)	8341	Operates mine winding systems safely	High	Winder certification, safety	Short cert + supervised practice	Mines Ministry	Critical safety
89	Mining (07) – Support	Masonry / Plumbing Technician (ZQF3-4, 1-2yrs)	7112 / 7121	Supports mine infrastructure development and maintenance	Medium	Trade skills, safety	Craft apprenticeship	TEVET	Infrastructure



No.	Sector (ISC code / name)	Occupation title (local)	ISCO -08 code	Short occupation descriptor	Priority	Skills gap (technical, soft, certification)	Suggested action	Responsible institution(s)	Policy link / comment
90	Mining (07) – Management	Mining Financial Specialist (ZQF6, 3yrs)	2411	Manages financial planning and cost control in mining operations	Medium	Financial modelling, analytics	Diploma/degree + CPD	Employers	Efficiency
91	Tourism (55) – Hospitality Operations	Eco-Lodge Operations Supervisor (ZQF5, 2.5yrs)	1330	Manages lodge operations, guest services and eco-tourism standards	Urgent	Hospitality management, sustainability standards, customer service	Diploma + lodge practicum	Ministry of Tourism, TEVET, private sector	Ecotourism growth
92	Tourism (55) – Hospitality	Hotel / Hospitality Supervisor (ZQF4-5, 2-2.5 yrs)	1330	Supervises hotel departments (front office, housekeeping, F&B)	High	Supervisory skills, PMS systems, customer care	Short diploma + placements	TEVET, hotels	Service quality
93	Tourism (55) – Culinary	Chef / Skilled Cook (ZQF4-5, 2-2.5 yrs)	7511	Prepares meals, manages kitchen operations and hygiene standards	High	Culinary techniques, hygiene, costing	Culinary training + placement	TEVET, hospitality schools	Tourism experience
94	Tourism (55) – Culinary	Bakery & Pastry Technician (ZQF4-5, 2-2.5yrs)	7511	Produces baked goods and pastry products for hospitality establishments	Medium	Baking techniques, hygiene, product consistency	Short cert + placement	TEVET, hospitality schools	Product diversification



No.	Sector (ISC code / name)	Occupation title (local)	ISCO -08 code	Short occupation descriptor	Priority	Skills gap (technical, soft, certification)	Suggested action	Responsible institution(s)	Policy link / comment
95	Tourism (55) – Front Office	Front Office / Reservations Supervisor (ZQF4, 2yrs)	4221	Manages bookings, guest check-in/out and reservation systems	High	PMS systems, communication, customer service	Short cert + supervised practice	TEVET, hotels	Revenue & service
96	Tourism (55) – Food & Beverage	Food & Beverage Supervisor (ZQF4, 2yrs)	4220	Oversees restaurant and bar service operations	High	Service standards, beverage knowledge, supervision	Short cert + placement	TEVET, hotels	Service standards
97	Tourism (55) – Housekeeping	Housekeeping Supervisor (ZQF3-4, 1-2yrs)	5152	Manages housekeeping standards and room quality	Medium	Standards monitoring, team supervision	Short cert + OJT	TEVET, hotels	Accommodation quality
98	Tourism (55) – Guest Services	Guest Relations Officer (ZQF4-5, 2-2.5yrs)	4226	Handles guest relations, complaints and service quality	High	Communication, languages, customer experience	Short cert + placement	Hotels, TEVET	Customer satisfaction
99	Tourism (55) – Guiding	Certified Tour Guide (Wildlife & Cultural) (ZQF3-4, 1-2yrs)	3413	Leads tours, interprets sites and ensures visitor safety	Urgent	First aid, storytelling, languages, certification	Short cert + supervised guiding	Tourism Board, TEVET, Parks	Visitor experience
100	Tourism (55) – Conservation	Park Ranger / Conservation Ranger (ZQF5, 2.5yrs)	3152	Protects wildlife, manages parks and ensures visitor safety	High	Wildlife handling, enforcement, anti-poaching	Diploma + field training	Parks Authority, TEVET	Conservation



No.	Sector (ISC code / name)	Occupation title (local)	ISCO -08 code	Short occupation descriptor	Priority	Skills gap (technical, soft, certification)	Suggested action	Responsible institution(s)	Policy link / comment
101	Tourism (55) – Community Tourism	Community Tourism Development Officer (ZQF6, 3yrs)	2421	Supports community tourism initiatives and local enterprises	High	Community engagement, business skills	Diploma + practicum	Ministry of Tourism, TEVET	Inclusive tourism
102	Tourism (55) – Events	Events & Conference Coordinator (ZQF5, 2.5yrs)	2421	Coordinates events, conferences and logistics	Medium	Event planning, logistics, coordination	Short diploma + placement	TEVET, hotels	MICE tourism
103	Tourism (55) – Marketing	Tourism Marketing & Sales Officer (ZQF6, 3yrs)	2431	Promotes destinations and manages digital marketing campaigns	High	Digital marketing, CRM, branding	Diploma + practicum	Ministry of Tourism, TEVET	Market growth
104	Tourism (55) – Digital Systems	Reservation Systems Operator / PMS Technician (ZQF4, 2yrs)	4221	Manages booking platforms and reservation systems	High	PMS systems, digital tools	Short cert + placement	TEVET, hotels	Digital tourism
105	Tourism (55) – Training	Small Enterprise Hospitality Trainer (ZQF4-5, 2-2.5yrs)	2359	Trains SMEs and informal sector in hospitality standards	High	Training delivery, coaching skills	Trainer certification + placement	TEVET, private sector	Skills upgrading
106	Tourism (55) – Crafts	Craft & Cultural Artisan (Tourism Products) (ZQF3, 1Y)	7319	Produces cultural goods and crafts for tourism markets	Medium	Product quality, design, marketing	Short cert + practical training	Community groups, TEVET	Local livelihoods



No.	Sector (ISC code / name)	Occupation title (local)	ISCO -08 code	Short occupation descriptor	Priority	Skills gap (technical, soft, certification)	Suggested action	Responsible institution(s)	Policy link / comment
107	Tourism (55) – Safety	Tour Safety & First Aid Technician (ZQF5, 2.5yrs)	3259	Provides safety management and first aid services during tours	High	First aid certification, risk management	Short cert + field training	Tourism Board, TEVET	Safety compliance
108	Tourism (55) – Nature Services	Environmental Interpretation Technician (ZQF5, 2.5yrs)	3143	Delivers educational interpretation on ecosystems and wildlife	Medium	Ecology knowledge, communication	Short cert + field training	ZAWA, TEVET	Visitor experience
109	Cross-Sector (All ISIC) – Electrical Systems	Industrial Electrician (ZQF4-5, 2-2.5yrs)	7412	Installs, maintains and repairs electrical systems in industrial and commercial environments	Urgent	Industrial wiring, fault diagnosis, safety certification	Craft + diploma + certification	TEVET, industry	Core industrial skill
110	Cross-Sector (All ISIC) – Automation	Industrial Automation / PLC Technician (ZQF5-6, 2.5-3yrs)	3139	Installs and maintains automated systems, PLCs and control systems	Urgent	PLC programming, automation systems, troubleshooting	Diploma + industry practicum	TEVET, industry	Industry 4.0 readiness
111	Cross-Sector (All ISIC) – Safety	Occupational Safety Technician (General Industry) (ZQF4-5, 2-2.5.yrs)	3257	Implements workplace safety systems across industries	Urgent	OHS systems, risk assessment, certification gaps	Diploma + certification	MoLSS, TEVET	National safety compliance



No.	Sector (ISC code / name)	Occupation title (local)	ISCO -08 code	Short occupation descriptor	Priority	Skills gap (technical, soft, certification)	Suggested action	Responsible institution(s)	Policy link / comment
112	Cross-Sector (All ISIC) – Quality Systems	Quality Assurance / Quality Control Technician (ZQF4-5, 2-2.5yrs)	3119	Implements quality standards, inspections and compliance systems	High	QA/QC systems, auditing, documentation	Short cert + diploma	TEVET, regulators	Export and standards compliance
113	Cross-Sector (All ISIC) – Digital & Spatial	GIS Technician (ZQF5-6, 2-2.5yrs)	3511	Supports mapping, spatial analysis and geographic data systems	High	GIS software, data analysis, mapping tools	Diploma + lab training	Universities, TEVET	Land, mining, forestry planning
114	Cross-Sector (All ISIC) – ICT Systems	ICT Support Technician (ZQF4-5, 2-2.5yrs)	3512	Maintains ICT systems, networks and digital infrastructure	High	Networking, troubleshooting, systems support	Short diploma + certification	TEVET, ICT sector	Digital transformation
115	Agriculture (01) – Smart Agriculture	Precision Agriculture Technician (ZQF5-6, 2-2.5yrs)	3142	Uses sensors, drones and data tools to optimise farm production	High	Sensors, GIS, digital tools	Diploma + field training	MoA, TEVET	Climate-smart agriculture
116	Energy (35) – Commissioning	Electrical Testing & Commissioning Technician (ZQF5-6, 2.5-6yrs)	7412	Tests and commissions electrical systems and infrastructure	High	Testing tools, commissioning protocols	Diploma + industry training	Utilities, TEVET	Infrastructure reliability
117	Tourism (55) – Services	Multilingual Tourism Services Technician (ZQF4-5, 2-2.5yrs)	3413	Provides multilingual support services for tourists and hospitality	Medium	Language skills, cultural communication	Short cert + language training	TEVET, tourism sector	International tourism competitiveness



No.	Sector (ISC code / name)	Occupation title (local)	ISCO -08 code	Short occupation descriptor	Priority	Skills gap (technical, soft, certification)	Suggested action	Responsible institution(s)	Policy link / comment
118	Cross-Sector (Tourism/Aviation/Transport)	Aircraft Maintenance Technician / AME (ZQF5-6, 2.5-3yrs)	7232	Maintains aircraft systems, engines and structures to ensure airworthiness	Urgent	Licensed AME, avionics, turbine systems	Diploma + licensed certification	Civil Aviation Authority, TEVET	Aviation safety & tourism connectivity
119	Cross-Sector (Tourism/Aviation/Transport)	Flight Operations Officer / Dispatcher (ZQF5-6, 2.5-3yrs)	3154	Plans and monitors flights, ensures compliance, weather and fuel planning	High	Flight planning systems, ICAO regulations	Diploma + licensed certification	Aviation Authority, training institutes	Safe operations
120	Cross-Sector (Tourism/Aviation/Transport)	Avionics Technician (ZQF5-6, 2.5-6 yrs)	7421	Maintains aircraft electrical, navigation and communication systems	Urgent	Avionics systems, diagnostics	Diploma + licensed certification	Aviation Authority, TEVET	Critical aviation systems
121	Cross-Sector (Tourism/Wildlife)	Taxidermy Technician (ZQF4-5, 2-2.5yrs)	7319	Prepares and preserves animal specimens for tourism, education and regulated hunting	Medium	Preservation, anatomy, compliance	Specialised training + attachment	Tourism Ministry, Wildlife Authority	Wildlife value chain
122	Cross-Sector (Agriculture/Logistics)	Cold Chain Logistics Technician (ZQF4-5, 2-2.5yrs)	4321	Manages cold storage, refrigerated transport and temperature-controlled logistics	High	Logistics systems, cold-chain monitoring	Diploma + practical training	MoA, logistics firms	Reduces post-harvest loss



No.	Sector (ISC code / name)	Occupation title (local)	ISCO -08 code	Short occupation descriptor	Priority	Skills gap (technical, soft, certification)	Suggested action	Responsible institution(s)	Policy link / comment
123	Cross-Sector (All sectors)	TEVET Technical Instructor / Trainer (ZQF5-6, 2.5-3yrs)	2351	Delivers technical training, supervises practical learning and assessment	High	Pedagogy, industry exposure	Instructor training + industry attachment	TEVETA, TEVET institutions	Enables skills system
124	Cross-Sector (Digital/All sectors)	Data Technician / Data Management Officer (ZQF4-5, 2-2.5yrs)	3511	Manages sector data systems, reporting and analytics	High	Data systems, analytics, reporting	ICT training + certification	MoLSS, ICT sector	Labour market systems
125	Cross-Sector (Digital/All sectors)	Drone Operations Technician (Multi-sector) (ZQF5-6, 2.5-3yrs)	3152	Conducts aerial surveys for agriculture, mining, forestry and infrastructure	High	Drone certification, GIS	Certification + field training	CAA, TEVET	Multi-sector productivity
126	Cross-Sector (Manufacturing/All sectors)	Industrial Maintenance Technician (Multi-sector) (ZQF4-5, 2-2.5yrs)	7233	Maintains mechanical and electrical systems across industries	High	Diagnostics, preventive maintenance	Apprenticeship + diploma	TEVET, industry	Industrial productivity
127	Cross-Sector (Energy/Agriculture/Water)	Pump Systems Technician (ZQF4-5, 2-2.5yrs)	7126	Installs and maintains pumping systems (water, irrigation, energy)	High	Pump systems, hydraulics	Short cert + field training	TEVET, utilities	Water & irrigation systems



No.	Sector (ISC code / name)	Occupation title (local)	ISCO -08 code	Short occupation descriptor	Priority	Skills gap (technical, soft, certification)	Suggested action	Responsible institution(s)	Policy link / comment
128	Cross-Sector (Environment/ All sectors)	Environmental Compliance Technician (ZQF4-5, 2-2.5yrs)	3119	Monitors environmental compliance across sectors	High	Monitoring systems, reporting	Diploma + certification	ZEMA, sector ministries	Environmental compliance
129	Cross-Sector (Construction/ Mining/Energy)	Rigging & Lifting Technician (ZQF4, 2yrs)	7215	Handles lifting equipment, rigging and heavy installations	High	Rigging certification, safety	Certified training + OJT	TEVET, industry	Critical installation skill
130	Cross-Sector (Manufacturing/Mining)	Welding & Fabrication Specialist (Advanced) (ZQF5-6, 2.5yrs -3yrs)	7212	Performs advanced coded welding and fabrication work	High	Advanced welding, QA/QC	Certification + specialization	TEVET, industry	Infrastructure & plant
131	Cross-Sector (Digital/Industry)	AI & Machine Learning Technician (Applied) (ZQF5-6, 2.5-3yrs)	2512	Supports automation, analytics and AI applications in industry	Medium	AI basics, data systems	Diploma + ICT training	Universities, TEVET	Emerging digital economy
132	Cross-Sector (Transport/Logistics)	Logistics & Transport Operations Technician (ZQF5-6, 2.5-3yrs)	4321	Manages transport systems, routing and logistics coordination	High	Logistics systems, coordination	Diploma + industry training	Private sector, TEVET	Trade & supply chains



7. Implementation and Application of the Critical Skills List

7.1 General Application

This Sectoral Volume of the National Critical Skills List shall be applied by all Ministries, statutory bodies, regulators, employers, training institutions and other relevant stakeholders in the execution of their respective mandates relating to labour market planning, skills development, employment regulation, and workforce management.

The Critical Skills List shall serve as the authoritative national reference for identifying occupations in shortage and shall guide coordinated action across Government, industry and training systems.

7.2 Application for Work-Permit and Immigration Decisions

In accordance with the Immigration and Deportation Act No. 18 of 2010, as amended, the Critical Skills List shall be applied by the Department of Immigration to:

- 7.2.1. guide the assessment, issuance, renewal and refusal of employment permits for non-citizens;
- 7.2.2. determine whether a labour market test is required, partially required, or may be waived based on the availability of suitably qualified Zambian nationals;
- 7.2.3. support the evaluation of employer-submitted localisation, succession and skills-transfer plans;
- 7.2.4. prioritise applications in occupations classified as Urgent or High, where verified shortages exist; and
- 7.2.5. ensure that the engagement of non-citizens contributes to skills transfer and capacity development within the domestic labour force.

The Department of Immigration shall apply the Critical Skills List in consultation with the Ministry of Labour and Social Security, particularly in cases requiring labour market verification or technical assessment.

7.3 Application for TEVET Planning and Delivery

Pursuant to the Technical Education, Vocational and Entrepreneurship Training Act, Cap. 138 and the Zambia Qualifications Authority Act No. 13 of 2011, as amended, this Critical Skills List shall guide:



- 7.3.1. the review, development and alignment of curricula for craft and diploma-level programmes;
- 7.3.2. the development of short courses, modular training programmes, micro-credentials and bridging pathways targeting identified skills gaps;
- 7.3.3. the accreditation and registration of new training programmes aligned to occupations in national shortage;
- 7.3.4. the prioritisation of investment, infrastructure development and equipment allocation within TEVET institutions; and
- 7.3.5. the development and alignment of occupational standards, qualifications and assessment systems to labour market needs.

The Technical Education, Vocational and Entrepreneurship Training Authority and the Zambia Qualifications Authority shall integrate this Critical Skills List into their planning, accreditation, and quality assurance processes.

7.4 Application for Employer Workforce Planning

Employers across all sectors shall utilise the Critical Skills List to:

- 7.4.1. identify and justify positions where recruitment of non-citizens may be necessary;
- 7.4.2. develop and implement localisation, succession planning and structured skills-transfer programmes for Zambian workers;
- 7.4.3. collaborate with TEVET institutions and training providers in the design and delivery of targeted upskilling and reskilling programmes;
- 7.4.4. submit verifiable vacancy data, workforce statistics and skills-gap evidence to the Ministry of Labour and Social Security; and
- 7.4.5. establish and implement structured apprenticeship, internship, work-based learning and mentorship programmes aligned to identified critical occupations.

7.5 Application for Sector Regulators and Professional Bodies

Sector regulators and professional bodies, including those responsible for mining, energy, agriculture, forestry, fisheries and tourism, shall:

- 7.5.1. align licensing, certification and competency requirements with the occupations identified in this Critical Skills List;
- 7.5.2. participate in annual sectoral reviews and validation processes coordinated by the Ministry of Labour and Social Security;
- 7.5.3. provide administrative and regulatory data on certification, compliance levels and workforce shortages; and
- 7.5.4. support the development, review and implementation of occupational standards and continuous professional development (CPD) frameworks.



7.6 Binding Effect

The Ministry of Labour and Social Security shall establish mechanisms for:

- 7.6.1. coordinated data collection and sharing among Ministries, regulators, employers and training institutions;
- 7.6.2. consolidation of labour market information required for annual updates of the Critical Skills List; and
- 7.6.3. monitoring and evaluation of the application and impact of the Critical Skills List across sectors.

All relevant institutions shall submit required data in the prescribed format and within stipulated timelines to support evidence-based updates.

7.7 Binding Effect

This Sectoral Volume forms part of the National Critical Skills List Framework and shall be applied as an official Government instrument in conjunction with:

- 7.7.1. the Employment Code Act, Cap. 268 of the Laws of Zambia;
- 7.7.2. the Technical Education, Vocational and Entrepreneurship Training Act, Cap. 138;
- 7.7.3. the Immigration and Deportation Act No. 18 of 2010, as amended;
- 7.7.4. the Zambia Qualifications Authority Act No. 13 of 2011, as amended; and
- 7.7.5. all relevant sector-specific legislation.

All institutions referenced in this Section shall apply the provisions of this Volume when exercising their statutory functions relating to employment, skills development, training, licensing and the engagement of non-citizens in the Republic of Zambia.

