TEVETA

Technical Education, Vocational and Entrepreneurship Training Authority







TEVET FUND
ANNUAL REPORT
2025

FINANCING SKILLS DEVELOPMENT

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FOREWORD

The Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA), through the TEVET Fund continues to play a pivotal role in advancing Zambia's national skills development agenda. In 2025, the TEVET Fund recorded notable progress in financing priority skills development interventions that are firmly aligned with the Eighth National Development Plan (8NDP) and Vision 2030. The TEVET Fund Annual Report presents the performance and outcomes of the Fund's interventions aimed at promoting inclusive, relevant, and sustainable Technical Education, Vocational and Entrepreneurship Training (TEVET). The Report highlights achievements realised across the four funding windows, namely Pre Employment Training, Employer Based In Service Training, Micro, Small and Medium Enterprises (MSMEs) and Informal Economy Training, and Investment and Development. Collectively, these interventions demonstrate how strategic partnerships between Government, industry, and training institutions are strengthening Zambia's human capital base and addressing critical skills gaps in priority economic sectors.

As we reflect on the progress achieved during the year under review, the Authority reaffirms its commitment to ensuring that the TEVET Fund remains transparent, accountable, and responsive to the evolving needs of the economy. The achievements recorded in 2025 were made possible through the continued collaboration and support of key stakeholders, including the Ministry of Technology and Science, the Ministry of Finance and National Planning, training institutions, industry associations, and the private sector.

Together, we remain focused on building a skilled, productive, and innovative workforce capable of driving economic transformation, enhancing productivity, and promoting inclusive and sustainable economic growth.



Mrs. Ngoza C. Nkwabilo

Board Chairperson

Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA)

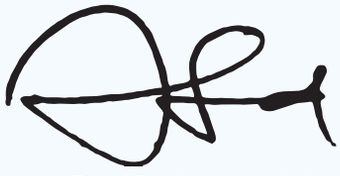
ACKNOWLEDGEMENT

The Technical Education, Vocational and Entrepreneurship Training Authority (TEVET) Fund Committee wishes to express its sincere appreciation to all stakeholders who contributed to the successful implementation of Fund activities during the 2025 financial year. Special recognition is extended to the Ministry of Technology and Science and the Ministry of Finance and National Planning for their continued policy guidance, oversight, and financial support. The Authority further acknowledges the Zambia Revenue Authority (ZRA) for its critical role in the effective administration of the Skills Development Levy, which remains the principal source of financing for the TEVET Fund.

On behalf of the TEVETA Board, I commend the members of the TEVET Fund Committee for their dedication, technical expertise and oversight. I also commend, training institutions, employers, employees, and industry partners for their sustained collaboration in the implementation of training programmes across the four funding windows. Their collective commitment to promoting quality, relevant, and industry responsive skills development has been instrumental in advancing the national skills agenda.

TEVETA further commends Management and Staff for their professionalism, dedication, and commitment to ensuring sound governance and effective management of the Fund in the discharge of its mandate.

Through this collective effort, the TEVET Fund continues to empower individuals, institutions, and industries, thereby contributing to the development of a skilled, productive, and innovative workforce in support of Zambia's socio economic development.



Bishop Rev. Dr. Leonard Namuhumba
TEVET Fund Committee Chairperson
Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA)

BOARD MEMBERS



Mrs. Ngoza C. Nkwabilo
Zambia Federation of Employers (ZFE)
Chairperson



Captain Charles Musenge Private Sector
Vice Chairperson



Mr. Guest Mugala
National Science Technology Council (NSTC) **Member**



Dr. Twambo Hachibamba
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TEVET FUND COMMITTEE MEMBERS



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Chairperson



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MS. Mirriam Zimba
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Mrs. Elina Siakanomba
TEVETA
Secretary

TEVETA MANAGEMENT



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Mrs. Rudo Banda
Director Training Standards Division



Dr. Philip Mubanga
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Mr. Christopher Nyirenda
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Mr. Ocean Matimba
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TEVET FUND UNIT STAFF



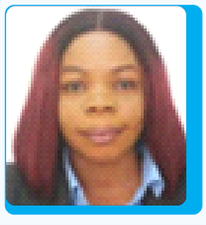
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TEVET Fund Assistant Accountant

VISION,MISSION AND VALUES

VISION

"Relevant and quality skills available for sustainable national development"

MISSION

"To regulate and coordinate Technical Education, Vocational and Entrepreneurship Training(TEVET)to ensure the supply of quality and relevant skills that meet industry needs and contribute to economic growth"

CORE VALUES

Core Values TEVETA upholds:

Integrity	We are honest and ethical in the execution of our duties
Innovation	We are creative and embrace new ideas for effective service delivery
Accountability	We are responsible for all our actions and transparent in the execution of our duties
Equality	We are fair and inclusive in the execution of our regulatory role
Collaboration	We value stakeholder engagements to strengthen skills development systems
Teamwork	We value teamwork for effective service leveraging on multidisciplinary talent

REGISTERED OFFICE

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Macdaniels

EXECUTIVE SUMMARY

The TEVET Fund 2025 Annual Technical Report presents an account of the Fund's performance in financing skills development. The report situates TEVET Fund interventions within national priorities, particularly the Eighth National Development Plan (8NDP) and Competence-Based Education and Training (CBET) reforms, with a focus on strengthening labour-market-responsive skills, workforce productivity and inclusive economic growth.

In the year under review, the TEVET Fund continued to consolidate its mandate, building on strong implementation outcomes recorded in 2024. The Fund scaled up financing across all four disbursement windows, with emphasis on (i) expanding access to pre employment training in priority and scarce skills; (ii) enhancing workforce productivity through employer driven skills development (iii) supporting MSME and informal sector reskilling for inclusive growth and livelihood improvement and (iv) strengthening institutional capacity through lecturer development, curriculum review and development, quality assurance, assessments, and investments in training infrastructure, equipment, and facility rehabilitation and construction to expand access to TEVET.

Interventions in the year sought to expand equitable access to quality technical and vocational skills training, align training provision with priority skills needs, strengthen private-sector-driven training, enhance institutional capacity and contribute to economic diversification under the 8NDP. In the year, over 25, 500 beneficiaries were supported across bursaries, employer-based training, MSME and informal sector training, and human resource development. The Bursary Programme supported 12, 866 students, achieving 84.5% absorption. MSME and informal sector interventions exceeded targets, enrolling 10, 270 trainees. Employer-Based Training recorded lower-than-planned performance at 14% of target due to employer-side constraints. Key challenges included bursary shortfalls due to learner dropouts and administrative delays, low employer uptake in employer-based training, incomplete practical assessments in some programmes, and operational challenges related to energy supply and institutional capacity.

The Fund contributed to increased availability of market-relevant skills, strengthened training quality, enhanced partnerships on skills development and expanded access for youth, women, MSMEs, and informal economy operators. The 2025 performance confirms the TEVET Fund's central role in skills development systems and maximising impact under the 8NDP.

1.1. INTRODUCTION



Figure 1: TEVETA board members at Mopani Central Training Centre during spot check.

The Government of the Republic of Zambia, through the Technical Education, Vocational and Entrepreneurship Training (TEVET) Act, Chapter 138 of the Laws of Zambia established the TEVET Fund to finance skills development in an efficient, equitable, and demand-responsive manner. Its core source of financing is the Skills Development Levy (SDL) collected by the Zambia Revenue Authority and remitted to the TEVET Fund in accordance with the Skills Development Levy Act, Chapter 325 of the Laws of Zambia. The Skills Development Levy is intended to ensure a sustainable financing instrument of the TEVET system while promoting private sector participation and accountability in skills development. To achieve its objective, the TEVET Fund is designed to include responsive policy, governance structures, institutional arrangements, institutional capacities, systems and procedures.

The TEVET Fund provides for opening of equal private and public provider access to skills development training funds on a competitive basis; a commitment to greater cost-sharing through private sector and learner contributions to the cost of training and the establishment of national quality assurance mechanisms to improve the quality of delivery and the confidence of beneficiaries in the training and skills they acquire.

In line with the TEVET Act Number 13 of 1998 and the TEVET Amendment Act Number 11 of 2005, the Fund consist of:

1.1.1. Such money as may be appropriated by Parliament for the purpose TEVET
1.1.2. Such monies as may be paid to the Fund by way of loans, grants or donations
1.1.3. Such percentage of the registration, examination, assessment and other fees payable to the Authority under the Act as the Minister may, in consultation with the Authority determine
1.1.4. Subject to the approval of the Minister responsible for finance such monies as may be paid to the Fund from any levy which may be imposed and collected for purposes of Technical Education, Vocational and Entrepreneurship Training
1.1.5. Cooperating Partners / Donors; and
1.1.6. Other revenue sources including accrued interest.

The funding is disbursed through four (4) specific windows to address different labour market segments. These disbursement modalities provide an environment for continuous improvement in the quality and relevance of training.

To enhance oversight and ease the implementation of the Fund, the Minister of Technology and Science has appointed the TEVETA Board of Directors, in accordance with the TEVET Act, which has also constituted a committee of the Board (TEVET Fund Committee) through which detailed deliberations are conducted before consideration of the issues by the full Board. The members of this Committee comprise nine (9) members with current representation from Bankers Association of Zambia, Catholic Education Secretariat, Higher Education Loans and Scholarships Board, Ministry of Finance and National Planning, Ministry of Technology and Science, Zambia Chamber of Mines, Zambia Congress of Trade Unions, Zambia Federation of Employers and Zambia Association of Manufacturers. The establishment of the TEVET Fund Committee with key stakeholders enhances corporate governance, budget oversight, transparency, accountability, relevance and demand driven funding to build sustained private sector confidence in the management of the SDL in line with its objectives..



1.2.FINANCING STRATEGY FOR THE TEVET FUND

The Fund remains committed to prudent financial management and financing sustainability of the TEVET sector. During the year under review, the Fund received resources from the Government to support skills development, procurement of equipment and infrastructure development. The resources were allocated in accordance with the established policies with strict adherence to accountability and transparent principles. Going forward, the Fund will develop and implement a diversified resource mobilisation strategy to broaden the resource base to ensure adequate and predictable financing to meet the growing demand for quality TEVET through Competency-Based Education and Training(CBET).

1.3. PURPOSE FOR THE TEVET FUND FINANCING STRATEGY

In accordance with Section 28 of the TEVETA Act, the Fund was established to provide financial support for the development of Technical Education, Vocational and Entrepreneurship Training in Zambia. The purpose of the Fund is to finance skills development programmes including bursaries for trainees, procurement of tools and equipment, infrastructure development, support for apprenticeships, staff development, quality assurance, and research. In 2025, the Fund prioritized disbursements towards areas that directly support CBET rollout, access for vulnerable groups, industry-led training and institutional capacity building. By aligning funding to this mandate, the Fund seeks to contribute to the production of a skilled, productive and competitive workforce that meets the needs of the economy.

1.4. GUIDING PRINCIPALS FOR THE TEVET FUND DISBURSEMENTS

The Fund adhered to key principles of equity, transparency, demand-driven support, and accountability in allocating resources during the year under review. These principles ensured that disbursements were targeted to priority skills areas, aligned to industry and national needs, and applied in a fair and transparent manner. In addition, all training programmes that were supported required to be backed by a Training Needs Analysis to guarantee relevance and value for money. This approach strengthened stakeholder confidence and ensured that Fund resources delivered maximum impact towards skills development and learner outcomes.



2.1. GENERAL PRINCIPLES GOVERNING THE TEVET FUND

The operations of the TEVET Fund are underpinned by a set of general principles that ensure the Fund delivers on its mandate in a fair, transparent, and impactful manner, in line with the TEVETA Act and national development priorities. These principles include:

2.1.1. Transparency

The resources will be managed in an open and transparent manner that provides for checks and balances.

2.1.2. Accountability

Accurate and timely reports will be available to all stakeholders in line with an approved reporting format by the Finance and Administration Committee of the Board.

2.1.3. Risk Mitigation

The TEVET Fund will aim to minimize the risk of fraudulent practices as well as other forms of financial malpractices.

2.1.4. Expedience

The TEVET Fund will ensure that the approval and settlement of financial amounts is within as short a time as possible, without compromising accountability or prudence. This is particularly important not only for outputs to be delivered as per the planned schedule, but to also build the trust of both the recipients and the Fund sponsors.

2.1.5. Public / Private Sector partnerships

The management of the TEVET Fund seeks to harmonize the public interests with private sector interests.

2.1.6. Efficiency, Effectiveness and Economy

The Fund will operate with the ability to produce intended objectives by ensuring that resources are allocated to their most valuable uses and waste is eliminated or minimized to yield best results, which delivers more value or achieves a superior outcome at optimal cost.

2.1.7. Code of Ethics

The TEVET Fund will treat all stakeholders with justice, dignity, integrity and respect for autonomy always, while operating in compliance with laws and regulations as well as using best practices.

"CODE OF ETHICS":

These principles guide all decisions related to resource mobilisation, allocation, and utilisation and will remain central to the Fund's operations in subsequent years.

2.2. TEVET FUND CORE BUSINESS AREAS

The TEVET Fund core business focus is comprised of two main areas:

2.2.1. Recurrent Funding – in support of the three focal training areas, that is, Pre-employment Training: Employer Based In-Service Training and SME and Informal Sector Training.

2.2.2. Investment and Development Funding – this entails provision of financial support for:

2.2.2.1. Construction and rehabilitation of infrastructure (buildings, equipment, tools and facilities) in a single or across training institutions

2.2.2.2. Human Resources Development (institutional management, trainers upgrading, capacity building) and

2.2.2.3. TEVET systems development and upgrade



Figure 2: Female students in the workshop for practical lessons

2.3. FUNDING WINDOWS

The Fund disbursements were implemented through four (4) distinct windows, each with clearly defined primary focus areas for skills development. These focus areas guided both the allocation of funds and the implementation of activities during the year under review.

Recurrent Funding				Investment and Development Funding		
Window 1	Window 2	Window 3		Window 4		
Pre-Employment Training	Employer-Based Training	MSME Training	Informal Sector Training	Rehabilitation of Infrastructure	Human Resources Development	TEVET Systems Improvement

The TEVET Fund carried out activities as well as facilitated disbursements in all its financing windows, during the 2025 financial year as indicated below.

2.3.1. Window 1 - Pre-employment Training

This window is used to finance institutional based learning programmes for priority, scarce and critical skills including students' industrial attachment and internship. The TEVET Fund financed TEVET bursaries in 2025 based on the bursary awards and actual numbers of students that took up the awards in the various training institutions under the Ministry of Technology and Science.

2.3.2. Window 2 – Employer Based In-service Training

This window was used to finance training for formal sector skills development for employers to upgrade or introduce new skills to their employees and apprenticeship / Work Based Learning (WBL). The Fund financed Employer Based In-Service Training activities for contracts that were approved for award in 2025.

2.3.3. Window 3 – MSMEs and Informal Sector Training

This window was used to finance training of MSMEs and Informal Sector operators through the provision of funds to training providers and intermediary institutions with the expectation that the duration of training is within one year. In 2025 the Fund signed and financed 659 training contracts for the implementation of SME and Informal Sector Training activities based on the proposals which were received, evaluated and recommended and approved for award.

2.3.4. Window 4 – Investment and Development

This window was used to finance construction, rehabilitation and development of infrastructure, TEVET systems developments and upgrades as well as Human Resource Development for trainers and examiners. The Fund facilitated disbursements for activities under the Investment and Development Window. The Fund also made disbursements for Quality Assurance, Curriculum as well as Assessments and Certification activities. The Fund expediated payments towards on-going construction works and various capacity building activities for staff in the TEVET sector.



3.1. STRATEGIC ALIGNMENT TO THE EIGHTH NATIONAL DEVELOPMENT PLAN (8NDP)

The operations of the TEVET Fund in 2025 were strategically aligned to the 8th National Development Plan (8NDP) and the Education and Skills Sector Plan. In line with the 8NDP focus on Human and Social Development, the Fund prioritized disbursements that supported skills development for Job Creation and economic transformation, increased access to TEVET for vulnerable groups, and improved quality through employer-based training. Specific emphasis was placed on priority sectors including agriculture, manufacturing, mining, construction, tourism and ICT, which are key drivers of jobs and wealth creation under the 8NDP. By targeting these areas, the Fund contributed to the national objective of producing a skilled, productive and competitive workforce to support inclusive growth.

3.2.ACTIVITIES CARRIED OUT BY THE TEVET FUND IN 2025

Training Outcomes and Implications on the priority sectors in relation to the Eighth National Development Plan(8NDP)

The broad goals of the TEVET Sector according to the 8NDP are to increase equitable access to quality education and skills training to enhance human capacity for sustainable national development. It is in response to this goal that the TEVET Fund continues to provide resources to encourage institutions to adequately offer the skills demanded by the labour market in both the formal and informal sector.

Below is a matrix of the objectives, strategies and programmes as they appear in the 8NDP, with the intervention column showing the Fund's corresponding output to address the issues raised in the 8NDP.



Figure 3:Skills acquisition through competence-based training and education

No	Objectives	Strategies	Programmes	TEVET Fund Intervention
1	A diversified and industrialized economy	Promote relevant industry skills	Industry led curriculum development	The TEVET Fund supported review, development as well as the enhancement of competence-based TEVET national curricula and teaching learning materials in collaboration with industry experts to ensure relevance to labour market needs
2	Enhanced citizenry participation in the economy	Promote technical, vocational and entrepreneurship skills	Up-skilling and reskilling	The TEVET Fund provided financing for training of workers and entrepreneurs in the MSMEs and Informal Sector
3	Improved Education and skills development	Enhance science, technology and innovation, and access to quality, equitable and inclusive education.	Infrastructure development Youth and adult literacy Private sector participation enhancement	Financing institutions through the TEVET Fund, leading to an increase in the number of institutions accessing funding and improved absorption capacity for trainees. Conducted sensitization and capacity building workshops, as well as institutional visits to create awareness on its activities. Facilitated linkages between youth and adult literacy programmes and skills development centers through financing targeted at MSMEs and Informal Sector Training. Promoted collaboration with industry and the private sector in the provision of quality, relevant skills through EBT activities.
		Improved skilled labour and entrepreneurship skills	Work based learning, internship, apprenticeship Promotion of entrepreneurship training	Supported work-based training activities through EBT and apprenticeship training to strengthen practical skills acquisition. Integrated entrepreneurship training into TEVET Fund supported curricula, strengthening entrepreneurial competencies among trainees, particularly within MSMEs and informal sector.
4	Reduced poverty, vulnerabilities and inequalities	Reduce developmental inequalities	Youth entrepreneurship and vocational skills training	Provided financing for youth entrepreneurship and vocational skills training for MSMEs and Informal Sector
5	Enhance role of science, technology and innovation, and improve production and productivity	Improve quality of products and services and increase innovation	Promote innovation by reskilling and up-skilling of SMEs.	Financed reskilling and upskilling of MSMEs enabling entrepreneurs to adopt new technologies, improve productivity and enhance innovation in their respective industries.

4.1.PERFORMANCE OVERVIEW BY EACH FINANCING WINDOW IN 2025

In alignment with the Revised Strategic Plan and the 8NDP, the TEVET Fund focused on strengthening productivity and enhancing future workforce readiness to support inclusive economic growth and job creation. Key interventions centred on improving the quality and relevance of TEVET through competency based approaches, stronger industry linkages and expanded work based learning.

4.1.1. Window 1: Pre-employment Training – key achievements

This window is used to finance institution-based based learning programmes for priority, scarce and critical skills, in line with the 8NDP, including students' industrial attachment and internship.



Figure 4: Pre-employment training under the competence-based education and training model.

4.1.1.TEVET Bursaries

During the 2025 financial year, the TEVET Fund continued to implement and monitor the TEVET Bursary Programme in line with the revised TEVETA Strategic Plan, particularly Objective 5: Enhance TEVET Fund management to address labour market needs. The programme directly advances Strategy 5.3, which focuses on facilitating funding for pre-employment training in collaboration with stakeholders, and Activity 5.3.1, which supports the provision of training programmes in priority economic sectors. In this regard, bursary verification remained a continuous Monitoring and Evaluation activity, culminating in a consolidated review of bursary awards for the 2023, 2024, and 2025 awards across all beneficiary institutions. The review assessed approved targets against actual student that reported and are on the TEVET bursary programme support.

Out of a cumulative bursary target of 15,226 students, a total of 12,866 beneficiaries were supported, representing an overall TEVET bursary take up rate of 84.5% and a shortfall of 2,360 students. While several institutions recorded full reporting of the beneficiaries, others encountered implementation challenges such as student dropouts and transitions to alternative sponsorship arrangements such as the Constituency Development Fund, and administrative constraints, which limited full absorption. Despite these challenges, bursary enrolments demonstrated strong alignment with national labour market priorities as outlined in the Eighth National Development Plan (8NDP) and the revised TEVETA Strategic Plan.

A total of 12,886 students were enrolled in programmes within priority economic sectors, with the highest numbers recorded in Support and Services, Manufacturing, Mining, Tourism, and Agriculture. This sectoral distribution reflects the deliberate targeting of pre-employment training opportunities towards areas with high skills demand, thereby supporting industrialisation, economic diversification, and the development of a competent workforce. Through this targeted financing approach, the TEVET Bursary Programme operationalises Strategy 5.3 and Activity 5.3.1 by ensuring that public resources are channelled to training programmes that respond directly to labour market needs.

Overall, the TEVET Bursary Programme remains a critical instrument for promoting equity, transparency, and accountability in the management of training funds. Robust Monitoring and Evaluation and bursary verification processes safeguard resources, enhance stakeholder confidence, and ensure that government and cooperating partner investments translate into relevant skills development outcomes. In doing so, the programme reinforces the strategic intent of the revised TEVETA Strategic Plan and contributes meaningfully to Zambia's broader socio-economic transformation.



Figure 5: Students in a workshop undergoing hands on training



Figure 6:A student during workshop practice

The table below presents a comprehensive overview of TEVET bursary enrolments by institution, highlighting the number of beneficiaries supported, differences in institutional absorption capacity, and the level of

		Target number of Students Awarded	Actual Number of Students Reported	Variance
Institutions				
	Chipata Trades Training Institute	216	212	4
	Evelyn Hone College	3278	2967	311
	Gemstone Processing and Lapidary Training Centre	20	20	0
	In - Service Training education Centre	117	117	0
	Industrial Training Centre	286	207	79
	Isoka Trades Training Institute	14	11	3
	Kabwe Institute of Technology	1338	914	424
	Kalabo Trades Training Institute	39	18	21
	Kaoma Trades Training Institute	184	96	88
	Kasiya College	127	88	39
	Kitwe Vocational Training Centre	233	233	0
	Livingstone Institute of Business and Engineering Studies	649	464	185
	Luanshya Technical and Business College	890	721	169
	Lukashya Trades Training Institute	111	76	35

	Lukashya Trades Training Institute	111	76	35
	Lusaka Business and Technical College	843	771	72
	Lusaka Vocational and Technical College	299	250	49
	Mansa Trades Training Institute	345	222	123
	Mongu Trades Training Institute	287	172	115
	Mwense Trades Training Institute	21	4	17
	Mwinilunga Trades Training Institute	177	177	0
	National Vocational and Rehabilitation Centre	200	190	10
	Nkumbi International College	412	366	46
	Northern Technical College	1726	1478	248
	Solwezi Trades Training Institute	1226	1223	3
	St. Mawaggali Trades Training Institute	398	317	81
	Technical and Vocational Teachers College	1035	965	70
	Thornpark Construction Training Centre	105	105	0
	Ukwimi Trades Training Institute	50	50	0
	Zambia Institute of Business and Industrial Practice	194	180	14
	Zambia Institute of Management	406	252	154
	TOTALS	**15226**	**12866**	**2360**

TEVET BURSARY ENROLMENTS

The table below presents a detailed breakdown of TEVET bursary enrolments across key sectors, aligned with the priority areas of the 8th National Development Plan (8NDP), highlighting the distribution of students by sector and programme, and demonstrating the Fund's contribution towards addressing national skills development priorities, labour market demands, and socio-economic transformation:

				Target Number of Students to be Enrolled Per Sector	Actual Number of Students Enrolled Per Sector	Actual Number of Students Enrolled Per Sector
				Sum	Sum	Sum
Sector		Programmes of Study Per Sector		.	.	.
			GRAND TOTAL	**15226**	**12866**	**2360**
	Agriculture	Programmes of Study Per Sector	Agriculture Mechanics - Craft (AM.C)	28	21	7
			Certificate In General Agriculture (CGA)	78	53	25
			Craft Certificate in General Agriculture (CCGA)	210	184	26
			Diploma In Agribusiness Management (DAM)	252	210	42
			Trade Test Level 1 in Agriculture Mechanics (AM. T)	17	14	3
			Trade Test Level 1 in General Agriculture (TCGA)	163	150	13
	Manufacturing	Programmes of Study Per Sector	Certificate In Advanced Bricklaying and Plastering (CABP)	19	11	8
			Certificate In Advanced Automotive Mechanics (CAAM)	21	16	5
			Certificate In Advanced Electrical Engineering (CAEE)	62	54	8
			Certificate In Advanced Machining (CAM)	2	0	2
			Certificate in Advanced Mechanical Engineering (CAME)	12	9	3
			Certificate in Fashion and Design (CAD)	38	29	9
			Craft Certificate in Automotive Mechanics (CCAM)	623	453	170
			Craft Certificate in Bricklaying and Plastering (CCBP)	17	9	8
			Craft Certificate in Carpentry and Joinery (CCCJ)	23	11	12
			Craft Certificate in Electrical Engineering (CCEE)	412	382	30
			Craft Certificate in Mechanical Fitting (TTMF)	118	107	11

				Target Number of Students to be Enrolled Per Sector	Actual Number of Students Enrolled Per Sector	Actual Number of Students Enrolled Per Sector
				Sum	Sum	Sum
	Mining	Programmes of Study Per Sector	Certificate In Advanced Heavy Equipment Repair (CAHER)	103	82	21
			Craft Certificate in Gemstone Cutting and Polishing (CCGCP)	20	20	0
			Craft Certificate in Heavy Equipment Repair (CAHER)	582	480	102
			Diploma in Heavy Equipment Repair (DHER)	812	760	52
			Trade Test Level 1 Heavy Equipment Repair (TCHER)	342	235	107
	Support Services /	Programmes of Study Per Sector	Art and English Teachers Diploma (AETD)	6	4	2
			Certificate Computer Studies (CCS)	48	39	9
			Certificate In Advanced Computer Studies (CACS)	9	0	9
			Certificate In Advanced Secretarial and Office Management (CASOM)	138	107	31
			Certificate in Computer Systems Engineering (CCES)	12	8	4
			Certificate in Information and Computer Technology (CCIT)	17	8	9
			Certificate in Science Laboratory Technology (CSTL)	21	12	9
			Certificate In Secretarial and Office Management (CSOM)	113	87	26
			Craft Certificate in Telecommunications (CCT)	5	4	1
			Craft Certificate in Water Operations and Supply (CAWOS)	96	63	33
			Diploma in Biomedical Engineering (BME)	608	580	28
			Diploma In Business Administration (DBA)	510	495	15
			Diploma in Computer Networks and Data Communications (DCNDC)	132	86	46
			Diploma In Computer Studies (DCS)	297	211	86

				Target Number of Students to be Enrolled Per Sector	Actual Number of Students Enrolled Per Sector	Actual Number of Students Enrolled Per Sector
				Sum	Sum	Sum
			Diploma in Computer Systems Engineering (DCES)	182	150	32
			Diploma in Creative and Digital Media (DCDD)	39	30	9
			Diploma in Design Technology (DET)	118	73	45
			Diploma in Environmental Health (DEH)	211	197	14
			Diploma in Front Office Operations (FOO)	95	65	30
			Diploma in Hair Dressing and Cosmetology (DHDC)	25	20	5
			Diploma In Human Resource Management (DRM)	278	230	48
			Diploma in Information & Computer Technology (DICT)	74	65	9
			Diploma in Information Technology (DIT)	112	80	32
			Diploma in Journalism (DIJ)	125	97	28
			Diploma in Library and Information Science (DLS)	36	26	10
			Diploma in Music and Audio Technology (DMAT)	11	8	3
			Diploma in Physiotherapy (DIP)	652	582	70
			Diploma in Production and Operations Management (DPOMCMC)	18	15	3
			Diploma in Radiography (DIR)	462	321	141
			Diploma In Records Management (DRM)	5	5	0
			Diploma in Science Laboratory Technology (DSTL)	536	479	57
			Diploma In Secretarial and Office Management (DSOM)	310	253	57
			Diploma In Social Work (DSW)	162	152	10
			Music and English Diploma (MND)	8	4	4

				Target Number of Students to be Enrolled Per Sector	Actual Number of Students Enrolled Per Sector	Actual Number of Students Enrolled Per Sector
				Sum	Sum	Sum
			Secondary Teacher's Diploma in Special Vocation (STDSV)	6	4	2
			Trade Certificate Computer Networks and Data Communications (TCCNDC)	52	45	7
			Trade Certificate in Computer Studies (TCCS)	142	133	9
			Trade Test Level 1 Computer Studies (TTICS)	31	25	6
			Trade Test Level 1 Hairdressing & Cosmetology (TTHDC)	172	163	9
			Trade Test Level 1 in Water Operations Supply (TTWOS)	207	142	65
	Tourism	Programmes of Study Per Sector	Craft Certificate in Food and Beverage (CCFB)	15	9	6
			Craft Certificate in Food Production (CCFP)	21	11	10
			Craft Certificate in Hotel and Catering (CCHC)	18	0	18
			Diploma in Hospitality Management (DHM)	22	14	8
			Trade Test Level 1 Food Production (TTFP)	512	444	68
			Trade Test Level 1 General Hospitality (TTGH)	542	401	141
			Trade Test Level 1 in Food and Beverages (TT1FB)	42	30	12
			Trade Test Level 1 in Hotel and Catering (TTHC)	39	30	9
			Trade Test Level 1 Tour Guiding (TTTG)	73	65	8



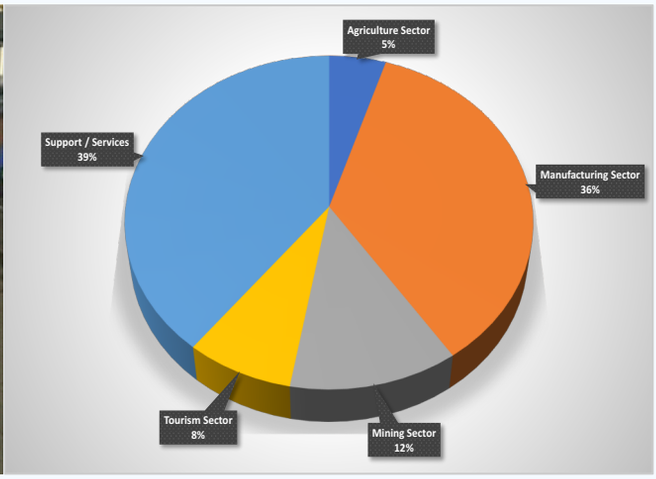


Figure 7:Students during workshop practice

4.1.2.Tool, Die, and Mould Training at Production Technologies of South Africa

The TDM Powered Apprenticeship Programme offered at PtSA is a Toolmaker Training programme under South Africa's National Qualifications Framework at Level 5. The programme is implemented at the PtSA Gauteng Centre of Excellence, at which the TEVET Fund has continued to support the Sixteen (16) Zambian learners who have progressed into their second academic year. During 2025, the intervention achieved a 100% retention rate with zero dropouts, reflecting effective programme oversight, strong learner support mechanisms, and the relevance of the training model to industry requirements. This performance directly supports TEVETA Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs, through targeted and well-managed funding interventions.

In terms of outcomes, the programme recorded 100% pass rates across all completed Level I and Level II trade theory modules, including Project Management I & II, Plastic Processing I, and Metal Pressing I. Practical training results were equally strong, with full completion of most Level I conventional machining modules and steady progress in advanced CNC machining competencies. Furthermore, all learners successfully participated in structured on-the-job training, with recognised industry partners, ensuring direct exposure to real-world manufacturing environments. The programme operationalised Strategy 5.3: Facilitating funding for pre-employment and apprenticeship training, and Activity 5.3.1: Supporting skills development in priority economic sectors, by producing labour-market-responsive technical skills and strengthening sustainable industry linkages. The table below shows the details of the 16 students and the Companies in which they conducted their on-the-job training in 2025:



Figure 8: A student operating a lathe machine at the PtSA workshop during a practical task.



Figure 9: Students in the computer room practicing design tasks

No.	Name	Surname	Company	OJT Status
1	Arnold	Bwalya	Tycho set	Proceeding to OJT
2	Jonathan	Chungu	MMS	Proceeding to OJT
3	Alex	Kabwe	MMS	Proceeding to OJT
4	Abel	Katongo	Tycho set	Proceeding to OJT
5	Shita	Kawana	Tycho set	Proceeding to OJT
6	Memory	Moyo	Fergoi	Proceeding to OJT
7	Shirack	Musa	McWade	Proceeding to OJT
8	Cephas	Mwansa	Rost	Proceeding to OJT
9	Moses	Mwansa	Thai Summit	Proceeding to OJT
10	Mary	Mwape	Extra Engineering	Proceeding to OJT
11	Harrison	Nkausu	MSSL	Proceeding to OJT
12	Vincent	Nyondo	Extra Engineering	Proceeding to OJT
13	Salifyanji	Simukoko	MSSL	Proceeding to OJT
14	Obedience	Simwinga	Tycho set	Proceeding to OJT
15	Febby	Tembo	Tycho set	Proceeding to OJT
16	Andrew	Vlahakis	Mc Wade	Proceeding to OJT

4.1.2.1. TDM Student's Profile

No.	Descriptions	Details
1	Total learners	16
2	Youth (18–34 years)	16 (100%)
3	Gender	13 Male (81%), 3 Female (19%)
4	Dropout rate	0%

4.1.2.2. Trade Theory Performance Summary

No.	Module	Learners Assessed	Pass Rate
1	Project Management I	16	100%
2	Project Management II	16	100%
3	Plastic Processing I	16	100%
4	Metal Pressing I	16	100%

4.1.2.3. Practical Training and On-the Job-Training Status

No.	Component	Performance Status
1	Level I Conventional Machining	100% completed (key modules)
2	Advanced CNC Machining	Ongoing
3	On-the-Job Training (OJT)	16 learners placed (100%)
4	OJT Periods	Jul–Aug 2025; Oct–Dec 2025



Figure 10: Some work pieces produced by the TDM students.



Figure 11: A group photo taken during the monitoring and evaluation activities conducted in South Africa



Figure 12: A student operating on the powered drilling machines during the on-the-job training.

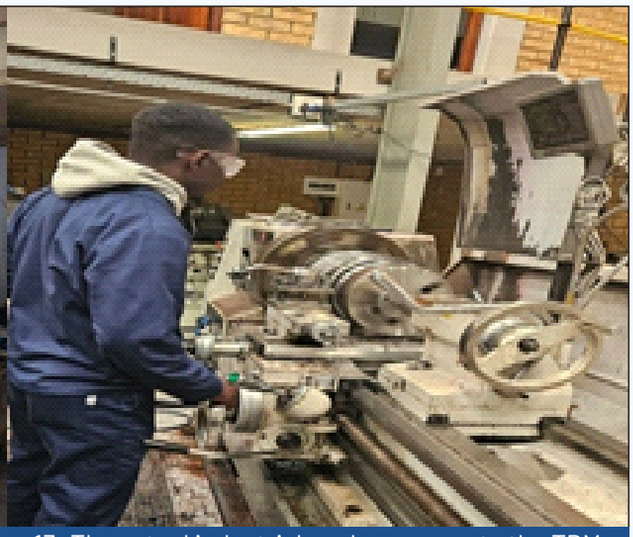


Figure 13: The actual industrial work exposure to the TDM student on a lathe machine



Figure 14: Centring of a machine cylinder and fixing being conducted by the TDM student during the on-the-job training

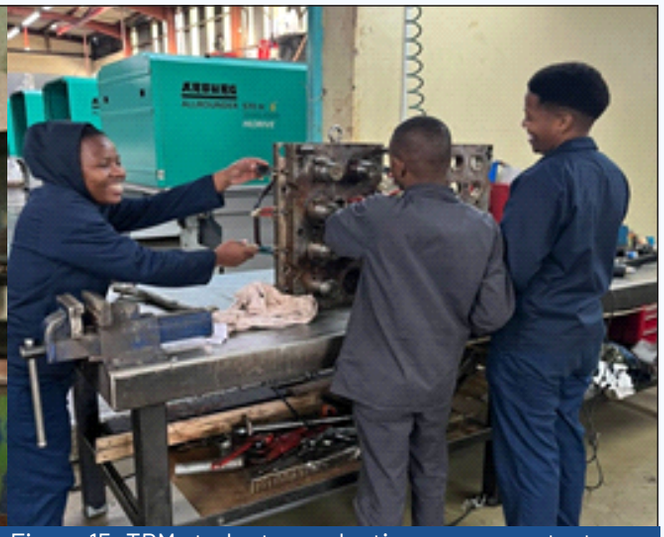


Figure 15: TDM students conducting a pressure test on a machine cylinder head

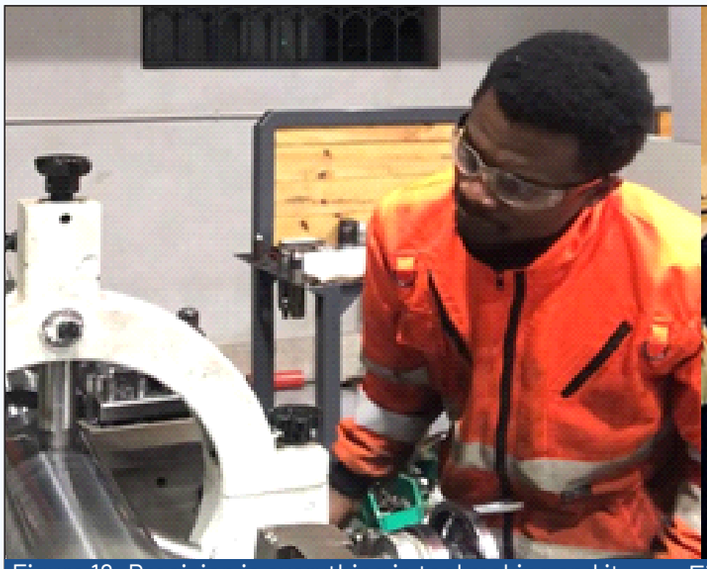


Figure 16: Precision is everything in tool making and it is being applied by a TDM student during the on-the-job training

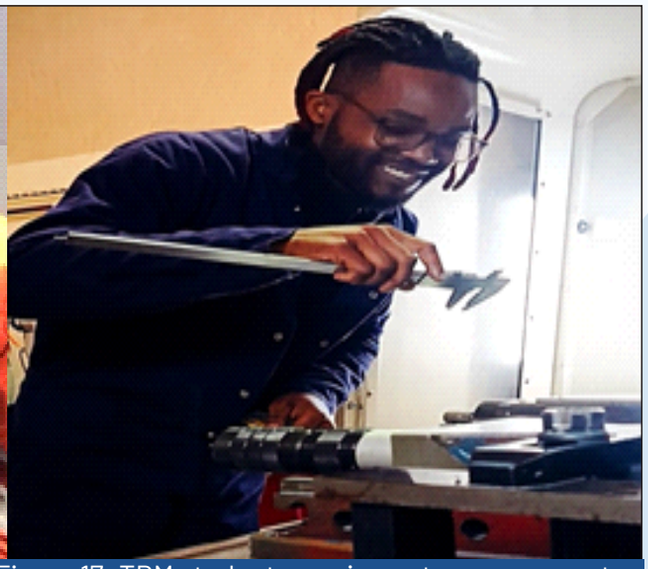


Figure 17: TDM student carrying out measurements on a Venier calliper in order to accurately execute a task during the on-the-job training.

4.1.2.2. Trade Theory Performance Summary

In 2025, Mopani Central Training Centre demonstrated strong programme performance and learner progression, contributing directly to TEVETA Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs. Across five priority technical programmes, the Centre achieved a 99.2% learner retention rate, minimal attrition, and high levels of progression to Level 2 and phase-based practical assessments, reflecting effective utilisation of TEVET Fund resources, sound institutional management, and responsive training delivery.

Programme outcomes further operationalised Strategy 5.3: Facilitating funding for pre-employment and apprenticeship training, with 78.2% of learners completing assessments within the reporting period and average pass rates of 89% in theory and 99% in practical components. High-performing programmes such as Assaying, Refractory Masonry, Armature Winding, and Plastic Welding demonstrated strong alignment with Activity 5.3.1: Supporting skills development in priority economic sectors, particularly in mining, manufacturing, and industrial trades. Overall, the Centre's 2025 performance confirms its contribution to producing competent, labour-market-responsive technical skills, while strengthening accountability and results-based TEVET Fund management.

The results further demonstrate alignment with Zambia's Eighth National Development Plan (8NDP) by addressing critical skills gaps in the mining, construction, and engineering sectors. However, the absence of completed practical assessments in some trades remains a constraint, as effective workplace readiness depends on the integration of both theoretical knowledge and hands-on competencies. Addressing this gap will be essential to ensuring holistic training outcomes and enhanced graduate employability.

Monitoring and Evaluation remains central to ensuring accountability, quality assurance, and evidence-based decision-making within TEVET programmes. Through systematic performance tracking, monitoring and evaluation highlights achievements, identifies implementation gaps, and supports continuous programme improvement. Going forward, it is recommended that all training programmes consistently integrate both theoretical and practical assessments to strengthen programme effectiveness, enhance industry readiness of graduates, and contribute meaningfully to Zambia's socio-economic transformation agenda. The table below presents a summary of programme progression.

Programme - Intake	Number of Students	Actual number of students	Number of students in level 1	Number of students in level 2	Abandonment of studies	Pass Rate - Theory (% Average)	Pass Rate - Practical (% Average)	Pass Rate - Overall (% Average)	Comment
Assaying	25	25	-	25	-	86	100	97	Wrote level 2 End of Term 1 tests.
Refractory Masonry	25	25	-	25	-	92	96	94	Wrote level 2 End of Term 1 tests.
Black Smith	25	24	2	22	1	-	-	-	22 out of 24 wrote level (2) promotional theoretical examination and 2 wrote level (1) TEVETA theoretical assessment, awaiting results. (1) student has withdrawn.
Armature Winding	25	25	-	-	-	-	100	100	Wrote phase (2) A and B promotional practical assessments
Plastic Welding	25	25	1	24	-	-	100	100	24 out of 25 Wrote phase (2)A and B promotional practical assessments 1 wrote level (1) TEVETA theoretical exams awaiting results.

4.1.3.1. Enrolment, Retention and Progression

No.	Descriptions	Details
1	Total approved intake	125 students
2	Total actual students	124 students
3	Overall retention rate	99.20%
4	Total withdrawals	1 student (0.8%)

4.1.3.2. Distribution Per Level

No.	Level	Number of Students	Percentage
1	Level 1	3	2.40%
2	Level 2	96	77.40%
3	Phase-based / Practical progression*	25	20.20%
	Total active students	**124**	**100%**

4.1.3.3. Programme-Level Performance

No.	Programme	Retention Rate	Key Performance Outcome
1	Assaying	100%	High theory (86%) and practical (100%) pass rates
2	Refractory Masonry	100%	Strong balanced theory (92%) and practical (96%) outcomes
3	Blacksmithing	96%	One withdrawal; assessments completed, results pending
5	Armature Winding	100%	100% practical pass rate
6	Plastic Welding	100%	100% practical pass rate



Figure 18: TEVETA board members at MCTC during a familiarisation visit.



Figure 19: A student conducting pre- operations check before using the lathe Machine

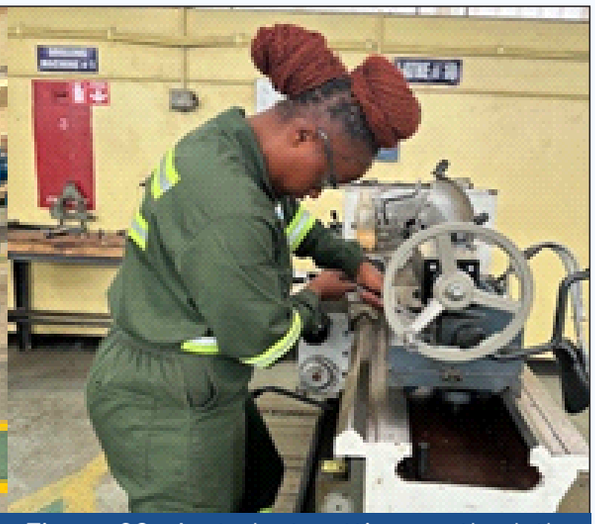


Figure 20: A student setting up the lathe machine in readiness for operation in a competence-based education and training model at MCTC

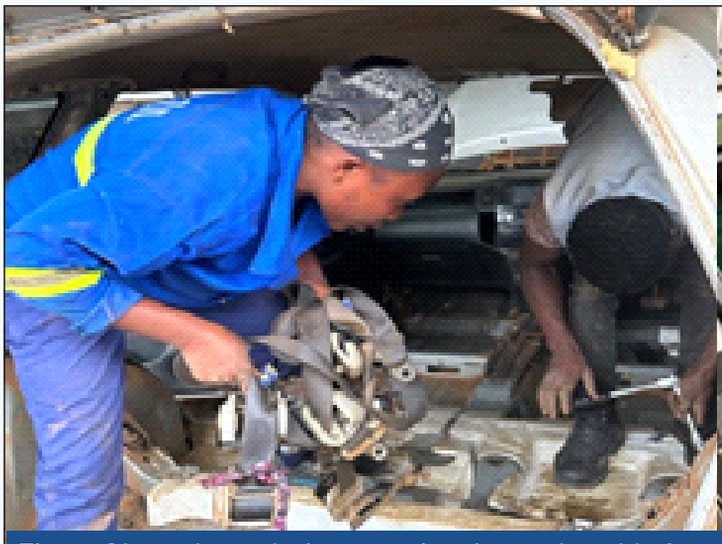


Figure 21: students during experiencing real world of work practical lessons



Figure 22: A student preparing for her task by reading through the task instruction.

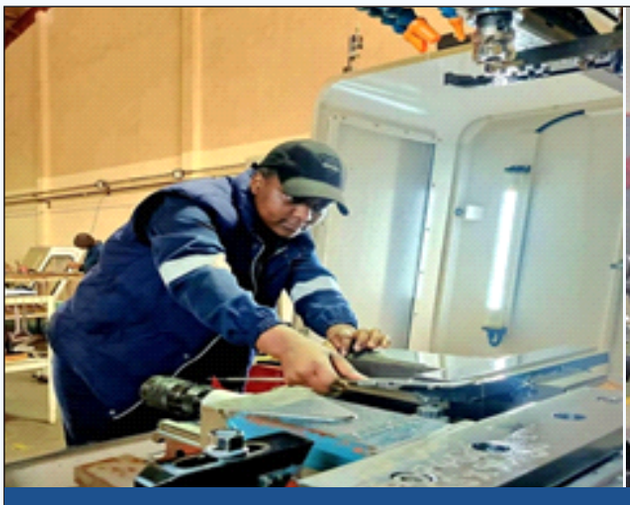


Figure 23: Student undertaking practicals in Tool, die and mould.



Figure 124: A student conducting a practical task in a competence-based education and training model



Figure 25: Students strategizing on how to undertake group practicals

In 2025, the TEVET Fund continued to strengthen labour-market-responsive skills development through targeted support to Zambian students undertaking pre-employment training at Harare Polytechnic, directly contributing to Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs. This intervention operationalised Strategy 5.3: Facilitating funding for pre-employment training in collaboration with stakeholders, and Activity 5.3.1: Supporting the provision of training programmes in priority economic sectors, by expanding access to specialised technical skills not readily available within the domestic training system.

A total of 69 Zambian students were supported across seven priority and scarce skills in Zambia, namely Bricklaying and Plastering, Carpentry and Joinery, Hairdressing and Cosmetology, Fashion Design and Textile Technology, Plumbing and Pipe Fitting, Refrigeration and Air Conditioning, and Water Operations, to go and upskill at a higher level. These programmes align strongly with Zambia's construction, manufacturing, services, and water and sanitation sectors, which are critical for infrastructure development, enterprise growth, and community service delivery. The cohort comprises both male and female trainees, with notable female participation in Hairdressing and Cosmetology, Fashion Design and Textile Technology, Plumbing and Pipe Fitting, Refrigeration and Air Conditioning, and Water Operations, reflecting progress toward inclusive skills development.



The TEVET Fund Committee Chair, Rev. Fr. Dr. Leonard Namuhumba interacting with students at the meeting held prior to their departure for Zimbabwe

The supported programmes emphasise practical, competence-based training, equipping learners with employable, industry-relevant skills that support job creation, self-employment, and productivity in both the formal and informal economies. By leveraging regional training partnerships with Harare Polytechnic, the TEVET Fund enhanced value for money, skills transfer, and exposure to advanced training environments, while addressing critical skills gaps in Zambia's priority economic sectors.

Overall, the Harare Polytechnic intervention demonstrates the TEVET Fund's effective use of pre-employment training partnerships to expand access to high-quality technical training, strengthen workforce readiness, and support national labour market demand. The programme reinforces the Fund's commitment to results-based skills investment, regional collaboration, and the development of a skilled workforce capable of contributing to economic growth, infrastructure development, and inclusive socio-economic transformation.

The table below shows the details of the students:

No.	Name	Gender	Age	Program
1	James Chisha	Male	31	Bricklaying and Plastering
2	Kambadzo Josephat	Male	35	Bricklaying and Plastering
3	Chooka Prince	Male	33	Bricklaying and Plastering
4	Liyungu Sitali	Male	36	Bricklaying and Plastering
5	Bowa Chimfwembe	Male	61	Bricklaying and Plastering
6	Lucky Sifoba	Male	33	Bricklaying and Plastering
7	Siakasipa Dickson	Male	33	Bricklaying and Plastering
8	Chinyama Patrick	Male	23	Bricklaying and Plastering
9	Changala Clifford Simposya	Male	31	Bricklaying and Plastering
10	Kasonde Mutale	Male	53	Bricklaying and Plastering
11	Mbao Emmanuel	Male	31	Carpentry and Joinery
12	Banda Kephas Billy	Male	34	Carpentry and Joinery

No.	Name	Gender	Age	Program
13	Nkoba Choonga	Male	26	Carpentry and Joinery
14	Zulu Japhet	Male	31	Carpentry and Joinery
15	Lungu Patrick	Male	32	Carpentry and Joinery
16	Kasenga Andrew	Male	38	Carpentry and Joinery
17	Mwanza Margret	Female	28	Carpentry and Joinery
18	Patrick Phiri	Male	29	Carpentry and Joinery
19	Shalweendo Herbert	Male	36	Carpentry and Joinery
20	John Phiri	Male	34	Carpentry and Joinery
21	Maria Banda	Female	37	Hairdressing and Cosmetology
22	Kamwenje Banda	Female	42	Hairdressing and Cosmetology
23	Linda Sawulayi	Female	39	Hairdressing and Cosmetology
24	Ellase Gondwe	Female	23	Hairdressing and Cosmetology
25	Deborah Kasongo	Female	33	Hairdressing and Cosmetology
26	Christabel Nonde Mpundu	Female	37	Hairdressing and Cosmetology
27	Lungu Patience	Female	42	Hairdressing and Cosmetology
28	Harriet Mwikisa	Female	23	Hairdressing and Cosmetology
29	Sandra Nkandu	Female	26	Hairdressing and Cosmetology
30	Jean Perpetual Kazani Ngcobo	Female	36	Hairdressing and Cosmetology
31	Mwila Kalumba	Female	29	Hairdressing and Cosmetology
32	Veronica Mubanga	Female	32	Hairdressing and Cosmetology
33	Tedson Nyirenda	Male	23	Fashion Design and Textile Technology
34	Tina Kamanga	Female	24	Fashion Design and Textile Technology
35	Joseph Daka	Male	21	Fashion Design and Textile Technology
36	Ailess Ndhlovu	Female	22	Fashion Design and Textile Technology
37	Idah Banda	Female	21	Fashion Design and Textile Technology
38	Alex Michelo Moonga	Male	51	Fashion Design and Textile Technology
39	Grace Ngoma	Female	36	Fashion Design and Textile Technology
40	Tabeth Phiri	Female	23	Fashion Design and Textile Technology
41	Florence Tembo	Female	24	Fashion Design and Textile Technology
42	Henry Hara	Male	25	Fashion Design and Textile Technology
43	Cynthia Chilumba	Female	22	Fashion Design and Textile Technology
44	Ruth Mvula	Female	25	Fashion Design and Textile Technology
45	Ricky Miyanda Moonga	Male	22	Fashion Design and Textile Technology
46	Mercy Ngonomo	Female	53	Fashion Design and Textile Technology

No.	Name	Gender	Age	Program
47	Rhema Yalubamba	Male	25	Fashion Design and Textile Technology
48	Amon Mukupa	Male	34	Plumbing and Pipe Fitting
49	Richard Simwiya	Male	33	Plumbing and Pipe Fitting
50	Caphas Rico Hanyinde	Male	32	Plumbing and Pipe Fitting
51	Josephine Muzya	Female	24	Plumbing and Pipe Fitting
52	Raymond Mumbali	Male	35	Plumbing and Pipe Fitting
53	Barnabas Balasi	Male	22	Plumbing and Pipe Fitting
54	Benard Kapeso	Male	29	Plumbing and Pipe Fitting
55	Danny Musukwa	Male	23	Plumbing and Pipe Fitting
56	Falesi Miti	Female	31	Plumbing and Pipe Fitting
57	Martin Chababa	Male	31	Plumbing and Pipe Fitting
58	Jane Lubi	Female	49	Refrigeration and Air Conditioning
59	Samuel Nkhoma	Male	30	Refrigeration and Air Conditioning
60	Kalimangai Martin	Male	29	Water Operations
61	Salinyinga Obed	Male	38	Water Operations
62	Mambwe Mulenga	Female	30	Water Operations
63	Chikoti Tobias	Male	30	Water Operations
64	Chali Richard	Male	24	Water Operations
65	Katemwe Chishimba	Male	36	Water Operations
66	Makanya Blessings	Female	22	Water Operations
67	Mwale Hellen	Female	27	Water Operations
68	Debby Sialwiindi	Male	32	Water Operations
69	Hang'andu Hangoma	Male	23	Water Operations



Figure 26: Students during the send-off by the Minister of Technology and Science, Hon. Felix Mutati prior to their departure for Zimbabwe

4.1.5. Window 2: Employer-Based Training (EBT)

This Window is focused on fostering collaboration between training providers and employers in the formal sector to enhance workforce competencies and support apprenticeships, traineeships, internships, and attachments.



Figure 27: Bridge skills gaps through employer based in- service training

4.2.1. Employer-Based Training (EBT) contracts

In 2025, the TEVET Fund operationalised disbursements through the four windows. This approach ensured that resources were targeted, tracked, and reported against specific mandate areas of the Fund. All disbursements were guided by the principles of relevance, equity, and value for money, and were required to be supported by a Training Needs Analysis. During the 2025 reporting period, the Employer-Based In-Service Training Programme was implemented as a key intervention under TEVETA Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs, specifically operationalising Strategy 5.4: Facilitating funding for employer-based in-service training in collaboration with stakeholders, and Activity 5.4.1: Providing support to employers' in-service training programmes. The programme targeted 8,602 employees across priority economic sectors; however, 1,188 employees were trained, representing an overall achievement of approximately 14% of the annual target. Stronger performance was recorded in the Energy sector (31%) and the Support/Service sector (21%), reflecting higher levels of employer participation, institutional readiness, and effective collaboration with stakeholders, in line with the Eighth National Development Plan (8NDP) pillars on economic transformation and human capital development.



Figure 28: The TEVETA Board Chair, Madam Ngoza C. Nkwabilo delivering a speech during a contract signing ceremony

In contrast, the Mining (11%), Hospitality and Tourism (4%), and Manufacturing (4%) sectors underperformed against set targets. This was largely due to contract cancellations, employer capacity constraints, delayed implementation, and operational disruptions, which negatively affected training uptake and continuity. Despite these challenges, notable progress was observed in structured and well-coordinated employer-led initiatives, such as the ZESCO training programmes and the Bell Equipment apprenticeship scheme, which demonstrate scalable and sustainable models for strengthening workforce development and deepening industry engagement. These initiatives exemplify the intended outcomes of Activity 5.4.1, providing practical evidence of how targeted TEVET Fund support can enhance employer-driven skills development aligned to national labour market priorities.

The table below presents a summary of sectoral training performance and corresponding 8NDP pillar alignment:

No.	Sector	Target No. of Employees to be Trained	Actual No. of Employees Trained	Achievement %	Key 8NDP Pillar Contribution
1	Mining	2,417	270	11%	Pillar 1 – Economic Transformation
2	Energy	832	259	31%	Pillar 1 & 2 – Transformation & Human Development
3	Hospitality & Tourism	2,061	74	4%	Pillar 1 & 4 – Diversification & Human Development
4	Manufacturing	534	20	4%	Pillar 1 – Economic Transformation
5	Support/service	2,758	565	20%	Pillar 1 & 2 – Transformation & Human Development
	Total	**8,602**	**1,188**	**14%**	**Crosscutting across all pillars**

These programmes demonstrate broad sectoral coverage and strategic reach, reflecting a strong commitment to enhancing employee skills, productivity, and institutional effectiveness across priority economic sectors. Collectively, they illustrate the TEVET Fund's role in supporting demand-driven, employer-led training interventions that respond to evolving labour market needs and contribute to national development objectives.



Figure 29: TEVETA Director General, Mr. Cleophas Takaiza, delivering a speech during the Employer Based Training, and TEVET Human Resource Development contract signing ceremony

Monitoring and evaluation remains central to ensuring accountability, quality assurance, and results-based decision-making. Through systematic tracking of outputs and outcomes, M&E enables the identification of implementation gaps, assessment of training relevance and quality, and measurement of overall programme impact. This evidence is critical for informing continuous improvement, strengthening programme design and delivery, and guiding future capacity-building and investment decisions. The table below presents a summary of contract performance for 2025:



Figure 30: Stakeholders during the Employer Based Training, and TEVET Human Resource Development contract signing ceremony



Figure 31: In-service employees during first aid and safety lessons. A critical component for any mining operations.



No.	TRAINING PROVIDER	EMPLOYER	TRAINING PROGRAMME	Duration	TARGET NO. OF EMPLOYEES	ACTUAL NO. OF EMPLOYEES	STATUS
1	Kafue Gorge Regional Training Centre	ZAMBEEF Plc	Health and Safety - Electrical	1 Week	20	10	Implemented
			Maintenance Management Systems	1 Week	20	0	Yet to be Implemented
			High Voltage Switching Operations	1 Week	5	0	Yet to be Implemented
			Electrical Diagram Reading	1 Week	20	0	Yet to be Implemented
			Forklift Driving Skills	1 Week	10	0	Yet to be Implemented
			Warehouse Management	1 Week	10	10	Implemented
		Zesco Ltd	MV Switchgear Operations and Maintenance	2 Week	20	20	Implemented
			Occupational Health and Safety Management	1 Week	40	39	Implemented
			Electrical Appreciation for Non-Technical People	1 Week	20	20	Implemented
			Maintenance Planning and Scheduling	1 Week	20	20	Implemented
			Health and Safety - Electrical	1 Week	20	20	Implemented
			Quality Management Systems	1 Week	40	40	Implemented
			Strategic Management	1 Week	40	20	Implemented
			Supervisory Leadership	1 Week	60	60	Implemented
			First Aid Management	1 Week	20	20	Implemented
2	Northern Technical College	ZAMBEEF Plc	Maintenance Planning and Management	5 Days	3	0	Yet to be Implemented
			Auto electrical	5 Days	10	0	Yet to be Implemented
			Pneumatics	5 Days	10	0	Yet to be Implemented
			Welding Skills	5 Days	5	0	Yet to be Implemented
			Refrigeration Maintenance	5 Days	5	0	Yet to be Implemented
			Auto Mechanics	5 Days	10	0	Yet to be Implemented
		ZAMEFA	Process Instrumentation for Electricians	5 Days	7	0	Yet to be Implemented

			Electrical Power System Protection	10 Days	4	0	Yet to be Implemented
			Maintenance of Machinery Drives	5 Days	7	0	Yet to be Implemented
3	Rising East Training Institute	African Supermarkets Limited	Occupational Health and Safety	2 Days	100	0	Contract not signed by the Employer
			First Aid	2 Days	100	0	Contract not signed by the Employer
			Hazard Analysis and Critical Control Point (HACCP)	2 Days	50	0	Contract not signed by the Employer
			Food Safety and Hygiene	2 Days	50	0	Contract not signed by the Employer
		Chamba Valley Exotic Hotel Limited	Food Safety and Hygiene	2 Days	50	50	Implemented
			Hazard Analysis and Critical Control Point (HACCP)	2 Days	20	20	Implemented
		Choppies Supermarkets Limited	Administrative Support Skills	2 Days	30	0	Yet to be Implemented
			Hazard Analysis and Critical Control Point (HACCP)	2 Days	20	15	Implemented
			First Aid	2 Days	20	18	Implemented
			Effective Communication Skills	1 Day	30	0	Yet to be Implemented
		G4S Secure Solutions Zambia Limited	Team Building	2 Days	50	0	Yet to be Implemented
			Performance Management	2 Days	30	0	Yet to be Implemented
			Occupational Health and Safety	2 Days	50	0	Yet to be Implemented
			Microsoft Suit	3 Days	30	0	Yet to be Implemented
		Garden Court Kitwe Hotel	Customer Care	2 Day	10	0	Yet to be Implemented
		GS Cash Advance Limited	Customer Care	2 Days	30	45	Implemented
		Kansai Plascon (Zambia) Limited	Occupational Health and Safety	2 Days	50	50	Implemented
		Madison General	Customer Care	1 Day	70	0	Yet to be Implemented

		Madison Life Insurance Company Zambia	Performance Management	3 Days	50	0	Yet to be Implemented
		Mercury Express Logistics Limited	Customer Care	1 Day	30	30	Implemented
		Mika Hotel Limited	Hazard Analysis and Critical Control Point (HACCP)	2 Days	20	14	Implemented
			Food Safety and Hygiene	2 Days	20	15	Implemented
		Mika Lodge	Hazard Analysis and Critical Control Point (HACCP)	2 Days	20	20	Implemented
		Mika Lodge	Food Safety and Hygiene	2 Days	20	20	Implemented
		Mika Meats	Food Safety and Hygiene	2 Days	50	50	Implemented
			Hazard Analysis and Critical Control Point (HACCP)	2 Days	50	20	Implemented
		MM Integrated Steel Mills Limited	Fire Safety	2 Days	25	20	Implemented
			First Aid	2 Days	25	20	Implemented
		Mulungushi International Conference Centre	Customer Care	1 Day	50	0	
		Quantum Foods Limited FOODS	Customer Care	1 Day	30	0	Contract not signed
		Ross Breeders Zambia Limited	Performance Management	3 Days	40	19	Implemented
4	Bell Equipment Training Centre	Bell Equipment Zambia Limited	Earth Moving Mechanics Apprentice Program	4 Years	20	20	Implemented
5	Kafue Gorge Regional Training Centre	Zambia Chamber of Mines	Diving and Rescue (Scuba Diving) Training	1 Year	30	0	Yet to be Implemented
6	Mopani Central Training Centre	Kariba Minerals	Mechanical Fitting	30 Months	1	0	Yet to be Implemented
			Metal Fabrication	30 Months	1	0	Yet to be Implemented
			Heavy Equipment repair	30 Months	1	0	Yet to be Implemented
			Blasting License Course - Initial	6 Weeks	5	0	Yet to be Implemented
			Mine Captain Short Course	6 Weeks	1	0	Yet to be Implemented

			Dump Truck Operator	6 Weeks	5	0	Yet to be Implemented
			Drill Rig Operator	6 Weeks	5	0	Yet to be Implemented
			Diesel Loader Driver	6 Weeks	5	0	Yet to be Implemented
			Automotive Mechanics	6 Weeks	2	0	Yet to be Implemented
			Welding	6 Weeks	3	0	Yet to be Implemented
			Automotive Electrical	6 Weeks	2	0	Yet to be Implemented
			Technical Report Writing	5 Days	10	0	Yet to be Implemented
			Grader Operator	6 Weeks	5	0	Yet to be Implemented
			Light Delivery Vehicle	6 Weeks	5	0	Yet to be Implemented
		Zambia Chamber of Mines	Mine Rescue Training	1 Year	270	270	Implemented
7	Northern Technical College	Scaw Zambia	Automotive Electrical and Electronics	10 Days	5	0	Yet to be Implemented
			Gas Welding	10 Days	5	0	Yet to be Implemented
			Manual Metal Arc Welding	10 Days	5	0	Yet to be Implemented
			Advanced Hydraulics	5 Days	5	0	Yet to be Implemented
			Process Instrumentation Appreciation for Electricians	5 Days	5	0	Yet to be Implemented
			Electro Pneumatics	5 Days	5	0	Yet to be Implemented
			Basic Hydraulics	5 Days	5	0	Yet to be Implemented
			Advanced Pneumatics	5 Days	5	0	Yet to be Implemented
			Digital Electronics	10 Days	5	0	Yet to be Implemented
			AutoCAD 2D	10 Days	5	0	Yet to be Implemented
			Basic Fitting	5 Days	5	0	Yet to be Implemented
			Electronic Circuit Design and Construction	5 Days	5	0	Yet to be Implemented
			AutoCAD 3D	10 Days	5	0	Yet to be Implemented
			Basic Pneumatics	5 Days	5	0	Yet to be Implemented
			Diesel Injector Pump/Injector Repair Servicing	10 Days	5	0	Yet to be Implemented
			Centrifugal Pump Operations	10 Days	5	0	Yet to be Implemented
			Process Instrumentation	5 Days	5	0	Yet to be Implemented

			Maintenance Management	5 Days	5	0	Yet to be Implemented
			Metallurgical Accounting	10 Days	5	0	Yet to be Implemented
			Production Planning and Control	3 Days	5	0	Yet to be Implemented
			Sampling and Sample Preparation	10 Days	5	0	Yet to be Implemented
			Principles of Metallurgy and Metal Work	10 Days	5	0	Yet to be Implemented
			Laboratory Quality Assurance	10 Days	5	0	Yet to be Implemented
			Motor Vehicle Mechanics for Drivers	10 Days	5	0	Yet to be Implemented
			Warehouse and Stores Management	10 Days	5	0	Yet to be Implemented
			Pattern Making	5 Days	5	0	Yet to be Implemented
			Planning and Scheduling	5 Days	5	0	Yet to be Implemented
			Project Management/Contemporary Project Planning	5 Days	5	0	Yet to be Implemented
			Weighbridge Operations	5 Days	5	0	Yet to be Implemented
			Occupational Health Safety and Environmental Protection	5 Days	5	0	Yet to be Implemented
			Supervisory Skills, Team Building and Conflict Management	3 Days	5	0	Yet to be Implemented
			Coded Welding	10 Days	5	0	Yet to be Implemented
			Electro Hydraulics	5 Days	5	0	Yet to be Implemented
			Basic Rigging	5 Days	5	0	Yet to be Implemented
			Lubrication Systems (Electronic Fuel Injection)	10 Days	10	0	Yet to be Implemented
			Scaffolding	3 Days	5	0	Yet to be Implemented
		Spruce land Technologies	Project Management	5 Days	5	0	Yet to be Implemented
			Mining Waste and Climate Change Management	10 Days	5	0	Yet to be Implemented

8			Occupational Health Safety and Environmental Protection	5 Days	5	0	Yet to be Implemented
			Solar Systems Design	10 Days	5	0	Yet to be Implemented
		Chamba Valley Exotic Hotel	Hazard Analysis and Critical Control Point (HACCP)	2 Days	20	20	Implemented
			Effective Communication Skills	1 Day	30	0	Yet to be implemented
			Administrative Support Skills	1 Day	30	0	Yet to be implemented
		G4S Secure Solutions	Basic Computer Skills	3 Days	50	0	Yet to be implemented
			Team Building	1 Day	60	0	Yet to be implemented
		Garden Court	Customer Care	2 Days	10	0	Yet to be implemented
			Hazard Analysis and Critical Control Point (HACCP)	2 Days	10	0	Yet to be implemented
		Kansai Plascon	First Aid	2 Days	13	0	Yet to be implemented
			Credit Control and Debt Recovery	2 Days	50	0	Yet to be implemented
		Lubona Meats	Customer Care	2 Days	20	0	Yet to be implemented
		Madison General Insurance	Customer Care	2 Days	64	0	Yet to be implemented
		Madison Life Insurance	Customer Care	2 Days	46	0	Yet to be implemented
		Mercury Express	Customer Care	2 Days	14	0	Yet to be implemented
		Mika Hotel	Food Safety and Hygiene	2 Days	20	20	Implemented
		Mika Lodge	Hazard Analysis and Critical Control Point (HACCP)	2 Days	20	20	Implemented
		Mika Meats	Hazard Analysis and Critical Control Point (HACCP)	2 Days	20	20	Implemented
		Mikalile Trading	Hazard Analysis and Critical Control Point (HACCP)	2 Days	20	20	Implemented
		MMI Steel	First Aid	2 Days	19	0	Yet to be implemented
		Mulungushi International Conference Centre	Customer Care	1 Day	17	0	Yet to be implemented

		Neelkanth Sarovar Hotel	First Aid	2 Days	20	0	Yet to be implemented
			Customer Care	2 Days	40	0	Yet to be implemented
			Effective Communication Skills	1 Day	40	0	Yet to be implemented
			Conflict Management	2 Days	30	0	Yet to be implemented
			Handling Displinary Cases	2 Days	10	0	Yet to be implemented
		Radisson Blu Hotel/Hetellier	Employee Motivation	1 Day	40	40	Implemented
		Ross Breeders	Fire Safety	2 Days	20	0	Yet to be implemented
			Microsoft Suit	3 Days	23	0	Yet to be implemented
		Saro Agro	Occupational Health and Safety	2 Days	50	0	Yet to be implemented
			First Aid	2 Days	50	0	Yet to be implemented
			Fire Safety	2 Days	70	0	Yet to be implemented
9	ZESCO Training Centre	ZESCO Limited	Multiskilling	9 Months	25	23	On going
10	Kafue Gorge Regional Training Centre	Mabiza Resources Limited	Earthing, Bonding and Lightning Protection	1 Week	6	0	Yet to be implemented
			Power Systems Protection	3 Weeks	11	0	Yet to be implemented
			Training of Trainers	1 Week	5	0	Yet to be implemented
			Distribution Power Systems Design and Operations	3 Weeks	5	0	Yet to be implemented
			High Voltage Substation Protection and Control	4 Weeks	12	0	Yet to be implemented
			Switchgear Operations and Maintenance	3 Weeks	14	0	Yet to be implemented
			Transformer Maintenance and Testing	3 Weeks	3	0	Yet to be implemented
			Human Capital Management for Sustainability and Business Continuity	1 Week	5	0	Yet to be implemented
			Strategic Management	1 Week	10	0	Yet to be implemented
			Off Grid Solar System Design and Installation	1 Week	19	0	Yet to be implemented

			Operations and Production Management for the Mining Industry	2 Weeks	8	0	Yet to be implemented
		ZESCO Limited	Fundamentals of Solar PV Projects	1 Week	20	0	Yet to be implemented
			Generator Performance Dynamics	2 Weeks	20	0	Yet to be implemented
			Cable Fault Location and Tracing	1 Week	20	0	Yet to be implemented
			Training of Trainers	1 Week	10	0	Yet to be implemented
			DigSILENT Power Factory-Basic and Protection	1 Week	20	0	Yet to be implemented
			DigSILENT Power Factory-Intermediate and Power System Stability	1 Week	20	0	Yet to be implemented
			Geotechnical Engineering of Dams	1 Week	20	0	Yet to be implemented
			Change Management	1 Week	200	0	Yet to be implemented
11	Rising East Training Institute	Accurate Sheet Metal Limited	First Aid	2 Days	11	0	Yet to be implemented
		Advantage Insurance Limited	Driving Skills	10 Days	20	0	Yet to be implemented
		Bonanza Development Company Limited	Performance Management	2 Days	10	0	Yet to be implemented
			Basic Supervisory Skills	2 Days	10	0	Yet to be implemented
			Conflict Resolution and Negotiating Skills	2 Days	10	0	Yet to be implemented
			Emotional Intelligence and Decision-Making Skills	2 Days	10	0	Yet to be implemented
			Coaching and Mentoring	2 Days	10	0	Yet to be implemented
			Cultural and Employee Engagement	2 Days	10	0	Yet to be implemented
			Leadership Skills	2 Days	10	0	Yet to be implemented

			Cable Jointing and Terminations	3 Weeks	4	0	Yet to be implemented
			High Voltage Switching Operations	2 Weeks	8	0	Yet to be implemented
			SCADA Systems Management - Advanced	1 Week	3	0	Yet to be implemented
			Supervisory Leadership	1 Week	5	0	Yet to be implemented
			Environmental Assessment and Information Management	1 Week	3	0	Yet to be implemented
			Transformers and Motor Rewinding	3 Weeks	8	0	Yet to be implemented
			Instrumentation and Process Control	2 Weeks	10	0	Yet to be implemented
			Effective Presentation Skills	1 Week	12	0	Yet to be implemented
			Financial Management for Utilities	1 Week	5	0	Yet to be implemented
			Operation and Maintenance of Grid Connected Solar Photovoltaic Systems	1 Week	4	0	Yet to be implemented
			SCADA Systems Management - Basic	2 Weeks	10	0	Yet to be implemented
			Microprocessor Logic Controls	3 Weeks	10	0	Yet to be implemented
			Report Writing and Document Handling	1 Week	15	0	Yet to be implemented
			Warehouse Management	1 Week	4	0	Yet to be implemented
			Quality Management Systems	1 Week	4	0	Yet to be implemented
			AutoCAD Techniques for Practicing Professionals	1 Week	2	0	Yet to be implemented
			Tailing Dam Management	2 Weeks	2	0	Yet to be implemented
			Safety, Health, Environment and Quality Management	1 Week	4	0	Yet to be implemented

		Dew Fresh Limited	Hazard Analysis and Critical Control Point	2 Days	10	0	Yet to be implemented
		Falls Park Hotel Limited	Guestroom Attendant (Apprenticeship)	6 Months	20	0	Yet to be implemented
		Legacy Hilltop Africa Limited	Customer Care Service	1 Day	70	0	Yet to be implemented
		Minor Hotels Zambia limited	Restaurant Server (Apprenticeship)	6 Months	20	0	Yet to be implemented
			Front Desk Representative (Apprenticeship)	6 Months	20	0	Yet to be implemented
			Guest Service Gold (Apprenticeship)	6 Months	20	0	Yet to be implemented
			Guestroom Attendant (Apprenticeship)	6 Months	20	0	Yet to be implemented
		National Breweries Limited	First Aid	2 Days	30	0	Yet to be implemented
			Effective Communication Skills	1 Day	20	0	Yet to be implemented
			Administrative Support Skills	1 Day	20	0	Yet to be implemented
			Customer Care Service	2 Days	30	0	Yet to be implemented
			Performance Management	2 Days	20	0	Yet to be implemented
			Occupational Health and Safety	2 Days	20	0	Yet to be implemented
		Premium Medical Services Limited	Customer Care Service	1 Day	20	0	Yet to be implemented
		Protea Hotels Zambia	Guestroom Attendant (Apprenticeship)	6 Months	20	0	Yet to be implemented
		Prudential Life Assurance Zambia limited	Customer Care Service	1 Day	70	0	Yet to be implemented
			Work Etiquette	1 Day	50	0	Yet to be implemented
		Pulse Financial Services Limited	Performance Management	2 Days	30	0	Yet to be implemented
			Occupational Health and Safety	2 Days	10	0	Yet to be implemented
			Financial Literacy	2 Days	20	0	Yet to be implemented
			Balanced Scorecard	2 Days	40	0	Yet to be implemented
			Call Centre Management	1 Day	10	0	Yet to be implemented
			Customer Care Service	1 Day	90	0	Yet to be implemented

			Effective Communication Skills	1 Day	10	0	Yet to be implemented
			Administrative Support Skills	1 Day	20	0	Yet to be implemented
		Puma Energy Zambia Plc	Performance Management	2 Days	20	0	Yet to be implemented
			Basic Supervisory Skills	2 Days	20	0	Yet to be implemented
			Customer Care Service	1 Day	20	0	Yet to be implemented
			Manual Handling and LPG Awareness	3 Days	60	0	Yet to be implemented
			Conflict Resolution and Negotiating Skills	2 Days	10	0	Yet to be implemented
			Office Etiquette	1 Day	20	0	Yet to be implemented
			Coaching and Mentoring	2 Days	10	0	Yet to be implemented
			Cultural and Employee Engagement	2 Days	20	0	Yet to be implemented
			Emotional Intelligence and Decision-Making Skills	2 Days	20	0	Yet to be implemented
			Leadership Skills	2 Days	20	0	Yet to be implemented
		Radisson Blu Mosi-o-Tunya Livingstone	Call Centre Management	2 Days	25	0	Yet to be implemented
			Customer Care Service	2 Days	25	0	Yet to be implemented
			Effective Communication Skills	2 Days	40	0	Yet to be implemented
			Performance Management	2 Days	20	0	Yet to be implemented
			Financial Literacy	2 Days	20	0	Yet to be implemented
			Administrative Support Skills	2 Days	40	0	Yet to be implemented
		Safari Par Excellence Limited	Guest Service Gold (Apprenticeship)	6 Months	20	0	Yet to be implemented
12	Kafue Gorge Regional Training Centre	Chilanga Cement PLC	Quality Management Systems	1 Week	23	0	Yet to be implemented
		Chilanga Cement PLC	General Safety	1 Week	16	0	Yet to be implemented
		Chilanga Cement PLC	First Aid Management	1 Week	6	0	Yet to be implemented
		Chilanga Cement PLC	Customer Service Excellency	1 Week	47	0	Yet to be implemented
		Chilanga Cement PLC	Organisational Behaviour	1 Week	35	0	Yet to be implemented
		Chilanga Cement PLC	Financial Management in Utilities	1 Week	15	0	Yet to be implemented
		Chilanga Cement PLC	Supervisory Leadership	1 Week	75	0	Yet to be implemented

		Kafue Lower Power Development Corporation	Human Capital Management for sustainability and business continuity	1 Week	5	0	Yet to be implemented
		Kafue Lower Power Development Corporation	Preparing for Retirement & Business Ventures	1 Week	10	0	Yet to be implemented
		Kafue Lower Power Development Corporation	Solar PV system design and installation	1 Week	3	0	Yet to be implemented
		Kafue Lower Power Development Corporation	Personal Hygiene for food Handlers	1 Week	6	0	Yet to be implemented
		Kafue Lower Power Development Corporation	Financial Modelling for renewable energy projects	1 Week	4	0	Yet to be implemented
		Kafue Lower Power Development Corporation	Supervisory Leadership	1 Week	22	0	Yet to be implemented
		Kafue Lower Power Development Corporation	Hydropower plant Operations	10 Weeks	3	0	Yet to be implemented
		Kafue Lower Power Development Corporation	Control room operations for Hydropower plants	8 Weeks	1	0	Yet to be implemented
13	Northern Technical College	Saro Agro Limited	Tungsten inert Gas welding	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Manuel metal Arc welding	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Metallic inert gas welding	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Centrifugal Pump	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Coded welding	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Automotive Gear box repair	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Diesel injection pump and injector repair servicing	10 Days	5	0	Yet to be implemented

		Saro Agro Limited	Computer Aided Design (AUTOCAD 3D)	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Electrical Circuit design and construction	5 Days	5	0	Yet to be implemented
		Saro Agro Limited	Automotive Electrical and Electronics	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Motor vehicle mechanics for drivers	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Articulated Dumb truck Simulation Training	5 Days	5	0	Yet to be implemented
		Saro Agro Limited	Excavator	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Electrical installations and wiring	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Computer Aided Design (AUTOCAD 2D)	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Solar systems design and installation	10 Days	5	0	Yet to be implemented
		Saro Agro Limited	Basic Fitting	5 Days	5	0	Yet to be implemented
		Saro Agro Limited	Supervisory skills, team building and conflict management	3 Days	5	0	Yet to be implemented
		Saro Agro Limited	Customer relations	3 Days	5	0	Yet to be implemented
		Saro Agro Limited	Plumbing	5 Days	5	0	Yet to be implemented
14	Rising East Training Institute	Impala Hotels and Suits Ndola	Guest Service Gold Restaurant Server	1 Day	25	0	Yet to be implemented
		China National Building Material Investment Zambia Limited	Performance Management	1 Day	30	0	Yet to be implemented
		Trade Kings Foundation Limited	Effective Communication	1 Day	60	0	Yet to be implemented
		Trade Kings Foundation Limited	Waste Management	1 Day	50	0	Yet to be implemented

		Café Au Lait Limited	Guest Service Gold Restaurant Server	1 Day	5	0	Yet to be implemented
		Bushtrack Africa Limited	Guest Service Gold	2 Day	20	0	Yet to be implemented
		Impala Hotels and Suits Ndola	Guest Service Gold Front Desk Representative	1 Day	25	0	Yet to be implemented
		Impala Hotels and Suits Ndola	Guest Service Gold Guestroom attendant	1 Day	25	0	Yet to be implemented
		Zambia Forestry and Forestry Industries	Effective Communication	1 Day	10	0	Yet to be implemented
		Zambia Forestry and Forestry Industries	Performance Management	1 Day	10	0	Yet to be implemented
		Zambia Forestry and Forestry Industries	Fire Safety	1 Day	40	0	Yet to be implemented
		Coco Cola Zambia Limited	Stress Management	1 Day	12	0	Yet to be implemented
		Café Au Lait Limited	Guest Service Gold Front Desk Representative	1 Day	5	0	Yet to be implemented
		Trade Kings Foundation Limited	Fire Safety	1 Day	100	0	Yet to be implemented
		Trade Kings Foundation Limited	Stress Management	1 Day	50	0	Yet to be implemented
		Trade Kings Foundation Limited	Performance Management	1 Day	40	0	Yet to be implemented
		Zambia Forestry and Forestry Industries	Time Management	1 Day	10	0	Yet to be implemented
		Mikango Golf View	Customer Care	1 Day	25	0	Yet to be implemented
		Mikango Golf View	Safety in workplaces	1 Day	25	0	Yet to be implemented
		Honda Zambia Limited	Leadership Skills	1 Day	20	0	Yet to be implemented
		Zambia Forestry and Forestry Industries	Stress Management	1 Day	12	0	Yet to be implemented
		Kansai Plascon	Customer Care	1 Day	24	0	Yet to be implemented

		Coca Cola Zambia Limited	Performance Management	1 Day	10	0	Yet to be implemented
		Trade Kings Foundation limited	Conflict Handling	1 Day	50	0	Yet to be implemented
		Zambia Forestry and Forestry Industries	Conflict Handling	1 Day	12	0	Yet to be implemented
		Zambia Forestry and Forestry Industries	Goal Setting and Getting Things Done	1 Day	10	0	Yet to be implemented
		ETG Curechem Zambia Limited	Leadership Skills	1 Day	35	0	Yet to be implemented
		Coca Cola Zambia Limited	Conflict Handling	1 Day	12	0	Yet to be implemented
		Honda Zambia Limited	Team Building	1 Day	20	0	Yet to be implemented
		China National Building Materials Investment Zambia limited	Customer Care	1 Day	90	0	Yet to be implemented
		Coca Cola Zambia Limited	Time Management	1 Day	10	0	Yet to be implemented
		Coca Cola Zambia Limited	Goal setting and Getting Things Done	1 Day	12	0	Yet to be implemented
		ETG Curechem Zambia Limited	Team Building	1 Day	35	0	Yet to be implemented
		Mika Hotel Kabulonga	Team Building	1 Day	56	0	Yet to be implemented
		Coca Cola Zambia Limited	Fire Safety	1 Day	40	0	Yet to be implemented
	TOTALS				**6,519**	**1,188**	

At the request of some employers, a number of training contracts were cancelled due to circumstances beyond their control. The table below presents details of all the cancelled contracts.

No.	TRAINING PROVIDER	EMPLOYER	TRAINING PROGRAMME	Duration	TARGET NO. OF EMPLOYEES	ACTUAL NO. OF EMPLOYEES	STATUS
1	Kafue Gorge Regional Training Centre	ZAMBEEF Plc	Operations and Production Management	1 Week	20	0	Contract Cancelled by the Employer
			Event Planning and Management	1 Week	10	0	Contract Cancelled by the Employer
			Food Hygiene and Safety	1 Week	25	0	Contract Cancelled by the Employer
			Truck Driving Skills	1 Week	50	0	Contract Cancelled by the Employer
		ZESCO Limited	Distribution Line Maintenance	2 Week	100	0	Contract Cancelled by the Employer
			Substation Operations and Maintenance	3 Week	40	0	Contract Cancelled by the Employer
			Distribution Systems Operations	3 Week	40	0	Contract Cancelled by the Employer
			Switchgear Operations and Maintenance	3 Week	20	0	Contract Cancelled by the Employer
			Installation and Auditing of Maximum Demand Meters	2 Week	100	0	Contract Cancelled by the Employer
			Maintenance Management Systems	2 Week	20	0	Contract Cancelled by the Employer
			Revenue Protection Management and Prevention of Vandalism - Advanced	1 Week	80	0	Contract Cancelled by the Employer
2	Rising East Training Institute	ClassEcon Roofing Limited	Performance Management	1 Day	30	0	Contract Cancelled by the Employer
			Food Safety and Hygiene	2 Days	30	0	Contract Cancelled by the Employer
			Administrative Support Skills	1 Day	10	0	Contract Cancelled by the Employer
			Occupational Health and Safety	2 Days	10	0	Contract Cancelled by the Employer

No.	TRAINING PROVIDER	EMPLOYER	TRAINING PROGRAMME	Duration	TARGET NO. OF EMPLOYEES	ACTUAL NO. OF EMPLOYEES	STATUS
			Food Safety and Hygiene	2 Days	10	0	Contract Cancelled by the Employer
			First Aid	2 Days	10	0	Contract Cancelled by the Employer
			Hazard Analysis and Critical Control Point (HACCP)	2 Days	50	0	Contract Cancelled by the Employer
			Effective Communication Skills	1 Day	10	0	Contract Cancelled by the Employer
		Micmar	Customer Care	1 Day	50	0	Contract Cancelled by the Employer
		Neelkanth Sarovar Premiere	First Aid	2 Days	50	0	Contract Cancelled by the Employer
			Fire Safety	2 Days	50	0	Contract Cancelled by the Employer
		Pre-secure Limited	Occupational Health and Safety	2 Days	50	0	Contract Cancelled by the Employer
			Microsoft Suit	3 Days	50	0	Contract Cancelled by the Employer
		SARO AGRO	Heavy Duty Machine Operation	7 Days	50	0	Contract Cancelled by the Employer
			Routine Maintenance	4 Days	50	0	Contract Cancelled by the Employer
		Sonar International Limited	Performance Management	3 Days	20	0	Contract Cancelled by the Employer
			Attention Management	1 Day	20	0	Contract Cancelled by the Employer
			Effective Communication Skills	1 Day	20	0	Contract Cancelled by the Employer
			Occupational Health and Safety	2 Days	10	0	Contract Cancelled by the Employer
		African Supermarkets	Hazard Analysis and Critical Control Point (HACCP)	2 Days	50	0	Contract Cancelled by the Employer
			First Aid	2 Days	80	0	Contract Cancelled by the Employer

No.	TRAINING PROVIDER	EMPLOYER	TRAINING PROGRAMME	Duration	TARGET NO. OF EMPLOYEES	ACTUAL NO. OF EMPLOYEES	STATUS
			Food Safety and Hygiene	2 Days	50	0	Contract Cancelled by the Employer
			Occupational Health and Safety	2 Days	80	0	Contract Cancelled by the Employer
		Bombay Limited	Driving Skills	4 Days	10	0	Contract Cancelled by the Employer
		Choppies Zambia	Occupational Health and Safety	2 Days	30	0	Contract Cancelled by the Employer
			Food Safety and Hygiene	2 Days	30	0	Contract Cancelled by the Employer
			First Aid	2 Days	20	0	Contract Cancelled by the Employer
			Performance Management	1 Day	30	0	Contract Cancelled by the Employer
			Food Safety and Hygiene	2 Days	30	30	Contract Cancelled by the Employer
		ClassEcon	Administrative Support Skills	1 Day	10	0	Contract Cancelled by the Employer
		Crispy Chicken	Hazard Analysis and Critical Control Point (HACCP)	2 Days	60	0	Contract Cancelled by the Employer
		Farm Feed	Effective Communication Skills	1 Day	10	0	Contract Cancelled by the Employer
			Occupational Health and Safety	2 Days	10	0	Contract Cancelled by the Employer
			Basic Computer Skills	3 Days	10	0	Contract Cancelled by the Employer
		Foam King	Occupational Health and Safety	2 Days	10	0	Contract Cancelled by the Employer
			Effective Communication Skills	1 Day	20	0	Contract Cancelled by the Employer
			Customer Care	2 Days	20	0	Contract Cancelled by the Employer
			Team Building	1 Day	20	0	Contract Cancelled by the Employer

No.	TRAINING PROVIDER	EMPLOYER	TRAINING PROGRAMME	Duration	TARGET NO. OF EMPLOYEES	ACTUAL NO. OF EMPLOYEES	STATUS
			First Aid	2 Days	10	0	Contract Cancelled by the Employer
			Occupational Health and Safety	2 Days	10	0	Contract Cancelled by the Employer
			Food Safety and Hygiene	2 Days	10	0	Contract Cancelled by the Employer
		GS Cash Advance	Customer Care	2 Days	36	0	Contract Cancelled by the Employer
		Health Care Medical Clinic	Driving Skills	4 Days	10	0	Contract Cancelled by the Employer
		Hybrid Poultry Farm	Occupational Health and Safety	2 Days	50	0	Contract Cancelled by the Employer
		Hybrid Poultry Farm	Basic Poultry Skills	3 Days	60	0	Contract Cancelled by the Employer
		Kaltire Zambia	Customer Care	2 Days	20	0	Contract Cancelled by the Employer
			Occupational Health and Safety	2 Days	15	0	Contract Cancelled by the Employer
			Basic Computer Skills	3 Days	10	0	Contract Cancelled by the Employer
		Liquid Intelligent	Customer Care	2 Days	50	0	Contract Cancelled by the Employer
			Public Relations	2 Days	50	0	Contract Cancelled by the Employer
			Food Safety and Hygiene	2 Days	20	0	Contract Cancelled by the Employer
			Occupational Health and Safety	2 Days	20	0	Contract Cancelled by the Employer
		Micmar	Customer Care	2 Days	20	0	Contract Cancelled by the Employer
		Nemchem	First Aid	2 Days	40	0	Contract Cancelled by the Employer
			Occupational Health and Safety	2 Days	10	0	Contract Cancelled by the Employer

No.	TRAINING PROVIDER	EMPLOYER	TRAINING PROGRAMME	Duration	TARGET NO. OF EMPLOYEES	ACTUAL NO. OF EMPLOYEES	STATUS
		Pre-Secure	Occupational Health and Safety	2 Days	32	0	Contract Cancelled by the Employer
		Sandridge Associates	Customer Care	2 Days	5	0	Contract Cancelled by the Employer
	Totals				**2,083**	**0**	

4.3.1.Apprenticeship and Traineeship Training Contracts - Continued financing of 235 apprentices

who underwent specialized training at Lumwana Mining Training School, Bell Equipment Training Centre and Mopani Central Training Centre.

4.3.1.1. Bell Equipment

The OEM Apprenticeship Programme at Bell Equipment Zambia Limited, implemented in partnership with TEVETA and supported through the TEVET Fund, continues to register notable progress in developing technical skills for Zambia's industrial and mining sectors. The programme is a flagship example of employer-led skills development under TEVETA Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs, operationalising Strategy 5.4: Facilitating funding for Employer-Based In-Service Training (EBT) in collaboration with stakeholders, and Activity 5.4.1: Providing support to employers' in-service training programmes. The initiative is delivered through a four-year, competency-based EBT model, integrating institutional training, workplace learning, and structured progression aligned to industry standards.

The programme commenced on 23 February 2023 with Intake 1, comprising 21 apprentices (19 males, 2 females), and expanded in 2024 to Intake 2 with 20 apprentices (11 males, 9 females). Recruitment for Intake 3 was ongoing during 2025 and is expected to conclude by year-end. Across the first two intakes, a total of 41 apprentices were actively engaged in training. While the programme reflects progress in female participation between intakes, the overall gender profile highlights a continued gender imbalance in workshop-based technical training, underscoring the need for targeted inclusion measures under future programme cycles.

Apprentice Enrolment by Intake

No.	Apprentice Enrolment by Intake	Total	Completed Training	In Training	Scheduled for Training
1	Intake 1 (2023)	21	21	0	Graduated
2	Intake 2 (2024)	20	–	20	Jan 2026
3	Intake 3 (2025)	TBD	–	Recruitment ongoing	–
	Totals	**41**	**21**	**20**	**20**

During the reporting period, 10 apprentices from Intake 1 successfully completed Phases 3 and 4 of training in South Africa, covering advanced courses in engines, cooling systems, batteries, hydraulics, transmissions, and pneumatics. Trade testing for Intake 1 was conducted in three cohorts, with all apprentices passing, resulting in a 100% trade test success rate and confirming effective skills transfer and programme quality. In addition, all 20 Intake 1 apprentices completed specialist training in ADT, Electrical, and Hydraulics, significantly enhancing their technical versatility. The first intake formally graduated at a graduation ceremony hosted by Bell Equipment Zambia, marking a major milestone in the programme's implementation. All the graduates have since been employed in different companies owing to Bell's strategic linkages in the mining sector.



Figure 32: The Bell Equipment Managing Director highlighting the machinery the graduates were working on TEVETA Board Chair, Director General and TEVETA Board Members during the ceremony at Bell



The TEVETA Board Chair, Director General and TEVETA Board Members taking a tour of the facilities at Bell Equipment



The TEVETA Board Chair, TEVETA Director General and TEVETA Board Members interacting with Bell management during the ceremony at Bell Equipment



Figure 33: The TEVETA Board Chair and TEVETA Director General with the graduates during the graduation ceremony

Program Progression

The apprenticeship Training program is structured into four phases as shown below.

4.3.1.2.Lumwana Mine Training Centre

In 2025, Barrick Lumwana Mine sustained positive momentum in the implementation of its apprenticeship training programmes, contributing directly to the Eighth National Development Plan (8NDP) objective of enhancing human capital development and accelerating industrialisation through skills development. A total of 70 apprentices were enrolled across six priority technical skills critical to the mining and industrial sectors, with 30 females (43%) and 40 males (57%), demonstrating tangible progress in advancing gender equity and social inclusion, as prioritised under the 8NDP. Enrolment distribution reflected labour market demand, with the highest participation in Heavy Equipment Engineering and Mineral Processing (16 apprentices each, 23%), followed by Metal Fabrication (16%), Mechanical Fitting (14%), Mining Equipment Operation (13%), and Rigging (11%).

The programme was implemented through two phased intakes in May and September 2024 and is delivered using a competency-based training approach that integrates theoretical instruction, workshop practice, and structured workplace learning, consistent with the 8NDP's emphasis on skills relevance, productivity, and employability. As of 2025, all apprentices were actively engaged in on-the-job training, with continuous assessment results confirming achievement of learning outcomes and zero dropouts recorded. The programme therefore supports the 8NDP priority of strengthening the skills ecosystem for the mining and industrial sectors, while operationalising the revised TEVET Strategic Plan's Objective 5, Strategy 5.3, and Activity 5.3.1 by facilitating funded apprenticeship training and developing a skilled workforce aligned to national labour market needs. Overall, the initiative represents a cost-effective and sustainable investment in human capital, contributing to improved productivity, local skills retention, and long-term economic transformation.

No.	Apprentice programme	Female (F)	Male (M)	Total
1	Heavy Equipment Engineering	6	10	16
2	Mechanical Fitting	5	5	10
3	Metal Fabrication	5	6	11
4	Mineral Processing	8	8	16
5	Mining Equipment Operator	4	5	9
6	Rigging	2	6	8
	Grand Total	**30**	**40**	**70**

The table below outlines the key courses and technical competencies delivered under the apprenticeship and trainership programmes at Lumwana Mine Training Centre in 2025. These programmes are strategically aligned with the skills demands of the mining and engineering sectors, offering hands-on training in both foundational and advanced technical areas.

No.	Name of Training Program	Key Courses & Technical Competencies
1	**Metal Fabrication and Welding** (Apprenticeship)	- Arc, MIG, TIG welding techniques
		- Blueprint reading
		- Fabrication skills
		- Welding safety
		- Metallurgy basics
2	**Mechanical Fitting** (Apprenticeship)	- Mechanical assembly & alignment
		- Hydraulics & pneumatics
		- Bearing and gearbox work
		- Precision measuring
3	**Rigging** (Apprenticeship)	- Load calculation
		- Lifting/hoisting
		- Rigging safety
		- Equipment inspection
		- Crane communication
4	**Heavy Duty Equipment Repair** (Apprenticeship)	- Diesel mechanics
		- Hydraulic systems
		- Engine & transmission servicing
		- Field diagnostics
5	**Mineral Processing** (Trainership)	- Crushing, grinding, flotation
		- Process control
		- Equipment operation
		- Sampling & assays
6	**Mining** (Trainership)	- Underground/surface mining
		- Rock drilling & blasting
		- Ventilation & safety
		- Mine operations basics



Figure 33:An Apprentice conducting hydraulic checks on a dump Track on open pit mine.



Figure 34: An Apprentice conduction pressure tests during routine maintenance



Figure 35:A Metal Fabrication Apprentice grinding am metallic piece of a machine.



Figure 36:A student operating a lathe machine in the machining workshop

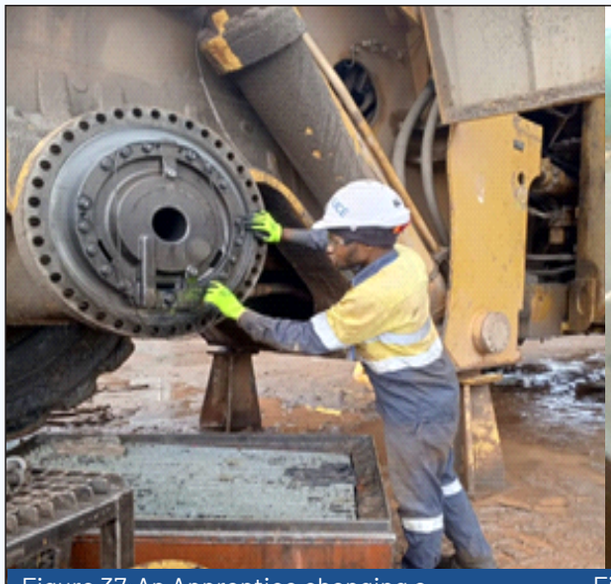


Figure 37:An Apprentice changing a bearing for the articulated dump track



Figure 38: An apprentice conducting calibrations on a machine

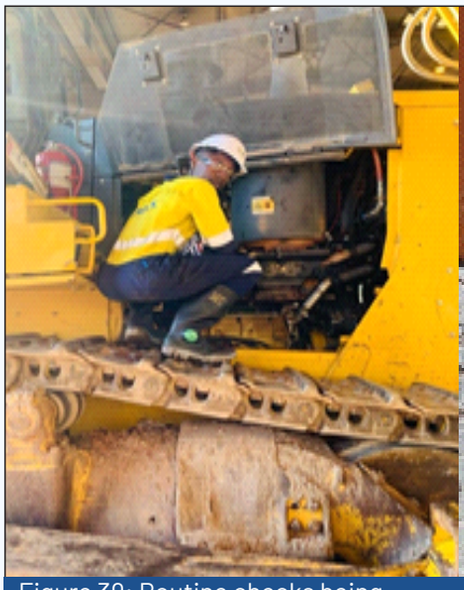


Figure 39: Routine checks being conducted by an apprentice

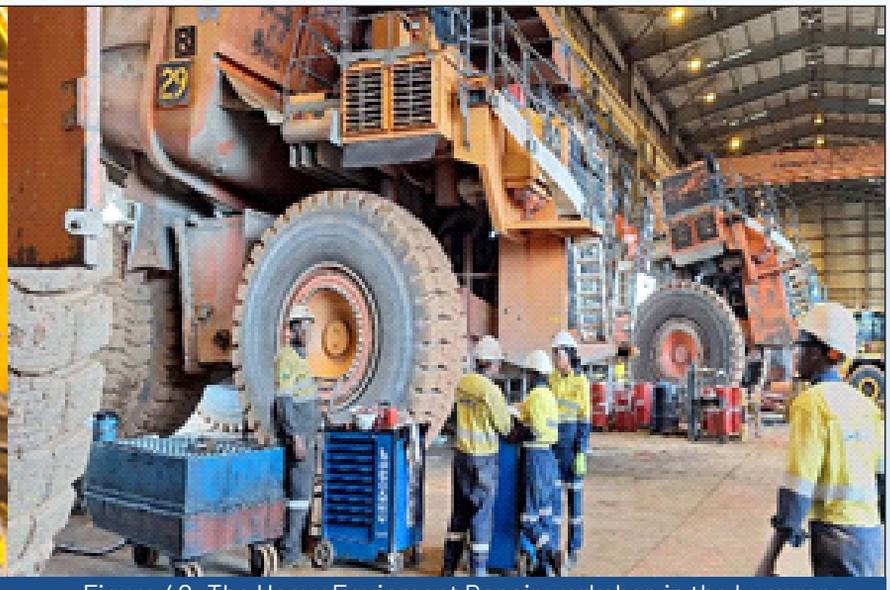


Figure 40: The Heavy Equipment Repair workshop in the Lumwana Mine which houses the apprentices during their workshop practical

4.3.2.Window 3: MSME and Informal Sector Training

The window is used to finance training of MSMEs and Informal Sector operators through the provision of funds to training providers and intermediary institutions.

In 2025, the MSMEs and Informal Sector Training Programme recorded strong implementation performance, directly advancing Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs, through targeted support to community- and enterprise-based skills development. Implemented across 101 training institutions, the programme progressed successfully to the examination phase following the completion of training. Against a target of 9,350 trainees, a total of 10,270 trainees were enrolled, representing a positive variance of 920. This overachievement reflects strong trainee retention, effective mobilisation of beneficiaries, and sustained commitment among out-of-school youth and informal sector participants to complete skills training despite the challenges typically associated with informal economy programmes.



Signing ceremony for MSME and Informal Sector Training contracts



Signing ceremony for MSME and Informal Sector Training contracts

The results demonstrate effective operationalisation of Strategy 5.5: Facilitating funding for MSME and Informal Economy training in collaboration with stakeholders, and its associated activities. In particular, Activity 5.5.1 was advanced through training programmes that provided survival skills, job readiness, and wealth creation opportunities for out-of-school youth; Activity 5.5.2 through interventions that enhanced product quality, service delivery, efficiency, and productivity among entrepreneurs; and Activity 5.5.3 through community-based training that strengthened income-generating activities and local economic participation. Collectively, these outcomes underscore the TEVET Fund's role in expanding access to market-relevant skills, strengthening livelihoods, and supporting inclusive economic growth in line with national labour market and development priorities.

Indicator	Target	Actual	Variance
National Total (101 Institutions)	9,350	10,270	920

In 2025, the MSMEs and Informal Economy Training Programme, supported through the TEVET Fund, demonstrated strong national uptake and effective institutional delivery, directly advancing Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs. Implemented with 101 training institutions, the programme exceeded its national enrolment target, enrolling 10,270 trainees against a target of 9,350, representing a positive variance of 920 trainees. This performance reflects strong demand for community-based and enterprise-oriented skills training, as well as effective collaboration between TEVETA, training institutions, and local stakeholders.

Institution-level analysis shows that the majority of institutions met or exceeded their enrolment targets, with particularly strong overperformance recorded at Centres such as Mukobeko Skills Training Centre, Zimba Centre for Rural and Youth Development, Luwingu Youth Resource Centre, Kamfinsa Skills Training Centre, and Nyimba Central Skills Training Centre. These results indicate effective mobilisation strategies, strong community engagement, and high relevance of offered programmes. Conversely, a small number of institutions recorded negative variances, including Kawambwa Skills Training Centre, Mwange Youth Resettlement and Training Centre, Ashca Institute of Higher Education, and Mansa Central Skills Training Centre, highlighting the need for targeted follow-up to address local implementation constraints.

Overall, the programme effectively operationalised Strategy 5.5: Facilitating funding for MSME and Informal Economy training in collaboration with stakeholders, by supporting training that promotes survival skills, job creation, productivity enhancement, and income-generating activities in line with Activities 5.5.1, 5.5.2, and 5.5.3. The strong aggregate performance confirms the relevance of MSME and informal sector training as a tool for youth empowerment, enterprise development, and inclusive economic growth, while underscoring the importance of strengthened Monitoring and Evaluation to support underperforming institutions and sustain results across the entire TEVET system.

NO.	Name of Institution	Target No. of Trainees	Actual No. of Trainees	Variance
1	Ashca Institute of Higher Education	40	33	-7
2	Buchi Vocational Training Centre	120	125	5
3	Bwafwano Integrated Service Organization	20	24	4
4	Chabbota Skills Training Centre	40	53	13
5	Chaisa Skills Training Centre	20	26	6
6	Chama Youth Resource Centre	60	75	15
7	Chifubu Skills Training Centre	40	43	3
8	Chikowa Youth Development Centre	60	68	8
9	Chingola School for Continuing Education	60	63	3
10	Chinsali Youth Resource Centre	60	69	9
11	Chipata Central Skills Training Centre	140	148	8
12	Chipata Skills Training Centre	120	121	1
13	Chipata Trades Training Institute	140	144	4
14	Chipembi Farm College	50	55	5
15	Chisangwa Youth Resource Centre	40	45	5
16	Chiyota Youth Resource Centre	120	125	5
17	Chrisymeyas CBMT Institute	20	23	3
18	Copperbelt Technical Skills Training Institute	40	45	5
19	Craw Hammer Trades Training Centre	80	98	18
20	Docalex Training Centre	40	46	6
21	Don Bosco Youth Centre	20	28	8
22	Messiah Ministries - Dzalo Skills Training Centre	60	65	5
23	Dzithandizeni Trades School	80	85	5
24	Friends Driving Centre	40	42	2
25	Good Samaritan Skills Training Centre	120	120	0
26	Holy Rosary Sisters Skills Training Centre	20	20	0
27	I Am Zambian Academy	80	85	5

NO.	Name of Institution	Target No. of Trainees	Actual No. of Trainees	Variance
28	Industrial Training Centre	150	150	0
29	Isoka Trades Training Institute	100	100	0
30	Kabwe Institute of Technology	250	250	0
31	Kabwe Skills Training Centre	140	140	0
32	Kamfinsa Skills Training Centre	200	240	40
33	Kamwala Skills Training Centre	40	48	8
34	Kaoma Youth Resource Centre	40	40	0
35	Kaputa Skills Training Centre	80	77	-3
36	Kasama College of Education	60	74	14
37	Kasama Skills Training Centre	100	113	13
38	Kasiya College	100	100	0
39	Katembula Youth Resource Centre	80	80	0
40	Katombora Skills Training Centre	140	140	0
41	Kawambwa Skills Training Centre	140	121	-19
42	King George VI National Youth College	50	53	3
43	Kitwe Vocational Training Centre	120	120	0
44	Kwilimuna Youth Resource Centre	80	80	0
45	Livingstone Central Skills Training Centre	180	180	0
46	Luanshya Skills Training Centre	240	240	0
47	Lukashya Trades Training Institute	160	180	20
48	Lusaka Central Skills Training Centre	160	160	0
49	Lusaka Vocational Technical College	140	140	0
50	Lusaka Youth Resource Centre	180	210	30
51	Luwingu Youth Resource Centre	60	109	49
52	Malcolm Moffat College of Education	60	74	14
53	Mandevu Youth Project	40	45	5
54	Mansa Central Skills Training Centre	140	134	-6
55	Mansa Skills Training Centre	160	184	24
56	Masaiti Community Development Skills Training Centre	80	86	6
57	Mazabuka Skills Training Centre	100	100	0
58	Mazzarello Skills Training Centre	40	48	8
59	Milima Skills Training Centre	140	135	-5
60	Mine Masala Skills Training Centre	60	64	4
61	Mongu Skills Training Centre	80	80	0
62	Moravian Church in Zambia	80	82	2
63	Mpika Youth Resource Centre	60	66	6
64	Mufulira Skills Training Centre	120	135	15
65	Mufumbwe Youth Resource Centre	120	140	20
66	Mukobeko Skills Training Centre	200	285	85
67	Mulelemwana Youth Community Training Centre	80	91	11
68	Mumbwa Central Skills Training Centre	140	152	12
69	Mumbwa Youth Resource Centre	160	168	8
70	Mushili Skills Training Centre	140	150	10
71	Mwange Youth Resettlement and Training Centre	20	9	-11

NO.	Name of Institution	Target No. of Trainees	Actual No. of Trainees	Variance
72	Mwembeshi Central Skills Training Centre	140	172	32
73	Mwense Trades Training Institute	140	152	12
74	Mwinilunga Trades Training Institute	140	140	0
75	Mwinilunga Youth Resource Centre	60	68	8
76	Nakambala Training School	20	32	12
77	Ndola Skills Training Centre	140	158	18
78	Ngungu Youth Resource Centre	80	89	9
79	Ngwee Skills Training Centre	60	64	4
80	Nkumbi International College	120	135	15
81	Northern Polytechnic College	140	168	28
82	Northern Polytechnic College- Chambishi Campus	80	95	15
83	Northern Technical College	140	153	13
84	Nyimba Central Skills Training Centre	100	135	35
85	Petauke Correctional Centre	60	62	2
86	Right Choice Institute of Applied Entrepreneurship	20	28	8
87	Salesian Sisters Valponasca School of Agriculture	30	37	7
88	Samfya Youth Resource Centre	60	76	16
89	Solwezi Community Development Skills Training Centre	40	51	11
90	Solwezi Skills Training Centre	180	189	9
91	Solwezi Youth Resource Centre	20	21	1
92	St. Mawaggali Trades Training Centre	160	171	11
93	St. Paul's Skills Training Centre	80	82	2
94	Sylva Institute of Technology	80	85	5
95	Thornpark Auxilium Skills training Centre	20	25	5
96	Thornpark Construction Training Centre	80	80	0
97	Twikatane Ndola Vocational Training Centre	80	83	3
98	Youth Community Training Centre	100	121	21
99	Zambezi Youth Resource Centre	60	79	19
100	Zgangani Kachinga Youth Resource Centre	80	89	9
101	Zimba Centre for Rural and Youth Development	100	183	83
	Total	**9,350**	**10,270**	**920**

4.3.3.MSMEs and Informal Sector Training learners examined per Training programme

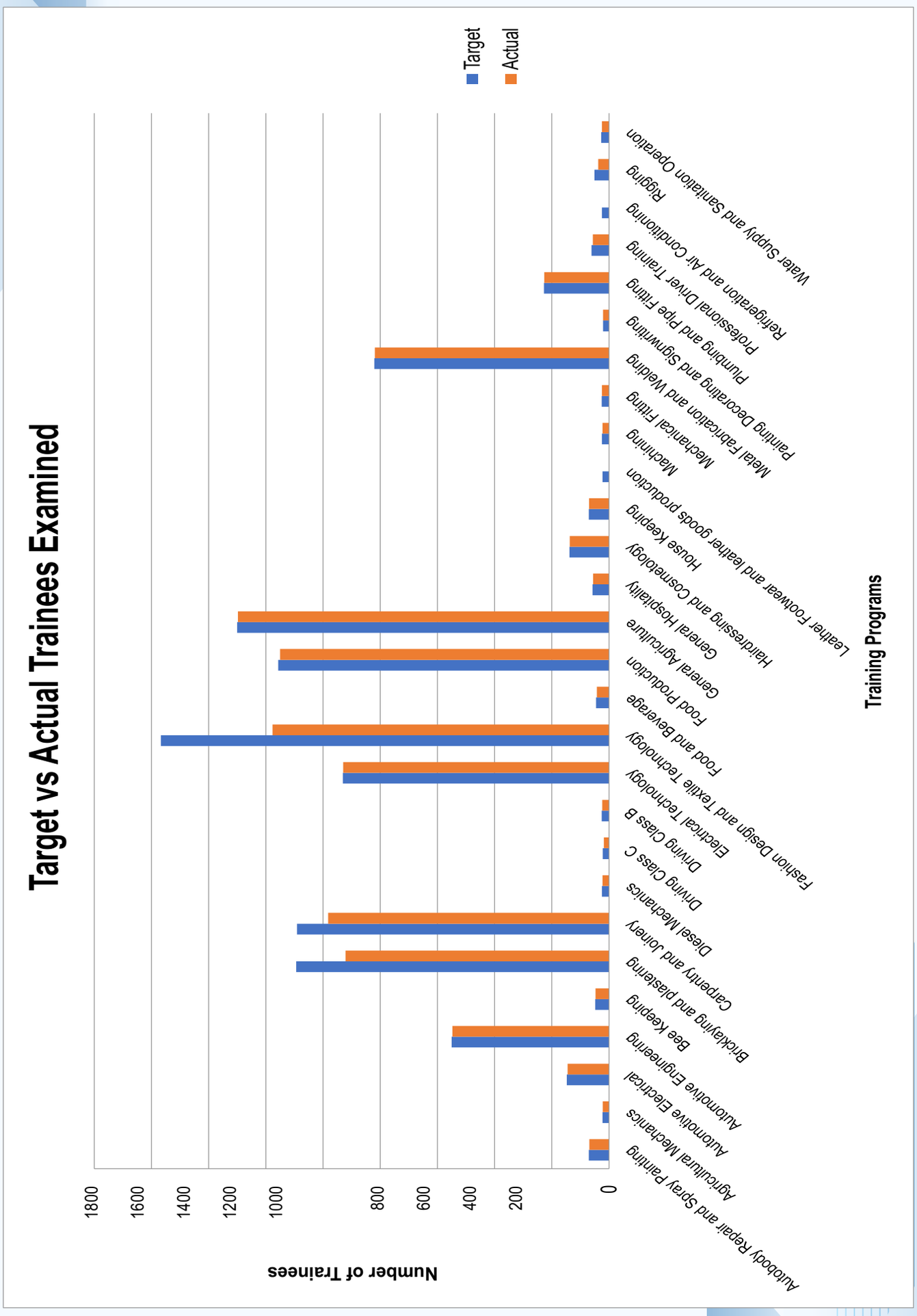
In 2025, enrolment performance across MSMEs and Informal Economy training programmes demonstrated strong responsiveness to labour market demand, directly supporting Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs, and Strategy 5.5 on funding MSME and informal economy training. Against an overall target of 9,350 trainees, 10,270 trainees were enrolled, resulting in a positive variance of 920, and confirming strong uptake across community-based and enterprise-oriented skills programmes.

Programme-level analysis shows that construction, agriculture, and production-related trades recorded the highest overperformance, reflecting strong demand for practical, income-generating skills. Notable programmes included General Agriculture, Food Production, Metal Fabrication and Welding, Bricklaying and Plastering, Carpentry and Joinery, and Plumbing and Pipe Fitting. These programmes align strongly with Activities 5.5.1, 5.5.2, and 5.5.3, as they support survival skills, productivity enhancement, job creation, and community-level income generation, particularly for out-of-school youth and informal sector operators.

Conversely, modest under-enrolment was observed in a limited number of programmes, including Automotive Electrical, Automotive Engineering, Driving Classes, and selected mechanical trades, with variances generally ranging between –1 and –4 trainees. These deviations were marginal and did not materially affect overall programme performance but pointed to the need for improved learner mobilisation, scheduling flexibility, and alignment of training offerings with local market demand.

Overall, the enrolment outcomes confirm the effectiveness and relevance of MSME, and informal sector training interventions funded by the TEVET Fund. The strong uptake in agriculture, construction, and production trades underscores their role in inclusive economic participation, enterprise development, and livelihoods enhancement, while reinforcing the importance of continued Monitoring and Evaluation to fine-tune programme mix, address underperforming trades, and maximise impact under the revised TEVET Strategic Plan.

No.	Name of Proposed Training Program	Target No. of Trainees Enrolled	Actual No. of Trainees Enrolled	Variance
1	Autobody Repair and Spray Painting	71	69	-2
2	Agricultural Mechanics	23	22	-1
3	Automotive Electrical	148	145	-3
4	Automotive Engineering	550	548	-2
5	Bee Keeping	48	47	-1
6	Bricklaying and plastering	1094	1191	97
7	Carpentry and Joinery	1091	1178	87
8	Diesel Mechanics	25	23	-2
9	Driving Class C	22	18	-4
10	Driving Class B	26	24	-2
11	Electrical Technology	931	950	19
12	Fashion Design and Textile Technology	1567	1611	44
13	Food and Beverage	45	43	-2
14	Food Production	1157	1315	158
15	General Agriculture	1101	1420	319
16	General Hospitality	58	61	3
17	Hairdressing and Cosmetology	121	142	21
18	House Keeping	74	81	7
19	Leather Footwear and leather goods production	23	28	5
20	Machining	25	23	-2
21	Mechanical Fitting	26	25	-1
22	Metal Fabrication and Welding	710	831	121
23	Painting, Decorating and Signwriting	21	26	5
24	Plumbing and Pipe Fitting	228	278	50
25	Professional Driver Training	61	59	-2
26	Refrigeration and Air Conditioning	25	25	0
27	Rigging	51	56	5
28	Water Supply and Sanitation Operation	28	31	3
	Totals	**9,350**	**10,270**	**920**


Target vs Actual Trainees Examined
Target
Actual
Number of Trainees
0
200
400
600
800
1000
1200
1400
1600
1800
Training Programs
Autobody Repair and Spray Painting
Agricultural Mechanics
Automotive Electrical
Automotive Engineering
Bee Keeping
Bricklaying and plastering
Carpentry and Joinery
Diesel Mechanics
Driving Class C
Driving Class B
Electrical Technology
Fashion Design and Textile Technology
Food and Beverage
Food Production
General Agriculture
General Hospitality
Hairdressing and Cosmetology
House Keeping
Leather Footwear and leather goods production
Machining
Metal Fabrication and Welding
Painting Decorating and Signwriting
Plumbing and Pipe Fitting
Professional Driver Training
Refrigeration and Air Conditioning
Rigging
Water Supply and Sanitation Operation

4.3.4.MSMEs and Informal Sector Training learners examined per Sector in line with the 8NDP

During the quarter under review, MSMEs and Informal Sector training assessments demonstrated strong alignment with the Eighth National Development Plan (8NDP), achieving an overall performance of approximately 92% against planned examination targets. A total of 8,895 learners were examined out of 9,674 targeted, reflecting effective outreach and delivery across priority economic sectors. Agriculture (95%), Manufacturing (93%), and Tourism (94%) recorded strong performance, underscoring the programme's contribution to economic diversification, value addition, and employment creation. These outcomes highlight the effectiveness of demand-driven skills interventions in sectors critical to inclusive growth.

Conversely, Mining (88%) and Support Services (84%) underperformed relative to targets, largely due to skills availability constraints, infrastructure limitations, and logistical challenges. These gaps present risks to productivity and industrial growth if not addressed. The results reinforce the need for targeted investments, strengthened delivery capacity, and enhanced Monitoring and Evaluation (M&E) to improve uptake and completion in lagging sectors. Overall, the programme continues to play a vital role in expanding access to certification for MSMEs and the informal sector, thereby supporting skills formalisation, employability, and enterprise development in line with national development priorities.

No.	Sector	Target No. of Trainees to be Examined by Sector	Actual No. of Trainees Examined by Sector	Variance
1	Agriculture	1160	1580	420
2	Manufacturing	4474	5123	649
3	Mining	1271	1315	44
4	Tourism	1504	1459	-45
5	Support (Energy, Transport and Logistics, Technology, Water Infrastructure)	941	793	-148
	Totals	**9,350.00**	**10,270.00**	**920**



Figure 41: An general Agriculture student maintaining her vegetables bed at Chisangwa Youth Resource Centre



Figure 42: Bricklaying and Plastering Projects awaiting marking by the external Invigilator



Figure 43: A metal fabrication student during a practical session at Kasama College of Education



Figure 44: Carpentry Student during exams at Mansa Trades Training Institute



Figure 45: Joinery Student during exams at Mansa Trades Training Institute



Figure 46: Food Production student during exams at Luwingu Youth Resource Centre

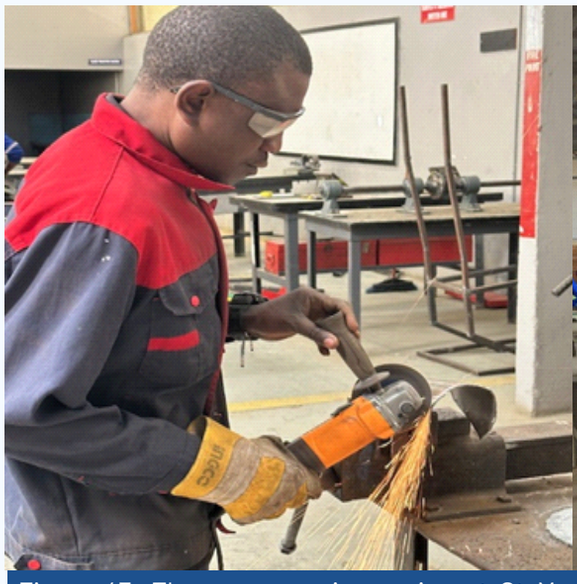


Figure 47: Theory exams in session at St Mawaggali Trades Training Institute

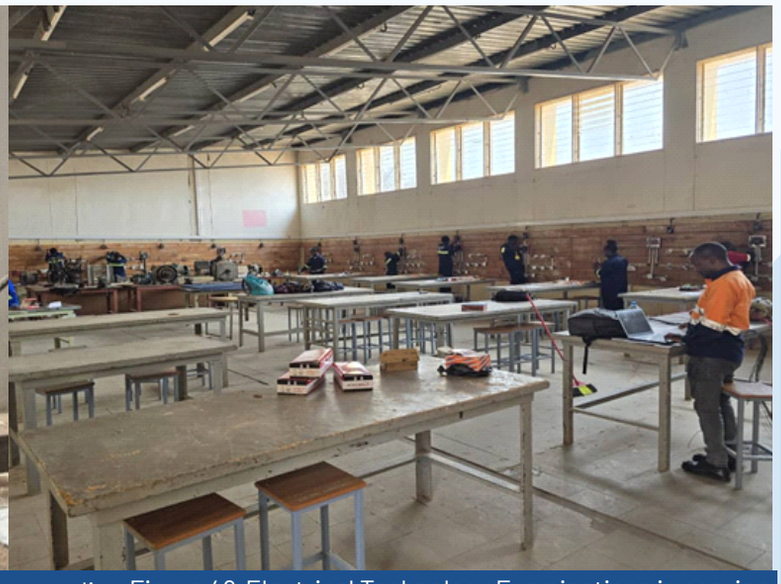


Figure 48:Electrical Technology Examinations in session at Lukashya Trades Training Institute



Figure 49: Fashion Design and Textile Technology Examinations in session at Lukashya Trades Training Institute



Figure 50: General Agriculture Examinations in session at Isoka Trades Training Institute



Figure 51: Electrical External Invigilator inspecting components before commencement of exams



Figure 52: TEVET Fund sponsored Carpentry and joinery students at Buchi Youth Vocational Training Centre



Figure 319B: Food Production student at Mazabuka Skills Training Centre preparing traditional food

a.Call for Proposals - The Fund made another call for proposals for support under the window. 564 proposals were received from 124 institutions which are due to be evaluated and recommended for award in the first quarter of 2026.

Outcome:

Enhanced income-generation potential and productivity for small businesses and informal operators across provinces.

On of the major challenge in 2025 was energy power during training sessions. The country had power deficit hence, electricity load management by ZESCO. This affected all classes which need electricity as a form of energy during lessons such as food production.

4.3.5. Window 4: Investment and Development

This window was used to finance rehabilitation and development of infrastructure, upgrading of TEVET systems and Human Resource development.

Strategic Focus: Strengthening institutional and human resource capacity, infrastructure, and TEVET system effectiveness to ensure sustainable, high-quality, and industry-responsive skills development delivery.

4.4.1. Human Resource Development

During the 2025 reporting year, the TEVET Fund, the Fund continued sponsoring 179 TEVET trainers, assessors and examiners supported under the Human Resource Development (HRD) programme. A review of the funding intervention indicates strong programme stability and retention, with the overwhelming majority of beneficiaries continuing in their respective programmes, and a small but notable number having successfully completed short-term and specialised courses, including teaching methodology, non-destructive testing, and automotive electrical programmes. This performance reflects effective implementation of TEVETA Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs, through targeted investment in instructor capacity and institutional strengthening.

The programme composition demonstrates a deliberate and strategic skills mix, consistent with Strategy 5.2: Facilitating funding for investment and development in TEVET in collaboration with stakeholders. Most beneficiaries are enrolled in long-term degree programmes (four to five years) in critical disciplines such as engineering (electrical, mechanical, mining, mechatronics), ICT, agriculture, and construction, while others are undertaking diploma, craft, certificate, and short-course programmes ranging from three weeks to three years. This approach balances immediate instructional capacity needs with long-term sustainability of the TEVET system, directly responding to Activity 5.2.3: Supporting TEVET sector Human Resource Development needs.



The Board Chairperson and TEVET Fund Committee Member chatting with a lecturer at Kitwe Vocational Training Centre on training challenges on the use of new equipment and technologies and Human Resource Development Programmes opportunities under the TEVET Fund

Sectoral distribution shows a strong concentration in engineering and technology-related programmes, followed by education and teaching methodology, agriculture, ICT, and hospitality and business studies. This profile aligns closely with the Eighth National Development Plan (8NDP) priorities on industrialisation, economic diversification, agricultural transformation, and human capital development. Overall, the HRD programme continues to strengthen the quality, relevance, and delivery capacity of TEVET institutions. Continuous M&E oversight remains critical for tracking progress, identifying risks such as delayed outcomes associated with long-duration programmes, and guiding evidence-based resource allocation to maximise the impact of TEVET Fund investments on Zambia's inclusive growth and skills development agenda.

No.	Name of Instructor/Lecturer	Name of Proposed Program of Study	Year of Study	Term/Semester of Study	Duration	Status of Study
1	Sitali Libake Abel	Advanced Certificate in Metal Fabrication	1	1	3 Years	Still studying
2	Sondo Chanamwe	Bachelor of Agricultural Sciences	1	1	4 Years	Still studying
3	Chipo Gwiba	Bachelor of Agricultural Sciences	1	1	4 Years	Still studying
4	Floridah Zulu	Bachelor of Agricultural Sciences - Animal Sciences	1	1	4 Years	Still studying
5	Musika Japhet	Bachelor of Agricultural Sciences - Animal Sciences	1	2	4 Years	Still studying
6	Banda Racheal	Bachelor of Agricultural Sciences - Animal Sciences	1	1	4 Years	Still studying
7	Danny Zulu	Bachelor of Agricultural Sciences - Crops	1	1	4 Years	Still studying
8	Melony Sichone	Bachelor of Agricultural Sciences - Crops	1	1	4 Years	Still studying
9	Mubenge Buumba	Bachelor of Agricultural Sciences - General Agriculture	1	1	4 Years	Still studying
10	Henry Musuwa	Bachelor of Agricultural Sciences - Technology and Agriculture	1	1	5 Years	Still studying
11	Moses Phiri	Bachelor of Agriculture Business	3	1	4 Years	Still studying
12	Alter Mapulanga	Bachelor of Agriculture Economics	1	1	4 Years	Still studying
13	Prince Kampanda	Bachelor of Arts in Hospitality Management	1	1	4 Years	Still studying
14	Harriet Chilufya	Bachelor of Arts in Hospitality Management	2	1	4 Years	Still studying
15	Patricia Kantumoya	Bachelor of Arts in Hospitality Management	2	1	4 Years	Still studying
16	Salome Tandi Munungwe	Bachelor of Arts in Hospitality Management	1	1	4 Years	Still studying
17	Given Nyirenda	Bachelor of Arts in Hospitality Management	2	2	4 Years	Still studying
18	Tendai Moyo	Bachelor of Arts in Hospitality Management	1	1	4 Years	Still studying
19	Betty Phiri	Bachelor of Arts in Hospitality Management	1	1	4 Years	Still studying
20	Collins Mwape Kalonge	Bachelor of Arts in Tourism Management	1	1	4 Years	Still studying
21	Brian Mwesha	Bachelor of Business Administration - Project Management	1	1	4 Years	Still studying

No.	Name of Instructor/Lecturer	Name of Proposed Program of Study	Year of Study	Term/Semester of Study	Duration	Status of Study
22	Besa Chishimba	Bachelor of Civil and Environmental Engineering	1	1	5 Years	Still studying
23	Patrick Kalyata	Bachelor of Civil and Environmental Engineering	1	1	5 Years	Still studying
24	Chulu Mwape	Bachelor of Civil and Environmental Engineering	3	1	5 Years	Still studying
25	Brian Chileshe	Bachelor of Education - Mathematics	3	3	4 Years	Still studying
26	Haggai Kapika	Bachelor of Education - Mathematics and Physics	1	1	4 Years	Still studying
27	Chiyengi Peggy	Bachelor of Education in Fashion Design and Textile Technology	3	1	4 Years	Still studying
28	Given Mukuka	Bachelor of Education in Fashion Design and Textile Technology	3	1	4 Years	Still studying
29	Glenny Chako Mulyezi	Bachelor of Engineering in Electrical and Electronics	1	1	5 Years	Still studying
30	Mulenga Martin	Bachelor of Engineering in Electrical and Electronics	1	1	5 Years	Still studying
31	Sydney Mwaba	Bachelor of Engineering in Electrical and Electronics	1	1	5 Years	Still studying
32	Sileko Phiri	Bachelor of Engineering in Electrical and Electronics	3	1	5 Years	Still studying
33	Josias Kashimba	Bachelor of Engineering in Electrical and Electronics	5	1	5 Years	Still studying
34	Mushauko George	Bachelor of Engineering in Electrical and Electronics	1	1	5 Years	Still studying
35	Grace Keembe	Bachelor of Engineering in Electrical and Electronics	1	1	5 Years	Still studying
36	Mabvuto Moyo	Bachelor of Engineering in Electrical and Electronics	1	1	5 Years	Still studying
37	Miyoba Sinazongwe	Bachelor of Engineering in Electrical and Electronics	1	1	5 Years	Still studying
38	Ebenezer Lyambai	Bachelor of Engineering in Electrical and Electronics	2	3	5 Years	Still studying
39	Kenny Mulenga	Bachelor of Engineering in Mechanical Engineering	1	1	5 Years	Still studying
40	Gabriel Kaila	Bachelor of Engineering in Mechanical Engineering	4	1	5 Years	Still studying
41	Ackim Kanyika	Bachelor of Engineering in Mining Engineering	1	1	5 Years	Still studying
42	Davison Katala	Bachelor of Engineering in Mining Engineering	1	1	5 Years	Still studying
43	Kasongo Jackson	Bachelor of Science in Building and construction	1	1	4 Years	Still studying
44	Remmy Mulenga	Bachelor of Science in Design and Technology Teacher Education	3	1	4 Years	Still studying
45	Gift Hamugombo	Bachelor of Science in Design and Technology Teacher Education	3	1	4 Years	Still studying
46	Gift J. Daka	Bachelor of Science in Design and Technology Teacher Education	3	1	4 Years	Still studying

No.	Name of Instructor/Lecturer	Name of Proposed Program of Study	Year of Study	Term/Semester of Study	Duration	Status of Study
47	Jabes Zulu	Bachelor of Science in Design and Technology Teacher Education	2	1	4 Years	Still studying
48	Benson Chilombo	Bachelor of Science in Design and Technology Teacher Education	1	1	4 Years	Still studying
49	Marvin Shibeleka	Bachelor of Science in Design and Technology Teacher Education	4	1	4 Years	Still studying
50	Morrice Kapya	Bachelor of Science in Design and Technology Teacher Education	4	1	4 Years	Still studying
51	Botha Trustone	Bachelor of Science in Design and Technology Teacher Education	2	2	4 Years	Still studying
52	Gershom Makungu	Bachelor of Science in Design and Technology Teacher Education	4	2	4 Years	Still studying
53	Kabubi Kabubi	Bachelor of Science in Design and Technology Teacher Education	4	1	4 Years	Still studying
54	Charles Kakondu	Bachelor of Science in Design and Technology Teacher Education	1	1	4 Years	Still studying
55	Milika Ngulube	Bachelor of Science in Food Production	2	3	4 Years	Still studying
56	Chembe Nkhumbwizya Banda	Bachelor of Science in ICT	3	1	4 Years	Still studying
57	John Kazungula	Bachelor of Science in ICT	1	1	4 Years	Still studying
58	Tunga Dickson	Bachelor of Science in ICT	3	1	4 Years	Still studying
59	Arnold Chiyanzu	Bachelor of Science in ICT	2	2	4 Years	Still studying
60	Kebby Mwiinga	Bachelor of Science in ICT	2	2	4 Years	Still studying
61	Mubanga Kunda	Bachelor of Science in ICT - With education	3	1	4 Years	Still studying
62	Patrick Phiri	Bachelor of Science in ICT - With education	1	1	4 Years	Still studying
63	Clement Mulenga	Certificate in Applied AI in Human Resource Management (Short Course)	1	1	3 Months	Still studying
64	Prisoncia B Kanyama	Certificate in Applied AI in Human Resource Management (Short Course)	1	1	3 Months	Still studying
65	Mumba Innocent	Certificate in CCNA and CISCO Cybersecurity	1	1	6 Months	Still studying
66	Annie Phiri	Certificate in Computer Studies	1	1	2 Years	Still studying
67	Febister Sinyolwa	Charted Accounts Zambia	1	1	1 Years	Still studying
68	Musawa Musonda	CNC operations and programming	1	1	6 Months	Still studying
69	Barbara Kalunga	Counselling (short Course)	1	1	3 Weeks	Still studying
70	Misheck Mbewe	Craft Certificate in Bricklaying and Plastering	1	1	2 Years	Still studying
71	Bright Chikeu	Craft Certificate in Carpentry and Joinery	1	1	2 Years	Still studying
72	Sula Sinyangwe	Craft Certificate in Carpentry and Joinery	1	1	2 Years	Still studying
73	Garnett Robert Zimba	Craft Certificate in Electrical Technology	1	1	2 Years	Still studying

No.	Name of Instructor/Lecturer	Name of Proposed Program of Study	Year of Study	Term/Semester of Study	Duration	Status of Study
74	Gilbert C. Luneta	Craft Certificate in Electrical Technology	1	1	2 Years	Still studying
75	Titus Mwansa	Craft Certificate in Fashion Design and Textile Technology	1	1	2 Years	Still studying
76	Chikonjiwe Phiri	Craft Certificate in Fashion Design and Textile Technology	1	1	2 Years	Still studying
77	Mary Daka	Craft Certificate in Fashion Design and Textile Technology	1	1	2 Years	Still studying
78	Vincent Chomba Sikazwe	Craft Certificate in Food Production	1	1	2 Years	Still studying
79	Charles Mubanga	Craft Certificate in Metal Fabrication and welding	1	1	2 Years	Still studying
80	Kelvin Kalunga Ngulube	Diploma in Autobody Repair and Comfort Systems	1	1	2 Years	Still studying
81	Lumayi Teembo Joel	Diploma in Automotive Electrical and Electronics	1	1	3 Years	Still studying
82	Comfort Chitalu	Diploma in Automotive Electrical and Electronics	2	2	3 Years	Still studying
83	Prestley Mutambala	Diploma in Automotive Electrical and Electronics	2	2	3 Years	Still studying
84	Tobias Joseph Jere	Diploma in Automotive Electrical and Electronics	3	1	3 Years	Completed
85	Trevor Kabwita	Diploma in Automotive Electrical and Electronics	2	2	3 Years	Still studying
86	Christopher Chasha	Diploma in Automotive Electrical and Electronics	1	1	3 Years	Still studying
87	Gabriel Melika	Diploma in Automotive Electrical and Electronics	3	1	3 Year	Still studying
88	Ian Chisulo	Diploma in Automotive Electrical and Electronics	1	2	3 Years	Still studying
89	James Manda	Diploma in Automotive Electrical and Electronics	1	1	3 Years	Still studying
90	Mukisi Wakina	Diploma in Automotive Electrical and Electronics	1	1	3 Years	Still studying
91	Nenechi Alice	Diploma in Automotive Electrical and Electronics	1	1	3 Years	Still studying
92	Caleb Kampengele	Diploma in Automotive Technology	2	4	3 Years	Still studying
93	Edward Nkhata	Diploma in Automotive Technology	2	1	3 Years	Still studying
94	Tanga Dickson	Diploma in Automotive Technology	1	2	3 Years	Still studying
95	Mwansa Emmanuel	Diploma in Automotive Technology	1	1	3 Years	Still studying
96	Brenda Mumbi	Diploma in Automotive Technology	1	1	3 Years	Still studying
97	David Lupiya	Diploma in Automotive Technology	1	1	3 Years	Still studying
98	Edson Jere	Diploma in Automotive Technology	1	1	3 Year	Still studying

No.	Name of Instructor/Lecturer	Name of Proposed Program of Study	Year of Study	Term/Semester of Study	Duration	Status of Study
99	Roncent Siamakwibba	Diploma in Building Construction	1	1	3 Years	Still studying
100	Cephas Banda	Diploma in Building Construction	2	1	3 Years	Still studying
101	George Phiri	Diploma in Electrical Technology	1	1	3 Years	Still studying
102	Kalunga Chalwe	Diploma in Electrical Technology	2	1	3 Years	Still studying
103	Kantumoya Collins	Diploma in Electrical Technology	1	1	3 Years	Still studying
104	Mtonga Victor	Diploma in Electrical Technology	2	3	3 Years	Still studying
105	Obrien Chingande Chosani	Diploma in Electrical Technology	2	1	3 Years	Still studying
106	Stallon Singani	Diploma in Electrical Technology	1	1	3 Years	Still studying
107	Yotam Joseph Nyirenda	Diploma in Electrical Technology	2	1	3 Years	Still studying
108	John Banda	Diploma in Electrical Technology	1	1	3 Years	Still studying
109	Clement Yambani	Diploma in Electrical Technology	1	1	3 Years	Still studying
110	Maibwe Christopher	Diploma in Electrical Technology	1	2	3 Years	Still studying
111	Martin Chimfwembe	Diploma in Electrical Technology	1	3	3 Years	Still studying
112	Mbewe Isaac	Diploma in Electrical Technology	1	1	3 Years	Still studying
113	Chivweta Wendy Kutemba	Diploma in General Agriculture	1	1	3 Years	Still studying
114	Janet K. Mulenga	Diploma in General Agriculture	2	1	3 Years	Still studying
115	Linah Muzumara	Diploma in Heavy Equipment Engineering	2	2	3 Years	Still studying
116	Chama Friday	Diploma in Heavy Equipment Engineering	1	4	3 Years	Still studying
117	Micheal Phiri	Diploma in Heavy Equipment Engineering	1	1	3 Years	Still studying
118	Grivin Zulu	Diploma in Heavy Equipment Engineering	1	1	3 Years	Still studying
119	Elizabeth Phiri	Diploma in Information Technology	2	1	3 Years	Still studying
120	Rashford Mibenge	Diploma in Mechanical Engineering	1	1	3 Years	Still studying
121	Bowas Kandumba	Diploma in Mechanical Engineering	1	1	3 Years	Still studying
122	Mpanduka Joseph	Diploma in Mechanical Engineering	1	1	3 Years	Still studying
123	Mwanza Timothy Kelvin	Diploma in Mechanical Engineering	1	2	3 Years	Still studying
124	Munthali Sylvester	Diploma in Mechanical Manufacturing and Automation	1	1	3 Years	Still studying

No.	Name of Instructor/Lecturer	Name of Proposed Program of Study	Year of Study	Term/Semester of Study	Duration	Status of Study
125	Kanyungulu Darlington	Diploma in Mechatronics Engineering	1	1	3 Years	Still studying
126	Shadreck Sakubita Siyobo	Diploma in Mechatronics Engineering	2	1	3 Years	Still studying
127	Kunda Fred	Diploma in Mechatronics Engineering	1	1	3 Years	Still studying
128	Esther Phiri	Diploma in Records Management	1	2	3 Years	Still studying
129	Banda John William	Diploma in Teaching Methodology	1	1	1 Year	Still studying
130	Baxter Mutampuka	Diploma in Teaching Methodology	1	3	1 Year	Completed
131	Bedding Tawonga	Diploma In Teaching Methodology	1	1	1 Year	Still studying
132	Chilufya Paul	Diploma in Teaching Methodology	1	3	1 Year	Still studying
133	Chinyama Elijah	Diploma in Teaching Methodology	1	1	1 Year	Still studying
134	Chisanga Mwansa	Diploma in Teaching Methodology	1	1	1 Year	Still studying
135	Fortune M. Hachimbi	Diploma in Teaching Methodology	1	1	1 Year	Still studying
136	Justin Chalwe Mushinge	Diploma in Teaching Methodology	1	1	1 Year	Still studying
137	Justin Namakando Katoti	Diploma in Teaching Methodology	1	1	1 Year	Still studying
138	Kaloza Benson	Diploma in Teaching Methodology	1	3	1 Year	Still studying
139	Kunda Kelly	Diploma in Teaching Methodology	1	1	1 Year	Still studying
140	Lengwe Mwansa	Diploma in Teaching Methodology	1	1	1 Year	Still studying
141	Maliba Mayovu	Diploma in Teaching Methodology	1	1	1 Year	Still studying
142	Matatizyo Siame	Diploma in Teaching Methodology	1	3	1 Year	Still studying
143	Maybin Kampamba	Diploma in Teaching Methodology	1	1	1 Year	Still studying
144	Mbewe Chiokela James	Diploma in Teaching Methodology	1	1	1 Year	Still studying
145	Mbewe Lackson	Diploma in Teaching Methodology	1	1	1 Year	Still studying
146	Mulenga Mulenga	Diploma in Teaching Methodology	1	1	1 Year	Still studying
147	Mwango Banda	Diploma in Teaching Methodology	1	1	1 Year	Still studying
148	Mwanza Maybin	Diploma in Teaching Methodology	1	1	1 Year	Still studying
149	Nancy Chabala	Diploma in Teaching Methodology	1	1	1 Year	Still studying
150	Ngoma Chilukani Elijah	Diploma in Teaching Methodology	1	1	1 Year	Still studying

No.	Name of Instructor/Lecturer	Name of Proposed Program of Study	Year of Study	Term/Semester of Study	Duration	Status of Study
151	Nosiku Mbasina	Diploma in Teaching Methodology	1	3	1 Year	Completed
152	Nyirongo Sinyala	Diploma in Teaching Methodology	1	1	1 Year	Still studying
153	Rapheal Mumba	Diploma In Teaching Methodology	1	1	1 Year	Still studying
154	Richard Chishimba	Diploma in Teaching Methodology	1	3	1 Year	Still studying
155	Richard Ziwa	Diploma In Teaching Methodology	1	1	1 Year	Still studying
156	Rigan Chupa	Diploma in Teaching Methodology	1	1	1 Years	Still studying
157	Walker Chanka	Diploma in Teaching Methodology	1	3	1 Years	Completed
158	Zulu Kelvin	Diploma in Teaching Methodology	1	1	1 Year	Still studying
159	Albert E. Mwanza	Diploma in Teaching Methodology	1	1	1 Year	Still studying
160	Christine Ng'ombe	Diploma in Teaching Methodology	1	1	1 Year	Still studying
161	Daniel Joseph Pezulu	Diploma in Teaching Methodology	1	1	1 Year	Still studying
162	Docus Musumali	Diploma in Teaching Methodology	1	1	1 Year	Still studying
163	Emmanuel Josaya	Diploma in Teaching Methodology	1	1	1 Year	Still studying
164	Ezra Kunda	Diploma in Teaching Methodology	1	1	1 Year	Still studying
165	Frank Hachoombwa	Diploma in Teaching Methodology	1	1	1 Year	Still studying
166	Hamoonga Kelvin	Diploma in Teaching Methodology	1	1	1 Year	Still studying
167	Misheck Nyeleti	Diploma in Teaching Methodology	1	1	1 Year	Still studying
168	Mulenga Margret	Diploma in Teaching Methodology	1	1	1 Year	Still studying
169	Nyirenda Yale	Diploma in Teaching Methodology	1	1	1 Year	Still studying
170	Siazibumbu Christator	Diploma in Teaching Methodology	1	1	1 Year	Still studying
171	Kabeya Dominic	Diploma in Teaching methodology	1	1	1 Years	Still studying
172	Yoram Siame	Diploma in Textile Design and Technology	1	1	3 Years	Still studying
173	Joshua Sinyangwe	Diploma in Water Engineering	1	1	3 Years	Still studying
174	Hazel Lingwabo	Human Resource (short Course)	1	1	3 Weeks	Still studying
175	Emeldah Mambwe Kwandu	Marketing (short Course)	1	1	3 Weeks	Still studying
176	Naphtali Tembo	Master of Science in General Agriculture	2	2	2 Years	Still studying
177	Watson Banda	Non-Destructive Testing	1	1	6 Months	Completed
178	Aretha Hanakaamba	Postgraduate Diploma in Electronic Records Management	1	1	1 Year	Still studying
179	Lusambo Gwen	Secretarial and office Administration (short Course)	1	1	3 Weeks	Still studying

4.4.2. HRD Programme Statistical Summary

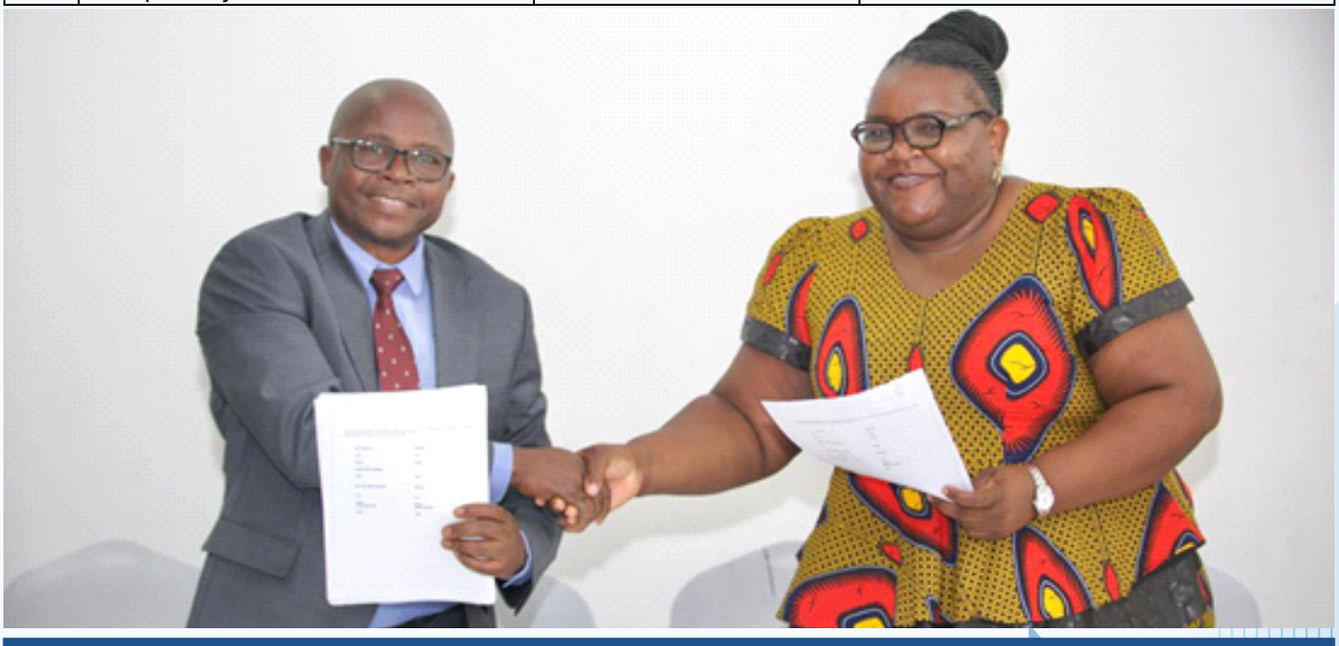
No.	Indicator	Number	Percentage
1	Total trainers supported	179	100%
2	Trainers still studying	170	95%
3	Trainers completed programmes	9	5%
4	Dropouts	0	0%

4.4.3. HRD Programme Duration Profile

No.	Programme Type	Percentage Enrolments	Strategic Contribution
1	Long -term degree programmes	60%	Sustained institutional capacity and academic depth
2	Diploma programmes	25%	Mid -level technical and instructional capacity
3	Craft, certificate & short courses	15%	Immediate skills upgrading and responsiveness

4.4.4. Distribution Per Field of study in Line with the 8NDP of HRD Training

No.	Field of Study	Percentage Enrolments	Alignment to 8NDP
1	Engineering & Technology	40%	Industrialisation and productivity
2	Education & Teaching Methodology	30%	Quality of training delivery
3	Agriculture & Food Production	15%	Agricultural transformation
4	ICT & Digital Skills	10%	Digital transformation
5	Hospitality, Business & Others	5%	Economic diversification



TEVETA Director General and Solwezi Trades Principal during TEVET Human Resource Development contracts signing ceremony

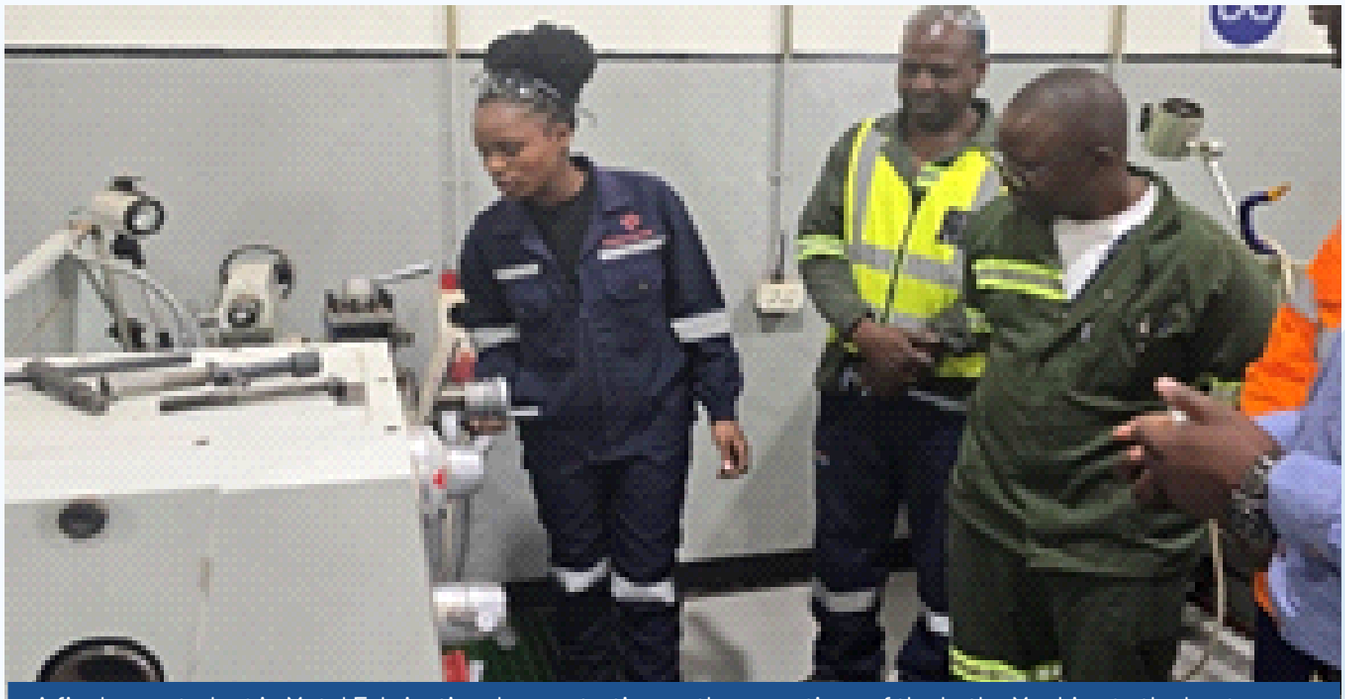


A Lecturer from St. Mawaggali Trades Training Institute Conducting a Task during the capacity building training at Kwambula.

4.5.1. Capacity building at PtSA

During the 2025 report year, the TEVET Fund supported the Zambia Train-the-Trainer (TTT) Programme implemented at the PtSA Gauteng Centre of Excellence, aimed at strengthening Zambia's technical training capacity in toolmaking and CNC technologies. A total of eight (8) Zambian lecturers drawn from various TEVET Training Institutions in Zambia namely, Northen Technical College, Mopani Central Training Centre, Lukashya Trades Training Institute and Technical and Vocational Teachers College, participated in the programme, comprising 88% male and 12% female. The training focused on advanced instructional capacity to support curriculum development and future delivery of toolmaking programmes in Zambia.

In terms of outcomes, lecturers were assessed in CNC Turning and CNC Milling theory and simulation, achieving pass rates of 63% and 50%, respectively, which informed progression to practical CNC training. Practical exposure covered a broad range of conventional and advanced machining competencies, including benchwork, turning, milling, grinding, drill press operations, and CNC machining. Selected lecturers successfully completed CNC Milling I and CNC Turning I practical modules, confirming readiness to support high-level technical training delivery. Overall, the programme contributed directly to TEVETA Strategic Objective 5 by facilitating funded trainer capacity development under Strategy 5.3 and supporting priority economic sector skills development under Activity 5.3.1, thereby strengthening the sustainability and labour-market relevance of the TEVET system.



A final year student in Metal Fabrication demonstrating on the operations of the Lathe Machine to the Lecturers under the capacity building Training from Mopani Central Training Centre

4.5.2. Train-the-Trainer Lecturers Profile

No.	Indicator	Number	Percentage
1	Total lecturers	8	100%
2	Male	7	88%
3	Female	1	12%
4	Age group (35 to 45)	8	100%

4.5.3. Train-the-Trainer Lecturers List

No.	First Name	Surname	Gender
1	Benard	Musukuma	M
2	Innocent	Mwitwa	M
3	Kelvin	Kuluneta	M
4	Mabvuto	Mooya	M
5	Makumbu	Kawana	M
6	Mubanga	Siame	M
7	Renee	Ngobela	F
8	Simon	Ndhlovu	M



The sponsored lecturers, before they departed for South Africa to undergo a capacity building training in CNC Programming

4.5.4. Computer Numerical Controls (CNC) Theory and Simulation Results

The Lecturers were assessed in CNC Turning Theory & Simulation and CNC Milling Theory & Simulation, covering drawing interpretation, mathematics, G-codes, production sheets, and 2D/3D simulation.

4.5.4.1. Level I Trade Theory Results – CNC Turning and CNC Milling

No.	Module	Lecturers Assessed	Passed	Pass Rate
1	CNC Turning Theory & Simulation	8	5	63%
2	CNC Milling Theory & Simulation	8	4	50%

4.5.4.2. Advanced CNC Practical Training Results

No.	Module	Lecturers Passed	Status
1	CNC Milling I	3	Completed
2	CNC Turning I	3	Completed

4.5.5. Capacity building at Mopani Central Training Centre - The Fund also sponsored a second cohort of 12 lecturers who are undergoing capacity building training in Heavy Equipment Repair, Metal Fabrication, Electrical Technology, Automotive Electrical, Machining and Mechanical Fitting at Mopani Central Training Centre.

4.6.1. INFRASTRUCTURE DEVELOPMENT

4.6.1.1. The Fund facilitated the construction of hostels at Evelyn Hone College, Chipata, Ukwimi, Mporokoso, and Lundazi Trades Training Institutes.

4.6.1.2. The Fund also facilitated the procurement of equipment at Gemstone Processing and Lapidary Training Centre, Ukwimi, Mporokoso, and Lundazi Trades Training Institutes.

4.6.1.3. Continued focus on infrastructure as an enabler of access, quality, and regional equity.



A verification visit to the construction site by the Office of the Auditor General



TEVETA Examination Annex Building



Constructed hostels at Chipata trades training institute



Engineers from Department of Public Infrastructure (DPI) during a final site visit and inspection at the Chipata Trades Training Institute hostels before hand over of the hostels.

4.7.1.Systems Development

The Fund provided support towards systems development activities under Training Standards, Examinations and Assessment, and Curriculum Development.

4.7.1.1. Curriculum Review and Development

In 2025, the Curriculum Development Unit (CDU), with financial support from the TEVET Fund, recorded solid progress in strengthening the relevance, quality, and responsiveness of TEVET curricula in line with Competence-Based Education and Training (CBET) principles and the Eighth National Development Plan (8NDP). The interventions directly contributed to Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs, particularly through targeted investment in priority economic sectors.

Against a target of five new curricula, the CDU successfully developed four (80%), covering manufacturing, energy, and mining sectors. These included Skills Awards in Sofa Making and Motorbike and Bicycle Repair, a Diploma in Electric Vehicle Repair and Maintenance, and a Diploma in Goldsmithing. Of these, three curricula were endorsed and await Board approval, while one was validated and is pending endorsement, demonstrating steady progression through the approval pipeline. In addition, the Unit achieved 50% of its curriculum review target, reviewing five out of ten programmes in tourism, health, and energy, with most now at validation or endorsement stages.

Beyond programme-specific outputs, the CDU advanced system-level CBET development, including initial work on Curriculum Development Guidelines, development of Job Profiles and Notional Occupational Standards for emerging programmes such as the Diploma in Artificial Intelligence, and progression of construction trade and entrepreneurship curricula. These system-strengthening activities support Strategy 5.2: Facilitating funding for investment and development in TEVET, and Activity 5.2.4: Supporting TEVET

systems development, by laying the foundation for consistent, industry-aligned curriculum design and implementation.

Overall, the CDU's 2025 performance reflects effective utilisation of TEVET Fund resources to modernise training programmes, address emerging skills needs, and align TEVET provision with national development priorities. While some outputs remain in the endorsement and Board approval pipeline, the progress achieved positions the Unit well for accelerated delivery in 2026, with continued focus on labour-market relevance, innovation, and CBET compliance.

During the reporting year, the Curriculum Development Unit (CDU), with support from the TEVET Fund, achieved significant progress in strengthening the quality and relevance of training programmes in line with the Eighth National Development Plan (8NDP). Out of a target of five (5) new curricula, four (4) were successfully developed, representing an 80% achievement rate. These included the Skills Award in Sofa Making and Skills Award in Motorbike and Bicycle Repair under the manufacturing sector, the Diploma in Electric Vehicle Repair and Maintenance under the energy sector, and the Diploma in Goldsmith under the mining sector. Of these, three (3) were endorsed and are pending board approval, while one (1) has been validated and awaits endorsement, demonstrating steady progress in the modernization of training content to meet evolving industry and technological demands.

With regard to curriculum review, the CDU achieved 50% of its quarterly target, successfully reviewing five (5) out of ten (10) planned programmes. These included the Diploma in Culinary Arts (Tourism), Diploma in Pharmacy Technology, Diploma in Biomedical Sciences, and Diploma in Environmental Health (Health), as well as the Diploma in Refrigeration and Air-Conditioning (Energy). Four of these programmes were validated and are pending endorsement, while one has been endorsed and awaits final board approval. From a monitoring and evaluation (M&E) perspective, these achievements underscore the critical role of M&E in ensuring accountability, performance tracking, and continuous improvement within the TEVET system. Regular monitoring allowed the CDU to identify implementation gaps, such as delays in the endorsement process, and take corrective measures to maintain efficiency. The outcomes demonstrate clear alignment with the 8NDP's goal of enhancing human and social development through skills enhancement, productivity growth, and inclusive economic participation, reinforcing the CDU's central role in ensuring that training programmes remain responsive to both national priorities and industry needs

No.	ACTIVITY	TARGET	ACTUAL	ECONOMIC SECTOR	STATUS
1	**Curriculum Developed**	5	4	Skills Award in Sofa Making **(Manufacturing)**	Endorsed, pending approval by the board
				Skills Award in Motor Bike and Bicycle Repair **(Manufacturing)**	Endorsed, pending approval by the board
				Diploma in Electrical Vehicle repair and Maintenance **(Energy)**	Endorsed, pending approval by the board
				Diploma in Gold Smith (Mining)	Validated, pending endorsement by the board
2	**Curriculum Reviewed**	10	5	Diploma in Culinary Arts **(Tourism)**	Validated, pending endorsement
				Diploma in Pharmacy Technology **(Health)**	Validated, pending endorsement
				Diploma in Biomedical Sciences **(Health)**	Validated, pending endorsement
				Diploma in Environmental Health **(Health)**	Validated, pending endorsement
				Diploma in Refrigeration and Air-conditioning **(Energy)**	Endorsed, pending approval by the board

No.	ACTIVITY	TARGET	ACTUAL	ECONOMIC SECTOR	STATUS
1.	**Curriculum Developed**	10	4	Curriculum Development Guidelines	The first stage of guidelines development is done, the next stage is development of templates for learners' guide, Trainers' guide, Assessment guide, Logbooks
				Diploma in Artificial Intelligence (Energy)	The Job profile & Notional occupation Standards have been developed. The next stage is development of syllabus.
2.	**Curriculum Reviewed**	10	5	Skills Award in Entrepreneurship	The entrepreneurship module is at endorsement stage.
				Level 4 Certificates in Bricklaying & Plastering **(Construction)**	For the Bricklaying and the Carpentry programmes, Job profile & Notional occupation Standards have been developed. The next stage is development of syllabus.
				Level 3 Certificates in Bricklaying & Plastering **(Construction)**	
				Level II Trade Certificates in Bricklaying & Plastering **(Construction)**	
				Level III Trade Certificates in Bricklaying & Plastering **(Construction)**	
				Level 4 Certificates in Carpentry & Joinery **(Construction)**	
				Level 3 Certificates in Carpentry & Joinery **(Construction)**	
				Level II Trade Certificates in Carpentry & Joinery **(Construction)**	
				Level III Trade Certificates in Carpentry & Joinery **(Construction)**	

4.7.1.2. Research Unit

In 2025, the Research Unit, with financial support from the TEVET Fund, delivered strong results in support of TEVETA Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs, by significantly strengthening the availability of Competence-Based Education and Training (CBET) learning materials. Against an annual target of 24 materials, the Unit successfully developed 49 CBET-compliant learning materials, representing more than 200% achievement. The materials were produced for priority programmes in the agriculture, manufacturing, and energy sectors, including the Diploma in Irrigation Engineering, Diploma in Veterinary Technology, Level 3 Certificate in Fashion and Design, and the Skills Award in Solar Technology, ensuring alignment with labour market demand and national development priorities. This intervention operationalised Strategy 5.2: Facilitating funding for investment and development in TEVET in collaboration with stakeholders and directly contributed to Activity 5.2.4: Supporting TEVET systems development, by strengthening instructional delivery, standardisation, and curriculum implementation across TEVET institutions. All learning materials were developed and evaluated through an outsourcing model, ensuring technical quality, efficiency, and value for money. Following final clerical checks, the materials will be typeset and rolled out for sector-wide use, further strengthening CBET delivery and the responsiveness of the TEVET system to evolving skills needs.

No.	Sector	Program	Targets	Number of Materials
1	Agriculture	Diploma in Irrigation Engineering	8	19
2	Agriculture	Diploma in Veterinary Technology	8	19
3	Manufacturing	Level 3 Certificate in Fashion and Design	4	5
4	Energy	Skills Award in Solar Technology	4	6
	Total			**49**

4.7.1.3. Assessment and Certification Division

During the 2025 reporting period, the TEVET Fund continued to provide critical financial support to TEVETA's Assessment and Certification Division, strengthening national examination, assessment, and certification systems in line with Competence-Based Education and Training (CBET) principles. This support directly advanced Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs, by ensuring that assessment processes remain valid, reliable, fair, secure, and industry relevant. The interventions reinforced TEVETA's statutory mandate to regulate and conduct national assessments, trade testing, apprenticeship certification, and Recognition of Prior Learning (RPL).

In operationalising Strategy 5.2: Facilitating funding for investment and development in TEVET in collaboration with stakeholders, the Fund supported the development of camera-ready assessment instruments, strengthening examination security through the establishment of Security Committees, and expanding RPL assessment centres to improve access for experienced workers. A total of 4,726 assessment instruments were developed in 2025, exceeding the annual target, while 94,128 candidates were assessed, including 52,633 males and 41,495 females, demonstrating inclusive access to certification services. In addition, 70,742 candidates were certified and graduated, confirming the effectiveness of funded assessment and certification systems.

The Fund's support further advanced Activity 5.2.4: Supporting TEVET systems development, through investments in examination administration, printing and security of examination materials, verification of continuous and work-based assessments, marking of examination scripts, and procurement of certificates. During the year, 2,698 certificates were printed and issued, while national examinations were successfully delivered, monitored, and marked for Engineering, Science, Business, Hospitality, Trade Testing, and JSSVET programmes. These system-level investments strengthened CBET implementation by ensuring that assessment outcomes accurately measure competence, skills mastery, and workplace readiness, rather than theoretical knowledge alone.

Overall, the 2025 interventions demonstrate that TEVET Fund financing remains central to sustaining a credible, secure, and responsive assessment and certification system. Through continued M&E oversight and targeted systems investment, the Fund is strengthening the integrity of CBET delivery, improving graduate quality, and ensuring that TEVET qualifications remain aligned to labour market demand, national productivity goals, and Zambia's human capital development priorities

No.	Assessments and Certifications Outputs	Unit of Measure	Target	Actual
1	Assessment/Examinations Instruments Development	Number	5,000.00	4,726.00
2	Students Assessed through Recognition of Prior Learning	Number	1,300.00	754.00
3	Candidate Assessed	Number	90,000.00	94,128.00
4	Males assessed	Number	50,000.00	52,633.00
5	Females assessed	Number	40,000.00	41,495.00
6	Candidates Certified	Number	50,000.00	70,742.00
7	Candidates Graduated	Number	50,000.00	70,742.00
	Total		**286,300.00**	**335,220.00**



Figure 50: Examination marking in session



Figure 51:Examination marking in session



Figure 52: Students during an examination session



Figure 53A: Students undergoing examinations at St Mawaggali Trades



Figure 53B: Students undergoing examinations at Lukashya Trades



Figure 54: Students undergoing examinations at Buchi Vocational Training Centre

4.7.1.4. Training Standards

In 2025, the Training Standards Division delivered strong regulatory, quality assurance, and systems development outcomes, directly supporting Strategic Objective 5: Enhancing TEVET Fund management to address labour market needs. Through coordinated registration, inspection, accreditation, and institutional support, the Division strengthened the implementation of Competence-Based Education and Training (CBET) and reinforced alignment between TEVET provision and industry requirements.

Key regulatory achievements included the processing of 15 new training institution registration applications within the stipulated 90-day timeframe, and the inspection of 33 training institutions across Copperbelt and North-Western Provinces. In addition, 108 institutions were monitored during national TEVET examinations across all provinces, while 34 institutions were sampled for Continuous Assessment verification, reinforcing CBET principles of integrated assessment. Progress in professional standards was evident through the processing of 78 accreditation applications for trainers, assessors, and examiners, resulting in 41 full, 25 provisional, and 12 rejected applications, with finalisation scheduled for early 2026. Preparatory steps toward TEVETA ISO accreditation were also advanced, with ZABS-facilitated orientation activities approved and scheduled for January 2026.

The Division exceeded annual targets in training provider support and capacity building, delivering technical advisory services to 32 institutions across Southern, Copperbelt, Eastern, and Luapula Provinces, and training 100 assessors, examiners, and trainers against a target of 50 on revised and newly developed TEVET curricula. The validation of Continuing Professional Development (CPD) Guidelines marked a key milestone in strengthening instructor competence and instructional quality. Further system-level gains included the successful monitoring of 25 institutions delivering entrepreneurship training, oversight of the December 2025 Summative Entrepreneurship Examinations, development of a draft Zambia TEVET Tracer Study Framework, and preparation of draft Business Development Services (BDS) Guidelines.

Overall, the Training Standards Division demonstrated strong performance in regulation, quality assurance, capacity development, and systems strengthening, supporting Strategy 5.2 and Activity 5.2.4 of the revised TEVET Strategic Plan. The Division's 2025 performance significantly enhanced CBET implementation, governance, and training relevance, strengthening the TEVET sector's responsiveness to labour market needs and national development priorities.

No.	Nature of Activity	Annual Target	Achievement for 2025	Comments
1.	Registration	Process all new applications within 90 days of receipt.	15 applications were received and processed.	We will stop receiving applications on 31st December 2025
2	Inspections	To Inspect **45** Tis	33 Institutions inspected	Provinces inspected are Copperbelt Northwestern
		Monitoring of TEVET Examinations	108 Training institutions monitored	All provinces were sampled
		CA Verification	34 were sampled	All provinces were sampled
3	Accreditation of Trainers, Assessor and Examiners	Process applications within **90** days	**100%** applications received, and applicants to be granted accreditation status	The process is still in progress so far under process provisional 25, full 41, rejected 12 total as by 15th December 2025 is 78 applications.

No.	Nature of Activity	Annual Target	Achievement for 2025	Comments
4	TEVETA ISO Accreditation	Obtain ISO by 2030	To Facilitate Presentation by ZABS on the process and ISO accreditation/certification to TEVETA Management and Staff	The activity and approved but it been moved postponed to end of January 2026 together with the TEAM Building Activity. The activity will be part of the Team Building activities
5.	Gazetting and Publicising of List of Registered Institutions	Gazette and Publicize list of registered institutions quarterly	To Gazette and Publicize list of registered institutions	Awaiting order from Procurement Unit for submission of Quarter 3 List of Registered Institution
6.	Training provider support services	Provide Technical support to **30** Training Institutions	**32** Training institutions visited and provided with advisory and support services in various areas.	Visited TEVET institutions in Southern, Copperbelt, Eastern, Luapula
7.	Capacity building	Provide capacity building to **50** - Assessors, Examiners and Trainers in revised and newly developed TEVET curricula	**100** TEVET personnel capacity built on the implementation of revised and newly developed TEVET curricula	Continuing Professional Development (CPD) Guidelines for TEVET Sector were validated during the 4th Quarter
8	Monitoring delivering of Entrepreneurship training	**25** Tis to be monitored	**25** Institutions were visited	• The monitoring also included the monitoring of administration of December, Summative 2025 TEVET Entrepreneurship Examinations at 12 institutions • Participated in the review and validation of the reviewed 2012 Entrepreneurship curricula
9	Tracer system for TEVET graduates guidelines developed	Tracer Study guidelines	Zambia Tracer Study TEVET Framework draft	Participated the integration of Graduate enterprises tracer into the Zambia Tracer Study TEVET Framework
10	Facilitate development of Guidelines for Business Development Services (BDS) systems	Develop Business Development Services (BDS) Guidelines	Draft Business Development Services (BDS) Guidelines developed	

4.7.2.STAKEHOLDER ENGAGEMENT, MONITORING AND AWARENESS ACTIVITIES

In 2025, the Fund strengthened its stakeholder interface through:

4.7.2.1. Monitoring and Evaluation - The Fund conducted monitoring and evaluation visits at beneficiary institutions in all windows of the Fund operations framework.

4.7.2.2. Exhibitions - The Fund actively participated in the Zambia International Trade Fair and Zambia Agriculture and Commercial Show, where it engaged stakeholders and the public in the provision of awareness on Fund activities in the TEVET sector. The activities conducted included provision of information on Unit activities to stakeholders who visited the TEVETA stand, interviews on national media, as well as stand visits to employers who are potential partners in the implementation of EBT.

4.7.2.3. The Fund engaged in stakeholder sensitisation and collaboration activities:

4.7.2.3.1. The Fund held meetings with partners, such as the Occupational Health Institute of Zambia, to explore the possibility of partnering with the institute to facilitate medical certification for students who will benefit from apprenticeships, internships, and attachments through the TEVET Fund.



Figure 55: Director General, Mr. Cleophas Takaiza and TEVETA staff during the visit to Occupational Health Institute in Kitwe

4.7.2.3.2. Additionally, the Fund, at the invitation by ZESCO Limited, attended an information exchange meeting with ZESA of Zimbabwe during which ZESA outlined the modalities in which it participates in vocational training through apprenticeships, internships, attachments and overall training.



Figure 56: TEVETA and ZESCO Limited staff during a meeting with ZESA

4.7.2.3.3. The Fund also conducted stakeholder engagement visits to Lumwana Mine Training School and Mopani Central Training Centre, in collaboration with the Project Implementation and Monitoring team from State House. The visits were carried out in order to discuss several issues, amng which were strategies on implementation of competence based training in the mining sector and its related costs, the establishment of a specialised mining skills training facility, the maintennace of a skills database and well as conducting skills audits aimed at identifying skills gaps and future skills needs in the mining sector.



Figure 57: TEVETA Director General with members of the Project Implementation and Monitoring team at Mopani Training Centre



Figure 58: TEVETA Director General with members of the Project Implementation and Monitoring team at Lumwana Mine Training Centre

4.7.2.3.3. The Fund also conducted stakeholder engagement visits to Lumwana Mine Training School and Mopani Central Training Centre, in collaboration with the Project Implementation and Monitoring team from State House. The visits were carried out in order to discuss several issues, amng which were strategies on implementation of competence based training in the mining sector and its related costs, the establishment of a specialised mining skills training facility, the maintennace of a skills database and well as conducting skills audits aimed at identifying skills gaps and future skills needs in the mining sector.



Figure 59: The Director General TEVETA during the visit at Lumwana Mine Training Centre

4.7.2.3.4. Furthermore, the Fund, in collaboration with TEVET Fund Committee Members, conducted stakeholder engagement and familiarisation tour of some TEVET registered institutions and industry in order to accord them the opportunity to appreciate the work being carried financial support from the Fund and also get feedback on the Fund implementation. The institutions included Chingola and Mufulira Schools for Continued Education, Kamfinsa Skills Training Centre, Kitwe Vocational Training Centre, Buchi Vocational Training Centre, National Vocational and Rehabilitation Centre, as well as Alfred H Knight Zambia Limited.

The visits to Chingola and Mufulira Schools for Continued Education, Kamfinsa Skills Training Centre, Kitwe Vocational Training Centre, Buchi Vocational Training Centre, and National Vocational and Rehabilitation Centre were to familiarize the Committee members, in order for them to appreciate and get feedback from the institutions which has been receiving financial support from the Fund particularly the financing under the MSME and Informal Sector Training Window. The team conducted tours of the training facilities and workshops, and it was through this initiative that the committee members pledged support towards the procurement of training tools and equipment through the Fund. Following the visits and subsequent submission and approval of funding requests, Chingola Schools for Continued Education, Kamfinsa Skills Training Centre, Buchi Vocational Training Centre, and National Vocational and Rehabilitation Centre have been allocated funds for the procurement of tools and equipment as indicated below:

4.7.2.3.4.1. National Vocational Rehabilitation Centre - K1, 000, 000.00
4.7.2.3.4.2. Chingola School for Continuing Education - K600, 000.00
4.7.2.3.4.3. Kamfinsa Skills Training Centre - K600, 000.00
4.7.2.3.4.4. Buchi Vocational Training Centre – K600, 000.00



Figure 60: Committee Members with students visited at Mufilira School for Continuing Education



Figure 60: Committee Members with students visited at Mufilira School for Continuing Education



Figure 62: Committee Members with students sponsored at Buchi Vocational Training Centre

During the visit to the Copperbelt, also visited Alfred H Knight Zambia Limited. The company is a skills development levy contributor and a training provider for the mining industry, offering mining specific skills training and specialized coded welding. The team, led by the TEVETA Board Chair, was accorded a tour of the facilities to appreciate the type of equipment and working environment the employer has. Among the issues discussed were the institution registration processes, potential collaboration in internships and industrial attachments, and capacity building on access of financing through the TEVET Fund. Resulting from the meeting, a memorandum of understanding was signed with the company to enhance collaboration in training, internship and industrial attachments.



Figure 64: The TEVETA Board Chair, TEVET Fund Committee Members and Management at Alfred H. Knight during the meeting

4.7.3.PUBLIC AWARENESS

The Fund also held media engagements to improve public awareness and transparency. One of the activities carried out was a media capacity-building training on the activities under the TEVET Fund, as well as TEVETA in general. Other activities included radio and TV programmes aimed at raising awareness about TEVET Fund activities.

4.7.4. IMPACT OF ANNUAL ACTIVITIES IN NUMBERS

Window	Activity	Beneficiaries	Cost (K)
1	TEVET Bursaries	12, 866 Students	142, 772, 350.00
	TDM Training at PtSA	16 Students	
	Apprenticeship Training at Harare Polytechnic	69 apprentices	
	Apprenticeship Training at Mopani Central Training Centre	125 Students	
2	Employer-Based Training	2, 557 employees	25, 317, 066.00
3	MSME and Informal Sector Training	10, 270 students	36, 465, 000.00
4	Infrastructure Development	Evelyn Hone, Ukwimi, Lundazi, Mporokoso, Chipata	66,686,442.00
	Equipment and Tools	Gemstone Lapidary Training Centre, Ukwimi, Lundazi, Mporokoso	14,029,001.00
	TEVET Human Resources and Continuous Professional Development	199 Lecturers sponsored	4,019,664.00
	Systems Development	Information Monitoring Systems, Learner Material Development, Curriculum Development and Review, TEVET Assessment, Quality Assurance, and TEVET Policies	59, 157, 430.00

4.7.5.PUBLIC AWARENESS

No.	Risk	Mitigation Measures
1	Delayed release and remittance of SDL funds	Improved stakeholder coordination with oversight institutions
2	Risk of duplicated sponsorships	Enhanced record-keeping and verification mechanisms
3	Delayed invoicing and reporting by institutions	Enhanced enforcement performance clauses and penalties
4	Policy realignment pressures under CBET reforms	Adaptive work planning to align with policy reforms

4.8.1.OUTLOOK FOR 2026

In 2026, the TEVET Fund will focus on strengthening institutional effectiveness, expanding the reach and impact of skills development financing in support of national human capital and economic development objectives. The Fund's priorities will be implemented in close collaboration with industry partners and other key stakeholders to ensure relevance, sustainability, and value for money.

4.8.1.1. Strengthening Capacity in the Administration and Management of the Fund

The TEVET Fund will prioritise building institutional capacity to enhance efficiency, transparency, and accountability in fund administration and management. Key interventions will include strengthening governance and financial management systems, enhancing staff competencies, improving internal controls, and upgrading monitoring, evaluation, and reporting mechanisms. These measures will ensure effective utilisation of resources and improved responsiveness to stakeholder needs.

4.8.1.2. Facilitation of Funding for Investment and Development in the TEVET Sector

The Fund will continue to facilitate funding for investment and development initiatives within the TEVET sector, in collaboration with relevant stakeholders. This will support the expansion and modernisation of training infrastructure, acquisition of equipment, development of curricula, and improvement of instructional capacity. Emphasis will be placed on initiatives that enhance training quality, promote programme relevance, and align skills development with national development priorities and labour market demand.

4.8.1.3. Facilitation of Funding for Pre Employment Training through Industry Led Models

The TEVET Fund will sustain support for pre employment training programmes implemented through collaborative, industry led models. These initiatives will promote closer alignment between training provision and industry requirements, with a focus on practical skills acquisition, work based learning, and employability outcomes. Partnerships with industry will remain central to ensuring that graduates possess competencies relevant to current and emerging occupational needs.

4.8.1.4. Funding for Employer Based In Service Training

The Fund will continue to support employer based in service training programmes aimed at upskilling and reskilling the existing workforce. In collaboration with employers and sector stakeholders, these interventions will enhance workforce productivity, adaptability, and competitiveness, while supporting enterprises to respond to technological advancements and changing production processes.

4.8.1.5. Funding for MSMEs and Informal Economy Skills Development

In pursuit of inclusive and sustainable economic growth, the TEVET Fund will continue to finance skills development initiatives targeting Micro, Small and Medium Enterprises (MSMEs) and the informal economy. These programmes, implemented in partnership with stakeholders, will focus on technical, entrepreneurial, and business management skills to improve productivity, employment creation, and income generation within the MSME and informal sectors

5.1. CONCLUSION

The 2025 Annual Report demonstrates that the TEVET Fund has continued to scale up its operations in a strategic and deliberate manner, while delivering measurable and meaningful outcomes in support of national skills development objectives. Through targeted financing interventions and strengthened collaboration with Government institutions, training providers, industry, and other key stakeholders, the Fund has made tangible progress in improving both the quality and accessibility of TEVET. The TEVET Fund's interventions contributed to enhanced training relevance, expanded opportunities for skills acquisition and improved alignment between training provision and labour market requirements. These efforts have supported the increased supply of competent and work ready graduates equipped with practical and industry relevant skills to meet the evolving demands of the economy. The outcomes achieved in 2025 reflect the Fund's commitment to promoting employability, productivity and competitiveness among TEVET graduates, while supporting broader national development and employment creation goals.



TEVETA Board Member and TEVET Fund Committee Chairperson Rev. Fr. Dr. Leonard Nahuhumba

PHOTO FOCUS











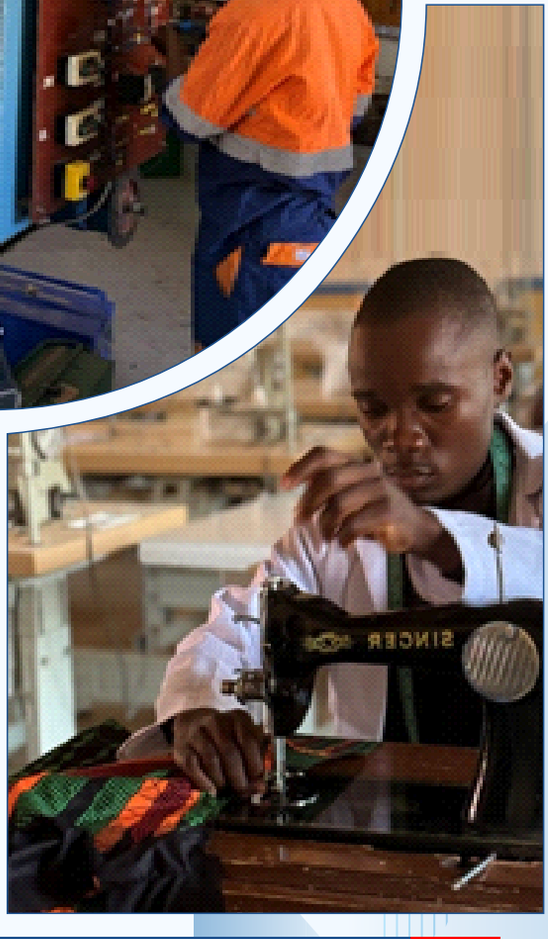


PHOTO FOCUS



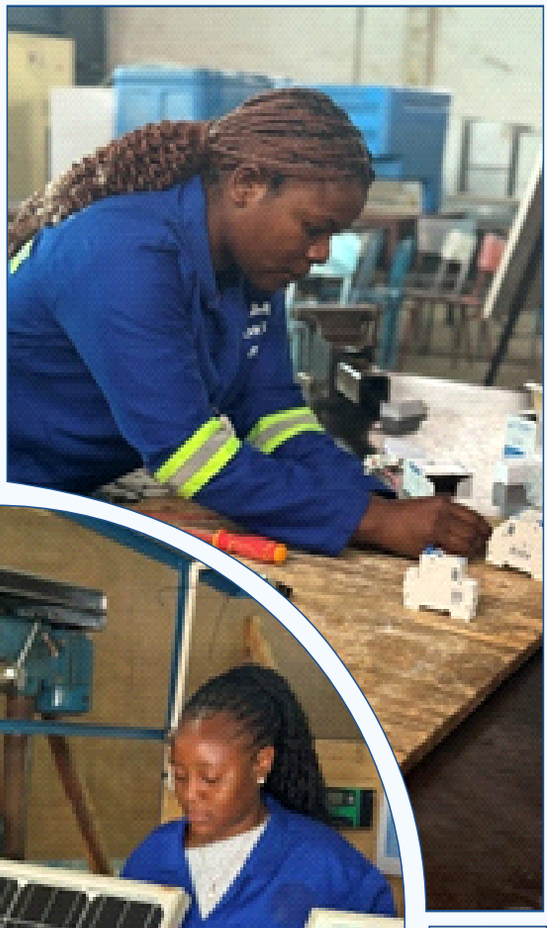










PHOTO FOCUS













FINANCIAL STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2025



TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)

TEVET FUND

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Annual Report and Financial Statements
For the year ended 31st December 2025

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TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
MANAGEMENT AND CORPORATE DATA

Nature of business and principal activities *The principal activities of the Authority are to administer and manage the TEVET Fund, regulate, co-ordinate and monitor technical education, vocational and entrepreneurship training in consultation with the industry, employers, employees and other stakeholders.*

AUTHORITY MEMBERS

Mrs. Ngoza C Nkwabilo	-	Chairperson	Zambia Federation of Employers
Capt. Charles Musenge	-	Vice Chairperson	Private Sector
Mr. Cyprian Mayamba	-	Member	Ministry of Labour and Social Security
Dr. Twaambo Hachibamba	-	Member	University of Zambia
Mr. Guest Mugala	-	Member	National Science and Technology Council
Mrs Lilian Chikoti	-	Member	Zambia Chamber of Commerce & Industry
Rev. Fr. Dr. Leonard Namuhumba	-	Member	Zambia Conference of Catholic Bishops
Mr. Derrick Saboi	-	Member	Ministry of Technology and Science
Mr. Lameck Kashiwa	-	Member	Zambia Congress of Trade Unions
Ms. Linda Moono	-	Member	Zambia Chamber of Small & Medium Business Associations
Mr. Feston Mtonga	-	Member	Ministry of Education

MANAGEMENT TEAM

The Management Team who served office during the year were:

Mr. Cleophas Takaiza	-	Director General
Mrs. Phyllis Kasonkomona	-	Director Development and Research
Mr. Ocean Matimba	-	Director Assessments and Certification
Mrs. Rudo Banda	-	Director Training Standards
Dr. Phillip Mubanga	-	Director Finance-Separated on 14th December 2025.
Mr. Christopher Nyirenda	-	Acting Director Finance 7th November 2025.

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Lusaka

BANKERS

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TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
MANAGEMENT AND CORPORATE DATA

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Alick Nkhata , Mass Media
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Zambia

AUDITORS

Mark Daniels Chartered Accountants

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TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Statement of Board Members' Responsibilities
For the year ended 31st December 2025

The TEVET Act No. 13 of 1998, the TEVET (amendment) Act No. 11 of 2005 and the Public Finance Management Act No. 1 of 2018, requires the Members to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the TEVETA Fund and correctly record and explain its transactions.

The Members are responsible for the maintenance of adequate accounting records and the preparation and integrity of the annual financial statements and related information. The independent external auditors, Messrs Mark Daniels Chartered Accountants, have audited the annual consolidated financial statements and their report is set out on pages 5 to 7.

The Members are also responsible for the systems of internal control. These are designed to provide reasonable, but not absolute, assurance as to the reliability of the financial statements, and to adequately safeguard, verify and maintain accountability for assets, and to prevent and detect material misstatements. The systems are implemented and monitored by suitably trained personnel with an appropriate segregation of authority and duties. Nothing has come to the attention of the Members to indicate that any material breakdown in the functioning of these controls, procedures and systems has occurred during the period under review.

These financial statements have been prepared on a going concern basis. Nothing has come to the attention of the Members to indicate that the TEVETA Fund will not remain a going concern in the foreseeable future.

In the opinion of the Members:

- the TEVET Fund statement of comprehensive income is drawn up so as to give a true and fair view of the surplus of the Authority for the financial period ended 31st December 2025;
- the TEVET Fund statement of financial position is drawn up so as to give a true and fair view of the state of affairs of the Authority as at 31st December 2025;
- there are reasonable grounds to believe that the TEVETA Fund will be able to pay its debts as and when they fall due; and
- the financial statements have been prepared in accordance with International Financial Reporting Standards and in the manner required by the TEVET Act No. 13, of 1998, the TEVET (amendment) Act No. 11 of 2005 and the Public Finance Management Act No. 1 of 2018.

The financial statements of the Fund which were prepared on a going concern basis were approved by the Authority on 20/03/2026 and are signed on its behalf by:

Chairperson

Board Secretary

20 March 2026

MARK DANIELS
CHARTERED ACCOUNTANTS

Audit · Advisory · Tax

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF TEVETA MANAGEMENT BOARD

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of the **Technical Education, Vocational and Entrepreneurship Training (TEVET) FUND** which comprise the Statement of Financial position as at 31st December 2025, and the Statement of Comprehensive Income, Statement of Changes in Funds and Statement of Cash Flows for the year then ended, and a summary of significant accounting policies and other explanatory notes.

In our opinion, the Financial Statements give a true and fair view of the financial position of the **Technical Education, Vocational and Entrepreneurship Training (TEVET) FUND** as at 31st December 2025 and of its financial performance and cash flows for the year ended and have been properly prepared in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Boards (IASB).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Fund in accordance with the International Ethics Standards Board for Accountants' Code of Ethics (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

Directors and Management are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Directors and Management and Those Charged with Governance for the Financial Statements

Directors and Management are responsible for the preparation and fair presentation of these Financial Statements in accordance with International Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is responsible for assessing the Authority's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Authority or to cease operations, or have no realistic alternative but to do so. Those charged with Governance are responsible for overseeing the Authority's reporting process.

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REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF TEVETA MANAGEMENT BOARD

Auditor's Responsibility for the Audit of the Financial Statements

Our Objectives are to obtain reasonable assurance about whether the Financial Statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

- Obtain an understanding of internal controls relevant to the audit 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.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Authority's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Authority to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the Financial Statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Authority to express an opinion on the Financial Statements. We are responsible for the direction, supervision and performance of the Authority's audit. We remain solely responsible for our audit opinion.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF TEVETA MANAGEMENT (CONTINUED)

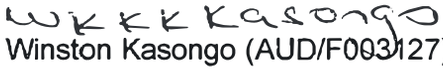
Report on other Legal and Regulatory Requirements

In our opinion, the Financial Statements of the **Technical Education, Vocational and Entrepreneurship Training Fund** as of 31st December 2025 have been properly prepared in accordance with the Technical Education, Vocational and Entrepreneurship Training (TEVET) Act No 13 of 1998 and TEVET (amendment) Act No 11 of 2005 and Public Finance Management Act No 1 of 2018 and other registers have been properly kept in accordance with the Act.



Mark Daniels
Chartered Accountants
Lusaka

_____2026



Winston Kasongo (AUD/F003127)
Partner signing on behalf of the firm

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Financial Statements
For the year ending 31st December 2025

Statement of comprehensive income

	Notes	2025 ZMW	2024 ZMW
Income	6	**547,035,883**	343,370,922
Direct expenditure		**397,902,597**	301,461,908
Administrative expenditure		**149,133,286**	41,909,014
Surplus			

There were no items of other comprehensive income

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
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Statement of Financial Position

	Notes	31 December 2025 ZMW	31 December 2024 ZMW
Current assets			
Accounts receivables	**7**	177,169,473	104,737,973
Other short-term financial assets	**8**		15,000,000
Cash and cash equivalents	**9**	78,364,226	63,444,644
Total current assets		255,533,699	183,182,617
Total assets		255,533,699	183,182,617
Accumulated funds and liabilities			
Accumulated Funds		51,769,085	51,769,085
Total accumulated funds		51,769,085	51,769,085
Trade payables	**10**	168, 446,118	105,634,369
Other payables	**11**	35,318,496	25,779,163
Total current liabilities		203,764,614	131,413,532
Total accumulated funds & liabilities		255,533,699	183,182,617

The responsibilities of the Authority's Members with regard to the preparation of the financial statements are set out on page 4 and in accordance with the TEVET Act No. 13 and the TEVET (Amendment) Act No. 11 of 2005, and Public Finance Act No. 1 of 2018, the statement of financial position above of the Fund's annual financial statements was laid before the Authority in a general meeting and approved by the Members of the Authority on 29/03/2025 and signed on its behalf by:

Chairperson

Board Secretary

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
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For the year ending 31st December 2025

Statement of Changes in Funds

	Accumulated funds ZMW	Total ZMW
Year ended 31st December 2024		
At start of year	51,769,085	51,769,085
Comprehensive income		
Surplus for the year		
At end of year	**51,769,085**	**51,769,085**
Year ended 31st December 2025		
At start of year	51,769,085	51,769,085
Comprehensive income		
Surplus for the year		
At end of year	**51,769,085**	**51,769,085**

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Financial Statements
For the year ending 31st December 2025

Statement of Cash Flows

		Year ended 31 December 2025 ZMW	2024 ZMW
Reconciliation of surplus to net cash flows from operating activities			
Surplus			
Changes in operating working capital			
Increase in trade receivables & other current assets		**(72,431,500)**	(35,395,798)
Increase in trade & other payables		**72,351,082**	10,889,681
Net cash used on operating activities		**(80,418)**	(24,506,117)
Investing activities			
Purchase of short-term deposit investments		**15,000,000**	(15,000,000)
Proceeds from short-term deposit investments			63,000,000
Net cash from investing activities		**15,000,000**	48,000,000
Increase in cash & equivalents		**14,919,582**	23,493,883
Cash & cash equivalents at beginning of year		**63,444,644**	39,950,761
Cash & cash equivalents at end of year		**78,364,226**	63,444,644
Cash and Cash Equivalents Comprise:			
Cash in hand and at bank	9	**78,364,226**	63,444,644

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Financial Statements
For the year ending 31st December 2025

Notes

1. Reporting Entity

1.1 *The Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) and its activities*

The Technical Education, Vocational and Entrepreneurship Training Authority (the "Authority") was enacted through Parliament by the TEVET Act No. 13 of 1998 and TEVET (Amendment) Act No. 11 of 2005, subject to the provisions of this Act the strategic objectives and functions of the Authority are:

(a) *administer and manage the Technical Education, Vocational Entrepreneurship Training Fund;*
(b) *advise the Minister on the development of the quality of human resources in Zambia through 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 the Act;*
(f) *facilitate the development of technical capacity in institutions established or registered under the 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 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 the Act;*
(k) *regulate and conduct national examinations to be taken by persons attending courses at an institution stabled or registered under the Act;*
(l) *charge and collect fees in respect of examinations, assessments and other services provided by the Authority;*
(m) *award certificates to persons who succeed in examinations and assessment undertaken under this Act;*
(n) *Approve curricula and standards of certificates in institutions established or registered under this Act.*
(o) *register institutions;*
(p) *cancel the registration of an institution established or registered under this Act; and*
(q) *collect, manage and disseminate labour market information relating to technical education, vocational and entrepreneurship training;*
(r) *initiate, monitor and evaluate development programmes for the continued advancement of technical education, vocational and entrepreneurship training;*
(s) *determine the equivalencies of local and foreign qualifications;*
(t) *accredit and register trainers, examiners and assessors;*
(u) *in consultation with the Minister –*
(i) determine priority skills areas in technical education, vocational and entrepreneurship training for the purpose of enhancing social and economic development in Zambia; and
(ii) mobilize financial and material resources for the provision of technical education, vocational and entrepreneurship training; and
(v) *do all such things connected with or incidental to the functions of the Authority under this Act.*

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Financial Statements
For the year ending 31st December 2025

Notes (continued)

1. Reporting Entity (continued)

These financial statements relate to the Authority for the year ended 31st December 2025.

2.1 Application of new and revised IFRS Accounting Standards

2.1.1 New standards and amendments-applicable 1 January 2025

The following standards and interpretations apply for the first time to financial reporting periods commencing on or after 1 January 2025.

Title	Key requirements	Effective date*
Lack of Exchangeability – Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates	This amendment provides guidance on how to account for situations where exchangeability between two currencies is lacking. Entities must estimate the exchange rate when observable exchangeability is not available, and disclose the methods and assumptions used. This ensures consistency and transparency in financial reporting when dealing with restricted or illiquid currency markets.	1 January 2025

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Financial Statements
For the year ending 31st December 2025

Material accounting policies (continued)

2. Application of new and revised International Financial Reporting Standards (IFRSs) (continued)

2.1.2 Forthcoming requirements

There are a number of standards, amendments to standards, interpretations which have been issued by the IASB that are effective in future periods and the company has decided not to adopt early.

Title	Key requirements	Effective date*
Amendments to the Classification and Measurement of Financial Instruments – Amendments to IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures	These amendments address financial assets with ESG-linked features and settlement of financial liabilities by electronic payments. They aim to reduce diversity in practice and improve consistency in classification and measurement. Entities will need to reassess how ESG-linked features affect contractual cash flows and update disclosures accordingly.	1 January 2026
Annual Improvements to IFRS Accounting Standards (Cycle 2022–2024)	This set of improvements addresses various aspects of: • IFRS 1 First-time adoption of IFRS • IFRS 7 Financial Instruments: Disclosures • IFRS 9 Financial Instruments • IFRS 10 Consolidated Financial Statements • IAS 7 Statement of Cash Flows. These improvements are designed to clarify guidance remove inconsistencies, and enhance disclose requirements.	1 January 2026

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Financial Statements
For the year ending 31st December 2025

Notes (Continued)

3 Other material accounting policies

The principal accounting policies adopted in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented, unless otherwise stated.

(a) Basis of preparation

These financial statements have been prepared on the historical cost basis except for certain financial instruments that are measured at revalued amounts of fair values at the end of each reporting period, as explained in the accounting policies below:

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique in estimating the fair value of an asset or a liability, the Authority takes into account the characteristics of the asset or liability if market participants would take those characteristics into account when pricing the asset or liability at the measurement date.

Fair value for measurement and/or disclosure purposes in these financial statements is determined on such a basis, except for leasing transactions that are within the scope of IAS 17, and the measurements that have some similarities to fair value but are not fair value, such as realisable value in IAS 2 or value in use in IAS 36.

In addition, for financial reporting purposes, fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date;

Level 2 inputs are inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly; and

Level 3 inputs are unobservable inputs for the asset or liability.

(b) Revenue recognition

(i) *Non-exchange revenue and receivables*

As per Section of 9 (1) of Part II of the First Schedule of the TEVET Act No. 13 of 1998, the administrative financial provisions arrangements of the Authority provide that the funds of the Authority shall consist of such moneys as may: (a) be appropriated by Parliament for the purpose of the Authority, (b) be paid to the Authority by way of fees, grants or donations, (c) subject to the approval of the Minister responsible for finance, be paid to the Authority from any levy which may be imposed and collected for purposes of technical education, vocational and entrepreneurship training; and (d) vest in or the Authority.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Financial Statements
For the year ending 31st December 2025

Notes (Continued)

3 Other material accounting policies (continued)

(d) Property, plant and equipment

All categories of property, plant and equipment are initially recorded at cost. Buildings and freehold land are subsequently shown at market value, based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Authority and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income and expenditure account during the financial period in which they are incurred.

Increases in the carrying amount arising on revaluation are credited to a revaluation surplus reserve in equity. Decreases that offset previous increases of the same asset are charged against the revaluation surplus; all other decreases are charged to the income and expenditure account. Each year the difference between depreciation based on the revalued carrying amount of the asset (the depreciation charged to the profit and loss account) and depreciation based on the asset's original cost is transferred from the revaluation surplus to retained earnings.

Depreciation on assets is calculated using the straight-line method to allocate their cost or revalued amounts less their residual values over their estimated useful lives, as follows:

Land and buildings	2%
Computer equipment	25%
Motor vehicles	25%
Furniture and equipment	20%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

Property, plant and equipment are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units).

Gains and losses on disposal of property, plant and equipment are determined by reference to their carrying amounts and are considered in determining profit. On disposal of revalued assets, amounts in the revaluation surplus account relating to that asset are transferred to retained earnings.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Financial Statements
For the year ending 31st December 2025

Notes (Continued)

3 Other material accounting policies (continued)

(e) Receivables

Receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method. A provision for impairment of receivables is established when there is objective evidence that the Authority will not be able to collect all the amounts due according to the original terms of receivables. The amount of the provision is the difference between the carrying amount and the present value of expected cash flows, discounted at the effective interest rate. The amount of the provision is recognised in the income and expenditure account.

(f) Payables

Payables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method.

(g) Borrowings

Borrowings are recognised initially at fair value, net of transaction costs incurred. Borrowings are subsequently stated at amortised cost using the effective interest method; any differences between proceeds (net of transaction costs) and the redemption value is recognised in the income and expenditure account over the period of the borrowings.

Borrowings are classified as current liabilities unless TEVETA has an unconditional right to defer settlement of the liability for at least 12 months after the balance sheet date.

(h) Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

(i) Employee benefits

(i) Retirement benefit obligations

The Authority operates a defined contribution retirement benefit scheme for all employees. The Authority and all its employees contribute to the National Pension Scheme Fund, which is a defined contribution scheme. The Authority pays Gratuity to its employees at the end of every employee's contract.

The Authority's contributions to the defined contribution schemes are charged to the income and expenditure account in the year in which they fall due.

(ii) Other entitlements

The estimated monetary liability for employees accrued annual leave entitlement at the balance sheet date is recognised as an expense accrual.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Financial Statements
For the year ending 31st December 2025

Notes (Continued)

3 Other material accounting policies (continued)

(j) Provisions

Provisions are recognized for future expenditure of uncertain amount or timing when there is a present obligation (either legal or constructive) as a result of a past event, it is probable that the Authority will be required to settle the obligation and the value can be reliably measured. The amount of the provision is the best estimate of the expenditure required to settle the present obligation as at the reporting date.

(k) Operating leases

Leases where the lessor retains a significant portion of the risks and rewards inherent in ownership are classified as operating leases. Payments made under operating leases are recognized in the statement of financial performance as an expense on a straight-line basis over the period of the lease.

(l) Contingent liabilities and contingent assets

Contingent liabilities

Any possible obligations that arise from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Authority, or where value cannot be reliably estimated, are disclosed as contingent liabilities. Contingent liabilities are assessed continually to determine whether an outflow of resources embodying economic benefits or service potential has become probable. If it becomes probable that an outflow of resources embodying economic benefits or service potential will be required, a provision is recognized in the financial statements of the year in which the change of probability occurs.

Contingent assets

Any probable assets that arise from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Authority are disclosed as contingent assets.

(n) Related party disclosures

Related parties that have the ability to control or exercise significant influence over the Authority in making financial and operating decisions, as well as transactions with such parties, unless occurring within or consistent with a normal relationship and on arms-length terms between such parties, are disclosed in the notes to the financial statements. In addition, the Authority discloses specific transactions with key management personnel and their family members.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Financial Statements
For the year ending 31st December 2025

Notes (Continued)

3 Other material accounting policies (continued)

(o) Operating reserves and capital grants

The operating reserve of the Authority is maintained to cover delays in budget financing to meet shortfalls of revenue over final expense of Authority operations. Capital grants are deferred and credited to the statement of financial performance in equal annual instalments over the expected useful lives of the related assets. Both these reserves are presented in the statement of financial position and statement of changes in funds.

(p) Capital revaluation

The leasehold property has not been revalued by the Department of Government Valuation so as to reflect current market values. Management is making plans to have the property revalued by the Department in 2025 through the facilitation by the Ministry of Technology and Science.

(q) Taxation

Income tax expense

The Authority is exempt from income tax as a public benefit organization as defined by the Income Tax Act, Cap 323 of the Republic of Zambia.

4 Critical accounting estimates and judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including experience of future events that are believed to be reasonable under the circumstances.

(i) Critical accounting estimates and assumptions

The Authority makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

Receivables

Critical estimates are made by the Board in determining the recoverable amount of impaired receivables.

(ii) Critical judgements in applying the entity's accounting policies

In the process of applying the Authority's accounting policies, management has made judgements in determining:

- the classification of financial assets
- whether assets are impaired.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Financial Statements
For the year ending 31st December 2025

Notes (Continued)

5 Financial risk management objectives and policies

The Authority's activities expose it to a variety of financial risks: Market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. The Authority's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on its financial performance, but the Authority does not hedge any risks.

(i) Fair Value Risk
Fair value is the amount at which assets and liabilities can be exchanged in a current transaction between willing parties, other than in a forced liquidation, and is best evidenced by a quoted market price, where one exists.

The estimated fair values of assets and liabilities have been determined by the Authority using available market information and appropriate valuation methodologies. However, judgement is required to interpret market data to estimate fair values. Accordingly, the estimates are not necessarily indicative of the amounts the Authority could realise in a current market exchange. The carrying amounts of the assets and liabilities approximate their fair values.

ii) Credit Risk
Credit risk refers to the possibility of default by a counterparty. The Fund is principally funded by the Skills Development Levy and GRZ operational grants, which minimises default risk.

(iii) Operational Risk
Certain policies, procedures and limits are properly documented in each department within the Authority and updated occasionally to take account of the changes to internal controls, procedures and limits. Management endeavours to continuously update policies and procedures.

(iv) Strategic Risk
The Authority's strategic plan is comprehensive in all aspects with particular emphasis on compliance with legal and market conditions and senior management effectively communicates the plan to all staff levels and allocates resources in line with the laid down objectives.

(v) Interest Risk
The Authority is exposed to interest rate risk to the extent of the balance of any loans and bank overdrafts taken and outstanding.

Liquidity risk

Prudent liquidity risk management includes maintaining sufficient cash balances, and the availability of funding from an adequate amount of committed credit facilities. Due to the dynamic nature of the underlying businesses, the finance department maintains flexibility in funding by maintaining availability under committed credit lines.

Management monitors rolling forecasts of the Authority's liquidity reserve on the basis of expected cash flow.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)
TEVET FUND
Financial Statements
For the year ending 31st December 2025

Notes (Continued)

5 Financial risk management objectives and policies (continued)

Capital management

The Authority's objectives when managing capital are to safeguard the Authority's ability to continue as a going concern in order to provide returns for stakeholders.

		2025	2024
		ZMW	ZMW
6.	**Revenue**		
	Skills Development Levy	**500,755,035**	317,091,483
	Grant GRZ		7,500,000
	Forfeited retention fees	**3,867,864**	
	Interest Earned	**8,210,088**	10,163,502
	Other Income	**34,202,896**	8,615,937
		547,035,883	**343,370,922**

The Fund recognises revenue when the amount of revenue can be reliably measured and when it is probable that future economic benefits will flow to the Fund. Government grants are accounted for in accordance with IAS 20 *Accounting for Government Grants and Disclosure of Government Assistance*.

7. Accounts Receivables

Outstanding on Skills Development Levy	**281,131,379**	104,737,973
Skills Development Levy Impairment	**(103,961,906)**	
	177,169,473	104,737,973

The amount outstanding on the Skills Development Levy relates to receivables collected against the amount actually funded by the Ministry of Finance and National Planning. This amount is expected to be settled in the normal course of operations.

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Notes (Continued)

		2025 ZMW	2024 ZMW
8.	**Other Short-term Financial Assets**		
	Short-term deposits		15,000,000
	Other short-term assets		
			15,000,000

Other Short-term Financial Assets

Other short-term financial assets relate to deposits with financial institutions up to 365 days. These are measured at amortised cost. The Fund presumes no significant financing component as the expected term is less than 12 months. Interest is recognised net of handling fees.

		2025 ZMW	2024 ZMW
9.	**Cash and bank**		
	Stanbic TEVET Fund	**78,364,226**	63,444,644
		78,364,226	63,444,644
10.	**Trade payables**		
	Trade payables	**96,219,996**	60,946,915
	Human Resource Development	**11,068,247**	7,305,732
	Quality Assurance activities	**6,426,264**	7,097,379
	Bursaries	**54,731,611**	30,284,343
		168,446,118	**105,634,369**

Invoiced trade payables principally comprise amounts outstanding in respect of trade purchases. The average credit period is 30 days, with no interest payable. Management ensures all payables are settled within the credit timeframe. The carrying amount approximates fair value.

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	2025 ZMW	2024 ZMW
11. Other payables		
Management fees payable	**18,517,126**	13,855,826
Due to contractor – TEVET Exam Annex Building	**8,000,000**	8,000,000
Other accruals	**8,801,370**	3,923,337
	35,318,496	**25,779,163**

Management fees payable relate to fees due to the Authority, payable quarterly in arrears.

Amounts due to the contractor represent outstanding balances on milestones achieved under the GRZ-funded TEVET exam annex building project.

Sundry accrued expenses represent outstanding costs for non-trade services. The average credit period is 30 days, with no interest payable. Management ensures timely settlement.

12. Financial instruments

The Authority's financial risk management policies and objectives have been described in detail under note 5 to the financial statements.

(a) **Categories of financial instruments**

	2025 ZMW	2024 ZMW
Financial assets:		
-Trade receivables	177,169,473	104,737,973
-Other short-term financial assets	26,000,000	15,000,000
-Bank and cash	52,364,226	63,444,644
	255,533,699	**183,182,617**
Financial liabilities:		
-Trade payables	168,446,118	105,634,369
-Other payables	35,318,496	25,779,163
	203,764,614	**131,413,532**

The Authority's financial risk management policies and objectives have been described in detail under note 5 to the financial statements.

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Notes (Continued)

12. Financial instruments (continued)

(b) **Exposure to credit risk**

The Authority's maximum exposure to credit risk is analysed below

	2025 ZMW	2024 ZMW
-Trade receivables	177,169,473	104,737,973
-Bank and cash	78,364,226	78,444,644
	255,533,699	183,182,617

The Authority manages risks including market risk, credit risk, liquidity risk, and interest rate risk. It does not trade in derivative instruments.

13. Contingent liabilities

There were no contingent liabilities as at the balance sheet date

14. Contingent Assets

	2025 ZMW	2024 ZMW
Contingent Assets		177,207,313

15. Events subsequent to balance sheet date

There has not arisen since the end of the Financial Year any item, transactions or event of a material and unusual nature likely, in the opinion of the directors of the company, to affect substantially the operations of the economic entity, the results of those operations or the state of affairs of the economic entity in subsequent financial years.

16. Comparative figures

Comparative figures are restated where necessary to afford a reasonable comparison.

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Notes (Continued)

17. Related Party Transactions

The Fund receives the Skills Development Levy from the Ministry of Finance and National Planning and operational grants from the Government of the Republic of Zambia.

It also transacts with the Authority to fund management boards under the TEVET Act, operating across districts in technical education, vocational, and entrepreneurship training.

Related Parties:

- Ministry of Finance and National Planning
- The Authority

		2025 ZMW	2024 ZMW
(i)	Amounts due from related parties		
	Ministry of Finance and National Planning	**281,131,379**	104,737,973
		281,131,379	104,737,973
(ii)	Amounts due to related parties		
	Management fees	**18,517,126**	13,855,826
		18,517,126	13,855,826

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Appendix i

Detailed income and expenditure statement

	2025 ZMW	2024 ZMW
Income		
Skills Development Levy	500,755,035	317,091,483
Grant – TEVET Bursary		7,500,000
Interest earned	8,210,088	10,163,502
Other income	38,070,760	8,615,937
	547,035,883	**343,370,922**
Expenses		
Disbursements		
Pre-employment	183,450,000	114,000,000
Employer based in-service training	25,317,066	12,817,200
SMEs and informal sector training	37,556,700	30,600,000
Investment and development	151,578,831	144,044,708
	397,902,597	**301,461,908**
Administrative expenses		
Operational expenses	11,951,173	11,027,801
Exchange loss		2,115,522
Management fee	32,328,620	28,164,132
Bank charges	891,588	601,559
Skills Development Levy-Impairment	103,961,905	
	149,133,286	**41,909,014**
Surplus for the year		

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Appendix ii

Receipts and payments statement

	2025 ZMW	2024 ZMW
Receipts		
Opening Balance TEVET Fund	**78,444,644**	102,950,760
Skills Development Levy	**324,361,629**	281,641,785
Grant - TEVET Bursary		7,500,000
Cooperating Partners	**3,263,294**	
Bank Interest	**8,210,086**	10,163,503
Other Income	**29,121,500**	528,433
	443,401,153	**402,784,481**
Payments		
Direct Expenses		
Pre-employment	**163,152,107**	104,739,711
Employer Based Training	**20,562,739**	7,631,172
SMEs and Informal Sector Training	**34,435,595**	29,448,032
Infrastructure Development	**16,563,237**	31,326,137
Training Equipment and Tools	**8,752,887**	25,307,305
Systems Development	**44,279,751**	39,359,476
TEVET Policy	**13,123,813**	8,654,040
Human Resources Development	**6,419,381**	3,076,130
Smart Education Project	**16,770,313**	
Eco-charge	**444,994**	
Labour Market Survey		1,500,300
International Labour Organisation (ILO) - Support	**379,079**	
World Skills Competitions Support		40,000,000
Total direct expenses	**324,879,896**	**291,042,303**
Administrative expenses		
Management fees	27,667,320	22,195,473
Operational costs	12,489,711	11,102,061
Total administration expenses	40,157,031	**33,297,534**
Closing balances	**78,364,226**	78,444,644

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