



“SPREAD EVEN,” TEVETA CHALLENGES TEVET PROVIDERS

**INSIDE
THIS
ISSUE**

- GOVERNMENT OPTIMISTIC OF UNESCO’S SUPPORT TOWARDS TECHNICAL SKILLS IN TEVET
- NUTRITION, AN IMPORTANT COMPONENT IN FIGHTING AGAINST HIV/AIDS
- DEPOSIT, DON’T TRAVEL! TEVETA CHANGES MODE OF PAYMENT



This is our second edition of the TEVET Newsletter for the year 2011. As we continue with our work during the course of the year, we trust that you continue finding our publications informative and educative. We are so grateful for all those who continue to contribute to the publication.

We continue to strengthen our relationships with the private sector, especially with TEVET Qualification Framework (TQF), TEVET Learnership Scheme, Work-Based Learning and Skills Awards at the centre of our activities, as we endeavour to enhance access and quality of training in the TEVET sector. In this edition, we present a glimpse of some partnerships that promote entrepreneurship among TEVET students. TEVETA partnered with Intermarket Bank, Zambezi Airlines and Lusaka Stock Exchange to provide an annual venture capital fund to students in colleges and universities. The TQF, TEVET Learnership Scheme and Work-Based Learning pathways continue to provide the fundamental pillars of the TEVET system in Zambia. This year, we shall devote a greater proportion of our information in exchanges in the TEVET news to these areas. We shall also be keen to hear the views of all stakeholders on the TQF, TEVET Learnership Scheme and Work-Based Learning pathways.

During the quarter, we saw the establishment of the Assessments and Qualifications Division in TEVETA. This follows the completion of the transfer of examinations from the Examinations Council of Zambia, which broadens our mandate. We are determined to effectively administer examinations and conduct assessments in accordance to national and international standards.

We hope that you enjoy reading this edition and we welcome your contributions.

TEVET NEWS

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

“Spread Even,” TEVETA Challenges TEVET Providers

The rise in demand for tertiary education in Zambia, which has been gathering speed over the years, is not just about acquiring qualifications, but it is about economic needs for quality human capital that reinforces productivity. It also reflects profound changes in attitudes to everything from individual careers to the social deals that require competent handling of things. It signals the birth of an economy that requires strategic competences for achieving desired economic development targets. The weight of these demands falls on training providers of the human resource.

Providing quality training and delivering it equitably throughout society is a challenge in most parts of world, including Zambia. To that effect, the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) has urged Technical Education, Vocational and Entrepreneurship Training (TEVET) providers to spread evenly in the country, especially in rural areas.

TEVETA Director General, Dr. Patrick Nkanza said the heavy concentration of TEVET in urban areas denied the majority Zambians in far-flung areas access to skills.

Speaking when he featured on the TEVET Radio Programme on Radio Phoenix, Dr. Nkanza said close to 70% of TEVET providers in the country were concentrated in three provinces, namely: Lusaka, Copperbelt and Southern. He added that coupled with the skewed spread of training towards the urban area, 80% of training providers in rural areas only offered qualifications up to craft certificate.

There are 307 registered training institutions with TEVETA. Of the 307, 119 are based in Lusaka province, while 79 and 36 are found in Copperbelt and Southern Provinces respectively.

Dr. Nkanza stated that it was important for training providers to spread their services to other parts of the country and provide higher qualifications beyond craft certificate in order to narrow skills gaps in rural areas and the country in general.

He said the concentration of training in urban areas had made the supply of training in far-flung areas limited and forced people in those areas to move long distances to access any training. “The problem is not only about the uneven spread of training institutions, but limited options for technical qualifications as well. For instance,



“Looking at our young population, the high demand for training and the dire need for skills in various sectors of the economy; we need to find smart ways of addressing these challenges beyond the traditional means of learning,” Dr. Nkanza.

80% of the training providers in rural areas only offer qualifications up to craft certificate. Our major challenge therefore includes geographical and qualification imbalances. These disparities need to be improved considering the increased demand for skills in construction, mining and manufacturing sectors as well as other sectors of the our economy. We have the challenge to upgrade most of our training institutions to meet the skills requirements of our economy,” Dr. Nkanza noted.

He further stated that Zambia had a youthful population, a demographic feature that increased demand for training, thus increasing the pressure for higher learning. Dr. Nkanza said that situation called for smarter ways of increasing access to training.

“Looking at our young population, the high demand for training and the dire need for skills in various sectors of the economy, we need to find smart ways of addressing these challenges beyond the traditional means of learning. We need different ways of acquiring skills which include non-formal methods such as through workplace acquired skills or association with skilled personnel that like carpenters, bricklayers, mechanics and others. Such skills can be assessed and formalised,” he stressed.

Dr. Nkanza said it was for that reason that TEVETA had established Trade Test Centres in various parts of country for certification of skills acquired through non-formal learning. He said that was a good empowerment strategy to citizens as those qualifications could be flagged anywhere for employment or any self-

employment undertaking.

“We need to broaden our training from the traditional system where it was confined to the classroom. This is not the only way. Other ways could be workplace or backyard learning, which can be formalised, certified and placed on our qualification framework (TQF). We can assess the candidate’s competences to determine whether they have attained necessary skills in a particular area, which can be certified for national recognition,” he said.

And Dr. Nkanza said the transfer of all technical education, vocational and entrepreneurship training (TEVET) examinations from Examinations Council of Zambia and the introduction of the assessment system would help curb the mushrooming of illegal institutions and help to improve quality of training in TEVET.

“Since we now administer all examinations, we enter all students enrolled in TEVETA registered institutions onto our database and give them (students) examination, and students that are not on our database will not be assessed, examined nor certified. This means the qualification a student acquires from an unregistered institution will not be recognised anywhere in the labour market. We hope this will discourage illegal training institutions from operation,” Dr. Nkanza said.

He said TEVETA accredit trainers, assessors and examiners and devised a mechanism that sought that to discredit illegal institutions and encouraged quality delivery on skills training. Dr. Nkanza added that foreign examination boards were often the major culprits in promoting illegal training as they provided examinations to illegal institutions that TEVETA penalised for non-compliance.

He has since called on students sitting for foreign examinations to find out from TEVETA where qualifications they were examined for were placed on the TEVET Qualification Framework (TQF). Dr. Nkanza stated that it was important for students sitting for foreign examinations to confirm with TEVETA on time because some of qualifications placed at higher level, for instance Diploma by foreign examination boards, were placed on a lower level on the TQF.

Qualifications are placed on the TQF based on: the number of notional hours a student takes to complete that course, entry requirements into that course, as well as the content covered during the training.

Government optimistic of UNESCO's support towards technical skills in TEVET

Government is optimistic that the support from United Nations Educational, Scientific and Cultural Organisation (UNESCO) in upgrading teaching skills in selected Technical Education, Vocational Entrepreneurship Training (TEVET) institutions will enhance science and technology in Zambia.

Zambia is one of the beneficiary countries from UNESCO's TEVET strategy pilot programme, in which participating nations will receive €1,000,000 (one million Euros) over a period of three years to finance priority skills in technical and vocational education and training. Minister of Science, Technology and Vocational Training, Peter Daka said in addition to government strides to improve skills training in science and technology, more needed be done for Zambia to achieve its Vision 2030 of becoming a middle-income country.

Speaking during a dinner hosted for visiting UNESCO Director General, Irina Bokova, Mr. Daka said UNESCO could assist Zambia to enhance and adopt best practices in the use of Information Communication Technologies (ICTs) in TEVET teaching, learning and merging of In-Service Training and Education Centre (ISTEC), Luanshya Technical and Business College and Technical and Vocational Teachers' College (TVTC) into a polytechnic institution.

"The ministry would also appreciate support in the development of Science Technology and Innovation (STI) master plan. During the 35th general assembly



Mr. Daka Minister of Science, Technology and Vocational Training.

in 2009, the ministry requested for technical support in the establishment of a capacity building programme to train scientists in the area of alternative and renewable energies. Technical and material support to the national remote sensing centre which has been established to improve data acquisition for the country is also another area of priority for my ministry and Zambia," stated Mr. Daka said.

"We are examining ways of introducing critical thinking, analysis and inquiry as part of the learning process. This will help close the capacity gaps in science education and the enhancement of human rights appreciation among the youth," he added.

Mr. Daka said to strengthen the link between education and work; government had introduced

entrepreneurial components in technical and vocational education and training curricula in order to promote survival skills among graduates.

The minister has since applauded UNESCO for initiating the technical and vocational education and training (TVET) strategy themed 'Better Education for Africa's Rise' in which the Korean government had proposing to support five countries in the Southern Africa Development Community (SADC) region, including Zambia.

Speaking at the same occasion, Ms Bokova said UNESCO was impressed with strides Zambia was making to achieve its millennium development goal on education, adding that there was need to empower more vulnerable girls and women with life skills to become self-sufficient.

"We are here to share ideas on how Zambia can be assisted with development programmes and our first priority is enhancing education. "It is through education that we can fight HIV/AIDS. As UNESCO, we are determined to help Zambia," Ms Bokova said.

She also said climate change programmes should top government's agenda to support Zambia address the effects through increased scientific and technological projects. Ms Bokova added that quality education was important for the development of a country and reiterated UNESCO's resolve to assisting the institution technically and materially.

Venture Capital Competition 2011 Launched

Intermarket Bank and Intermarket Securities, Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA), Lusaka Stock Exchange (LuSE), Zambezi Airlines and Zambia Development Agency (ZDA), have launched the 2011 K100 million Venture Capital Competition.

The Competition is open to students currently enrolled in Technical Education, Vocational and Entrepreneurship Training (TEVET) institutions under the TEVET Act as well in universities under the University Act.

Speaking during the launch of the competition, Intermarket Bank Managing Direct, Ackim Sinkala said reiterated the bank and its partners' dedication to provide financial and technical support required to encourage private

entrepreneurship and tap into the large human resource capital that available in higher learning institutions.

"We realise the entrepreneurial potential, courage and burning zeal to succeed which students in higher institutions of learning have, and this is the latent potential that we are aiming to unveil through our sponsorship efforts. We believe this is the best way of achieving sustained development and scoring successes in many spheres of human economic and social endeavours," Mr. Sinkala said.

He said the success of the competition was evident in the achievements that the 2010 winning team – Zed Bionic from Northrise University had scored in line with the competition's empowerment



L-R: Mr. Matoka, Mr. Sinkala, Mrs. Nkanza and Mr. Chakonta during the 2011 Venture Comp Launch at Intermarket Bank Offices.

plan. Mr. Sinkala stated that Zed Bionic had started a mini-production plant for organic fertilizer and were testing the production system.

Mr. Sinkala said Intermarket Bank Corporation (IBC) was devoted empowering start-up and small scale businesses in all sectors of the local economy. He added that IBC was proud to identify itself with that achievement, hence its continued profound desire to continue with that popular and rewarding empowerment programme.

The MD said the 2011 Venture Comp Business Competition was being conducted using a simple but effective methodology that the Bank, its partners and fellow sponsors felt was the best tool for identifying viable and sustainable business ideas and concepts that had the potential to generate economic

and social benefits within the Zambian society.

The Competition consists of three (3) stages:

- (i) Business Concept Development,
- (ii) Detailed Business Planning, and
- (iii) Presentation of Business Plan Execution to a Panel of Judges.

The winning team will walk away with K100 million prize monies in form of a loan facility from Intermarket Bank and Intermarket Securities. The money will be used start-up business capital for the winning team.

As a way of business incubation, IBC and its partners will provide on-going mentorship and support to participating teams to guide them towards realising their business concepts in a real world environment.

“We wish to acknowledge various initiatives and programmes Government has put in place to empower the large potential human capital in our higher institutions of learning through various practical and hands-on course programmes to encourage self employment through micro and small and medium enterprises. This effort by Government needs to be augmented by material and technical support from private business house, as we are demonstrating today through the launch of the 2011 Venture Capital Competition,” added Mr. Sinkala.

And TEVETA Director of Development, David Chakonta said the Venture Capital Competition initiative played a significant in business incubation, open learning and fostering entrepreneurial entrenchment in society especially youths.

Mr. Chakonta noted that the mentorship provided by partners in the competition to participating teams accorded them

a chance to acquire entrepreneurial, effective pricing methods, market penetration, branding and business management skills they could not have obtained from their individual programmes of study.

He said with entrepreneurial know-how and changed mindset by students towards self-employment, business incubation be enhanced, a development that would lead to several entrepreneurship transplants in different parts of the country since the competition was an annual event.

“An entrenched entrepreneurial spirit among youths is essential for wealth and job creation and re-distribution,” noted Mr. Chakonta.

Meanwhile, Lusaka Stock Exchange Director General, Beatrice Nkanza said ideas that fostered entrepreneurial activities were essential in establishing an enterprising domestic economy which would act as a buffer-zone during

global economic shocks.

Mrs. Nkanza added that approaches that promote enterprise development were good for narrowing youth unemployment and poverty.

She has urged financial institutions in the country to come on board and support young entrepreneurs.

And ZDA Director of Micro, Small and Medium Enterprises, Windu Matoka said the Agency was pleased to be part of the Venture Comp initiative as it fitted well with its mandate of promoting growth of small-scale businesses in the country.

Mr. Matoka said Venture Comp was also in line with the Zambia Incubator Programme (ZIP) ZDA fostered, which aimed at nurturing ideas that could be augmented into real business ventures.

He added that the ZIP would help change mindsets of society through mentorship, business counseling, coaching and provision of venture capital, similar to the strategies Tiger Economies (Hong Kong, Singapore, Korea and Taiwan) used to grow their economies.

Kafue Gorge Regional Training Centre Acquires SBB Emergency Restoration System Tower

In today's globalised world, technology has increasingly become an important element for firms to compete and prosper. Technological adaptation and readiness to adopt existing technologies to enhance productivity are paramount in any setting.

To expand its energy restoration know-how in its training domains, Kafue Gorge Regional Training Centre (KGRTC) has acquired an SBB Emergency Restoration System (ERS) demonstration tower for training students on effective transmission restoration systems of power.

The ERS tower is an equipment that can be used temporarily where permanent electric tower has been damaged. The equipment is important in any set-up due to occurrences of transmission line emergencies which are often caused by exceptional acts of nature or by accidental or intentional acts of mankind through vandalism.

Meanwhile, 29 students graduated from the institution in four different courses that included: SSB Emergency Restoration System, Environmental Assessment and Information Management, Machinery Vibration Monitoring and Analysis and Distribution Systems Operations.

Speaking during the handover of the ERS Tower to the institution, KGRTC

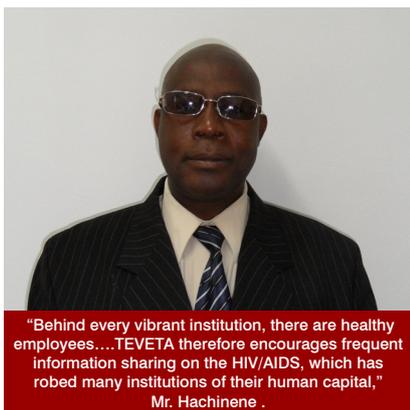
board chairperson, Claire Limbwambwa said the Tower was important for the training centre and the country at large considering the dire need for efficient power transmission in the region.

Ms. C K Limbwambwa added that the system would ease the monitoring of disruptions of power especially with the increase in vandalism of transmission lines and the corrosion of some transformers. She said the new system would provide early detection system of such disruptions to power transmission lines.

Ms. Limbwambwa Kafue Gorge Regional Training Centre was the third institution in the world to acquire ERS. Others institutions that acquired ERS were in Canada and Sweden.



Nutrition, an Important Component in Fighting Against HIV/AIDS



Although HIV/AIDS has been with us for decades, a solution to minimise its widespread has remained elusive. Medical doctors, nutritionists, and other experts in health have immensely researched and have proposed various ways to curb the pandemic's infection and re-infection rates, but with less breakthrough.

However, good nutrition has proved to be an important component in this battle, especially among those living with HIV/AIDS. Nutrition expert Dr. Micky Ndhlovu says good nutrition and well maintained weight strengthened the person's immune system, making it better able to slow the progression of HIV to AIDS and fighting opportunistic diseases.

Speaking during the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) quarterly HIV/AIDS sensitisation talk at TEVETA, Dr. Ndhlovu who applauded the Authority for conducting such rare programmes in most places of work, said the human body's ability to fight infections was linked to one's good nutrition status.

He further said a combination of malnutrition and HIV infection critically reduced the body's immune system, hence the need for good nutrition in very household.

What is good nutrition? Good nutrition means eating a balanced diet that provides you with all the necessary daily nutrients. The aims of good nutrition for people with HIV/AIDS are to maintain ideal body weight, minimise muscle loss, prevent vitamin and mineral deficiencies, ensure food safety and overcome problems that interfere with nutrient intake and absorption.

What is a good diet? A healthy diet includes a combination of high-vegetables, fruits, whole grains, and le-

gumes. It also includes lean-low-fat sources of protein, as well as less-sweets, soft drinks, and foods with added sugar. High proteins and carbohydrates consumption is significant, as well as a little fat in all meals and snacks.

Dr. Ndhlovu further said malnutrition and anaemia were very common in Zambia, a situation that made most people susceptible to disease and infection especially those living with HIV/AIDS.

"The recent National Baseline Survey on Prevalence and Aetiology of Anaemia in Zambia shows that; 47% of pregnant mothers are anaemic, 38% of all women, 82% of infants (6-18 months), 65% of all children and 38% of all men are also anaemic," he indicated.

Dr. Ndhlovu indicated that the Survey showed that majority of Zambia's had their immune system weakened by poor nutrition and anaemic conditions, which made them vulnerable to various diseases and infections.

He said benefits of good nutrition in HIV/AIDS patients included weight maintenance, prevention on muscle loss, increased strength, and replacement of lost nutrients. The Nutritionist added that benefits of good nutrition in HIV/AIDS patients included: improved wound healing, quicker recovery from infections, improved response to medication and treatment and improved quality of life.

"Good nutrition for all individuals is important, but it's more important to people living with HIV/AIDS (PLWHA), who should consume adequate amount of macronutrients proteins, carbohydrates, fats, micronutrients, vitamins as well as minerals...the nutritional needs of HIV-infected persons depend on the stage of disease progression, and required intake levels are based on the absence or presence of symptoms such as fever, diarrhea, weight loss, and wasting," Dr. Ndhlovu stated.

He added that people living with HIV/AIDS had additional energy needs because most energy was used for fighting HIV infection and other infections; they experience nutrient non-absorption and changes in body processes. In the presence of these

symptoms; Dr. Ndhlovu said PLWHA should increase energy intake by 20 to 30 percent.

He cited repeated infections and fever, loss of appetite, reduced food intake (due to eating problems), poor absorption of nutrients and nutrient losses in urine and stools as major causes of poor nutrition in people living with HIV/AIDS.

And University Teaching Hospital Senior Resident Doctor, Dr. Paul Mulenga said risk lifestyle factors complicated people's immune system especially those living with HIV/AIDS.

Dr. Mulenga cited some risk lifestyles as: obesity (high fat intake), diet (high salt intake and unbalanced diet), smoking and alcohol, sedentary life (lack of exercise), family history and age.

He said a combination of such risky lifestyles hampered the fight against HIV/AIDS, a situation which provided a booster to opportunistic infections that capitalised on the person's weakened immune system.

Meanwhile, TEVETA acting Director General, Orphan Hachinene urged TEVETA staff never to get fed-up with the Authority's on-going quarterly HIV/AIDS sensitisations, saying the epidemic was not a one-off challenge, but a life-long problem.

Mr. Hachinene said behind every vibrant institution, there were healthy employees; hence TEVETA encouraged frequent information sharing on the HIV/AIDS which had robbed many institutions of their human capital.

"HIV/AIDS awareness is a quarterly event to remind ourselves about the times we are living in. We have to remind ourselves on the need to change our attitudes towards the pandemic. We need to be honest and sincere with ourselves and how we live our lives," he said.

"The day is important to TEVETA, it reminds us that we don't need to die now due to ignorance when we would have taken advantage of key information being given out by experts on HIV/AIDS and related issues. We need to get insights into the virus and new infection and re-infection trends," he added.

The sensitisation talk was one of the series of quarterly HIV/AIDS awareness events TEVETA conducted in line with the institution's HIV/AIDS Policy.



Mr. Simumba

Audio Visual Unit Re-trainings ZANIS Staff in Video Production

the staff to put into practice the skills they had acquired and help produce high quality and meaningful video programmes that branded Zambia's video production skills well.

Mr. Simumba said development could not be complete without the

population being shown what was happening elsewhere; hence good quality video production became essential.

"Demand for the video production course has been higher over the years due to change in technology. We all know that by 2015 the media industry will be in the new age of digital migration by which all television broadcasters will have gone digital. It's in this regard that this type of training will prepare the Zambian media industry for this new change in technology," he said.

Mr. Simumba further said the primary objective of the training was to enable participants use professional video equipment efficiently, particularly modern video cameras and non-linear editing equipment with related accessories.

He said at the end of the training, participants were expected to make various video programmes from the acquired skills and training using different video formats.

And ZANIS Director Gilbert Maimbo said the training had come at a better time when the media industry was becoming dynamic and in need of multi-skilled staff.

Mr. Maimbo said the main objective of ZANIS was to interpret government policies and provide accurate and comprehensive information to the public in order to solicit their support and participation in national programmes. He added that for that to be attained, the organisation needed a cadre of skilled employees.

"Investment in human resource is every management's desire because it is the lifeblood of any organisation. Video production and editing is an important dimension for ZANIS for the production of news and other programmes like documentaries. This is why we were prompted to ensure that some of our editorial staff undergo this video production training," he said.

Mr. Maimbo said prevailing labour environment called for multi-skilled human resource for improved productivity and boosting employee's employability. He stated that training of staff also helped to boost their morale and subsequently reduced on labour turnovers.

He said the training would not only be limited to the ZANIS Headquarters in Lusaka, but other offices in the country.

Mr. Maimbo called on participants to put their acquired knowledge and skills to practical good use.

IN any undertaking, when you set targets, negative returns are tempting to label your staff incompetent. However, sharpening your staff's skills is important for rebounding and gearing-up for the upturn. With the ever-improving technology, refresher training to staff is very cardinal. The media industry in Zambia, which has recently seen a migration from analogy to digital, is one industry that needs such training.

In response to digital migration and other media demands in video production in the country, Zambia News and Information Services (ZANIS) recently sponsored ten (10) of its staff to undergo a tailor made training in video production. The training was done by Audio Visual Unit, which is under the Ministry of Science, Technology and Vocational Training (MSTVT)

Speaking during the presentation of certificates to the 10 participants, Director for Vocational and Training at MSTVT, Alex Simumba urged

Continued from page 5

Kafue Gorge Regional Training Centre Acquires SBB Emergency Restoration System Tower

She said the demonstration site for the ERS at KGRTC would contribute immensely to the promotion of ERS technology in Africa and would be the focal point for training on the system. "The ERS tower will be useful where it took long time to restore power due to long time it takes mounting

permanent towers. This new equipment is important during power deficits. The technology reduces power outages and in turn production in the country is not affected," Ms. Limbambwa stated.

Meanwhile, Canadian High Commissioner to Zambia, Robert Orr

said it was pleasing that efforts to diversify Canadian presence in Zambia were starting to bear fruit.

Speaking through the Trade Commissioner at the Canadian Commission, Solomon Milimbo, Mr. Orr said Canada would continue engaging Zambia in different areas.

Innovation for Competitiveness: the case of TEVET

Globally, economic trends show that innovation is the foundation for competitiveness, industrial and technological upgrading, balancing economic growth with wealth re-distribution and effective provision of essential public goods and services. Innovation helps countries deal with structural changes in their economies and enable them respond to economic challenges better.

Innovation is about the production, diffusion and use of new and economically useful knowledge.

It is about creating domains for identifying and nurturing enterprising faculties and building globally competitive national economies. Innovation is a base for competitiveness. It is a backbone for formulating institutions, policies and factors that determine the country's attractiveness to investment and sustainable economic productivity.

Competitiveness entails a set of institutions, policies, and factors that determine the level of productivity. The level of productivity, in turn, sets a sustainable level of prosperity that can be earned by the economy. In other words, the more competitive an economy is, the more it is able to produce higher income levels for citizens. The productivity level further determines the rates of return obtained by investments (physical, human, and technological).

Determined to foster innovation, Zambia is pursuing comprehensive economic reforms that led to the establishment of the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) and other key institutions and programmes such as the Private Sector Development

Reform Programme (PSDRP), to pioneer and promote productivity and enterprising mindsets in the country.

To emphasise the country's



TEVETA Training Support Services Manager, Mr. Duncan Mushala explaining some innovations in TEVET meant to enhance quality in training to judges during the Zambia International Trade Fair.

determination to enhance innovation and competitiveness, this year's Zambia International Trade Fair (ZITF) is anchored on: Innovation

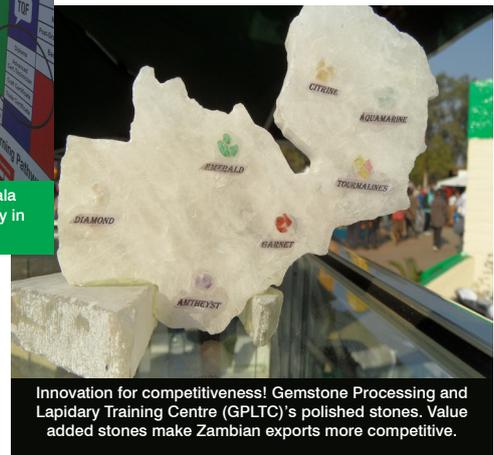
for Competitiveness. The theme for the Fair conforms well to Technical Education, Vocational and Entrepreneurship Authority's initiatives that support innovation through market driven training systems, responsive curricula to labour market and economic demands, and entrepreneurship training.

According to the World Economic Forum, there are twelve pillars of competitiveness which include: higher education and training, labour market efficiency, technological readiness, business sophistication, and innovation among others.

Higher education and training TEVETA promotes quality skills training in the country. In today's globalising economy, it is important to nurture pools of well-educated workforces that are able to quickly adapt to changing economic environments and the evolving needs of the production system. Higher education and training is about the quality of

education as evaluated by the business community. It takes into account the extent of staff training premised on the importance of vocational and continuous on-the-job training, to ensure constant upgrading of workers' skills.

To improve the quality of technical and vocational education and training, and increase access to training, TEVETA has devised



Innovation for competitiveness! Gemstone Processing and Lapidary Training Centre (GPLTC)'s polished stones. Value added stones make Zambian exports more competitive.

many training pathways. These pathways include: the Technical Education Vocational and Entrepreneurship Training (TEVET) Learnership Scheme, Work-Based Learning, and Distance and Open Learning. These supplement normal TEVET training. The strategies are aimed at increasing the country's competitiveness, since a well skilled human capital creates a suitable platform for increased investment, job and wealth creation.

In addition, TEVETA ensures that quality assurance issues are taken care of in these training pathways. It accredits trainers, assessors and examiners to ensure quality in training is adhered to by all training providers. Further, the TEVET Qualification Framework has been established, a framework onto which qualifications are placed.

TEVETA also promotes entrepreneurship training. In recognition of the importance

of the ability of entrepreneurs to innovate, mobilise, organise and take calculated risks, the Authority sees entrepreneurship as a significant component in addressing some of the critical economic challenges the country has been facing. We believe that with cross-cutting entrepreneurial skills in the economy, labour market efficiency will be enhanced, the economy will be ready for technological change, and there will be business sophistication entrenchment and innovation in the society.

Through the right training, TEVETA and stakeholders in TEVET aim to increase the proportion of Zambians engaged in entrepreneurial activities and enhance the potential for the success of those already in business. The Authority considers entrepreneurship as a mechanism for achieving more widespread social stability, a vehicle for poverty relief and a means to socio-economic empowerment and enhancing global competitiveness. Entrepreneurship is a fundamental factor in generating more employment for limited capital investment, and a 'seed bed' for the development of successful business enterprises.

Labour market efficiency

The efficiency of the labour market is critical for ensuring that workers are allocated to their most efficient use in the economy. Such a quantum of a skilled workforce makes the labour market more effective and efficient for meeting productivity demands. To ensure this inclusive approach in training, TEVETA collaborates with major players in the labour market in the development of curricula for TEVET. The involvement of the labour market is to ensure that current market demands are captured in all learning systems in the sector.

Furthermore, TEVETA collaborates with the industry to identify and reduce shortages of skills in various areas of the economy, which impact negatively on productivity and economic competitiveness. The Authority works together with the industry on devising TEVET delivery systems and mechanisms that facilitate recognition of different forms



GPLTC's polished map of Zambia on a stone.

of learning and competencies acquired through various learning pathways.

Technological readiness

In today's globalised world, technology has increasingly become an important element for firms to compete and prosper. Technological readiness measures the quickness with which an economy adopts existing technologies to enhance the productivity of its industries, with specific emphasis on its capacity to fully leverage information and communication technologies (ICT) in daily activities and production processes for increased efficiency and competitiveness. Therefore ICT access and usage is one of the key enablers of a country's overall technological readiness. In TEVET, ICT is offered by most institutions even in courses that are not directly linked to ICT due to the crucial factor it plays in the modern economy. Most training providers in the sector have blended ICT components in their programmes to harness

information technology skills in the economy and sharpen the country's human capital technological readiness.

The central point is that firms operating in the country have access to ICT advanced products and are able to use them. Among the main sources of modern technology, foreign direct investment often plays a key role. In this context, the level of technological know-how available in our workforce distinguishes our economy's ability to innovate and expand the frontiers of knowledge. That is why TEVETA promotes technical enhancing domains in training, a factor which will make Zambia more competitive to investment and doing business.

Business sophistication

With quality skills in the country, business sophistication becomes attainable. Business sophistication results into higher efficiency in the production of goods and services. This in turn, leads to increased productivity, thus enhancing a nation's competitiveness. Business sophistication concerns the quality of a country's overall business networks and the quality of individual firms' operations and strategies. Equipped with appropriate skills, TEVETA believes Zambians will be able to devise cutting-edge business management systems, effective pricing and market penetration methods, intelligently brand and market their products and services, and utilise essential business tools in turning any entrepreneurial venture from mere survival to robust enterprises, thus building a sustainable business environment. These skills will lead to sophisticated and modern business processes.

We commend all stakeholders in TEVET that have continued to promote innovation for competitiveness of our economy.

SELF-CONFIDENCE & INDEPENDENCE IN ENTREPRENEURSHIP



By Nelly Nyirenda- Entrepreneurship Development Specialist

In the previous articles, we considered the attributes of Opportunity Seeking and initiative, Goal Setting and Persistence as being essential for success in entrepreneurship. All these attributes cannot be successfully practiced if a person lacks confidence. Building self-confidence is a goal which many people have, so it is not too late to build yours!

Confidence can be defined as “a resolute state of mind by which you believe nothing is impossible.” “Self-confidence is the first requisite to great undertakings.” – Samuel Johnson. However, “confidence is not a guarantee of success, but a pattern of thinking that will improve your likelihood of success, a tenacious search for ways to make things work,”- John Eliot in overachievement

What Is Self-Confidence?

Self-confidence refers to belief in your own importance/value, abilities and power, regardless of the situation you are in. Those with self-confident have a strong sense of belief and certainty in themselves. They show calmness, self-control and self-aware.

Self-confidence is often linked with possessing of certain knowledge, a set of skills or abilities, either acquired or inborn. While having ability in a particular area can help strengthen your self-worth, it is not a necessary prerequisite for self-confidence. Someone with absolutely no competency in something can still be self-confident. We will discuss this in detail in the latter half of the article. Self-confidence also entails taking responsibility of your actions. This includes not always blaming others for your misfortunes of failures. This is called an internal locus of control. Today if you start a business and fail, you will not be quick to point at your neighbour

as the reason for your failure, you will sit down and look at what you did not do right and find a way of improving on your past mistakes. That is self-confidence and it will help you become a better person and entrepreneur.

Lack of Self-Confidence Cripples You
Have you ever known someone who has low self-confidence? How does this person come across to you? A person who has a lack of self-confidence has a lack of self-belief, usually caused by a sense of doubt about one thing or another.

Here are 8 typical behaviors of people with low self-confidence:

1. Undervaluing what they are capable of
2. Taking blame even when it is not their fault
3. Being overly shy and reserved
4. Overly critical of themselves,
5. Being hung-up over negative outcomes and ‘failures’ in the past
6. Preoccupation with the negative outcomes and failure even though they have not manifested yet
7. Having a fearful and poor attitude towards most things
8. Doing things to please others

People with low self-confidence tend to repel people around them. Their limiting mindsets and behaviors make them feel ‘heavy’ and a ‘drag’ to be around. If we are to refer to the Map of Consciousness, these people vibrate in consciousness levels of Pride and below – usually levels of Shame, Guilt, Apathy and Fear.

Lack of self-confidence is a crippling trait because it often limits you in your opportunities and jeopardises your chances of success, which leads to a self-fulfilling prophecy.

Imagine you are tasked with a project and you lack self-confidence! You are most likely to predict that you will not be able to deliver to expectations. This lack of self-belief is going to influence the thoughts and actions that you undertake both on a conscious and subconscious level. When you are constantly thinking about a negative outcome, it takes your focus of what you should be doing to achieve a desirable outcome. This eventually leads to a self-fulfilling prophecy. Because an undesirable outcome is manifested, your belief gets enforced and you continue to have low, if not lower, self-confidence.

On the flip side, what if you are a self-confident person placed in that exact same scenario? What do you think will happen? Chances are that things will turn out differently. Because you are certain of forthcoming success, you do everything needed to make it happen. If you don’t have the skills, you will acquire it. If you don’t have the knowledge, you will learn it. If something completely exceptional happens, your confidence somehow taps into your subconscious for the solution. This sets you up for success, which then puts into effect your self-worth, leading you on to more success. Even though you may have started out from the same spot as others, just having the self-confidence will take you much further than someone who does not have it.

Thus, having self-confidence is clearly an asset to you in life. Not only does it put you at a better and more positive emotional and mental state, it also sets you up towards getting what you want. Having self-confidence enables you to fearlessly pursue your biggest dreams. It equips you to conquer your challenges, no matter how impossible they may seem to me. It sets you off to live your greatest life possible.

However, most people have low self-confidence because of past events in their lives which led to that state of mind. This lack of self-confidence puts them in an endless cycle where they attract results they think of, and that reinforces their state of self-belief.

Lack of self-confidence further manifests itself in the “blame game”. A person who lacks confidence will always blame others for their failures and misfortunes. They will not want to take responsibility for their actions. For example a person with low self-confidence will blame others for failure in their business or any area of their life. This is referred to as an external locus of control. This is dangerous because if you always blame others for your failures, mistakes, misfortunes e.t.c. you will never find it in your heart to improve because you will always assume others are responsible. And guess what? This is a recipe for disaster! You will fail in everything you do because you do not take responsibility for anything!

Entrepreneurs and Self Confidence

If you want to master your business you will have to master yourself first!!!!!!

It is only natural that when you start a business, you are doing something different than most people. They will

not only look at you because you stick out like a sore thumb, but human nature will cause people to naturally laugh at what you are doing.

They will tell you all types of things like: "You're not Business material." "You can't make a living working for yourself." "You'll fail because nobody can ever make any money that way."

Being an entrepreneur is not just about having a lot of ideas or business sense. It is also about having a lot of guts. You have to build self-confidence in yourself. You have to be concerned with pleasing yourself.

Then, should you fail with this particular venture, you'll just dust yourself off and start again. It doesn't matter if people think you're foolish. They aren't paying your rent and running your life. Don't be concerned with what

people "think" you should be, get concerned about what you believe you should be.

Start out small in building your self-confidence. Even if your confidence is at its lowest, you can still build it to a level where it helps achieve what you want in life.

When most people do fail in business they try to "save face" by telling everyone they are "just in a slump" and everything will be back to normal soon. Besides, they don't

want people to say: "I told you so" and destroy any pride they are still hanging onto. Unfortunately, this only delays the problem and creates even more false hope for the

people in your life as well as yourself. The best thing to do for anybody in this misfortune is to swallow their pride and admit they messed up. Just face it head on!

If your small business is beyond repair, don't give up; establish networks that will help you succeed. For example, associate with successful entrepreneurs who have travelled that path. The experiences they will share with you will help boost your confidence because you will realize that they also failed many times before they got to where they are today.

And why should you try again? Simply because you won't make the same mistakes you made earlier. If you built something successful before, but failed, you are certain to build the next business stronger and wiser. Even if you fail the second time, it won't be because of mistakes you made the first time. You'll learn more and more and eventually be successful.

Become a Self-Confident Person

Whenever you see any circumstance

where you do not feel self-confident – ask yourself: Why am I not feeling self-confident? Where is this doubt coming from? What am I attaching my self-worth to?

When you become aware of what you are linking your worth to, start releasing yourself of that limiting belief that you can only feel worthy or confident in the face of certain basics. When you do that, you will find yourself filled with a sense of self-worth that is always flooding regardless of what happens. You will find this self-worth will be what leads you to outcomes you desire and bring you to become your greatest self.

7 Ways to Boost Your Self Confidence Quickly

Low self-confidence can trip you up just when you need your self-confidence at its best. These 7 tips will help you feel better about yourself quickly:

1) Think back to when you did something new for the first time.

Learning something new is often accompanied by feelings of nervousness, lack of self-belief and high stress levels, all of which are necessary parts of the learning process. The next time you feel under-confident, remembering this will remind you that it's perfectly normal - you're just learning!

2) Do something you have been putting off.

Like writing or calling a friend, cleaning the house, tidying the garden, fixing the car, organising the bills, making a tasty and healthy meal - anything that involves you making a decision, then following through!

3) Do something you are good at.

Examples? How about swimming, running, dancing, cooking, gardening, climbing, painting, writing... If possible, it should be something that holds your attention and requires enough focus to get you into that state of 'flow' where you forget about everything else. You will feel more competent, accomplished and capable afterwards, great solution to low self-confidence!

And while you're at it, seriously consider doing something like this at least once a week. People who experience 'flow' regularly seem to be happier and healthier.

4) Stop thinking about yourself!

I know this sounds strange, but low self-confidence is often accompanied by too much focus on the self. Doing something that absorbs you and holds your attention can quickly make you feel better.

5) Get seriously relaxed.

If you are feeling low, anxious or lacking in confidence, the first thing to do is to

stop thinking and relax properly. Some people do this by exercising, others by involving themselves in something that occupies their mind. However, being able to relax yourself when you want is a fantastic life skill and so practicing self-meditation, when you are properly relaxed, your brain is less emotional and your memory for good events works better. A great 'rescue remedy'!

6) Remember all the things you have achieved.

This can be difficult at first, but after a while, you'll develop a useful mental list of self-confidence boosting memories. And if you're thinking "But I've never achieved anything", We are not talking about winning a car race like Muna Sigh or a boxing tournament like Ester Phiri!.

Things like passing your driving test (despite being nervous), passing exams (despite doubting that you would), playing team sport, getting fit (even if you let it slip later), saving money for something, trying to help someone (even if it didn't work) and so on

7) Remember that you could be wrong!

If you are feeling bad about yourself, remember that the way you feel affects your thoughts, memory and behavior. So when you feel bad, you will only remember the bad times, and will tend to be negative about yourself. This is where the tip 'Get Seriously Relaxed' comes in!

Once you have tried out a few of these, consider making them a permanent part of your life. For most people, good self-confidence is not just a happy accident, it's a result of the way they think and the things they do from day to day. Entrepreneurs (budding or existing) need confidence more than anything else. Help yourself become a confident person before you become a confident entrepreneur. Running a business is not easy and a lack of confidence makes it even more difficult. But the good news is that you can choose today to become confident even if your confidence is at 0%. There is no magic involved, just your will power and taking the first step! Take that first step and see how your life will change as you take on challenges with boldness and courage. Be a person that will see opportunities where others see endless problems. Remember Confidence will make the difference between success and failure.

In the next issue we will look at Information Seeking as an essential attribute of Successful entrepreneur!



By Stellah Mungaila – Curriculum Development Specialist

Gender Issues: A Challenge in the TEVET Sector

We are not wishing to displace the males, but we are simply advocating for more females to access education in the TEVET sector.

It may be a cliché talking about gender as to most people gender has a negative connotation. I will not blame them may be the way we started talking about it was not good at all. But whatever the case, we cannot run away from the fact that gender issues have become an integral part of sustainable development. This has been amplified even in our Sixth National Development plan which states that no meaningful development can be achieved without addressing gender issues in all human endeavours.

The TEVET sector too should come up with measures to address gender disparities in terms of access of females to subjects that are generally viewed as male dominate. We are aware of the fact that socialisation has played a big part in moulding our interests and that the TEVET sector in most cases takes in the output of the ministry of education's general education which in most cases determines this disparity. The TEVET sector can no longer have a pointing finger from where these would be candidates are coming from but to come up with more sustainable measures to address these issues.

What then should the TEVET sector do in addressing this seemingly continuing disparity? The answer lies in the systems set to address such. We have to look at the pool of would be candidates in the TEVET sector, even before they apply. How effective are the systems in the TEVET sector to address the would be candidates?

We all know the challenges of females when it comes to education in which ever sector. Therefore the introduction of Open and distance learning (ODL) has been one good initiative which can be embraced. One may ask the questions

1. Which programmes are best to use ODL in the TEVET sector?
2. Which of these programmes are known to be male dominated?
3. How many females are making use of this flexible mode of delivery?

(Answers to these questions in the next edition)

TEVET Sports: Growing and Exciting

By Fabian Zulu – TEVESA Fixture Secretary

Sports is an exciting and intriguing part of education in any learning setup. It is one of the fastest ways of team building and sharpening students' mind. "Studying alone, but no play made Jack a dull boy," states an old adage. Sports plays an important role in improving students' mental and body growth. It helps in identifying talent and grooming it in order to add it to the national sports arena. It is encouraging to see that in technical education, vocational and entrepreneurship training (TEVET), Technical Education and Vocational Institutions Sports Association (TEVISA) is championing sports and TEVET institutions' participation in high learning institutions' sports activities.

Profile of TEVESA
TEVESA was launched in April 2010 by the Ministry of Science, Technology and Vocational Training. During the launch, it had a total present membership of seven (7) institutions. These included: Lusaka Business and Technical College (LBTC), Luanshya Technical and Business College

(LTBC), Kasiya Business and Secretarial College, Mongu Trades Training Institute, Lusaka Vocational Training Centre (LVTC), and Zambia Air Services Training Institute (ZASTI). Other institutions registered with the association months later for their students to participate in the Zambia High Institution Sports Association (ZHISA) tournaments.

Sports Events
The institutions under TEVESA started with three major games during its launch. These were: soccer, netball and volleyball. A number of institutions from the Association participated in ZHISA tournament the same year. Among the participating colleges in these games were: Chipata Trades Training Institution, LBTC, Ukwimi Trades, ZASTI, LVTC, Kasiya Business and Secretarial College and Evelyn Hone College of Applied Arts and Commerce.

During the launch games, LBTC emerged in winners soccer, while Evelyn Hone were the runners-up winners. Kasiya BSC were the winners in netball, with LBTC as runners-up. The volleyball category was taken by Chipata Trades



L—R : TEVESA Fixture Secretary, Mr. Fabian Zulu and TEVESA General Secretary, Mr. Martin Mphande.

Training Institution, with runners-up being LBTC.

The TEVESA members also participated in the 2010 first open ZHISA tournament, which was billed for Nkumbi International College. Major sporting disciplines during this tournament were soccer, netball, basketball, volleyball and chess. Colleges that participated in these games included the host Nkumbi International, LBTC, ZASTI, Mufulira Trades, Kitwe Vocational, NORTEC, Mansa Trades, Choma Trades, COBIC, Luanshya Trades and St. Ambrose Skills.

During this tournament, Soccer was won by LBTC, netball by Kasiya, volleyball by Northern Technical College (NORTEC), while basketball and chess were won by Mufulira Trades and ZASTI respectively. Runners-up were: Copperbelt International College (COBIC) for soccer, Mufulira Trades in netball, volley went Nkumbi International, LBTC in basketball and NORTEC in chess.

The Association later in the year organised what was coined as "first independence games" that were held at Mongu Trades Training Institute (Mongu TTI) from 22-24th October 2010. Seven (7) colleges participated in these games namely: Mongu TTI, Kasiya, LVTC, Kitwe Vocational, ZASTI and LBTC. The games which were dominated by soccer, netball, volleyball and chess were won by LBTC (soccer), Kasiya (netball), Mongu TTI (volleyball) and ZASTI (chess).

TEVESA 2011 tournaments

Poised to entrench the spirit of sports among institutions of higher learning in TEVET, TEVESA held the 2011 Open Championship games at Mansa Trades Training Institute (Mansa TTI) in March. The open championship had impressive participation from fourteen institutions. Institutions that took part in this championship

were: the host Mansa TTI, LBTC, Luanshya Technical and Business College, Evelyn Hone, NORTEC, Kabwe TTI, Lukasha TTI, Kasiya, ZASTI, Kitwe Vocational Training Centre, Donbosco (Mansa), Mansa School of Nursing, Livingstone Institute of Business and Engineering Studies (LIBES) as well as Ukwimi TTI.

This tournament saw an increase in sporting disciplines as well. The variety of sporting disciplines ranged from: soccer, netball, volleyball (gents and ladies), basketball (gents), table tennis (ladies and gents), badminton and chess. During the games, the host Mansa TTI emerged as winner in soccer, NORTEC in netball, volleyball for gents went to Kabwe TTI and Evelyn Hone for ladies, table tennis for gents was won by Don Bosco and Mansa School of Nursing for ladies. Winners in basketball were Evelyn Hone, while in chess it was ZASTI as well as Don Bosco in badminton.

Some of the other sporting activities that have been line-up for higher learning institutions this year are: First Athletics Open Championship and First Ball Games Champion of Champions Tournament, which are slated for Livingstone Institute of Business and Engineering Studies from 16-18th July 2011. The athletics championship is open to all colleges registered under the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA), while ball games are only targeted at teams that reached the quarter finals during the Open Championship Qualifier that were held at Mansa TTI in this March.

Meanwhile, the 2011 Independence Championship games will be from 21-24th October 2011 at Kabwe Trades Training Institute. All colleges registered under TEVETA as eligible to participate in these games.

Deposit, don't Travel! TEVETA Changes Mode of Payment

The information technology (IT) revolution has changed the way of doing business today. The automation of most business tasks has decreased the labour involved in daily transactions. The utilisation of IT reduces the 'tear and wear' caused by distance to effect some transactions for those who are miles away each other. But with IT, by the 'click of the button,' transactions take-off whilst you are sited in your office.

The good news for Technical Education, Vocational and Entrepreneurship Training (TEVET) institutions is that Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) has introduced a new payment system where all payment for services rendered by TEVETA will be through DIRECT deposit into the Authority's bank account at any Zambia National Commercial Bank branch.



STAFF CHANGES

Following the completion of transferring TEVET examinations from the Examinations to Zambia to TEVETA, the mandate of TEVETA in administering examinations and assessments has expanded. In line with this development, TEVETA has established a new Division for Assessments and Qualifications. This development has led to the creation of new positions and changes in staff positions:

Mr. Fidelis Cheelo formerly Examinations Specialist in Business Studies is now Manager Business, Commercial



Mr. Fidelis Cheelo formerly Examinations Specialist in Business Studies is now Manager Business, Commercial and Hospitality Programmes.



Mr. Tyson Simuzingili formerly Assessments and Qualifications Manager is now Manager Sciences, Engineering and Trade Test Programmes.



Mr. Kelly Simpamba formerly Trade Testing Specialist in the Training Standards Division moves to Assessments and Qualifications Division in the same capacity.



Mr. Gerald Chizinga moves from Training Standards Division to Assessments and Qualifications. He moves in the same capacity as Examinations Specialist in Mechanical Engineering.



Mr. Cabina Chituta, Examinations Specialist in Electrical Engineering under Training Standards Division moves Assessments and Qualifications under the same capacity.



Mr. Duncan Mushala, Training Support Systems Manager in the Development Division, moves to Training Systems Division in the same capacity.



Ms. Nelly Nyirenda moves from Development Division to Training Systems in the same capacity as Entrepreneurship Development Specialist.

FAREWELL AND WELCOME



Mr. Oswald Musukuma bids farewell to TEVETA to join Zambia State Insurance Corporation as Procurement and Administration Officer. Mr. Musukuma joined TEVETA in August, 2007 as a Stores Officer. Before joining TEVETA, he worked for Trade Kings Ltd and Amanita Premium Ltd in the same capacity. TEVETA wishes him well in his endeavours.



TEVETA welcomes Mr. Libimba Libimba who joined the Authority on 2nd June 2011 as Assessment and Qualifications Specialist in Science and Aviation. Before joining TEVETA, Mr. Libimba worked for Zambia Institute for Capacity Building/ Breaking Barriers Academy (ZICAB/BBA) as Training Coordinator. He holds a Bachelor of Mechanical Engineering Degree from the University of Zambia and a professional qualification in Organisational Change and Management from Denmark.



TEVETA welcomes Mrs. Loveness Chilwalo Malupande who joined the Authority in June 2011 as Assessment and Qualifications Specialist in Hospitality. Before joining TEVETA, Mrs. Malupande was a Senior Lecturer in Business Studies at Zambia ICT College. She holds Diploma in Hotel Management from Hotel and Tourism Training Institute (HTTI), a teaching Diploma at Technical and Vocational Teachers' College (TVTC), BBA and MBA from Management College of South Africa (MANCOSA) and a Diploma in Business Studies from LCCI (UK).



TEVETA further welcomes Mrs. Cornelia Muwezwa who joined the Authority in June 2011 as Assessments and Qualifications Specialist in Media and Applied Arts Programmes. Before joining TEVETA, Mrs. Muwezwa was a lecturer at Evelyn Hone College of Commerce and Applied Arts. She holds a Certificate in Secretarial from Kasiya College of Secretarial, two Bachelor Degrees in Secretarial and Education from Mount Saint Vincent and Master of Education from University of Botswana.

PHOTO FOCUS



TEVETA staff pose for a photo after matching for the creation of secure employment with freedom, equity and human dignity.



TEVETA Entrepreneurship Development Specialist, Nelly Nyirenda (far right in chitenge wear) coaching Venturecomp participants on enterprising mindsets during the workshop.



TEVETA Straining Support Services manager, Duncan Mushala giving Ministry of Science, Technology and Vocational Training, Chriticles Mwansa insights on some TEVETA innovative for competitiveness strategies at the 2011 ZITF.



Stand at ease! Quick, match!! TEVETA staff matching during the 2011 Labour Day Celebration in Lusaka.



Some VentureComp 2011 participants paying attention to business tips during the mentorship workshop. The mentorship workshop drew professions from finance, supply chain, stock market, marketing and business backgrounds

TEVETA Mission and Mandate

VISION

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

MISSION

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

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

Mandate of TEVETA

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

For further information contact:
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