



*Technical Education, Vocational and
Entrepreneurship Training Authority*

ANNUAL REPORT 2022

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1.1. VISION

A dynamic, credible and reliable regulator for technical education, vocational and entrepreneurship training (TEVET)

1.2. MISSION STATEMENT

To regulate, monitor and coordinate Technical Education, Vocational and Entrepreneurship Training (TEVET) to ensure sustainable supply of quality skilled labour force

1.3. 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 treat all our clients fairly in the execution of our regulatory role
	Teamwork	We value collaboration with stakeholders for the achievement of the common goal

2. REGISTERED OFFICE

The Technical Education, Vocational and
Entrepreneurship Training Authority
(TEVETA)
Plot No. 4751
Birdcage Walk, Longacres
Private Bag RW16X
Lusaka, Zambia.



3.0 BANKERS:

- 3.1. **Citibank Zambia Limited**
Lusaka Main Branch
Addis Ababa Roundabout
Lusaka, Zambia
- 3.2. **Stanbic Bank Zambia Limited**
Woodgate House Cairo Road
Lusaka, Zambia
- 3.3. **Zambia National Commercial Bank Limited**
Acacia Park Branch
Arcades
Lusaka, Zambia.

4.0. AUDITORS

Mark Daniels

5.0 BOARD MEMBERS



MRS. NGOZA C. NKWABILO
Zambia Federation of
Employers (ZFE) - **CHAIRPERSON**



MR. CHARLES MUSENGE
Private Sector
VICE CHAIRPERSON



MR. CYPRIAN MAYAMBA
Director of National Productivity
Ministry of Labour and Social Security
MEMBER



DR. TWAMBO HACHIBAMBA
University of Zambia (UNZA)
MEMBER



MR. GUEST MUGALA
Executive Secretary
National Science Technology
Council (NSTC)
MEMBER



MRS. LILLIAN CHIKOTI
Zambia Chamber of
Commerce and Industry (ZACCI)
MEMBER



REV. FR. DR. LEONARD NAMUHUMBA
Zambia Conference of Catholic Bishops
MEMBER



MR. JONES M. SHIMBELA
Director Planning and Information
Ministry of Technology and Science
MEMBER



MR. LAMECK KASHIWA
Zambia Congress of Trade
Union (ZCTU) - **MEMBER**



MRS. LINDA MOONO
Zambia Chamber of Small and
Medium Business Associations
(ZCSMBA) - **MEMBER**



MR. CLEOPHAS TAKAIZA
Director General
SECRETARY

6.0. TEVETA MANAGEMENT



MR. CLEOPHAS TAKAIZA
DIRECTOR GENERAL



MRS. RUDO BANDA
Director Training Standards Division



DR. PHILLIP MUBANGA
Director, Finance &
Administration Division



MR. OCEAN MATIMBA
Director Assessments &
Certification Division



MRS. PHYLLIS KASONKOMONA
Director Development Division

7.0 EXECUTIVE SUMMARY

The Authority's activities were undertaken in line with objectives set in the 2021 to 2026 Strategic Plan. The strategic thematic results areas of the Strategic Plan are:

- a) operational excellence,
- b) stakeholder collaboration, and
- c) TEVET regulatory service excellence.

The premium placed on skills development by Government for job and wealth creation resulted into high demand for TEVET services including inspection of training institutions. Training quality assurance inspections are undertaken to ensure compliance with minimum training standards amongst registered training institutions. Inspection findings showed that most training institutions did not have robust internal quality management systems for effective delivery of training. About 62.5% of the registered institutions were in "Grade 3", which shows that investment in tools and equipment, infrastructure, relevant learning materials, workshops and adequate management systems were required in the sector. There were 341 training institutions on the TEVETA register of training institutions as at December 31 2022. This is the highest number of registered institutions the Authority has ever recorded.

However, the majority of the institutions (85.7%) were along the line of rail. The concentration of training institutions along the line of rail leads to rural-urban migration in search of training opportunities. The situation also affects the implementation of Constituency Development Fund (CDF) skills bursary in rural constituencies. This presents an opportunity to accredit secondary schools with relevant equipment and human resources to offer vocational training for youth sponsored under the Constituency Development Fund.

In the year under review, 23 curricula were developed and 24 were reviewed in line with labour market needs. One hundred and seventy-two (172) programmes out of total 326 TEVET curricula were due for review as at December 2022. Capacity building to experts in materials development was conducted to improve the quality of learning materials.

A total of 85,235 learners were registered for TEVET assessments and examinations in 2022 compared to 48,108 in 2021. This represents 43.55% increase in the number of candidates assessed. This is attributed to the fact that more schools under JSSVET registered their candidates to sit for 2022 examinations. Government sponsorship under Constituency Development Fund (CDF) and Skills Development Fund (SDF). The overall pass rate for 2022 was 89.9% of the total of 25,816 candidates who registered to sit for ZQF Levels 4-6 Programmes. For Trade Test programmes, the pass rate was 90.05% of the 16,232 candidates who registered to sit for Trade Test programmes.

TEVET Fund disbursements towards continued improvement to access, quality and relevance of TEVET in line with the Eighth National Development Plan (8NDP) were made in the year. The TEVET Fund activities were implemented under Employer Based Training and SMEs and Informal Sector Training. Thirty Four (34) employers collaborated in the provision of Employer Based Training (EBT). A total of 5,980 employees benefited from the training at a total shared cost of K63,742,709. A total of 346 contracts were signed with 87 TEVET institutions to support training of 8,297 beneficiaries in the SMEs and Informal Sector. The training was at a cost of K22,995,000.

Prior to the inauguration of the Interim TEVETA Board on 21st December 2022 by the Minister of Technology and Science, the Authority has been reporting to the Ministry of Technology and Science through the office of the Permanent Secretary since 7th May 2017 when the Board was dissolved.

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

8.0 OPERATIONAL REVIEW BY THE DIRECTOR GENERAL

8.1 MANDATE OF TEVETA

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

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

8.2 GOVERNANCE

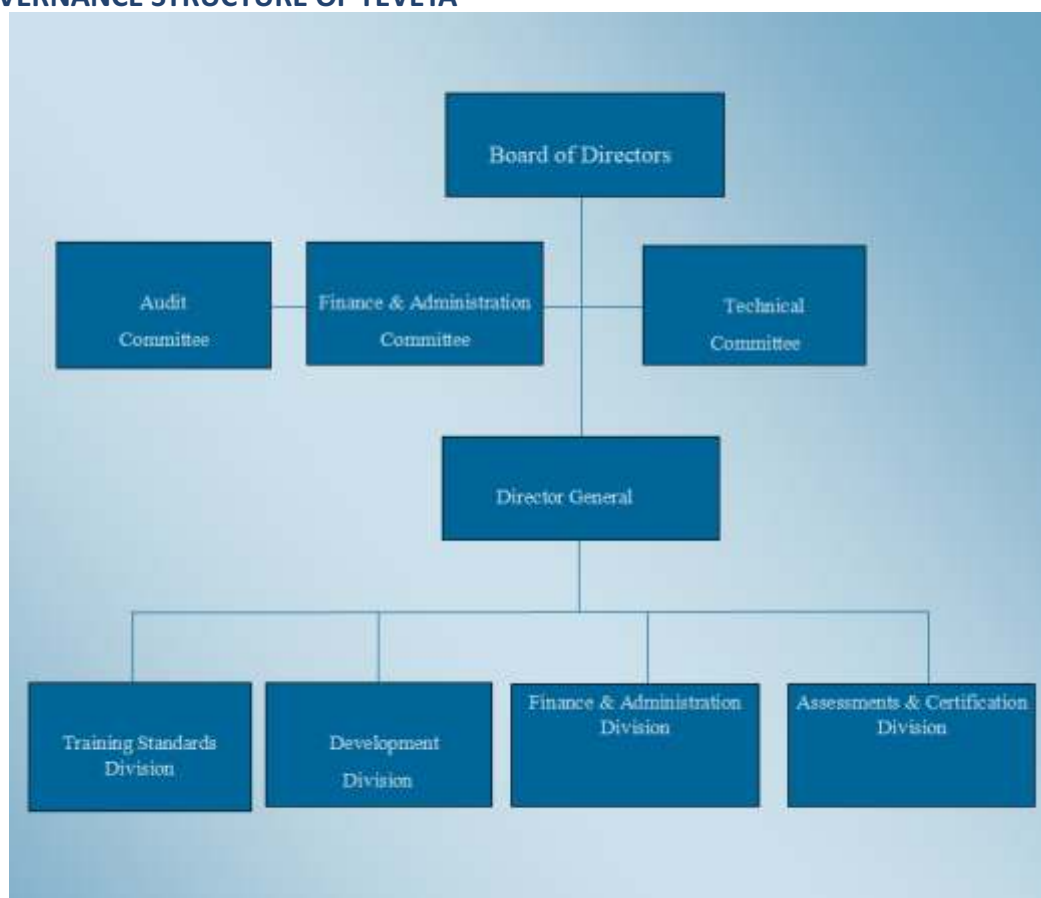
TEVETA is governed by a Board of Directors appointed by the Minister, in accordance with Section 6(1) of the Technical Education, Vocational and Entrepreneurship Training (Amendment) Act No. 11 of 2005. The Board consists of representation from the following:

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

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

Figure 1: shows the governance structure for the Authority

GOVERNANCE STRUCTURE OF TEVETA



8.3 THE ROLE OF TEVETA

The Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) has four Divisions, which are Training Standards, Development, Assessments and Certifications, and Finance and Administration. The divisions are headed by Divisional Directors who report to the Director General. Each Division is further structured into specialised operational Units.

The annual report covers the activities carried out by the Authority during the implementation of the 2022 Annual Work Plan and Budget for the period 1st January to 31st December. The Annual Work Plan and Budget activities were in line with TEVETA's 2021 – 2026 Strategic Plan whose strategic thematic results are:

- a) operational excellence to achieve effective and efficient service delivery,
- b) stakeholder collaboration for satisfied stakeholders and effective programme implementation, and
- c) TEVET regulatory service excellence to have adequate and skilled labour force.

8.3.1 TRAINING STANDARDS DIVISION

During the year under review, TEVETA continued to ensure compliance to the set quality standards in learning processes and environments through:

- (a) inspection and registration of training institutions;
- (b) accreditation of Trainers, Examiners, Assessors;
- (c) provision of training provider support services for continuous improvement in training institutions;
- (d) facilitation of continuous professional development of the personnel in the TEVET sector; and
- (e) Promotion of entrepreneurship training in the TEVET sector.

The following were the activities that were undertaken:

(i) Registration and inspection of training institutions

Inspections were conducted for both existing and new institutions to ensure registered training institutions were with the set training standards. One Hundred (100) applications were received from institutions that were applying to offer TEVET training. This was a double increase in the applications from last year's applications. The increase could be attributable to as a result of the bursary system that has been introduced under the Constituency Development Fund, which has made it possible for more youth to access tevet entrants in the TEVET sector. Fifty-one (51) of the institutions that applied for registration met the minimum training standards to be registered in accordance with the TEVET Act No.13 of 1998 and amendment Act No11 of 2005. The forty-nine (49) institutions that did not meet the training standards were communicated to on the findings and were advised on the actions to be undertaken for the registration with TEVETA to be granted.

In addition, seven (7) training institutions had their Certificates of Registration cancelled as they were no longer conducting TEVET activities or satisfying the requirements to offer training in accordance with the TEVET Act. There was a reduction in the number of institutions who had their registrations cancelled due to the increased demand for skills training.

Routine inspections were conducted at One hundred and Thirty-three (133) training institutions out of the target of Two hundred and Ninety-Seven (297) Institutions. The targets were not met due to having limited staff in the Inspectorate Unit to cater for the growing demands for inspections. The centrality of the Authority compounded the challenge to efficiently respond to the inspection requirements. With the registration of new institutions and the cancellation of

registration status, TEVETA closed the year with Three Hundred and Forty One (341) Institutions sitting on the register. This is the highest number of registered institutions the Authority has ever recorded.

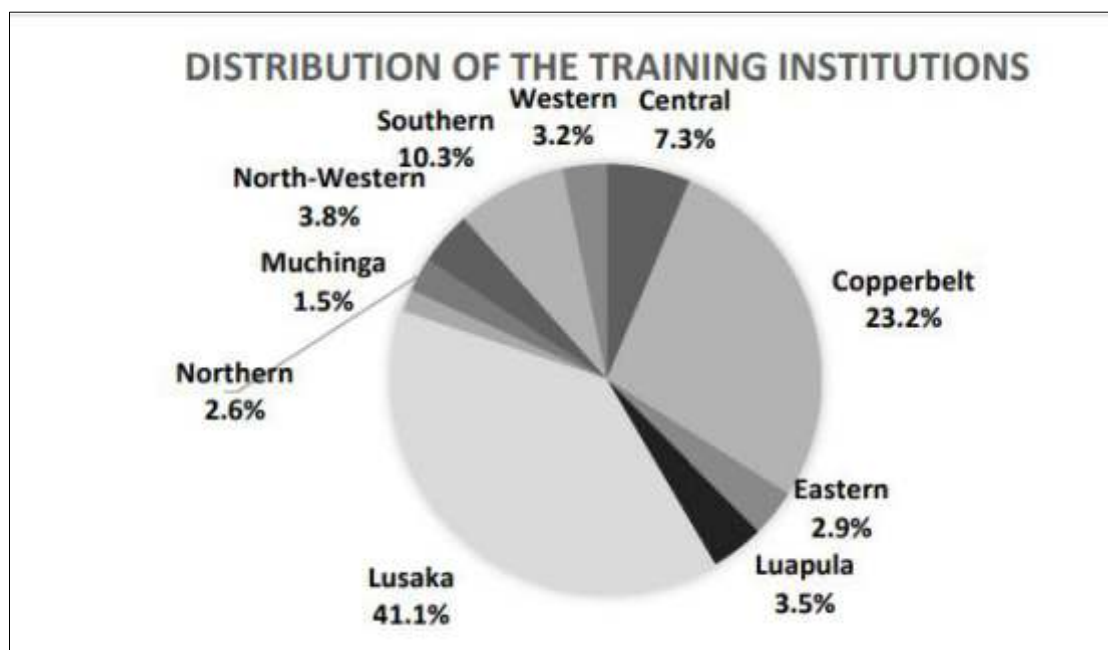
TEVETA has a quality grading system, which classifies training institutions according to the capacity of the training institutions measured in terms of availability of qualified and experienced staff, relevant tools and equipment, availability of teaching and learning material as well as management systems. An institution can either be classified as a Grade 1, 2 or 3. A “Grade 1” institution is one which has well established management systems, qualified and experienced management staff, accredited trainers, appropriate and equipped workshops, ample classroom space, adequate reference materials for teaching and learning, equipped ICT facilities, adequate sanitary facilities and a conducive learning environment. A “Grade 2” Institution is one which meets the basic requirements whilst a Grade 3 institution is one that barely meets the training standards.

At the close of 2022, 62.5% of the registered institutions were in “Grade Three (3)” which is the lowest quality category in the TEVET grading system. The delivery of quality training continues to be a challenge with the major factors being inadequate tools, equipment, infrastructure, learning materials and inadequate management systems. In addition, current industrial experience, and exposure to new knowledge for the trainers and management continues to be a challenge as well. Table 1 below shows the distribution of the training institutions according to the Grade and the Province while Figure 1 shows the distribution of the training institutions according by Province.

Table 1: Distribution of Institutions according to Grades as at 31st December 2022

NAME OF THE PROVINCE	GRADE			TOTAL	% OF TOTAL
	1	2	3		
Central	2	6	17	25	7.3%
Copperbelt	9	20	50	79	23.2%
Eastern	1	3	8	12	2.9%
Luapula	0	3	9	12	3.5%
Lusaka	10	53	77	140	41.1%
Muchinga	0	0	5	5	1.5%
Northern	0	2	7	9	2.6%
NorthWestern	2	3	8	13	3.8%
Southern	1	11	23	35	10.3%
Western	0	1	10	11	3.2%
TOTAL	25	102	214	341	100%
%	7.3%	29.9%	62.8%	100%	

Figure 1: Distribution of Institutions according to Provinces as at 31st December 2022



The majority of the institutions (85.7%) are still along the line of rail. Rural parts of the country have fewer training institutions, leading to rural-urban migration in search of training opportunities. The situation also affects the implementation of the Constituency Development Fund skills bursary in rural constituencies. This could be an opportunity for local Authorities to consider investing some of the project monies in establishing skills training centers in the constituencies.

In the year under review, the majority of the registered Institutions were owned by the Government of the Republic of Zambia and the least were those owned by the Community as seen from **Table 2** which provides the highlights of the Institutions according to ownership.

Table 2: Distribution of Institutions according to Ownership as at 31st December 2022

Name of Province	Type of Ownership							Total
	Public/ Govt.	Private	Church	Community	Trust	Company	NGO	
Lusaka	28	68	17	2	5	6	14	140
Copperbelt	26	24	8	3	2	12	4	79
Southern	16	6	9	0	0	2	2	35
Central	14	3	4	0	0	0	4	25
Northwestern	8	1	0	0	0	4	0	13
Luapula	7	0	4	1	0	0	0	12

Eastern	9	1	2	0	0	0	0	12
Western	8	1	2	0	0	0	0	11
Northern	6	1	2	0	0	0	0	9
Muchinga	4	0	0	0	0	1	0	5
Total	126	105	48	6	7	25	24	341
%	37.0%	30.8%	14.1%	1.8%	2.1%	7.3%	7%	100%

Table 3 shows the distribution of institutions according to the levels of qualifications being offered in the sector. The table shows that most of the training being offered is still in the lower levels of the Zambia Qualifications Framework. This serves as an opportunity for TEVETA to facilitate for the development and delivery of training in the higher levels of the qualifications framework. This will help in the meeting of skills gaps as identified by industry.

Table 3: Distribution of Institutions according to Levels of qualifications as at 31st December 2022

Name of the Province	Level of Training						Total
	Short Courses	Level 3 Certificate	Level 4 Certificate	Level 5 Certificate	Diploma	Diploma	
					(Tech)	(Mgt.)	
Central	3	12	7	0	1	2	25
Copperbelt	15	38	6	2	4	14	79
Eastern	0	7	5	0	0	0	12
Luapula	0	9	2	1	0	0	12
Lusaka	56	45	12	1	8	18	140
Muchinga	0	3	2	0	0	0	5
Northern	1	6	1	1	0	0	9
NorthWestern	0	8	5	0	0	0	13
Southern	6	19	7	0	1	2	35
Western	0	8	2	0	0	1	11
Total	81	155	49	5	14	37	341
% of Total	23.8%	45.5%	14.4%	1.5%	4.1%	10.9%	100%

(ii) Accreditation of Trainers, Assessors and Examiners

Accreditation of trainers, assessors, and examiners is one of the activities conducted by the Authority to foster the quality of training delivery. A total of 1,316 applications were received for accreditation for the year 2022 of which a total of 987 were accredited giving a success rate of 91%. The remaining 119 applicants were not accredited as they did not meet the minimum requirements for accreditation. The applicants who were accredited were given accreditation certificates while the applicants whose applications were not successful were communicated to and advised on the course of action.

(ii) Provision of training provider support services for continuous improvement

To ensure continuous improvement in quality training delivery, the Authority provided support services to one hundred and Seventy-one (171) institutions to enable them migrate to better grades. This was against the target to support to One hundred and Twenty (120) institutions in the year under review. The increase in the number of supported institutions was due to the diversity of capacity building services provided to the training institutions. The main findings from the visits are that institutions do not have quality management systems thereby making it difficult for them to maintain operational documents which help the institutions operate effectively and efficiently. With the observed challenge, TEVETA intends to help the institutions to have quality management systems to facilitate for the delivery of quality training. This will be done by implementing the developed guidelines and conducting capacity building programs for the institutional managers and their staff.

(iii) Facilitation of continuous professional development of the personnel in the Sector

Provision of qualified personnel in the sector is of paramount importance as it is one of the ingredients for quality training to be conducted. Realising its importance and to ensure compliance to the training standards, TEVETA through the Division facilitated for the conduct of capacity building programmes. Capacity building activities were conducted for Three Hundred and Ninety – One (391) personnel. The capacity building programmes were in assessments and certification to see how the current assessment system should respond to 21st Century skills. In addition, as the curriculum used in the sector is continuously being reviewed and developed, capacity building programmes were also conducted in some of the reviewed programmes in order to address the emerging needs. Amongst the capacity building programmes, lecturers were also attached to industry to gain the relevant current work experiences

(iv) Promotion of entrepreneurship training.

The promotion of Entrepreneurship continues to be an agenda of Government as outlined in the TEVET Policy. The limited number of qualified entrepreneurship qualified, poor access to the curriculum and training materials by the trainers/trainees and weak entrepreneurship ecosystems to support the graduates once they complete the training have continued to be challenges in the sector.

In the year under review, capacity building programmes were conducted for 44 trainers to improve delivery of entrepreneurship training. Priority for 2023 is to review the Entrepreneurship training materials, capacity building conducted for more trainers and facilitate for the strengthening of the ecosystem through stakeholder engagements.

8.3.2. DEVELOPMENT DIVISION

In 2022, the Authority developed learning programmes, set standards and provided guidelines for the implementation of different modes of teaching and learning as mandated by the TEVET Act. These functions were implemented through;

- Development and continuously review of curricula to ensure it is relevant and responsive to national and industry demands.
- Development and promotion of innovative training systems to increase access to TEVET through a variety of learning pathways.
- Development and implementation of a TEVET Research, Innovation and Knowledge management system.

(i) Curriculum Development and Review

Twenty three (23) curricula were developed and twenty four (24) were reviewed in the year. Curriculum reviews is undertaken to continuously align curricula to industry needs. The review period of each curriculum differ depending on the level of qualification. **Table 4** shows the review period in relation to the level of the qualification of the Zambia Qualification Framework (ZQF):

Qualification level	Review period
Diploma (Level 6)	5
Advanced Certificate (Level 5)	4
Craft Certificate (Level 4)	3
Trade Certificate (Level 3)	2

(ii) Learning materials development

Learning materials to support open distance and Flexible Learning (ODFL) were developed for Level 4 Certificate in Automotive Mechanics and Paralegal Studies. Learning materials covering curriculum at Level 4 Certificate in Secretarial and Office Management, Engineering Mathematics and Engineering Science are awaiting review and validation.

(iii) TEVET Training Systems and Public Private Partnerships (PPP)

To promote Private Sector Participation in Skills Development' a dual mode of learning pilot Dual Vocational Educational and Training (VET) System was facilitated between Lusaka Water and Sanitation Company and Lusaka Business College with support from the Germany Technical Cooperation Agency (GIZ). The learners on the programme are employees of LWSC. TEVETA is offering technical support to the project in the areas of quality assurance and assessments and certification.

(v) Recognition of Prior Learning (RPL)

In TEVET, Recognition of Prior Learning (RPL) assessments are conducted in formal and informal Sectors. RPL is a process by which individuals can claim and gain recognition towards specific national qualifications, based on demonstrated competence/learning outcome in a person's working life or experience. It involves identification, documentation, assessment and certification of learning outcomes/ experience that was acquired outside the formal (traditional or classroom) system. It is a tool for certifying competences that are acquired outside the formal education and training system such as local communities or at a work place.

In the year under review, eight hundred and twelve (812) RPL candidates were awarded with TEVETA certification in Leatherwork and Shoe Making, Paralegal Studies, Biogas Digester Plant Construction, Operations and Maintenance of Battery Based Photovoltaic Systems, and others.

8.3.3. ASSESSMENTS AND CERTIFICATIONS DIVISION

TEVETA also conducts and administers TEVET Assessments and Examinations to learners in institutions registered under the TEVET Act. The Authority's strategic objective under this role is to develop and continuously improve the TEVET Assessments and Certification system to cater for all training systems in the context of the Zambia Qualifications Framework.

During the year under review, three (3) examination sessions were held in April-May, July-August and November-December. September-October session for Junior Secondary School Vocational Education and Training (JSSVET) was also conducted at the end of September instead of their scheduled time in early September.

I) Number of institutions that participated in the examinations

A total of 64 institutions presented candidates in *Regular Programmes* (Certificate to Diploma –ZQF Levels 4-6), which are the highest levels on the TEVET section of the Zambia Qualification Authority Framework, during the 2022 examinations. Copperbelt and Lusaka provinces had the highest number of institutions recording 20 and 16 institutions respectively, while Muchinga and Northern provinces had the lowest number of institutions recording one (1) institution respectively.

In the same period 151 institutions presented candidates in *Trade Test*, at level 3 on the ZQF framework and lower level (II) and level (III) on Tevet Qualification Framework (TQF). Copperbelt and Lusaka provinces had the highest number of institutions recording 39 and 32 institutions respectively, while Northern, Eastern, Muchinga, and North-Western provinces had the lowest number of institutions recording 7 and 6 institutions respectively. Eighteen (18) institutions presented candidates for *Skills Award*, of which the highest was in Lusaka province (6) and Copperbelt (5). Three provinces namely Eastern, Northern and Western did not present candidates under the Skills Award programme.

Seven hundred and forty-two (742) institutions presented candidates for Junior *Secondary School Vocational Education and Training (JSSVET)* programmes in the 2022 TEVET examinations. Copperbelt and Northern provinces recorded the highest number of institutions participating in the 2022 examinations recording 251 and 223 institutions respectively. The least number of institutions were recorded in Central (31) followed by Muchinga province (21). Figure 2 and Table 5 shows this distribution:

Figure 2: Institutions that participated in the examinations

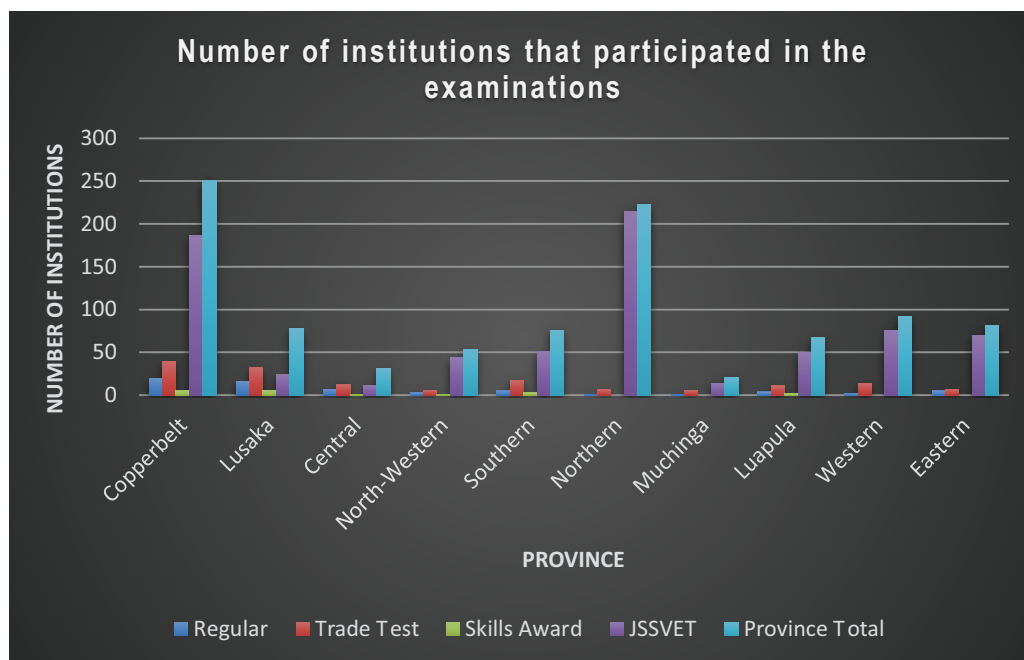


Table 5: Institutions that participated in the examinations

Programme	Copperbelt	Lusaka	Central	North-Western	Southern	Northern	Muchinga	Luapula	Western	Eastern	Total
Regular	20	16	7	3	5	1	1	4	2	5	64
	39	32	12	6	17	7	6	11	14	7	151
Skills Award	5	6	1	1	3	0	0	2	0	0	18
JSSVET	187	24	11	44	51	215	14	50	76	70	742
Total	251	78	31	54	76	223	21	67	92	82	975

II) Candidature

A total of 85,235 learners registered for 2022 TEVET assessments and examinations (25,816 ZQF Levels 4-6 programmes, 24,674 Trade Test programmes, 33,491 Junior Secondary School VET and 1,254 Skills Awards programmes).

All programmes recorded an increase in the number of candidates assessed from 48,108 in 2021 to 85,235 in 2022 representing an increase of 43.55%. This is attributed to the fact that more schools under JSSVET registered their candidates to sit for 2022 examinations and also Government sponsorship under constituent development fund (CDF) and skills development fund (SDF) Refer to Figure 3 and Table 6.

Figure 3: Candidature

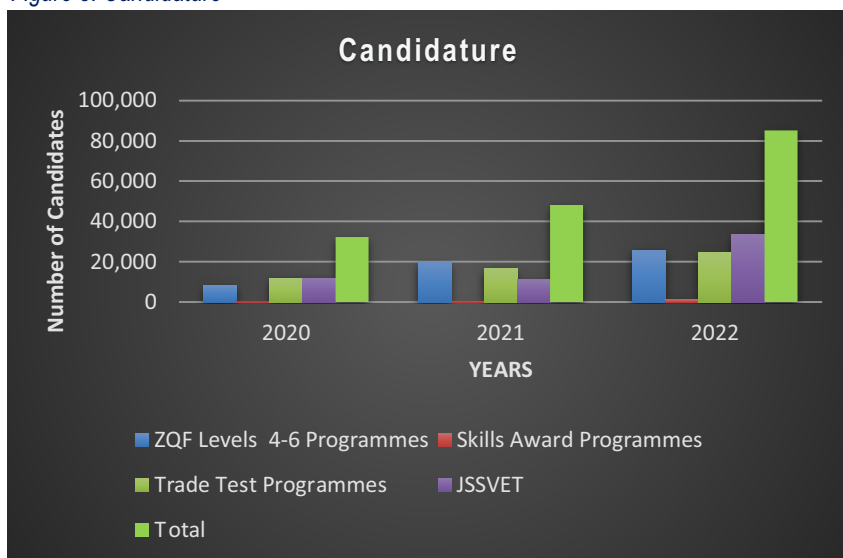


Table 6: Candidature

	2020	2021	2022
ZQF Levels 4 6 Programmes	8,382	20,139	25,816
Skills Award Programmes	154	392	1,254
Trade Test Programmes	11,804	16,665	24,674
JSSVET	11,924	10,912	33,491
Total	32,264	48,108	85,235

III) Number of Programmes Examined

A total of 276 courses and assessments were conducted in 2022. These were: 148 ZQF Levels 4-6 Programmes, 106 Trade Test /JSSVET Programmes and 22 Skills Awards. Refer to Figure 4 and Table 7.

Figure 4: Number of programmes examined/assessed

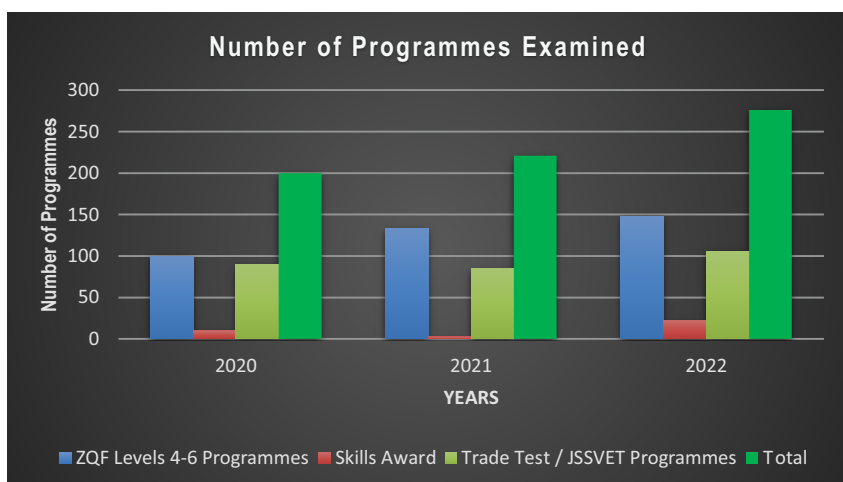


Table 7: Number of programmes examined/assessed

	2020	2021	2022
ZQF Levels 4-6 Programmes	100	133	148
Skills Award	10	3	22
Trade Test / JSSVET Programmes	90	85	106
Total	200	221	276

IV) Number Of Subjects Examined

A total of 2,047 subjects were examined in 2022 examinations. The number of subjects examined increased from 1,690 in 2021 to 2,047 representing a percentage increase of 17.44%. Refer to Figure 5 and Table 5. The increase is attributed to the fact that new curricula was developed and revised to respond to demands from industry and some upgraded to diploma levels.

Figure 5: Number of subjects examined

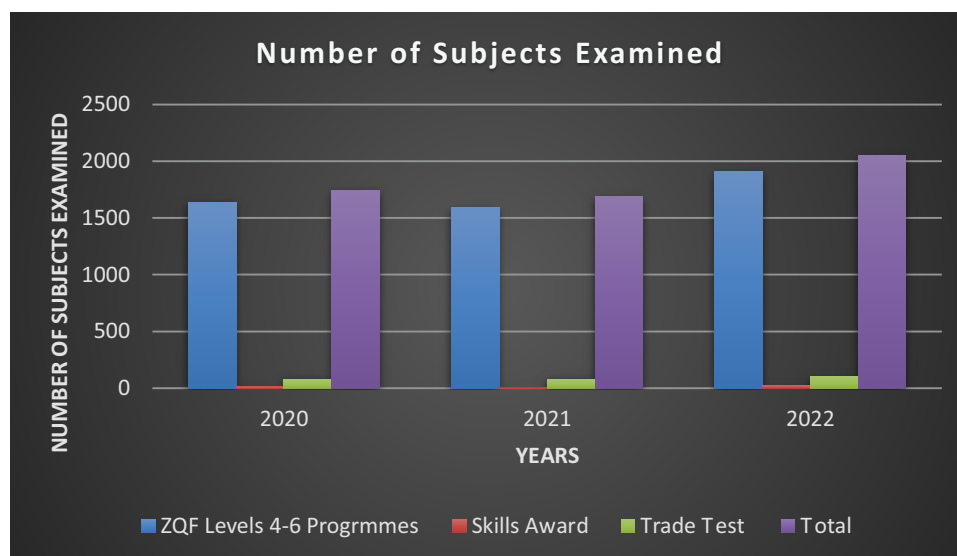


Table 8: Number of subjects examined

	2020	2021	2022
ZQF Levels 4 6 Programmes	1638	1592	1908
Skills Award	13	5	24
Trade Test Programmes	77	78	100
			15
Total	1,743	1,690	2,047

V) Overall Performance – ZQF Levels 4-6 Programmes

From a total of 25,816 candidates who registered to sit for ZQF Levels 4-6 Programmes 25,460 sat: 15,633 males passed, 1,703 males failed 7,257 females passed, 867 females failed and 355 candidates were absent. This brought the overall pass rate to **89.90%**. Table 6 indicates this distribution:

Table 9: Overall Performance – Regular Programmes

Registered	Sat	Absent	Male Passed	Female Passed	Male Failed	Female Failed
25,816	25,460	355	15,633	7,257	1,703	867

The pass rates for males and females were 90.17% and 89.32% respectively (Refer to Figure 7 and Figure 8).

Figure 7: Male Performance - Regular Programmes

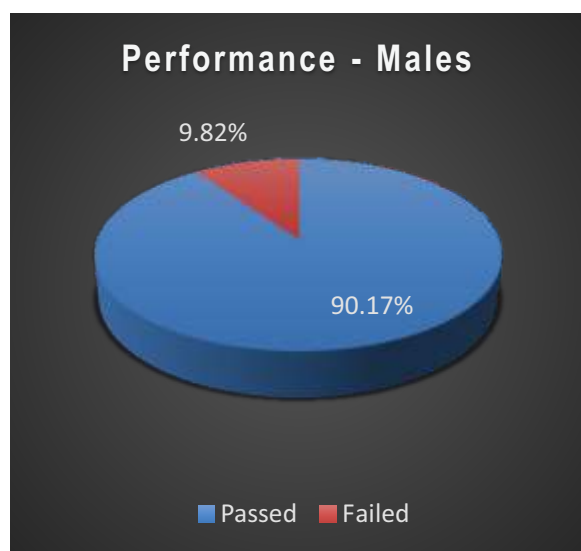
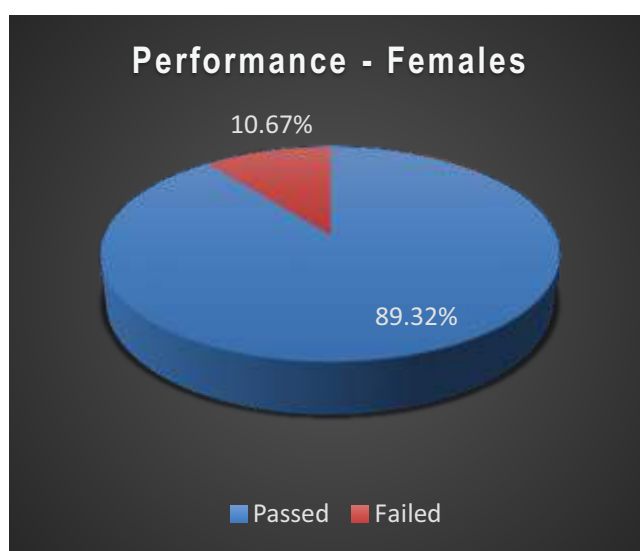


Figure 8: Female Performance - Regular Programmes



VI) Overall Performance – Trade Test Programmes

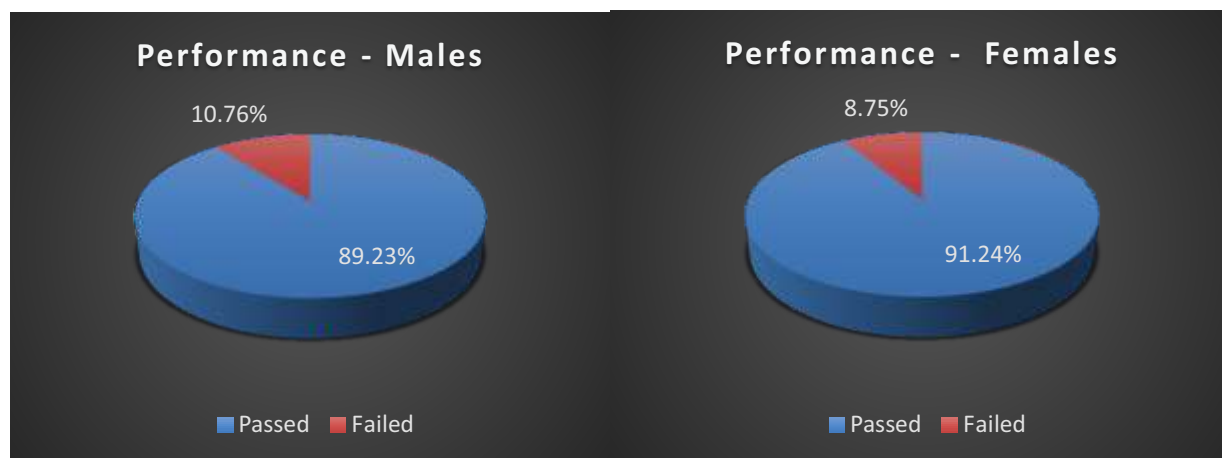
From a total of 16,665 candidates who registered to sit for Trade Test programmes, 16,232 sat: 8,543 males passed, 1,031 males failed, 6,075 females passed, 583 females failed and 433 candidates were absent. This brought the overall pass rate at **90.05%**. Refer to Table 10.

Table 10: Overall Performance – Trade Test Programmes

Registered	Sat	Absent	Male Passed	Female Passed	Male Failed	Female Failed
16,665	16,232	433	8,543	6,075	1,031	583

The pass rates for males and females were 89.23% and 91.24% respectively. The pie charts in Figure 10 and 11 shows this breakdown:

Figure 10: Male Performance –Trade Test Programmes Figure 11: Female Performance –Trade Test Programmes



VII) Overall Performance Skills Award

From a total of 1,254 candidates who registered to sit for the Skills Award programmes: 671 males passed, 5 males failed, 518 females passed, 8 females failed and 52 candidates were absent. This brought the overall pass rate at **98.91%** Refer to Table 11.

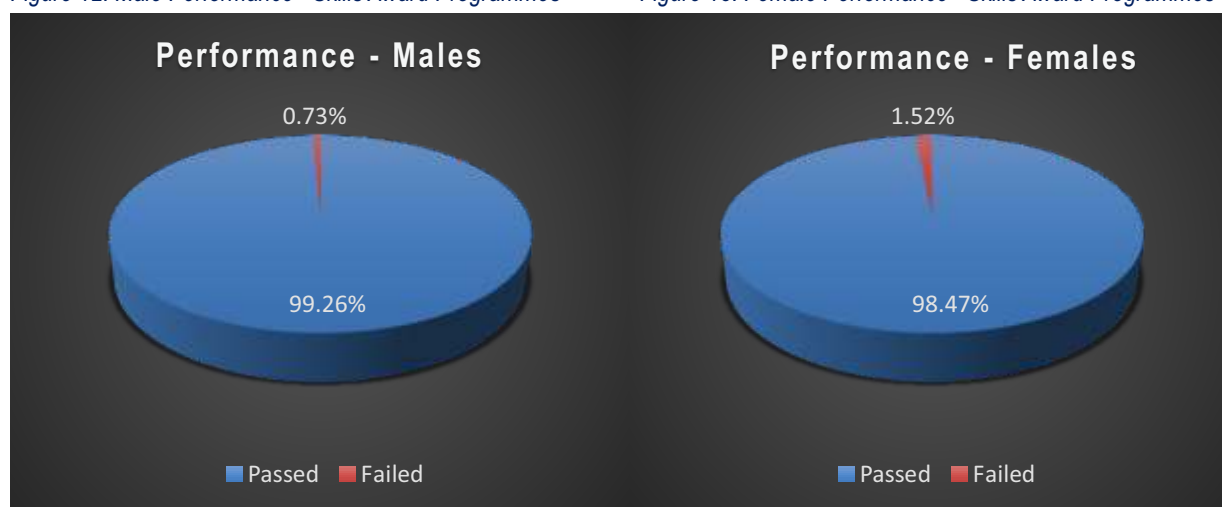
Table 11: Overall Performance –Skills Award Programmes

Registered	Sat	Absent	Male Passed	Female Passed	Male Failed	Female Failed
1,254	1,202	52	671	518	5	8

The pass rates for males and females were 99.26% and 98.47% respectively. The pie charts in Figure 12 and 13 shows this breakdown:

Figure 12: Male Performance –Skills Award Programmes

Figure 13: Female Performance –Skills Award Programmes



VIII) Re-sit Candidates

The number of Re-sit candidates increased from 5,410 in 2021 to 8,709 in 2022 representing an increase of 37.88%. This increase is attributed to an increase in the candidature for the period under review. Refer to Table 12

Table 12: Re-sit Candidates

	2020	2021	2022
No. of Re-sit Candidates	5,351	5,410	8,709

IX) Re-Sit Subjects

The number of subjects that were re-sat increased from 1,809 in 2021 to 2,018 in 2022 representing a 10.35% increase. Refer to Table 13.

Table 13: Re-sit Subjects

	2020	2021	2022
No. of Resit Subjects	1,926	1,809	2,018

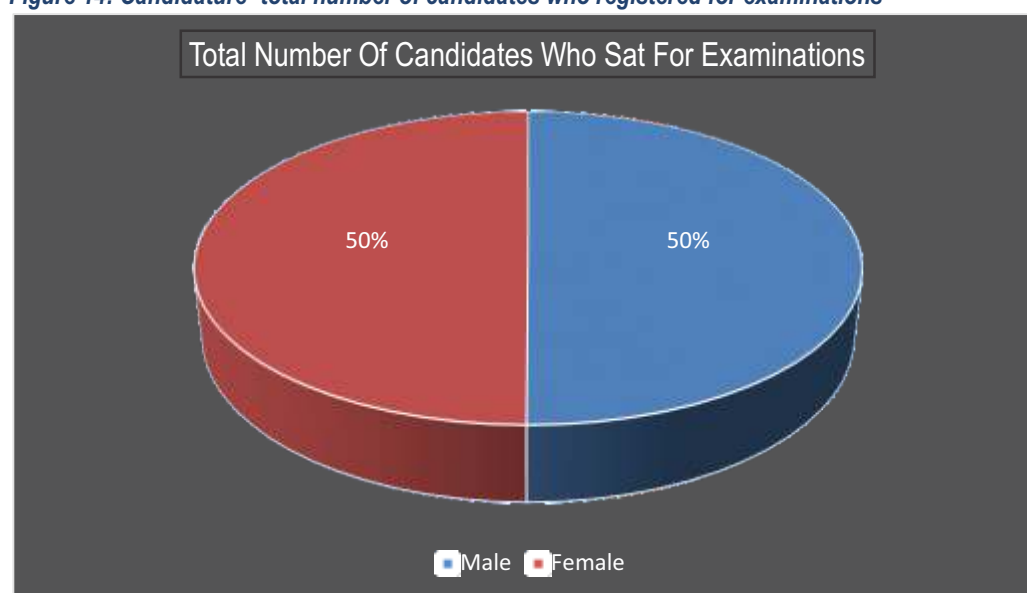
X) CANDIDATURE – Junior Secondary School Vocational Education and Training (JSSVET)

A total of 33,491 candidates registered to sit for September – October, 2022 JSSVET examinations. From this number 32,971 sat for the examination, 16,507 were males whilst 16,464 were females, representing a percentage of 50.06% and 49.93% respectively. Refer to Figure 14.

Table 14: Candidature- SSVET

Registered	Sat	Absent	Male Passed	Female Passed	Male Failed	Female Failed
33,491	32,971	520	13,872	14,277	2,635	2,187

Figure 14: Candidature- total number of candidates who registered for examinations



XI) PERFORMANCE – Junior Secondary School VET

From 16,464 female candidates who sat for examinations, 14,277 passed making the pass rate at 86.71% whilst 2,187 failed with failure rate at 13.28%. Figure 15 shows this distribution:

Figure 15: Performance by Gender - Females

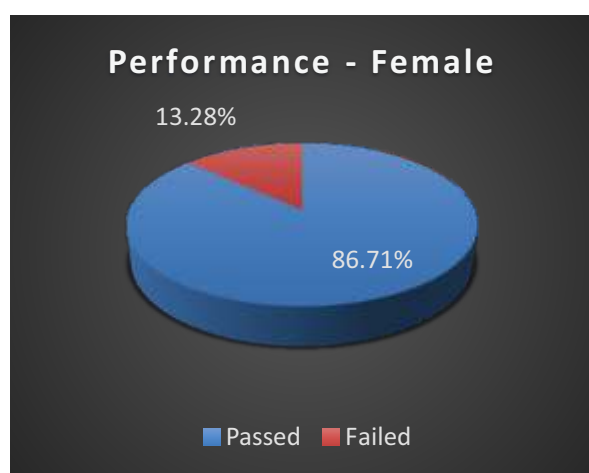
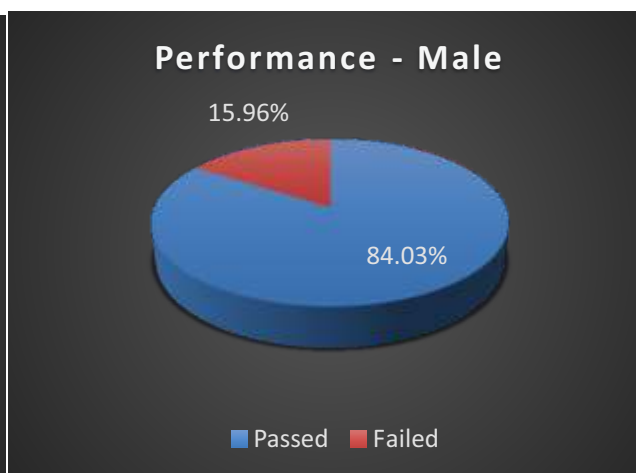


Figure 16: Performance by Gender – Males



From 16,507 male candidates who sat for examinations, 13,872 passed making the pass rate at 84.03% whilst 2,635 failed with failure rate at 15.96%. Figure 16 shows this distribution:

The overall pass rate for JSSVET assessments for 2022 was at **85.37%**

XII) Enhancements

- The enhancements made by the IT Unit on the new database have brought about improvements in the capturing of learner data information. This included enrollment of candidates to various programmes, registration for examinations entry, and capturing of examination results. The improvement contributed to processing the increased number of examination entries in 2022 on time
- During the year under review, the Authority organised a consultative with Provincial Education Officers and Standards Examination Officers under Ministry of Education. The meeting brought out some resolution to improve administration of Grade 9 Secondary School Vocational Education and Training (SSVET) assessments, which included migrating the registration of pupils for trade test from using Examinations Council of Zambia system to register directly on TEVET online system to improve efficiency. This has been implemented, a team from the Ministry of Education was trained to use the TEVETA online registration platform.

8.3.3. FINANCE AND ADMINISTRATION DIVISION

(i) Human Resources and Administration Staffing

We began the year with 71 staff as at 1 January 2022 and ended with a staff compliment of 68 as at 31 December 2022. The staff compliment included seasonal and short-term staff hired for specific season or short-term assignments. During the year we lost some staff and gained some staff.

Staff Strength As At 31 December 2022

The actual staff strength as at the end of 31 December 2022 was as follows

Contract Duration	Number of Staff
5 Years	63
5 years 3 Months	2
4 years	1
6 months	1
1 year	1
Total	68

New Engagements

The following appointments/new engagements were made during the year:

Name	Position	Effective date
Tambatamba Mukombo Jonathan	Assessments Specialist -Media and Secretarial	11 July 2022
Name	Position	Effective date
Tembo Costain	Monitoring and Evaluation Specialist	16 August 2022
Mwanza K Alfred	Finance Officer	02 August 2022
Mulundu M. Deborah	Temporary Assessments Specialist (Electrical)	10 February 2022
Mpaisha Dinah	Temporary Data Entry Officer	15 September 2022
Lombe Fredrick	Assessments Specialist Construction	01 July 2022
Chisi White	Assessments Specialist -Business and Applied Arts	27 June 2022
Hachiboya Claire	Assessments Specialist -Sciences and Aviation	30 June 2027
Total	8	

Losses

Three (3) staff left employment as follows:

Name	Position	Effective date
Tembo Patrick	Assessments Specialist (Construction)	6 Feb 2022
Banda Kumbukani Shadreck	Assessments Specialist -Health Sciences, Agric and Aviation	19 March 2022
Chibwe Delight Chitalu	Data Entry Officer	31 October 2022
Kabinda Chilungu	Trade Test Specialist	3 June 2022

Suspensions

Three (3) staff were serving suspensions during the period

Name	Position
Edward L. Khuzwayo	IT Specialist
Yvonne T. Mulenga	Data Entry Officer
Chibwe Delight Chitalu	Data Entry Officer

(ii) Technical Education, Vocational and Entrepreneurship Training (TEVET) Fund

The performance and progress on the activities conducted under the TEVET Fund for the period from 1st January, 2022 to 31st December, 2022 are arranged in two sections. Section A provides a technical report on the activities while Section B provides the financial report.

SECTION A: TEVET FUND TECHNICAL REPORT

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 provided resources to encourage institutions to adequately offer the skills demanded by the labor market in both the formal and informal sector.

Objectives, Strategies and Programme

Below is a matrix of the objectives, strategies and programmes as they appear in the 8NDP. The TEVET Fund intervention column is added to state the corresponding output to address the issues raised in the 8NDP.

No	Objectives	Strategies	Programmes	TEVET Fund Intervention
1	A diversified and industrialized economy	Promote industry relevant skills	Industry led curriculum development	The TEVET Fund supported review and development as well as the enhancement of TEVET national curriculum and teaching learning materials in collaboration with industry experts.

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 Youths in the SMEs and Informal Sector.
3	Improved education and skills development	Enhance science, technology and innovation, and access to quality, equitable and inclusive education	Infrastructure development	Financing to institutions through the TEVET Fund has led to an increase in the number of institutions accessing funding thus increasing the absorption capacity as more trainees are able to access training. The TEVET Fund conducted sensitization and capacity building workshops, addresses at Annual General Meetings and organization visits to create awareness on its activities
			Youth and adult literacy	The TEVET Fund facilitated the linkages of youth and adult literacy to skills development centers through provision of financing towards SMEs and Informal Sector Training.
			Private sector participation enhancement	The TEVET Fund promoted collaboration with industry/private sector in the provision of quality and relevant skills that match industry needs through EBT activities.

		Improved skilled labor and entrepreneurship skills	Work based learning, internship, apprenticeship and other work-based skills development	The TEVET Fund supported some work-based training activities through EBT and apprenticeship training
			Promotion of entrepreneurship training	Entrepreneurship training has been integrated into the curriculum for all programmes being financed under the TEVET Fund, thereby enhancing SMEs and informal sector training.
4	Reduced poverty, vulnerabilities and inequalities	Reduce developmental inequalities	Youth entrepreneurship and vocational skills training	The TEVET Fund provided financing for training of youth SMEs and Informal Sector in various skills in 2022
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	Reskilling of SMEs has led to increased productivity and innovation, as entrepreneurs are able to keep abreast with the latest trends in their respective industries. This has been made possible through financing provided under SMEs and Informal Sector Training

Performance of SME Training and Informal Sector Training activities in 2022

During the year, the Authority signed contracts in line with the funding windows for proposals which were received for support towards SMEs and Informal Sector Training. **346** training contracts were signed with **87** TEVETA registered training providers to skill **7, 665** youths in support of SMEs and Informal Sector Training at a cost of **K22, 995, 000.00**. The actual number of students trained exceeded the targeted number. A total of **8, 297** students were actually enrolled compared to the target **7, 665** students.

Informal Sector and SME Training Enrolments per institution

Below is a summary of the enrolments per institution:

No	Name of Institution	Targeted Number of Beneficiaries	Actual Number of Beneficiaries
1	African College For Community Based Natural Resource Management	60	60
2	Bauleni Special Needs Project	80	69
3	Buchi Vocational Training Centre	120	180
4	Chama Youth Resource Centre	60	67
5	Chelstone Skills Training Centre	20	23
6	Chifubu Skills Training Centre	20	25
7	Chikowa Youth Development Centre	80	82
8	Chingola Skills Training Centre	60	71
9	Chinsali Youth Resource Centre	60	77
10	Chipata Central Skills Training Centre	140	236
11	Chipata Skills Training Centre	120	123
12	Chipata Trades Training Institute	170	40
13	Chisangwa Youth Resource Centre	40	43
14	Chiyota Youth Resource Centre	80	91
15	Chrismeyas CBMT Institute	20	24
16	Chodort Skills Training Centre	60	60
17	Copperbelt Technical Skills	20	21
18	Craw Hammer Trades School	120	137
19	Dzithandizeni Trust Trades School	60	72
20	Family Pillar Vocational Skills Training Centre	120	135
21	Good Samaritan Skills Training Centre	80	94
22	Hernandez Vera Skills Training Centre	20	20
23	Industrial Training Centre	130	129
24	Isoka Trades Training Institute	80	97
25	Kabwe Skills Training Centre	120	139
26	Kabwe Institute of Technology	320	318
27	Kalabo Trades Training Institute	100	125
28	Kamfinsa Skills Training Centre	160	207

29	Kamwala Skills Training Centre	40	42
30	Kaoma Youth Resource Centre	100	128
31	Kaputa Skills Training Centre	60	58
32	Kasama Skills Training Centre	100	104
33	Katembula Youth Resource Centre	40	42
34	Katombora Skills Training Centre	140	168
35	King George VI National College	50	56
36	Kitwe Vocational Training Centre	80	119
37	Kwilimuna Youth Resource Centre	60	69
38	Livingstone Institute of Business and Engineering Studies	255	246
39	Livingstone Skills Training Centre	160	174
40	Luanshya Skills Training Centre	100	100
41	Lukashya Trades Training Institute	100	0
42	Lusaka Central Skills Training Centre	120	147
43	Lusaka Vocational Training Centre	160	134
44	Lusaka Youth Resource Centre	80	96
45	Luwingu Youth Resource Centre	80	113
46	Mandevu Youth Project	40	46
47	Mansa Central Skills Training Centre	100	120
48	Mansa Skills Training Centre	100	126
49	Mansa Trades Training Institute	200	242
50	Manyinga Youth Resource Centre	40	61
51	Mongu Skills Training Centre	80	92
52	Mongu Trades Training Institute	100	91
53	Mpika Youth Resource Centre	60	73
54	Mufulira Technical Training Institute	20	20
55	Mufulira Skills Training Centre	60	72
56	Mufumbwe Youth Resource Centre	100	124
57	Mukobeko Skills Training Centre	160	200
58	Mukwela Youth Resource Centre	40	57
59	Mulelemwana Youth Skills Training Centre	80	91
60	Mumbwa Youth Resource Centre	100	112
61	Muoyo Youth Resource Centre	20	21
62	Mushili Skills Training Centre	100	118

63	Mwange Youth Resource Centre	20	29
64	Mwembeshi Skills Training Centre	120	138
65	Mwense Trades Training Institute	80	81
66	Mwinilunga Trades Training Institute	60	76
67	National Vocational Rehabilitation Centre	80	73
68	Ndola Skills Training Centre	60	58
69	Ngungu Youth Resource Centre	60	60
70	Ngwee Skills Training Centre	60	61
71	Nkumbi International College	60	69
72	Northern Polytechnic	40	40
73	Northern Technical College	300	263
74	Petroleum Institute Of Education	20	20
75	Samfya Youth Resource Centre	20	22
76	Solwezi Skills Training Centre	120	143
77	Solwezi Trades Training Institute	200	210
78	St. Paul's Skills Training Centre	80	90
79	St. Mawaggali Trades Training Institute	120	124
80	Thornpark Construction Training Centre	100	64
81	Twikatane Ndola Vocational Training Centre	60	75
82	Ukwimi Trades Training Institute	80	78
83	Youth Community Training Centre	60	61
84	Zambezi Youth Resource Centre	40	54
85	Zambia Institute for Business Studies and Industrial Practice	60	58
86	Zgangani Kachinga Youth Resource Centre	60	63
87	Zimba Centre For Rural Development	60	60
		7665	8297

Informal Sector and SME Training Enrolments per programme

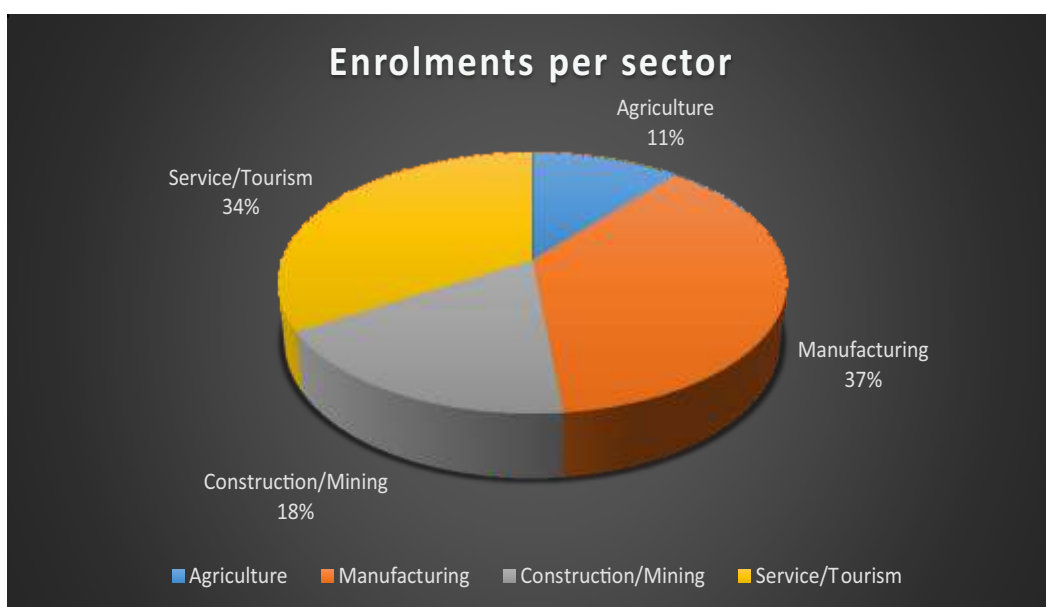
The programmes that were financed fell in the sectors which were identified in the 8NDP as means of attaining economic diversification due to their high growth potential, comparative and competitive advantages, as well as potential for poverty reduction. The Unit provided financing in 28 skill areas. Below is a summary of the enrolments per programme:

No.	Name of Proposed Training Program	Number of Targeted beneficiaries	Actual Number of beneficiaries	Variance Number of beneficiaries
1	Agricultural Mechanics	20	20	0
2	Autobody Repair	40	48	8
3	Automotive Electrical	175	169	-6
4	Automotive Mechanics	475	533	58
5	Bee Keeping	20	25	5
6	Bricklaying and Plastering	1010	1132	122
7	Carpentry and Joinery	970	988	18
8	Fashion Design and Textile Technology	1080	1248	168
9	Driving and Basic Mechanics	50	50	0
10	Driving Wildlife Safari Guide	20	20	0
11	Electrical Technology	820	969	149
12	Electronic Systems Maintenance and Repair	20	17	-3
13	Food Production	625	706	81
14	General Agriculture	860	906	46
15	Hair Dressing and Cosmetology	60	56	-4
16	Handling of Petroleum Products	20	20	0
17	Heavy Equipment Repair	40	41	1
18	House Keeping	40	41	1
19	Leather Work and Shoe Footwear	20	21	1
20	Metal Fabrication and Welding	710	781	71
21	MIG and TIG Welding	20	28	8
22	Painting, Decorating and Sign Writing	20	16	-4
23	Plumbing and Pipe Fitting	320	337	17
24	Refrigeration and Airconditioning	50	43	-7
25	Rigging	20	21	1

26	Tour Guiding	20	21	1
27	Transfer Wildlife Safari	20	20	0
28	Walking Wildlife Safari	20	20	0
		7565	8297	732

Informal Sector and SME Training Enrolments per sector

The areas that were considered were construction, agriculture, tourism, manufacturing, mining and many other categories. Below is a pictorial presentation of the enrolments per sector:



As can be noted, the manufacturing sector enrolments were the highest with 45% while enrolments under the agriculture sector enrolments were the lowest with 11%.

Performance of Employer Based In-Service Training (EBT) activities in 2022

During 2022, Eight (8) TEVET Institutions and Thirty Four (34) employers collaborated in the provision of EBT targeting Five Thousand Nine Hundred and Eighty (**5, 980**) employees at a total shared cost of **K63, 742, 709** directed for skills development in the formal sector. This was expected to focus on provision of higher level skills to enhance productivity and efficiency in the business operations of the employers.

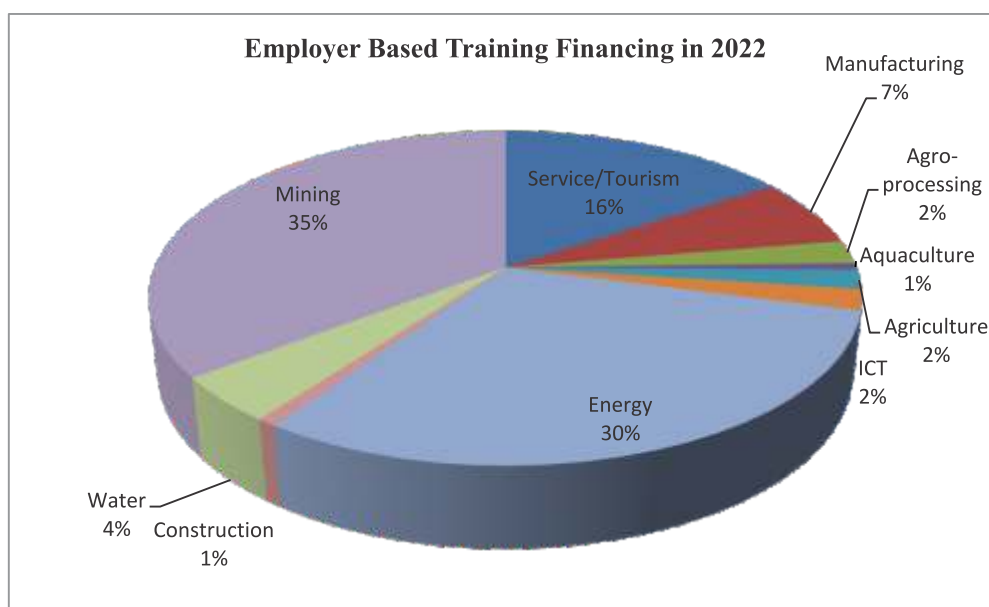
Below is a table showing the number of employees targeted for training by each training provider in 2022:

No.	Institution	Employer	Number of course	Number of employees targeted
1	CAMCO College	CAMCO Equipment Zambia Limited	1	36
2	Kafue Gorge Regional Training Centre	Lusaka Water Supply and Sanitation Company Limited	1	60
		ZESCO Limited	25	621
		Nkana Water Supply and Sanitation Company Limited	12	202
		Lunsemfwa Hydro Power Company Limited	19	60
		Copperbelt Energy Corporation	23	53
	Livingstone Institute of Business and Engineering Studies (LIBES)	Kubu Craft	1	30
4	Luanshya Technical and Business College	FQM Trident Limited	5	204
5	Northern Technical College	FQM Trident Limited	21	1613
		Dangote Cement Plc	24	353
6	Industrial Training Centre	NAMPAK Zambia	1	10
		ZAMBEEF Products Plc	6	134
		Kagem Mining Zambia Limited	1	300
		Aller Aqua Zambia Ltd	1	40
7	Rising East Training	Saro Agro Industrial Limited	3	60
		Liquid Intelligent Technologies Limited	2	120
		Neelkanth Sarovar Premier	4	80
		Hollard Insurance Zambia Limited	3	70
		Hotellier Zambia Limited	5	200
		Engineering Institute of Zambia	5	280
		Synergy Seeds Zambia Ltd	1	10
		Agrivet Africa Ltd	1	5
		LT Construction Software Limited	1	2
		Nthawi Construction and Logistics Limited	1	2
		Satec Media Limited	1	2
		Madison Finance Company Limited	2	175

	Institute	Jack Kawinga Limited	1	10
		Madison General Insurance Company Limited	3	324
		Zhengtai Group Limited	2	12
		Action Aid Zambia	1	35
		Topstar Communication Company Limited	1	20
		Build Trust Construction Limited	1	20
		Altus Financial Services Ltd	1	25
8	ZESCO Training Centre	ZESCO Ltd	32	800
		Minor Hotel Zambia Ltd	1	4
		Zambia Sugar Plc	5	8
		Total		5,980

Sensitization and Capacity Building Workshops

During the year, the TEVET Fund conducted two (2) virtual sensitization and capacity building workshops in line with proposal writing as well as implementation of TEVET Fund activities. During the same year, the Unit conducted sensitization and capacity building activities in relation to its EBT and SMEs and Informal Sector Training activities. The Unit made presentations during the Engineering Institute of Zambia (EIZ) and Zambia Institute of Human Resource Managers (ZIHRM) Annual General Meetings in relation to the EBT activities. The Unit also exhibited at the Zambia International Trade Fair (ZITF) and the Zambia Agriculture and Commercial Show in a bid to create awareness of its undertakings 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.



SECTION B: TEVET FUND FINANCIAL REPORT

The following is a summary of the disbursements made by the TEVET Fund for the period from 1st January 2022 to 31st December 2022.

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY TEVET FUND ANALYSIS

For the year ended 31st December 2022

	2022 ZMW	2021 ZMW
INCOME		
Skills Levy	330,373,542	160,744,809
Bank Interest	3,887,858	792,049
Other Income	749,703	499,454
Exchange Gain	1,484,131	2,138,501
	<u>407,445,234</u>	<u>190,139,412</u>
EXPENSES		
Disbursements		
Pre-Employment	93,932,488	77,601,072
Employer Based In -Service Training	20,988,750	8,709,125
SMEs and Informal Sector Training	43,665,000	15,468,193
Investment and Development	176,437,735	59,547,535
	<u>390,725,058</u>	<u>181,555,862.00</u>
Administrative Expenses		
Operational Expenses	9,435,321	5,514,700
Management Fee	4,339,500	2,933,483
Bank Charges	332,328	120,879.05
	<u>14,107,149</u>	<u>8,569,061.60</u>
Total Expenditure	<u>404,832,207</u>	<u>190,124,923.60</u>
SURPLUS FOR THE PERIOD	<u>2,613,027</u>	<u>14,488</u>

TECHNICAL EDUCATION,VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY
TEVET FUND STATEMENT OF FINANCIAL POSITION

For the year ended 31st December 2022

	2022	2021
	ZMW	ZMW
CURRENT ASSETS		
Short Term Investment	70,000,000	-
Receivables	31,224,474	75,421,933
Bank	97,993,088	16,906,167
Total Assets	199,217,563	92,328,100
Equity and Liabilities		
Accumulated Funds	48,448,041	48,430,736
Net Surplus for the year	2,613,027	14,488
	51,061,069	48,445,224
Current Liabilities		
Trade Payables	99,247,982	21,290,318
Employer Based Training Payable	12,674,439	12,364,758
SME/Informal Sector Training Payable	28,145,167	5,453,068
Investment and Development Payable	3,036,968	2,950,000
Management Fees Payable	4,647,533	1,824,733
Accrued Expenses	404,407	-
	148,156,494	43,882,877
Total Equity and Liabilities	199,217,563	92,328,100

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY
TEVET FUND OF CASH FLOWS

For the year ended 31st December 2022

	2022	2021
	ZMW	ZMW
Cash Flows from operating Activities		
Surplus for the year	2,613,027	14,488
Adjustments for non-cash income and expenses		
Less:Interest Income	3,837,858	792,049
Add:Non Cash Item	2,818	103,530
	(1,222,013)	(674,031)
Changes in working capital		
Increase(Decrease) Payables	104,273,618	(17,664,930)
(Increase)Decrease in Receivables	44,197,459	29,116,749
Net Cash outflows from Operating Activities	147,249,063	10,777,789
Cash Flows from Investing Activities		
Interest Income	3,837,858	792,049
Net Cash inflows from Investing Activities	3,837,858	792,049
Cash inflows from financing		
Net increase in cash and cash equivalents	151,086,921	11,569,838
Movement in Cash and Cash Equivalents		
At start of the year	16,906,167	5,336,330
Increase during the year	151,086,921	11,569,838
At the end of the year	167,993,088	16,906,167



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

FINANCIAL STATEMENTS

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The Board Members submit their report together with the audited Financial Statements for the year ended 31 December 2022, which disclose the state of affairs of the Authority.

PRINCIPAL ACTIVITIES

The principal activities of the Authority are to 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.

RESULTS

The surplus for the year of ZMW 15.748 million (2021: surplus of ZMW 0.165 million) has been added to accumulated reserves.

BOARD MEMBERS

Mrs. Ngoza .C. Nkwabilo	- Zambia Federation of Employers-22/12/2022- Chairperson
Captain Charles Musenge	- Private Sector-22/12/2022 - Vice chairperson
Dr. Twambo Hachibamba	- University of Zambia-22/12/ 2022 - Member
Mrs. Lillian .C. Chikoti	- Zambia Association of Chamber of Commerce and Industry - 22/12/ 2022- Member
Fr.Dr. Rev. Leonard Namuhumba	- Zambia Conference of Catholic Bishops - 22/12/2022 – Member
Mr Lameck Kashiwa	- Zambia Congress of Trade Unions-22/12/ 2022 – Member
Ms Linda .M.Moono	- Zambia Chambers of Small and Medium Business Associations - 22/12/ 2022-Member
Mr Jones .M. Shimbela	- Ministry of Technology and Science-22/12/2022 – Member
Mr Cyprain Mayamba	- Ministry of Labour-22/12/2022 – Member
Mr Guest Mugala	- National Science and Technology Council - 22/12/ 2022-Member
Mr James Chomba	- Ministry of Education-22/12/2022 – Member

The Board was inaugurated mid December 2022.

MANAGEMENT TEAM

The Management Team who served office during the year were:

Mr. Cleophas S. Takaiza	-Director General
Dr. Phillip Mubanga	-Director-Finance and Administration
Mrs. Phyllis L. C. Kasonkomona	-Director-Development
Mr. Ocean Matimba	-Director-Assessment and Certification
Mrs. Rudo M Banda	-Director-Training Standards

BOARD MEMBERS' REMUNERATION

Remuneration paid to directors during the year amounted to nil (2021: Nil)

NUMBER OF EMPLOYEES AND REMUNERATION

The total number of employees was 71 (2021:76) and remuneration of employees during the year amounted to ZMW21. 610 million (2021: ZMW17 million)

The Authority has policies and procedures to safeguard the occupational health, safety, and welfare of its employees.

GIFTS AND DONATIONS

During the year the Authority did not make any donations to charitable organisations and events.

PROPERTY, PLANT AND EQUIPMENT

The Authority purchased property, plant, and equipment worth ZMW9.066 million during the year (2021: ZMW 3.182 million), of which ZMW 0.118 million relates to intangible assets and ZMW4.542 million relates to assets not placed in service. In the opinion of the directors, the carrying value of property, plant and equipment is not less than their recoverable value.

Auditor

The auditors, Mark Daniels, have indicated their willingness to continue in office and a resolution for their reappointment will be proposed at the Board meeting.

By order of the Board



SECRETARY

31/03/ 2023

The law requires the Board to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the Authority as at the end of the financial year and of its surplus or deficit. It also requires the Board to ensure that the Authority keeps proper accounting records that disclose, with reasonable accuracy, the financial position of the Authority. They are also responsible for safeguarding the assets of the Authority.

The Board accept responsibility for the annual financial statements, which have been prepared using appropriate accounting policies supported by reasonable estimates, in conformity with International Financial Reporting Standards and the requirements of the law. The Board is of the opinion that the financial statements give a true and fair view of the state of the financial affairs of the Authority and of its surplus or deficit in accordance with International Financial Reporting Standards. The Board further accept responsibility for the maintenance of accounting records that may be relied upon in the preparation of financial statements, as well as designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatements.

Nothing has come to the attention of the Board to indicate that the Authority will not remain a going concern for at least twelve months from the date of this statement.



Chairman



Board Secretary

31/03/2023

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 Authority (TEVETA)** which comprise the Statement of Financial position as at 31st December 2022, and the Statement of Comprehensive Income, Statement of Changes in Equity 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 Authority (TEVETA)** as at 31st December 2022 and of its financial performance and cash flows for the year ended and have been properly prepared in accordance with the International Financial Reporting Standards

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 Authority 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.

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.

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 Authority** as of 31 December 2022 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 Act No 1 of 2018 and other registers have been properly kept in accordance with the Act.

Mark Daniels

Mark Daniels
Chartered Accountants
Lusaka

31/03/2023

Winston Kasongo

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

Statement of Comprehensive Income

	Notes	2022 ZMW	2021 ZMW
Revenue	6	375,890,400	197,890,327
Expenditure			
Direct Expenses	App (i)	(331,703,661)	(174,769,210)
Administration Expenses	App (i)	(28,438,444)	(22,956,199)
Total expenses		360,142,105	197,725,409
Surplus for the year		15,748,295	164,918

There were no items of other comprehensive income

Statement of Financial Position

	Notes	31 December 2022 ZMW	31 December 2021 ZMW
Non-Current Assets			
Property, Plant and Equipment	8	54,526,803	46,995,436
Intangible Assets	9	322,068	286,510
		<u>54,848,871</u>	<u>47,281,946</u>
Current assets			
Inventories	10	904,179	853,871
Receivables	11	36,875,397	81,263,379
Cash and Cash Equivalents	12	191,000,226	24,892,661
		<u>228,779,802</u>	<u>107,009,911</u>
Total assets		<u>283,628,673</u>	<u>154,291,857</u>
Accumulated Funds and Liabilities			
Capital Grant		42,914,457	42,914,457
Accumulated Funds		62,528,050	46,779,755
		<u>105,442,507</u>	<u>89,694,212</u>
Non-current Liabilities			
Deferred Income	13	4,406,410	2,663,423
Current Liabilities			
Trade and other payables	14	173,779,756	61,934,222
Total Liabilities		<u>178,186,166</u>	<u>64,597,645</u>
Total Accumulated Funds and liabilities		<u>283,628,673</u>	<u>154,291,857</u>

The financial statements on pages 7 to 23 were approved for issue by the board of directors on 31/03/2023 and signed on its behalf by:


Chairman


Board Secretary

Statement of Changes in Funds

	Capital grant ZMW	Accumulated funds ZMW	Total ZMW
Year ended 31st December 2021			
At start of year	42,914,457	47,173,331	90,087,788
Prior year adjustment (note 16)		(558,494)	(558,494)
Restated balance	42,914,457	46,614,837	89,529,294
Comprehensive income			
Deficit for the year	-	164,918	164,918
At 31st December 2021	42,914,457	46,779,955	89,694,212
Year ended 31st December 2022			
At start of year	42,914,457	46,779,755	89,694,212
Comprehensive income			
Surplus for the year		15,748,295	15,748,295
At 31st December 2022	42,914,457	62,528,050	105,442,507

Statement of Cash Flows

		Year ended 31 December	
		2022	2021
		ZMW	ZMW
Cash flow from operating activities			
Surplus for the year		15,748,295	164,918
Adjustment for Non-Cash items			
Interest income		(3,924,079)	(830,119)
Depreciation		1,415,980	1,725,983
Amortisation of intangible assets		84,091	-
Changes in Working Capital			
Decrease/(Increase) in Inventories		(50,308)	39,759
Decrease in Receivables		44,387,982	14,509,682
Increase/(Decrease) in other Payables		111,845,534	(843,875)
Net cash generated from operating activities		169,507,495	14,766,348
Cashflow from investing activities			
Interest Income		3,924,079	830,119
Purchase of property, Plant and Machinery	8	(8,947,347)	(2,895,344)
Purchase of intangible assets	9	(119,649)	(286,510)
Net cash used on investing activities		(5,142,917)	(2,351,735)
Cashflow from financing activities			
Increase in deferred income		1,742,987	1,577,060
Net Cash Inflows from financing activities		1,742,987	1,577,060
Increase in cash and cash equivalents		166,107,565	13,991,673
Movement in cash and cash equivalents			
Cash and cash Equivalents at the beginning of the year		24,892,661	10,900,988
Increase during the year		166,107,565	13,991,673
Cash and Cash Equivalents at the end of the year	12	191,000,226	24,892,661

Notes

1. General information

The Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) was established under the Technical Education Vocational and Entrepreneurship Training (TEVET) Act No 13 of 1998, as amended by the Technical Education, Vocational and Entrepreneurship Training (Amendment) Act No 11 of 2005.

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

(a) New standards and amendments-applicable 1 January 2022

Title	Key requirements	Effective date*
Reference to the Conceptual Framework – Amendments to IFRS 3	Minor amendments were made to IFRS 3 Business Combinations to update the references to the Conceptual Framework for Financial Reporting and add an exception for the recognition of liabilities and contingent liabilities within the scope of IAS 37 Provisions, Contingent Liabilities and Contingent Assets and Interpretation 21 Levies. The amendments also confirm that contingent assets should not be recognised at the acquisition date.	1 January 2022
Onerous Contracts – Cost of Fulfilling a Contract Amendments to IAS 37	The amendment to IAS 37 clarifies that the direct costs of fulfilling a contract include both the incremental costs of fulfilling the contract and an allocation of other costs directly related to fulfilling contracts. Before recognising a separate provision for an onerous contract, the entity recognises any impairment loss that has occurred on assets used in fulfilling the contract.	1 January 2022
Annual Improvements to IFRS Standards 2018–2020	<p>The following improvements were finalised in May 2020:</p> <ul style="list-style-type: none"> IFRS 9 <i>Financial Instruments</i> – clarifies which fees should be included in the 10% test for derecognition of financial liabilities. IFRS 16 <i>Leases</i> – amendment of illustrative example 13 to remove the illustration of payments from the lessor relating to leasehold improvements, to remove any confusion about the treatment of lease incentives. IFRS 1 <i>First-time Adoption of International Financial Reporting Standards</i> – allows entities that have measured their assets and liabilities at carrying amounts recorded in their parent's books to also measure any cumulative translation differences using the amounts reported by the parent. This amendment will also apply to associates and joint ventures that have taken the same IFRS 1 exemption. IAS 41 <i>Agriculture</i> – removal of the requirement for entities to exclude cash flows for taxation when measuring fair value under IAS 41. This amendment is intended to align with the requirement in the standard to discount cash flows on a post-tax basis. 	1 January 2022

Notes (Continued)

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

(b) 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*
Disclosure of Accounting Policies – Amendments to IAS 1 and IFRS Practice Statement 2	The IASB amended IAS 1 to require entities to disclose their <i>material</i> rather than their <i>significant</i> accounting policies. The amendments define what 'material accounting policy information' is and explain how to identify when accounting policy information is material. They further clarify that immaterial accounting policy information does not need to be disclosed. If it is disclosed, it should not obscure material accounting information. To support this amendment, the IASB also amended IFRS Practice Statement 2 <i>Making Materiality Judgements</i> to provide guidance on how to apply the concept of materiality to accounting policy disclosures.	1 January 2023
Definition of Accounting Estimates – Amendments to IAS 8	The amendment to IAS 8 <i>Accounting Policies, Changes in Accounting Estimates and Errors</i> clarifies how companies should distinguish changes in accounting policies from changes in accounting estimates. The distinction is important, because changes in accounting estimates are applied prospectively to future transactions and other future events, but changes in accounting policies are generally applied retrospectively to past transactions and other past events as well as the current period.	1 January 2023
Deferred Tax related to Assets and Liabilities arising from a Single Transaction – Amendments to IAS 12	The amendments to IAS 12 <i>Income Taxes</i> require companies to recognize deferred tax on transactions that, on initial recognition, give rise to equal amounts of taxable and deductible temporary differences. They will typically apply to transactions such as leases of lessees and decommissioning obligations and will require the recognition of additional deferred tax assets and liabilities. The amendment should be applied to transactions that occur on or after the beginning of the earliest comparative period presented. In addition, entities should recognize deferred tax assets (to the extent that it is probable that they can be utilized) and deferred tax liabilities at the beginning of the earliest comparative period for all deductible and taxable temporary differences associated with: <ul style="list-style-type: none">• right-of-use assets and lease liabilities, and• decommissioning, restoration and similar liabilities, and the corresponding amounts recognized as part of the cost of the related assets. The cumulative effect of recognizing these adjustments is recognized in retained earnings, or another component of equity, as appropriate. IAS 12 did not previously address how to account for the tax effects of on-balance sheet leases and similar transactions and various approaches were considered acceptable. Some entities may have already accounted for such transactions consistent with the new requirements. These entities will not be affected by the amendments.	1 January 2023

Notes (Continued)

3 Summary of significant 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

The financial statements are prepared in compliance with International Financial Reporting Standards (IFRS). The measurement basis applied is the historical cost basis, except where otherwise stated in the accounting policies below. The financial statements are presented in Zambian Kwacha (ZMW).

The preparation of financial statements in conformity with IFRS requires the use of estimates and assumptions. It also requires management to exercise its judgement in the process of applying the Authority's accounting policies. The areas involving a higher degree of judgement or complexity, or where assumptions and estimates are significant to the financial statements, are disclosed in Note 4.

(b) Revenue recognition

The Authority recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the TEVETA and when specific criteria have been met for each of the Authority's activities as described below. The amount of revenue is not considered to be reliably measurable until all contingencies relating to the revenue have been resolved. TEVETA bases its estimates on historical results, taking into consideration the type of customer, the type of transaction and the specifics of each arrangement.

Rendering of services

Services rendered are recognised when the service provided is complete as the outcome of the transaction can be estimated reliably and it is not probable that the costs incurred will be recovered.

Interest income

Revenue is recognised as interest accrues using the effective interest method.

(c) Functional currency and translation of foreign currencies

Transactions are recorded on initial recognition in Zambia Kwacha, being the currency of the primary economic environment in which the Authority operates (the functional currency). Transactions in foreign currencies are converted into Zambia Kwacha using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the transaction at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income and expenditure account.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the income and expenditure account within 'finance income or cost'. All other foreign exchange gains and losses are presented in the income and expenditure account within 'other (losses)/gains – net'.

Notes (Continued)**3 Summary of significant 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.

Notes (Continued)

3 Summary of significant accounting policies

(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.

Notes (Continued)

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.

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

The exposure to credit risk is monitored on an on-going basis. Reputable financial Institutions are used for investing and cash handling purposes.

Investments are allowed only in liquid securities and management does not expect to fail to meet its obligations.

Notes (Continued)

5 Financial risk management objectives and policies (continued)

(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.

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.

Notes (Continued)

	2022 ZMW	2021 ZMW
6 Revenue		
Accreditation Fees	1,812,582	1,935,600
Bank Interest	3,924,079	830,119
Examination Fees	23,787,543	19,330,357
Enrolment Fees	31,300	7,650
Exchange Gain	1,484,131	2,138,501
GRZ Grants – Operations	12,364,633	8,364,636
Other Income	767,542	3,299,429
Registration Fees	998,001	884,866
SDF/TEVET Fund	330,373,542	160,744,809
Sale of manuals	200	600
World Skills	346,847	353,760
	375,890,400	197,890,327

7 Expenses by nature

The following items have been charged in arriving at the surplus for the year.

Amortisation of intangible assets	84,091	-
Audit fees	92,800	92,800
Depreciation on property, plant and equipment	1,415,980	1,725,983

Notes (Continued)**8. Property, Plant and Equipment**

	Land & Buildings ZMW	Motor Vehicles ZMW	Office Equipment ZMW	Furniture & Fittings ZMW	Computer Equipment ZMW	Capital Work- In-Progress ZMW	Total ZMW
At 1 January 2021							
Cost	321,106	8,387,392	3,221,439	1,195,112	2,630,771	42,769,678	58,525,498
Accumulated depreciation	(56,463)	(6,706,093)	(2,656,092)	(1,006,338)	(1,715,941)	-	(12,140,927)
Net book value	264,643	1,681,299	565,347	188,774	914,830	42,769,678	46,384,571
Year ending 31 December 2021							
Opening net book value	264,643	1,681,299	565,347	188,774	914,830	42,769,678	46,384,571
Prior year adjustment	-	(558,495)	-	-	-	-	(558,495)
Restated balance	264,643	1,122,804	565,347	188,774	914,830	42,769,678	45,826,076
Additions	-	1,542,111	494,362	56,650	802,220	-	2,895,343
Disposals	-	(731,575)	-	-	-	-	(731,575)
Disposal-depn	-	731,575	-	-	-	-	731,575
Depreciation	(6,422)	(760,966)	(399,375)	(69,983)	(489,237)	-	(1,725,983)
Closing net book value	258,221	1,903,949	660,334	175,441	1,227,813	42,769,678	46,995,436
At 31 December 2021							
Cost	321,106	8,639,433	3,715,801	1,251,762	3,432,991	42,769,678	60,130,771
Accumulated depreciation	(62,885)	(6,735,484)	(3,055,467)	(1,076,321)	(2,205,178)	-	(13,135,335)
At 31 December 2021	258,221	1,903,949	660,334	175,441	1,227,813	42,769,678	46,995,436

Notes (Continued)

8. Property, Plant and Equipment

	Land & Buildings	Motor Vehicles	Office Equipment	Furniture & Fittings	Computer Equipment	Capital Work-in-Progress	Total
	ZMW	ZMW	ZMW	ZMW	ZMW	ZMW	ZMW
Year ending 31 December 2022							
Opening net book value	258,221	1,903,949	660,334	175,441	1,227,813	42,769,678	46,995,436
Additions		2,280,496	711,027	36,800	1,376,338	4,542,686	8,947,347
Depreciation	(6,422)	(463,654)	(309,293)	(65,074)	(571,537)	-	(1,415,980)
Closing net book value	251,799	3,720,791	1,062,068	147,167	2,032,614	47,312,364	54,526,803
At 31 December 2022							
Cost	321,106	10,919,929	4,426,828	1,288,562	4,809,329	47,312,364	69,078,118
Accumulated depreciation	(69,307)	(7,199,138)	(3,364,760)	(1,141,395)	(2,776,715)	-	(14,551,315)
At 31st December 2022	251,799	3,720,791	1,062,068	147,167	2,032,614	47,312,364	54,526,803

Notes (Continued)

	2022 ZMW	2021 ZMW
9 Intangible assets		
At start of the year	286,510	-
Additions	119,649	286,510
Amortisation	<u>(84,091)</u>	<u>-</u>
At end of the year	<u>322,068</u>	<u>286,510</u>

The intangible asset represents the cost of software that is amortised over the useful life of the asset.

10 Inventory		
Consumables	<u>904,179</u>	<u>853,871</u>
11 Trade and other receivables		
Trade debtors	5,216,985	5,823,435
Revenue Grant Receivable	13,060,095	13,060,095
Skills Development Levy Receivable	31,224,474	71,918,479
Staff	433,938	472,604
Other Debtors	-	3,048,861
Provision for doubtful debts	<u>(13,060,095)</u>	<u>(13,060,095)</u>
	<u>36,875,397</u>	<u>81,263,379</u>

The Revenue Grant Receivable relates to historical amounts for the period 2017 to 2020 and represents amounts of approved Grants that were not remitted to TEVETA by Ministry of Finance. As time passes without them being remitted it reduces the possibility of Grants being received, hence the provision of the amounts as Doubtful Debts in full.

12 Cash and cash equivalents

Cash at bank and on hand	<u>191,000,226</u>	<u>24,892,661</u>
	<u>191,000,226</u>	<u>24,892,661</u>

Notes (Continued)

For the purposes of the Cash Flow Statement, cash and cash equivalents comprise the following:

Cash and bank balances as above	191,000,226	24,892,661
Bank overdraft	-	-
	191,000,226	24,892,661

	2022 ZMW	2021 ZMW
13 Deferred Income		
Deferred income	4,406,410	2,663,423
	4,406,410	2,663,423

The deferred income relates to the two thirds of the Institutional Registration fees and Accreditation fees for Trainers, Assessors and Examiners which will be amortised equally in the subsequent two years.

15 Related party transactions

The following transactions were carried out with related parties:

(i) GRZ

The Authority received all Operations Grants from the Government of ZMW 12.36 million during the year under review.

(ii) Key management compensation

Salaries and other short-term employment benefits for Directors and Managers	11,807,805	10,157,088
	11,807,805	10,157,088

Notes (Continued)

(iii) Directors' remuneration

Fees for services as a director	-	-
Salary and other benefits (included in(ii) above)	<u>5,776,125</u>	<u>3,867,486</u>
	<u>5,776,125</u>	<u>3,867,486</u>
	2022	2021
	ZMW	ZMW

16. Prior year adjustment

Motor Vehicles-Transfer	<u>-</u>	<u>(558,494)</u>
	<u>-</u>	<u>(558,494)</u>

Prior year adjustment relates to the transfer of vehicles to the Ministry of Technology and Science.

17. Contingent liabilities

There were no contingent liabilities as at the balance sheet

18. Capital commitments

Capital expenditure contracted at the end of the reporting period but not yet incurred:	<u>4,542,686</u>	<u>286,396</u>
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19. 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.

20. Comparative figures

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

Appendix i

Detailed Operating Statement

	2022 ZMW	2021 ZMW
Revenue	<u>375,890,400</u>	<u>197,890,327</u>
Direct Expenses		
Training Standards Expenses	6,272,245	6,008,666
Development Expenses	7,700,449	6,217,416
Assessment and Certification Expenses	28,005,908	24,520,054
TEVET Fund/SDF Expenses	<u>289,725,058</u>	<u>138,023,074</u>
Total Direct Expenditure	<u>331,703,661</u>	<u>174,769,210</u>
Less:		
Administration costs	<u>28,438,444</u>	<u>22,956,199</u>
Surplus for the year	<u>15,748,295</u>	<u>164,918</u>

	2022 ZMW	2021 ZMW
Training Standards Expenses		
Basic Pay	1,639,869	2,047,776
Transport Allowance	126,745	130,273
Housing Allowance	322,977	325,408
NAPSA	90,495	81,339
Appraisal Bonus	169,572	47,491
National Health Insurance Scheme	16,399	14,841
Conduct Inspection - Registered Institutions	1,055,500	731,746
Facilitate Training for Entrepreneurship	-	2,400
Publish Foreign Boards	139,954	4,500
Print and Publish Guidelines & Facilitate Implementation	-	6,300
Promote & Improve Entrepreneurship & Investment	26,362	-
Stationery & Consumables	37,724	101,201
Cleaning Expenses	9,118	7,384
Office Refreshments	4,939	4,310
General Expenses	24,271	60,810
Telephone Charges	100,308	119,994
Electricity Expenses	21,410	21,643
Internet Services	97,869	102,136
Security Services	69,113	27,562
Postage	1,625	280
Medical Expenses	417,656	385,776
Repairs and Maintenance - Office Equipment	9,377	2,953
Group Life Assurance	30,331	26,713
Motor Vehicle Expenses	376,525	252,987
Leave	149,454	117,333
Gratuity	497,252	472,764
Promote Centres of Excellence	86,390	15,361
Inspect New TEVET Applicants	10,575	24,568
Inspect Workplace Based Training/OFL	331,900	810
Motor Vehicle Insurance	67,013	42,876
Gazetting of Registered Institutions	5,295	-
Research BP in Institutional Mgt	-	14,432
Continuously improve Guidelines & Procedures	-	83,711
Formation of Organising Committees	-	17,508
Leave Travel Benefit	242,028	115,634
Staff Development	-	77,665
Analyse Performance & Improve Entrepreneurship/Clubs	-	467,056
Orientation of Training Providers	3,700	-
Repairs and Maintenance - General	81,665	9,600
Workers Compensation	9,113	6,480
Monitor & Evaluate Curricular in Registered Institutions	-	37,046
Total Expenditure	6,272,245	6,008,666

	2022 ZMW	2021 ZMW
Curriculum Development Division		
Basic Pay	1,497,987	1,705,558
Transport Allowance	114,741	132,206
Housing Allowance	294,729	320,278
NAPSA	93,136	92,459
Appraisal Bonus	120,636	88,841
National Health Insurance Scheme	14,875	14,718
Fuel Allowance	270,000	270,000
Develop New Curriculum Packages	10,258	4,000
World Skills Expenses	483,558	206,131
Evaluate Curricular for Approval	193,908	7,435
Review Curricular	-	360,173
Learning Material Development and Approval	-	16,770
Renewable Energy & Energy Efficiency	1,140,810	-
Logistical Support	580	3,023
Stakeholder Sensitisation	-	31,270
Organisation of Support Events	-	2,650
Stationery & Consumables	29,035	30,003
Cleaning Expenses	13,799	7,750
Office Refreshments	5,856	6,172
General Expenses	8,553	53,150
Telephone Charges	95,309	121,087
Electricity Expenses	21,410	21,643
Internet Services	97,869	102,869
Security Services	69,113	27,562
Postage	1,625	2,577
Medical Expenses	449,851	367,853
Group Life Assurance	30,331	26,713
Repairs and Maintenance - Office Equipment	9,377	2,953
Motor Vehicle Expenses	289,212	198,448
Leave	176,054	90,769
Gratuity	451,988	486,715
Benchmarking of Curriculum Development Practice	9,500	-
Motor Vehicle Insurance	67,013	42,876
Approve Curricular	51,063	358,840
Develop New Job Profiles	-	(1,979)
Validate Curricular	184,591	201,822
Conduct Evaluation of ODFL Training Materials	-	8,096
Balance carried forward	6,630,786	5,411,431

	2022 ZMW	2021 ZMW
Curriculum development division (continued)		
Balance brought forward	6,630,936	5,411,431
Leave Travel Benefit	242,877	229,341
Curricular Guideline Development	-	-
Promote, Facilitate and Monitor RPL	-	285,565
ODFL Guideline Promotion	-	20,546
Develop Qualification Descriptors - Curriculum	35,288	253,950
Develop Guidelines for Accreditation of TEVET Curriculum	1,034,740	-
Workers Compensation	9,113	6,480
Repairs and Maintenance - General	81,665	10,100
	7,700,449	6,217,416

	2022 ZMW	2021 ZMW
ASSESSMENTS AND CERTIFICATION DIVISION		
Basic Pay	2,917,149	3,007,696
Transport Allowance	253,290	262,833
Housing Allowance	576,566	590,530
NAPSA	174,064	162,826
Appraisal Bonus	200,682	153,934
Fuel Allowance	270,000	270,000
National Health Insurance Scheme	27,911	26,807
Institution Affiliation	23,861	-
Exam Delivery, Monitoring and Collection	2,053,175	1,754,886
Conduct & Promote RPL & ODFL	85,823	6,340
Printing Exams & Assessment	273,522	556,618
Setting Exams	3,334,383	1,664,480
Type Setting	21,110	-
Administer Practical Exams	3,566,510	3,157,390
Administer, Conduct & Improve Trade Test/RPL	1,207,144	-
Marking SETT	6,735,122	4,990,655
Panel Setting	1,025,499	3,098,294
Stationery & Consumables	1,865,241	1,389,286
Cleaning Expenses	15,536	7,621
Office Refreshments	24,993	27,596
General Expenses	77,403	258,344
Telephone Charges	144,308	175,631
Electricity Expenses	21,410	21,643
Internet Services	97,869	104,361
Security Services	69,113	22,968
Postage	10,900	7,017
Medical Expenses	322,847	381,989
Group Life Assurance	30,331	26,713
Repairs and Maintenance - Office Equipment	25,921	3,598
Motor Vehicle Expenses	316,273	196,432
Leave	257,759	145,821
Gratuity	917,732	1,002,459
Practical Assessment	22,160	-
Procure Certificates	352,931	391,911
Motor Vehicle Insurance	67,013	42,876
Training of Assessors, Trainers, Invigilators, & Moderators	48,056	88,190
Workers Compensation	9,113	6,480
Moderate Exam Papers -SETT	-	2,750
Printing & Distributing Certificates	-	7,336
Leave Travel Benefit	442,748	449,220
Settling In Allowance	30,276	-
Relocation	8,500	10,066
Continuous Assessment Verification	-	3,356
Repairs and Maintenance - General	81,665	43,100
	28,005,908	24,520,054

	2022 ZMW	2021 ZMW
FINANCE AND ADMINISTRATION DIVISIONAL EXPS		
Basic Pay	4,945,086	4,648,372
Transport Allowance	389,529	450,823
Housing Allowance	978,069	997,400
NAPSA	271,078	239,039
Acting Allowance	-	3,568
Bonus Appraisal	415,193	398,429
National Health Insurance Scheme	46,036	39,026
Publicity & Participation in TEVET Events	72,485	-
Motor Vehicle Replacement & Fuel Allowance	564,000	517,000
External Audit - Financial Statement Conducted	126,400	140,754
Regular and Special Meetings	67,315	6,740
Staff Training & Development	1,016,709	376,836
Participation in Regional Conference	387,804	-
Team Building	223,235	-
Recruitment	182,619	32,218
Administer & Maintain IT System	1,279,338	1,932,184
Branded Promotional Activities of TEVET	27,500	60,175
Facilitate Stakeholder Forum	46,820	85,322
Printing & Distribution of Dairies and Calendars	44,660	262,783
Organise Support Events	-	1,747
Director General Expenses	-	5,838
Systems Guidelines	-	3,355
Stationery & Consumables - F/A	145,047	114,845
Stationery & Consumables - P/U	15,270	12,899
Stationery & Consumables - DG	30,355	16,586
Stationery & Consumables - Audit	16,324	11,196
Stationery & Consumables - HR	12,477	7,932
Cleaning Expenses - FA	27,921	48,267
Cleaning Expenses - HR	41,628	45,881
Cleaning Expenses - PU	125	11
Office Refreshments - FA	22,194	19,918
Office Refreshments - PU	1,836	1,644
Office Refreshments - Audit	2,519	1,934
Office Refreshments - DG	13,110	10,637
Office Refreshments - HR	12,298	7,628
General Expenses	328,971	311,66
Telephone Charges	218,817	244,725
Electricity Expenses	21,679	21,643
Internet Services	98,229	107,978
Security Services	69,113	27,562
Postage	4,690	30
Medical Expenses	437,407	446,646
Group Life Assurance	30,331	26,704
Repairs and Maintenance - Office Equipment	61,926	22,853
Repairs and Maintenance - General	118,615	78,491
Motor Vehicle Expenses	354,209	260,297

	2022 ZMW	2021 ZMW
Finance And Administration Divisional Expenses (continued)		
Depreciation	1,500,070	1,725,983
Bank Charges	152,057	88,645
Leave	367,593	376,250
Gratuity	1,533,686	1,515,480
Stock Adjustment	150	46
Settling In Allowance	8,689	26,172
Computer Insurance	2,703	2,784
Women's Day Celebrations	23,061	-
Labour Day Celebrations	41,260	24,000
Health Awareness & Improvement - FA	-	15,030
News Letter Production & Distribution	52,200	65,540
Advertising	239,728	88,030
Implementation & Monitoring of Statutory Procurement Plan	-	6,998
Insurance - Furniture	-	1,813
Facilitate Bids/Tender and Evaluation Meetings	6,050	31,530
Specialised Consultancy	23,622	-
Facilitate TEVET Conferences And Skills Competition	384,171	68,757
Motor Vehicle Insurance	79,616	42,876
Stock Variance	-	11,922
Provision for Bad Debt	50,410	-
Stakeholder Forum & Sensitisation Workshop	112,372	-
Review and Update IEC Strategy	76,440	197,190
Facilitate Procurement Committee Meetings	6,650	42,748
Other Expenses	-	63
Workers Compensation	9,113	6,480
General Administration	3,311	-
Review & Update Strategic Plan	24,614	249,010
Leave Travel Benefit	775,252	648,222
Screen and Evaluate Supplier Registration	27,250	58,563
Subscription	-	870
Insurance - Office Equipment	1,760	-
	-	-
	18,670,795	17,320,620

Appendix ii

TEVETA Comprehensive Income and Expenditure without SDF/TEVET Fund

		2022 ZMW	2021 ZMW
Revenue	Appendix iii	74,277,069	52,148,998
Expenditure			
Direct Expenses	Appendix iii	41,978,602	(36,746,135)
Administration Expenses	Appendix iii	18,670,795	(17,320,621)
Deficit for the year		13,627,672	(1,917,758)
SDF/TEVET Fund Comprehensive Income and Expenditure			
		2021 ZMW	2021 ZMW
Revenue	Appendix vi	407,445,234	190,139,412
Expenditure	Appendix vi	(404,832,207)	(190,124,924)
Surplus for the year		2,913,027	14,488

TEVETA Detailed Income and Expenditure without SDF/TEVET Fund

	Appendix iii 2022 ZMW	2021 ZMW
Income		
Accreditation Fees	1,812,582	1,935,600
Bank Interest	86,221	38,070
Examination Fees	23,787,543	19,330,357
GRZ Grant – Operations	12,364,633	8,364,636
Other Income	510,243	2,799,975
Registration Fees	998,001	884,866
Skills Development Fund Support	30,000,000	15,500,000
Sales of Manuals	200	600
TEVET Fund Administration Fees	4,339,500	2,933,483
World Skills Zambia Income	346,847	353,761
Enrolment Fees	31,300	7,650
	<u>74,277,069</u>	<u>52,148,998</u>
Direct Expenses		
Training Standards Division Activities	6,272,245	6,008,665
Curriculum Development Division Activities	7,700,449	6,217,416
Assessment and Certification Division Activities	28,005,908	24,520,054
TEVETA Fund		
Total Direct Expenses	<u>41,978,602</u>	<u>36,746,135</u>
Finance and Administration Expenses	<u>18,670,795</u>	<u>17,320,621</u>
Surplus/(Deficit)	<u>13,627,672</u>	<u>(1,917,758)</u>

SKILLS DEVELOPMENT FUND RECEIPTS AND PAYMENTS

Appendix v

	2022 ZMW	2021 ZMW
Receipts		
Opening Balance 01/01/2022	259,233	876,730.65
Skills Development Fund Funding during the year	371,067,547	178,857,468
Bank interest	2,238,595	465,171.56
Total Amount of Income	373,565,375	180,199,370
Payments		
Direct Expenses		
Human Resource Development	6,565,126	4,118,223
Employer Based Training	23,344,000	18,253,875
Equipment Purchase for Institutions	4,509,569	20,908,799
Informal Sector/ SME Training	41,500,000	15,500,000
Infrastructure Development	23,084,490	21,390,204
Pre-Employment Window	93,937,613	77,601,072
System Development	68,038,779	19,241,815
Total Direct Expenses	260,979,577	177,013,988
Administrative Expenses		
Monitoring and Evaluation	767,923	1,959,627
Operational Costs	1,512,616	966,522
	2,280,539	2,926,149
Total Expenses	263,260,116	179,940,137
Closing Balance as at 31 December 2022	110,305,259	259,233

All the allocated amount of ZMW 371,067,547 for skills development fund for 2022 approved by Parliament was received

TEVET Fund / SDF analysis

Appendix VI

	SDF	TEVET	Total
I INCOME			
GRZ Grant - TEVET Bursary			
GRZ Grant - TEVET Fund			
Skills Development Levy	330,373,542	71,000,000	330,373,542
Exchange Gain	1,484,131		1,484,131
Other Income-Forfeited Contract Amounts		374,553	374,553
Other Income-Discount received		375,150	375,150
Bank Interest	2,238,595	1,599,263	3,837,858
	<u>334,096,268</u>	<u>73,348,966</u>	<u>407,445,234</u>
ii DISBURSEMENTS			
Employer Based Training	20,988,750	5,205,483	20,988,750
Investment & Development	176,437,735	10,495,601	176,437,735
Informal Sector/SME training	40,000,000	43,665,000	43,665,000
Pre-Employment Window	93,932,488	-	93,932,488
	<u>331,358,973</u>	<u>59,366,085</u>	<u>390,725,058</u>
iii ADMINISTRATIVE EXPENSES			
Operational Expenses	2,516,786	6,918,535	9,435,321
Bank Charges	220,509	111,819	332,328
Management fees	-	4,339,500	4,339,500
	<u>2,737,295</u>	<u>11,369,854</u>	<u>14,107,149</u>
Total expenses	<u>334,096,268</u>	<u>70,735,939</u>	<u>404,832,207</u>
Surplus	-	2,613,027	2,613,027

9.0 CONCLUSION

Priority placed on TEVET by the Government as a key driver of economic development which has culminated into increased resources being allocated to support youths to access TEVET the provision of combined sponsorships in the sector resulted into increased enrolments. In the year under review, more than 78,900 citizens were enrolled in the sector against 37,868 in 2021. The sponsorships in the technical and vocational training are through Youth Skills Empowerment Programme (under the TEVET Fund), Constituency Development Fund (SDF) Skills Bursary (under constituencies/councils) and Technical Education, Vocational and Entrepreneurship Training (TEVET) bursary under the Ministry of Technology and Science. The Authority also faced financial constraints in meeting the AW&B coupled with an increase in the number of illegal institutions as a consequence of not inspecting institutions on a regular basis. Most of the inspected training institutions were in Grade 3, which has an implication on output of TEVET in the country and ultimate the performance of the economy. In addition, reviewing curricula could not be done as planned due to limited resources. More resources should be invested in quality assurance, curriculum review and continuous professional development (CPD) to ensure quality and relevant TEVET provision line with the Eight National Development Plan (8NDP) which places high premium on the TEVET sector for job and wealth creation.

10.0. OUTLOOK FOR 2023

The year 2023 has many opportunities to increase access to TEVET and repositioning the sector. The introductions of the Constituency Development Fund (CDF) skills bursary and cooperating partners' interest to collaborate in skills development are critical to the sector. The CDF skills bursary is enabling youths to get skills to effectively participate in the economy. Quality assurance will be on high demand to address illegal training activities in the sector due to increased CDF skills financing opportunity. Enhancing TEVET management information system (MIS) will be the priority in 2023 to improve online service provision and reduce the cost of doing business. The TEVET management information system integration will continue to be improved upon. The development of an examination question bank and operationalisation of the payment gateway will be priority in the years. The question bank system will enhance security and efficiencies in TEVET assessment. The development and review of curricula in collaboration with industry and employers will be critical to ensure relevance and competitiveness of the country's workforce in line with national development aspirations.