



**TEVETA**

Technical Education, Vocational and  
Entrepreneurship Training Authority



# TEVET FUND ANNUAL REPORT 2024





TEVET FUND  
ANNUAL REPORT  
**2024**

# FOREWORD



On behalf of the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) Board of Directors and Management, I am pleased to present the second TEVET Fund Annual Report for 2024. The annual report is a key report for the TEVET sector that provides important highlights on priority and critical TEVET programmes and the disbursements made to each TEVET system sub-component. This annual report compiles information on the activities undertaken by the TEVET Fund to support skills development in Zambia.

As Chairperson of the Board, I am gratified to highlight that this annual report demonstrates how the TEVET Fund continues to play a pivotal role in supporting Zambia's skills development agenda. In 2024, the TEVET Fund achieved notable progress in financing key skills development initiatives that directly align with the Eighth National Development Plan (BNDP) and Vision 2030.

The TEVET Fund Annual Report presents the results of the Fund's efforts in promoting inclusive and sustainable Technical Education, Vocational Entrepreneurship and Training (TEVET). It highlights achievements under the four funding windows namely Pre-Employment Training, Employer-Based In-Service Training, MSMEs and Informal Economy Training and Investment and Development. The report demonstrates how strategic partnerships between Government, industry and training institutions are strengthening the nation's human capital base and addressing critical skills gaps across priority sectors.

As we reflect on these milestones, we reaffirm our commitment to ensuring that the TEVET Fund remains transparent, accountable and responsive to the evolving needs of Zambia's economy. The successes recorded in 2024 would not have been possible without the collaboration of our stakeholders, including the Ministry of Technology and Science, the Ministry of Finance and National Planning, training institutions, industry associations and the private sector.

Together, we continue to build a skilled and innovative workforce to drive economic transformation, productivity and inclusive economic growth.

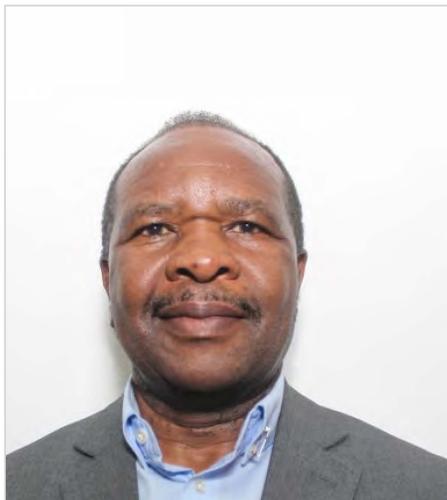
A handwritten signature in black ink, appearing to read 'Ngoza C. Nkwabilo', written over a horizontal line.

Mrs. Ngoza C. Nkwabilo

**BOARD CHAIRPERSON**

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

# ACKNOWLEDGMENT



The Technical Education, Vocational and Entrepreneurship Training (TEVET) Fund this year produces the second edition of the TEVET Fund Annual Report 2024 and wishes to express its sincere appreciation to all stakeholders who contributed to the implementation of TEVET Fund activities during the 2024 financial year.

Special gratitude goes to the Ministry of Technology and Science and the Ministry of Finance and National Planning, for their continued policy guidance and financial support. We also acknowledge the Zambia Revenue Authority for its role in the collection of the Skills Development Levy, in line

with Skills Development Levy Act No. 46 of 2016 which forms the backbone of the Fund's operations.

We extend our appreciation to the TEVET Fund Committee for the due diligent and commitment, the Bankers Association of Zambia (BAZ), Higher Education Loans and Scholarship Board (HELSEB), Zambia Association of Manufacturers (ZAM), Zambia Chamber of Mines, (ZCM), Zambia Federation of Employers (ZFE) and the Zambia Congress of Trade Unions (ZCTU). Also, gratitude goes to the other key stakeholders, line Government Ministries and agencies, TEVET institutions, employers, employees and industry partners who have made it possible for us to effectively execute our mandate in administering and managing the TEVET Fund.

We are grateful that stakeholders' collaboration continues to render unwavering support in implementing training programmes across the TEVET sector through the four funding windows. Your commitment to promoting quality and industry-relevant skills has been invaluable in advancing the national skills agenda.

We commend the TEVETA Management and Staff for their professionalism and dedication in managing the Fund and ensuring the effective delivery of its mandate.

Through this collective effort, the TEVET Fund continues to empower individuals, institutions, and industries by laying a strong foundation for a skilled, productive and innovative Zambia.

A handwritten signature in black ink, consisting of a large, stylized 'L' and 'N' followed by a horizontal line and a series of dots.

**Bishop Rev. Dr. Leonard Namuhumba**  
**TEVET FUND COMMITTEE CHAIRPERSON**  
**TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA)**

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# VISION, MISSION AND VALUES

## VISION

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

## MISSION STATEMENT

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

## VALUES

Core Values TEVETA upholds:

<b>Integrity</b>	We are honest and ethical in the execution of our duties
<b>Innovation</b>	We are creative and embrace new ideas for effective service delivery
<b>Accountability</b>	We are responsible for all our actions and transparent in the execution of our duties
<b>Equality</b>	We treat all our clients fairly in the execution of our regulatory role
<b>Teamwork</b>	We value collaboration with stakeholders for the achievement of the common goal

# REGISTERED OFFICE

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

## BANKERS:

### 3.1. **Stanbic Bank Zambia Limited**

Woodgate House  
Cairo Road  
Lusaka  
Zambia

## 4.0. AUDITORS

**CYMA Chartered Accountants.**

# BOARD MEMBERS



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



**Captain Charles Musenge**  
Private Sector  
**Vice Chairperson**



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



**Dr. Twambo Hachibamba**  
University of Zambia (UNZA)  
**Member**



**Mr. Cyprian Mayamba**  
Ministry of Labour and Social Security  
**Member**



**Mrs. Lillian Chikoti**  
Zambia Chamber of Commerce and  
Industry (ZACCI)  
**Member**



**Mrs. Linda Moono**  
Zambia Chamber of Small and Medium  
Business Associations (ZCSMBA)  
**Member**



**Bishop, Rev. Dr. Namuhumba**  
Zambia Conference of Catholic Bishops  
**Member**



**Mr. Lameck Kashiwa**  
Zambia Congress of Trade  
Union (ZCTU)  
**Member**



**Mr. Festone Mtonga**  
Ministry of Education  
**Member**



**Mr. Victor Kachabe**  
Ministry of Technology and Science  
**Member**



**Mr. Cleophas Takaiza**  
Director General  
**Secretary**

# TEVET FUND COMMITTEE MEMBERS



Bishop, Rev. Dr. Leonard Namuhumba  
Zambia Conference of Catholic Bishops  
**Chairperson**



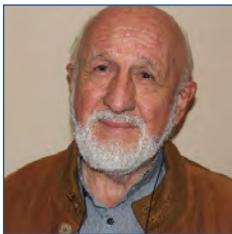
Mr. Victor Kachabe  
Ministry of Technology and Science  
**Member**



Mr. Yewa Kumwenda  
Zambia Chamber of Mines  
**Member**



Mr. Harrington Chibanda  
Zambia Federation of Employers  
**Member**



Mr. Joseph K. Weltin  
Zambia Association of  
Manufacturers  
**Member**



Mr. Floyd Ndabulula  
Higher Education, Scholarships  
and Loans Board  
**Member**



Ms. Dorothy Mulenga  
Zambia Congress of Trade Unions  
**Member**



Mr. Cephas Silwamba  
Ministry of Finance and  
National Planning  
**Member**



Mrs. Elina Siakanomba  
TEVETA  
**Secretary**



Ms. Mirriam Zimba  
Bankers Association of Zambia  
**Member**

# TEVETA MANAGEMENT



Mr. Cleophas Takaiza  
**Director General**



Mrs. Rudo Banda  
**Director Training  
Standards Division**



Dr. Phillip Mubanga  
**Director Finance  
Division**



Mr. Ocean Matimba  
**Director  
Assessments &  
Certification Division**



Mrs. Phyllis Kasonkomona  
**Director Development  
Division**

# TEVET FUND UNIT STAFF



Mr. Christopher Nyirenda  
**Manager - TEVET Fund**



Mr. Costain Tembo  
**Monitoring & Evaluation**



Mrs. Beatrice Mbuzi  
**TEVET Fund Accountant**



Ms. Hillien Ntankula  
**Programmes Specialist**



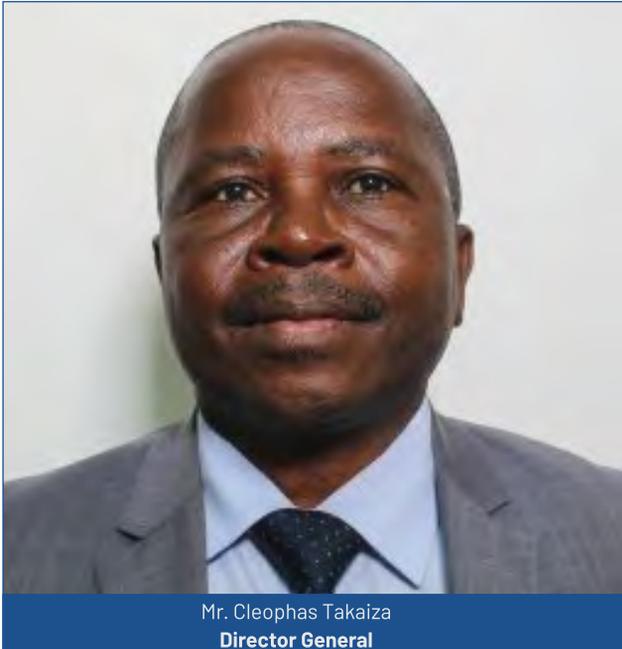
Mrs. Linah Pepala  
**TEVET Fund Assistant Accountant**

# List of Acronyms

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<b>CA</b>	Continuous Assessment
<b>EBT</b>	Employer Based In-Service Training
<b>MoFNP</b>	Ministry of Finance and National Planning
<b>MoTS</b>	Ministry of Technology and Science
<b>MSMEs</b>	Micro Small and Medium Entrepreneurs
<b>SDL</b>	Skills Development Levy
<b>TEVET</b>	Technical Education, Vocational and Entrepreneurship Training
<b>TEVETA</b>	Technical Education, Vocational and Entrepreneurship Training Authority
<b>ZCTU</b>	Zambia Congress of Trade Unions
<b>ZFE</b>	Zambia Federation of Employers
<b>ZRA</b>	Zambia Revenue Authority
<b>ZQF</b>	Zambia Qualifications Framework
<b>8NDP</b>	Eighth National Development Plan

# Executive Summary



In the 2024 academic year, the Technical Education, Vocational and Entrepreneurship Training (TEVET) Fund achieved notable progress in financing and implementing key skills development initiatives in line with the Eighth National Development Plan (8NDP). The Fund facilitated bursary support to twenty-nine (29) TEVET institutions under the Ministry of Technology and Science (MoTS), targeting 10,597 students. However, only 8,193 students reported for training due to a shift by some learners from the TEVET bursary to the Constituency Development Fund (CDF) skills bursary programme.

During the year, the TEVET Fund supported high-impact apprenticeship programmes addressing critical and scarce skills in key economic sectors. In collaboration with the Zambia Association of Manufacturers (ZAM), Production Technologies of South Africa (PtSA), Northern Technical College (NORTEC), and TEVETA, sixteen (16) apprentices (13 males and 3 females) were trained in Tool, Die, and Mould (TDM) manufacturing. The recruitment process was conducted through PtSA's online platforms using aptitude assessments to ensure the suitability of candidates for this specialized programme.

In the mining sector, TEVETA partnered with the Zambia Chamber of Mines and Mopani Central Training Centre to train 125 youths in priority and scarce skills using the Competency-Based Training (CBT) model. Lumwana Mine Training Centre also signed apprenticeship contracts with TEVETA to train 70 participants (with 40% female inclusion) in trades such as Metal Fabrication and Welding, Mechanical Fitting, Rigging, Heavy-Duty Equipment Repair, Mineral Processing, and Mining.

Employer-Based Training (EBT) continued to expand in 2024, with 210 contracts signed across 19 organisations, benefiting over 1,500 employees. This initiative focused on enhancing workforce competencies, upskilling, and aligning training outcomes with industry requirements.

In support of Micro, Small, and Medium Enterprises (MSMEs) and the informal sector, 361 training contracts were signed with 86 TEVET institutions to deliver tailored training programmes aligned to 8NDP priorities. These interventions empowered 9,240 beneficiaries with practical skills for increased productivity, innovation, and self-employment, contributing to inclusive economic growth.

Additionally, the TEVET Fund made significant progress in building institutional human resource capacity. Out of the targeted 101 lecturers, 91 from various institutions were trained in key disciplines such as electrical and mechanical engineering, automotive technology, teaching methodology, design and technology, hospitality management, and agriculture.

Overall, the 2024 TEVET Fund interventions strengthened Zambia's skills development ecosystem by addressing critical skills gaps, promoting industry partnerships, and enhancing the employability and productivity of the workforce.

# 1.0. Introduction

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The Government of the Republic of Zambia, through the Technical Education, Vocational and Entrepreneurship Training (TEVET) Act Number 13 of 1998 and the TEVET Amendment Act Number 11 of 2005, established the TEVET Fund as one of a series of new funding mechanisms to improve efficiency and effectiveness of the TEVET System. Currently, the main source of income for the TEVET Fund is the Skills Development Levy (SDL), which compels employers in the private sector to pay the levy in line with the Skills Development Levy Act number 46 of 2016 and the Skills Development Levy Act Amendment Number 24 of 2020. The Zambia Revenue Authority (ZRA) collects the levy, as stipulated in the SDL Act. The collected levies are paid to the TEVET Fund in line with the SDL Act. The SDL is intended to ensure a sustainable financing instrument of the TEVET system. To achieve its objective, the TEVET Fund is designed to include responsive policy, governance structures, institutional arrangements, institutional capacities, systems and procedures.

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

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

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

The funding strategy sets precedence for new disbursement modalities involving a number of funding windows that seek to address different labour market segments. These disbursement modalities are intended to provide an environment for continuous improvement in the quality and relevance of training. To enhance oversight and ease the implementation of the Fund, the Minister of Technology and Science has appointed the TEVETA Board of Directors, in accordance with the TEVET Act, which has also constituted a sub-committee of the Board (TEVET Fund Committee) through which detailed deliberations are conducted before consideration of the issues by the full Board. The members of this Committee comprise nine (9) members with current representation from Bankers Association of Zambia, Catholic Education Secretariat, Higher Education Loans and Scholarships Board, Ministry of

Finance and National Planning, Ministry of Technology and Science, Zambia Chamber of Mines, Zambia Congress of Trade Unions, Zambia Federation of Employers and Zambia Association of Manufacturers. The establishment of the TEVET Fund Committee enhances corporate governance and private sector confidence in the management of the SDL in line with its objective.

## Financing Strategy for the Tevet Fund

Government collects the Skills Development Levy through the ZRA. The private sector is contributing to the skills development of the labour market. The cost of training is now being shared amongst the Government, Private sector and the Learners. This gives an assurance of sustainability to the funding strategy, and it is expected that stakeholders will play their role.

## Purpose for the Tevet Fund Financing Strategy



The purpose of the TEVET Fund is as follows:

- (1) Enhance the provision of skills development in a more efficient and effective manner;
- (2) Promote private sector participation in skills development;
- (3) Facilitate predictability of resources to the training institutions;
- (4) Facilitate the development of an objective skills development fund model for TEVET sector
- (5) Enhance effective budget monitoring and evaluation;
- (6) Enhance the quality of infrastructure and training equipment in the TEVET sector;

- (7) Enhance the Human Resource Development(HRD)in TEVET sector;
- (8) Facilitate the review and development of curriculum and training systems;
- (9) Enhanced focus on utilization of various funds in the TEVET sector.

### **Guiding Principals for the Tevet Fund Disbursements**

- (1) Priority Skills areas will be aligned to job performance systems in the world of work;
- (2) The disbursements of funds will be done in a transparent and equitable manner;
- (3) Equality and equity shall be integrated in all training activities;
- (4) Training providers shall strive to attain and maintain accreditation standards required by the TEVET Act;
- (5) Staff development programmes will be competency based, i.e. focusing on the development of knowledge, skills and attitudes/values as appropriate for the staff members in specific position;
- (6) TEVET Fund disbursements will be determined on the basis of students numbers and staff requiring training in priority skill areas;
- (7) Skills offered in the TEVET sector will be relevant, effective, provide value for money and support employment equity;
- (8) Management systems supported by the Fund shall include job related skills development, improvement of management systems for the betterment of TEVET;
- (9) All priority skills training shall be informed by a skills audit as envisaged by the world of work;
- (10) The education, training and development of employees supported under the TEVET Fund in key performance areas shall be a responsibility for institutional managers.

### **TEVET Fund General Principles of Operations**



The basic management principles of the TEVET Fund include the following:

### **Transparency**

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

### **Accountability**

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

### **Risk Mitigation**

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

### **Expedience**

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

### **Public / Private Sector partnerships**

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

### **Efficiency, Effectiveness and Economy**

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

### **Code of Ethics**

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

## **Tevet Fund Core Business Areas**

### **Business Areas**

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

- (1) Recurrent Funding – in support of the three focal training areas, i.e. Pre-employment Training: Employer Based In-Service Training and SME and Informal Sector Training.
- (2) Investment and Development Funding – this entails provision of financial support for:
  - 2.1. Construction and rehabilitation of infrastructure (buildings, equipment, tools and facilities) in a single or across a number of institutions;
  - 2.2. Human Resources Development (institutional management, trainers upgrading, capacity building) and

### 2.3. TEVET systems development and upgrade

The TEVET Fund has three (3) funding windows under the recurrent training financing and one (1) funding window under investment and development.

These windows are as follows:

- (1) Window One: Pre-employment training
- (2) Window Two: Employer based in-service training
- (3) Window Three: Training for Micro, Small and Medium Enterprises (MSMEs) and the Informal Sector
- (4) Window Four: Investment and Development

The diagram below illustrates the structure of the TEVET Fund financing windows.

#### Funding Windows

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

The TEVET Fund carried out activities as well as facilitated disbursements in all its financing windows, during the 2023 financial year as indicated below.

#### (1) Window 1-Pre-employment Training



This window is used to finance institutional based learning programmes for priority, scarce and critical skills including students' industrial attachment and internship. The TEVET Fund financed TEVET bursaries in 2023 based on the bursary awards and actual numbers of students that took up the awards in the various training institutions under the Ministry of Technology and Science.

## (2) Window 2 – Employer Based In-service Training



This window was used to finance training for formal sector skills development for employers to upgrade or introduce new skills to their employees and apprenticeship / Work Based Learning (WBL). The Fund financed Employer Based In-Service Training activities for contracts that were approved for award in 2023.

## (3) Window 3 – MSMEs and Informal Sector Training



This window was used to finance training of MSMEs and Informal Sector operators through the provision of funds to training providers and intermediary institutions with the expectation that the duration of training is within one year. In 2023 the Fund signed and financed 659 training contracts for the implementation of SME and Informal Sector Training activities based on the proposals which were received, evaluated and recommended and approved for award.

#### **(4) Window 4 – Investment and Development**



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

The Fund continued funding and carrying out monitoring and evaluation undertakings for all activities financed under all the four TEVET Fund funding windows. The Fund carries out and organized awareness programmes as well as capacity-building seminars and workshops for the TEVET sector stakeholders and the general public including participation at the international trade fair and the Agriculture and Commercial Show as well as presentation at professional associations general meetings to promote awareness and appreciation of the TEVET Fund activities and the impact to the TEVET sector.

## 2.0. Reporting Parameters

This report aims to inform stakeholders on the performance and advancement of activities carried out by the TEVET Fund during the period from 1st January 2024 to 31st December 2024.



## 3.0. Technical Report

The following issues will be addressed in this report under the numbering as shown below.

- i. Training outcomes and implications on the priority sectors in relation to the Eighth National Development Plan(8NDP).
- ii. Performance and progress of programs financed by the TEVET Fund.
- iii. Highlights of the achievements in line with the agreed(Contractual)skills areas.

### 3.1 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 sectors.

#### 3.1.1 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.



**Table 1:** Objectives, Strategies, and programmes in line with 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 MSMEs and Informal Sector.
3	Improved education and skills development	Enhance science, technology and innovation, and access to quality, equitable and inclusive education.	Infrastructure development Youth and adult literacy Private sector participation enhancement	Financing institutions through the TEVET Fund 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, and organization visits to create awareness on its activities.  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.
3	Improved education and skills development			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  Promotion of entrepreneurship training	The TEVET Fund supported some work –based training activities through EBT and apprenticeship 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 28 skill areas in 2024
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 MSMEs and Informal Sector Training



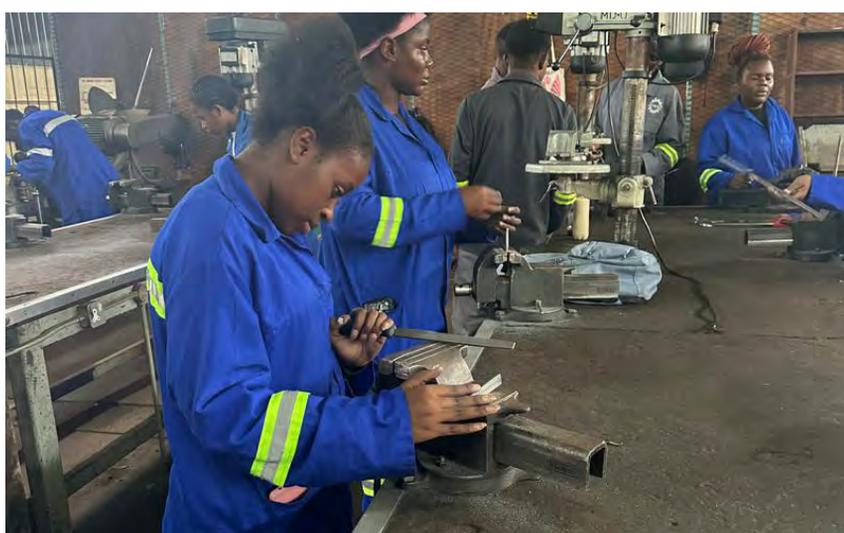
### **3.2 Performance and progress of programmes financed by the TEVET Fund in 2024.**

#### **3.2.1 Performance of Window 1: Pre-employment Training activities**

##### **TEVET Bursaries awarded by the Ministry of Technology and Science (MoTS)**

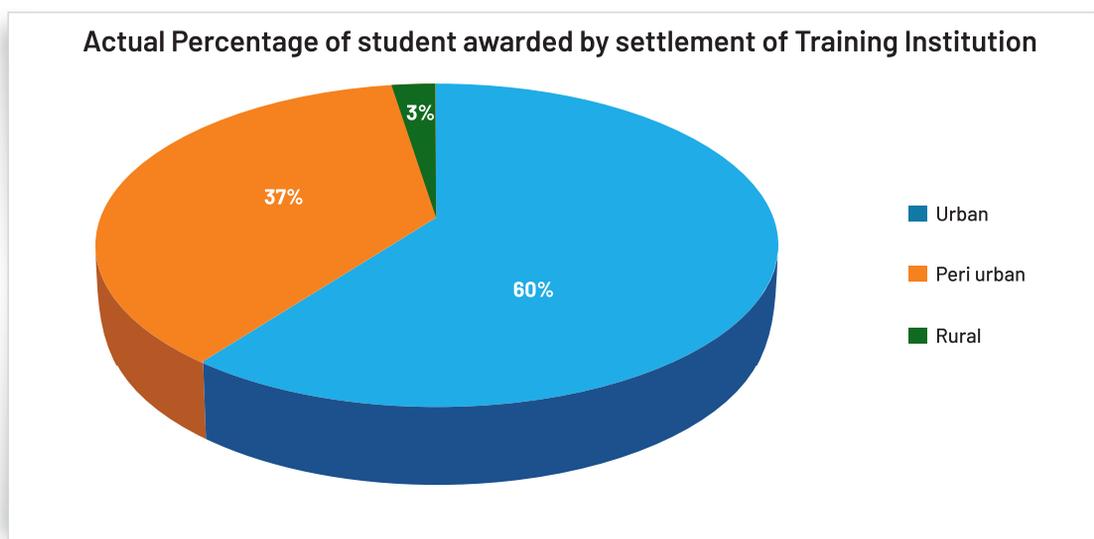
In the 2024 academic year, the TEVET Fund facilitated the financial obligations for TEVET bursary to twenty-nine (29) TEVET institutions under MoTS. The target was to support 10,597 students. However, the actual number of students that reported to the Institutions were 8,193 only. The observed variance between the targeted and actual numbers could be attributed to various factors including the shift by some students from TEVET bursary sponsorship to Constituency Development Fund (CDF) skills bursary sponsorship. The table below shows the detailed data on the targeted and actual numbers of students, along with the list of funded institutions under MoTS.

Institutions		Target number of Students Awarded	Actual Number of students	Variance
1	Chipata Trades Training Institute	79	58	21
2	Evelyn Hone College	2,707	2,512	195
3	Gemstone Processing and Lapidary Training Centre	23	15	8
4	Industrial Training Centre	219	171	48
5	Isoka Trades Training Institute	34	5	29
6	Kabwe Institute of Technology	1,248	1,113	135
7	Kalabo Trades Training Institute	19	32	-13
8	Kaoma Trades Training Institute	59	38	21
9	Kasiya College	41	30	11
10	Kitwe Vocational Training Centre	126	112	14
11	Livingstone Institute of Business and Engineering Studies	235	197	38
12	Luanshya Technical and Business College	877	510	367
13	Lukashya Trades Training Institute	96	42	54
14	Lusaka Business and Technical College	421	297	124
15	Lusaka Vocational and Technical College	171	129	42
16	Mansa Trades Training Institute	256	174	82
17	Mongu Trades Training Institute	393	219	174
18	Mwense Trades Training Institute	48	9	39
19	Mwinilunga Trades Training Institute	12	12	0
20	National Vocational and Rehabilitation Centre	204	183	21
21	Nkumbi International College	286	148	138
22	Northern Technical College	1185	938	247
23	Solwezi Trades Training Institute	870	645	225
24	St. Mawaggali Trades Training Institute	209	128	81
25	Technical and Vocational Teachers College	216	120	96
26	Thornpark Construction Training Centre	81	61	20
27	Ukwimi Trades Training Institute	12	16	-4
28	Zambia Institute of Business and Industrial Practice	215	138	77
29	Zambia Institute of Management	255	141	114
<b>Totals</b>		<b>10,597.00</b>	<b>8,193.00</b>	<b>2,404.00</b>



## Enrollments per settlement type

Settlement	Towns	Institutions	Target number of Students Awarded	Actual Totals	Actual Number of students awarded
urban	Lusaka	Evelyn Hone College	2,707	2,512	
	Lusaka	Industrial Training Centre	219	171	
	Lusaka	Lusaka Business and Technical College	421	297	
	Lusaka	Lusaka Vocational and Technical College	171	129	
	Lusaka	Thornpark Construction Training Centre	81	61	
	Lusaka	Zambia Institute of Management	255	141	<b>4894</b>
	Kitwe	Kitwe Vocational Training Centre	126	112	
	Kitwe	Zambia Institute of Business and Industrial Practice	215	138	
	Ndola	Gemstone Processing and Lapidary Training Centre	23	15	
	Ndola	National Vocational and Rehabilitation Centre	204	183	
	Ndola	Northern Technical College	1,185	938	
	Livingstone	Livingstone Institute of Business and Engineering Studies	235	197	
Peri urban	Luanshya	Luanshya Technical and Business College	877	510	<b>3025</b>
	Luanshya	Technical and Vocational Teachers College	216	120	
	mansa	Mansa Trades Training Institute	256	174	
	Mongu	Mongu Trades Training Institute	393	219	
	Petauke	Ukwimi Trades Training Institute	12	16	
	Solwezi	Solwezi Trades Training Institute	870	645	
	Chipata	Chipata Trades Training Institute	79	58	
	Choma	St. Mawaggali Trades Training Institute	209	128	
	kabwe	Kabwe Institute of Technology	1248	1113	
	Kasama	Lukashya Trades Training Institute	96	42	
Rural	Mukushi	Nkumbi International College	286	148	<b>274</b>
	Mwense	Mwense Trades Training Institute	48	9	
	Mwinilunga	Mwinilunga Trades Training Institute	12	12	
	Pemba	Kasiya College	41	30	
	Isoka	Isoka Trades Training Institute	34	5	
	Kalabo	Kalabo Trades Training Institute	19	32	
	Kaoma	Kaoma Trades Training Institute	59	38	
<b>TOTALS</b>			<b>10,597.00</b>	<b>8,193.00</b>	<b>8,193.00</b>





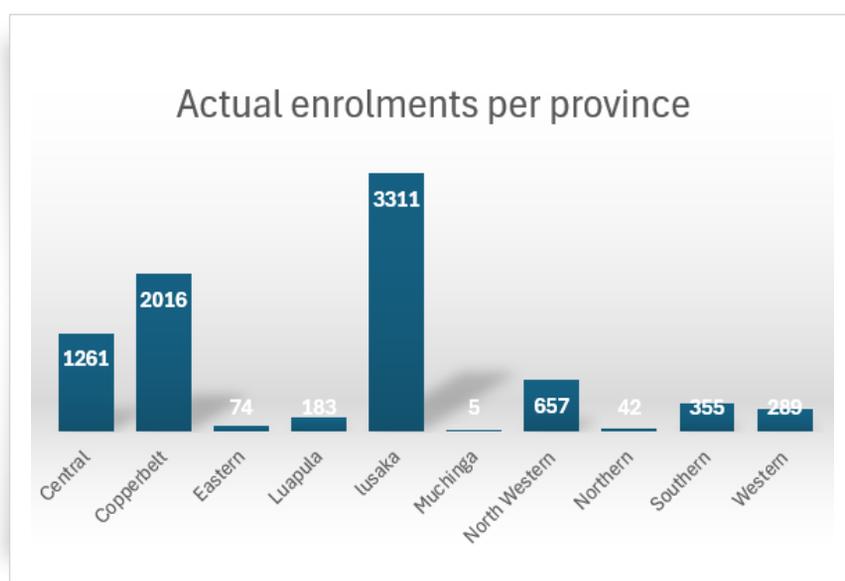
### Enrolments per Province

Province	Institutions	Target number of Students Awarded	Actual Number of students awarded	Actual Totals
Central	Kabwe Institute of Technology	1,248	1,113	<b>1,261</b>
	Nkumbi International College	286	148	
Copperbelt	Kitwe Vocational Training Centre	126	112	<b>2,016</b>
	Zambia Institute of Business and Industrial Practice	215	138	
	Gemstone Processing and Lapidary Training Centre	23	15	
	National Vocational and Rehabilitation Centre	204	183	
	Northern Technical College	1,185	938	
	Luanshya Technical and Business College	877	510	
Eastern	Technical and Vocational Teachers College	216	120	<b>74</b>
	Ukwimi Trades Training Institute	12	16	
Luapula	Chipata Trades Training Institute	79	58	<b>183</b>
	Mansa Trades Training Institute	256	174	
	Mwense Trades Training Institute	48	9	

## Enrolments per Province

Province	Institutions	Target number of Students Awarded	Actual Number of students awarded	Actual Totals
Lusaka	Evelyn Hone College	2,707	2,512	<b>3,311</b>
	Industrial Training Centre	219	171	
	Lusaka Business and Technical College	421	297	
	Lusaka Vocational and Technical College	171	129	
	Thornpark Construction Training Centre	81	61	
	Zambia Institute of Management	255	141	
Muchinga	Isoka Trades Training Institute	34	5	<b>5</b>
Northwestern	Solwezi Trades Training Institute	870	645	<b>657</b>
	Mwinilunga Trades Training Institute	12	12	
Northern	Lukashya Trades Training Institute	96	42	<b>42</b>
Southern	Livingstone Institute of Business and Engineering Studies	235	197	<b>355</b>
	St. Mawaggali Trades Training Institute	209	128	
	Kasiya College	41	30	
Western	Mongu Trades Training Institute	393	219	<b>289</b>
	Kalabo Trades Training Institute	19	32	
	Kaoma Trades Training Institute	59	38	
	<b>TOTALS</b>	<b>10,597.00</b>	<b>8,193.00</b>	<b>8,193.00</b>

The programs funded are aligned with the strategic sectors identified under the 8NDP, emphasizing critical skills development in priority areas. The accompanying figure illustrates the percentage of enrollments across these sectors, highlighting the strategic focus of the TEVET Fund in addressing national skill gaps and promoting sustainable development. The programmes awarded are in line with the sectors identified in the 8NDP and indicated below.



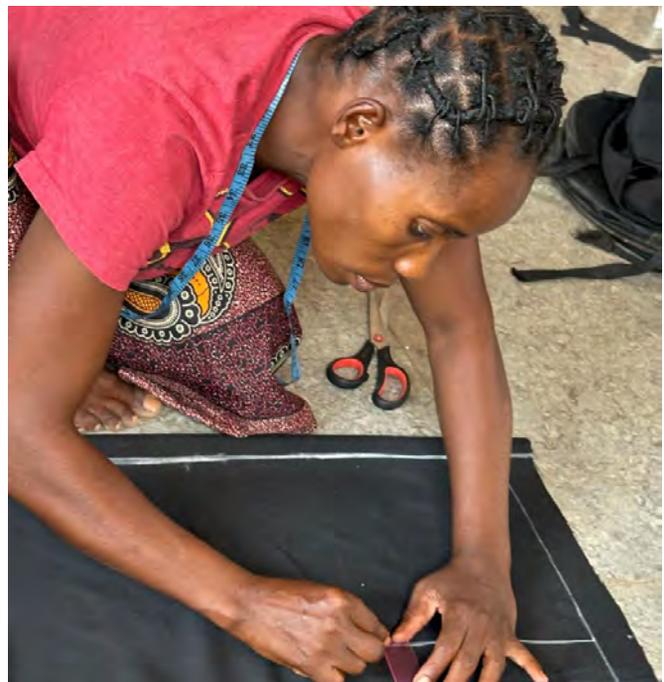
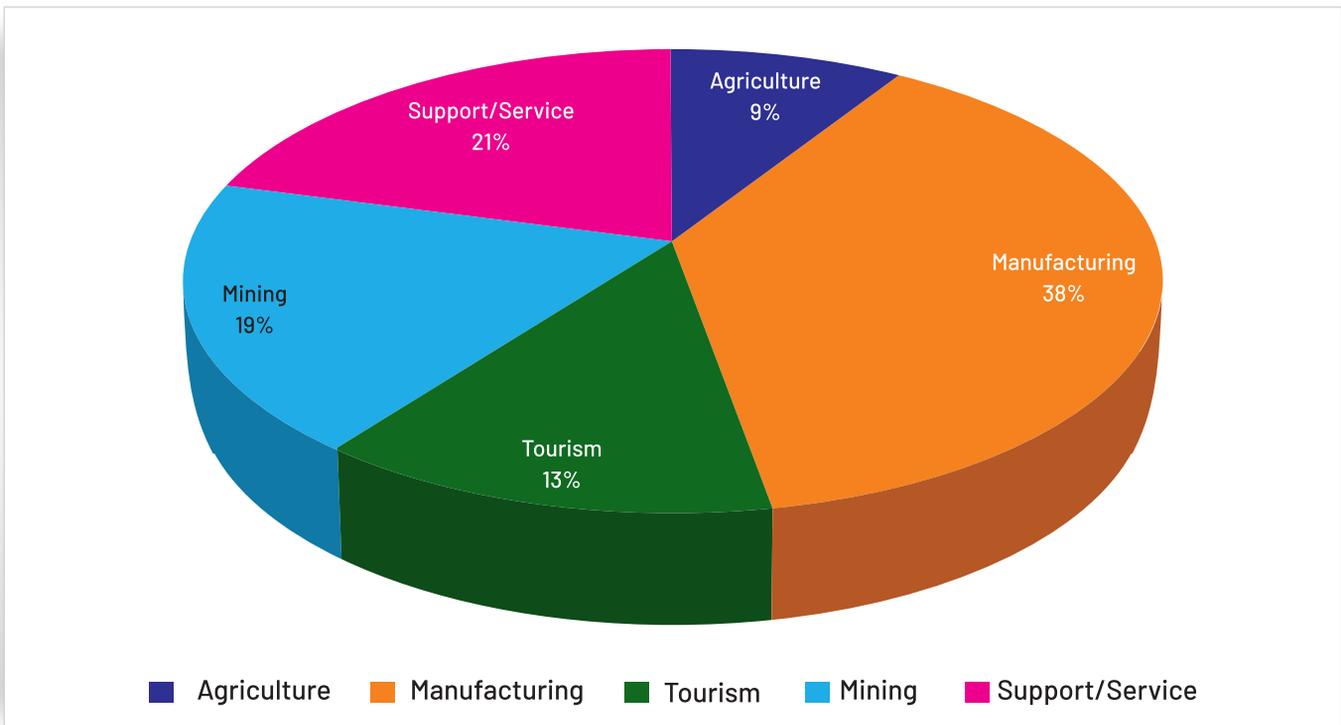


## Enrolments Per Sector

No.	Programmes of Study Per Sector	Target Number of Students to be Enrolled Per Sector	Actual Number of Students Enrolled Per Sector	Variance
<b>Agriculture Sector</b>				
1	Agriculture Mechanics - Craft (AM.C)	28	21	7
2	Certificate In General Agriculture (CGA)	61	53	8
3	Craft Certificate in General Agriculture (CCGA)	210	112	98
4	Diploma In Agribusiness Management (DAM)	252	103	149
5	Trade Test Level 1 in Agriculture Mechanics (AM. T)	17	14	3
6	Trade Test Level 1 in General Agriculture (TCGA)	163	98	65
	<b>Subtotal (Agriculture)</b>	<b>731</b>	<b>401</b>	<b>330</b>
<b>Manufacturing Sector</b>				
1	Certificate In Advance Bricklaying And Plastering (CABP)	19	11	8
2	Certificate In Advanced Electrical Engineering (CAEE)	62	54	8
3	Certificate In Advanced Automotive Mechanics (CAAM)	21	16	5
4	Certificate In Advanced Machining (CAM)	2	0	2
5	Certificate in Advanced Mechanical Engineering (CAME)	12	9	3
6	Craft Certificate in Automotive Mechanics (CCAM)	290	211	79
7	Craft Certificate in Bricklaying And Plastering (CCBP)	17	9	8
8	Craft Certificate in Carpentry And Joinery (CCCJ)	23	11	12
9	Craft Certificate in Electrical Engineering (CCEE)	121	102	19
10	Craft Certificate in Mechanical Fitting (TTMF)	118	107	11
11	Craft Certificate in Metal Fabrication (CAMF)	124	98	26
12	Craft Certificate in Plumbing & Sheet Metal (TTPSM)	31	22	9
13	Craft Certificate in Refrigeration and Air Conditioning (CRAC)	3	1	2
14	Certificate in Fashion and Design (CAD)	38	29	9
15	Diploma in Automotive Mechanics (DIAM)	130	111	19
16	Diploma in Electrical Engineering (EE)	1102	750	352
17	Diploma in Mechanical Engineering (DME)	180	123	57
18	Trade Test Level 1 Automotive Mechanics Engineering (TTAME)	125	105	20
19	Trade Test Level 1 Electrical Engineering (TTEE)	285	210	75
20	Trade Test Level 1 Electronics Systems Maintenance & Repair	11	7	4
21	Trade Test Level 1 Mechanical Fitting (TTMF)	42	33	9
22	Trade Test Level 1 Metal Fabrication (TCMF)	98	56	42
23	Trade Test Level 1 Plumbing & Sheet Metal (TTPSM)	41	31	10
24	Trade Test Level 1 Machining (TTM)	3	0	3
25	Trade Test Level 1 Fashion Textile Design and Technology (FTDT)	82	67	15
26	Trade Test Level 1 in Carpentry & Joinery (TTCJ)	67	48	19
	<b>Subtotal (Manufacturing)</b>	<b>3047</b>	<b>2,221</b>	<b>826</b>

Mining Sector				
1	Certificate In Advanced Heavy Equipment Repair (CAHER)	103	82	21
2	Craft Certificate in Heavy Equipment Repair (CAHER)	358	203	155
3	Craft Certificate in Gemstone Cutting and Polishing (CCGCP)	20	20	0
4	Diploma in Heavy Equipment Repair (DHER)	410	311	99
5	Trade Test Level 1 Heavy Equipment Repair (TCHER)	342	235	107
	<b>Subtotal (Mining)</b>	<b>1233</b>	<b>851</b>	<b>382</b>
Tourism Sector				
1	Craft Certificate in Food And Beverage (CCFB)	15	9	6
2	Craft Certificate in Food Production (CCFP)	21	11	10
3	Craft Certificate In Hotel and Catering (CCHC)	18	0	18
4	Diploma in Hospitality Management (DHM)	22	14	8
5	Trade Test Level 1 Food Production (TTFP)	458	302	156
6	Trade Test Level 1 General Hospitality (TTGH)	325	201	124
7	Trade Test Level 1 in Food and Beverages (TT1FB)	42	30	12
8	Trade Test Level 1 in Hotel and Catering (TTHC)	39	30	9
9	Trade Test Level 1 Tour Guiding (TTTG)	73	65	8
	<b>Subtotal (Tourism)</b>	<b>1013</b>	<b>662</b>	<b>351</b>
Support / Services				
1	Art and English Teachers Diploma (AETD)	6	4	2
2	Certificate Computer Studies (CCS)	48	39	9
3	Certificate In Advanced Computer Studies (CACS)	9	0	9
4	Certificate In Advanced Secretarial And Office Management (CASOM)	138	98	40
5	Certificate in Computer Systems Engineering (CCES)	12	6	6
6	Certificate in Information and Computer Technology (CCIT)	17	3	14
7	Certificate in Science Laboratory Technology (CSTL)	21	7	14
8	Certificate In Secretarial And Office Management (CSOM)	74	51	23
9	Certificate In Secretarial And Office Management (CSOM)	39	17	22
10	Craft Certificate in Telecommunications (CCT)	5	4	1
11	Craft Certificate in Water Operations And Supply (CAWOS)	96	59	37
12	Diploma in Biomedical Engineering (BME)	345	314	31
13	Diploma In Business Administration (DBA)	395	312	83
14	Diploma in Computer Networks And Data Communications (DCNDC)	132	86	46
15	Diploma In Computer Studies (DCS)	297	211	86
16	Diploma in Computer Systems Engineering (DCES)	182	150	32
17	Diploma in Creative and Digital Media (DCDD)	39	30	9
18	Diploma in Design Technology (DET)	118	73	45
19	Diploma in Environmental Health (DEH)	211	197	14
20	Diploma in Front Office Operations (FOO)	95	65	30
21	Diploma in Hair Dressing and Cosmetology (DHDC)	25	20	5
22	Diploma In Human Resource Management (DRM)	278	230	48
23	Diploma in Information & Computer Technology (DICT)	74	65	9
24	Diploma in Information Technology (DIT)	112	80	32
25	Diploma in Journalism (DIJ)	125	97	28
26	Diploma in Library and Information Science (DLS)	36	26	10
27	Diploma in Music and Audio Technology (DMAT)	11	8	3
28	Diploma in Physiotherapy (DIP)	612	410	202
29	Diploma in Production and Operations Management (DPOMCMC)	18	15	3
30	Diploma in Radiography (DIR)	462	321	141
31	Diploma In Records Management (DRM)	5	5	0
32	Diploma in Science Laboratory Technology (DSTL)	465	351	114
33	Diploma In Secretarial And Office Management (DSOM)	310	141	169
34	Diploma In Social Work (DSW)	162	98	64
35	Music and English Diploma (MND)	8	4	4
36	Secondary Teacher's Diploma in Special Vocation (STDSV)	6	4	2
37	Trade Certificate Computer Networks And Data Communications (TCCNDC)	52	41	11
38	Trade Certificate In Computer Studies (TCCS)	140	133	7
39	Trade Test Level 1 Computer Studies (TTICS)	31	23	8
40	Trade Test Level 1 Hair-Dressing & Cosmetology (TTHDC)	168	140	28
41	Trade Test Level 1 in Water Operations Supply (TTWOS)	207	120	87
	<b>Subtotal (Support/Services)</b>	<b>5586</b>	<b>4,058</b>	<b>1,528</b>
	<b>GRAND TOTAL</b>	<b>10597</b>	<b>8,193</b>	<b>2,404</b>

## Percentage of Students per Sector



### Apprenticeship Training

#### Tool die and mould (TDM) training programme at production technologies of south Africa (PtSA)

In 2024, the TDM training program in collaboration with The Zambia Association of Manufacturers, Production Technologies of South Africa, Northern Technical College and TEVETA was financed in line with the 8NDP to support the critical and scarce skills in the manufacturing sector of Zambia. This high-impact priority program to train 16 students consisting of 13 males and 3 females. The students were recruited using PtSA online platforms with various aptitude tests to ascertain the stability and suitability of each candidate to undertake the training programme. The table below shows the details of the 16 students.

NO.	SURNAME	NAME	GENDER	AGE	HOMETOWN
1.	Bwalya	Arnold	M	24	Kitwe
2.	Chungu	Jonathan	M	22	Mansa
3.	Kabwe	Alex	M	21	Kapiri Mposhi
4.	Katongo	Abel	M	27	Ndola
5.	Kawana	Shita	M	24	Mongu
6.	Moyo	Memory	F	27	Lufwanyama
7.	Musa	Shirack	M	27	Chililabombwe
8.	Mwansa	Cephas	M	24	Ndola
9.	Mwansa	Moses	M	24	Samfya
10.	Mwape	Mary	F	25	Ndola
11.	Nkausu	Harrison	M	23	Lusaka
12.	Nyondo	Vincent	M	33	Lusaka
13.	Simukoko	Salifyanji	M	24	Kitwe
14.	Simwinga	Obedience	M	25	Mbala
15.	Tembo	Febby	F	23	Lusaka
16.	Vlahakis	Andrew	M	28	Kitwe



**Picture1:** The Regional manager Francois Beetge explaining on the plan for the 2025 academic year with regards to the on-the-job training criteria to Mr. Martin Kasonso the Principal Northern Technical College.



**Picture 2:** A Zambian TDM student at PtSA analyzing her works and assignment



**Picture 3:** TDM Zambian students at PtSA workshop having a discussion



**Picture 4:** TDM Zambian students in the workshop after a practical session.

### **Apprenticeship training programmes at mopani central training centre**



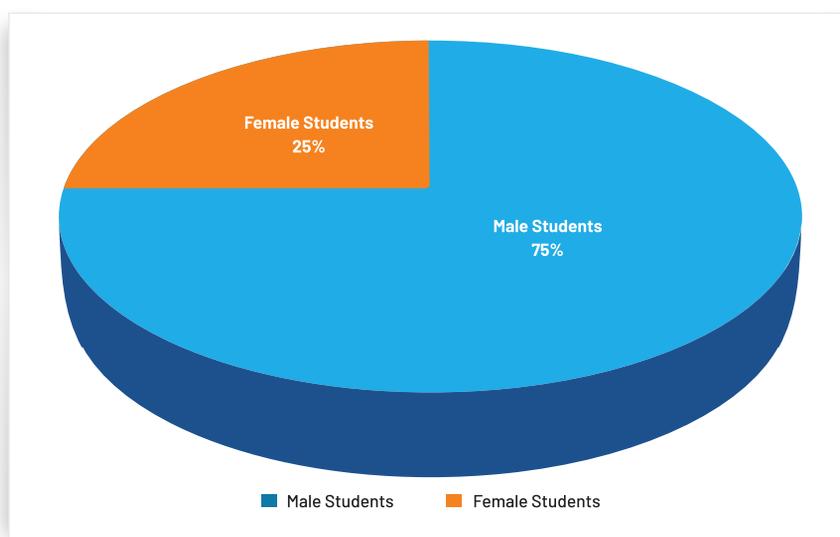
**Figure 5:** Induction of the apprentices at Mopani Central Training Centre

The Fund in collaboration with the Zambia Chamber of Mines facilitated the sponsorship of Institutional Based Learning programmes for priority, scarce and critical skills, in line with the 8NDP activities at Mopani Central Training Centre. Mining is a critical sector and the Government is expecting the country to reach 3 million metric tonnes by 2031. However, this target cannot be achieved without adequate relevant mining skills hence, the partnership to train one hundred and twenty-five (125) youths in mining priority, critical and scarce skills using the Competency-Based Training (CBT) model. The training aims to equip the trainees with practical skills that will enable them to enter the workforce in the mining

sectors where there is high demand for skilled labour in various trades. The table below summaries programmes and number of trainees by gender.

No.	Programme	Male Student	Female Students	Total
1	Assaying	18	7	25
2	Refractory Masonry	22	3	25
3	Armature Winding	17	8	25
4	Plastic Welding	17	8	25
5	Blacksmithing	20	5	25
	<b>Grand Total</b>	<b>94</b>	<b>31</b>	<b>125</b>

### Apprentice enrolments by gender



**Figure 6:** An instructor providing instructions to a student on performing a machining task in the workshop



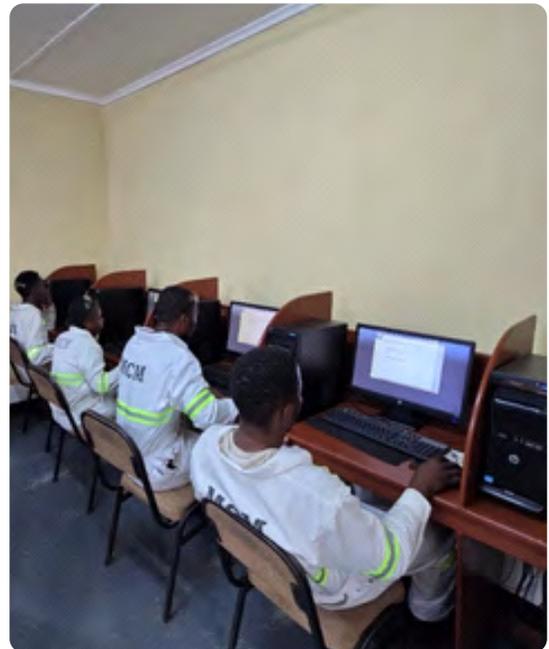
**Figure 7:** Female Students conducting a designing task on paper before working on the actual metallic material



**Figure 8:** The instructor demonstrating to student how it is done and its effect.



**Figure 9:** a student operating the hydraulic press machine used to bend metal plates



**Figure 10:** Students taking a computer-based assessment test after completing a module and questions are picked randomly from a computer-based question bank for each student

### 3.2.2 Performance of Window 2: Employer Based In-Service Training (EBT) activities.

The TEVET Fund's Window 2 initiative is a strategic response to the evolving demands of Zambia's industries, focusing on bridging workforce skill gaps through robust collaborations between training providers and employers. In 2024, this initiative gained momentum with the signing of 210 employer-based training contracts involving 19 organizations. These agreements aimed to enhance workforce competencies, promote employee upskilling, and integrate apprentices into roles that meet industry-specific needs. Despite the target to train 4,319 employees, the program achieved the training of 1,506 employees. The variance in outcomes was primarily attributed to some employers failing to meet their contractual obligations and challenges in releasing employees for training due to operational constraints. The table below shows the details of the enrolments.

NO.	Name of Employer	Target No. of Employees to be Trained	Actual No. of Employees Trained	Variance
1	Bell Equipment	20	20	0
2	BATA Zambian Shoe Company	40	18	22
3	G.S Cash Advance	30	30	0
4	G4S Secure Solutions Zambia Limited	300	193	107
5	Hitachi Construction Machinery	89	8	81
6	Kagem Mining Limited	444	135	309
7	Kansai Plascon Zambia Limited	30	15	15
8	Lumwana Mining Company	704	460	244
9	Madison General Company	330	0	330
10	Mercury Express Logistics	10	5	5
11	Presecure Limited	40	38	2
12	Quantum Foods Zambia Limited	67	25	42
13	Ross Breeders Zambia Limited	40	85	-45
14	Saro Agro Industrial	95	95	0
15	Society Business Park Hotel Limited	40	0	40
16	Southern Sun Hotels	50	29	21
17	TAJ Pamodzi Hotels Limited	50	0	50
18	Zambia Chamber of Mines	207	207	0
19	ZESCO Limited	1451	143	1308
	<b>Total</b>	<b>4,037.00</b>	<b>1,506.00</b>	<b>2,531.00</b>

In a bid to enhance private sector participation, as one of the strategies in the 8NDP, and in order to encourage wider participation from employers, the Fund conducted sensitisation visits to various companies and conducted a sensitisation workshop with the Chamber of Mines and its affiliates which also served as a platform to strengthen the collaboration between industry and training providers.

## Apprenticeship and trainership programmes at Lumwana mine training centre

Lumwana Mine Training Center offers apprenticeship programs in Metal Fabrication and Welding, Mechanical Fitting, Rigging, and Heavy-Duty Equipment Repair, as well as trainership programs in Mineral Processing and Mining. The institution signed contracts to train a total of 70 trainees under the apprenticeship and the trainership programmes with 40% being reserved for the female candidates. The table below shows the actual enrollments.



No.	Name of Proposed Training Program	Duration	No. of Apprentices to be Trained	No. of Apprentices currently undergoing training
1	Metal Fabrication and Welding (apprenticeship)	2.5 Years	10	10
2	Mechanical Fitting (apprenticeship)	2.5 Years	10	10
3	Rigging (apprenticeship)	2.5 Years	10	10
4	Heavy Duty Equipment Repair (apprenticeship)	2.5 Years	10	10
5	Mineral Processing (trainership program)	2.5 Years	10	10
6	Mining (trainership program)	2.5 Years	20	20
	<b>Totals</b>		<b>70</b>	<b>70</b>

The table below outlines the key courses and technical competencies delivered under the apprenticeship and trainership programmes at Lumwana Mine Training Centre in 2024. These programmes are strategically aligned with the skills demands of the mining and engineering sections of the mining company, offering hands-on training in both foundational and advanced technical areas.

No.	Name of Training Program	Key Courses & Technical Competencies
1	<b>Metal Fabrication and Welding</b> (Apprenticeship)	- Arc, MIG, TIG welding techniques
		- Blueprint reading
		- Fabrication skills
		- Welding safety
2	<b>Mechanical Fitting</b> (Apprenticeship)	- Metallurgy basics
		- Mechanical assembly & alignment
		- Hydraulics & pneumatics
		- Bearing and gearbox work
3	<b>Rigging</b> (Apprenticeship)	- Precision measuring
		- Load calculation
		- Lifting/hoisting
		- Rigging safety
		- Equipment inspection
		- Crane communication

4	<b>Heavy Duty Equipment Repair</b> (Apprenticeship)	<ul style="list-style-type: none"> <li>- Diesel mechanics</li> <li>- Hydraulic systems</li> <li>- Engine &amp; transmission servicing</li> <li>- Field diagnostics</li> </ul>
5	<b>Mineral Processing</b> (Trainership)	<ul style="list-style-type: none"> <li>- Crushing, grinding, flotation</li> <li>- Process control</li> <li>- Equipment operation</li> <li>- Sampling &amp; assays</li> </ul>
6	<b>Mining</b> (Trainership)	<ul style="list-style-type: none"> <li>- Underground/surface mining</li> <li>- Rockdrilling &amp; blasting</li> <li>- Ventilation &amp; safety</li> <li>- Mine operations basics</li> </ul>



**Figure 11:** An Apprentice conducting hydraulic checks on a dump Track on open pit mine



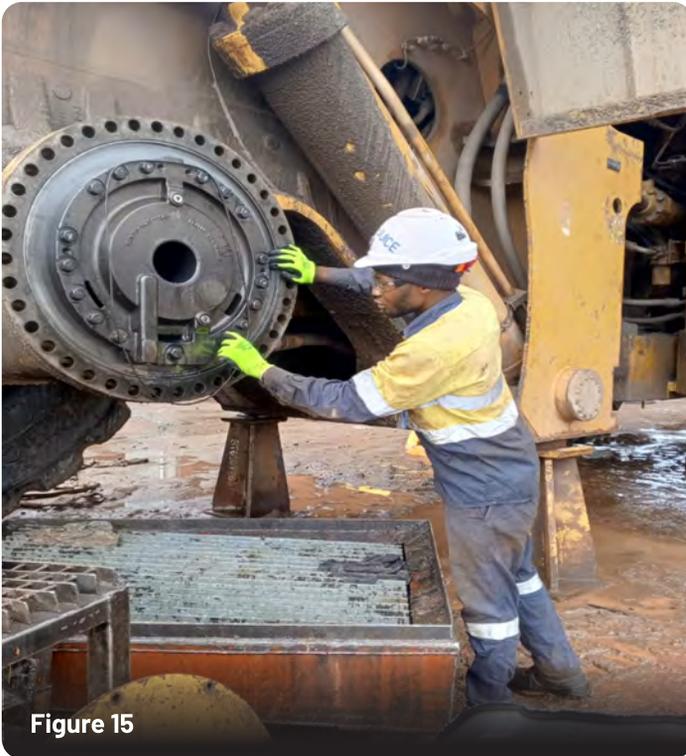
**Figure 12:** An Apprentice conduction pressure tests during routine maintenance



**Figure 14:** A student operating a lathe machine in the machining workshop



**Figure 13:** A Metal Fabrication Apprentice grinding am metallic piece of a machine



**Figure 15**



**Figure 16**

**Figure 15:** Apprentice changing a bearing for the articulated dump track

**Figure 16:** The instructor demonstrating on the first aid training

During the year, 235 apprentices underwent specialized training at Lumwana Mining Training School, Bell Equipment Training Centre and Mopani Central Training Centre. These apprenticeships are tailored to equip participants with industry-specific skills, fostering a sustainable pipeline of skilled labor for Zambia's industrial and technical sectors.



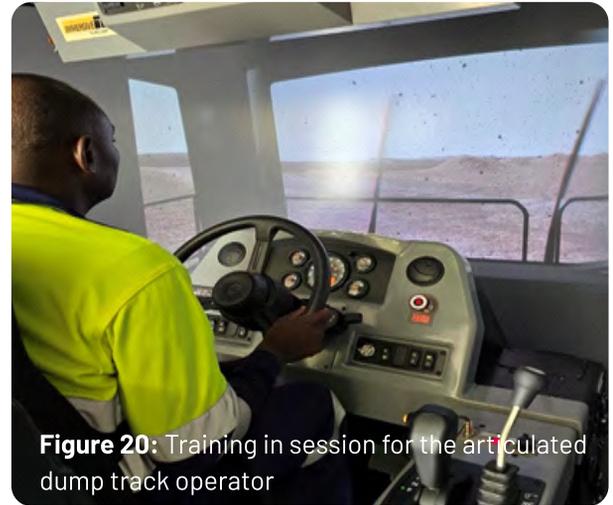
**Figure 17:** A cable jointing practical class in session at ZESCO Training Center under the Employer based Training Window



**Figure 18:** Electrical Circuit Testing practical in session under the Employer based Training Window

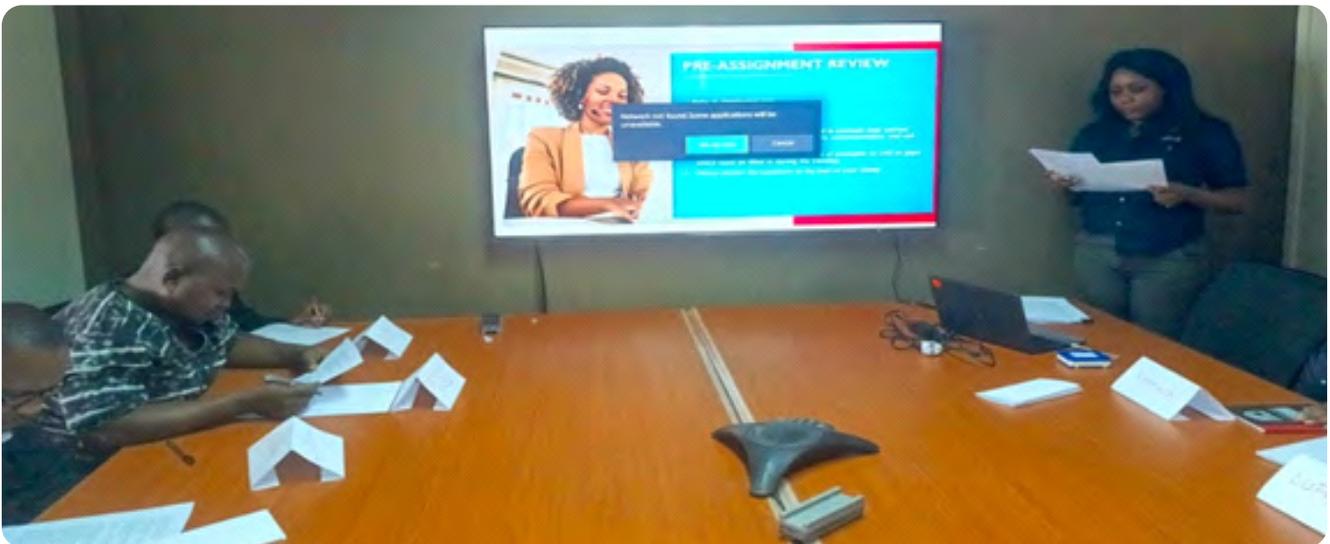


**Figure 19**



**Figure 20:** Training in session for the articulated dump track operator

**Figure 19:** The mine rescue instructor at mopani central training centre explaining to the TEVET Fund accountant on the operations of the breathing apparatus used by the mine rescuers during the training during the monitoring and evaluation activities conducted at the institution under the employer based in- service training



**Figure 21:** Employer Based in service training in session a collaboration between Rising East Training Institution and G4S Secure solutions



**Figure 22:** Employer Based in service training in session a collaboration between Rising East Training Institution and GS Cash Advance

### 3.2.3 Performance of Window 3: MSME and Informal Sector Training activities.

In 2024, the TEVET Fund made significant strides in addressing the skills needs of Zambia's MSMEs and the informal sector, which are critical drivers of economic growth. To achieve this, 361 training contracts were signed with 86 TEVET institutions to provide tailored training programs aligned with the priorities of the Eighth National Development Plan (8NDP). These initiatives targeted a wide range of skills aimed at enhancing productivity, promoting innovation, and fostering self-employment. A total of 9,240 beneficiaries successfully received training in various skill areas critical to their economic empowerment and sustainable livelihoods. The tables below shows enrolments per institution and the programmes funded are in line with the sectors identified in the 8NDP and indicated below.

No	Name of Institution	Target Number of Trainees	Actual Number of Trainees	Variance
1	Bauleni Special Needs Project	60	60	0
2	Buchi Vocational Training Centre	100	156	-56
3	Chabbota Skills Training Centre	40	46	-6
4	Chaisa Skills Training Centre	20	25	-5
5	Chama Youth Resource Centre	60	63	-3
6	Chelstone Skills Training Centre	20	25	-5
7	Chifubu Skills Training Centre	40	44	-4
8	Chingola School For Continuing Education	140	143	-3
9	Chinsali Youth Resource Centre	60	68	-8
10	Chipata Central Skills Training Centre	100	111	-11
11	Chipata Skills Training Centre	100	124	-24
12	Chipata Trades Training Institute	170	177	-7
13	Chipembi Farm College	30	33	-3
14	Chisangwa Youth Resource Centre	40	42	-2
15	Chiyota Youth Resource Centre	130	139	-9
16	Chrismeyas Competence Based Modular Training	20	24	-4
17	Copperbelt Technical Skills Training Centre	40	49	-9
18	Craw Hammer Trades School	80	97	-17
19	Docalex Training Centre	40	39	1
20	Dzalo Skills Training Centre	60	70	-10
21	Dzithandizeni Trades School	100	99	1
22	Family Pillar Vocational and Skills Training Centre	100	128	-28
23	Good Samaritan Centre	80	99	-19
24	Holy Rosary Sisters Training School	20	42	-22
25	Industrial Training Centre	190	197	-7
26	Isoka Trades Training Institute	100	110	-10
27	Kabwe Institute of Technology	250	309	-59
28	Kabwe School For Continuing Education	120	158	-38
29	Kamfinsa Skills Training Centre	260	268	-8
30	Kamwala Skills Training Centre	80	82	-2

31	Kaoma Trades Training Institute	120	161	-41
32	Kaoma Youth Resource Centre	80	90	-10
33	Kaputa Skills Training Centre	80	82	-2
34	Kasama Skills Training Centre	100	139	-39
35	Katembula Youth Resource Centre	60	79	-19
36	Katombora Skills Training Centre	140	160	-20
37	Kawambwa Skills Training Centre	120	127	-7
38	King George VI National Youth College	40	49	-9
39	Kitwe Vocational Training Centre	120	130	-10
40	Kwilimuna Youth Resource Centre	80	92	-12
41	Luanshya Skills Training Centre	140	170	-30
42	Lusaka Central Skills Training Centre	230	245	-15
43	Lusaka Vocational and Technical College	160	203	-43
44	Lusaka Youth Resource Centre	160	178	-18
45	Luwingu Youth Resource Centre	100	110	-10
46	Mandevu Youth Project	40	41	-1
47	Mansa Central Skills Training Centre	120	129	-9
48	Mansa Skills Training Centre	160	182	-22
49	Masaiti Community Development Skills Training Centre	80	109	-29
50	Mazabuka Skills Training Centre	140	143	-3
51	Mazzarello Skills Training Centre	40	49	-9
52	Milima Skills Training Centre	100	115	-15
53	Mine Masala Skills Training Centre	40	47	-7
54	Mongu Skills Training Centre	80	94	-14
55	Mpika Youth Resource Centre	60	68	-8
56	Mufulira Skills Training Centre	100	111	-11
57	Mufumbwe Youth Resource Centre	100	106	-6
58	Mukobeko Skills Training Centre	150	228	-78
59	Mulelemwana Skills Training Centre	80	85	-5
60	Mumbwa Central Skills Training Centre	20	24	-4
61	Mumbwa Youth Resource Centre	140	174	-34
62	Mushili Skills Training Centre	200	226	-26
63	Mwange Youth Resettlement Scheme and Skills Training Centre	20	30	-10
64	Mwembeshi Central Skills Training Centre	160	129	31
65	Mwense Trades Training Institute	80	81	-1
66	Mwinilunga Trades Training Institute	100	86	14
67	Mwinilunga Youth Resource Centre	60	58	2
68	Ngungu Youth Resource Centre	100	95	5
69	Ngwee Skills Training Centre	140	135	5
70	Nkumbi International College	100	93	7
71	Northern Technical College	190	198	-8
72	Shorthorn College	40	50	-10

73	Solwezi Skills Training Centre	200	242	-42
74	Solwezi Youth Resource Centre	20	25	-5
75	Sylva Institute of Technology Limited	60	79	-19
76	Technical and Vocational Teachers College	70	85	-15
77	Thornpark Auxilium Skills Training Centre	20	25	-5
78	Thornpark Construction Training Centre	120	140	-20
79	Twikatane Ndola Vocational Training Centre	90	95	-5
80	Young Africa Zambia	60	93	-33
81	Youth Community Training Centre	130	130	0
82	Zambezi Youth Resource Centre	60	70	-10
83	Zambia Institute of Business and Industrial Practice	90	100	-10
84	Zambia University College of Technology	80	75	5
85	Zgangani Kachinga Youth Resource Centre	20	23	-3
86	Zimba Centre for Rural and Youth Development	120	130	-10
	<b>TOTALS</b>	<b>8,160</b>	<b>9,240</b>	<b>(1,080)</b>



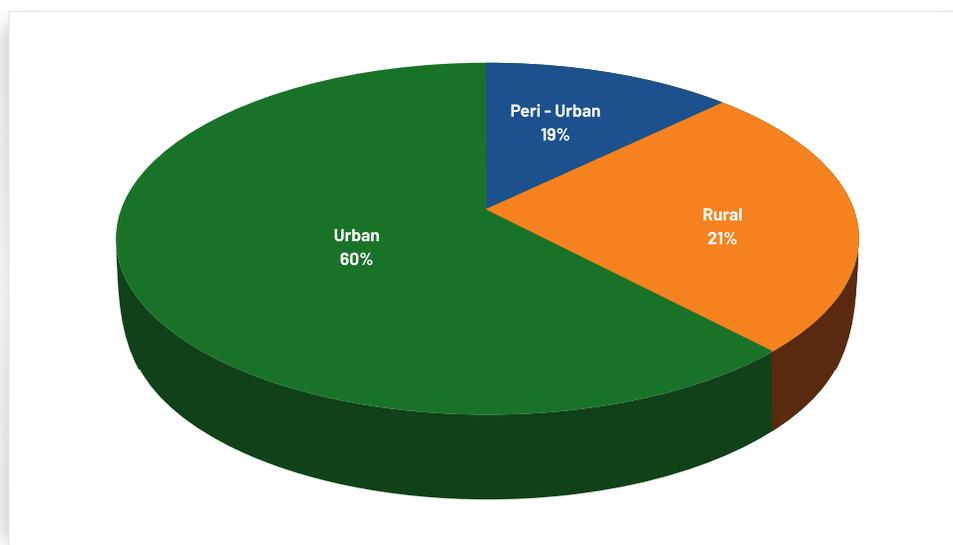
## Enrolments per Settlement Type

No	Settlement Type	Name of Institution	Target Number of Trainees	Actual Number of Trainees	Actual Total Number Per Settlement Type
1	Peri-Urban	Chipata Central Skills Training Centre	100	111	1730
		Chipata Skills Training Centre	100	124	
		Chipata Trades Training Institute	170	177	
		Chabbota Skills Training Centre	40	46	
		Chipembi Farm College	30	33	
		Chiyota Youth Resource Centre	130	139	
		Isoka Trades Training Institute	100	110	
		Holy Rosary Sisters Training School	20	42	
		Kasama Skills Training Centre	100	139	
		Milima Skills Training Centre	100	115	
		Katombora Skills Training Centre	140	160	
		Dzalo Skills Training Centre	60	70	
		Masaiti Community Development Skills Training Centre	80	109	
		Mazabuka Skills Training Centre	140	143	
		Mongu Skills Training Centre	80	94	
		Shorthorn College	40	50	
		Mpika Youth Resource Centre	60	68	
		Chama Youth Resource Centre	60	63	
		Chinsali Youth Resource Centre	60	68	
		Kaoma Trades Training Institute	120	161	
		Kaoma Youth Resource Centre	80	90	
2	Rural	Kaputa Skills Training Centre	80	82	1918
		Kawambwa Skills Training Centre	120	127	
		Kwilimuna Youth Resource Centre	80	92	
		Katembula Youth Resource Centre	60	79	
		Zgangani Kachinga Youth Resource Centre	20	23	
		Luwingu Youth Resource Centre	100	110	
		Mwange Youth Resettlement Scheme and Skills Training Centre	20	30	
		Mumbwa Central Skills Training Centre	20	24	
		Mumbwa Youth Resource Centre	140	174	
		Mwembeshi Central Skills Training Centre	160	129	
		Mwense Trades Training Institute	80	81	
		Mwinilunga Trades Training Institute	100	86	
		Mwinilunga Youth Resource Centre	60	58	
		Zambezi Youth Resource Centre	60	70	
		Zimba Centre for Rural and Youth Development	120	130	
		Mufumbwe Youth Resource Centre	100	106	
		Nkumbi International College	100	93	
		Chisangwa Youth Resource Centre	40	42	
		Chingola School For Continuing Education	140	143	
		Craw Hammer Trades School	80	97	
		Docalex Training Centre	40	39	

3	Urban	Family Pillar Vocational and Skills Training Centre	100	128	5592
		Good Samaritan Centre	80	99	
		Kabwe Institute of Technology	250	309	
		Kabwe School For Continuing Education	120	158	
		King George VI National Youth College	40	49	
		Mukobeko Skills Training Centre	150	228	
		Ngungu Youth Resource Centre	100	95	
		Buchi Vocational Training Centre	100	156	
		Kamfinsa Skills Training Centre	260	268	
		Kitwe Vocational Training Centre	120	130	
		Zambia Institute of Business and Industrial Practice	90	100	
		Chrismeyas Competence Based Modular Training	20	24	
		Youth Community Training Centre	130	130	
		Luanshya Skills Training Centre	140	170	
		Ngwee Skills Training Centre	140	135	
		Technical and Vocational Teachers College	70	85	
		Bauleni Special Needs Project	60	60	
		Chaisa Skills Training Centre	20	25	
		Chelstone Skills Training Centre	20	25	
		Dzithandizeni Trades School	100	99	
		Industrial Training Centre	190	197	
		Kamwala Skills Training Centre	80	82	
		Lusaka Central Skills Training Centre	230	245	
		Lusaka Vocational and Technical College	160	203	
Lusaka Youth Resource Centre	160	178			
Mandevu Youth Project	40	41			
Mulelemwana Skills Training Centre	80	85			
		Sylva Institute of Technology Limited	60	79	
		Thornpark Auxilium Skills Training Centre	20	25	
		Thornpark Construction Training Centre	120	140	
		Young Africa Zambia	60	93	
		Mansa Central Skills Training Centre	120	129	
		Mansa Skills Training Centre	160	182	
		Mazzarello Skills Training Centre	40	49	
		Copperbelt Technical Skills Training Centre	40	49	
		Mufulira Skills Training Centre	100	111	
		Chifubu Skills Training Centre	40	44	
		Mine Masala Skills Training Centre	40	47	
		Mushili Skills Training Centre	200	226	
		Northern Technical College	190	198	
		Twikatane Ndola Vocational Training Centre	90	95	
		Zambia University College of Technology	80	75	
		Solwezi Skills Training Centre	200	242	
		Solwezi Youth Resource Centre	20	25	
		<b>Totals</b>	<b>8160</b>	<b>9240</b>	<b>9240</b>



### Enrolments Per Settlement



### Enrolments Per Province

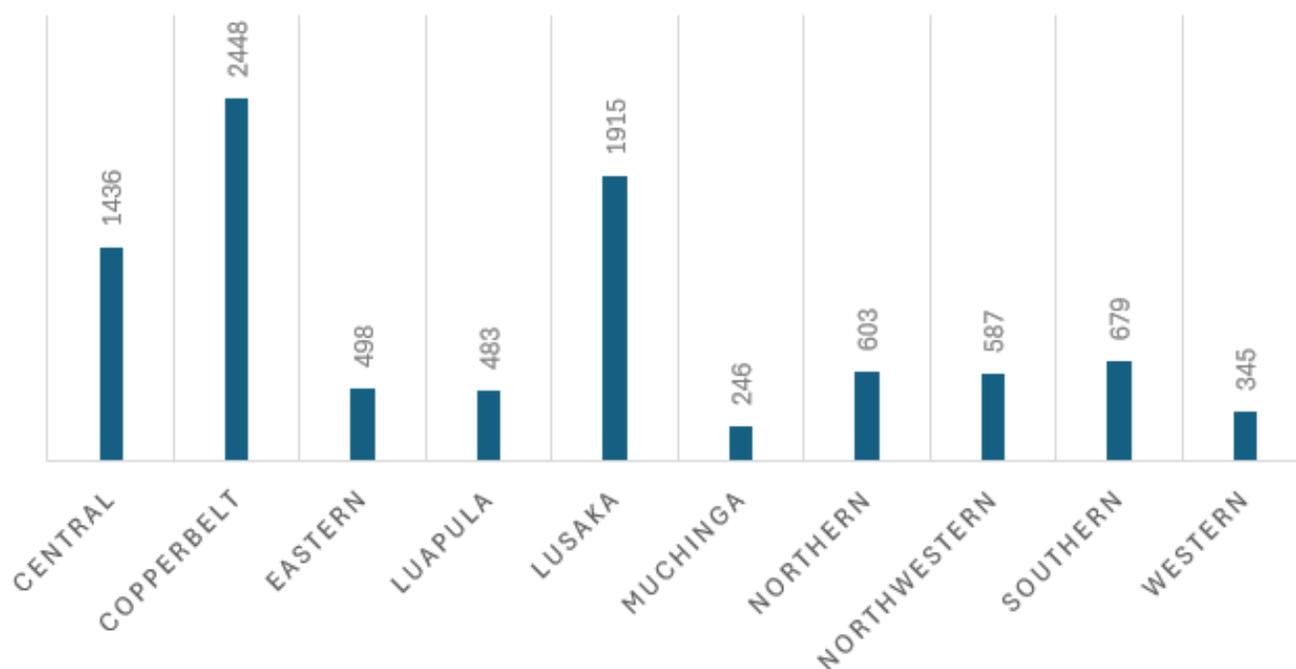
No	Province	Name of Institution	Target Number of Trainees	Actual Number of Trainees	Enrolments Per Province
1	Central	Chabbota Skills Training Centre	40	46	1436
		Chipembi Farm College	30	33	
		Mumbwa Central Skills Training Centre	20	24	
		Mumbwa Youth Resource Centre	140	174	
		Nkumbi International College	100	93	
		Family Pillar Vocational and Skills Training Centre	100	128	

		Good Samaritan Centre	80	99	
		Kabwe Institute of Technology	250	309	
		Kabwe School For Continuing Education	120	158	
		King George VI National Youth College	40	49	
		Mukobeko Skills Training Centre	150	228	
		Ngungu Youth Resource Centre	100	95	
2	Copperbelt	Masaiti Community Development Skills Training Centre	80	109	2448
		Kwilimuna Youth Resource Centre	80	92	
		Katembula Youth Resource Centre	60	79	
		Chingola School For Continuing Education	140	143	
		Craw Hammer Trades School	80	97	
		Docalex Training Centre	40	39	
		Buchi Vocational Training Centre	100	156	
		Kamfinsa Skills Training Centre	260	268	
		Kitwe Vocational Training Centre	120	130	
		Zambia Institute of Business and Industrial Practice	90	100	
		Luanshya Skills Training Centre	140	170	
		Ngwee Skills Training Centre	140	135	
		Technical and Vocational Teachers College	70	85	
		Copperbelt Technical Skills Training Centre	40	49	
		Mufulira Skills Training Centre	100	111	
		Chifubu Skills Training Centre	40	44	
		Mine Masala Skills Training Centre	40	47	
		Mushili Skills Training Centre	200	226	
		Northern Technical College	190	198	
		Twikatane Ndola Vocational Training Centre	90	95	
Zambia University College of Technology	80	75			
3	Eastern	Chipata Central Skills Training Centre	100	111	498
		Chipata Skills Training Centre	100	124	
		Chipata Trades Training Institute	170	177	
		Chama Youth Resource Centre	60	63	
		Zgangani Kachinga Youth Resource Centre	20	23	
4	Luapula	Mwense Trades Training Institute	80	81	483
		Chisangwa Youth Resource Centre	40	42	
		Mansa Central Skills Training Centre	120	129	
		Mansa Skills Training Centre	160	182	
		Mazzarello Skills Training Centre	40	49	
5	Lusaka	Chiyota Youth Resource Centre	130	139	1915
		Dzalo Skills Training Centre	60	70	
		Mwembeshi Central Skills Training Centre	160	129	
		Bauleni Special Needs Project	60	60	
		Chaisa Skills Training Centre	20	25	
		Chelstone Skills Training Centre	20	25	
		Dzithandizeni Trades School	100	99	
		Industrial Training Centre	190	197	
		Kamwala Skills Training Centre	80	82	
		Lusaka Central Skills Training Centre	230	245	
		Lusaka Vocational and Technical College	160	203	
		Lusaka Youth Resource Centre	160	178	
		Mandevu Youth Project	40	41	
		Mulelemwana Skills Training Centre	80	85	
		Sylva Institute of Technology Limited	60	79	
		Thornpark Auxilium Skills Training Centre	20	25	
		Thornpark Construction Training Centre	120	140	
Young Africa Zambia	60	93			
6	Muchinga	Isoka Trades Training Institute	100	110	246
		Mpika Youth Resource Centre	60	68	
		Chinsali Youth Resource Centre	60	68	
		Kasama Skills Training Centre	100	139	
		Milima Skills Training Centre	100	115	

7	Northern	Kaputa Skills Training Centre	80	82	603
		Kawambwa Skills Training Centre	120	127	
		Luwingu Youth Resource Centre	100	110	
		Mwange Youth Resettlement Scheme and Skills Training Centre	20	30	
8	Northwestern	Mwinilunga Trades Training Institute	100	86	587
		Mwinilunga Youth Resource Centre	60	58	
		Zambezi Youth Resource Centre	60	70	
		Mufumbwe Youth Resource Centre	100	106	
		Solwezi Skills Training Centre	200	242	
		Solwezi Youth Resource Centre	20	25	
9	Southern	Holy Rosary Sisters Training School	20	42	679
		Katombora Skills Training Centre	140	160	
		Mazabuka Skills Training Centre	140	143	
		Shorthorn College	40	50	
		Zimba Centre for Rural and Youth Development	120	130	
		Chrismeyas Competence Based Modular Training	20	24	
		Youth Community Training Centre	130	130	
10	Western	Mongu Skills Training Centre	80	94	345
		Kaoma Trades Training Institute	120	161	
		Kaoma Youth Resource Centre	80	90	
<b>Total</b>			<b>8160</b>	<b>9240</b>	<b>9240</b>



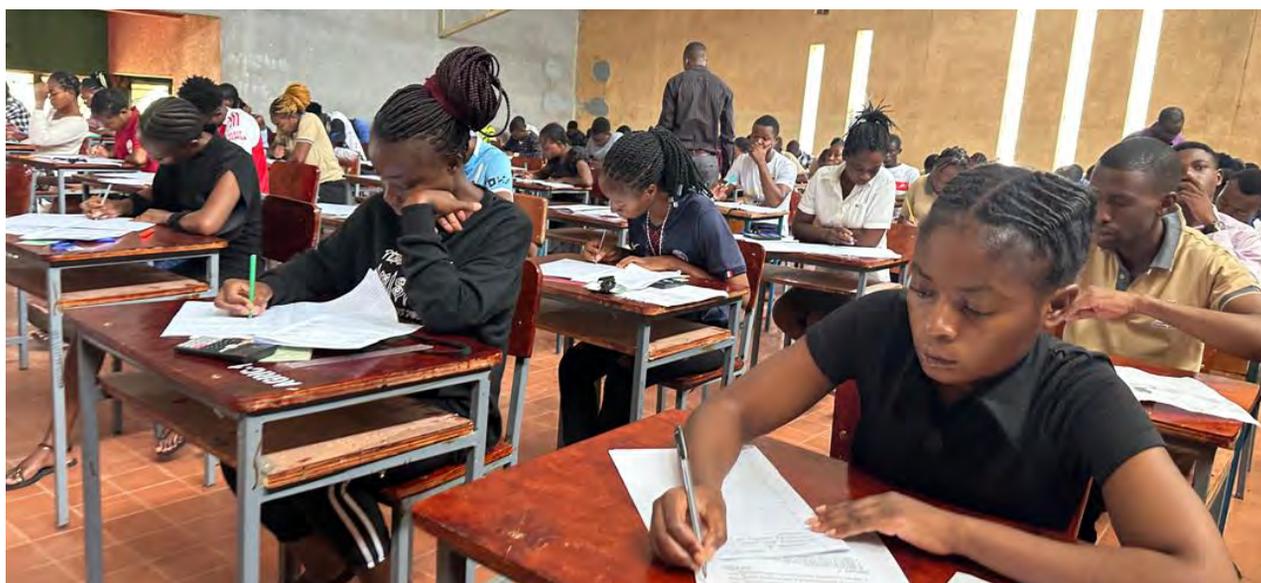
## ACTUAL TOTAL ENROLMENTS PER PROVINCE



### Enrolments per institutional Ownership

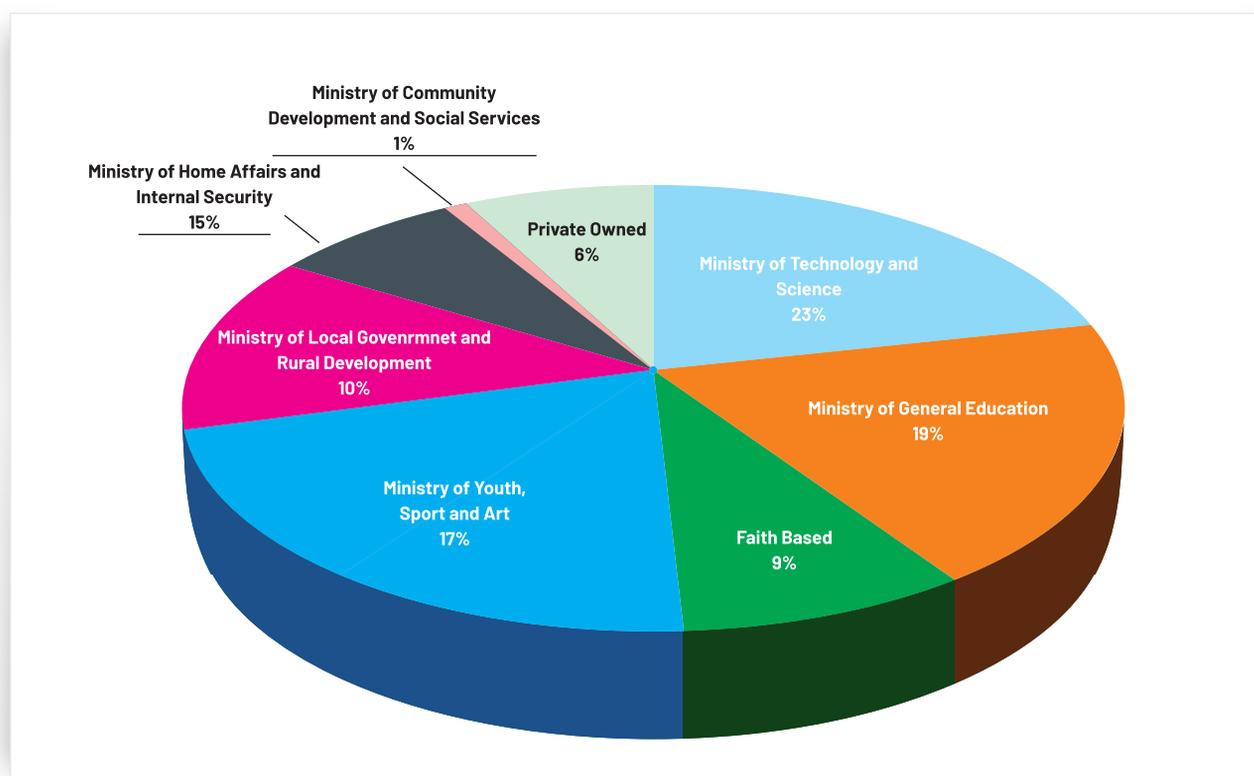
No.	Institutional Ownership	Name of Institution	Target Number of Trainees	Actual Number of Trainees	Actual Total Number Per Institutional Ownership
1	Ministry of Technology and Science	Nkumbi International College	100	93	
		Kabwe Institute of Technology	250	309	
		Kitwe Vocational Training Centre	120	130	
		Zambia Institute of Business and Industrial Practice	90	100	
		Technical and Vocational Teachers College	70	85	
		Northern Technical College	190	198	
		Twikatane Ndola Vocational Training Centre	90	95	
		Chipata Trades Training Institute	170	177	2165
		Mwense Trades Training Institute	80	81	
		Industrial Training Centre	190	197	
		Lusaka Vocational and Technical College	160	203	
		Thornpark Construction Training Centre	120	140	
		Isoka Trades Training Institute	100	110	
		Mwinilunga Trades Training Institute	100	86	
		Kaoma Trades Training Institute	120	161	
		2	Ministry of General Education	Kabwe School For Continuing Education	
Chingola School For Continuing Education	140			143	
Luanshya Skills Training Centre	140			170	
Mufulira Skills Training Centre	100			111	
Chipata Skills Training Centre	100			124	
Mansa Skills Training Centre	160			182	
Kasama Skills Training Centre	100			139	
Kaputa Skills Training Centre	80			82	
Kawambwa Skills Training Centre	120	127			

		Solwezi Skills Training Centre	200	242				
		Mazabuka Skills Training Centre	140	143				
		Mongu Skills Training Centre	80	94				
		Zambia University College of Technology	80	75				
3	Faith Based	Chabbota Skills Training Centre	40	46	864			
		Chipembi Farm College	30	33				
		Good Samaritan Centre	80	99				
		Twikatane Ndola Vocational Training Centre	90	95				
		Mazzarello Skills Training Centre	40	49				
		Dzalo Skills Training Centre	60	70				
		Bauleni Special Needs Project	60	60				
		Mulelemwana Skills Training Centre	80	85				
		Thornpark Auxilium Skills Training Centre	20	25				
		Holy Rosary Sisters Training School	20	42				
		Zimba Centre for Rural and Youth Development	120	130				
		Youth Community Training Centre	130	130				
		4	Ministry of Youth, Sport and Art	Mumbwa Youth Resource Centre		140	174	1559
				King George VI National Youth College		40	49	
Ngungu Youth Resource Centre	100			95				
		Kwilimuna Youth Resource Centre	80	92				
		Katembula Youth Resource Centre	60	79				
		Chama Youth Resource Centre	60	63				
		Zgangani Kachinga Youth Resource Centre	20	23				
		Chisangwa Youth Resource Centre	40	42				
		Chiyota Youth Resource Centre	130	139				
		Lusaka Youth Resource Centre	160	178				
		Mpika Youth Resource Centre	60	68				
		Chinsali Youth Resource Centre	60	68				
		Luwingu Youth Resource Centre	100	110				
		Mwange Youth Resettlement Scheme and Skills Training Centre	20	30				
		Mwinilunga Youth Resource Centre	60	58				
		Zambezi Youth Resource Centre	60	70				
		Mufumbwe Youth Resource Centre	100	106				
		Solwezi Youth Resource Centre	20	25				
Kaoma Youth Resource Centre	80	90						
5	Ministry of Local Government and Rural Development	Buchi Vocational Training Centre	100	156	880			
		Ngwee Skills Training Centre	140	135				
		Chifubu Skills Training Centre	40	44				
		Mine Masala Skills Training Centre	40	47				
		Mushili Skills Training Centre	200	226				
		Chaisa Skills Training Centre	20	25				
		Chelstone Skills Training Centre	20	25				



		Dzithandizeni Trades School	100	99	
		Kamwala Skills Training Centre	80	82	
		Mandevu Youth Project	40	41	
6	Ministry of Home Affairs and Internal Security	Mumbwa Central Skills Training Centre	20	24	1409
		Mukobeko Skills Training Centre	150	228	
		Kamfinsa Skills Training Centre	260	268	
		Chipata Central Skills Training Centre	100	111	
		Mansa Central Skills Training Centre	120	129	
		Mwembeshi Central Skills Training Centre	160	129	
		Lusaka Central Skills Training Centre	230	245	
		Milima Skills Training Centre	100	115	
		Katombora Skills Training Centre	140	160	
7	Ministry of Community Development and Social Services	Masaiti Community Development Skills Training Centre	80	109	109
8	Privately Owned	Family Pillar Vocational and Skills Training Centre	100	128	559
		Craw Hammer Trades School	80	97	
		Docalex Training Centre	40	39	
		Copperbelt Technical Skills Training Centre	40	49	
		Sylva Institute of Technology Limited	60	79	
		Young Africa Zambia	60	93	
		Shorthorn College	40	50	
		Chrismeyas Competence Based Modular Training	20	24	

### Enrolments Per Settlement



## Programmes per Sector

	Sector	Skill Area
1	Agriculture	Agricultural Mechanics
		Bee Keeping
		General Agriculture
2	Manufacturing	Bricklaying and Plastering
		Carpentry and Joinery
		Fashion Design and Textile Technology
		Leather Footwear and Leather Goods Production
		Machining
		Metal Fabrication and Welding
3	Mining	Mechanical Fitting
		Diesel Mechanics
		Rigging
		Electrical Technology
		Plumbing and Pipe Fitting
4	Tourism	Painting, Decorating and Signwriting
		Food and Beverage
		Food Production
		General Hospitality
		Hairdressing and Cosmetology
		Housekeeping
5	Support (Energy, Transport and Logistics, Technology, Water Infrastructure)	Driving Class B
		Driving Class C
		Professional Driver Training
		Water Supply and Sanitation Operation
		Autobody Repair and Spray Painting
		Automotive Electrical
		Automotive Engineering
		Refrigeration and Air Conditioning

## MSMEs and informal Sector Trained per Sector in line with the 8NDP

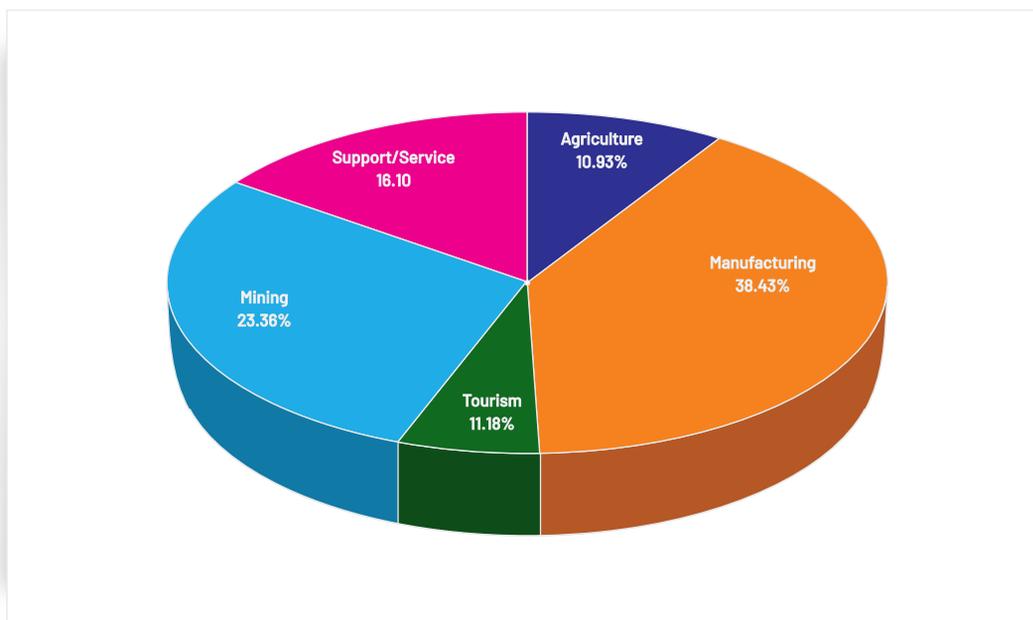




Figure 23



Figure 24



Figure 25

**Figure 23:** The lecturer providing guidance on the parts of an engine in an Automotive Mechanics Class

**Figure 24:** Fashion design and textile technology class in session at Isoka Trades Training institute

**Figure 25:** Bricklaying and plastering class in session at Milima Skills Training Centre



**Figure 26:** Automotive Engineering class in session at Kawambwa Skills Training Centre



**Figure 27:** Fashion design and textile technology class in session at Mazzallerro Skills Training centre

## 4.0 Examination Monitoring and Evaluation

In 2024, the TEVET Fund carried out targeted examination monitoring and evaluation (M&E) activities at all funded institutions. These activities aimed to ensure the integrity, effectiveness, and overall quality of the examination process for the training programs conducted. The data gathered provided critical insights into the administration of examinations, a total of 9, 240 students were examined and 8, 475 passed the examinations indicating a pass rate of 92.32%.

No	Name of Institution	Actual Number of Trainees Examined	Actual Number of Trainees who Passed Exams	Overall % of Trainees who Passed Exams
1	Bauleni Special Needs Project	60	46	77%
2	Buchi Vocational Training Centre	156	136	87%
3	Chabbota Skills Training Centre	46	46	100%
4	Chaisa Skills Training Centre	25	25	100%
5	Chama Youth Resource Centre	63	59	94%
6	Chelstone Skills Training Centre	25	25	100%
7	Chifubu Skills Training Centre	44	44	100%
8	Chingola School For Continuing Education	143	140	98%
9	Chinsali Youth Resource Centre	68	65	96%
10	Chipata Central Skills Training Centre	111	108	97%
11	Chipata Skills Training Centre	124	115	93%
12	Chipata Trades Training Institute	177	171	97%
13	Chipembi Farm College	33	33	100%
14	Chisangwa Youth Resource Centre	42	40	95%
15	Chiyota Youth Resource Centre	139	134	96%
16	Chrismeyas Competence Based Modular Training	24	24	100%
17	Copperbelt Technical Skills Training Centre	49	35	71%
18	Craw Hammer Trades School	97	82	85%
19	Docalex Training Centre	39	38	97%
20	Dzalo Skills Training Centre	70	62	89%
21	Dzithandizeni Trades School	99	97	98%
22	Family Pillar Vocational and Skills Training Centre	128	98	77%
23	Good Samaritan Centre	99	83	84%
24	Holy Rosary Sisters Training School	42	28	67%
25	Industrial Training Centre	197	190	96%
26	Isoka Trades Training Institute	110	107	97%
27	Kabwe Institute of Technology	309	245	79%
28	Kabwe School For Continuing Education	158	136	86%
29	Kamfinsa Skills Training Centre	268	260	97%
30	Kamwala Skills Training Centre	82	80	98%
31	Kaoma Trades Training Institute	161	142	88%
32	Kaoma Youth Resource Centre	90	85	94%
33	Kaputa Skills Training Centre	82	80	98%
34	Kasama Skills Training Centre	139	139	100%
35	Katembula Youth Resource Centre	79	75	95%
36	Katombora Skills Training Centre	160	145	91%
37	Kawambwa Skills Training Centre	127	123	97%
38	King George VI National Youth College	49	48	98%
39	Kitwe Vocational Training Centre	130	129	99%

40	Kwilimuna Youth Resource Centre	92	89	97%
41	Luanshya Skills Training Centre	170	148	87%
42	Lusaka Central Skills Training Centre	245	234	96%
43	Lusaka Vocational and Technical College	203	166	82%
44	Lusaka Youth Resource Centre	178	150	84%
45	Luwingu Youth Resource Centre	110	107	97%
46	Mandevu Youth Project	41	41	100%
47	Mansa Central Skills Training Centre	129	124	96%
48	Mansa Skills Training Centre	182	172	95%
49	Masaiti Community Development Skills Training Centre	109	104	95%
50	Mazabuka Skills Training Centre	143	140	98%
51	Mazzarello Skills Training Centre	49	40	82%
52	Milima Skills Training Centre	115	110	96%
53	Mine Masala Skills Training Centre	47	47	100%
54	Mongu Skills Training Centre	94	64	68%
55	Mpika Youth Resource Centre	68	64	94%
56	Mufulira Skills Training Centre	111	110	99%
57	Mufumbwe Youth Resource Centre	106	101	95%
58	Mukobeko Skills Training Centre	228	190	83%
59	Mulemwana Skills Training Centre	85	82	96%
60	Mumbwa Central Skills Training Centre	24	23	96%
61	Mumbwa Youth Resource Centre	174	158	91%
62	Mushili Skills Training Centre	226	215	95%
63	Mwange Youth Resettlement Scheme and Skills Training Centre	30	30	100%
64	Mwembeshi Central Skills Training Centre	129	125	97%
65	Mwense Trades Training Institute	81	80	99%
66	Mwinilunga Trades Training Institute	86	86	100%
67	Mwinilunga Youth Resource Centre	58	56	97%
68	Ngungu Youth Resource Centre	95	92	97%
69	Ngwee Skills Training Centre	135	127	94%
70	Nkumbi International College	93	87	94%
71	Northern Technical College	198	175	88%
72	Shorthorn College	50	47	94%
73	Solwezi Skills Training Centre	219	213	97%
74	Solwezi Youth Resource Centre	25	24	96%
75	Sylva Institute of Technology Limited	79	62	78%
76	Technical and Vocational Teachers College	78	76	97%
77	Thornpark Auxilium Skills Training Centre	25	24	96%
78	Thornpark Construction Training Centre	127	124	98%
79	Twikatane Ndola Vocational Training Centre	95	91	96%
80	Young Africa Zambia	93	68	73%
81	Youth Community Training Centre	130	125	96%
82	Zambezi Youth Resource Centre	67	62	93%
83	Zambia Institute of Business and Industrial Practice	94	91	97%
84	Zambia University College of Technology	75	75	100%
85	Zgangani Kachinga Youth Resource Centre	23	22	96%
86	Zimba Centre for Rural and Youth Development	122	116	95%
	<b>TOTALS</b>	<b>9,240</b>	<b>8,475</b>	



**Figure 28.** A theory examination in session at Sino Zam College



**Figure 29.** An instructor conducting a practical examination



**Figure 30:** A machining practical examination in session



Figure 31



Figure 32

Figure 31: the Examination Candidate setting up the table in readiness for marking

Figure 32: A fully set up table ready for marking

Figure 33: A Bricklaying and plastering Examination in session at TVTC



Figure 33



**Figure 34:** A Carpentry and Joinery Examination in session at Family pillar vocational Skills Training centre

#### **4.1. Performance of activities under Window 4: Investment and Development in 2024**

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

##### **i. Human Resource Development:**

In 2024, the TEVET Fund made significant strides in enhancing human resource capacity within the technical and vocational education sector. A total of 91 out of the targeted 101 lecturers from various TEVET training providers were supported for skills enhancement programs at an actual total cost of K954, 509.20. These initiatives are aimed at equipping lecturers with advanced technical skills and modern teaching methodologies to improve the quality of training delivered to students.

The upskilling programs span diverse fields such as electrical engineering, mechanical engineering, automotive technology, teaching methodology, design and technology, hospitality management, and agriculture. These programs ranged from short-term certifications to long-term bachelor's and master's degree programs. The Table below provides the details on the awarded programmes.

No.	Name of Institution	Name of Instructor/Lecturer	Name of Proposed Program of Study	Duration
1	Mopani Central Training Centre	Kunda Fred	Diploma in Mechatronics Engineering	3 Years
2	Mopani Central Training Centre	Tanga Dickson	Diploma in Automotive Engineering	3 Years
3	Mopani Central Training Centre	Mwanza Timothy Kelvin	Diploma in Mechanical Engineering	3 Years
4	Mopani Central Training Centre	Chama Friday	Diploma in Heavy Equipment Repair	3 Years
5	Katombora Skills Training Centre	Gilbert C. Luneta	Craft Certificate in Electrical Technology	2 Years
6	ST. Mawaggali Trades Training Institute	Mabvuto Moyo	Bachelor's degree in electrical and Electronics Engineering	4 Years
7	Mopani Central Training Centre	Mtonga Victor	Diploma in Electrical Engineering	3 Years
8	Solwezi Skills Training Centre	Kasongo Jackson	Bachelor's degree in building and construction	4 Years
9	Katombora Skills Training Centre	Gershom Makungu	Bachelor's degree in design and technology	4 Years
10	Katombora Skills Training Centre	Rigan Chupa	Diploma in Teaching Methodology	1 Years
11	Katombora Skills Training Centre	Fortune M. Hachimbi	Diploma in Teaching Methodology	1 Years
12	ST. Mawaggali Trades Training Institute	Clement Yambani	Diploma in Electrical Technology	3 Years
13	ST. Mawaggali Trades Training Institute	Grivin Zulu	Diploma in Heavy Equipment Repair	3 Years
14	ST. Mawaggali Trades Training Institute	Cheelo M. Milimo	Diploma in Heavy Equipment Repair	3 Years
15	Lusaka Youth Resource Centre	Botha Trustone	Bachelor's degree in design and technology	4 Years
16	Luwingu Youth Resource Centre	Betty Phiri	Bachelor's degree in hospitality and Tourism Management	4 Years
17	Luwingu Youth Resource Centre	Tendai Moyo	Bachelor's degree in hospitality management	4 Years
18	Luwingu Youth Resource Centre	Musika Japhet	Bachelor's degree in animal science	4 Years
19	Katembula Youth Resource Centre	Chilufya Paul	Diploma in Teaching Methodology	1 Year
20	Katembula Youth Resource Centre	Langeni Lenox	Diploma in Teaching Methodology	1 Year
21	Katembula Youth Resource Centre	Maibwe Christopher	Diploma in Electrical Technology	3 Years
22	Katembula Youth Resource Centre	Musonda Chisha	Diploma in Teaching Methodology	1 Year
23	Katembula Youth Resource Centre	Kaloza Benson	Diploma in Teaching Methodology	1 Year
24	Solwezi Trades	Sydney Mwaba	Bachelor of Electrical and Electronics Engineering	4 Years
25	Solwezi Trades	Chiyengi Peggy	Bachelor of Education in Fashion Design and Textile Technology	4 Years
26	Solwezi Trades	Lumayi Teembo Joel	Diploma Automotive Electrical	3 Years
27	ZASTI	Watson Banda	Non -Destructive Testing	6 Months
28	Chreso Ministries	Collins Mwape Kalonge	Bachelor of Science in Tourism Management	4 Years
29	Chreso Ministries	Salome Tandii Munungwe	Bachelor of Science in Hospitality Management	4 Years
30	Chreso Ministries	Ian Chisulo	Diploma in Automotive Electrical and Electronics	3 Years
31	Chipata Central	Christine Ng'ombe	Diploma Teaching Methodology	1 Year
32	Chipata Central	Emmanuel Josaya	Diploma Teaching Methodology	1 Year
33	Chipata Central	Frank Hachooombwa	Diploma Teaching Methodology	1 Year
34	Chipata Central	Albert E. Mwanza	Diploma Teaching Methodology	1 Year
35	Chipata Central	Daniel Joseph Pezulu	Diploma Teaching Methodology	1 Year
36	Chipata Central	Ezra Kunda	Diploma Teaching Methodology	1 Year
37	Monze Youth Project	Hamoonga Kelvin	Diploma Teaching Methodology	1 Year
38	Katembula YRC	Charles Kakonde	Diploma Teaching Methodology	4 Years
39	Chipata Central	Docus Musumali	Diploma Teaching Methodology	1 Year
40	Monze Youth Project	Siazibumbu Christator	Diploma Teaching Methodology	1 Year
41	Monze Youth Project	Misheck Nyeleti	Diploma Teaching Methodology	1 Year
42	Monze Youth Project	Mulenga Margret	Diploma Teaching Methodology	1 Year
43	Mulele Mwana	Nyirenda Yale	Diploma Teaching Methodology	1 Year
44	Chipata Central	Misheck Mbewe	Craft in Bricklaying and Plastering	2 Years

No.	Name of Institution	Name of Instructor/Lecturer	Name of Proposed Program of Study	Duration
45	Katembula YRC	Morrice Kapya	Bachelor of Science, Design and Technology Teacher Education	4 Years
46	Kasiya College	Jabes Zulu	Bachelor of Science in Design and Technology Teacher Education	4 Years
47	Kasiya College	Moses Phiri	Bachelor of Science in Agribusiness	4 Years
48	Kasiya College	Gift Hamugombo	Bachelor of Science in Design and Technology Teacher Education	4 Years
49	Kasiya College	Gift J. Daka	Bachelor of Science in Design and Technology Teacher Education	4 Years
50	Monze Youth Project	Navy Maunga	Diploma Teaching Methodology	1 Year
51	Solwezi Skills Training Centre	Harriet Chilufya	Degree in Hospitality Management	4 Years
52	Solwezi Skills Training Centre	Gabriel Kaila	Degree in Mechanical Engineering	5 Years
53	Solwezi Skills Training Centre	Given Mukuka	Degree in Fashion and Textiles	4 Years
54	St Mawaggali Trades Training Institute	Tunga Dickson	Degree in Information, Communication Technology	4 Years
55	St Mawaggali Trades Training Institute	Ebenezer Lyambai	Degree in Electrical Engineering	4 Years
56	Lusaka Central Skills Training Centre	Angela Lukasa	Craft Certificate in Design, Cutting and Technology	1 Year
57	Solwezi Skills Training Centre	Patricia Kantumoya	Degree in Hospitality Management	4 Years
58	Solwezi Skills Training Centre	Jackson Kasongo	Diploma in Bricklaying	5 Years
59	Mopani Central Training Centre	Edward Nkhata	Diploma in Automotive Engineering	3 Years
60	Mwense Trades Training Institute	Marvin Shibelesa	Bachelor of Science in Design and Technology with Education	2 Years
61	St Mawaggali Trades Training Institute	Milika Ngulube	Degree in Food Production	4 Years
62	Mopani Central Training Centre	Kalunga Chalwe	Diploma in Electrical Engineering	2 Years
63	Mwense Trades Training Institute	Scrivine Susu Mukobeko	Diploma in General Agriculture	2 Years
64	Mopani Central Training Centre	Obrien Chingande Chosani	Diploma in Electrical Engineering	3 Years
65	Mwense Trades Training Institute	Sileko Phiri	Bachelor of Electrical and Mechanical Engineering	5 Years
66	Chipata Trades Training Institute	Esther Phiri	Diploma in Records Management	3 Years
67	Livingstone Institute of Business and Engineering Studies	Shadreck Sakubita Siyobo	Diploma in Mechatronics	3 Years
68	Chipata Trades Training Institute	Elizabeth Phiri	Diploma in Information Technology	3.5 Years
69	Livingstone Institute of Business and Engineering Studies	Timba Mainza	Diploma in Teaching Methodology	1 Year
70	Mansa Central Skills Training Centre	Janet K. Mulenga	Degree in General Agriculture	3 Years
71	St Mawaggali Trades Training Institute	George Phiri	Diploma in Electrical Engineering	3 Years
72	Mwense Trades Training Institute	Brian Chileshe	Bachelor of Education – Mathematics	2 Years
73	Mwense Trades Training Institute	Gabriel Melika	Diploma in Automotive Electrical and Electronics	1 Year
74	Luwingu Youth Resource Centre	Remmy Mulenga	Bachelor of Science in Design and Technology	4 Years
75	Mwense Trades Training Institute	Walker Chaka	Diploma in Teaching Methodology	2 Years
76	Chipata Trades Training Institute	Cephas Banda	Diploma in Construction	3 Years
77	Chipata Trades Training Institute	Chembe Nkhumbwizya Banda	Degree in Computer Science	4 Years
78	Mwense Trades Training Institute	Josias Kashimba	Bachelor of Electrical Engineering	4 Years
79	Chipata Trades Training Institute	Yotam Joseph Nyirenda	Diploma in Electrical Engineering	3.5 Years
80	Chipata Trades Training Institute	Tobias Joseph Jere	Diploma in Automotive Electrical	3.5 Years
81	Mopani Central Training Centre	Kabubi Kabubi	Bachelor's in design technology	3 Years
82	Livingstone Institute of Business and Engineering Studies	Matatizyo Siame	Diploma in Teaching Methodology	1 Year
83	Luwingu Youth Resource Centre	Nosiku Mbasina	Diploma in Teaching Methodology	1 Year

84	Livingstone Institute of Business and Engineering Studies	Mbamwami Musonda	Diploma in Teaching Methodology	1 Year
85	St Mawaggali Trades Training Institute	Caleb Kampengele	Diploma in Automotive Engineering	3 Years
86	Mwense Trades Training Institute	Mubanga Kunda	Bachelor of Science in Secondary School Education (ICT)	3 Years
87	Livingstone Institute of Business and Engineering Studies	Davies Mulenga	Diploma in Teaching Methodology	1 Year
88	Luwingu Youth Resource Centre	Richard Chishimba	Diploma in Teaching Methodology	1 Year
89	Lusaka Central Skills Training Centre	Bowas Kandumba	Bachelor's degree in civil engineering	4 Years
90	Mwense Trades Training Institute	Prestley Mutambala	Diploma in Automotive Electrical	3 Years
91	Chipata Trades Training Institute	Naphtali Tembo	Masters in general agriculture	2 Years
92	Livingstone Institute of Business and Engineering Studies	Fanwell Liswaniso	Master of Commerce in Development, Innovation and Entrepreneurship	2 Years
93	Mwembeshi Central Skills Training Centre	Baxter Mutampuka	Diploma in Teaching Methodology	1 Year
94	Natural Resources Development College	Chulu Mwape	Bachelor of Engineering (Civil Engineering)	5 Years
95	Lusaka Youth Resource Centre	Martin Chimfwembe	Diploma in Electrical Technology	3 Years
96	Solwezi Trades Training Institute	Trevor Kabwita	Diploma in Automotive Electrical	3 Years
97	Solwezi Trades Training Institute	Linah Muzumara	Diploma in Heavy Equipment Engineering	3 Years
98	Solwezi Trades Training Institute	Comfort Chitalu	Diploma in Automotive Electrical	3 Years
99	Lusaka Youth Resource Centre	Kebby Mwiinga	Bachelors in information communication technology	4 Years
100	Lusaka Youth Resource Centre	Arnold Chiyanzu	Bachelors in information communication technology	4 Years
101	Solwezi Trades Training Institute	Given Nyirenda	Bachelors in hospitality management	4 Years



## i. INFRASTRUCTURE DEVELOPMENT

In 2024, the TEVET Fund sustained its strategic investments in the construction, expansion, and modernization of TEVET institutions, aiming to meet the rising demand for quality technical and vocational training facilities nationwide. This initiative underscores the Fund's commitment to improving access to state-of-the-art training environments, with a particular focus on underserved and remote regions to promote equitable education opportunities.

Through its infrastructure initiatives and robust monitoring efforts, the TEVET Fund is paving the way for a more accessible, modern, and inclusive technical education system in Zambia, fostering a skilled and competitive workforce for the nation's future. The table below indicates the status of progress at each of the institution.

	<b>Institution</b>	<b>Status</b>
1	Mporokoso Trades Training Institute	The construction has been completed 100% and the facility is now fully equipped to serve the community. The institute is awaiting official commissioning, which will mark the beginning of its operations
2	Lundazi Trades Training Institute	Lundazi has also achieved 100% completion. This facility will play a critical role in addressing regional skill gaps and empowering local youth with technical education opportunities.
3	Ukwimi Trades Training Institute hostels	Construction of student hostels at Ukwimi has been finalized, reaching 100% completion and awaiting to be commissioned.
4	Chipata Trades Training Institute hostels	Construction of student hostels at Chipata is nearing completion, with progress exceeding 98%. These hostels are a vital addition to the institute, aiming to accommodate more students and enhance the learning experience by providing safe and affordable on-campus housing.

## iii. TEVET SYSTEMS DEVELOPMENT

The Fund continues to provide financial support to system development within TEVETA and the TEVET sector as a whole.

### a. SUPPORT TOWARDS CURRICULUM REVIEW AND DEVELOPMENT

The table below presents detailed statistics on the curricula reviewed developed in the TEVET sector in partnership with a diverse range of stakeholders. This collaborative effort, made possible through the financial and technical support provided by the Fund, aimed to enhance the relevance and quality of technical education vocational and entrepreneurship training in Zambia. The curriculum review and development process involved consultations with industry experts, employers, and training institutions to ensure alignment with labour market demands, national development goals, and global standards. These initiatives are part of a broader strategy to equip learners with skills that meet the evolving needs of key economic sectors, thereby contributing to national socio-economic growth.

Details of Curricular	Agriculture		Manufac turing		Tourism		Mining	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Developed	04	06	04	00	04	00	04	00
Reviewed	04	01	04	04	04	00	04	00
<b>Total</b>	<b>08</b>	<b>07</b>	<b>08</b>	<b>04</b>	<b>08</b>	<b>00</b>	<b>08</b>	<b>00</b>

Details of Curricular	Agriculture	Manufacturing	Tourism	Mining
List of programmes	<ul style="list-style-type: none"> <li>i. Skills Award in Farm Management</li> <li>ii. Diploma in Veterinary technology</li> <li>iii. Diploma in Animal health Epidemiology</li> <li>iv. Skills Award in Centre Pivot Installation and Maintenance</li> <li>v. Diploma in Irrigation</li> <li>vi. Level 4 Certificate in Agriculture</li> <li>vii. Skills Award in Groundwater Exploration and Borehole drilling</li> </ul>	<ul style="list-style-type: none"> <li>i. Diploma in Production and Operations Management</li> <li>ii. Diploma in Leather Products Making</li> </ul>	None	None

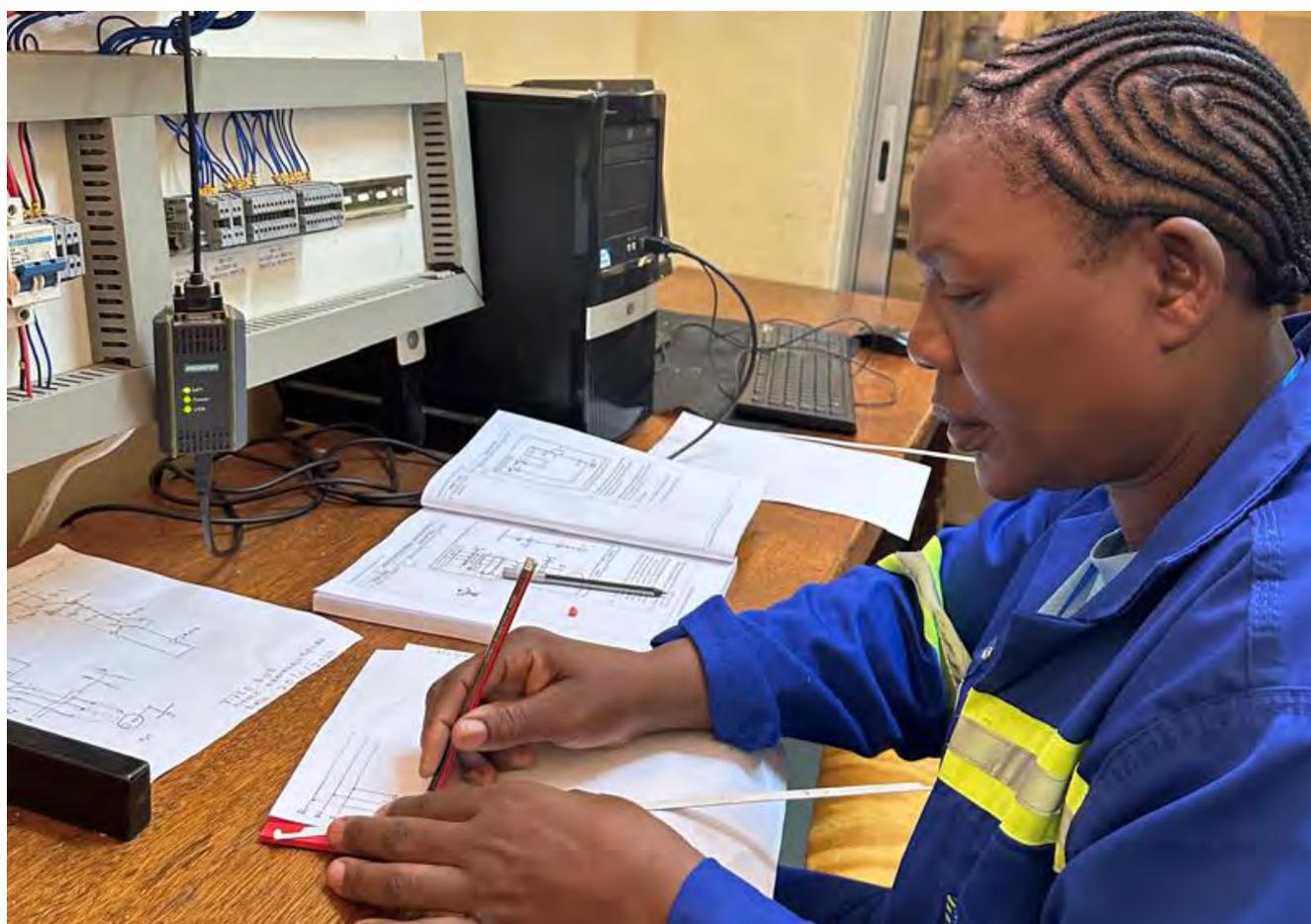
The table below provides a comprehensive overview of the learner training materials being developed by TEVETA in collaboration with a wide array of stakeholders. This initiative, supported by the Fund, was designed to enhance the quality and accessibility of learning resources for technical and vocational education programs in Zambia. The development process involved engaging industry professionals, subject matter experts, and educational institutions to create materials that are practical, relevant, and aligned with current industry standards. These training materials aim to address gaps in existing resources, promote hands-on learning, and equip learners with the knowledge and skills needed to excel in various trades and professions. By ensuring that these resources meet both national and international standards, TEVETA seeks to improve learner outcomes and contribute to the broader goal of workforce development and economic empowerment.

Details of Learning Materials	Agriculture		Manufacturing		Tourism		Mining	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Developed	09	00	05	00	02	0	05	00
<b>Total</b>	<b>09</b>	<b>00</b>	<b>05</b>	<b>00</b>	<b>02</b>	<b>0</b>	<b>05</b>	<b>00</b>

**b. SUPPORT TOWARDS ASSESSMENT AND CERTIFICATION**

In 2024, the TEVET Fund extended critical support toward the Assessment and Certification activities to facilitate the successful administration of the TEVET examinations. This support played a pivotal role in ensuring the smooth conduct of assessments at various levels, contributing to the validation and recognition of learners' skills and competencies. The table below highlights the detailed statistics of the number of students assessed across different examination levels, reflecting the division's extensive efforts to uphold the integrity and quality of the certification process. Through this initiative, the TEVET Fund has significantly enhanced the capacity of the Assessment and Certification activities in TEVET and helped to deliver credible and industry-aligned qualifications, thereby fostering the professional growth of learners and advancing Zambia's workforce development goals.

Examination level		Examination Candidates per level		Examination Test instruments Developed per level		Examination Scripts marked per level	
		Target 2024	Actual 2024	Target 2024	Actual 2024	Target 2024	Actual 2024
1	ZQF Levels 4 –6 Programmes	25,000	31,973	4,600	4,290	195,000	207,560
2	Skills Award Programmes	1,300	1,129	100	50	N/A	N/A
3	Trade Test Programmes	28,700	39,841	400	335	N/A	N/A
4	JSSVET	35,000	32,450	N/A	N/A	N/A	N/A
<b>Total</b>		<b>90,000</b>	<b>105,393</b>	<b>5,000</b>	<b>4,855</b>	<b>195,000</b>	<b>207,560</b>



### c. SUPPORT TOWARDS TEVET QUALITY ASSURANCE

During the year under review, the TEVET Fund played a crucial role in enhancing the quality and standards of the TEVET sector by supporting quality assurance initiatives and activities. This support enabled the thorough evaluation and monitoring of a total of 412 institutions. The quality assurance process focused on ensuring that these institutions complied with established guidelines, standards, and introducing best practices necessary to deliver high-quality technical and vocational education. These efforts not only promoted consistency and excellence in the TEVET sector but also reinforced the credibility and relevance of the training provided to meet industry demands. Additionally, the Fund's contribution helped identify areas for improvement, offering recommendations to foster continuous development and capacity building within these institutions. Such interventions are integral to building a skilled and competent workforce aligned with national development objectives. The table below provides the summary of all activities conducted by Quality assurance with the support from the TEVET Fund.

S/n	Nature of Activity	Yearly Target	Achievement for 2024	Comments
1.	Registration	Process all new applications within 90 days of receipt.	<b>168</b> applications received and processed. <b>83</b> granted registration status	TEVETA has <b>cancelled</b> registration for <b>11 TIs</b>
		Gazetting of TEVET Institutions	<b>2</b> government gazettes conducted	
2.	Inspections	To Inspect 412 TIs	<b>281</b> Institutions inspected	Provinces inspected are Southern, Lusaka, Copperbelt, Western, Eastern, Luapula, Northern and Muchinga
		Monitoring of TEVET Examinations	<b>113</b> Training institutions monitored	Conducted during November/December 2024 examinations
		Monitoring of CA	<b>19</b> Training institutions monitored	
3.	Accreditation of Trainers, Assessor and Examiners	Process applications within 90 days	<b>2,249</b> applications received, and <b>2,034</b> applicants granted accreditation status	<b>90%</b> of the applicants granted accreditation status
4.	Training provider support services	Provide Technical support to 120 Training Institutions	<b>104</b> Training institutions visited and capacity built in various areas.	
5.	Capacity building	Provide capacity building to 400 Institutional managers, HoDS, Training Managers, Assessors, Examiners and Trainers	<b>105</b> personnel trained	

### SENSITIZATION AWARENESS AND CAPACITY BUILDING WORKSHOPS

In 2024, the Fund actively undertook sensitization and awareness activities during the Agriculture and Commercial show in order to engage stakeholders and the general public through capacity-building initiatives and awareness programs. Beyond this event, the Fund also spearheaded various outreach activities, including targeted awareness campaigns, capacity-building seminars, and workshops designed to benefit stakeholders in the TEVET sector and the broader community. These efforts

collectively aimed to strengthen stakeholder engagement, improve public understanding of the Fund's objectives, and enhance the technical capacity of its team.

## **COLLABORATION WITH STAKEHOLDERS**

### **PRODUCTION TECHNOLOGIES OF SOUTH AFRICA**

The Fund has been collaborating with several stakeholders in various areas of interest for skills development. The Production Technologies of South Africa (PtSA) institute in Pretoria South Africa has been one of the key stakeholders in 2024 for Tool Die and Mould (TDM) training programme. Not only are they hosting sixteen (16)Zambian students at their training centre but also helping in the development of the curriculum for the course as well as identification of training institutions in Zambia who could possibly undertake or start the same programme locally. The Northern Technical College (NORTEC) and Mopani Central Training Centre (MCTC) were visited by the senior official from PtSA, the Chief Executive Officer and Manager responsible for curriculum in order to ascertain the viability of the institution in pioneering the TDM programme in Zambia. The TDM skill is very critical and core to the establishment course in Zambia.



### **THE ZAMBIA CHAMBER OF MINES**

The Zambia Chamber of Mines (ZCM) is also one of the key partners in skills development particularly in the mining sector. The Government pronouncement and target for the country to produce three (3) million tons of copper cannot be achieved without the relevance and quality skills in the mining sector. The Chamber has been instrumental in the identification of priority, scarce and critical skills in the mining sector. Working in collaboration with its members, the Chamber has not only recognizing the importance of the skills but also co-financed the in-service training programmes as well as organizing the mining sector skills advisory group.



**Figure 8:** The Monitoring and Evaluation team that visited Lumwana mine training centre in the presence of the superintendent in charge of training at Lumwana mine training centre

## CONCLUSION

The TEVET Fund is a financing mechanism that purchases skills training services from registered institutions in Technical Education, Vocational and Entrepreneurship Training. The Fund operates on an arm's-length basis to separate training provision from funding, emphasizing quality over quantity and introducing accountability in training delivery. The main source of money for the TEVET Fund is the Skills Development Levy (0.5% of gross employer emoluments), established under the Skills Development Levy Act No. 46 of 2016. To achieve the Human and Social Development objective of the 8NDP under Human Capital Formation, which focuses on creating a self- Sustaining Economy Resilient to Shocks through Skills Development, the TEVET Fund has been identified as strategic enabler in developing relevant skills in priority areas such as Mining, Manufacturing, Agriculture, Tourism, Energy, Transport and Logistics as key for the country to be an industrialized middle-income competitive economy.



## Appendix - March 2024 MSMEs and Informal Sector Training

No.	Name of Institution	Contract Amount	Actual Amount Paid
1	Auxilium Skills Training Centre	75,000.00	56,250.00
2	Bauleni Special Needs Project	225,000.00	168,750.00
3	Buchi Vocational Training Centre	450,000.00	337,500.00
4	Chabbota Skills Training Centre	150,000.00	82,441.10
5	Chaisa Youth Skills Training centre	75,000.00	51,163.36
6	Chifubu Skills Training Centre	150,000.00	112,500.00
7	Chama Youth Resource Centre	225,000.00	168,750.00
8	Chingola Skills Training Centre	450,000.00	337,500.00
9	Chelstone Skills Training Centre	75,000.00	56,250.00
10	Chinsali Youth Resource Centre	225,000.00	168,750.00
11	Chipata Central Skills Training Centre	375,000.00	281,250.00
12	Chipata Skills Training Centre	450,000.00	337,500.00
13	Chipata Trades Training Institute	675,000.00	506,250.00
14	Chipembi Farm College	187,500.00	140,625.00
15	Chisangwa Youth Resource Centre	150,000.00	112,500.00
16	Chiyota Youth Resource Centre	450,000.00	337,500.00
17	Chrismeyas Competence Based Modular Training Institute	75,000.00	52,535.00
18	Copperbelt Technical Skills Training Centre	150,000.00	105,527.50
19	Craw Hammer Trades Institute	300,000.00	172,546.37
20	Docalex Training Centre	150,000.00	100,362.90
21	Dzithandizeni Trades School	300,000.00	225,000.00
22	Family Pillar Vocational and Skills Training Centre	450,000.00	315,339.00
23	Good Samaritan Centre	525,000.00	393,750.00
24	Holy Rosery Sisters Skills Training Centre	150,000.00	112,500.00
25	Industrial Training Centre	787,500.00	590,625.00
26	Isoka Trades Training Institute	375,000.00	281,250.00
27	Kabwe Institute of Technology	900,000.00	675,000.00
28	Kabwe Skills Training Centre	525,000.00	393,750.00
29	Kamfinsa Skills Training Centre	750,000.00	562,500.00
30	Kamwala Skills Training Centre	300,000.00	225,000.00
31	Kaoma Trades Training Institute	450,000.00	337,500.00
32	Kaoma Youth Resource Centre	300,000.00	225,000.00
33	Kaputa Skills Training Centre	300,000.00	225,000.00
34	Kasama Skills Training Centre	375,000.00	281,250.00
35	Katembula Youth Resource Centre	225,000.00	168,750.00
36	Katombora Skills Training Centre	525,000.00	393,750.00
37	Kawambwa Skills Training Centre	450,000.00	337,500.00
38	King George VI Youth Centre	150,000.00	112,500.00
39	Kitwe Vocational Training Centre	450,000.00	337,500.00
40	Kwilimuna Youth Resource Centre	300,000.00	225,000.00
41	Luanshya Skills Training Centre	525,000.00	393,750.00
42	Lusaka Central Skills Training Centre	750,000.00	562,500.00
43	Lusaka Vocational Training College	675,000.00	506,250.00
44	Lusaka Youth Resource Centre	600,000.00	450,000.00
45	Luwingu Youth Resource Centre	300,000.00	225,000.00
46	Mongu skills Training Centre	300,000.00	225,000.00
47	Mandevu Youth Project	150,000.00	112,500.00
48	Mansa Central Skills Training Centre	450,000.00	337,500.00
49	Mansa Skills Training Centre	600,000.00	450,000.00
50	Mazzarello Skills Training Centre	150,000.00	112,500.00
51	Mazabuka Skills Training Centre	450,000.00	337,500.00
52	Masaiti Community Development Skills T.C	300,000.00	225,000.00
53	Messiah Ministries - Dzalo Skills Training Centre	225,000.00	156,062.33
54	Milima Skills Training Centre	525,000.00	393,750.00
55	Mine Masala Skills Training Centre	150,000.00	112,500.00

56	Mpika Youth Resource Centre	225,000.00	168,750.00
57	Mufulira Skills Training Centre	450,000.00	337,500.00
58	Mufumbwe Youth Resource Centre	375,000.00	281,250.00
59	Mukobeko Skills Training Centre	750,000.00	562,500.00
60	Mulele Mwana Youth Skills T/C& Com Project	300,000.00	225,000.00
61	Mumbwa Central Skills Training Centre	75,000.00	56,250.00
62	Mumbwa Youth Resource Centre	525,000.00	393,750.00
63	Mushili Skills Training Centre	675,000.00	506,250.00
64	Mwange Youth Resettlement & Training Centre	75,000.00	56,250.00
65	Mwembeshi Central Skills Training Centre	450,000.00	337,500.00
66	Mwense Trades Training Institute	450,000.00	337,500.00
67	Mwinilunga Trades Training Institute	300,000.00	225,000.00
68	Mwinilunga Youth Resource Centre	225,000.00	168,750.00
69	Ngungu Youth Resource Centre	300,000.00	225,000.00
70	Ngwee Centre- Luanshya Municipal Council	450,000.00	337,500.00
71	Nkumbi International College	300,000.00	225,000.00
72	Northern Technical College	600,000.00	450,000.00
73	Solwezi Skills Training Centre	600,000.00	450,000.00
74	Solwezi Youth Resource Centre	75,000.00	56,250.00
75	Sylva Institute of Technology	300,000.00	132,967.17
76	Shorthorn College	150,000.00	83,247.00
77	Technical & Vocational Teachers' College	300,000.00	225,000.00
78	Thornpark Construction Training Centre	450,000.00	337,500.00
79	Twikatane Ndola Vocational Training Centre	300,000.00	225,000.00
80	Youth Community Training Centre	375,000.00	281,250.00
81	Young Africa Zambia	300,000.00	184,602.00
82	Zambezi Youth Resource Centre	225,000.00	168,750.00
83	Zambia Institute Business Studies & Industrial Practice	375,000.00	281,250.00
84	Zambia University College of Technology	375,000.00	281,250.00
85	Zgangani Kachinga Youth Resource Centre	75,000.00	56,250.00
86	Zimba Centre for Rural and Youth Development	375,000.00	281,250.00
	<b>Total</b>	<b>30,600,000.00</b>	<b>22,586,793.73</b>



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## TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING AUTHORITY (TEVETA) - TEVET FUND

TEVET FUND FINANCIAL STATEMENTS

*For the year ended 31st December 2024*

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***March, 2025***

*Issued by:*

**CYMA**

*Chartered Public Accountants & Management Consultants*

4th Floor, Electra House,

Cairo Road

P O Box 38298

**Lusaka**

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Email: [cyma@zamtel.zm](mailto:cyma@zamtel.zm)

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### Authority Members

The Members of the Authority during the year ended 31st December 2024 and the Institutions they represented were:

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

### Management Team

The Management Team who served office during the year were:

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

### Bankers

Stanbic Bank Zambia Limited

Stanbic House

Plot 2375

Addis Ababa Drive

P.O. Box 31955

Lusaka

### Registered Office

Private Bag RW 16X

Birdcage Walk

Longarcres

Lusaka

### Independent Auditor

CYMA Chartered Public Accountants & Management Consultants

4th Floor, Electra House

Cairo Road

P.O. Box 38298

Lusaka

### Legal Advisors

Barnaby, Chitundu & Khunga Advocates

No. 10 Mfukwe Road

Burma Residential Area

P.O. Box 542, Post Net, Manda Hill

Lusaka



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

The Members are responsible for the maintenance of adequate accounting records and the preparation and integrity of the annual financial statements and related information. The independent external auditors, Messrs CYMA Chartered Public Accountants and Management Consultants, have audited the annual financial statements and their report is set out on pages 3 to 5.

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

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

In the opinion of the Members:

- the TEVET Fund statement of receipts and payments is drawn up so as to give a true and fair view of the surplus or deficit of the Fund for the financial period ended 31 December 2024;
- the TEVET Fund statement of financial position is drawn up so as to give a true and fair view of the state of affairs of the Fund as at 31 December 2024;
- there are reasonable grounds to believe that the TEVET Fund will be able to pay its debts as and when they fall due; and
- the financial statements have been prepared in accordance with International Financial Reporting Standards and in the manner required by the TEVET Act No. 13, of 1998, the TEVET (amendment) Act No. 11 of 2005 and the Public Finance Management Act No. 1 of 2018.

The financial statements of the Fund which were prepared on a going concern basis were approved by the Authority on 28/07/2025 and are signed on its behalf by:

A handwritten signature in black ink, appearing to be "M. M. M.", written over a horizontal line.

Chairperson

A handwritten signature in black ink, appearing to be "R. M. M.", written over a horizontal line.

Authority Secretary

Chartered Public Accountants & Management Consultants

**LUSAKA** Postal Address  
 4th floor, Electra house P O Box 38298  
 Cairo Road Tel: +260 211-231-960  
 Lusaka Fax: +260 211-236-779  
 Email: [cyma@zamtel.zm](mailto:cyma@zamtel.zm)

## INDEPENDENT AUDITOR'S REPORT

To the Members of the TEVET Authority

### Opinion

We have audited the financial statements of the Technical Education, Vocational and Entrepreneurship Training Fund ("the Fund") for the year ended 31st December 2024 which comprise the Statement of Receipts and Payments, Statement of Financial Position, Statement of Cash Flow, and Statements of Changes in Funds, Appendix I to II, including a summary of significant accounting policies and other explanatory notes.

In our opinion, the financial statements referred to above, give a true and fair view of the financial position of the Fund as at 31st December 2024, and of its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standards (IFRSs), and in the manner required by the TEVET Act No. 13 of 1998, the TEVET (amendment) Act No. 11 of 2005 and the Public Finance Management Act No. 1 of 2018.

### Basis of opinion

We conducted our audit in accordance with International Standards on Auditing ("ISAs"). Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Fund in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants ("IESBA" Code), together with other ethical requirements that are relevant to our audit of the financial statements in Zambia. We have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the Financial Statements of the current period. These matters were addressed in the context of our audit of the Financial Statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the Auditor's responsibilities for the audit of the financial statements section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial statements.

KEY AUDIT MATTER	HOW THE MATTER WAS ADDRESSED DURING THE AUDIT
<p>The funding deficit for the SDL has continued to grow since 2017 and is now reconciled to stand at ZMW 281,131,379 as at 31st December 2024.</p> <p>This was considered a key audit matter because it has the risk of negatively impacting on the operational objectives of the Fund.</p>	<p>Our audit procedures included reviewing the operating mechanisms of the SDL and the strategies for the recovery of this funding deficit. We also interviewed management to understand the challenges brought about by the Treasury's failure to liquidate the deficit.</p> <p>Management intimated that they would dialogue with all the stakeholders to engage the Ministry of Finance and National Planning to formulate and agree on a plan that would commence the liquidation of the accumulated funding deficit.</p> <p>Based on the foregoing, we were satisfied with the latest and w</p>

### Information other than the financial statements and auditor's report thereon

The members are responsible for the other information. The other information comprises the Report of the Members as required by the TEVET Act No. 13 of 1998, TEVET (amendment) Act No. 11 of 2005, and Public Finance Act No. 1 of 2018, which we obtained prior to the date of the auditor's report. Other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover other information and we do not express any form of assurance or conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read 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 on the other information we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Responsibilities of the members for the financial statements

The Members are responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards and the requirements of the TEVET Act No. 13 of 1998 (as amended), and for such internal control as the Members determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Members are responsible for assessing the Fund'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 the Members either intend to liquidate the Authority or to cease operations, or have no realistic alternative but to do so.

The members are also responsible for overseeing the Fund's financial reporting process.

### Auditor's responsibilities 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 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 judgment and maintain professional scepticism throughout the audit. We also:

- i) 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 control.
- ii) Obtain an understanding of internal control 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 Fund's internal control.
- iii) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Members.
- iv) Conclude on the appropriateness of the Members' 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 Fund'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.
- v) 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.
- vi) Obtain sufficient appropriate audit evidence regarding the financial information of the Fund activities to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with the Members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Members with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Report on other legal and regulatory requirements

TEVET Act No. 13 of 1998, TEVET (amendment) Act No. 11 of 2005, and Public Finance Act No. 1 of 2018 requires that in carrying out our audit of the Fund, we report on whether:

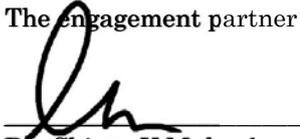
- a) There is a relationship, interest or debt which us, as the Fund's auditor, have with the Authority;
- b) There are serious breaches by the Authority's members, of corporate governance principles or practices; and
- c) There is an omission in the financial statements as regards particulars of any loan made to an Authority officer (a Member, Authority Secretary or Executive Officer of the Authority) during the year, and if reasonably possible, disclose such information in our opinion.

In respect of the foregoing requirements, we have no matter to report.



**CYMA Chartered** Accountants and Management Consultants

The engagement partner on the audit resulting in this auditor's report is:



Dr. Chintu Y Mulendema

**Managing Partner**

Practicing Certificate Number AUD/F000113

08/29/2025

Date

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING

AUTHORITY (TEVETA) - TEVET FUND

TEVET FUND FINANCIAL STATEMENTS

STATEMENT OF INCOME AND EXPENDITURE

For the year ended 31st December 2024



Expressed in Kwacha

	Notes	2024	2023
Fund income	Appendix I	344,184,829	268,741,216
Fund expenses	Appendix II	<u>344,184,829</u>	<u>268,741,216</u>
Surplus for the year		<u>-</u>	<u>-</u>

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING  
 AUTHORITY (TEVETA) - TEVET FUND  
 TEVET FUND FINANCIAL STATEMENTS  
 STATEMENT OF FINANCIAL POSITION  
 For the year ended 31st December 2024



Expressed in Kwacha

	Notes	2024	2023
<b>Assets</b>			
<b>Current assets</b>			
Accounts receivables	5	104,737,973	69,342,175
Other short-term financial assets	6	15,000,000	63,000,000
Cash and cash equivalents	7	63,444,644	39,950,761
		<u>183,182,617</u>	<u>172,292,936</u>
<b>Total assets</b>		<u><u>183,182,617</u></u>	<u><u>172,292,936</u></u>
<b>Accumulated funds and liabilities</b>			
Accumulated Funds	Page 10	<u>51,769,085</u>	<u>51,769,085</u>
<b>Total accumulated funds</b>		<u>51,769,085</u>	<u>51,769,085</u>
Trade payables	8	105,634,369	105,226,375
Other payables	9	25,779,163	15,297,476
<b>Total current liabilities</b>		<u>131,413,532</u>	<u>120,523,851</u>
<b>Total accumulated funds and liabilities</b>		<u><u>183,182,617</u></u>	<u><u>172,292,936</u></u>

The responsibilities of the Authority's Members with regard to the preparation of the financial statements are set out on page 4 and in accordance with the TEVET Act No. 13 and the TEVET (Amendment) Act No. 11 of 2005, and Public Finance Act No. 1 of 2018, the statement of financial position above of the Fund's annual financial statements was laid before the Authority in a general meeting and approved by the Members of the Authority on .....~~28/07/2025~~..... and signed on its behalf by:

  
 \_\_\_\_\_  
 Chairperson

  
 \_\_\_\_\_  
 Authority Secretary

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TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING

AUTHORITY (TEVETA) - TEVET FUND

TEVET FUND FINANCIAL STATEMENTS

STATEMENT OF CHANGES IN FUNDS

For the year ended 31st December 2024

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Expressed in Kwacha

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	Accumulated Funds	Total
Balance at 31 December 2022	51,769,085	51,769,085
Surplus for the year	-	-
Balance at 31 December 2023	<u>51,769,085</u>	<u>51,769,085</u>
Surplus for the year	-	-
Balance at 31 December 2024	<u><u>51,769,085</u></u>	<u><u>51,769,085</u></u>

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING

AUTHORITY (TEVETA) - TEVET FUND

TEVET FUND FINANCIAL STATEMENTS

STATEMENT OF CASH FLOWS

For the year ended 31st December 2024



Expressed in Kwacha

	Notes	2024	2023
Reconciliation of surplus to net cash flows from operating activities			
Surplus		-	-
Adjusted for non-cash items			
Prior year adjustment		-	708,017
		-	708,017
Changes in operating working capital			
Decrease in trade receivables and other current assets	5	(35,395,798)	(38,117,701)
Increase/(decrease) in trade and other payables	8 & 9	10,889,681	(27,632,643)
Net cash from operating activities		(24,506,117)	(65,042,327)
Purchase of short-term deposit investments			
	6	(15,000,000)	(63,000,000)
Proceeds from short-term deposit investments			
		63,000,000	-
Net cash from investing activities		48,000,000	(63,000,000)
Net cash (in)/from financing activities			
		-	-
Increase/(decrease) in cash and equivalents			
		23,493,883	(128,042,327)
Cash and cash equivalents at the beginning of the year	7	39,950,761	167,993,088
Cash and cash equivalents at the end of the year	7	63,444,644	39,950,761

Cash and cash equivalents comprise:

Cash in hand and at bank	7	63,444,644	39,950,761
		63,444,644	39,950,761

Expressed in Kwacha

## 1 Reporting Entity

- 1.1 The Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) and its activities
- The Technical Education, Vocational and Entrepreneurship Training Authority (the "Authority") was enacted through Parliament by the TEVET Act No. 13 of 1998 and TEVET (Amendment) Act No. 11 of 2005, subject to the provisions of this Act the strategic objectives and functions of the Authority are:
- (a) administer and manage the Technical Education, Vocational Entrepreneurship Training Fund;
  - (b) advise the Minister on the development of the quality of human resources in Zambia through technical education, vocational and entrepreneurship training;
  - (c) regulate and advise institutions established or registered under this Act;
  - (d) regulate and coordinate apprenticeship and trade testing systems;
  - (e) facilitate the provision of technical consultancy to institutions established or registered under the Act;
  - (f) facilitate the development of technical capacity in institutions established or registered under the Act;
  - (g) develop national curricula in consultation with stakeholders;
  - (h) set minimum standards and qualifications for any occupation, skill, technology or trade in accordance with trends in industry;
  - (i) provide guidelines for the development of institutional curricula;
  - (j) accredit local and foreign examinations to be taken by persons attending courses at an institution established or registered under the Act;
  - (k) regulate and conduct national examinations to be taken by persons attending courses at an institution stabled or registered under the Act;
  - (l) charge and collect fees in respect of examinations, assessments and other services provided by the Authority;
  - (m) award certificates to persons who succeed in examinations and assessment undertaken under this Act;
  - (n) Approve curricula and standards of certificates in institutions established or registered under this Act.
  - (o) register institutions;
  - (p) cancel the registration of an institution established or registered under this Act; and
  - (q) collect, manage and disseminate labour market information relating to technical education, vocational and entrepreneurship training;
  - (r) initiate, monitor and evaluate development programmes for the continued advancement of technical education, vocational and entrepreneurship training;
  - (s) determine the equivalencies of local and foreign qualifications;
  - (t) accredit and register trainers, examiners and assessors;
  - (u) in consultation with the Minister –
    - (i) determine priority skills areas in technical education, vocational and entrepreneurship training for the purpose of enhancing social and economic development in Zambia; and
    - (ii) mobilize financial and material resources for the provision of technical education, vocational and entrepreneurship training; and
  - (v) do all such things connected with or incidental to the functions of the Authority under this Act.

These financial statements relate to the Authority for the year ended 31st December 2024.

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

### 2.1 New and amended IFRSs that are effective for the current year

#### 2.1.1 Classification of liabilities as Current or Non- Current (Amendments to IAS1)

In January 2020, the International Accounting Standards Board (IASB) issued an amendment to International Accounting Standard 1 (IAS 1) Presentation of Financial Statements on the classification of liabilities as current or non-current. Initially, IAS 1 required entities to classify debt as current if the entity was unable to avoid settling the debt within 12 months after the reporting date and the amendment clarified that for a liability to be classified as non-current, there must exist the right to defer settlement by at least 12 months which right must exist at the end of the reporting period, and it must have substance.

Expressed in Kwacha

## 2 Application of new and revised International Financial Reporting Standards (IFRSs) (Cont'd)

### 2.1 New and amended IFRSs that are effective for the current year (Cont'd)

#### 2.1.1 Classification of liabilities as Current or Non- Current (Amendments to IAS1) (Cont'd)

The significant portion of the entity's liabilities will still be classified as current in compliance with the amendment thus the change is not expected to have a significant impact on the Financial Statements of the Authority.

The amendments were initially effective from accounting periods beginning on or after 1 January 2022. However, because of the COVID-19 pandemic, the IASB changed the effective date of the amendments, and they are now effective from 1 January 2024.

#### 2.1.2 Classification of liabilities with Covenants as Current or Non- Current (Amendments to IAS 1)

Following feedback that was received from stakeholders about how an entity would apply the amendments to IAS 1 regarding classification of liabilities as current or non-current, the IASB decided to amend IAS 1 with respect to classification (as current or non-current), presentation and disclosures of liabilities for which an entity's right to defer settlement for at least 12 months is subject to the entity complying with conditions after the reporting period. Only Covenants that an entity must comply with on or before reporting date will affect the classification of the liability as current or non- current.

In addition, the entity is required to disclose information in the notes that will enable users of financial statements to understand that non-current liabilities with covenants could become payable within 12 months when covenants are breached. Thus If the entity expects that it may have difficulty complying with the covenants, it must disclose so and actions should be taken to avoid this during or after the reporting period to avoid potential breach.

The amendments are applicable for annual reporting periods beginning on or after 1st January 2024, with early application permitted.

#### Financial impact of the amendment to IAS 1

In the opinion of the Members this amendment does not have an impact on the Financial Statements for the year 2024 to the extent that, there were no such transactions recognised in the period.

#### 2.1.3 Lease Liability in a Sale and Leaseback (Amendment to IFRS 16)

The amendment to IFRS 16 specifically targets sale and leaseback transactions, i.e. where an entity sells an asset and then leases it back. This amendment introduces requirements for recognizing lease liabilities and allocating gains or losses from asset derecognition in such transactions.

Before, the accounting treatment for lease liabilities in a sale and leaseback transaction was not explicitly addressed by IFRS16.

With the amendment, entities are now obligated to recognize a lease liability at the present value of the minimum lease payments for the leaseback portion of the transaction. This ensures an accurate reflection of the entity's obligation to make future lease payments, enhancing the reliability of financial statements.

In a sale and leaseback transaction, when an entity sells an asset, it may recognize a gain or loss upon derecognition of the asset. The amendment requires this gain or loss to be allocated appropriately between the lease liability and any residual value retained by the entity. By allocating gains or losses accurately, an entity reflects the financial impact of the transaction on its balance sheet, ensuring transparency and comparability in financial reporting.

#### Financial impact of the amendment to IFRS 16

The effective date of this amendment is 1 January 2024, and in the opinion of the Members, this is not expected to influence the Financial Statements of the Fund.

Expressed in Kwacha

## 2 Application of new and revised International Financial Reporting Standards (IFRSs) Cont'd

### 2.1 Amended IFRSs that are effective in the current year Cont'd

#### 2.1.4 Lack of Exchangeability (Amendments to IAS 21)

This standard prescribes how to translate foreign currency transactions and foreign operations into a presentation currency in the financial statements of an entity.

Amendments to IAS 21 outlines the effect of changes in Foreign Exchange Rates to require an entity to apply a consistent approach to assessing whether a currency is exchangeable into another currency and, when it is not, to determining the exchange rate to use and the disclosures to provide. The amendment requires disclosure of information that enables users of financial statements to understand the impact of a currency not being exchangeable. A lack of exchangeability may arise when a government imposes currency controls (in response to macro-economic instability problems) or limit the volume of foreign currency transaction.

#### Financial impact of the amendment to IAS 21

The amendment was issued in August 2023 with early application permitted. The effective date of this amendment is 1st January 2025. The adoption of the standard is not expected to have a significant effect on the Fund's Financial Statements.

#### 2.1.5 Supplier Financing Arrangements (Amendment to IFRS 7 and IAS7)

IFRS 7 requires disclosure of information about the significance of financial instruments to an entity, and the nature and extent of risks arising from those financial instruments, both in qualitative and quantitative terms.

Supplier arrangements which the amendment is addressing involve a third-party financier paying an entity's suppliers early in exchange for a fee. However, before May 2023, there were no specific disclosure requirements for these arrangements, posing challenges for stakeholders in assessing their impact on an entity's financial health.

The amendment requires disclosure to enhance the transparency of supplier finance arrangements and their effects on an entity's liabilities, cash flows and exposure to liquidity risk. The disclosure requirements are the International Accounting Standards Board (IASB's) response to investors' concerns that some companies' supplier finance arrangements are not sufficiently visible, hindering investors' analysis.

The amendment was published in May 2023 with early application permitted. The effective date is annual periods beginning on or after 1st January 2024 with transitional relief in the first year.

#### Financial impact of the amendment to IFRS 7 and IAS 7

In the opinion of the Members adoption of the standard will have implications should the Fund engage in supplier financing arrangements in the future.

#### 2.1.6 IFRS S1 and S2-Sustainability Standards

In June 2023, the International Sustainability Standards Board (ISSB) released two pioneering standards, IFRS S1 and S2, representing a concerted global effort to standardize sustainability-related financial disclosures. Effective from 1st January 2024, these standards aim to enhance transparency and accountability in corporate reporting.

##### 2.1.6a IFRS S1: Disclosure of Sustainability-related Financial Information

IFRS S1 establishes a comprehensive framework for disclosing sustainability-related information within an entity's financial reports. The primary objective is to provide investors and stakeholders with useful information regarding an entity's exposure to sustainability-related risks and opportunities through

its value chain. These encompass factors impacting cash flows, access to finance, or cost of capital over the short, medium, or long term.

Entities must disclose a comprehensive set of sustainability-related financial information, aligning with the guidelines outlined in IFRS S1. Disclosures must be clear, concise, and comparable, facilitating informed investment decisions.

## 2 Application of new and revised International Financial Reporting Standards (IFRSs) - (Cont'd)

### 2.1.6 IFRS S1 and S2-Sustainability Standards (Cont'd)

#### 2.1.6a IFRS S1: Disclosure of Sustainability-related Financial Information (Cont'd)

Information should be integrated alongside financial statements, enhancing transparency and accessibility.

#### 2.1.6b IFRS S2: Climate-related Disclosures

IFRS S2 builds upon the foundation laid by IFRS S1, focusing specifically on disclosing information related to an entity's climate-related risks and opportunities. The primary aim is to ensure transparency and consistency in reporting the potential impact of climate change on business operations.

Entities are mandated to disclose governance, management, and oversight of climate-related risks and opportunities. They must articulate strategies for mitigating risks and leveraging opportunities, including established climate-related targets. The standard requires disclosure of methodologies for identifying, assessing, prioritizing, and monitoring climate-related factors. Specific metrics related to greenhouse gas emissions and management must also be disclosed. Application of the standards is expected to enhance transparency and accountability, compelling companies to provide comprehensive disclosures about their sustainability practices. Investors and stakeholders will be able to gain deeper insights into an entity's environmental and social impacts, enabling effective assessment of long-term risks and opportunities. Integration of sustainability-related information into financial reports enhances corporate reputation, attract responsible investment, and fosters stakeholder trust.

#### Financial impact of IFRS 1 and IFRS 2

IFRS S1 is effective for annual reporting periods beginning on or after 1st January 2024 with earlier

application permitted if IFRS S2 Climate-related Disclosures is also applied.

## 2.2 New and revised Standards in issue but not yet effective

### Amendments to IAS 21

IAS 21 Lack of Exchangeability-effective for accounting periods on or before 1 January 2025.

The amendment requires entity's to apply a consistent approach to assessing whether a currency is exchangeable into another currency and when not to determine the exchange rate to use. Disclosure of information that enables users of financial statements to understand the impact of a currency not being exchangeable should also be made.

The Members do not expect that the adoption of the Standards listed above will have a material impact on the financial statements of the Fund in future periods.

Expressed in Kwacha

### 3 Significant accounting policies

#### 3.1 Statement of compliance

The financial statements have been prepared in accordance with International Financial Reporting Standards ("IFRSs").

#### 3.2 Critical accounting judgements and key sources of estimation uncertainty

In the application of the Fund's accounting policies, which are described below, management is required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised, if the revision affects only that period, or in the period of the revision and future period if the revision affects both current and future periods.

##### 3.2.1 Key sources of estimation uncertainty

The following are the key assumptions concerning the future, and other key sources of estimation uncertainty

at the reporting date, that have significant risk of causing a material adjustment to the carrying amounts of the assets and liabilities within the next financial year:

##### (i) Property, plant and equipment

The Members review the estimated useful lives of the property, plant and equipment at the end of each annual reporting period to determine the appropriate level of depreciation and whether there is any indication that those assets have suffered an impairment loss. The members judge a residual value of zero as a result of the fact that property, plant and equipment are not held for trading and are normally scrapped. The Fund did not own any property, plant and equipment during the course of the financial year.

##### (ii) Impairment of trade receivable

The Fund has not made a provision for receivables based on the ageing of the receivable and with reference to past default history.

#### 3.3 Basis of preparation

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

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

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

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

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

Level 2 inputs are inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly; and 3 Significant accounting policies

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

These financial statements are presented in *Zambian Kwacha*.

### 3.4 Revenue recognition

#### 3.4.1 Non-exchange revenue and receivables

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

As per Section of 9 (2) of Part II of the First Schedule of the TEVET Act No. 13 of 1998, the Authority may:

- (a) subject to the approval of the Minister, accept moneys by way of grants or donations from any source;
- (b) subject to the approval of the Minister, raise by way of loans or other-wise, such moneys as it may require for the discharge of its functions; and
- (c) charge and collect fees for services provided by the Authority.

Revenue therefore represents the revenue grants received from the Government of the Republic of Zambia as appropriated and ratified by Parliament during the year and is accounted for on an accrual basis.

#### 3.4.2 Rendering of services

Services consist of amounts receivable in respect of charges and fees for services provided by the Authority. For services rendered, revenue is 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.

#### 3.4.2 Interest revenue

Interest revenue is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount.

### 3.5 Expenses

In accordance with the accrual basis of accounting, expense recognition occurs at the time of delivery of goods or services by the supplier or service provider. Expenses are recorded and recognized in the financial statements of the periods to which they relate.

### 3.6 Assets

#### 3.6.1 Financial assets

##### (a) Classification

The Fund classifies its financial assets either at fair value through surplus or deficit or, in the case of receivables, at amortized cost. The Authority determines the classification of its financial assets at initial recognition.

##### (b) Financial assets at fair value through surplus or deficit

Financial assets at fair value through surplus or deficit includes any investments held by the Fund in the main cash pool managed by various financial institutions, which invests these funds on behalf of the Authority.

The main cash pool comprises cash and term deposits and short-term investments, all of which are managed through the various financial institutions. The cash pool is disclosed in the notes to the financial statements and in the statement of financial position, categorized as investments at fair value through surplus or deficit or as cash and cash equivalents if they had original maturities of less than three months.

Expressed in Kwacha

### 3.6 Assets (Cont'd)

#### 3.6.1 Financial assets (Cont'd)

##### (c) Recognition and measurement of receivables

Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. The Fund's receivables comprise other accounts receivable recognized in the statement of financial position. These receivables are stated at nominal value, except for receivables that will mature in more than 12 months, less impairment for estimated irrecoverable amounts, that is, the allowance for doubtful receivables. If deemed material, long-term receivables are reported at a discounted value calculated using the effective-interest method.

##### (d) Impairment of receivables

The Authority assesses receivables for impairment at the end of the reporting year. Receivables are considered impaired and impairment losses are incurred only if there is objective evidence, based on a review of outstanding amounts as at the reporting date, that the Fund will not be able to collect amounts due according to the original terms as a result of one or more events that occurred after initial recognition. In such a case, the carrying amount of the asset is reduced and any loss is recognized in the statement of financial performance. The amount of the loss is measured as the difference between the asset's carrying amount and the estimated future receipts.

An allowance for doubtful accounts receivable equal to 25 per cent of the carrying value is established to offset receivables aged 12–24 months, equal to 60 per cent of the carrying value for those aged more than 24 months and 100 per cent of the carrying value for those aged more than 36 months as at the reporting date. If, in a subsequent year, the amount of the impairment loss decreases, the reversal of the previously recognized impairment loss is recognized in the statement of financial performance.

#### 3.6.2 Advances or prepayments

Advances are recognized as an asset until goods are delivered or services are rendered in accordance with binding agreements with suppliers or in accordance with the Authority regulations and rules for staff advances. The Fund recognizes an expense once it has received proof of the delivery of goods or the rendering of services.

The Authority advances funds to various suppliers in order for them to provide services to in accordance with binding agreements with the Authority. Expenses are recognized on receipt of expenditure or service delivery.

#### 3.6.3 Property, plant and equipment

Property, plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses. Historical cost comprises the purchase price, any costs directly attributable to bringing the asset to its location and condition and the initial estimate of dismantling and site restoration costs. Assets that fall under the category of property, plant and equipment but are not under the direct control of the Authority are expensed when acquired. The Fund is deemed to control an asset if it can use or otherwise benefit from its use in the pursuit of its objectives and can exclude or regulate the access of third parties to the asset.

Property, plant and equipment are capitalized when their cost is greater than or equal to ZMW 1,000. No threshold is applied for vehicles, communications systems, generators and network equipment. During the year under review the Fund did not own any property, plant and equipment.



(a) Subsequent costs

Costs incurred subsequent to initial acquisition are capitalized only when it is probable that future economic benefits or service potential associated with the item will flow to the Fund and the subsequent costs can be measured reliably.

(b) Depreciation of property, plant and equipment

Depreciation is recognized for property, plant and equipment over their estimated useful lives using the straight-line method. The estimated useful lives, residual values and depreciation method are reviewed at

3.6.3 Property, plant and equipment (Cont'd)

(b) Depreciation of property, plant and equipment (cont'd)

the end of each reporting period, with the effect of any changes in estimate accounted for on a prospective basis. The principal annual rates used for this purpose are:

Land and buildings	2.00%
Computer equipment	25.00%
Motor vehicles	25.00%
Furniture and equipment	20.00%

Capital work in progress is not depreciated.

Impairment reviews are undertaken for property, plant and equipment at least annually and any impairment losses are recognized in the statement of financial performance. The residual values and useful lives of assets are reviewed at least annually and adjusted if applicable.

A gain or loss resulting from the disposal or transfer of property, plant and equipment arises where proceeds from disposal or transfer differ from the carrying amount. Those gains or losses are recognized in the statement of financial performance within other revenue or other expenses.

3.6.4 Intangible assets

Intangible assets are valued at historical cost less accumulated amortization and any impairment losses. Externally acquired software is capitalized if its cost exceeds ZMW 1,000, including costs incurred to acquire and bring the software to use. Internally developed software is capitalized where the accumulated cost is equal to or greater than ZMW 1,000, excluding research and maintenance costs and including directly attributable costs such as employees, subcontractors and consultants.

(a) Amortization of intangible assets

Amortization of intangible assets is recognized over their estimated useful lives using the straight-line method. The estimated useful lives for intangible asset classes are as follows:

Class	Estimated useful life (years)
Software developed internally and externally acquired	3

Expressed in Kwacha

### 3.7 Liabilities

#### 3.7.1 Financial liabilities

Financial liabilities are classified as “other financial liabilities”. They include accounts payable and other accrued liabilities.

Financial liabilities classified as other financial liabilities are initially recognized at fair value and subsequently measured at amortized cost. Financial liabilities with a duration of less than 12 months are recognized at their nominal value. The Fund re-evaluates the classification of financial liabilities at each reporting date and derecognizes financial liabilities when its contractual obligations are discharged, waived, cancelled or expired.

Accounts payable and accrued expenses arise from the purchase of goods and services that have been received but not paid for as at the reporting date. They are stated at invoice amounts, less payment discounts as at the reporting date. Payables are recognized and subsequently measured at their nominal value, as they are generally due within 12 months.

#### 3.7.2 Employee benefits liabilities

The Authority recognizes the employee benefits described in the following paragraphs.

##### (a) Short-term employee benefits

Short-term employee benefits comprise first-time employee benefits, regular monthly benefits (wages, salaries, allowances), compensated absences (paid sick leave, maternity/paternity leave) and other short-term benefits (education grant and home leave travel).

### 3.7 Liabilities

#### 3.7.2 Employee benefits liabilities (Cont'd)

##### (a) Short-term employee benefits

Short-term employee benefits are expected to be settled within 12 months of the reporting date and are measured at their nominal values based on accrued entitlements at current rates of pay. All short-term employee benefits that are earned but not taken as at the reporting date are treated as current liabilities.

##### (b) Post-employment benefits

Post-employment benefits comprise after-service health insurance, end-of-service repatriation benefits and a termination benefits.

##### (c) Defined-benefit plans

The Authority is required by law to make monthly compulsory retirement contributions by both the employer and employee to the National Pension Scheme Authority (NAPSA), which is defined contribution scheme. In this scheme, the employee portion is included as part of the wages paid as part of the employee benefits, whilst the employer's contribution for the compulsory contribution scheme is accounted for in the statement of financial performance as it becomes payable and the corresponding liability recognised on the statement of financial position.

Defined-benefit plans are those where the obligation of the Authority is to provide agreed benefits and therefore the Authority does not bear the actuarial risks as it makes compulsory contributions to NAPSA. At the end of the reporting year, the Authority did not hold any plan assets as defined by IAS 19: Employee benefits. Upon end of service, staff members are compensated for accumulated unused annual leave days for those holding a fixed-term or permanent appointment.

It is important to note however that the Fund does not employ any human resource.

Expressed in Kwacha

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### 3.7.3 Provisions

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

### 3.7.4 Operating leases

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

## 3.8 Contingent liabilities and contingent assets

### 3.8.1 Contingent liabilities

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

### 3.8.2 Contingent assets

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

### 3.9 Borrowing costs

All other borrowing costs are recognised in profit or loss in the year in which they are incurred.

## 3 Significant accounting policies (Cont'd)

### 3.10 Related party disclosures

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

### 3.11 Operating reserves and capital grants

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

### 3.12 Translation of foreign currencies

In preparing the financial statements, transactions in currencies other than the Fund's functional currency (Zambian Kwacha) are recorded at the rates of exchange prevailing at the date of the transactions.

At each reporting date, monetary items denominated in foreign currencies are retranslated at the rates prevailing at the reporting date. Non-monetary items carried at fair value that are denominated in foreign currencies are retranslated at the rates prevailing at the date when the fair value was determined. Non-monetary items that are measured in terms of historical cost in a foreign currency are not retranslated.

Exchange differences are recognised in profit or loss in the period in which they arise.



Expressed in Kwacha

### 3.13 Taxation

#### Income tax expense

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

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING  
AUTHORITY (TEVETA) - TEVET FUND

TEVET FUND FINANCIAL STATEMENTS

Notes to the financial statements

For the year ended 31st December 2024



Expressed in Kwacha

	2024	2023
<b>4 Income</b>		
Skills Development Levy	317,091,483	258,893,944
Grant - TEVET Bursary	-	106,517
Grant GRZ	7,500,000	-
Interest Earned	10,163,502	7,380,632
Other Income	9,429,844	2,360,123
	<u>344,184,829</u>	<u>268,741,216</u>

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

<b>5 Accounts receivables</b>		
Outstanding on the Skills Development Levy	104,737,973	69,288,275
Other receivable	-	53,900
	<u>104,737,973</u>	<u>69,342,175</u>

The amount outstanding on the Skills Development Levy relates to an amounts receivable what was collected against the amount actually funded by the Ministry of Finance and National Planning. This amount is expected to be settled in the normal course of operation of the Fund.

<b>6 Other Short-term financial assets</b>		
Other short term financial assets relates to short term deposits with financial institutions up to a period of 365 days. These are measured at the transaction price which is the amortised cost. The Fund uses this classification and as a practical expedience presumes that there is no significant financing component as the expected term for these investments is less than 12 months. Interest on the investments are recognised in the income statement net of handling fees if any.		
Short-term deposits	15,000,000	63,000,000
Other Short-term financial assets	15,000,000	63,000,000
	<u>15,000,000</u>	<u>63,000,000</u>

<b>7 Cash and cash equivalents</b>		
Cash in hand and at bank	63,444,644	39,950,761
	<u>63,444,644</u>	<u>39,950,761</u>

<b>8 Trade payables</b>		
Trade payables	60,946,915	70,804,222
Human Resource Development activities	7,305,732	4,807,338
Quality Assurance activities	7,097,379	4,481,385
Bursaries	30,284,343	25,133,430
	<u>105,634,369</u>	<u>105,226,375</u>

Invoiced trade payables principally comprise amounts outstanding in respect of trade purchases. The average credit period on purchases of certain goods is 30 days. No interest is payable. Management ensures that all payables are paid within the credit time frame. The members consider that the carrying amount of trade payables approximates their fair value.

<b>9 Other payables</b>		
Management fees payable	13,855,826	7,097,476
Due to contractor on the TEVET exam annex-building	8,000,000	8,000,000
Other accruals	3,923,337	200,000
	<u>25,779,163</u>	<u>15,297,476</u>

Management fees payable relates to fees payable to the Authority and payable quarterly in arrears. The amounts due to the contractor relates to amounts outstanding on the milestone achieved on the Government of the Republic of Zambia funded TECET exam annex building project.

Sundry accrued expenses payable represents amounts outstanding in respect of ongoing costs consumed for various non-trade services. The average credit period on sundry accrued expenses and utilities payable is 30 days. No interest is payable and management ensures that all sundry accrued expenses are paid within the credit time frame.

#### 10 Related party transactions

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

The Fund also transacted with the Authority to fund management boards set up under the TEVET Act that operate across main districts of Zambia in technical education, vocational and entrepreneurship training activities.

The Fund has balances with and has transacted with the following related parties during the year:

- Ministry of Finance and National Planining
- The Authority

#### (i) Amounts due from related parties

Ministry of Finance and National Planining	104,737,973	69,342,175
	<u>104,737,973</u>	<u>69,342,175</u>

#### (iii) Amounts due to related parties

Management fees	13,855,826	7,097,476
	<u>13,855,826</u>	<u>7,097,476</u>

#### 11 Financial instruments

The Authority manages its funds to ensure that the Authority will be able to continue as a going concern while maximising its mandate through the optimisation of the debt and fund balance.

Cash and cash equivalents	63,444,644	39,950,761
Other Short-term financial assets	15,000,000	63,000,000
Total accumulated funds	<u>51,769,085</u>	<u>51,769,085</u>

#### Significant accounting policies

Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset, financial liability and equity instrument are disclosed in the accounting policies to the financial statements.

#### Categories of financial instruments

##### Financial assets

Cash and cash equivalents	63,444,644	39,950,761
Trade receivables	104,737,973	69,342,175
Other short-term financial assets	15,000,000	63,000,000
	<u>183,182,617</u>	<u>172,292,936</u>

##### Financial liabilities held at amortised cost

Trade payables	105,634,369	105,226,375
Other payables	25,779,163	15,297,476
	<u>131,413,532</u>	<u>120,523,851</u>

#### Financial risk management objectives

The Management coordinates, monitors and manages the financial risks relating to the operations of the Fund. These risks include market risk (including currency risk), credit risk, liquidity risk and cash flow interest rate risk.

The Fund does not enter into or trade in derivative financial instruments.

#### Market risk

The Fund's activities expose it primarily to the financial risks of changes in foreign currency exchange rates (see below) and interest rates (see below). The Authority does not enter into any derivative financial instruments to

## 11 Financial instruments (Cont'd)

manage its exposure to interest rate and foreign currency risk, including forward foreign exchange contracts to hedge the exchange rate risk arising on revenue.

There has been no change to the Fund's exposure to market risks or the manner in which it manages and measures the risk.

### Foreign currency risk management

The Authority does not undertake its transactions pre-denominately in foreign currencies. Hence, exposures to exchange rate fluctuations is minimal. Exchange rate exposures are managed within approved policy parameters as approved by the members of the Authority.

### Interest rate risk management

The Authority's exposure to interest rate on financial assets and financial liabilities are detailed in the liquidity risk management section of this note.

### Credit risk management

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Fund. The Fund is principally funded by the Skills Development Levy and GRZ operational grants and therefore has minimal risk of financial loss from defaults as it is guaranteed that the Fund will receive financing from either the SDL or grants.

### Trade and other receivables

104,737,973

69,342,175

### Liquidity risk management

The Authority manages liquidity risk by maintaining adequate reserves and banking facilities and by continuously monitoring forecast and actual cash flows and matching the maturity profile of financial liabilities.

## 12 Contingent liabilities

There were no contingent liabilities at 31 December 2024 (2023:Nil) as all liabilities deemed likely to crystallise have been provided for.

## 12 Contingent assets

There is a contingent asset of ZMW 177,207,313 at 31 December 2024 (2023:ZMW 143,078,262) that is deemed likely to crystallise if members take a position to actively pursue the Skills Development Levy that has not been released by the Ministry of Finance and National Planning.

The following table illustrates the total amount that is outstanding to date since 2017. The figure has been growing over the period despite being managed in a dedicated bank account at the ministry. The fund has only recognised ZMW 103,924,066 as at 31st December 2024 due to the budget caps and insufficient funding on account against collections by the Zambia Revenue Authority.

SKILLS DEVELOPMENT LEVY				
APPROVED BUDGET	YEAR	COLLECTIONS	FUNDING	SURPLUS/DEFICIT
236,093,697.00	2017	155,922,652.49	73,545,840.00	(82,376,812.49)
199,999,956.00	2018	159,143,060.29	94,802,912.00	(64,340,148.29)
163,993,697.00	2019	185,153,361.06	119,437,733.42	(65,715,627.64)
179,181,956.00	2020	168,717,565.16	172,318,467.90	3,600,902.74
178,857,469.00	2021	223,159,796.34	160,287,469.00	(62,872,327.34)
199,787,477.00	2022	226,309,739.26	359,643,016.60	133,333,277.34
220,830,254.00	2023	294,825,944.34	220,830,143.28	(73,995,801.06)
256,587,340.00	2024	350,406,627.73	281,641,785.00	(68,764,842.73)
	<b>TOTAL</b>	<b>1,763,638,746.69</b>	<b>1,482,507,367.20</b>	<b>(281,131,379.49)</b>

## 13 Events after the reporting date

The Members are not aware of any matter that is material to the financial affairs of the Fund that occurred between the reporting date and the date of approval of these financial statements.

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TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING

AUTHORITY (TEVETA) - TEVET FUND

TEVET FUND FINANCIAL STATEMENTS

Summary Fund Statement of Income and expenditure

For the year ended 31st December 2024

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Expressed in Kwacha	Appendix	2024	2023
Income	Appendix II	344,184,829	268,741,216
Fund disbursements	Appendix II	(301,461,908)	(222,405,302)
Fund operational expenses	Appendix II	(42,722,921)	(46,335,914)
Total expenses		(344,184,829)	(268,741,216)
Surplus for the year		-	-

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING

AUTHORITY (TEVETA) - TEVET FUND

TEVET FUND FINANCIAL STATEMENTS



Detailed Fund Income and Expenditure

For the year ended 31st December 2024

Expressed in Kwacha	2024	2023
<b>Income</b>		
Skills Development Levy	317,091,483	258,893,944
Grant - TEVET Bursary	-	106,517
Grant GRZ	7,500,000	-
Interest Earned	10,163,502	7,380,632
Other Income	9,429,844	2,360,123
<b>Total Income</b>	<b>344,184,829</b>	<b>268,741,216</b>
<b>Fund disbursements</b>		
Pre - Employment	114,000,000	83,000,000
Employer Based Training	12,817,200	21,690,733
SMEs and Informal Sector Training	30,600,000	26,523,000
Investment and Development	144,044,708	91,191,569
	<b>301,461,908</b>	<b>222,405,302</b>
<b>Fund operational expenses</b>		
Operational expenses	11,027,801	8,086,469
Exchange Loss	2,115,522	13,116,258
Management fees	28,978,039	24,624,055
Bank Charges	601,559	509,132
	<b>42,722,921</b>	<b>46,335,914</b>
	<b>344,184,829</b>	<b>268,741,216</b>
<b>Surplus for the year</b>	<b>-</b>	<b>-</b>

TECHNICAL EDUCATION, VOCATIONAL AND ENTREPRENEURSHIP TRAINING

AUTHORITY (TEVETA) - TEVET FUND

TEVET FUND FINANCIAL STATEMENTS



Receipts and payments statement

For the year ended 31st December 2024

Expressed in Kwacha	2024	2023
At 1st January	102,950,760	167,993,089
<b>Receipts</b>		
Skills Development Levy	281,641,785	220,830,143
Grant - TEVET Bursary	7,500,000	106,517
Interest Earned	10,163,503	7,380,632
Other Income	528,433	1,401,994
	<u>402,784,481</u>	<u>397,712,375</u>
<b>Payments</b>		
<b>Fund disbursements</b>		
Pre - Employment	104,739,711	57,866,571
Employer Based Training	7,631,172	13,342,468
SMEs and Informal Sector Training	29,448,032	39,659,931
Infrastructure Development	31,326,137	35,974,115
Training Equipment and Tools	25,307,305	8,959,406
System Development	39,359,476	28,944,810
TEVET Policy	8,654,040	2,560,896
Human Resources Development	3,076,130	3,720,681
Smart Education Project	-	71,558,191
Labour Market Survey	1,500,300	1,500,000
World Skills Competition	40,000,000	-
	<u>291,042,303</u>	<u>264,087,069</u>
<b>Fund operational expenses</b>		
Management fees	22,195,473	24,324,716
Operational expenses	11,102,061	6,349,830
	<u>33,297,534</u>	<u>30,674,546</u>
31st December	<u>78,444,644</u>	<u>102,950,760</u>



