

SPEP

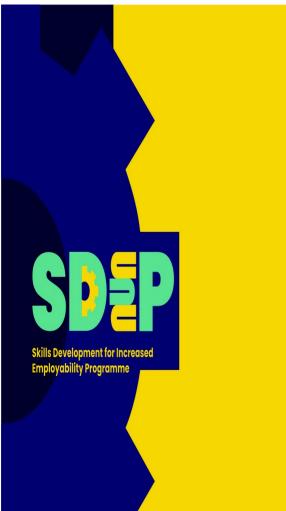
Skills Development for Increased Employability Programme





Project at a glance





Geographic scope: Zambia

Duration: February 2023 – January 2027 (4 years)

Development partner and budget : European Union Delegation to Zambia – EUR 6,500,000

Strategic Frameworks

- National Strategic Framework: Zambia's Vision 2030, Eight National Development Plan and sector specific frameworks
- Zambia Decent Work Country Programme: Priority 2: Enhanced economic diversification to create more and better jobs
- Zambia Sustainable Development Cooperation Framework
 (2023-27): Prosperity Pillar
- **European Union**: New EU Africa Partnership, European Green Deal
- ILO's Programme and Budget: 2022-23 Outcome 5 and 2024-25 P&B Outcome 3
- Africa Union Agenda 2063: Continental Strategy for TVET to Foster Youth Employment
- Sustainable Development Goals (SDG's): SDG 4 and SDG 8

Key Implementing Partner: Technical Education Vocational and Entrepreneurship Training Authority (TEVETA)

Focus Areas:

- Skills needs anticipation in the Mining, Tourism, Agriculture and Energy Sectors, with a focus on greening
- Labour market driven skills development interventions to boost employability
- Strengthening of the TEVET system in Zambia
- Establishment of sector skills bodies
- Private sector engagement in skills development
- Piloting of innovative curricula and Work-Based-Learning approach





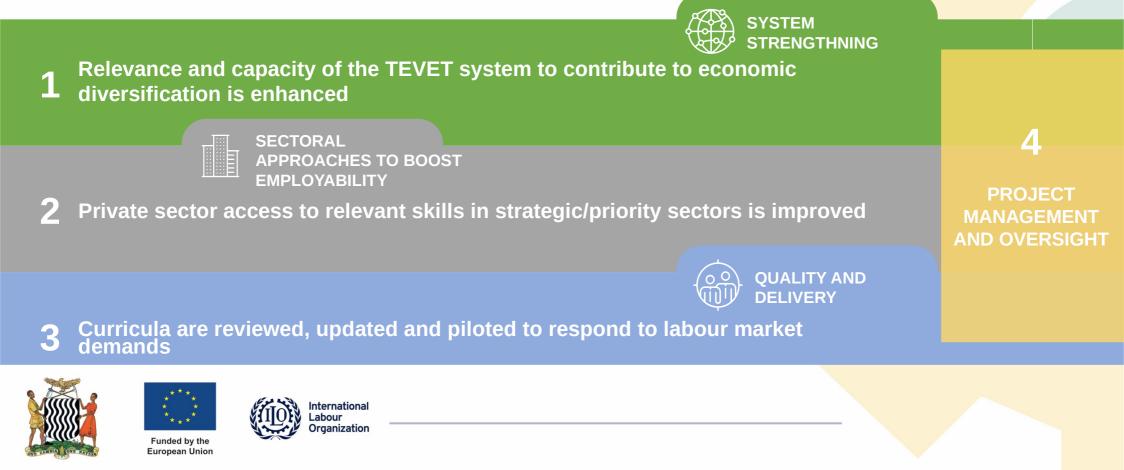






To increase the **employability of young women and men** in Zambia, by

- strengthening the relevance, quality and governance of the TEVET system, and by
- encouraging greater participation of the private sector in skills development initiatives that respond to the needs of industry, in a greener economy



Project Management Oversight

Skills Development for Increased Employability Programme

Programme Steering Committee

First PSC Meeting held under the leadership of the EU through the Economic Governance Support Programme (EGSP).

Technical Working Group

4 TWG Meetings held

SDEP Project Management Team

•Appointment of the Government Project Manager under the MOTS. (Ms Khadija Sakala-Mvula)

•Ministry of Labor and Social Security Focal Person pending confirmation

•Other key government line ministry focal persons are yet to be appointed and communicated.

Key Project Management Updates

•Two project review meeting held with key stakeholders.
•Second grant allocation from the EU received
•Financial and Technical Progress reports being finalised





Project Updates

Outcome 1



•Amendments to the **Division 3.5 - Skills Advisory Committee (SAC)** adopted by the MLSS and included in the draft Employment Code Act (ECA). ECA still under review.

National Skills Development Transformation Strategy

- •Technical Drafting meeting underway of the
- •TEVETA Implementation Agreement finalised. This will include
 - Enhancement of assessment centre (Equipment Industrial printer, laptops and desktops computers)
 - •Capacity building, curriculum development and implementation **CBET**
 - •Capacity Building for Assessments
 - •Capacity building for quality assurance
 - •Capacity building for cross cutting issues greening, disability, gender

Labour Market Information System (LMIS)

- •Key LMIS stakeholder identification and sensitisation completed
- •Master Plan completed
- •Data Modelling Capacity building completed
- •Data Model development underway
- •Data interpretation and reporting workshop planned
- •Launch of the LMIS planned October 2025





Project Update

Outcome 2

•Apprenticeship and WBL Bill under review

- •Implementation Agreement with Zambia Federation of Employers to be finalised
- MoUs between TEVETA and the Sector Skills Bodies to planned for;
- •Development of identified and prioritised curricula and NOSs
- •Capacity building for TEVET institutions to promote CBET

Mining sector

- •Background study and Sector Skills Strategy completed
- •priority new/updated curriculum identified and prioritised
- •Sector Skills Body formed with a Governing Committees supported with five Sub-Committees

•Agriculture Sector

- •Background study and Sector Skills Strategy completed
- •Priority new/updated curriculum identified and prioritised
- •Multistakeholder Task team in place

•Energy Sector

- •Background study and Sector Skills Strategy to be finalised
- •identified and prioritised
- •Multistakeholder Task team in place

•Tourism Sector

Consultant contracted
Sector Skills landscape Mapping meeting planned – 20.03.21

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Project Update





Outcome 3

- Five TEVET institutions selected for SDEP support with draft Implementation Agreements being finalised
 - Strategic/governance systems for TTIs
 - HR capacity development
 - Equipment and Infrastructure provision
 - Linkages to industry/private sector
- New/updated curriculum processes underway







Key Upcoming Project Supported Activities

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- SDEP Mid-term Review
- Skills Advisory Committee operational strengthening
- National Skills Development Transformation Strategy (MOTS)
- Apprenticeship and WBL Bill (MOTS, MLSS)
- Digitalisation landscape review (MOTS)
- SDL Assessment
- Apprenticeship practices review
- LMIS Launch
- Launch Mining Sector Skills Body
- Technical and Foresight Meeting (Background Study) and Validation of the Skills strategy - Tourism Sector
- Signing of support agreements with ZFE, and Five (5) TEVET Institutions.

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- Capacity building of institutions
- Curriculum development
- Procurement of Equipment and Infrastructure
- Piloting of curricula (new or updated)





Key Project Challenges during the reporting period





- Consensus, visioning and strategy of National TEVET not very clear and not shared by key stakeholders.
- Pace of regulatory review (ECA, WBL Act, TEVET Act) and the impact on TEVET.
- Coordination on skill development interventions across sectors









Thank you! Any Questions?











Skills Development for Increased Employability Programme

CONTACT DETAILS

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* * * Funded by the European Union





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