

**Skills Development for Increased  
Employability Programme**



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# 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



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## PROGRAMME OBJECTIVE

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

1

Relevance and capacity of the TEVET system to contribute to economic diversification is enhanced



SYSTEM  
STRENGTHENING



SECTORAL  
APPROACHES TO BOOST  
EMPLOYABILITY

2

Private sector access to relevant skills in strategic/priority sectors is improved



QUALITY AND  
DELIVERY

3

Curricula are reviewed, updated and piloted to respond to labour market demands

4

PROJECT  
MANAGEMENT  
AND OVERSIGHT



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# Project Management Oversight

## Programme Steering Committee

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

4

## 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



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## 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



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# 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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## 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

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



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# 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



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# Thank you! Any Questions?



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## CONTACT DETAILS

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