

08/11/2022

VET and skills development in Zambia

INTPA VET training – practical training
about VET and employability
opportunities

8-9-10 November 2022, Lilongwe, Malawi



Zambia context (1)

Labour market:

- Total population in 2020 (est): 17.8 million of which 43.3% residing in urban areas
- 63% of adult population is between 16 and 35 yo
- Working age population (>15 yo): 9.9 million => 56% of the population, of which 5.5 m in rural areas
- Labour force: 3.4 million of which youth labour force: 1.8 million (56% of the total)
- Employed population : 3 million, but only 1/3 in formal jobs/formally registered entities
- Informal employment is at 98.0 % in rural areas compared to urban areas at 65.0 %
- Unemployment rate : 13.8% (16.4% w, 11.9% m)
- Youth unemployment rate: 19.9 % (22.7% w, 17,6% m)
- Main sector of employment : agriculture
- At least 375,000 young people on average will enter the workforce each year to 2030. Between 2030 and 2050 this average number doubles to 747,000 jobs per year

Economy structure

- Poorly diversified economy, focusing on mining, agriculture and tourism, however, energy and services are leading in terms of hiring
- MSMEs account for 97 % of all businesses, 70 % of GDP and 88% of employment
- Micro (<10 employees) : 71%, Large SME (>250 employees) : 1%
- Livelihood (adult): 25.3% from salaries/wages, 21.2% from agriculture/fisheries; 25.5% friends/family; 15.6% casual work
- 80% of the of working population is in informal sector



Zambia context : VET/education

- In 2020 of the adult population, 48.1% (2015, 44.7%) had secondary school education and 39.3% (2015, 37.8%) had primary education: and only 7.7% (2015, 11.1%) had tertiary education.
- Vocational education starts only after Grade 12 (secondary school)
- In 2020, there were 44,932 students enrolled in the TEVET Institutions
- 287 registered TEVET institutions of which approximately 96 are publicly owned falling under various ministries. The rest of the institutions are privately owned or run by Civil Society Organisations
- All formal TVET institutions include entrepreneurship as compulsory training.
- Financing of TVET is mostly through training fees. Cost of TVET is considered the biggest limit in providing TVET to employees
- The most cited areas of areas lacking in youth employed people from TVET are soft skills (34%) and competence skills (22.4)
- The skill mostly considered lacking in the current workforce is technical skills (97% of establishments)



TVET reforms

- **Vision 2030:** TEVET as an integral part of the Education and Skills Development subsector which contributes to economic development:
 - increasing skill training output by 2percent per annum
 - increasing equity of access
 - internationally recognized and locally validated standards of quality
- **2017:** Creation of the Skill Development Fund to finance TVET through a 0.5% levy on gross salary of employees from private sector
- **2021-25:** National Technical Education, Vocational and Entrepreneurship Training Policy
- **2021: Dawn Government: youth employability and job creation, TVET move to the Ministry of Technology and Science**
- **2022 : 8NDP: to** increase the quality of TVET and training institutes through recapitalization of TEVET training institutions and reconfiguration of the way TEVET skills are delivered



EU responses

EU Intervention

11th EDF

- **6.5 M EUR project** in the framework of a major Economic governance Support Programme:
 - *Strengthening the TVET authority in : its capacities of anticipating labour market demand for skills; assess the quality of TVET institutions; in research and innovation; marketing TVET; digitalize the system*
 - *Improve dialogue and participation of private sector in the definition of TVET activities and curricula*
 - *Review the curricula in four key sectors: agriculture, energy, tourism and mining*
- Three short-term curricula for (i) battery-based PV, (ii) general renewable energy and energy efficiency and (iii) biomass

MIP 2021-27 : Enhancing technical and vocational education and training (TVET) and skills development

- A skill development component under a Early Child Education Development targetting young girls (AAP23)
- **A major programme (AAP2024) continuing the previous one in areas related to CE, digital, financial literacy**
- A general budget support programme focusing on social sector (possibly education) (AAP23)

