



PROGRAMME BOOKLET

2025

**NATIONAL TEVET
CONFERENCE**

THEME

**“Enhancing Skills Development for Economic
Transformation Towards Malawi 2063”**



**VENUE: BICC, LILONGWE
27 - 28 MARCH, 2025**



ABOUT THE CONFERENCE

Technical, Entrepreneurial and Vocational Education and Training (TEVET) plays a central role in equipping citizens particularly the youth with essential skills and competencies in order for them to meet the evolving demands of the labour market in Malawi. As the country strives for economic growth to become an upper middle-income economy by the year 2063, there is a pressing need to rethink, re-strategize, reconsider and realign the TEVET system to respond to the emerging national development goals, labour market needs and international best practices.

The TEVET Authority, a government agency responsible for regulation, facilitation and promotion of technical and vocational training in Malawi has therefore organized a two-day National TEVET Conference in order for key stakeholders to review and build consensus on policies, programmes, practices and strategies in the provision of technical and vocational education and training in the country. The TEVET Authority is organizing this conference in close collaboration with its line Ministry of Labour, Technical Colleges, the National Planning Commission (NPC), the

Employers Consultative Association of Malawi (ECAM), the Malawi Confederation of Chambers of Commerce and Industry (MCCCI), the industry and some higher education institutions

This Conference is a sequel to the first of the kind in Malawi which was successfully held in March 2023. The event comes as a platform for continued national conversations on topical national development issues. The Conference brings together a delicate blend of conference participants from various constituents of the TEVET ecosystem at both local and international levels.

Recognizing that TEVET is a pinnacle to the success of the Malawi 2063, the conference is poised to enhance excellence in skills development and ultimately contribute to high levels of productivity of the Malawian industry, as a way of stimulating economic growth in keeping with current Government policies and strategies.

CONFERENCE OBJECTIVES

The following are the specific objectives of the Conference:

- a) To evaluate the current TEVET landscape in Malawi by reviewing policies, programs, projects, practices and their alignment with the national development agenda and labour market needs.
- b) To share best practices, by highlighting successful TEVET initiatives from Malawi and other countries to inspire innovation and improvement.
- c) To identify and address key challenges in the TEVET sector, including accessibility and inclusivity, quality and relevance of training programs to current national goals and future aspirations as espoused in the Malawi 2063.
- d) To deepen stakeholder collaboration in skills development and productivity improvement by encouraging partnerships among stakeholders to enhance knowledge sharing, resource mobilization, infrastructure development, curriculum improvement and training delivery in TEVET; and,
- e) To formulate clear and actionable recommendations, strategies and accelerators for strengthening the TEVET system in Malawi and general national productivity improvement.

ORGANIZING THE CONFERENCE

A multistakeholder organizing committee was set up headed by the TEVET Authority. The committee determined the conference goals and objectives to increase collaboration between industry, educators, and government MDAs in order to improve delivery of technical and vocational training in Malawi. This committee was responsible for logistical planning, protocol, marketing and public relations.

THEME AND SUB-THEMES

‘Enhancing Skills Development for Economic Transformation Towards Malawi 2063’

and sub-themes;

Quality TEVET for industrialisation

- a) Mechanization of Agriculture and relevance of TEVET
- b) Skills for sustainable mining
- c) Enhancing sustainable ecotourism through TEVET

Quality Assurance and Standards in Skills Development

- a) Quality assurance mechanisms for skills development
- b) TEVET Assessment and certification systems for enhanced local and international recognition

Access to TEVET for Inclusive Wealth Creation

- a) Skills development for vulnerable and marginalized groups such as youth, women and people with disabilities
- b) Enhance Access to skills development opportunities through application of innovation and relevant technologies.

Productivity Enhancement for Robust Private and Public Sectors

- a) Improving the competitiveness and sustainability of Malawi enterprises
- b) Enhancing public-private partnerships for skills development, work-based learning, and employer-led training

SELECTION OF SPEAKERS AND ATTENDEES:

A call for papers and an invitation to presenters and attendees will be made locally and internationally to ensure that the conference brings together distinguished expertise and experience in technical and vocational training and in productivity enhancement programmes.

CONFERENCE PROGRAM:

The conference is interactive, with stakeholder pavilions, keynote addresses, presentation of papers and a panel discussion that will address the topics and goals of the conference.

Moderators and speakers will also have an opportunity to share viewpoints on their experiences in the TEVET sector.

The programme for the conference blends keynote addresses, presentation of papers linked to the conference theme, and a platform for productivity outcomes sharing by companies and organizations in the public and private sectors

CONFERENCE RECOMMENDATIONS

A Conference report and a communique will be developed by a team of rapporteurs, read at the end of the event and later on published, outlining the key strategies, recommendations and the accelerators agreed upon at the conference.



GUEST OF HONOUR

HIS EXCELLENCY

**DR. LAZARUS MCCARTHY CHAKWERA
PRESIDENT OF THE REPUBLIC OF MALAWI**

GUEST SPEAKERS



PROFESSOR ADDRESS MAUAKOWA MALATA

Professor Address Mauakowa Malata holds position of Vice-Chancellor at the Malawi University of Science and Technology, first woman to hold a position of Vice Chancellor of Public University in Malawi; NYU Rory Meyers College of Nursing Courtesy Appointment, October 2023. former Vice President of International Confederation of Midwives, former President of Africa Honor Society of Nursing of Sigma Theta Tau International; former Principal of Kamuzu College of Nursing and spearheaded it to become a World Health Organization Collaborating Centre for Inter Professional Education and Leadership in 2016. A recipient of the 2024 University of California, San Francisco (UCSF) award and appointed as a distinguished visiting professor in the UCSF Department of Epidemiology and Biostatistics. Advisory Committee member for the National Academy of Medicine (NAM) Scholars in Global Women's Health Research Program, USA effective 2025. Board of Director for the Consortium for International Management Policy and Development (CMPAD), USA effective 2025. Member for the National Disaster Risk Management Committee, Malawi.

She has spearheaded the Development and implementation of various Undergraduate and Postgraduate in the fields of Nursing, Midwifery, Health,

Science, Innovation and Technology and has facilitated capacity building for faculty and other staff in various fields. A renowned international speaker, author and editor of various journals in the field of health, nursing, midwifery, and health workforce. She serves on various international, regional and national boards. She is an advocate for girls and women empowerment through education. Her research work focuses on maternal and new-born health, quality of care, health workforce and innovation and technology.

She is a Virginia Henderson Fellow of Sigma Theta Tau International (STTI), an Adjunct Professor at Michigan State University, a Fellow of the American Academy of Nursing (FAAN); a Global Health Fellow at University of California San Francisco University; an Adjunct Professor in the Department of Obstetrics and Gynaecology, Baylor College of Medicine. She was awarded a Doctor Honoris Causa by University of Oslo in Norway, 2018 ECU Distinguished Alumni and ECU Honorary Award of Doctor of Nursing honoris causa, 2019 in Australia. She was in 2022 nominated as one of the Champions for Malawi Vision 2063 under Enabler, Human Capital development. In 2023 she was in receipt of National Outstanding award (Educational Achievements, women change Makers Science and Research) under Pan African Learning and Global Network and Plan Malawi International. A recipient of the Malawi Consumer Choice award 2024 - Most Inspiring Female Corporate Leader of the year. A committee member of the U.S. National Academy of Medicine's (NAM) Scholars in Global Women's Health Research program.



ASSOCIATE PROFESSOR CHOMORA MIKEKA

Associate Professor Chomora Mikeka is the Director of Science, Technology and Innovation (DSTI) in the Ministry of Education (Malawi Government) and an Associate Professor of Physics (Wireless Communications) at Chancellor College, University of Malawi. He holds a Doctorate in Engineering from the Division of Physics, Electrical and Computer Engineering at Yokohama National University, Japan (2012), and is the Chairperson of the African Standards Organization (ARSO TC 78 - Medical Devices), National Commission for Science and Technology (NCST), Pharmacy, Medicines and Regulatory Authority (PMRA) and Southern African Development Community (SADC) Regional Medical Devices Forum Technical Working Group. Associate Professor Chomora Mikeka is recently appointed to the Malawi Space Agency Taskforce.

Director Chomora Mikeka was, on behalf of the Malawi Government, the 1st Vice Chair for the African Union Specialized Technical Committee on Education, Science and Technology (AU STC-EST) 4th Bureau (2022 to 2024). Since 8th November, 2024, Associate Professor Chomora Mikeka serves as the Chair of the 5th Bureau of the African Union until November 2026. In addition, he is the Co-Chair for the African Union, European Union (AU-EU) High Level Policy Dialogue (HLPD) driving the AU-EU Innovation Agenda.



MACMILLAN (MAC) ANYANWU

Mr. Macmillan (Mac) Anyanwu has been the Country Manager of African Development Bank in Malawi since March 1, 2021. Before then, Macmillan worked for the World Bank Group for 19 years holding different positions across three regions of the Bank. He held technical positions as Senior Operations Officer, and Senior Monitoring & Evaluation Specialist covering Nigeria, Sierra Leone, and Liberia between 2002 and 2008. In 2008, he joined the Public Sector Reform and Capacity Building Unit, based in Washington DC, where he worked on Governance, Public Finance Management (PFM), and Public Sector Reform Operations across 22 countries in the Africa Region. He later served as World Bank's Resident Representative in Lesotho from 2011-2014; Senior Country Officer for Afghanistan from 2014-2017; and the Resident Representative in Timor-Leste from July 2017 – February 2021.

He was one of the recipients of the 2017 Presidential Award in the World Bank Group for successfully leading change and contributing to the corporate agenda of building a better Bank under the Agile Bank Fellowship Program.

Prior to joining the World Bank Group, Mac at various times worked as an auditor and tax advisor for a private audit firm in Nigeria, managed a UK DFID-funded Public Expenditure Management (PEM) reform project, and worked as a business advisory service provider for Small and Medium Enterprises (SMEs) in the informal sector under an International Finance Corporation (IFC)-supported project. Mac holds a Bachelor's Degree in Accountancy from the University of Maiduguri (NG) and a Master's Degree in public policy and management from the University of Manchester (UK). He loves to play chess, golf, and soccer.



CYPRIAN MAYAMBA

Cyprian Mayamba is a productivity practitioner with over 20 years of consultancy in the areas of productivity and quality management, policy and strategy formulation, business process management, leadership, change management and project management. He is currently Director of the National Productivity Development Department in the Ministry of Labour and Social Security in Zambia and also the President of the Pan African Productivity Association (PAPA) which is continental body for the promotion of productivity. He sits on Boards of various state owned, profit and non-profit making entities that include the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) and the Higher Education and Scholarship Board in Zambia. He is also as a Part-time Lecturer in Quality Management at the at the University of Lusaka.

Cyprian holds a Master of Business Administration (MBA) Degree from the University of Lusaka (Zambia) and a Bachelor of Science Degree in Production Management from the Copperbelt University (Zambia). He has also undertaken multiple specialized training programmes in various fields of management. He has presented papers on various local and international fora on productivity and has been part of high-level delegations and study missions in Africa, Asia, Europe and the Americas. In Zambia, he led a team that developed the first ever National Productivity Policy in 2020 which has resulted into widespread acknowledgement of productivity as a critical enabler of socio-economic development through resilient and sustainable enterprises, more and better-quality jobs and ultimate improvement in the standard of living of the people.

ORDER OF EVENTS

THE 2025 NATIONAL TEVET CONFERENCE		
DAY ONE	THURSDAY, 27TH MARCH 2025	
7.00 AM	Arrival of Protocol Team	Event Protocol Team
7.30 - 8.30 AM	Registration of Conference Participants	Protocol Team
7.30 - 8.30 AM	Entertainment (Outside/Inside)	Music Crossroads
8.30 - 8.50 AM	Conference Participants and VIP Guests get seated	All Invited Guests
8.45 AM	Arrival of the Right Honourable Dr. Michael Bizwick Usi, Vice President of the Republic of Malawi	Minister of Labour, Hon Peter Dimba M.P.
9.00 AM	Arrival of the Guest of Honour, His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi	Right Honourable Dr. Michael Bizwick Usi, Vice President of the Republic of Malawi
9.00 - 9.30 AM	Tour of the pavilions by His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi	
9.30 - 9.35 AM	Presidential Fanfare and National Anthem of the Republic of Malawi	Malawi Police Service Band Brass
9.35 - 9.37 AM	Opening Prayer	Officiating Clergy Bishop Reuben M'dala
9.37 - 9.45 AM	General Remarks on 2025 National TEVET Conference	Director of Ceremony, Chimwemwe Kujaliwa
9.45 - 9.52 AM	Welcome Remarks by the TEVET Authority Board Chairperson	TEVET Authority Board Chairperson Mr. Pyoka Tembo
9.52 - 9.55 AM	Gift Presentation to His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi	TEVET Authority Board Chairperson Mr. Pyoka Tembo
9.55 - 10.00 AM	Remarks by the Employers Consultative Association of Malawi	President of the Employers Consultative Association of Malawi, Anne Chavula
10.00 - 10.05AM	Entertainment/Filler	Chindime and Phungwapu
10.05 - 10.10AM	Introduction and Invitation of the Guest Speaker on Quality TEVET for Industrialisation	Director of Ceremony, Chimwemwe Kujaliwa

10.10 -10.40AM	Guest Presentation on Quality TEVET for Industrialisation	Prof. Address Malata, Vice Chancellor, Malawi University of Science and Technology
10.40 -10.45AM	Remarks by Hon Peter Dimba M. P, Minister of Labour,	Minister of Labour, Hon Peter Dimba M.P.
10.45 -10.50AM	TEVET Awards Presentation by His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi	Director of Ceremony, Chimwemwe Kujaliwa
10.50 -11.10AM	Official Opening and Keynote Speech by His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi	His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi
11.10 -11.12AM	Guest of Honour, His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi takes position for a photograph with TEVET Apprentices	Protocol Team
11.12 - 11.14 AM	Guest of Honour, His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi takes Position for a photograph with Minister of Labour, Secretary for Labour, Ministry of Labour Executive Management, TEVET Authority Board and TEVET Authority Executive Management	Protocol Team
11.14 - 11.16 AM	Guest of Honour, His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi takes Position for a photograph with sponsors, presenters, guest speakers and some key stakeholders	Protocol Team
11.16 - 11.20 AM	National Anthem of the Republic of Malawi	MPS Brass Band
11.20 AM	Guest of Honour, His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi takes leave of the Conference	Protocol Team
11.20 AM	END OF OFFICIAL OPENING CEREMONY	
11.20-11.40AM	Entertainment (Outside/Inside)	Music Crossroads
11.20-11.40 AM	HEALTH BREAK	
11.40 - 11.45AM	Announcements	Director of Ceremony, Tamara Chafunya
11.45 - 12.00PM	Presentation on Progress following Recommendations from the 1st National TEVET Conference	Mr. Elwin Chiwembu Sichiola, Executive Director of TEVET Authority
12.00 - 12.05PM	Introducing the Guest Speaker on Quality Assurance and Standards in Skills Development	Dr. Levis Eneya, Principal Secretary, Ministry of Higher Education

12.05 - 12.35PM	Guest Presentation on Quality Assurance and Standards in Skills Development	Prof. Chomora Mikeka, Director of Science, Technology and Innovation, Ministry of Higher Education
12.35 - 12.40PM	Chairperson of the Session on Quality TEVET for Industrialisation and Quality Assurance and Standards in Skills Development	Dr. Levis Eneya, Principal Secretary, Ministry of Higher Education
12.40 - 1.15 PM	Panel Discussion and Plenary on Quality TEVET for Industrialisation and Quality Assurance and Standards in Skills Development	Ms. Pamela Kuwali - Care International Malawi
		Mr. Williot Joaquim Lumbe - National Youth Council of Malawi
		Dr. Ambumulire Phiri - National Council of Higher Education
		Dr Patience Matandiko - International Labour Organisation
		Mr. Lloyd Banda - Malawi Agricultural & Industrial Investment Corporation
		Mr. Richard Chirwa - Department of Technical and Vocational Training, Ministry of Labour
		Edward Kumtengo, General Fitting, Lilongwe Technical College
1.15 - 2.10 PM	LUNCH BREAK	
2.10 - 2.20 PM	Sponsor's Slot - Presentation by Ethanol Company Limited	Ethanol Company Limited
2.20 - 2.30 PM	Sponsor's Slot - Presentation by National Bank of Malawi Limited	National Bank of Malawi
2.30 PM	Chairperson of the Session on Quality TEVET for Industrialisation and Quality Assurance and Standards in Skills Development	Mrs. Doris Mtemang'ombe, Lecturer, Malawi University of Business and Applied Sciences
Quality TEVET for Industrialisation		
2.30 - 2.45 PM	Enhancing Graduate Employability in Agricultural TEVET: Insights from a Pilot Graduate Tracer Study	Justine Kimena
2.45 - 3.00 PM	The Safety and Health Implications of Hazardous Small-Scale Mining- Lessons from Nomadic Artisanal Small-Scale Gold Mining in Malawi	Dr. Yotam Moyo, Goodluck Kayange, George Maneya, and Dr. James Mpunga

3.00 - 3.30 PM	Plenary	Mrs. Doris Mtemang'ombe, Lecturer, Malawi University of Business and Applied Sciences
3.30 - 3.45 PM	Sponsors' Slot - Malawi Communication and Regulatory Authority Presentation on ICT Lab Construction	Malawi Communication and Regulatory Authority
Quality Assurance and Standards in Skills Development		
3.45- 4.00 PM	Investigating TEVET Education System Gaps Between Institutions of Higher Learning and Public Technical Colleges	Livison Levis Msonthe
4.00 - 4.15 PM	Investigating the Correlation of Content Validity of TEVET Level 1 Test Items for Fundamental Paper in Electrical Installation and Electronics in Relation with the Teaching Syllabus	Grivin Kanyoza
4.15 - 4.45 PM	Plenary	Mrs. Doris Mtemang'ombe, Lecturer, Malawi University of Business and Applied Sciences
4.45 - 4.55 PM	Announcements	Director of Ceremony, Tamara Chafunya
4.55 - 4.57 PM	Closing Prayer	
4.57 - 5.30 PM	Entertainment (Outside/Inside)	
5.30 PM	END OF CONFERENCE ACTIVITIES	
DAY TWO		
FRIDAY, 28TH MARCH 2025		
7.30 - 8.00 AM	Entertainment (Outside/Inside)	Music Crossroads
8.00 - 8.02 AM	Opening Prayer	SH. Abba Vinjenje
8.02 - 8.05 AM	Welcome Remarks and Announcements	Director of Ceremony Tamara Chafunya
8.05 - 8.15 AM	Sponsor Slot - World Vision International Malawi	World Vision International Malawi
8.15 - 8.25 AM	Sponsors Slot - Illovo Sugar Malawi	Illovo Sugar Malawi
8.25 - 8.30 AM	Introduction of the Guest Speaker on Access to TEVET for Inclusive Wealth Creation	Mr. Modesto Gomani, Director of Training Programmes, TEVET Authority
8.30 - 9.00 AM	Guest Speaker on Access to TEVET for Inclusive Wealth Creation	Mr Macmillan Anyanwu, Country Manager Malawi, African Development Bank

9.00. - 9.15 AM	Presentation on Highlights of the Assessment of the TEVET Eco System in Malawi	EU/Zantchito/ Skills for Jobs
9.15 - 9.15 AM	Funding Start Ups by TEVET Graduates in Malawi, Risks and Opportunities	Graham Chipande, Head Business and Commercial Clients, Standard Bank
09.15 - 9.25 AM	Sponsor's Slot - Presentation by Malawi Bureau Standards	Malawi Bureau Standards
9.25 - 9.40 AM	Assessing Entrepreneurial Self-Efficacy among TEVET Level 3 Students: A Gendered Perspective	Diverson Mtalika
9.40 - 9.55 AM	Contribution of Financial support and Training Environment to Increasing Participation of female and People Living with Disabilities in Technical, Entrepreneurial and Vocational Education and Training in Malawi.	Tamandani Chikoko
9.55 - 10.25 AM	Plenary	
10.25 - 10.35 AM	Sponsor's Slot - Presentation by Malawi Energy Regulatory Authority	Malawi Energy Regulatory Authority
10.35 - 10.55 AM	Entertainment (Outside/Inside)	Music Crossroads
10.35 - 11.55AM	HEALTH BREAK	
10.55 - 11.00 AM	Introduction of Guest Speaker on Productivity Enhancement for Robust Private and Public Sector	Mrs. Wangiwe Joana Kambuzi, Managing Director, EmERGE Livelihoods
11.00 - 11.30 AM	Guest Speaker on Productivity Enhancement for Robust Private and Public Sector	Mr Cyprian Mayamba, Director of National Productivity Development, Ministry of Labour and Social Security, Zambia and President of Pan African Productivity Association
11.30 - 11.45 AM	Leveraging TEVET for accredited industrialisation	Takako Ueno - African Kaizen Initiative - AUDA - NEPAD
11.45 - 11.50 AM	Sponsor's Slot - Presentation by World Relief	World Relief
11.50 - 12.05 PM	Embracing Productivity at the Workplace - A Case Study of the the Natural Limited	Towera Jalakasi, Managing Director Naturals Limited
12.05 - 12.10 PM	Sponsor's Slot - Presentation by Portland Cement Malawi Limited	Portland Cement Malawi Limited

12.10 - 12.25 PM	Public Private Partnerships (PPP) with TEVET Providers: A Case of Illovo Sugar Nchalo, - Comboni Technical College - TEVET Authority	Br. Gideon Nguza, Principal Comboni Technical College and
12.25 - 12.30 PM	Sponsor's Slot - CDH Investment Bank	CDH Investment Bank
12.30 - 12.45 PM	Sure Journey of 5 S; A Crucial Element to Improved Quality of Care and Health Services Productiivity	Denis Kaunda, Registered Nurse, Quality Improvement Focal Person, Karonga District Hospital
12.45 - 12.50 PM	Sponsor's Slot - Standard Bank Malawi Limited	Standard Bank Malawi Limited
12.50 - 1.50 PM	LUNCH BREAK	
1.50 - 2.00 PM	Sponsor's Slot - Presentation By ESCOM	ESCOM
2.00 - 2.10 PM	Sponsor's Slot - Presentation by ILO	ILO Country Representative
2.10 - 2.15 PM	Announcements	Director of Ceremony, Tamara Chafunya
2.15 - 2.45 PM	Statement of Appreciation by the Conference Chairperson and Reading of the Comminique for the 2nd National TEVET Conference	Mr. Modesto Gomani, Director of Training Programmes, TEVET Authority
2.55 - 3.05 PM	Remarks by the TEVET Authority Board Chairperson	TEVET Authority BoardChairperson Mr. Pyoka Tembo
3.05 - 3.15 PM	Closing Remarks by the the Minister of Labour	Minister of Labour, Hon Peter Dimba M.P.
3.15 - 3.20 PM	Closing Player	Mr. Joseph Sambaya, Reginal TEVET Service Centre Manager - Central
3.20 - 4.00 PM	HEALTH BREAK, NETWORKING AND END OF CONFERENCE	

Enhancing Graduate Employability in Agricultural Tevet: Insights from a Pilot Graduate Tracer Study

Justine Kimena

Technical Education Vocational and Entrepreneurship Training Authority

Lusaka, Zambia

Abstract

The Technical Education, Vocational, and Entrepreneurship Training (TEVET) sector in Zambia is central to equipping the workforce with relevant technical skills for industrialization and economic growth. This pilot Graduate Tracer Study (GTS) focused on graduates from the General Agriculture programme (2021–2023) to assess employment outcomes and the relevance of training in meeting labour market demands and national development goals, including Vision 2030 and the Eighth National Development Plan (8NDP). Despite over two decades of TEVET implementation, data on graduate employability is still scarce, limiting the sector's ability to enhance curriculum and policy. This study sought to bridge this gap by examining employment rates, training relevance, and factors influencing graduate employability. Using a mixed-methods approach, the study collected quantitative data from 283 graduates through structured questionnaires and conducted qualitative analysis of open-ended responses. Stratified random sampling ensured representation from three TEVET institutions. Findings revealed that employment rates among graduates were below 50%, with self-employment accounting for 35.2% of employed graduates. Gender disparities were clear, with male graduates securing jobs more easily than their female counterparts. Graduates with higher qualifications experienced better employability and shorter job search periods. While 88% of employed graduates found their training relevant, 20% suggested curriculum updates to align with modern agricultural technologies and industry needs. Additionally, practical exposure and soft skills development were identified as key gaps in training. Income levels were generally low, with significant gender-based disparities in earnings, highlighting structural barriers that limit opportunities for female graduates. To address these challenges, the study recommends continuous curriculum updates to incorporate modern mechanized farming techniques, sustainable agricultural practices, and business management skills. Strengthening support for self-employment through access to capital, mentorship programs, and entrepreneurial training is crucial. Addressing gender disparities requires targeted policies such as flexible work arrangements, childcare support, and leadership development initiatives for female graduates. Industry partnerships must be reinforced to ease internships, job placements, and real-world training experiences. Additionally, institutionalizing graduate tracer studies will enable ongoing assessment of employment outcomes, ensuring TEVET responsiveness to labour market demands. This study underscores the importance of aligning TEVET programs with industry needs to enhance graduate employability and support agricultural mechanization for Zambia's industrialization. By adopting these

recommendations, the TEVET sector can play a more effective role in fostering economic transformation and sustainable employment opportunities.

Keywords: graduate employability, agricultural mechanization, skills development, gender disparities, curriculum relevance, tracer study

A Case Study of Safety, Health and Environment Implications of Small-Scale Mining in Malawi

Yotam Moyo¹, Goodluck Kayange², George Maneya³, James Mpunga⁴.

*Ministry of Health¹, Ministry of Labour², Ministry of Mining³, TB Program
Ministry of Health⁴*

Abstract

There is a great interest to align the local TEVET training programs to industrialization and mining in line with the Malawi 2063. This is likely to increase the population of small-scale miners in Malawi. While this is commendable and progressive economically, there have been serious health and safety concerns in artisanal and small-scale mining in Malawi. In this paper we present lessons learnt from unannounced safety and health inspections that were conducted in two ASM gold mines in Malawi. The inspection team visited two mining sites along two rivers, in Northern Malawi. Information was collected through observation and verbal interactions with the miners in the domains of hazardous occupational, environmental and social exposures as well as mining operations. One hundred and fifty (150) local Malawians were involved in mining activities at these sites. The team noticed substantial dust exposure, unsafe mining practices, environmental degradation, including deforestation and river pollution. In addition, the team observed derisory shelter and poor sanitation such as lack of potable water, unfair labor practices and child labor, commercial sex work, gender-based violence and conflicts among miners. As a consequence of these practices, the sites had prevalent health effects. The exercise also noticed that, miners lacked safe mining tools, Personal Protective Equipment (PPE), and had no health screening program. In conclusion, small-scale mining activities in these sites pose health, safety, environmental, and social risks. Addressing these issues requires coordinated efforts from various interventions by multiple stakeholders like Ministry of Mining, Ministry of Labour and TEVETA, Ministry of Health and other interested stakeholders.

Keywords: Artisanal small-scale gold mining, occupational safety and health, environmental degradation, TEVET, mining regulations

Analysing the Content Validity of TEVET Level 1 Test Items for Fundamental Paper in Electrical Installation and Electronics in Relation to the Teaching Syllabus

Grivin Kanyoza

Malawi University of Business and Applied Sciences

Abstract

The Study analyzed the content validity of TEVET's level 1 test items for fundamental paper in electrical installation and electronics in relation to the teaching syllabus. The investigation involved a systematic analysis of the TEVET Level 1 test items that assess students' knowledge and skills in electrical installation and electronics and how these correlated with the prescribed learning outcomes. The Study further identified whether the test items effectively reflect the content areas emphasized in the teaching syllabus. Quantitative research methods, item analysis and correlation techniques were applied. The data for the Study was collected through Subject Matter Experts who matched content areas with test items for the 2018 to 2022 examination administrations for the Fundamental Paper of Electrical Installation and Electronics. The results showed that all the content areas (Numeracy, Science and Communication Graphics) were well represented in all five administrations. However, the results showed that some specific content areas were overexamined at the expense of other content areas. Topics such as Calculating Quantities and Conducting Tests in Electrical Circuits, and Drawing Regular Shapes were overexamined compared to other topics. The Study established that the test items in the paper reflected the prescribed learning outcomes and content areas outlined in the teaching syllabus.

KEYWORDS: Content areas; Content representativeness; Content validity; Items; Subject matter expert.

TEVET Education System Gaps Between Institutions of Higher Learning and Public Technical Colleges in Malawi

Livison Levis Msonthe¹

Chifundo Jumbe²

Simplex Kachotsa³

Lyton Jidu⁴

Malawi University of Business and Applied Science

ABSTRACT

It is critical to establish clear and structured relationships between multiple levels of education to ensure seamless transitions, alignment of competencies, and continuity in skill development. Strengthening these connections enhances knowledge progression, fosters interdisciplinary collaboration, and supports a holistic approach to education and workforce readiness. However, some gaps have been evident across various levels of TEVET system in Malawi. This comparative study investigates the gaps in the Technical and Vocational Education and Training (TEVET) education system between higher learning institutions and public technical colleges in Malawi, specifically focusing on the Malawi University of Business and Applied Sciences (MUBAS) and Soche Technical College with some cross-references to Nasawa and Salima Technical Colleges. Utilizing a mixed-methods approach, the research involved qualitative interviews with instructors and quantitative surveys distributed to students, analyzing data through thematic analysis and statistical methods. The study reveals significant gaps in curriculum alignment, assessment standards, teaching and learning, teacher pedagogical competencies, and resource availability between institutions of higher learning and TEVETA public technical colleges, highlighting the need for standardized quality assurance mechanisms, enhanced industry linkages, and improved pathways for academic and professional progression. These findings underscore the need for policy reforms to bridge the gaps between institutions of higher learning and TEVETA public technical colleges. Strengthening curriculum alignment, standardizing assessment frameworks, and enhancing resource allocation will improve the quality and recognition of TEVET programs. Additionally, fostering stronger industry linkages and creating clear academic and career progression pathways will enhance graduate employability and contribute to national socio-economic development and recognition of TEVET programs.

Keywords: TEVET, Education, Gaps, Universities, Technical Colleges.

Contribution of Financial support and Training Environment to Increasing Participation of females and People Living with Disabilities in TEVET in Malawi.

Tamandani-Augustine Chikoko

TEVET AUTHORITY

Abstract

Technical and vocational education and training (TVET) has become an imperative component in attaining aspirations in developing countries and is providing equally marketable alternatives for career development. TVET has proven to be a force in transforming economies worldwide. In Africa TVET is instrumental in equipping youth with skills for employability. In Malawi, the TEVET sector faces considerable challenges, including limited social and gender inclusivity. The government and its partners have taken remarkable steps to address these challenges. Key interventions include the provision of financial support to vulnerable students. These interventions span a decade but, as to what extent the initiatives have impacted social and gender inclusivity in the access of TEVET remain unknown. This study conducts trend and comparative analysis of ten cohorts in regards to recruitment of females and persons with disabilities and enrollment. The objectives were: assess the influence of scholarships on female applicants' career choices; measure the extent to which financial support influences career choices for girls; and assess the influence of training environment on girls' enrollment. Simple random sampling was used with comparative design and descriptive statistics analysis. The results showed increase enrollment of girl in male dominated trades. For applicants with disabilities the numbers were still very low averaging 1%. The choice of trades changed as significant number of girls opted for traditionally-male dominated trades. Majority of female students selected on boarding arrangement reported compared to non-boarding students. Financial interventions are key to achieving social and gender inclusivity in TEVET, there is need to make the initiatives more targeting to Persons with Disabilities and publicize the initiatives. The Authorities should start putting in place more boarding infrastructure or provide financial support to cover accommodations for girls and PWDs.

Keywords: Persons with Disabilities, Male Dominated Trades, Bursary Schemes; Male Dominated Trades

Assessing Entrepreneurial Self-Efficacy among TEVET Level 3 Students: A Gendered Perspective.

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Abstract

Entrepreneurship education has been adopted in most education systems as a means to promoting an entrepreneurial mindset. However, one can venture into an entrepreneurial lifestyle if she/he has strong levels of Entrepreneurial Self-Efficacy (ESE). The study aimed to assess level 3 students perceived entrepreneurial self-efficacy. The background of the study was influenced by low levels of engagement among graduates from technical colleges practicing entrepreneurship as evidenced from a 2020 TEVET graduate tracer study report. Further, there is limited empirical evidence on studies conducted in the introduction of entrepreneurship education in TEVET system in Malawi to have assessed students' perceived efficacy. Study objectives were assessing levels of entrepreneurial self-efficacy among students in male dominated programs and female dominated programs and establishing the extent of entrepreneurial self-efficacy among male and female students. The study used a quantitative descriptive survey design and data was collected using a questionnaire which had 31 items. Reliability test of the instrument achieved a scale of 0.98 on Cronbach alpha. A total of 119 level 3 students participated in the study drawn from six occupations; Bricklaying, Carpentry and Joinery, Automobile Mechanics, Motorcycle Mechanics, Tailoring and Fashion Design and Administrative Studies. The study established that male dominated trades perceived their self-efficacy significantly higher than female dominated Programmes. On the other hand, Male students perceived their efficacy significantly higher than female students on all entrepreneurial domains. The study recommends that students in TEVET system be exposed to entrepreneurial activities while in college and allocating enough resources for entrepreneurship education in colleges. In addition, extra support be given to female students to build on entrepreneurial mindset. Recommendations for further research include assessment of entrepreneurial self-efficacy of trainers and their involvement in entrepreneurial activities.

Keywords: Entrepreneurship education, Entrepreneurial self-efficacy (ESE), Technical, Entrepreneurial and Vocational Education and Training (TEVET)

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