



2025 NATIONAL TEVET CONFERENCE

Newsletter

Special Edition

Inside this Edition

Message from the Board Chairperson.....2

News

Chakwera Rallies Support for the TEVET Sector.....3

National TEVET Conference.....5

Summarised Speeches.....7

Summarised Presentations.....13

Awards.....20

Success Stories

“Welding His Way to Success: The Story of Samuel Kanyolowanda”.....26

Born with One Arm, But Thriving with TEVET: Christopher Chikawoneka’s Story.....28

From An Accountant to a Tailor.....30

Making a Fortune from Motorcycle Mechanics.....32

In a Wheelchair, But Tailoring And Designing Her Success: The story of Ruth Upie Chirwa.....34

From Struggle to Success: Brazio Banda Chisangalalo’s Inspiring Journey Through TEVET...36

A Solar Powered Future.....38

From Struggle to Success.....40

From Struggle to Style: Mustapher Gawa’s Journey as a Fashion Designer.....42

Institutional Feature

Livingstonia Technical College.....44

Message

from the Board Chairperson



As we reflect on the recently concluded 2025 National TEVET Conference, held from March 27th to 28th at the Bingu International Convention Centre in Lilongwe, an undeniable sense of optimism and renewed purpose fills us. Graced by His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi, and bringing together over 500 diverse participants, this conference truly marked a pivotal moment for skills development in our nation.

The primary objective of the conference was clear: to enhance excellence in skills development and ultimately contribute to higher levels of productivity within Malawian industry, thereby stimulating economic growth in alignment with our ambitious Malawi 2063 vision. We delved into critical themes such as the quality of TEVET for industrialization, ensuring robust quality assurance and standards, enhancing access to TEVET for inclusive wealth creation, and driving productivity enhancement across both private and public sectors.

We candidly addressed existing challenges, including low enrollment rates, particularly for females and persons with disabilities, and the crucial need for greater investment in training and infrastructure. President Chakwera himself underscored the importance of a skilled population as a catalyst for sustainable socio-economic development, emphasizing TEVET's role in achieving economic independence.

As the TEVETA Board, we stand at a critical juncture, empowered and inspired by the conference's outcomes. Our role is paramount in translating

the conference's communiqué into tangible progress. We are committed to championing the implementation of the proposed recommendations, which include fast-tracking the implementation of the newly approved reviewed TEVET policy, strengthening quality assurance and accreditation, and enhancing collaboration with financial institutions to create tailored loan products for our talented TEVET graduates. We will also prioritize the critical task of developing retention policies specifically for persons with disabilities, ensuring that TEVET is truly inclusive.

The pathway to a thriving, industrialized Malawi, as envisioned in Malawi 2063, is paved with skilled hands and innovative minds. The 2025 National TEVET Conference has not only illuminated our path forward but has also galvanized a collective commitment from all stakeholders to embrace continuous improvement and foster stronger partnerships.

We extend our profound gratitude to every participant, presenter, and partner who contributed to the success of this conference. Your dedication is the bedrock upon which we will build a future where every Malawian has the opportunity to unlock their full potential through relevant and high-quality TEVET.

Together, we will ensure that skills development remains at the heart of our nation's economic transformation, leading us to a more productive, prosperous, and inclusive Malawi.

Pyoka Tembo
Board Chairperson



His Excellency, President of the Republic of Malawi, with
Labour Management c



NATIONAL CONFERENCE

Transformation Towards a Prosperous Malaysia

Skills for Prosperity

... the Minister of Labour, TEVETA Board Members, Ministry of ... and TEVETA Management"



H.E Chakwera presenting an award to Chikaoneka for defying all odds to pursue training

President Chakwera Rallies Support for the TEVET Sector

His Excellency Dr Lazarus McCarthy Chakwera, President of the Republic of Malawi has called on all stakeholders to intensify their support for Technical, Entrepreneurial and Vocational Education and Training (TEVET) for the country to achieve the Malawi 2063.

The President made the remarks during the opening ceremony of

the 2025 National TEVET Conference held at the Bingu International Convention Centre in Lilongwe, from 27 to 28th March 2025.

In his address, President Chakwera commended the TEVET Authority for making vocational education accessible to the youth countrywide. He emphasised that

equipping the younger generation with technical skills is crucial not only for national development but also for reducing social vulnerabilities.

“Empowering our youth with skills is not only vital for the realization of Malawi 2063, but also for fostering a safer society. When young people are skilled, they are less likely to engage in unproductive or harmful

behaviour,” said Chakwera. Acknowledging existing collaborations within the TEVET sector, President Chakwera stressed the need for even stronger partnerships. He underscored that the vision to transform Malawi into an industrialised economy by 2063 hinges on the availability of a highly skilled workforce.

“The aspirations of Malawi 2063 are clear, we must become an industrialised nation. This goal is only achievable if we scale up the skills development efforts championed by TEVET. Let us unite in this mission,” he urged.

The President also highlighted TEVET’s potential to drive wealth creation by enabling Malawians to produce goods and services locally in line with the national development blueprint.

TEVET Authority Board Chairperson, Mr. Pyoka Tembo, reaffirmed the Authority’s commitment to advancing skills development nationwide. He noted the significant progress being made, particularly in rural areas, through the informal sector skills development programme.

“TEVET is for everyone. While we continue to support technical colleges,



TEVETA Boardchairperson presenting a gift to the President

we have also increased our outreach to rural communities. Our aim is to develop a workforce that is not only accessible but also skilled at every level,” Tembo said.

The 2025 National TEVET Conference—themed “Enhancing Skills Development for Economic Transformation Towards Malawi 2063”—served as a strategic platform to review and build consensus on policies, programmes, practices and strategies in the provision of TEVET.

The event brought together key players in the TEVET ecosystem, including

policymakers, industry leaders, trainers, educators, and development partners. During the ceremony, the President presented three awards to Christopher Chikaoneka, a bricklaying TEVET graduate with disability from Salima Technical College for defying all the odds to pursue skills training. HE also presented an award to Illovo Malawi for its dedication to TEVET and the welfare of apprentices. Karonga District Hospital was named the most improved organisation in public sector under the Productivity Programme.



2025 National TEVET Conference

1 Background

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 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 TEVET in Malawi organized a two-day National TEVET Conference. The aim of this conference was for key stakeholders to review and build consensus on policies, programmes, practices and strategies in the provision of TEVET in the country. The TEVET Authority organized this conference in collaboration with its line ministry, the 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.

The 2025 National TEVET Conference brought together a delicate blend of conference participants from various constituents of the TEVET ecosystem at both local and international levels. It was a sequel to the first national TEVET conference which was successfully held in March 2023.

2. Conference Objectives

The following were 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.

3. Venue: Bingu International Convention Centre, Lilongwe

4. Dates: 27th to 28th March 2025

5. Theme and Sub-Themes

Theme

'Enhancing Skills Development for Economic

Transformation Towards Malawi 2063'

Sub-themes

5.1 Quality TEVET for industrialisation

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

5.2 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

5.3 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.

5.4 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

6. Selection of Speakers and attendees:

A call for papers and an invitation to presenters and attendees was 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.

7. Conference Program:

The programme blended keynote

addresses, a panel discussion, presentation of papers linked to the conference theme, stakeholder exhibitions and productivity outcomes sharing by companies and organizations in the public and private sectors.

8 Promoting and Marketing of the Conference

The event was marketed and promoted via emails, social media, traditional print and electronic media, promotional materials and other outlets to reach potential attendees and the general public. The conference was also be streamed live through social media pages, videos and photographs were taken for records and posterity.

9 Conference Recommendations

A Conference report and a communique was 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.

10. Conference Participants

- a) Government Ministries, Departments and Agencies of interest in TEVET;
- b) Companies and organizations implementing TEVETA's Productivity Enhancement Programs;
- c) Development partners;
- d) Training providers;
- e) Employers;
- f) Education professionals;
- g) Industry leaders;
- h) Crafts persons;
- i) Academics;
- j) Researchers;
- k) TEVET apprentices;

Summarized Speeches



Dr. President Chakwera, pinpointed two critical challenges stifling Malawi's socio-economic growth namely high youth unemployment and low levels of industrialization.

"Despite the government implementing numerous projects, unemployment among the youth remains high because many lack the necessary skills to take up available jobs, we need a strong TEVET system to bridge this gap and make our youth employable as well as support the national job creation efforts" said Chakwera.

The President also underscored the government's drive to stimulate industrialization through strategic policies like the Agricultural, Tourism, Mining and Manufacturing (ATMM) strategy. However, he warned that without a skilled workforce, the ambitions of growing competitive local industries would not materialise. "Without the right skills, our industrialization efforts will fail—either due to the need for expensive expatriates or under-qualified staff," he said.

Calling the TEVET sector a cornerstone of economic transformation, the President urged stakeholders to intensify efforts in aligning skills training with modern industry demands. He challenged the sector to be proactive in reviewing and updating curricula to keep pace with technological changes and emerging market needs. "It is time for our technical colleges to become hubs of innovation," he said.

Inclusivity was another major theme of the address. The President spoke passionately about the need to ensure that TEVET opportunities are accessible to girls, persons with disabilities, and youth from vulnerable backgrounds. He criticized the outdated stereotype that technical trades are male-only

President Dr. Lazarus Chakwera's Speech

His Excellency, Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi, reaffirmed his government's commitment to transforming Malawi through a robust Technical, Entrepreneurial

and Vocational Education and Training (TEVET) system. The President said this when He officially opened a two-day National TEVET conference that brought together key players in the sector to assess progress, confront challenges, and chart a course toward an industrialized Malawi in line with the Malawi 2063 vision.

domains and called for a cultural shift. "Gone are the days when technical trades were considered the domain of men alone. Girls, just like boys, have the ability to become mechanics, electricians, and more," he affirmed.

To support this inclusive vision, the government, through TEVETA, is implementing several bursary programs targeting young women in male-dominated trades, persons with disabilities, and youth from social cash transfer households. More than 6,000 youth—largely girls—are currently benefiting from fully funded scholarships. These efforts, the President said, are part of a broader strategy to

break the cycle of generational poverty by empowering the most disadvantaged youth with marketable skills.

He also used the occasion to rally support from parents and community leaders, urging them to encourage all youth especially girls and those from vulnerable groups to take up technical training. "Malawi's population is majority female. By excluding women from technical education, we are denying the majority a chance at economic empowerment," he warned.

In closing, His Excellency Chakwera, extended heartfelt appreciation to development

partners and the private sector for their continued support to the TEVET sector. He highlighted several key projects such as the World Bank-funded *Skills for a Vibrant Economy Project*, the EU-funded *Zantchito Project*, and the *Jobs for Youth Project* by the African Development Bank that are playing a pivotal role in transforming the landscape of vocational education in Malawi.

The President further reiterated that TEVET remains a critical tool for achieving inclusive development and industrial growth. "Together, through TEVET, we can make Malawi 2063 a reality," he declared.

Minister of Labour's Speech

The Minister of Labour, Honourable Peter Dimba, described the 2025 National TEVET Conference as a landmark moment in Malawi's journey toward economic transformation, applauding President Dr. Lazarus Chakwera for his continued leadership and commitment to empowering the youth.

The Minister expressed heartfelt appreciation to the President for gracing the occasion. "As the Ministry responsible for skills development in Malawi, we will forever cherish this landmark moment," he said.

The Minister highlighted several key milestones achieved in the TEVET sub-sector under President Chakwera's leadership:

- **Increased Enrollment:** The number of students admitted to technical colleges has steadily risen since 2021, marking a significant step toward broadening access to vocational training.
- **Infrastructure Development:**



Through the *Skills for a Vibrant Economy (SAVE)* Project, the government is investing billions of kwacha to expand infrastructure in 7 national technical colleges and 30 others. New classrooms, workshops, hostels, and modern equipment are being added alongside capacity-building for teachers.

- **Scholarship Support:** More than 6,000 young Malawians—especially those from vulnerable backgrounds—are currently benefiting from government-funded scholarships that cover tuition, examination fees, book allowances, and living expenses.
- **Recognition of Prior Learning (RPL):** The rollout of the RPL program is giving formal certification to individuals who have acquired technical skills informally or through work experience, enabling them to contribute meaningfully to the workforce.
- **Centers of Vocational Excellence:** In alignment with the government's Agriculture, Tourism, Mining, and Manufacturing (ATMM) Strategy, four specialized centers are being established with EU funding under the Zatchito Project to train youth

in strategic sectors.

- **National Productivity Support:** TEVETA has assumed the role of Malawi's *National Productivity Centre*, supporting over 1,200 enterprises in improving efficiency and competitiveness. Several of these enterprises showcased their results during the conference.

"These achievements reflect the unwavering support and strategic vision of your government, Your Excellency," Dimba said.

While acknowledging the significant progress, the Ministry also candidly addressed the challenges that still face the TEVET sector.

- **Low Access Relative to Youth Population:** Despite quadrupling student intake in recent years, the current access levels are still inadequate given Malawi's large and growing youth population. More investment in infrastructure is urgently needed.
- **Modernization of Equipment:** While strides have been made, many colleges still lag behind in keeping up with industry standards. Rapid technological change continues to demand ongoing updates to training tools and environments.

- **Shortage of Qualified Technical Instructors:** With the increasing number of students and institutions, Malawi urgently needs a dedicated technical teacher training college, a gap that continues to affect the quality of instruction.

Despite these issues, the Ministry remains optimistic. "Under your leadership, TEVET is on an upward trajectory. We remain committed, alongside all stakeholders, to building a skills development system that delivers relevant, high-quality training for the future of our economy," the Minister stated.

The Minister also extended deep appreciation to development partners, notably the World Bank, the European Union, and the African Development Bank, among others. "The progress we are celebrating today could not have been possible without their kind support. As we move forward, we humbly request that this support continues," said Dimba.

In closing remarks, the Minister reaffirmed the Ministry of Labour full support for the President's vision and pledged to work hand in hand with all stakeholders to make technical and vocational training more accessible, relevant, and transformative.

TEVETA Board Chairperson's Speech

TEVETA Board Chairperson, Pyoka Tembo has called upon stakeholders in the sector to strengthen their commitment to empowering Malawi's youth through technical and vocational education.

He expressed deep gratitude to the President for presiding over the event despite his tight schedule. "Your presence here today is a strong testament to your government's commitment to empowering the youth of Malawi with the skills they need to meaningfully participate in the socio-economic development of our country," he said.

The Board Chairperson highlighted the potential of Malawi's youthful population as a cornerstone for economic transformation. However, he also acknowledged the ongoing challenge of aligning this potential with the realities of the job market.

"Like many African countries, Malawi has yet to fully capitalize on this demographic dividend, largely because many young people lack the right skills to engage in productive economic activities," the Board Chairperson stated.

Against this backdrop, the conference served as a rallying platform for a collective effort to strengthen TEVET systems. Despite persistent challenges such as outdated infrastructure, limited resources, and a shortage of qualified instructors, the sector has made notable progress. Initiatives cited include:

- Expansion of technical college capacity to enroll more students;
- Increased investment in ICT to modernize learning and training delivery;
- Deployment of Mobile TEVET Vans and use of Master Crafts Persons to bring skills training to remote and underserved communities;
- Introduction of TEVET in non-traditional areas such as tour



guiding and climate-smart agriculture, aligned with the government's ATMM Strategy.

"These strides would not have been possible without the unwavering support of your government," the Board Chairperson acknowledged.

He further noted that Malawi's TEVET advancements are gaining international recognition. "We are frequently approached by neighboring countries who want to learn from our experiences," he said. "Just a few weeks ago, we hosted a delegation from TEVETA Zambia. Soon, we will welcome teams from Botswana and Namibia."

Looking ahead, the TEVET Authority reaffirmed its commitment to making the system more responsive and inclusive. Priority areas include:

- Regular review of training programs to match evolving industry needs;
- Development of future proof

skills training to prepare youth for emerging economic sectors in alignment with Malawi 2063 goals.

In closing, the Board Chairperson emphasized the importance of dismantling negative perceptions about TEVET. "Your Excellency, your presence sends a powerful message—challenging the notion that TEVET is only for those who have failed in formal education. It's about equipping Malawians for success."

He concluded by thanking the event's sponsors National Bank of Malawi, Ethanol Limited, Malawi Bureau of Standards, Illovo Sugar Company, CDH Bank, International Labour Organisation, World Relief Standard Bank, Malawi Energy Regulatory Authority, Portland Cement, Zantchito Project and World Vision Malawi whose support helped make the 2025 National TEVET Conference a success.

Speech by ECAM Chairperson

Employers across Malawi have reaffirmed their commitment to supporting skills development and technical training as a key driver of economic growth and job creation. Chairperson of the Employers' Consultative Association of Malawi (ECAM), Annie Chavula called for stronger public-private collaboration to transform the nation's workforce in line with Malawi 2063 aspirations.

Chavula expressed deep gratitude to the Ministry of Labour and the TEVET Authority (TEVETA) for organizing the conference, describing it as a crucial platform for employers to shape the direction of technical and vocational education in the country.

"The theme of this year's conference, *'Enhancing Skills Development for Economic Transformation Towards Malawi 2063'*, could not be more relevant," she stated. "We recognize that skills are the cornerstone of economic development and that a well-trained workforce is vital for achieving Malawi's industrialization and job creation goals."

Chavula emphasized that globally, countries that have prioritized technical and vocational education have achieved significant industrial and economic growth and Malawi must do the same. She urged for bold steps to ensure that TEVET programs in Malawi are closely aligned with industry demands.

"ECAM has been at the forefront of advocating for demand-driven training. We continue to work with industries to identify skills gaps that hinder productivity and competitiveness," she said, adding that TEVET must evolve in response to technological advancements and changing market needs.



Employers reaffirmed their support through active participation in curriculum development, offering apprenticeship and industrial attachment opportunities, paying the TEVET levy, and contributing to student assessment and program evaluation.

"We commend TEVETA for ongoing efforts to involve industry players in reviewing training programs, and we urge all stakeholders to enhance this collaboration," she added.

ECAM also used the platform to appeal to government for continued investment in modernizing technical colleges. The employers urged for expanded training in emerging

fields such as renewable energy, ICT, advanced manufacturing, and mining.

"The recent introduction of mining-related courses at Ngara Technical College is a commendable step in diversifying our national skills base," the ECAM Chairperson noted.

Alongside industrial skills, the employers stressed the need to promote entrepreneurship as a viable path for young people. Many graduates, they argued, have the potential to create jobs rather than simply seek employment but lack access to funding and business management training.

"We call for increased investment in entrepreneurship training and access to finance, so that TEVET graduates can create their own employment opportunities," Chavula said.

The ECAM chairperson also addressed lingering negative perceptions surrounding technical and vocational education, calling for a national mindset shift.

"TEVET should be seen as a first-choice career pathway, not a fallback. We urge policymakers, educators, and industry leaders to continue championing the value of technical skills in our economy," she urged.

In conclusion, ECAM pledged continued support for government and training institutions to build a skilled, innovative, and resilient workforce that aligns with the nation's development blueprint.

"As employers, we are ready to support the government in ensuring that our young people receive the quality skills needed to help Malawi achieve its dream of becoming an inclusively wealthy and self-reliant nation," she concluded.

Progress Highlights from the 2023 National TEVET Conference Communique

TEVETA's Director of Quality Assurance, Patrick Smythes Mputeni provided an update on the implementation of key recommendations from the 1st National TEVET Conference (held April 20-21, 2023)

Key Progress Highlights:

- **Integration with Education System:** Discussions are ongoing to incorporate TEVET into Basic and Secondary Education.
 - **Curriculum Development:** TEVETA has developed 15 new competency-based curricula in various sectors, with an additional 10 under development. The goal is to develop 50 curricula by June 2025.
 - **Green Skills Integration:** Curricula are now integrating green skills, with 10 curricula updated by 2024 to include solar energy, e-waste management, and sustainable agriculture.
 - **Digital Skills:** 10 existing curricula have been updated to include digital skills, such as computer literacy and e-commerce.
 - **International Partnerships:** TEVETA has signed Memoranda of Understanding (MOUs) with several international organizations and countries (e.g., Chinese Embassy, Rwanda Polytechnic, Zambia, Zimbabwe, Namibia) to enhance TEVET collaboration.
 - **Teacher Training:**
 - **In-Service Training:** 50 TEVET instructors have been trained in pedagogy and subject matter, with an additional 50 targeted for training by June 2025.
 - **Pre-Service Training:** TEVETA is collaborating with the Ministry of Education to establish a TEVET Teacher Training College.
 - **Infrastructure & Equipment:** TEVETA is procuring tools and equipment for Technical Colleges using the TEVET Levy and other funds.
 - **TEVET Authority Autonomy:** The TEVET Authority has gained full autonomy from the Ministry of Labour since July 2023, allowing for faster decision-making.
 - **TEVET Levy Compliance:** TEVETA has improved compliance in collecting the TEVET Levy, including penalties for non-compliant companies. Collections increased to MWK25 billion in 2024 from MWK17 billion in 2023.
 - **Apprenticeship & Internships:** TEVETA launched a new internship policy in 2024, aiming for 100% placement of TEVET students by 2025.
 - **Recognition of Prior Learning (RPL):** RPL commenced in 2023 with pilot programs in Bricklaying and Fabrication & Welding, awarding Certificates of Competence to 79 skilled artisans by 2024.
 - **TEVET Awarding Body:** Discussions are underway regarding the establishment of a TEVET Awarding Body, with proposals to establish a directorate at MANEB (Malawi National Examinations Board) to handle TEVET Assessments.
- The Ministry of Labour and TEVET Authority expressed gratitude for stakeholder support and reaffirmed their commitment to promoting and regulating skills development in Malawi to achieve national development goals.

Summarised Presentations

A) Keynote Presentation: Aligning TEVET with Malawi's Industrialisation Strategy

Delivered by: Prof. Address Malata, Vice Chancellor - Malawi University of Science and Technology (MUST)

Executive Summary

Prof. Malata underscored the urgency of aligning Technical, Entrepreneurial, and Vocational Education and Training (TEVET) with Malawi's development goals, including Agenda 2063, the UN Sustainable Development Goals (SDGs), and Malawi 2063. She stressed that TEVET must evolve to support industrialisation, innovation, and inclusive economic growth.

Bridging TEVET and Industrialisation

The presentation highlighted critical intersections between TEVET and science, technology, and innovation (under STISA – Science, Technology and Innovation Strategy for Africa). These include:

- Hands-on skills paired with cutting-edge research
- Job creation through innovation and entrepreneurship
- Green energy and smart agriculture for sustainable development
- Enhanced industry-academia collaboration

Challenges Facing TEVET in Africa

Low overall enrolment, especially among women and persons with disabilities

- Persistent gender and cultural biases
- Underfunded institutions with limited infrastructure and tools
- Weak linkages between training and market demands
- Inadequate recognition of non-formal or prior learning



Malawi's Path Forward

Malawi's Industrialisation Strategy aims to transform the economy through job creation, value addition, and skills development. Aligning TEVET with this strategy is crucial, though challenges persist — including funding gaps, outdated curricula, and weak industry involvement.

Opportunities

- Industry-based learning models
- Digitisation of training and tools
- Youth-centred programmes like *Zantchito Skills for Jobs*

- Strengthened public-private partnerships

The Future of TEVET: Prof. Malata's "Big 5"

To ensure relevance and impact, Prof. Malata called for:

1. Strategic Partnerships across academia, industry, and government
2. Curriculum Overhaul in line with market needs
3. Gender Inclusion and accessibility
4. Technology Integration into skills training
5. Sustainability Focus for long-term economic resilience

Quality Assurance and Standards in TEVET

Presented by: Assoc. Prof. Chomora Mikeka
Position: Director of Science, Technology and Innovation, Ministry of Labour, Zambia

Executive Summary

Assoc. Prof. Mikeka emphasized the critical role of quality assurance and standards in strengthening Malawi's Technical, Entrepreneurial, and Vocational Education and Training (TEVET) sector. He called for a harmonized, inclusive, and technology-driven approach that prepares a resilient workforce aligned with both national and global development goals.

Key Messages

- Quality assurance builds trust: A robust system ensures that training programs are responsive to learner needs, industry demands, and emerging global trends.
- Challenges persist: Across Africa, TEVET faces significant hurdles—underfunding, limited infrastructure, weak quality systems, and low inclusivity

(especially for women and vulnerable groups).

- The solution: Strong systems and collaboration:
 - Member States must invest in well-structured quality frameworks, covering curriculum, assessment, certification, and infrastructure.
 - Digitalisation should be embraced to automate TVET processes—enabling efficient delivery, monitoring, and evaluation.
 - Collaboration across countries is key—sharing toolkits, standards, online courses, and sector expertise can lift the region collectively.

Policy Foundations and Strategic Instruments

Prof. Mikeka referenced existing instruments supporting quality in Malawi's TEVET landscape, including:

- TEVET Act (1999)
- TEVET Qualification Framework (2004)
- TEVET Policy (2013)
- TEVET Standards (2022)
- TEVET Strategic Plan (2024–2030)
- AU TVET Strategy (2025–2034)

- UNESCO's STEP Policy Brief on inclusion (2018)

Recommendations

- Develop occupation-specific standards that guide assessment, recognition of prior learning, and certifications.
- Set up regional centres of excellence for quality curriculum development and state-of-the-art training delivery.
- Encourage industry and private sector engagement in curriculum design and delivery.
- Prioritise inclusion—ensure that women and marginalised groups can access and succeed in TEVET.

Closing Reflection

Through insightful examples and references, including biblical and futuristic analogies (e.g., Tesla's Robotaxi), Prof. Mikeka painted a vivid picture of a TEVET system that can transform lives if anchored in standards, inclusivity, and innovation.

“A skilled, adaptable, and innovative workforce begins with quality education — and TEVET must lead the way.”

Assessment of the TEVET Eco system in Malawi

Presented by: Ahmed El-Ashmawi, Zantchito- Zantchito Skills for Jobs Project Team leader

The assessment's objectives were to understand the current status of the TEVET sector and guide reforms, align skills with Malawi's national development agenda (MW2063/ATMM), encourage stakeholder engagement, influence Zantchito project activities, and serve as a monitoring tool for TEVET reform. The methodology followed the European Training Foundation's (ETF) Torino Process Report,

including desk reviews, data collection, one-on-one meetings, focus groups, and stakeholder consultations.

Key Findings Highlight Skill Mismatches and Systemic Issues

The assessment revealed several critical findings contributing to skills mismatches in Malawi's labor market:

- Limited and uncomprehensive TEVET statistics and Labour Market Information Systems (LMIS).
- Low labor market participation rate.
- Quality and relevance issues

in TEVET leading to both quantitative and qualitative skills mismatches.

- High dropout rates and low transition rates within TEVET programs.
- Very low enrollment of persons with disabilities (PWD) in formal TEVET
- A lack of institutions dedicated to training TEVET teachers.
- Weak coordination at the governance level.
- Underfinancing of the TEVET sector.

Recommendations for a Stronger TEVET System

Policy Level Recommendations:

- Fast-track the approval of the reviewed TEVET Policy and Act to enhance governance and management.
- Introduce TEVET at the secondary level for students aged 15 or 16.
- Conduct in-depth analysis of TEVET financing to enhance funding, including management of the TEVET Levy, subsidies, bursaries, and diversification of funding sources.
- Institutionalize employer engagement in TEVET through Sector Skills Councils (SSCs).
- Enhance the autonomy of Public Technical Colleges, granting their Boards of Governance adequate powers over administration, finance, and income-generation.
- Review admission processes for a unified system to increase enrollment and re-integrate students, ensuring no one is left behind.
- Review policies to promote access for special social groups, women, and PWD, combined with employer-driven program development for attractive job prospects.
- Align TEVET, Youth, and Gender policies and strategies through high-level coordination among

relevant ministries.

- Introduce an independent quality assurance and accreditation body for the TEVET system.

Management Recommendations: Level

- Adopt Active Labour Market Policies (ALMP) such as guidance and counseling at all education levels.
- Revive the Malawi Labour Market Information System (LMIS) to enable evidence-based programming and responsiveness to labor market needs.
- Review the organizational structure and capacity of the Directorate of Technical and Vocational Education (DTVT) within the Ministry of Labour.
- Ensure labor market needs assessments drive program development and capacity planning.
- Establish an International Development Partners' Coordination Committee for TEVET to coordinate budgeting and resource mobilization.
- Activate the TEVET Information Management System (TIMS) for data collection and analysis across all levels.
- Institutionalize national tracer studies, ideally within the LMIS,

at national, regional, or district levels.

Provision Level Recommendations:

- Accelerate efforts to develop Level 4 (technician level) programs, crucial for Malawi's MW2063 aspirations.
- Support Continuous Professional Development (CPD) for teachers through a well-designed TEVET Teachers' Development and Promotion Programme by TEVETA
- Implement a fully operational and affordable Recognition of Prior Learning (RPL) system to integrate individuals who have previously dropped out of school.
- Begin recruiting teachers and trainers for the newly established Sectoral CoVEs to deliver new curricula.
- Review attachment frameworks to ensure quality and equity, as work-based learning compensates for inadequate learning environments and limited resources.
- Periodically review and update formal and non-formal TEVET entrepreneurship programs.
- Review and update the National curricula development framework for TEVET to integrate digital and green skills.

Boosting Malawi's Productivity: A Key to Sustainable Growth

Presented by: Cyprian Mayamba, President of the Pan African Productivity Association (PAPA)

Executive Summary

The presentation emphasized the crucial role of productivity in enhancing the competitiveness and sustainability of Malawi's enterprises. It highlighted that productivity is more than just efficiency; it's a "state of mind" – a continuous determination to improve.

Despite Malawi's labor productivity showing a slight

increase from Int. \$2 in 2023 to Int. \$2.8 in 2024, it still lags significantly behind regional counterparts like Botswana (Int. \$23.8) and South Africa (Int. \$21.6). Malawi's global competitiveness ranking was 128th out of 137 countries in 2024, hindered by factors such as inadequate infrastructure, limited resource access, and high reliance on agriculture.

To address these challenges and accelerate progress towards Malawi 2063, Mayamba stressed the need for:

- **Policy Coordination and Alignment:** Essential for sustainable and inclusive productivity growth.

- **Strong National Productivity Organizations:** To build knowledge, skills, and attitudes for economic transformation.
- **Enterprise-level Productivity Improvement:** Adopting techniques that focus on the customer, ensure worker participation, and foster continuous improvement.

Mayamba concluded by asserting that productivity is "the missing piece of the puzzle for Africa to realise its full potential." PAPA remains committed to its role in helping Malawi achieve full and productive employment.

Unlocking Entrepreneurial Potential: Funding Startups in Malawi

Presented by: Graham Chipande, Standard Bank Head of Business and Commercial Banking

Executive Summary

The presentation highlighted the critical role of startups in Malawi's economy and the challenges they face in securing funding, particularly for TEVET (Technical, Entrepreneurial, and Vocational Education and Training) graduates.

Why Startups Matter: Small and Medium-sized Enterprises (SMEs) are vital to Malawi, serving as the main source of income for over 70% of the population and creating up to 1 million jobs. In 2024, Malawian SMEs generated over 5,000 new jobs despite economic challenges, and startups have driven innovation in fintech, healthcare, and clean energy.

The Funding Landscape: Despite their significance, 60% of Micro, Small, and Medium Enterprises (MSMEs) are excluded from

the formal financial sector. A staggering 44% of startups attribute business failure to a lack of funding, and 98% of MSMEs are not officially registered, complicating access to formal financing. Consequently, 29% of MSMEs depend on informal, often expensive or limited, funding sources, and only 17% maintain financial records for bank loans.

Common startup sectors in Malawi include:

- Agriculture & Agribusiness (30% of registered SMEs)
- Retail & Wholesale (23%)
- Manufacturing (7%)
- Services (Tech, IT) (5%)
- Construction & Real Estate (8%)
- Transport & Logistics (4%)
- Hospitality & Tourism (5%)
- Health & Wellness (3%)
- Education & Training (2%)

Challenges for TEVET Graduates and Financiers:

TEVET graduates, often starting SMEs in agriculture, manufacturing, and construction, face similar financing hurdles, including limited access to credit and high-interest rates due to perceived risks and lack of collateral. Many graduates lack credit history or collateral,

increasing loan default risks. Poor financial literacy also leads to weak cash flow management, and unregistered businesses struggle with compliance.

Opportunities for Financiers: The presentation outlined several opportunities for financial institutions to engage with startups:

- **Sector-Based Financing:** Prioritizing high-potential industries like agribusiness, tech, and renewable energy.
- **Partnerships:** Collaborating with government and development agencies.
- **Credit Guarantees & Tailored Loan Products:** Offering flexible repayment terms and revenue-based financing.
- **Financial Literacy & Advisory Services:** Helping startups build strong financial management skills.
- **Technology & Digital Lending:** Utilizing fintech for improved credit assessment.

The presentation concluded with a call to action, emphasizing that "Funding startups is not just a risk, but a long-term investment in Malawi's future."

Enhancing Graduate Employability in Agricultural TEVET

Presented by: Justine Kimena, Technical Education, Vocational, and Entrepreneurship Training Authority (TEVETA) Zambia

Justine Kimena presented insights from a pilot graduate tracer study focused on enhancing employability in Agricultural TEVET. The study aimed to assess the employability of General Agriculture TEVET graduates from 2021-2023, evaluate the relevance of TEVET programs to the labor market, provide feedback for curriculum development, and establish a framework for future tracer studies. It aligns with Zambia's Vision 2030 and the 8th National Development Plan, acknowledging the limited existing data on TEVET graduate employability.

Key Findings:

- **Employment Challenges:** Many TEVET graduates struggle with employment.
- **Skills Mismatch:** There's a skills mismatch between TEVET training and industry needs.
- **Self-Employment Barriers:** While self-employment is an alternative, it faces significant barriers.
- **Gender Disparities:** The study identified persistent gender disparities in employability and wages.

Recommendations for Improved Employability:

The presentation offered several recommendations to enhance the employability of agricultural TEVET graduates:

- **Curriculum Updates:** Update curricula to include mechanized farming and business skills.

- **Stronger Partnerships:** Strengthen partnerships between TEVET institutions and industry.
- **Improved Access:** Enhance access to modern equipment and practical training.
- **Gender Equality Policies:** Implement policies promoting gender equality in employment opportunities.
- **Entrepreneurship Support:** Provide financial support and mentorship for self-employed graduates.

In conclusion, despite receiving relevant training, TEVET graduates face employment challenges, with persistent gender disparities in wages and job opportunities. Improving training relevance, fostering industry partnerships, and enhancing entrepreneurship support are crucial for addressing these issues.

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

Presented by: Tamandani Chikoko, Senior Training Programmes Specialist at TEVETA

Tamandani Chikoko, presented on the crucial role of financial support and a conducive training environment in increasing the participation of females and people living with disabilities (PWDs) in TEVET in Malawi.

Challenges to Inclusivity: Despite efforts, women and PWDs remain significantly underrepresented in TEVET, making up less than 30% of total enrollment. Women are often concentrated in traditionally female-dominated trades like tailoring and fashion design. Key barriers include:

- **Cultural and Stereotypical**

Beliefs: Limiting perceptions about roles for women and PWDs.

- **Lack of Financial Support:** Insufficient bursaries and scholarships.
- **Unsuitable Infrastructure:** Inaccessible facilities and lack of assistive devices.
- **Low Enrollment and Retention:** Despite government subsidies and support from partners.
- **Limited Awareness:** Lack of information on available programs and opportunities for PWDs.

Addressing the Gaps - Key Findings and Recommendations:

The study highlighted the need for targeted interventions. A financial support model (scholarships, grants) and a supportive training environment (inclusive infrastructure, accessible learning materials, trained instructors) are critical for enhancing participation.

Recommendations for improving inclusivity include:

- **Increased Financial Support:** Ensure sufficient and timely bursaries for women and PWDs.
- **Inclusive Infrastructure:** Provide accessible facilities and adaptive tools.
- **Specialized Instructor Training:** Equip instructors with skills to teach diverse learners.
- **Awareness Campaigns:** Promote TEVET opportunities, especially in non-traditional fields, and offer career guidance.
- **Eliminate Application Fees:** Remove recruitment application fees for PWDs.
- **Collaborative Outreach:** TEVET sector should work with the Ministry of Education, Gender, MACODA, and FEDOMA to reach out to PWDs with its programs.

The presentation underscored that addressing these challenges is vital for TEVET to truly drive economic transformation and enhance employability and productivity for all Malawians.

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

Presented by: Levis Msonthe, from the Malawi University of Business and Applied Sciences (MUBAS)

A presentation by Levis Msonthe, highlighted crucial gaps between institutions of higher learning and public technical colleges within Malawi's Technical, Entrepreneurial, and Vocational Education and Training (TEVET) system.

The Challenge: Malawi has a young population, with over 51% under 18, and youth unemployment is a significant issue. While the Malawi 2063 vision places youth at the center of economic growth, there are disjoints in the education and training sector, despite existing policies like the TEVET Policy and Act of 1999.

The study, which included MUBAS and four public technical colleges, revealed:

- **Academic vs. Practical Divide:** Technical colleges are strong in practical skills and industry readiness, while universities like MUBAS offer more theoretical knowledge. However, there's a need for MUBAS to improve

hands-on training and for technical colleges to update their theoretical foundations.

- **Curriculum and Resource Disparities:** Both types of institutions need new and modern equipment. While MUBAS recently reviewed its curriculum, disparities still exist.
- **Lack of Integration:** Limited integration between the TEVET Act and the Education Act hinders a seamless educational pathway for students.

Recommendations for a Unified TEVET System:

The presentation proposed several recommendations to bridge these

gaps and create a more cohesive and effective TEVET system:

- **Policy Reforms:** Implement policies that promote collaboration between higher learning institutions (like MUBAS), TEVETA, technical colleges, and industry partners.
- **Industry Partnership Framework:** Develop a framework to ensure a continuous flow of relevant knowledge, skills, practices, and opportunities between the TEVET system and industry.

- **Instructor Training:** Invest in training programs for instructors across all institutions.
- **Balance of Theory and Practice:** Both universities and public technical colleges need to strike a better balance between theoretical knowledge and practical application.
- **Future Theoretical Frameworks:** Develop frameworks that integrate technical education with labor market needs across all education levels.

In conclusion, aligning competencies and standards between universities and public technical colleges is critical for creating a high-quality, relevant, and responsive TEVET system that contributes to Malawi's MW2063 vision. The presenter emphasized, "Innovation and skills development are the engines of progress. Let us empower our workforce with the right tools, knowledge, and mindset to shape a sustainable and prosperous future."

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

Presented by: Diverson Mtalika, Senior Registration and Accreditation Specialist TEVETA

The presentation highlighted the importance of entrepreneurship for TEVET graduates and explored factors influencing their self-efficacy.

The Challenge and Objectives: Despite entrepreneurship education being a core component of Malawi's TEVET (Technical, Entrepreneurial, and Vocational Education and Training) system since 1999, engagement in entrepreneurial activities among graduates has been unsatisfactory according to past studies (2009 Malawi Labour Survey, 2020 Malawi TEVET Graduate Tracer Study). This study aimed to bridge the knowledge gap by:

- Identifying differences in entrepreneurial self-efficacy between students in male-dominated and female-

dominated programs.

- Determining if there's a statistically significant difference in entrepreneurial self-efficacy between male and female students.
- Exploring the correlation between entrepreneurial self-efficacy levels and engagement in entrepreneurial activities.

Key Findings: The study found a “high efficacy” rating (average score of 3.10) for male-dominated programs, while female-dominated programs showed a “moderate efficacy” rating (average score of 2.66). This suggests a gender gap in entrepreneurial self-efficacy, with male students generally exhibiting higher levels.

Recommendations for Boosting Entrepreneurial Self-Efficacy: To encourage more TEVET graduates, especially females, to pursue entrepreneurship, Mtalika recommended:

- **Role Modeling:** Promote successful entrepreneurs as role models to inspire female students and build their self-efficacy while they are still in

college.

- **In-College Business Support:** Develop deliberate programs to provide resources and support for students to establish business ventures even before they graduate.
- **Mentorship Programs:** Training institutions should introduce mentorship programs that connect students with practicing entrepreneurs for guidance and real-world insights.
- **Assess Trainer Efficacy:** Assess the entrepreneurial self-efficacy of TEVET trainers themselves and their level of engagement in entrepreneurship to ensure they can effectively inspire and guide students.

The presentation underscored that fostering entrepreneurial self-efficacy is vital for TEVET graduates to contribute effectively to Malawi's economic development through self-employment and business creation.

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

Presented by Dr. Yotam Moyo. Other authors: Mr. Goodluck Kayange, Mr. George Maneya, and Dr. James Mpunga

A presentation by Dr. Yotam Moyo and colleagues highlighted the critical safety, health, and environmental implications of small-scale mining in the country. The presentation underscored that while mining is a priority under Malawi Vision 2063's industrialization agenda, the sector, largely dominated by informal Artisanal and Small-Scale Miners (ASMs), faces significant challenges.

Key Challenges Identified: ASMs often operate with limited knowledge and skills, inadequate equipment, and face exploitation and harassment. They are at a higher risk of contracting diseases like tuberculosis (TB) and silicosis, and suffering from musculoskeletal disorders. General safety concerns, coupled

with operational challenges and limited regulation and oversight, worsen the situation, particularly among ASMs. Malawi aims to formalize ASMs and align them with Technical, Entrepreneurial, and Vocational Education and Training (TEVET) programs.

Recommendations for a Safer and Healthier Mining Sector: To address these pressing issues, the presentation offered several recommendations:

- **Capacity Building:** There's an urgent need for enhanced training and skills development for ASMs in areas such as occupational safety and health (OSH), environmental management, and sustainable mining practices.
- **Regulatory Frameworks:** Strengthen and enforce regulations to formalize the ASM sector, ensuring adherence to safety, health, and environmental standards.
- **Access to Appropriate Technology:** Facilitate access to suitable mining equipment and personal protective

equipment (PPE) to improve operational safety and efficiency.

- **Health Surveillance:** Implement robust health surveillance programs for miners, including regular medical examinations and early detection of occupational diseases.
- **Environmental Management:** Promote sustainable mining practices to minimize environmental degradation, including responsible waste management and land rehabilitation.
- **Collaboration and Partnerships:** Foster stronger collaboration among government agencies, industry stakeholders, and training institutions to develop and implement comprehensive solutions for the ASM sector.

The presentation emphasized that creating a safer, healthier, and more environmentally responsible small-scale mining sector is crucial for Malawi's sustainable development.

Awards

Awardee 1:

Christopher Chikawoneka- in Defying All Odds to pursue skills training.



1. **A** dynamic 33-year-old from Dedza district who is truly laying the groundwork for a prosperous future in Malawi!
2. He is a proud alumnus of Salima Technical College, where he honed his skills in Bricklaying from 2017 to 2020. Since graduating, he has been instrumental in a range of impactful construction projects across Dedza and Lilongwe. His impressive portfolio includes building essential classroom blocks at Chimwangu and Chivule primary schools in Dedza, constructing Child Development Centers at Njonja Living Waters Church, and contributing to new classroom facilities at Chikuyu Primary School.
3. Currently, he is showcasing his leadership and expertise as a Site Foreman at Mlodza Secondary School. Here, he is overseeing the construction of a vital ICT Lab, a project under the Malawi Communications Regulatory Authority (MACRA) – a testament to his growing reputation and capabilities.
4. But his ambition doesn't stop there. He dreams of establishing his own construction company, not just for personal success, but with a clear vision to create employment opportunities for fellow Malawians. That dream is already taking concrete shape as he has successfully registered his company with the Registrar General and the Malawi Revenue Authority and is now just awaiting final approval from the National Construction Industry Council to become a fully registered contractor.
5. He is a shining example of how dedication, vocational training, and entrepreneurial spirit can transform lives and build communities. We look forward to seeing his company flourish and contribute significantly to Malawi's development.

Awardee 2:

Illovo Malawi- in dedication to TEVET and general welfare of apprentices.



1. Illovo Sugar Malawi plc, believes in investing in the potential of Malawi's workforce, and its commitment to skills development shines brightly through impactful initiatives in TEVET.
2. Between 2022 and 2025, Illovo proudly provided over 700 invaluable internships for college students. These hands-on opportunities are critical in bridging the gap between academia and industry, equipping young Malawians with practical experience and vital industry exposure that sets them on a path to success.
3. Illovo's dedication extends to its existing team, with over 290 employees currently upgrading their skills and working towards obtaining recognized TEVET qualifications. This commitment to continuous professional development ensures its workforce remains highly skilled and adaptable.
4. Furthermore, Illovo is nurturing the next generation of technical talent through its robust Illovo Apprenticeship Program, which currently supports 40 promising school leavers. These apprentices are actively pursuing various technical trades, gaining the specialized knowledge and practical skills essential for Malawi's industrial growth.
5. Beyond its direct programs, Illovo generously opens its facilities for educational purposes, benefiting over 200 students by providing them with access to real-world operational environments.

Awardee 3 :

Karonga District Hospital- Most Improved Organization in the Public Sector under TEVET Productivity Enhancement Programme.



- The journey to this recognition began with a vital collaboration between TEVETA and the Karonga District Council through the innovative Productivity Enhancement Programme. This working partnership has quickly proven to be invaluable, fostering a synergy that benefits both organizations and the community they serve.
- This successful partnership is an ongoing commitment, building on earlier engagements such as the apprenticeship program attachments and the implementation of informal training initiatives. The dedication to nurturing talent and enhancing skills is
- clearly embedded within their operations.
- A key driver behind this success is the strong leadership of the District Commissioner, who has championed the Productivity Enhancement Programme – a continuous improvement concept – across all levels of the council. This top-down commitment ensures that a culture of excellence permeates every department.
- Significant strides have been made across the four targeted sectors identified during the initial needs assessment: Administration, Waste Management, Revenue Generation, and the Directorate of Health.
- All these sectors have now actively embraced Continuous Improvement practices. The fact that all sector heads attended an induction for Productivity Principles clearly demonstrates the council's profound commitment to leading the public sector in adopting a robust productivity culture.
- Karonga District Hospital and the Karonga District Council are truly setting a new standard, showcasing how strategic partnerships and a dedication to continuous improvement can lead to outstanding results in public service delivery. Congratulations to them on this well-deserved recognition!

Conference Pictures

They say a picture tells a thousand stories, any story



Miracle Technical Institute demonstrating to His Excellency the usage of an incubator they developed



Informing and entertaining participants during the conference



His Excellency with TEVETA Apprentices



One of the Sponsors, Portland Cement Ltd.



A cross section of participants



Zantchito Project Team Leader presenting

Torial Highlights

ories from our 2025 National TEVET conference



obants - Chindime and Phungwako
conference



A panel discussion underway



Portland cement Ltd showcasing their
products



A beneficiary of TEVETA's Productivity Enhancement Programme,
House of Stitches, displaying their products



Associate Prof. Ahmed El-Ashmawi making a
presentation



Associate Prof. Chomora Mikeka making his presentation

Summary of the 2025 National TEVET Conference Communique

The esteemed presence of His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi, underscored the national importance of the event. Over 500 participants, representing a diverse array of stakeholders including Government Ministries, Departments and Agencies (MDAs), academia, development partners, employers, TEVET service providers, apprentices, private companies, local and international organizations, researchers, and traditional leaders, converged at the Bingu International Convention Centre in Lilongwe for this landmark gathering.

The core objective of the conference was to elevate excellence in skills development, thereby fostering higher levels of productivity within Malawian industry and stimulating economic growth, in alignment with current government policies and the ambitious Malawi 2063 vision.

Discussions were meticulously organized around four critical themes, ensuring a holistic approach to addressing the sector's needs:

- **Quality of TEVET for industrialization**
- **Quality assurance and standards in skills development**
- **Access to TEVET for inclusive wealth creation**
- **Productivity enhancement for robust private and public sectors**

The conference acknowledged several pressing challenges within the TEVET sector, including low enrollment rates, particularly among females and persons with disabilities, limited investment in training and infrastructure, outdated curricula, and insufficient collaboration with industry. His Excellency Dr. Lazarus McCarthy Chakwera emphasized the indispensable role of a skilled population as a catalyst for sustainable socio-economic development, highlighting TEVET's importance in achieving economic independence and stressing the need for prudent resource utilization within the sector.

Key Recommendations for a Transformed TEVET Landscape:

The communiqué put forth a robust set of recommendations to propel the TEVET sector forward:

- **Policy and Governance:**
 - Review TEVET curriculum and standards to align with national, regional, and global priorities such as the ATMM strategy, MW2063, AU/STISA, and SDGs.
 - Expedite the approval of the reviewed TEVET policy and Act.
 - Strengthen quality assurance and accreditation to enhance standards and accountability across the TEVET system, including the informal sector.
 - Expedite the development of a national

productivity policy.

- **Curriculum, Training, and Quality:**
 - Develop capacity development programs for TEVET instructors in testing, measurement, and evaluation.
 - Finalize the National Qualification Framework.
 - Promote collaboration in training delivery and Research and Development between TEVET and Higher Education institutions.
 - Expedite the establishment of sector skills councils to foster greater collaboration between TEVET Institutions and industry players.
 - Introduce hybrid apprenticeship programs, including Open and Distance e-Learning (ODEL).
 - Conduct detailed item analysis to facilitate credible qualifications and improve the employability of TEVET graduates.
- **Access, Inclusivity, and Entrepreneurship:**
 - Enhance collaboration with financial institutions to provide tailored loan products for TEVET graduates.
 - Develop retention policies specifically designed to meet the needs of persons with disabilities.
 - Fast-track the implementation of Recognition of Prior Learning (RPL) to facilitate the reintegration of a larger proportion of the population and enhance their access to skills certification and employment opportunities.
 - Expand Occupational Health Services for informal sector workers, including Artisanal and Small-scale Miners, through coordinated interventions.
 - Promote an entrepreneurial mindset and financial literacy among apprentices to increase job creation.

The conference organizers expressed profound gratitude to His Excellency Dr. Lazarus McCarthy Chakwera, the Minister of Labour, Honourable Peter Dimba, MP, and all government officials for their esteemed presence and contributions. Appreciation was also extended to the TEVET Authority Board Chairperson, Mr. Pyoka Tembo, and the entire Board of Directors, Principal Secretary for Labour, Mrs. Chikondano Mussa, Principal Secretary for Administration in the Office of the President and Cabinet, Members of Parliament, the President of the Pan African Productivity Association (PAPA), Mr. Cyprian Mayamba, Development Partners, Private Sector Executives, Non-Governmental Organizations, Traditional Leaders, guest speakers, presenters, and all participants.

The communiqué, presented by Modesto Gomani, Chairperson of the Organising Committee, signifies a collective commitment to transforming Malawi's TEVET sector into a dynamic force for national development and prosperity.

Turning Skills into Success: TEVET Stories That Bring Conference Resolutions to Life

At the 2025 National TEVET Conference stakeholders urged TEVETA to mainstream practical skills across the education system, strengthen entrepreneurship pathways for graduates, and ensure inclusive access—especially for youth and women—so that “no talent is left behind.”

Now, in this section, we showcase the proof: real people translating those recommendations into reality. Each success story you are about to read features an ordinary Malawian who got skills training and used it to establish a business, create jobs, and fuel local prosperity. This is exactly the kind of impact delegates envisioned when they called for skills that match market demand and drive Malawi 2063 ambitions.

Dive in and see how conference ideals are already paying dividends on the ground!

Samuel’s Welding Machine Lights His Way to Success”

Meet Samuel Kanyolowanda, a 29-year-old welder, based in Mchinji, who is making strides in his business and living his dream.

His journey to success began in 2018 when he was selected to pursue fabrication and welding training at Salima Technical College.

“I walked through the corridors of that college and came out with skills. I am proud to say I am a TEVET graduate,” Samuel says.

However, his path was not without obstacles.

“I faced several challenges, including a lack of school resources. But that didn’t stop me from pursuing my goal of becoming a professional welder,” he states.

After completing his training in 2022, Samuel established his own company, which produces high-quality metal





products such as door frames, window frames, and gates.

“I’m obsessed with different types of metal. Give me a piece of metal, and I’ll work magic with it,” Samuel brags.

He secured a loan from the National Economic Empowerment Fund (NEEF) to expand his business and acquire modern machinery.

He used his TEVETA certificate as collateral, thanks to a special arrangement between the TEVET Authority and NEEF. The agreement comes in



Some of the works by Kanyolowanda

realisation that many young graduates lack traditional collateral, to obtain loans.

Samuel now encourages fellow youth to consider Technical, Entrepreneurial, and Vocational Education and Training (TEVET) as a reliable path to economic

empowerment.

“Many young people are out there searching for opportunities. TEVET is one of those opportunities—it opens doors to financial independence,” he concluded.

'Disability Doesn't Define Me'

Christopher's triumph over adversity



Chikawoneka at work

Disability is not inability, says Christopher Chikawoneka. His story stands as a powerful testament to resilience, determination and the transformative impact of Technical, Entrepreneurial, and Vocational Education and Training (TEVET).

Born with one arm, Christopher faced doubt and stereotypes from an early age, but his unwavering tenacity and

passion for construction drove him to triumph over adversity.

Through TEVET, he not only mastered the dos and don'ts of bricklaying but also innovative techniques to excel in the trade.

Today, Christopher is a thriving professional, winning contracts, leading construction projects, and inspiring others with his remarkable journey. His

strides prove that true success is defined by a vision, skills, perseverance and transformative action.

Christopher was trained at Salima Technical College. He considered bricklaying physically demanding, but his passion for construction propelled him to success in his favourite course.

The physical demands of bricklaying required innovative approaches to

accommodate his special needs.

At first, some of his peers advised Christopher to consider switching to another trade that would not require use of both hands, but he remained unmoved. With his instructors' guidance and supportive peers' assistance, he learned new techniques to perform tasks with one hand.

Even though Christopher excelled in his training, getting a space for attachments proved difficult, as most employers highly doubted his abilities.

Again, he remained steadfast in search of openings to acquire hands-on experience until Plams Construction Limited took him on board.

Christopher was soon promoted to a supervisory role after his boss recognised his unique skill, passion and talent in construction. The company confirmed him as a permanent employee immediately after completing the training.

"After graduating, I hit the ground running and started winning contracts for various projects, including building classroom blocks for two different schools in Dedza and working as a foreman," he said.



Chikawoneka receiving an award from HE Chakwera for defying all the odds

Christopher also built a child development centre in Dedza. Currently, he is working as a foreman at Mlodza Community Day Secondary School in Lilongwe where MACRA is constructing classroom blocks

Every day, Christopher takes pride in his work and the quality he brings to construction projects.

"TEVET gave me the skills and confidence I needed to succeed. My disability doesn't define me, it's my skills that set me apart" he said.

Christopher aspires to establish his own construction company and employ his peers.

Accountant Finds Joy in Tailoring



Hauya at his workshop

At a time careers are often confined to classrooms and office blocks, Thokozani Hauya, from Ntcheu district, is rewriting the rulebook. The certified accountant was not contented with crunching the numbers. He now stitches futures—both his own and those of aspiring tailors across Malawi. His journey from balancing books to crafting

bespoke garments is a masterclass in how technical skills, grit, and vision can turn borrowed tools into thriving empires.

After finishing his secondary school in Ntcheu, Thokozani enrolled for a course offered by the Institute of Chartered Accountants where he obtained a certificate in accountancy, which earned

him a job in Blantyre.

However, he defied expectations by enrolling for a tailoring and fashion designing course at Thondwe Village Polytechnic in Zomba district. Just like that, he traded calculators for cutting shears.

Armed with nothing but a borrowed sewing machine,

he set up shop in Bangwe township, Blantyre.

“Starting small wasn’t a setback—it was my foundation,” he recalls.

To strengthen that foundation, TEVETA gave him essential startup tools.

By late 2020, he had paid off the owner of the borrowed machine and turned his first profit, a milestone marking his shift from survival to strategy.

Thokozani’s accounting skills fused seamlessly with his craft.

He records his gains and losses, saving part of the proceeds and reinvested profits to acquire embroidery machines.

He has since found niche markets such as sewing academic regalia for graduations, pastoral attire for religious leaders and various custom corporate wear for professionals.

This specialisation didn’t just boost demand—it transformed his tiny shop into Hawuya Company, a brand synonymous with precision and creativity. By December 2020, he had hired his first employee, scaling operations while maintaining his signature quality.

Today, Thokozani’s impact



Hawuya mentors one of his employees

stretches beyond tailoring. He has established a training Institution, currently under registration, which mentors students from multiple districts. He is also involved in youth advocacy, championing access to technical education as Malawi’s gateway to self-reliance.

His message to young Malawians?

“Technical skills aren’t an alternative career. They are passports to independence. Why work for someone when you can build with your own hands?” he asks.

As Hawuya Company prepares to upskill Malawi’s next generation of designers, Thokozani stands as proof that greatness is not found in following battered paths, but it is forged by creating them.

His journey challenges the youth nationwide: Dare to stitch your own destiny.

“My degree taught me numbers, but TEVET taught me to count on skill,” he says.

Making a Fortune from Motorcycle Mechanics

Amon Kanyaka hails from Traditional Authority Wasambo, Karonga district. A second-born in a poor family, his ambition to learn until his dreams comes true appeared out of reach as his parents struggled to pay school fees for him. However, the TEVET Authority (TEVET) opened doors for him to pursue technical education.

Two years after completing his secondary education in 2015, TEVETA selected Amon to learn motor vehicle mechanics at Ngara Technical College in the district. At the college along the northern shoreline of Lake Malawi, he had access to the necessary equipment and qualified trainers, making his training progressed well.

In 2020, he transferred to Nasawa Technical College in Zomba, a national institution where trainees arriving from community colleges are often underrated. They faced criticism and discrimination.



Kanyaka working on a motorcycle

Despite these negative attitudes, Amon remained focused until he successfully completed his studies. Even though he had a

strong interest in motor vehicle mechanics, Amon developed a passion for motorcycles. After working as a motorcycle taxi rider (kabaza), he decided to learn more about motorcycle maintenance and repair.

To support this new career path, he started fixing mobile phones to raise capital for his business.

TEVET also supported him with some startup tools.

Determined to establish his own garage, Amon has found reliable clients and built trust through his skills and quality output. He believes that obtaining a certificate remains important, especially with certain clients who demand assurance of professional training.

He has worked with the Church and Society of the CCAP Livingstonia Synod, Ngala Police Station, and Tandilo Hospital where he maintains and repairs motorcycles.

Amon encourages the youth to take vocational training seriously. "Unlike white-collar jobs, vocational training will never leave a skilled person completely without money. With their hands and knowledge, they can always rise again.



Fruits of his labour: Kanyaka pose in front of his house which he constructed using resources realised from his business

From a Wheelchair, Upile Hits Gold in Tailoring And Designing

- the story of Ruth Upile Chirwa

Born with a hidden passion for exceptionally designed clothes, Mzuzu-based Ruth Upile Chirwa learned tailoring and fashion designing at Miracle Technical College in Karonga from 2018 to 2020. The young woman, who uses a wheelchair, turned the skill into a transformative passion.

“I pursued this trade due to financial constraints, not because it was my first choice. But during the training, I discovered genuine love for the craft,” she said.

Ruth surmounted financial hardships, limited access to specialised equipment, and discrimination from some individuals who questioned her capabilities.

“Throughout, my newfound passion drove me to excel and I have not looked back. I have evolved into a confident and multi-skilled fashion designer,” she said.

After her training, the charismatic designer ventured into business to utilise her skill.



Posed for Success: Chirwa

Her strides in tailoring and fashion designing have not gone without recognition.

In 2022, she won an award for the best Focus on Ability short film, titled ‘Ability in Fashion’.



Chirwa during one of the fashion shows in Mzuzu

The ambitious designer organises annual fashion shows to celebrate diversity, inclusivity and empowerment of people with disabilities.

She welcomes individuals and institutions willing to partner with her to expand her exposure and business reach.

She encourages the youth with physical disabilities to believe in their abilities and not to let anyone discourage them from pursuing what they are passionate about.

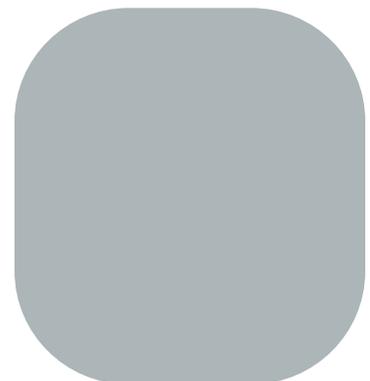
She said: "Identify your passion and pursue it. There are numerous TEVET opportunities available and TEVETA offers bursaries you can utilise. You just need to work hard and not be afraid to ask for help.

"Disability is not a limitation, but a unique perspective that can lead to remarkable achievements," Ruth says.

In 2023, she won a prestigious Shining Stars Africa Award as the Best Female Star Fashion Designer.

"I am also privileged that my designs were showcased at

an international platform in Portugal, on top of local platforms, thanks to collaborations with esteemed professionals like Lilly Alfonso and Xandria," she said.



From Struggle to Success

: Brazio Banda Chisangalalo's Inspiring Journey Through TEVET

For Brazio Banda Chisangalalo, every obstacle in life is a potential stepping stone to success. Growing up in Ntcheu district, he knows the sting of financial hardship—yet he refused to let it define his future.

In 2018, with nothing but determination and a dream, he enrolled at Soche Technical College in Blantyre to study painting and decorating. The decision would transform his life in ways he never imagined.

Brazio's path was far from easy as he struggled to pay college fees and buy basic necessities.

However, he turned his struggles into motivation to learn until his dream became reality.

During breaks and weekends, he joined his colleagues who had completed the training to town. He willingly took on painting piecemeal that barely covered his expenses, but kept his hopes alive. Every brushstroke was a step closer to his goals, and every kwacha earned was a



Making a living from painting: Chisangalalo



Chisangalalo painting a roof for one of his clients

symbol of his perseverance.

His relentless effort didn't go unnoticed. After graduating in 2021, Brazio's skill and work ethic attracted coveted employers like Malawi Communication Regulatory Authority (MACRA) and Limbe Leaf, where he honed his craft, built a reputation for excellence, and earned a steady income.

For the first time, he had the means to change not just his own life but also his family.

With his earnings, he purchased a plot of land and renovated his mother's house—a symbol of how far he had come.

Today, Brazio is not just a skilled painter—he is a beacon of hope in his community. As a self-employed contractor, he creates jobs for other young people, proving that technical skills can lift a generation out of poverty.

His advice to the youth

is candid: "Choose a skill, stay focused, work hard, and trust in God. Success doesn't come overnight, but with persistence."

Brazio's story is a shining example of how TEVET can break the cycle of poverty and unlock potential.

Brazio continues to build his legacy one brushstroke at a time, showing that no dream is too big for those who refuse to give up.

A Solar-Powered Future

At just 24, Jossam Gama, from Rumph District, illustrates that a right opportunity can change a life.

What began as a young man's dream to study printing in Zomba took an unexpected yet life-changing turn when he discovered his true calling: solar energy.

Today, the certified solar photovoltaic technician is not just powering homes and businesses, but he is lighting the way for Malawi's next generation of skilled innovators.

Jossam's journey began in 2018 when a TEVETA career guidance team visited Nyika Progressive Private Secondary School in the district. Though he initially envisioned a career in printing, their career talk opened his eyes to the booming potential of renewable energy.

"I wrote my MSCE that same year, and by 2019, I was certain—TEVET was my future," he recalls.

He applied for a TEVETA bursary and was selected to pursue Solar Photovoltaic



Living his dreams: Jossam all dressed up

Installation at Mzuzu Technical College from 2020 to 2023.

"It was all joy," he says.

Jossam faced two major hurdles: a lack of learning

materials for hands-on training and peers who doubted the marketability of his traded.

“Many didn’t believe solar energy was a viable career,” he recalls. “instead of wavering, I studied harder to become an employer, not just an employee.”

His inspiration? Moses Kaponda, a fellow TEVET enthusiast who runs Solar Solutions and works with the Zayed Solar and Ecology Institute in Nkhata Bay.

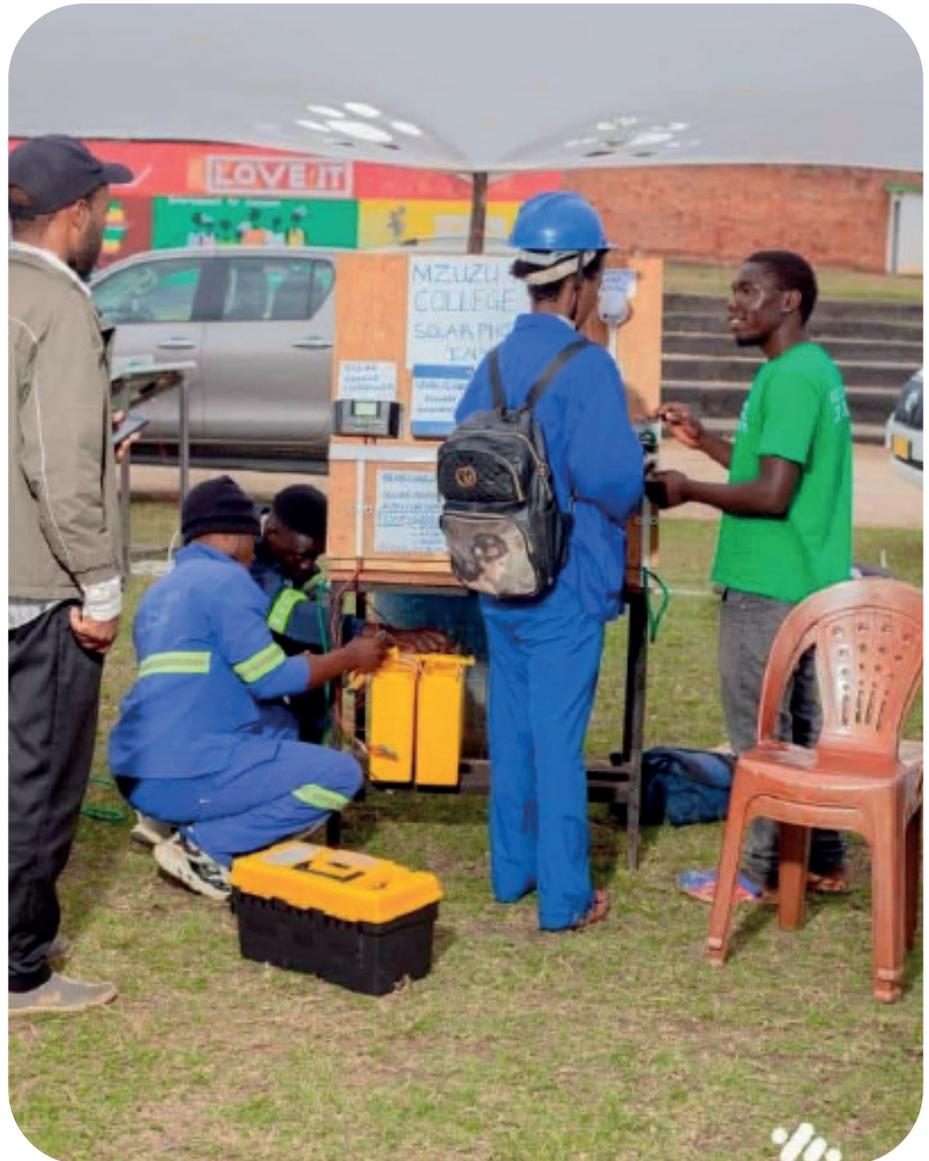
“Seeing his success showed me what was possible,” Jossam says.

After completing the training, Jossam has worked with several companies, installing solar systems, electrical networks, battery backups, and water pumps. These constitute critical skills in a country where energy access remains low.

But his ambitions stretch even further.

“I’m looking for funding through initiatives like the Zantchito Entrepreneurship and Access to Finance programme to start my own solar enterprise,” he states.

His goal? To create jobs, drive innovation, and contribute to Malawi’s Vision 2063 by empowering



Jossam showcasing his technical skills

more youthful hands with technical skills.

“The TEVET system has opportunities for everyone. No matter your sex, background or location, don’t wait for jobs—create them.”

As Jossam gears up to

launch his own business, his future—and Malawi’s — looks bright.

“TEVET didn’t just train me—it empowered me to light up my own path, and I am ready to illuminate the way for others,” he says.

From Struggle to Success



At 23, Smolly Mwale of Karonga District has achieved what many pursue for a lifetime. From humble beginnings, his story isn't just about overcoming financial barriers; but also how Malawi's youthful population can weld their own futures.

After secondary school, Smolly lacked funds for tertiary education. Yet, where others saw dead ends, he saw potential.

In 2021, he enrolled at Ngala Technical College in Karonga district to study fabrication and welding, a decision that would ignite his passion for metalwork.

"TEVET wasn't just a fallback—it became my

foundation," he reflects.

By 2022, hands-on attachments had sharpened his skills. However, it was a chance encounter with mentor Panganani Chilonda, owner of a thriving fabrication

shop, that redefined his trajectory. “Watching Mr. Chilonda, I realised success wasn’t about resources—it was about vision,” Smolly says.

Bolstered by newfound confidence, Smolly advanced to Level Two. With family support, he acquired basic tools and launched his own shop, trading dependency for self-reliance.

His breakthrough came through a partnership with Ngara Ginnery, a local enterprise that frequently commissions him to put his expertise to productive use.

“Every project with them proves my growth,” he shares.

Smolly’s advice to peers is as practical as it is powerful: “TEVET isn’t a consolation prize—it’s a launchpad. Hard work and humility built my shop, but the real reward is freedom. Why chase after a job when you can create one?”

Today, his shop symbolises not just personal triumph, but the untapped potential of Malawi’s vocational youth.

For Smolly, technical education is not about escaping poverty, but dismantling it one innovation at a time.



Some of the works by Mwale on display

In his hands, metal bends, but his resolve never does.

“TEVET taught me to shape steel,” he says. “But it also taught me to shape my destiny.”

In that fiery alchemy, a nation’s hope takes form.

From Struggle to Style:

Mustapher Gawa's Journey as a Fashion Designer

In the heart of Balaka, a young visionary is stitching together dreams.

Meet Mustapher Gawa, a determined fashion designer and entrepreneur from Traditional Authority Nsamala, who turned obstacles into opportunities through skill, resilience, and unwavering confidence in his craft.

His journey from a TEVET tailoring student to the owner of Akati Apeleke Tailoring and Fashion Designing shop—proves that passion, paired with technical know-how, can weave a brighter future.

Mustapher's ambition to redefine his future led him to Khwisa Community Technical College in Balaka, where he perfected his skills in tailoring and fashion designing.

Recognising the value of advanced training, he progressed to pursue Level 3 at Thondwe Village Polytechnic in Zomba after completing Level 2 at Khwisa.

"I knew this training would sharpen my skills change my mindset to start my



Determined to make it: Gawa

own business," he says. But his pace to success was slowed by the COVID-19 pandemic, which disrupted his mandatory internship.

As health workers encouraged everyone to stay home and avoid crowded settings, Mustapher could not secure

a place for internship amid business closures and demands for payments for attachment.

With TEVETA allowances falling short, he turned the crisis into an opportunity—sewing and selling face masks to fund his training.

“It was tough, but I adapted. Every mask I sold was a life saved and a step closer to my certification,” he says.

After qualifying, Mustapher opened his own shop—Akati Apeleke Tailoring and Fashion Designing. He also, established a tailoring school to empower others with the vital skills that lifted him up.

His breakthrough came when he secured a contract to produce uniforms for Maziko Private Secondary School. This cemented his reputation as a trusted designer in Balaka.

“Life today favors the skilled—they can employ themselves and others,” Mustapher states.

He works hard to become a household name in the country’s emerging fashion industry.

He wants to seal a partnership with TEVETA to offer accredited certifications at his school, creating even more



Gawa doing what he knows best

opportunities for aspiring tailors.

Mustapher’s success is a tale of triumph over adversity.

From pandemic struggles to pioneering his own enterprise, he exemplifies the resilience of young Malawians.

As his business grows, so

does his impact.

For young Malawians dreaming of a better tomorrow, Mustapher’s message is clear: Your hands can shape your destiny.

“TEVET taught me to build a future stitch by stitch,” he says.”

Livingstonia Technical College



Livingstoni Technical College has stood the test of time

Livingstonia Technical College in Rumphidistrict is one of the outstanding Technical, Entrepreneurial, and Vocational Education and Training (TEVET) insituitions.

For decades, the college, established by Livingstonia Synod of the Church of Central Africa Presbyterian (CCAP), has provided practical skills to thousands of trainees, empowering them to get employment or employ themselves.

Enrolment at Livingstonia

Technical College is open to students from across Malawi. It attracts school leavers with Junior Certificate (JC) or Malawi School Certificate of Education (MSCE).

The college also offers short courses for learners who may not meet formal academic entry requirements.

The college and its partners provide opportunities for the youth, including those from disadvantaged backgrounds. It actively

encourages the women’s participation in trades where they are traditionally underrepresented.

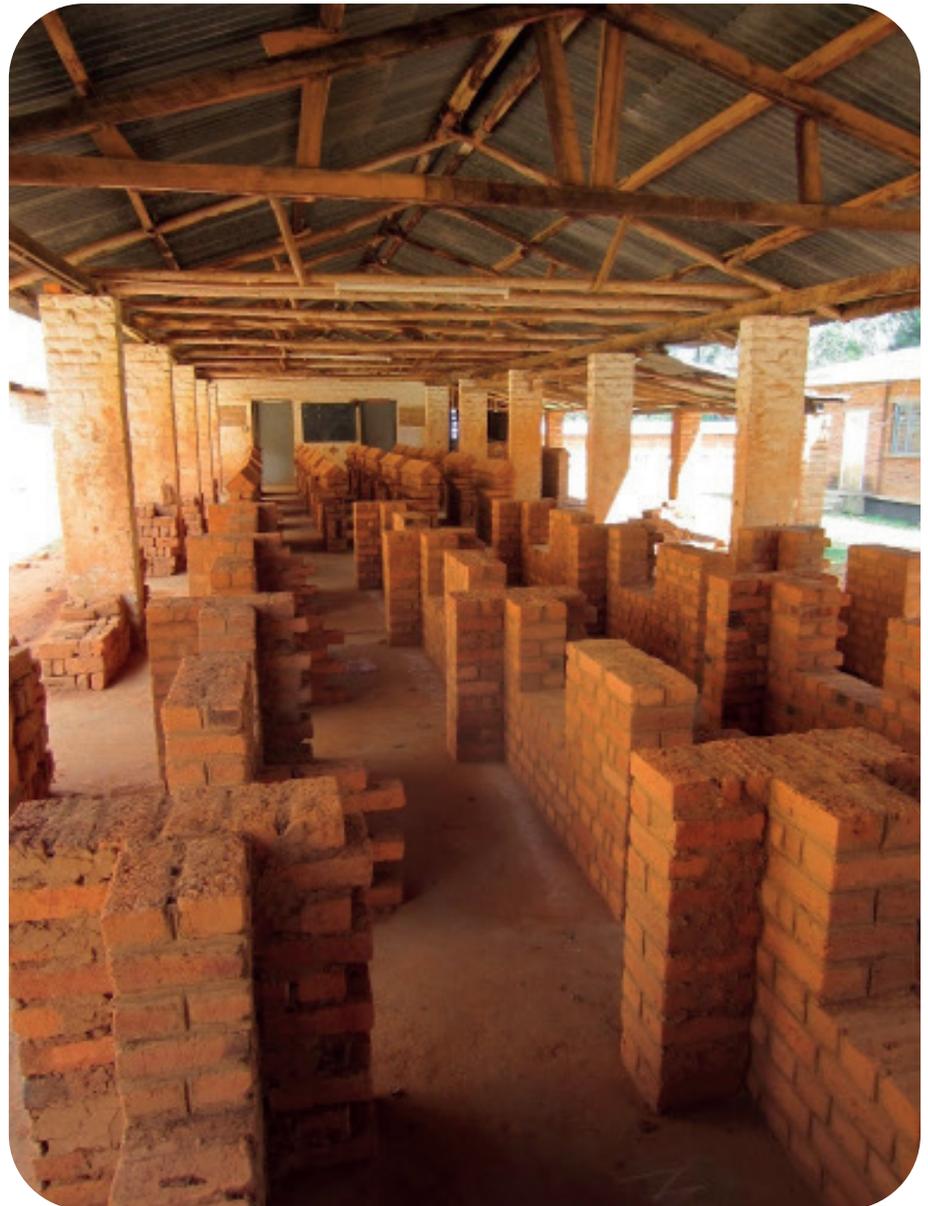
Livingstonia Technical College offers a wide range of technical programmes that are fully accredited by TEVETA. They include electrical installation, motor vehicle mechanics, carpentry and joinery, bricklaying, tailoring and fashion design, plumbing, welding and fabrication, and information and communications technology.

These programmes are designed to meet the needs of Malawi's labour market, ensuring that graduates are job-ready and capable of contributing meaningfully to the economy.

In addition to formal training, the college also runs non-formal community programmes that target the unemployed youth and artisans looking to upgrade their skills.

Livingstonia Technical College benefits from the support of several local and international partners. TEVETA provides accreditation, training materials, and sponsorships for deserving students. NGOs such as NAC, FAWEMA, GIZ have also collaborated with the college on youth empowerment and community development projects, and sometimes have offered funding, technical assistance, and infrastructure support.

The impact of Livingstonia Technical College goes far beyond its classrooms and workshops. It has produced countless skilled Malawians who have gone on to establish their own businesses, work in critical industries, and bring much-needed services to rural communities.



A bricklaying workshop at Livingstonia Technical College

The college continues to adapt and grow, with plans to expand into areas such as electrical and plumbing sector ensuring that it remains relevant and impactful in a developing world.

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