



Zimbabwe Manpower Development Fund (ZIMDEF)

was established in terms of the Manpower, Planning and Development Act [Chapter 28:02] as amended, with the mandate of supporting the development of skilled manpower and professions and also to support and promote the creation of new knowledge, research, innovation, science, technological-engineering solutions and business enterprises.

MANDATE

The Zimbabwe Manpower Development Fund (ZIMDEF) is a statutory body with the core mandate of collecting revenue for supporting skilled human capital development and innovation in Zimbabwe.

VISION

A resource mobilisation hub for human capital development for an industrialised and modernised economy by 2030.

MISSION

To mobilise, manage and disburse resources for human capital development to contribute towards achieving an industrialised and modernised economy.

CORE VALUES



Accountability



Integrity



Professionalism



Teamwork

SOURCES OF FUNDING

·1% Training Levy calculated from the gross wage bill (leviable items), collected from employers in terms of section 53 of the Manpower Planning and Development Act (Chapter 28:02) through the Statutory Instruments (74 and 392 of 1999 and SI 187 of 2022).

·Interest from the Fund's short-term investments.

·Rentals from leased properties.

MAJOR PROJECTS FUNDED

·Midlands State University National Pathology, Research and Diagnostic Centre.

·University of Zimbabwe Quinary Hospital.

·Verify Engineering Oxygen and Acetylene Gas Plant.

·Marondera University Innovation and Agro Industrial Park.

·Zimbabwe National Geospatial and Space Agency (ZINGSA).

·National University of Science and Technology (NUST) Commercialisation of DNA testing services.

·Chinhoyi University of Technology (CUT) Cattle breeding and artificial insemination project.

·Construction of Innovation Hubs and Industrial Parks at Institutions of Higher Learning.

·Payment of Tuition, boarding fees and wages of apprentices.

·Science Teacher Training & Development.

·National Biotech Authority- Marula wine factory of Mwenezi.

·Bindura University Goat breeding project.

·Funding for training consumables and equipment for Polytechnic and establishment of Vocational Training Centres at Binga and Plumtree.

·Payment of annual grants to the Ministry's registered private Industrial Training Centres.

PAYMENT OF REBATES TO EMPLOYERS WHO:

Indenture apprentices;

ZIMDEF reimburses the apprentice wages up to the minimum prescribed for apprenticeship, for the first and second years, and during the period that the apprentice is attending prescribed college course, along with any other related expenses incidental to apprentice.

Released skilled or semi-skilled workers for upgrade training courses;

ZIMDEF reimburses wages paid to skilled workers while attending upgrade training courses at national institutions, as well as any other related expenses incidentals to such training.

Provide trade testing facilities;

Employers who provide trade testing facilities are compensated at a rate agreed between the employer and the registrar of apprentices.

Provide training in the essential non-designated trades/occupation listed in category E of circular letter to employers;

Employers should submit claims endorsed by the trainee, through the Industrial Training Branch who will certify that the training satisfactorily took place and according to the program, and then transmit them to ZIMDEF (Form V).

Release employees for part-time lecturing at Ministry's Training Institutions;

Employers should submit their claims through the head of institution to which the lecturer was released for confirmation of the hours worked and transmission to ZIMDEF (Form VIII).

Incur expenses on employees who successfully complete courses offered by the following institutions and professional bodies: HEXCO, CGAIZ, ZIM, IIZ, SAAA, IAC, IPS, CII, IBS, CIT and PRI.

Employers should submit their claims endorsed by the trainee with proof of expenses and course attendance by the trainee, through the relevant training institution or professional body who will certify the claims, including the trainee's course attendance and transmit them to ZIMDEF (Form III)

