

# ZIMBABWE SCHOOL OF MINES

*Serving the SADC Mining Industry*

Coghlan Avenue Ext.  
Killarney  
Bulawayo  
Tel: (263) (09) 291247 or 291598  
Tel: (263) (09) 290596-8  
Email: [adminsec@zsm.co.zw](mailto:adminsec@zsm.co.zw)  
Email: [registry@zsm.co.zw](mailto:registry@zsm.co.zw)/[corpaffairs@zsm.co.zw](mailto:corpaffairs@zsm.co.zw)  
Website: [www@zsm.ac.zw](http://www@zsm.ac.zw)



P.O. Box 2745  
Bulawayo  
Zimbabwe  
Fax: 09-291246

Cell: 0772 259 742  
Cell: 0772177480/1

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## **PRINCIPAL'S COLLEGE REPORT 2021/2022**

THE MINISTER OF STATE FOR BULAWAYO METROPOLITAN PROVINCE, HON. JUDITH NCUBE

THE GUEST OF HONOUR, THE DEPUTY MINISTER OF MINES & MINING DEVELOPMENT HON, DR ENGINEER POLITE KAMBAMURA MP.

PRESIDENT OF THE CHAMBER OF MINES MR COLIN CHIBAFI

THE MAYOR OF THE CITY OF BULAWAYO, COUNCILLOR SOLOMON MGUNI

CHAIRMAN OF THE ZSM BOARD OF MANAGEMENT: Mr PFUNGWA KUNAKA

MEMBERS OF THE BOARD OF MANAGEMENT AND ITS SUB COMMITTEES

MINING EXECUTIVES

REPRESENTATIVE OF EDUCATIONAL INSTITUTIONS IN ZIMBABWE FROM BULAWAYO POLYTECHNIC, HILLSIDE TEACHERS COLLEGE, WESTGATE VOCATIONAL TRAINING

CENTRE AND THE NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY

SECURITY LEADERSHIP BULAWAYO

ZSM STAFF

ZSM SRC PRESIDENT -TANAKA KASHAMBE

ALL PROTOCOL OBSERVED

LADIES AND GENTLEMEN

### **1.1 WELCOME REMARKS**

Zimbabwe School of Mines welcomes you all to the Zimbabwe School of

Mines' (ZSM) 28th, ANNUAL GRADUATION & PRIZE GIVING CEREMONY

themed ***“Skilled practitioners for the attainment of the USD12 Billion Mining***

***Industry.”***

## **1. FINANCIAL PERFORMANCE OVERVIEW 2021/22**

- Tuition fees remains the major contributor to total income at 82% in the period January 2022 to August 2022 as compared to 79% in the same period in 2021.
- Business Development (including short courses) income contribution has declined to 10% in the period January 2022 to August 2022 as compared to 13% in the same period 2021.
- Cashflow challenges have been experienced and were caused by a gap between budgeted income and actual receipts in relation to tuition fees, short courses and grants.
- Grants from Chamber of Mines amounted to USD23,047 while Government Grant amounted to USD28,915 contributing 3% of the total income for the period under review.
- Combined grant contribution declined to 3% in the period January 2022 to August 2022 compared to 5% in the same period in 2021.

- The school was not spared from foreign currency challenges hence upon commencing second semester this year (2022), value preservation was by pegging fees in USD-payable in the currency of choice at appropriate conversions.
- The School continues to modernize and optimize its training equipment to ensure maintenance of high training standards.
- To ensure financial stability and diversification of revenue sources, the school has set up and is capacitating strategic business units namely; ZSM Geochemical and Assaying Laboratory, Environmental Monitoring Services and Drone Training Centre and Technical Services.
- The School has ensured the Procurement Management Unit (PMU) structure and procurement processes are aligned with the PRAZ Act.

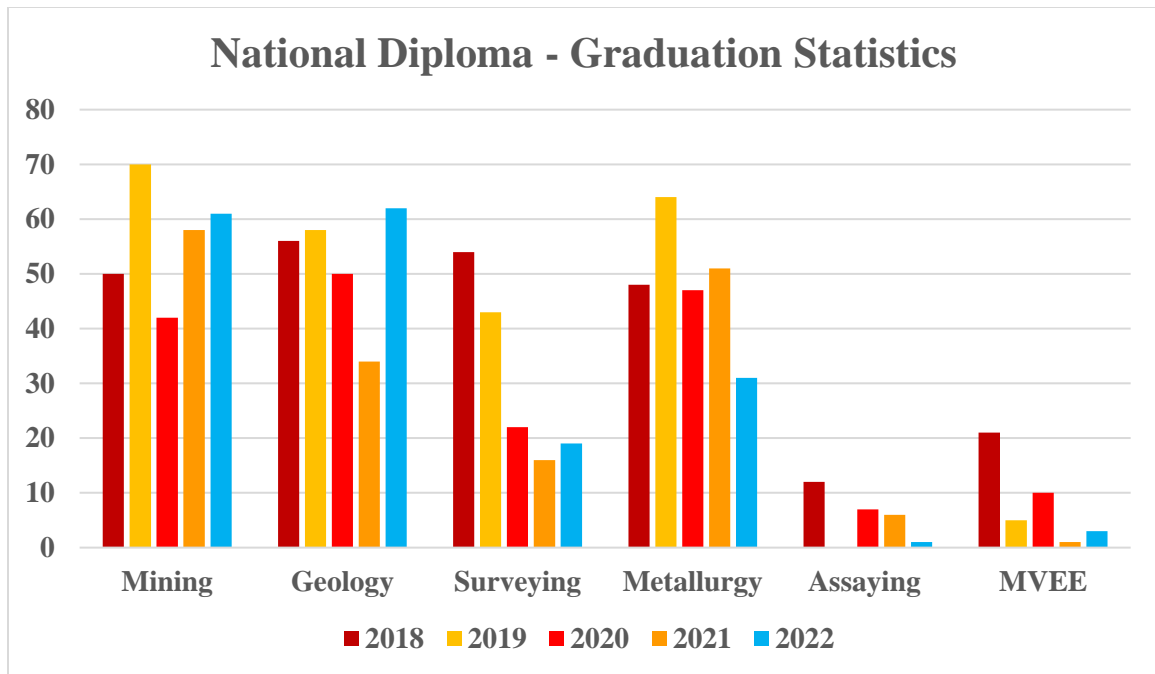
## **2. GRADUATION STATISTICS 2022**

- A total of 180 students are graduating, 177 at National Diploma level and 3 at Higher National Diploma Level.
- Females constitute **32%** of total graduands.

- The overall pass rate for ZSM dropped to 67% compared to 88% for 2020 academic year.
- Decline in the pass rate was caused by misalignment of the teaching calendar because of COVID 19 which resulted on supplementary results not being written. However, this seems to be normalizing now and we do not expect a repeat of the same in 2023.

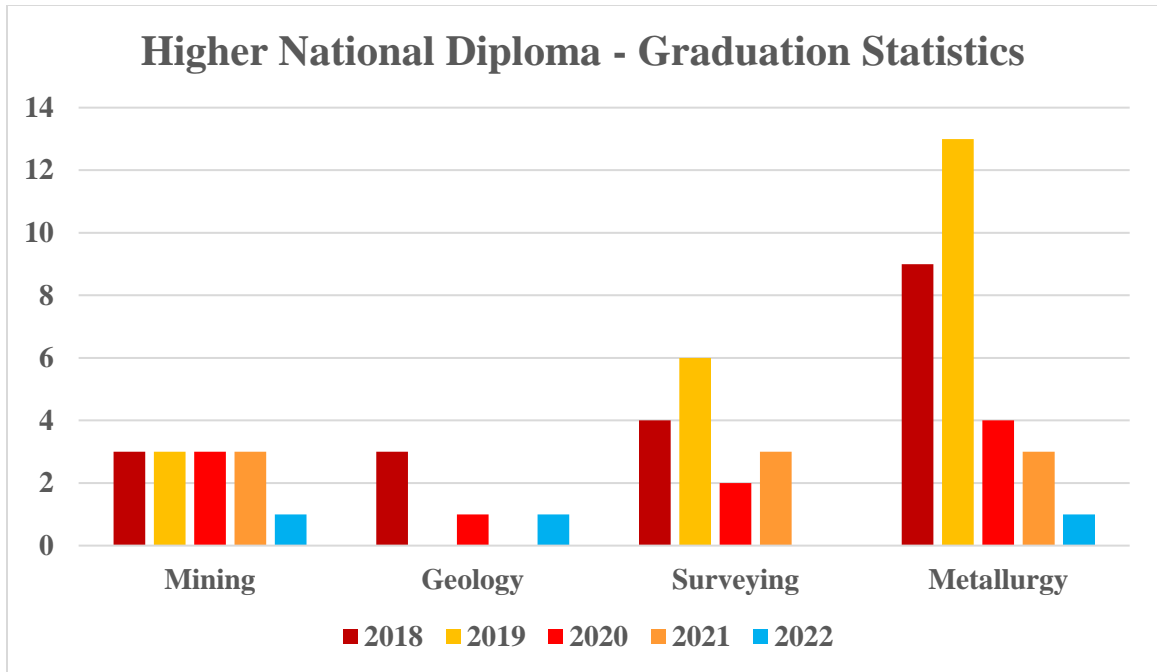
#### NATIONAL DIPLOMA LEVEL

Discipline	2018	2019	2020	2021	2022
<b>Mining</b>	50	70	42	58	61
<b>Mining Geology</b>	56	58	50	34	62
<b>Mine Surveying</b>	54	43	22	16	19
<b>Mineral Processing &amp; Extractive Metallurgy</b>	48	64	47	51	31
<b>Metallurgical Assaying</b>	12	-	7	6	1
<b>Mine Ventilation &amp; Environmental Engineering</b>	21	5	10	1	3
<b>Total</b>	241	240	178	166	177



#### HIGHER NATIONAL DIPLOMA LEVEL

Discipline	2018	2019	2020	2021	2022
Mining	3	3	3	3	1
Mining Geology	3	0	1	0	1
Mine Surveying	4	6	2	3	0
Mineral Processing & Extractive Metallurgy	9	13	4	3	1
<b>Total</b>	<b>19</b>	<b>29</b>	<b>10</b>	<b>9</b>	<b>3</b>



## Enrolment

A 5% increase in enrollment has been recorded from 2020 to 2022 as follows: -

Year	2020	2021	2022
Female	322	329	358
Male	742	785	763
<b>Total</b>	<b>1064</b>	<b>1114</b>	<b>1121</b>

*Overall Enrolment for the period 2020 – 2022*

Level	Geology	Mining	Survey	MET	EX	Shaft Tech	Met- Assay	MVEE	Total
<b>ZSM</b>									
D1					28	30	35	31	<b>96</b>
D2							36	40	<b>76</b>
D3							21	17	<b>38</b>
D1 Blended	11	14	4	5					<b>34</b>
D2 Blended	8	19	7	11					<b>45</b>
HD				11					<b>11</b>
<b>HEXCO</b>									
ND1	60	63	60	60					<b>243</b>
ND2	89	83	74	93					<b>339</b>
ND3	40	65	53	45			10		<b>212</b>
<b>Total</b>	<b>208</b>	<b>243</b>	<b>198</b>	<b>225</b>	<b>28</b>	<b>30</b>	<b>102</b>	<b>87</b>	<b>1121</b>

- The school strive to promote the girl child in mining related disciplines in its enrolment. To achieve this a quota is reserved for females to ensure equal participation by both males and females.

Female enrolment is at 32% of total enrolment.

### **Attachment & Industrial Relations Report**

- A total of 394 (81%) students were attached in 2022. This was made possible by the support of our stakeholders in the Mining Industry.

However, a deficit 94 students remain unattached. We appeal for the mining industry's continued support in 2023 going forward.

## **ZSM EXAMINATION BOARD**

- The School is moving fully to an Independent Examination Board in 2023.

## **Quality Assurance System**

- A Quality Assurance Policy was crafted and has been ratified by the Board.  
25 Academic Staff successfully underwent a capacity building program the Microsoft Certified Educator program which is meant to enhance their delivery skills.

## **3. TRAINING & OPERATIONS**

### **NEW COURSES**

**NDS1 alignment is on course with the introduction of new courses namely:-**

- i) Shaft Technician (3 years) with 30 pioneer students
- ii) Executive Diploma (postgraduate) in Mine Management (1 year) with 31 pioneer students
- iii) Occupational Health & Safety Certificate (1year)
- iv) Diploma In Occupational Health And Safety (2 years)



- v) Diploma In Foundry Technology
  - vi) Diploma In Iron And Steel Making
  - vii) Diploma in Jewelry Manufacturing and Design
  - viii) Higher Diploma in Oil and Gas Engineering
  - ix) Certificate in Gemology
  - x) Certificate in Gemstone Cutting and Polishing
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- The growth of the coal mining sector around Hwange would see the School offering Diplomas in Mining Engineering and Metallurgical Engineering biannually at Hwange Training Centre.
  
  - The School appreciates Hwange Colliery Company for offering an office as well as usage of learning rooms at Hwange Colliery Main Training Centre.
  
  - The School has acquired a complete drone starter kit for training and consultancy work in Remote Sensing and Surveying. The drone shall be used in the Survey Department to train students on latest survey automation technologies.

- Three further drones are earmarked for acquisition in 2023 including a geophysical drone which will be of great assistance in small scale Mining related exploration.

### **Business Development Unit**

- The school currently has an inventory of 22 short courses which are supplemented in number by customized training options being offered to the mining industry.
- The school is currently offering 13 online courses and 5 Blended learning courses.
- During the year ZSM has trained the Technical and Financial Evaluation of Mining Projects course for twenty-seven (27) ECOBANK personnel from various countries across the continent which include Ghana, Rwanda, Zambia, Mali, Senegal, Malawi, Democratic Republic of Congo, Mozambique, Tanzania, Guinea and Zimbabwe.
- The School has partnered with Zimbabwe Health Interventions (ZHI) and trained 60 girls (females) in a Certificate in Gold Processing Certificate.

- MMCZ has come on Board and has sponsored 132 youths to train in Small Scale Mining Management so as to appreciate and upscale operations in contribution to the USD12 Billion Mining industry by 2023.
- The department has managed to train 389 participants in short courses (including 145 who have participated in one Massive Online Open Courses (MOOC) “The Science of Mining”, bringing the total number from the course since May 2021 year to over 400 learners from 11 different countries.

**New online courses are under development:**

- Certificate in Mine Safety and Risk Management
- Certificate in Diamond Grading and Sorting
- Certificate in Mine Entrepreneurship and Innovation

**ZSM Geochemical and Assaying Laboratory**

- To ensure the laboratory is fully functional for commercialization the School is in the process of capacitating the laboratory with equipment.
- Equipment purchased include, Multi-channel analyser. Ph meter x 3, Analytical balances x 4, Automatic splitter, Water Deioniser machine.

The School is currently awaiting delivery of an Atomic absorption Spectrum Machine.

- Therefore, with this commitment we appeal to the mining industry and our partners to donate towards capacitating our training laboratories.

### **Environmental Monitoring Services**

- The School has been registered as an Environmental Management consultant with EMA and now carries out Environmental Impact Assessments (EIAs) and Environmental Management Plans (EMPs) for the mining industry.

### **ZSM Experimental Mine**

- The Model Mine will be based on equipping of our students, revenue generation as well as research for the Mining industry. Possible locations are being assessed which include Inyathi, Mat South and the Midlands.

### **Drill Rig**

- The School is conducting a feasibility study for the refurbishment of a Drill rig. The Rig once full operational will be able to generate US\$70 to 80 per hole dry rate.

### **ZSM Foundry Centre**

- Curriculum is being developed on a Diploma in Physical Metallurgy and Foundry Techniques. Land is being sought to house the Foundry Centre.

### **Gemology Centre**

- Construction of the Gemology Phase 1A is currently above 85% and is awaiting funding to fine tune boundary wall and gate house.
- The works on Phase 1B consists of the Gemology Building (2 stories) external works and associated civil works (Water, sewer & roads).

## **4. HUMAN RESOURCES AND ADMINISTRATION**

- The Restructuring and Job Evaluation process was conducted, approved and implemented by the ZSM Board of Management.

- The School made key executive appointments in 2022 namely the Finance Manager, Head of Human Resources and Administration and the Training and Operations Manager.
- Cordial relations exist between management and employees therefore turnover rate has recorded a very low percentage.
- The school conducted a Drug and Substance Abuse Workshop with CID Drugs and Narcotics and Ingutsheni Psychologists for both staff and students on the 17<sup>th</sup> of August 2022 in order to curb propagation of drug abuse by students.

### **GENERAL MAINTENANCE**

- Maintenance of the School has been undertaken which included painting, lighting and general housekeeping.
- The School partnered with OLD Nic Mine and installed speed humps on Coghlan Avenue Extension near the Entrance to the School.

### **SRC**

The ZSM SRC partnered the School on a water reticulation project and have since installed 2 x 10k litre tanks to feed the hostels and the Dining

Hall. We appreciate worthy projects by students and for the students.

Thank you 2022 SRC team for the noble and worthy cause.

### **FIRST AID**

- The School participated in the 2022 Red Cross First Aid Competitions and took 3<sup>rd</sup> position.

### **SPORT**

- ZSM students participated in the Tertiary Education Sports Association of Zimbabwe (TESAZ), Zimbabwe Tertiary Sports Union (ZTISU), Confederation of University & College Sports Association (CUCSA) games and the school scooped a total of 4 gold, 5 bronze and 8 silver medals in 2022. We applaud the participants who made it to finals.

## **5. MARKETING & GOVERNANCE**

- The School welcomes our new Board Chairman, Mr Pfungwa Kunaka who joined the ZSM Board of Management in August 2023.
- Marketing of ZSM courses and dissemination of information has been made easier through ZSM digital platforms which include Facebook, Instagram, Twitter and the Website. For any updates stakeholders are encouraged to find us on ZSM digital platforms.

- The School envisages market growth by penetrating more countries across the globe by utilizing targeted geo-advertising on Google.
- Foreign enrolment has declined over the years, however a surge in demand for the ZSM Business Development Unit short courses by foreign nationals has attracted students across the globe. The number is steadily increasing with 2022 alone having trained from 11 countries.
- The School aims to raise over \$150 000USD for the capacitation of training laboratories. We appeal to mine houses, partners and friends to participate at the ZSM Annual Golf Tournament scheduled for 28<sup>th</sup> October 2022 at Harry Allen Golf Club.
- The School partnered with the Zimbabwe Environmental Law Association(ZELA) and has pitched up advertising billboards on Zimbabwe's major public roads.
- ZSM conducted a stakeholder engagement survey whose responses and recommendations have been taken on board seriously. The School has begun to address the concerns and recommendations to ensure exceptional quality service delivery.



## 6. **ACKNOWLEDGEMENTS**

- ZSM acknowledges and appreciates all our Stakeholders, the Zimbabwean Government, the Ministry of Mines and Mining Development, the Chamber of Mines of Zimbabwe and many of our stakeholders for the support rendered during the 2021/2022 period.
- The success of this graduation was made much easier by the donations the corporate world made towards the prizes, awards and other monetary donations.
- **Team ZSM**, thank you for the hard work during the preparations of this graduation.

## 7. **CONGRATULATORY TO GRADUANDS**

- You have adapted and grown in the most unprecedented difficult time of the COVID-19 pandemic which has undoubtedly enriched you and added to your academic success.
- While your ZSM experience during the pandemic was not quite what you expected, it should still be cherished. All the triumphs and setbacks you and your fellow students shared together have given you a remarkable bond and made your path unique.

- I leave you with a quote from John C. Maxwell which says, Success comes to those who have an entire mountain of gold that they continually mine, not those who find one nugget and try to live on it for fifty years.
- Therefore, Education is about growth, not just about grades or a certificate. Success is the sum of small efforts and wins repeated day in and day out. We want to witness ZSM graduates flourish, record success in different facets of your careers. Do not remain stagnant, continue advancing your careers. Enroll for the Higher Diplomas on offer at ZSM.
- The School wishes the 2021 Graduating Class all the best in your careers.

Amhlope! Makorokoto! Congratulations!

**SIYABONGA, TATENDA, THANK YOU**