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தொழிற் கல்வி பிரிவு
Ministry of Education, Higher Education and Vocational Education
Vocational Education Division

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National Apprentice & Industrial Training Authority

2024

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வருடாந்த அறிக்கை
ANNUAL REPORT

971. ශ්‍රී ජයවර්ධනපුර මාවත, වැලිකඩ, රාජගිරිය.
971, ஸ்ரீ ஜயவர்த்தனபுர மாவத்தை,வெலிக்கடை, இராஜகிரிய.
971, Sri Jayawardanapura Mawatha, Welikada, Rajagiriya

National Apprentice and Industrial Training Authority

Annual Report
2024

Content

Chairman's Message ....

I am pleased to present the 2024 Annual Report of the National Apprentice and Industrial Training Authority (NAITA). As I reflect on the past year, I would like to express my heartfelt gratitude to our employees, shareholders and partners for their unwavering commitment and obligation. Your contributions have been instrumental in shaping the success of our institution and promoting vocational training in Sri Lanka.

2024 was a transformative year for NAITA. We have kept pace with the changes in the economic environment, embraced innovation and strengthened our role in bridging the gap between education and industry. Our programmes have expanded significantly, providing thousands of apprentices with valuable skills and knowledge to meet the demands of the modern workforce.

In addition to our training methodologies, enhancing the quality and accessibility of vocational education we have made significant progress in our efforts. Our commitment to excellence has led to strategic collaborations with industry leaders, international partners and government agencies to ensure that our programmes are relevant and impactful.

Innovation is a core element of our mission. In 2024, we introduced several new training programmes tailored to emerging industries such as Digital Technology, Renewable Energy and Advanced Manufacturing. Our investment in modern training facilities and digital learning platforms has empowered apprentices to gain practical experience and industry-relevant skills.

Furthermore, our outreach to rural areas has been a great success. By establishing new training centres and forging partnerships with local businesses, we have expanded our reach to more communities, ensuring that vocational education is accessible to all Sri Lankans.

While we celebrate our achievements, we also acknowledge the challenges we have faced. Economic fluctuations, workforce demands and the need for continuous curriculum improvement have tested our resilience. However, we have been able to overcome these challenges with distinction through our ability to adapt and innovate. Our leadership team is committed to providing high-quality training and developing a skilled workforce that contributes to national development.

As we enter 2025, our vision remains clear. Enhancing skills development, fostering industry partnerships and creating sustainable career opportunities for Sri Lanka's youth. We will continue to focus on expanding our training programmes, investing in technology-enabled education and strengthening our collaboration with key stakeholders to build a future-ready workforce.

I am confident that with our dedicated team, strong leadership and unwavering commitment to professional excellence, NAITA will continue to play a crucial role in the economic and social role of Sri Lanka.

Once again, I would like to express my heartfelt gratitude to our employees, trainees, industry partners and government authorities for your trust and support. We embark on another year of progress and success, ensuring that NAITA remains at the forefront of vocational training in Sri Lanka.

H.A. Saththar
Chairman

VISION

To become the most efficient training providing organization effectively contributing to achieve prosperity in Sri Lanka through Human Resource Development

MISSION

Providing Vocational and Technical Training for the youth, to acquire employable skills through well formulated skills training programs with the highest professional standards to meet the skilled manpower requirements in the industry

Objectives of the Authority

According to the para 37 (1) of the act of establishment, the objectives of the Authority are as follows.

(a) Planning, organizing and providing vocational training.

(b) Determining the training standards related to vocational training.

(c) Conducting examinations related to vocational training and issuing certificates and other awards.

(d) Conducting the National Trades Test.

(e) Research and Development activities on vocational training.

(f) Conducting competitions to promote enhancement of various talents.

(g) Development of training capabilities of the Vocational training institutes and other institutions.

(h) Providing advice to the Vocational Training Commission regarding vocational training.

(i) Taking action for the recognition of Certificates, Diplomas and Degrees related to the institutions with similar objectives in Sri Lanka and abroad and accreditation.

Main Activities / Programmes of NAITA

(a) Providing enterprise-based apprenticeship training connecting with the public and private sector organizations and providing dual apprenticeship training by 03 National Institutes and Apprenticeship Training Centers established island wide.

(b) Providing On-the-Job Training for other vocational trainees by assigning them to various Institutions.

(c) Providing in-plant training to engineering undergraduates in the Universities of Moratuwa, Peradeniya, and Ruhuna and to the students of various diploma courses.

(d) Issuing National Vocational Qualification (NVQ) Certificates in accordance with the Recognition of Prior Learning (RPL) for the craftsmen who have skills acquired informally, issuing certificates in relation with the trades and conducting National Trade Tests.

(e) Providing training for the trainers in Vocational Training Institutes.

(f) Conducting Career Guidance Programmes for school students, school leavers and other targeted groups.

Introduction

Legal Structure

The institution inaugurated as the National Apprentice Board under the National Apprenticeship Act No. 49 of 1971, was established as the National Apprentice and Industrial Training Authority under the Tertiary and Vocational Education Act No. 20 of 1990.

According to section 14 of the Finance Act No. 38 of 1971, the authority has to prepare the annual report.

This report contains 03 parts and it has been prepared including the details of the progress of the training Programmes, the development activities related to the training, the summary report of annual accounts related to the year and the information included in the Auditor General's report

In order to prepare the 2024 annual report, the information provided by the managers of the 25 district offices operating throughout the island and the heads of institutions of the national institutions as well as the heads of the respective departments of the Head Office was based on the information. The information was analysed and this report was prepared and presented in brief.

Operational Process

The Authority activates its operational process According to the powers vested in the Authority by the Tertiary and Vocational Education Act No. 20 of 1990 and in order to fulfil the objectives set according to the Section 37 (1) of the said Act.

The industry related training is provided under the training concepts, with the contributions from 03 National Institutions, 25 District Offices, training related institutions and other public and private sector institutions.

The training operations are activated directly under a number of divisions including enrolment for training, supervision, monitoring and certification. Additionally, management and administration, staff training, development of infrastructure facilities, financial and auditing are also included.

Board of Management

1. Mr. Ruchika Amarasekara
   Chairman
   National Apprentice and Industrial Training Authority,
   971, Sri Jayawardenepura Mawatha,
   Welikada, Rajagiriya.

2. Mr. S.H. Harischandra
   Vice Chairman
   National Apprentice and Industrial Training Authority,
   971, Sri Jayawardenepura Mawatha,
   Welikada, Rajagiriya.

3. Dr. K.A. Lalithadheera
   Tertiary and Vocational Education Commission
   No. 354/2, Elvitigala Mawatha,
   Colombo 05.

4. Mr. Nevil Abeyratne
   President's Counsel,
   No. 137, Nagahawatta Road,
   Dalugama,
   Kelaniya.

5. Mr. D.R. Somawardhana
   Lecturer Grade I – ICBT Campus
   No. 345/12, 3rd Cross Street,
   Kotte Road.

6. Dr. Kanchana Silva
   Attorney-at-Law
   "Janahiru"
   No. 129/8 B,
   Anagarika Dhamapala Mawatha,
   Kandy.

7. A. Sidath Rohana Waidyasekara
   Director (Projects)
   No. 788/1/A, 3rd Lane,
   Muwanhelawatta,
   Malabe.

8. Mr. KG. Wimalasena
   Retired Principal – Dharmapala College Pannipitiya
   No. 262/1A, Temple Road
   Thalapathpitiya, Nugegoda.

9. Mr. Parakrama J.K.S.W. Wickramasinghe
   President's Ombudsman
   No. 32, Galmaduwawatta,
   Kundasale.

10. Mr. I.S.N. Perera
    Assistant General Manager
    (Accounting & Taxation)
    Bank of Ceylon
    Head Office, Colombo 01

11. Mr. Nipun Samarathunga
    Attorney-at-Law
    9/49, Saman Mawatha,
    Galawila Watta, Homagama.

12. Mr. Sampath Thrimawithana
    Director (Head Human Resources – Sri Lanka) Virtusa Private Limited
    752, Dr. Danister De Silva Mawatha,
    Colombo 09.

13. Mrs. M.K.S. Jayasena
    Additional Director general
    Management Services Department
    Ministry of Finance

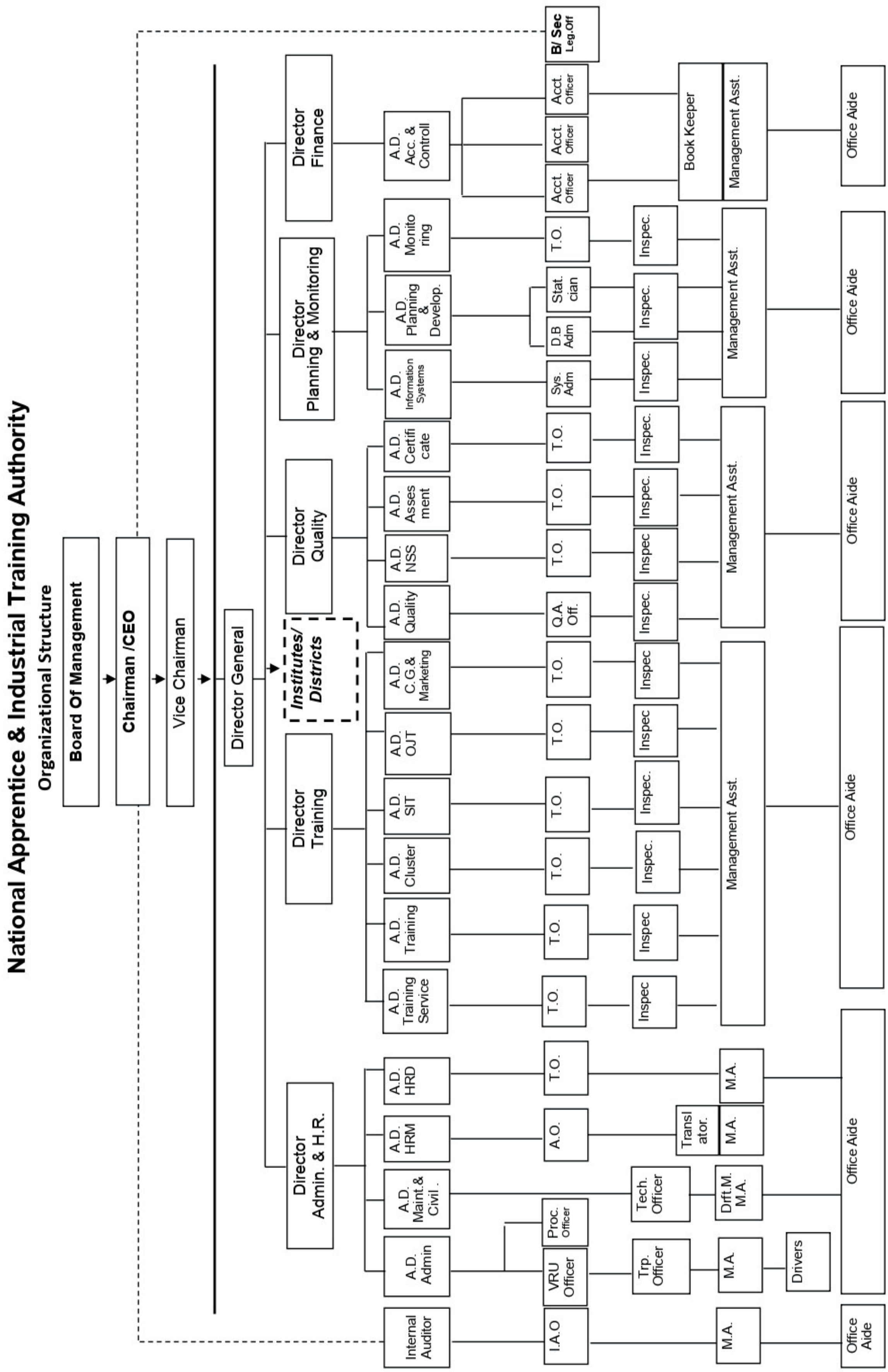
14. Mrs. Samanthi Senanayake
    Additional Secretary
    (Vocational Training)
    Ministry of Education

Officers of the NAITA

01	Mr. Ruchika Amarasekara Chairman (01.01.2024 – 30.09.2024)	16	Mrs. U.M. Praboshini Asst. Director (Accounts & Administration) Resigned on 05.01.2024
02	Mrs. Samanthi Mihindukula Chairperson (Acting) (07.10.2024 – 13.11.2024)	17	Mr. N.D.P. Usgodaarachchi Asst. Director (Accounts & Administration)
03	Mr. H. A. Saththar Chairman 18.11.2024 to date)	18	Mr. A.H.S.P. Wijeratne Asst. Director (Monitoring) Retired on 12.04.2024
04	Mr. S.H. Harischandra Vise Chairman (Compulsory leave 19.03.2024)	19	Mr. K.A.S.S. Jayasinghe Asst. Director (Special On the Job Training) Asst. Director (On the Job Training) (01.03.2024 to date)
05	Dr. W.M.S. Wijesinghe Director General (Compulsory leave 19.03.2024)	20	Mrs. H.M.B.A.K Wijeratne Asst. Director (Certificates)
06	Mr. P.R. Rodrigo Director (Planning & Monitoring)	21	Mr. S.K. Wickramaarachchi Asst. Director (Human Resources Development) Covering /Training Officer – Grade II Retored on 08.03.2024
07	Mr. Sumedha Jayasinghe Director (Administration & Human Resources)	22	Mr. S. Kartheepan Lecturer (Grade II) /Asstant Director (Maintenance & Civil) Actg. (01.01.2024 – 24.10.2024) Asstant Director (Maintenance & Civil) Covering (15.10.2024 to date)
08	W.M.A.K. Weerasekara Director (Finance)	23	Mr. G.G. Waruna Giniliya Training Officer – Grade II / Assistant Director (Monitoring) Actg. (24.04.2024 to date)
09	Mr. G.H.V.N.W. De Silva Director (Training) Actg. (01.01.2024 – 02.06.2024) Director (Training) (03.06.2024 – 30.10.2024) Resigned on 01.11.2024	24	Mrs. M.G.P.T. Malkanthi Training Officer – Grade II Assistant Director (National Skills Standards) Actg. (03.05.2024 to date)
10	Mr. C.P. Subasinghe Director (Quality) Actg. (01.01.2024 – 02.06.2024) Director (Quality) (03.06.2024 to date) Information Officer(Right to Information Act)	25	Mr. W.S.M.D Saman Kumara Administrative Officer – Grade II Assistant Director (Human Resources Development) Actg. (01.07.2024 to date)
11	Mr. S.V.P. Wickramasinghe Asst. Director (Assessment)	26	Mr. A.A.S.S. Perera Administrative Officer – Grade II Assistant Director (Administration & Supplies) Covering
12	Mr. W.A.K.S. Kumara Asst. Director (On the Job Training) Resighed on 01.03.2024	27	Mr. D.R. Saputhanthri Director / Principal - IET
13	Mr. A.J. Pathirana Asst. Director (Information Technology)	28	Mrs. H.A.N.D Kumari Director/Principal Head of Division (Higher Education)
14	Mr. M.L.P. Fernando Asst. Director (Career Guidance & Marketing) Asst. Director (Training) Actg. (01.07.2024 – 15.12.2024)	29	Mr. M.H.N.P. Dharmasiri Director/Prindipal (Covering) – IETI Deputy Principal
15	Mr. R.W.M.A.J. Ratnayake Asst. Director (Clusters) Asst. Director (Training) Actg. (16.12.2024 to date)	30	Mr. D.L.A.K. Dissanayake Director/Prindipal (Covering) – AETI Training Officer – Grade II

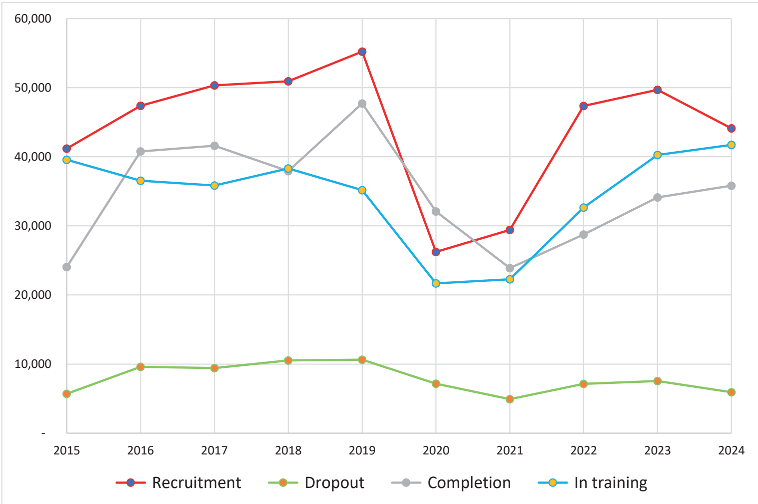
District Managers

01	Mr. S.D. Abeywickrama Hambantota (Retired on 16.11.2024)	15	Mr. S.S. Senevirathne Anuradhapura
02	Mr. M.R.D.A.S. Gunarathne Kalutara	16	Mr. P.R. Kumarasinghe Gampaha
03	Mr. P.K.P. Gunawardhana Badulla	17	Mr. S. Subash Kilinochchi
04	Mr. P. Narangoda Galle (Retired on 05.04 2024)	18	Mr. Y.S. Piyathilaka Ratnapura
05	Mr. B.M.J.S.K. Ranaraja Kegalle	19	Mr. K. Pathmanadan Trincomalee (vacated post on 01.06.2024)
06	Mr. T.G.S. Jayalath Head Office – Resigned on 15.06.2024	20	Mr. D.A.D. Suriyabandara Nuwara Eliya
07	Mr. S.A.S.M. Saleem Mawulana Batticaloa	21	Mr. M.C.M. Abeysundara Ampara
08	Mr. S.P.C.J. Maithreedasa Monaragala	22	Mr. Y. Yokeswaran (Covering) Vavuniya
09	Mr. R.M.N.S.K. Rathnayake Puttalam	23	Mr. W.A.K. Chandrakumara (Covering) Matara
10	Mr. R. Thirumuruban Jaffna	24	Mr. Y.S. Jayathissa (Actg.) Colombo
11	Mrs. S. Sivagawri Mullaitivu	25	Mr. M.D.C. Brashil (Actg.) Galle
12	Mrs. K.K. Nishshanka Kurunegala	26	Mr. K.A.H.S. Keenawinna (Covering) Polonnaruwa
13	Mr. O.K.G.A. Saman Kumara Kandy	27	Mr. S.A. Leefan (Actg.) Trincomalee
14	Ms. I.M.U.S.K. Illangakoon Matale		


National Apprentice & Industrial Training Authority
Organizational Structure
Board Of Management
Chairman /CEO
Vice Chairman
Director General
Institutes/ Districts
Director Admin. & H.R.
Director Training
Director Quality
Director Planning & Monitoring
Director Finance
B/ Sec Leg.Off
Internal Auditor
I.A.O
M.A.
Office Aide
A.D. Admin
A.D. Maint.& Civil .
A.D. HRM
A.D. HRD
VRU Officer
Proc. Officer
Trp. Officer
Tech. Officer
A.O.
T.O.
Transl ator.
M.A.
Drivers
Drft.M. M.A.
A.D. Training Service
A.D. Training
A.D. Cluster
A.D. SIT
A.D. OJT
A.D. C.G.& Marketing
A.D. Quality
A.D. NSS
A.D. Asses ment
A.D. Certifi cate
A.D. Information Systems
A.D. Planning & Develop.
A.D. Monito ring
A.D. Acc. & Controll
T.O.
Q.A. Off.
Sys. Adm
D.B Adm
Stat. cian
Acct. Officer
Inspec
Inspec.
Management Asst.
Book Keeper
Office Aide

Data Representation and Analysis

Graph 1: Summary of Training Activities (During 10 years)



The graph above presents a summary analysis of enrolments, training dropouts, training completion and the numbers in training of the organization over the past 10 years.

Overall, a comparative decline is observed in the enrolments. The overall economic impact that occurred in the country may have caused this situation. Also, the decision to conduct most of the courses as paid courses has resulted in this.

It has been possible to motivate the majority to complete the training this year, maintaining the training dropouts at a minimum level.

Table 1: Progress of reaching targets for apprentices in Centre-based, Enterprise-based Apprenticeship Training and National Institutes

Type of Training		Targets	Enrolments	Percentage of Enrolment
Enterprise-based Apprenticeship Training				
National Vocational Qualification		13,025	17,265	**132.6%**
Craft Level		4,210	657	**15.6%**
Situational Level		1,745	714	**40.9%**
Village Level		520	236	**45.4%**
Special Training (ASTA, Prison, Disabled)		190	102	**53.7%**
Centre-based Apprenticeship Training				
Fulltime	NVQ	3,345	2,126	**63.6%**
	Non-NVQ	340	193	**56.8%**
Part Time		3,345	841	**25.1%**
National Institutes				
Fulltime		1,775	1,203	**67.8%**
Part Time		1,670	902	**54.0%**
Other				
Special Industrial Training		16,275	12,944	**79.5%**
On-the-Job training		10,000	6,948	**69.5%**
Total		**56,440**	**44,131**	**78.2%**

This table depicts the progress made by the institution in achieving the targets in the enrolment of students in the year under review for various training courses.

This year it was possible to meet an enrolment target of 78.2% by enrolling a total number of 44,131 out of the targeted 56,440 apprentices.

It was possible to achieve an enrolment exceeding the targeted level for the National Vocational Qualification courses for the Enterprise-based Apprenticeship Training.

Table 2: Comparison of the Progress in Training Activities with the Previous Year

Type of Training		**Enrolments**		**Training Dropouts**		**Training Completion**		**In Training**	
		2023	**2024**	**2023**	**2024**	**2023**	**2024**	**To 31.12.2023**	**To 31.12.2024**
Enterprise-based Apprenticeship Training									
National Vocational Qualification		19,680	17,265	4,983	4,388	11,721	10,703	15,815	17,989
Craft Level		1,170	657	599	275	1,804	1,229	2,310	1,463
Situational Level		774	714	171	91	778	697	510	436
Village Level		477	236	83	22	346	193	119	140
Special Training (Prison, Disabled)		65	102	8	-	112	65	15	52
Total		22,166	18,974	5,844	4,776	14,761	12,887	18,769	20,080
Centre-based Apprenticeship Training									
Fulltime	NVQ	2,345	2,126	329	341	2,202	2,107	2,316	1,994
	Non - NVQ	248	193	43	10	272	193	117	107
Part Time		786	841	-	6	786	814	111	132
Total		3,379	3,160	372	357	3,260	3,114	2,544	2,233
National Institutes									
Fulltime		1,251	1,203	418	305	730	821	2,557	2,634
Part Time		1,760	902	238	74	1,487	753	-	75
Total		**3,011**	**2,105**	**656**	**379**	**2,217**	**1,574**	**2,557**	**2,709**
Subtotal		**28,556**	**24,239**	**6,872**	**5,512**	**20,238**	**17,575**	**23,870**	**25,022**
Other									
Special Industrial Training		13,880	12,944	-	-	9,182	12,263	12,010	12,691
On the Job Training		7,248	6,948	678	423	4,696	5,991	3,477	4,011
Total		**21,128**	**19,892**	**678**	**423**	**13,878**	**18,254**	**15,487**	**16,702**
Full Total		**49,684**	**44,131**	**7,550**	**5,935**	**34,116**	**35,829**	**39,357**	**41,724**

*** The Completion of Training and Dropouts include the number of apprentices enrolled during the previous years.

Table 2 depicts the comparison of the progress in Training Activities in different training methods with the previous year.

It can be observed that the enrolment of Appentices has declined compared to the previous year. Steps have been taken to reduce the number of dropouts in comparison with the previous year.

The training method in the National Institutes shows a lower figure compared to the previous year because, the enrolment targets for the Katunayake Engineering Technology Institute could not be achieved this year.

Table 03 – Summary of Training Activities (Various Training Categories) 2024

Type of Training	Enrolments			Training Dropouts			Training Completion			In Training on31.12.2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Enterprise-based Apprenticeship Training												
National Vocational Qualification (NVQ)	9,224	8,041	17,265	2,819	1,569	4,388	5,664	5,039	10,703	10,387	7,602	17,989
Craft Level	397	260	657	176	99	275	581	648	1,229	1,206	257	1,463
Situational Level	254	460	714	34	57	91	294	403	697	165	271	436
Village Level	2	234	236	1	21	22	-	193	193	1	139	140
Special Training (Prison, Disabled)	101	1	102	-	-	-	63	2	65	52	-	52
Total	**9,978**	**8,996**	**18,974**	**3,030**	**1,746**	**4,776**	**6,602**	**6,285**	**12,887**	**11,811**	**8,269**	**20,080**
Centre-based Apprenticeship Training												
National Vocational Qualification (NVQ)	786	1,340	2,126	203	138	341	698	1,409	2,107	705	1,289	1,994
Non-National Vocational Qualification (Non-NVQ)	11	182	193	-	10	10	8	185	193	11	96	107
Part Time	284	557	841	1	5	6	268	546	814	43	89	132
Total	**1,081**	**2,079**	**3,160**	**204**	**153**	**357**	**974**	**2,140**	**3,114**	**759**	**1,474**	**2,233**
National Institutes												
Fulltime	1,056	147	1,203	263	42	305	676	145	821	2,370	264	2,634
Part Time	865	37	902	73	1	74	718	35	753	74	1	75
Total	**1,921**	**184**	**2,105**	**336**	**43**	**379**	**1,394**	**180**	**1,574**	**2,444**	**265**	**2,709**
Other												
Special Industrial Training	8,315	4,629	12,944	-	-	-	7,314	4,949	12,263	9,315	3,376	12,691
On-the-Job Training	4,325	2,623	6,948	253	170	423	3,869	2,122	5,991	2,448	1,563	4,011
Total	**12,640**	**7,252**	**19,892**	**253**	**170**	**423**	**11,183**	**7,071**	**18,254**	**11,763**	**4,939**	**16,702**
Full Total	**25,620**	**18,511**	**44,131**	**3,823**	**2,112**	**5,935**	**20,153**	**15,676**	**35,829**	**26,777**	**14,947**	**41,724**

*** The Completion of Training and Dropouts include the number of apprentices enrolled during the previous years.

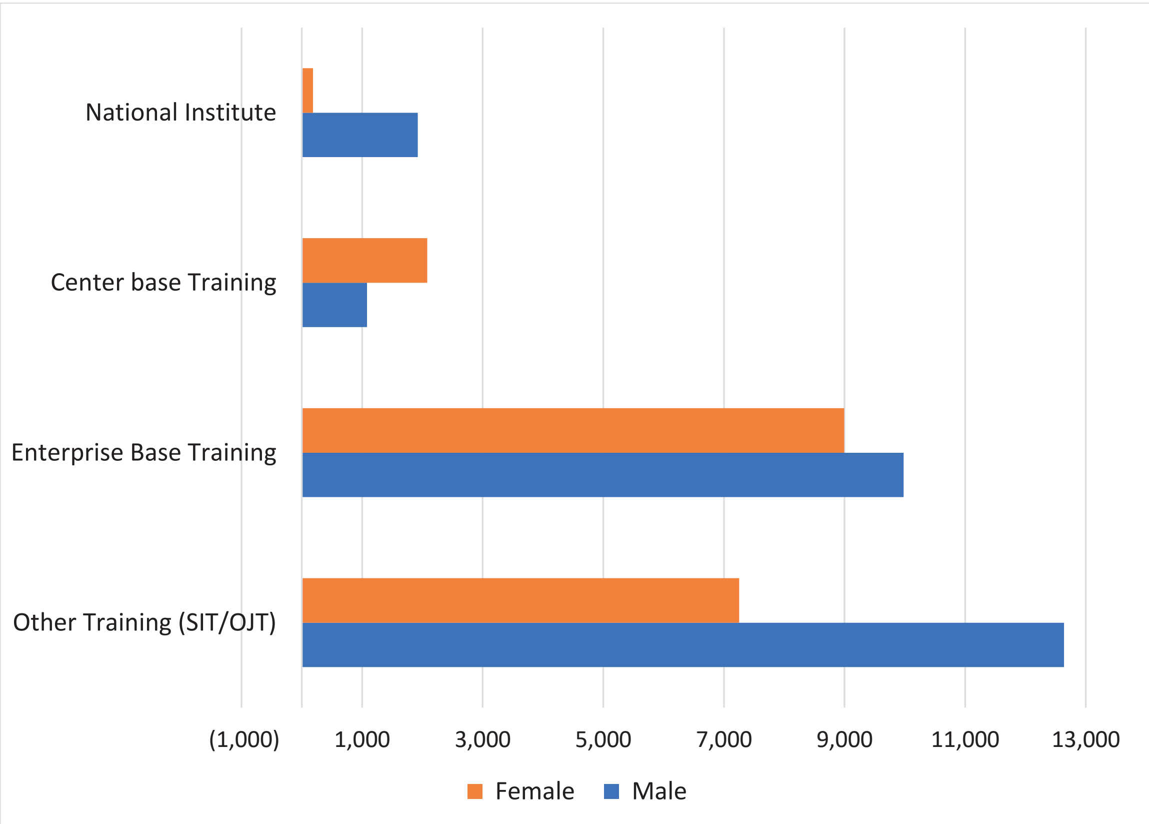
Table 03 depicts the distribution of the enrolments, dropouts, completions and further training of the apprentices under various training schemes by gender during the year under review.

A total of 44,131 apprentices were enrolled during the year, of which 25,620 were male apprentices and 18,511 were female apprentices. Overall, there are more male apprentices than female apprentices. However, there are more male apprentices and fewer female apprentices in the industry-based training scheme. But, there are more female apprentices and fewer male apprentices in the centre-based training scheme. Since the majority of the training courses in National Institutions are technical courses, there is an increase in the number of male apprentices compared to female apprentices.

During this year, great efforts were made to maintain a low dropout rate of apprentices.

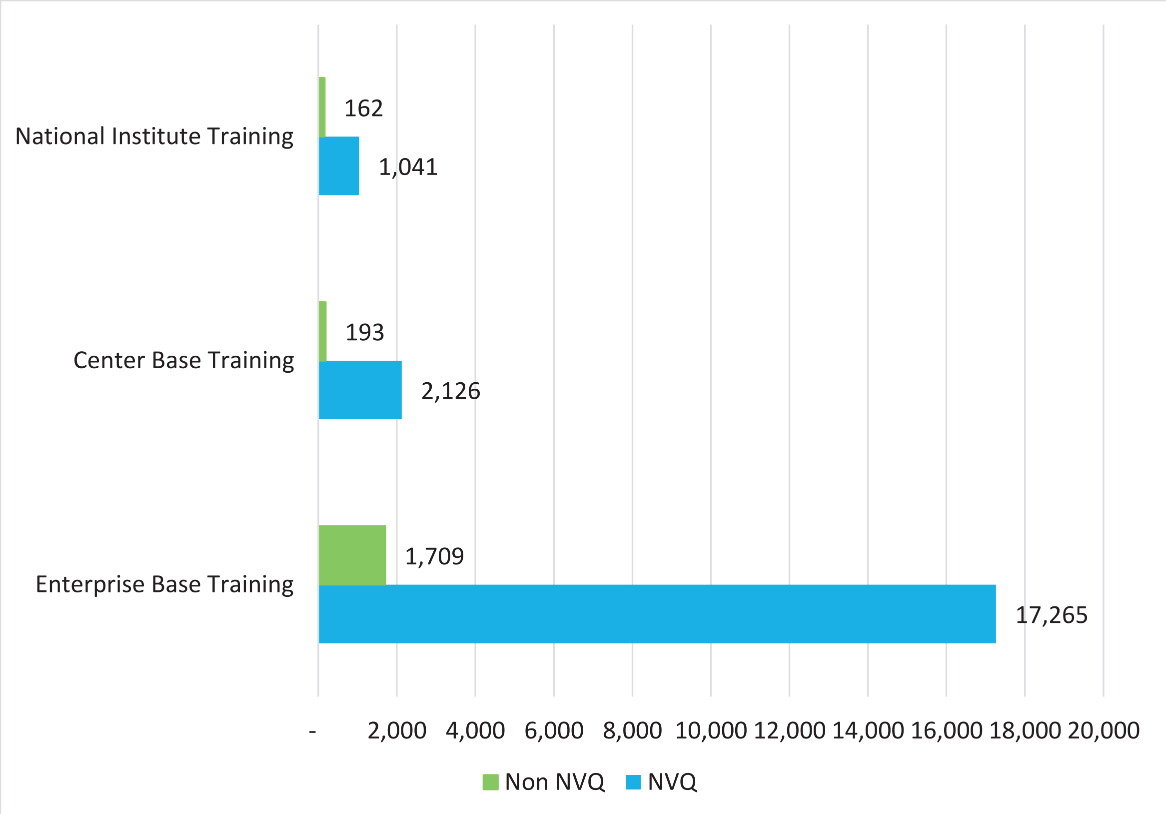
35,829 apprentices were able to complete their apprenticeship training. 41,724 apprentices remain in training.

Graph 02 – Enrolments for training Based on Gender



This Graph depicts the enrolment based on gender during the year under review. As in every year, a higher number of male apprentices have been enrolled which is 58%. The female percentage is represented as 42%.

Graph 03 – National Apprenticeship Training National Voccational Qualification (NVQ) and Non-National Voccational Qualification (Non NVQ) (Excluding Part-Time Apprenticeship Training)



The enrollment of apprentices under the National Vocational Qualification (NVQ) and Non-NVQ (NVQ) training classifications in 2024 is shown in Figure 03.

This chart shows that overall, apprentices are motivated to obtain the National Vocational Qualification (NVQ).

This shows that there is a high demand for National Vocational Qualification (NVQ).

Table 4: Progress of the National Institutes (Full Time Courses)

National Institutes	Course	Enrolments			Training Dropouts			Completion of Training			In Training as at 31.12.2024		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Automobile Engineering Training Institute - Orugodawatta	Automobile Airconditioning Mechanic	43	1	44	5	-	5	26	-	26	76	2	78
	Automobile Electrician	124	-	124	12	-	12	-	-	-	294	3	297
	Automobile Mechanic	241	3	244	102	3	105	-	-	-	590	3	593
	Automobile Painter	59	2	61	13	-	13	111	1	112	83	2	85
	Automobile Body Tinker	91	-	91	9	-	9	120	1	121	134	-	134
	Information and Communication Technician	7	15	22	2	-	2	14	23	37	7	15	22
	Machinist	44	2	46	2	-	2	-	-	-	106	5	111
Total		**609**	**23**	**632**	**145**	**3**	**148**	**271**	**25**	**296**	**1,290**	**30**	**1,320**
Industrial Engineering Training Institute- Katubedda	Aluminium Fabricator	-	-	-	-	-	-	-	-	-	-	-	-
	Book Binder	-	-	-	-	-	-	-	-	-	1	2	3
	Carpenter (Furniture)	7	-	7	3	-	3	5	-	5	23	-	23
	Computer Graphic Artist	19	18	37	7	3	10	-	-	-	16	16	32
	Construction Supervisor	3	-	3	11	1	12	9	1	10	7	-	7
	Draftsman	5	1	6	1	-	1	-	-	-	6	1	7
	Electrician	13	-	13	1	-	1	-	-	-	24	-	24
	Electrician (Special)	66	-	66	14	-	14	52	-	52	163	-	163
	Electrical Technician (Special)	32	-	32	7	1	8	26	-	26	74	1	75
	Fitter (Ordinary)	12	-	12	3	-	3	-	-	-	22	-	22
	Information and Communication Technician	33	46	79	12	8	20	6	14	20	25	42	67
	Machinist (Special)	57	-	57	11	-	11	19	-	19	145	-	145
	Plumber	27	-	27	11	-	11	18	-	18	40	-	40
	Quantity Survey Assistant	2	2	4	3	-	3	5	2	7	2	2	4
	Refregeration & Airconditioning Technician	26	-	26	6	-	6	11	-	11	46	-	46
	Welder (Special)	40	-	40	9	-	9	28	-	28	92	-	92
Total		**342**	**67**	**409**	**99**	**13**	**112**	**179**	**17**	**196**	**686**	**64**	**750**

National Institutes	Course	Enrolments			Training Dropouts			Completion of Training			In Training as at 31.12.2024		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Institute of Engineering Technology - Katunayake	Automotive Engineer	13	-	13	1	-	1	10	-	10	29	1	30
	Civil Engineer - Building Constriction	8	4	12	3	2	5	76	26	102	84	31	115
	Electronics & Communication Engineer	18	16	34	-	-	-	32	16	48	18	16	34
	Highways & Locomotive Engineer	-	-	-	1	-	1	27	4	31	25	19	44
	Navel Engineer	25	-	25	-	-	-	-	-	-	58	-	58
	Ordinary Mechanical Engineer	-	-	-	-	-	-	33	16	49	-	-	-
	Networking & Communication Engineer	-	-	-	4	4	8	-	-	-	41	24	65
	Private Secretary - English	4	22	26	4	18	22	-	4	4	-	-	-
	Energy Engineer	27	10	37	1	-	1	34	17	51	68	24	92
	Producion Engineer	10	3	13	4	2	6	-	-	-	55	30	85
	Water and Environmental Engineer	-	2	2	1	-	1	14	20	34	16	25	41
Total		**105**	**57**	162	**19**	**26**	**45**	**226**	**103**	**329**	**394**	**170**	**564**
Full Total		**1,056**	**147**	**1,203**	**263**	**42**	**305**	**676**	**145**	**821**	**2,370**	**264**	**2,634**

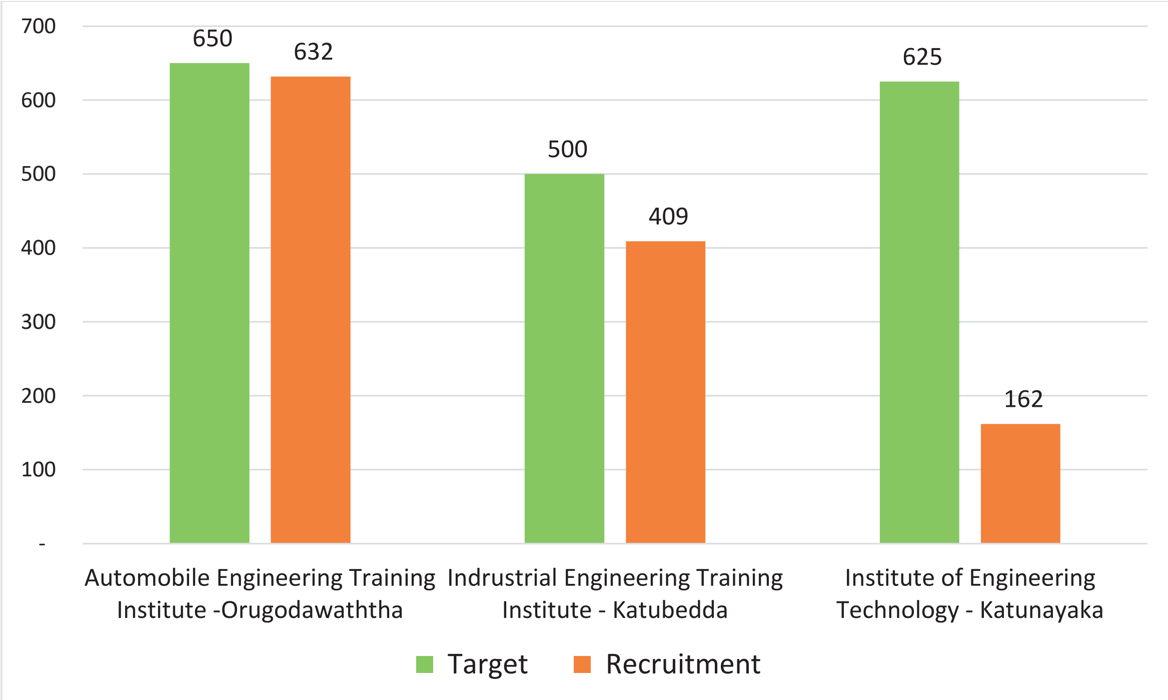
*** The Completion of Training and Dropouts include the number of apprentices enrolled during the previous years.

Table 04 shows the enrolment of apprentices to National Institutions, training dropouts, successful completion of the training and continuing in the training during the year under review.

The apprentices are enrolled for technical subjects at the Katunayake Institute of Engineering Technology through a competitive selection examination. It is conducted by the Department of Examinations. Since the examination for enrollment in the year 2024 has been delayed, the enrolment of apprentices for the year under review has been delayed and the number of enrollments during the year under review is also at a minimum.

Other institutions have taken steps to reach the relevant targets by conducting enrollment normally.

Graph 4: Progress of the National Institutes



This Graph shows the targets and the enrollment of apprentices relevant to the National Institutes during the year under review.

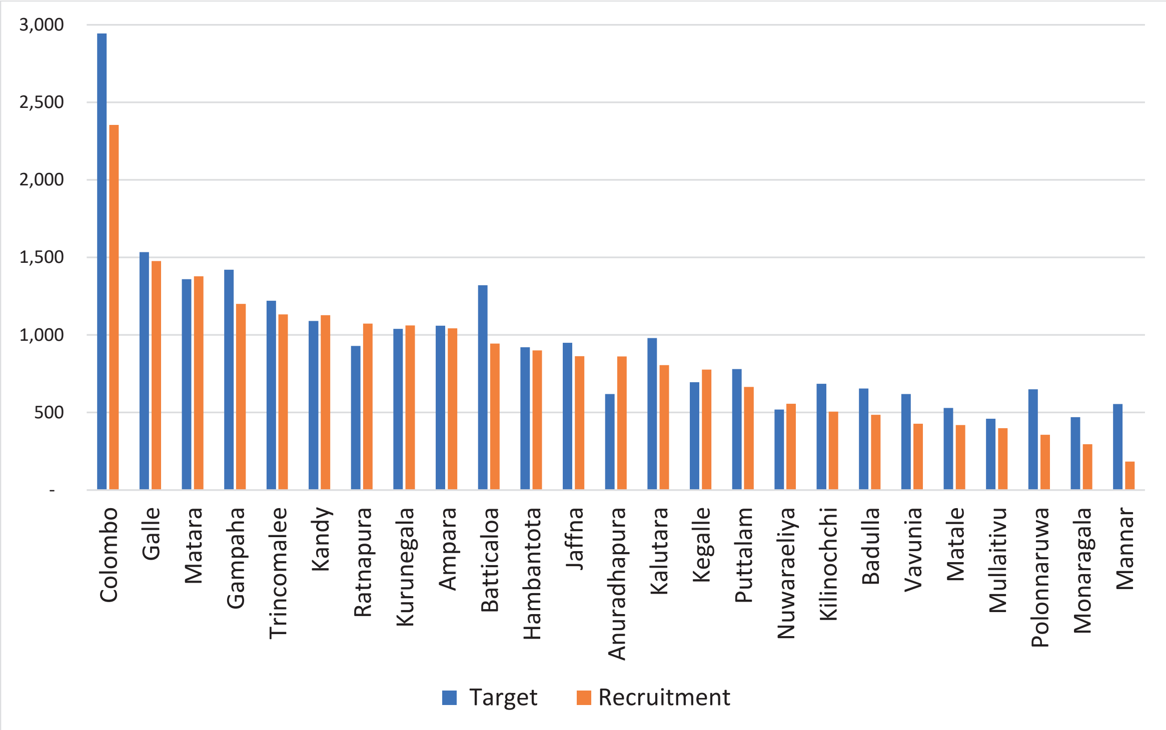
Table 5: Summary of Enterprise-Based and Centre-Based Apprenticeship Training

District	Targets	Enrolments			Dropouts			Training Completion			In Training as at 31.12.2024		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Colombo	2,945	1,692	663	2,355	414	128	542	1,091	586	1,677	2,636	766	3,402
Gampaha	1,420	781	419	1,200	639	201	840	528	225	753	988	450	1,438
Kalutara	980	516	290	806	165	107	272	178	127	305	529	248	777
Kandy	1,090	589	538	1,127	62	68	130	376	333	709	753	439	1,192
Matale	530	212	207	419	22	24	46	99	178	277	252	197	449
Nuwara Eliya	520	230	326	556	124	274	398	110	258	368	236	238	474
Galle	1,535	722	755	1,477	291	174	465	506	594	1,100	855	708	1,563
Matara	1,360	646	733	1,379	244	117	361	412	579	991	690	661	1,351
Hambantota	920	374	526	900	63	82	145	303	465	768	318	394	712
Jaffna	950	301	562	863	135	42	177	245	375	620	302	543	845
Mannar	555	81	103	184	2	10	12	48	325	373	163	108	271
Vavuniya	620	123	305	428	45	44	89	107	210	317	125	244	369
Mullaitivu	460	55	344	399	113	83	196	98	332	430	80	240	320
Kilinochchi	685	212	293	505	21	13	34	108	278	386	244	232	476
Batticaloa	1,320	315	629	944	81	57	138	410	402	812	417	643	1,060
Ampara	1,060	549	493	1,042	38	26	64	608	329	937	563	470	1,033
Trincomalee	1,220	509	624	1,133	13	8	21	425	435	860	568	651	1,219
Kurunegala	1,040	646	415	1,061	206	113	319	289	303	592	592	345	937
Puttalam	780	328	337	665	110	144	254	229	232	461	359	258	617
Anuradhapura	620	541	321	862	96	18	114	327	242	569	490	341	831
Polonnaruwa	650	186	170	356	89	19	108	77	66	143	197	171	368
Badulla	655	159	326	485	19	37	56	113	233	346	199	286	485
Monaragala	470	125	171	296	20	10	30	113	149	262	114	116	230
Ratnapura	930	480	594	1,074	99	26	125	302	367	669	540	599	1,139
Kegalle	695	403	374	777	122	69	191	206	256	462	317	306	623
Total	**24,010**	**10,775**	**10,518**	**21,293**	**3,233**	**1,894**	**5,127**	**7,308**	**7,879**	**15,187**	**12,527**	**9,654**	**22,181**

*** The Completion of Training and Dropouts include the number of apprentices enrolled during the previous years.

The summary of Enterprise-Based and Centre-Based Apprenticeship Training at the district level is presented in Table 05. The total number of apprentices enrolled in the 25 districts is 21,293, which is 89% of the expected target. The highest number of apprentices have been enrolled in the Colombo district. The lowest number of enrollments is reported from the Mannar district. 15,187 apprentices have completed the training at the district level.

Graph 5: Enterprise-Based and Centre-Based Apprenticeship Training at the District Level



This Graph shows the enrollment of apprentices for the Enterprise-Based and Centre-Based Apprenticeship Training in 25 dstricts.

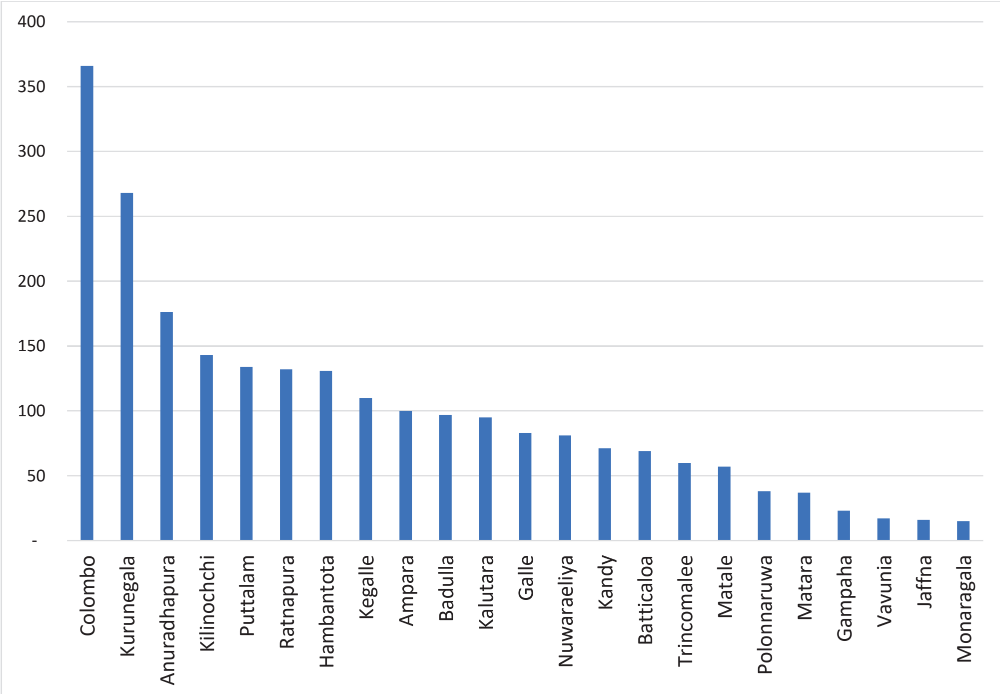
Table 6: Enterprise-Based Full-Time Apprenticeship Training at the District Level (Excluding National Institutes)

District	Enrolments			Training Dropouts			Completion of Training			In Training as at 31.12.2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Colombo	222	144	366	50	14	64	155	99	254	125	143	268
Gampaha	5	18	23	4	4	8	4	13	17	4	16	20
Kalutara	34	61	95	8	8	16	37	57	94	41	58	99
Kandy	22	49	71	-	-	-	94	32	126	42	49	91
Matale	18	39	57	2	4	6	20	61	81	17	37	54
Nuwara Eliya	15	66	81	-	-	-	16	96	112	15	66	81
Galle	3	80	83	-	6	6	26	117	143	11	77	88
Matara	4	33	37	-	8	8	1	65	66	4	29	33
Hambantota	17	114	131	4	14	18	16	82	98	16	90	106
Jaffna	5	11	16	-	-	-	14	27	41	5	11	16
Vavuniya	3	14	17	-	-	-	5	29	34	3	14	17
Kilinochchi	79	64	143	20	6	26	43	78	121	90	62	152
Batticaloa	29	40	69	-	-	-	33	55	88	29	40	69
Ampara	10	90	100	12	15	27	8	101	109	7	22	29
Trincomalee	21	39	60	2	2	4	14	43	57	20	38	58
Kurunegala	148	120	268	89	31	120	95	127	222	114	104	218
Puttalam	22	112	134	4	16	20	23	80	103	20	106	126
Anuradhapura	71	105	176	8	6	14	34	93	127	84	108	192
Polonnaruwa	9	29	38	-	-	-	7	23	30	9	29	38
Badulla	26	71	97	-	-	-	29	66	95	26	70	96
Monaragala	-	15	15	-	-	-	1	21	22	-	15	15
Ratnapura	17	115	132	-	-	-	17	111	128	17	115	132
Kegalle	17	93	110	-	14	14	14	118	132	17	86	103
Total	**797**	**1,522**	**2,319**	**203**	**148**	**351**	**706**	**1,594**	**2,300**	**716**	**1,385**	**2,101**

*** The Completion of Training and Dropouts include the number of apprentices enrolled during the previous years.

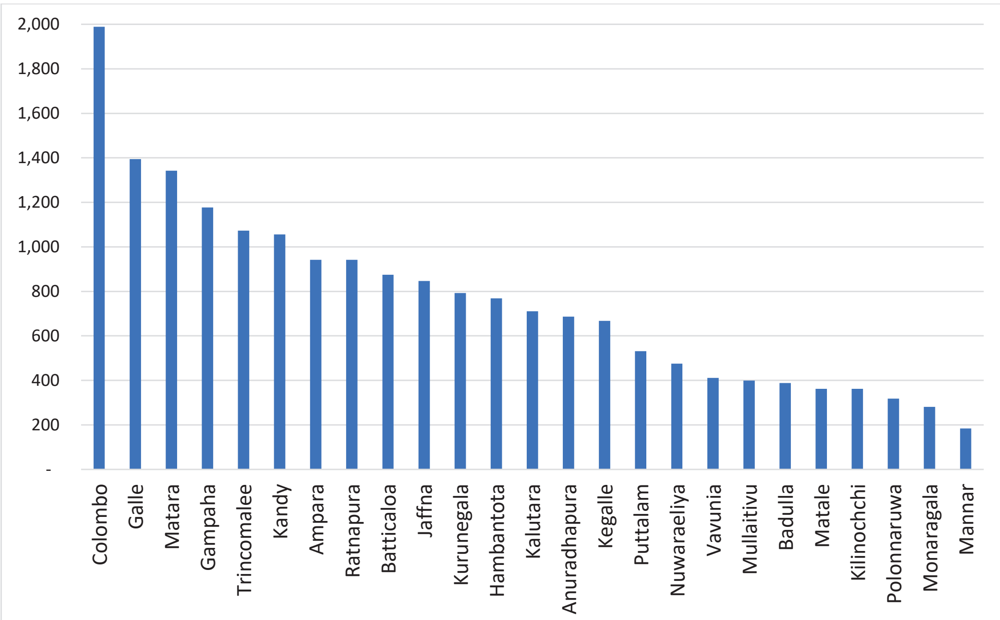
Table 06 shows the number of apprentices enrolled, dropped out, completed and remained in training for full-time courses in centre-based apprenticeship training. The Colombo District Training Centre has enrolled the largest number of apprentices and 2,300 apprentices have successfully completed the training at the district level.

Graph 6: Centre-Based Enrollments



This Graph shows the enrollment of apprentices for Centre-Based Training at district level.

Graph 7: Enterprise-Based Enrollments



This Graph shows the enrollment of apprentices for Enterprise-Based Training at district level.

Table 7: Enterprise-Based Full-Time Apprenticeship Training at the District Level (Excluding National Institutes)

District	Enrolments			Training Dropouts			Completion of Training			In Training as at 31.12.2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Colombo	1,470	519	1,989	364	114	478	936	487	1,423	2,511	623	3,134
Gampaha	776	401	1,177	635	197	832	524	212	736	984	434	1,418
Kalutara	482	229	711	157	99	256	141	70	211	488	190	678
Kandy	567	489	1,056	62	68	130	282	301	583	711	390	1,101
Matale	194	168	362	20	20	40	79	117	196	235	160	395
Nuwara Eliya	215	260	475	124	274	398	94	162	256	221	172	393
Galle	719	675	1,394	291	168	459	480	477	957	844	631	1,475
Matara	642	700	1,342	244	109	353	411	514	925	686	632	1,318
Hambantota	357	412	769	59	68	127	287	383	670	302	304	606
Jaffna	296	551	847	135	42	177	231	348	579	297	532	829
Mannar	81	103	184	2	10	12	48	325	373	163	108	271
Vavuniya	120	291	411	45	44	89	102	181	283	122	230	352
Mullaitivu	55	344	399	113	83	196	98	332	430	80	240	320
Kilinochchi	133	229	362	1	7	8	65	200	265	154	170	324
Batticaloa	286	589	875	81	57	138	377	347	724	388	603	991
Ampara	539	403	942	26	11	37	600	228	828	556	448	1,004
Trincomalee	488	585	1,073	11	6	17	411	392	803	548	613	1,161
Kurunegala	498	295	793	117	82	199	194	176	370	478	241	719
Puttalam	306	225	531	106	128	234	206	152	358	339	152	491
Anuradhapura	470	216	686	88	12	100	293	149	442	406	233	639
Polonnaruwa	177	141	318	89	19	108	70	43	113	188	142	330
Badulla	133	255	388	19	37	56	84	167	251	173	216	389
Monaragala	125	156	281	20	10	30	112	128	240	114	101	215
Ratnapura	463	479	942	99	26	125	285	256	541	523	484	1,007
Kegalle	386	281	667	122	55	177	192	138	330	300	220	520
Total	**9,978**	**8,996**	**18,974**	**3,030**	**1,746**	**4,776**	**6,602**	**6,285**	**12,887**	**11,811**	**8,269**	**20,080**

*** The Completion of Training and Dropouts include the number of apprentices enrolled during the previous years.

Our main training method of Enterprise-Based Training is illustrated in Table 07. The highest number of apprentices enrolled for this training was in the Colombo District. It was 1,989. The lowest number of apprentices was enrolled in the Mannar District. It was 184. The number of successful completions of the training was 12,887.

This training method is gradually growing through the National Vocational Qualification (NVQ).

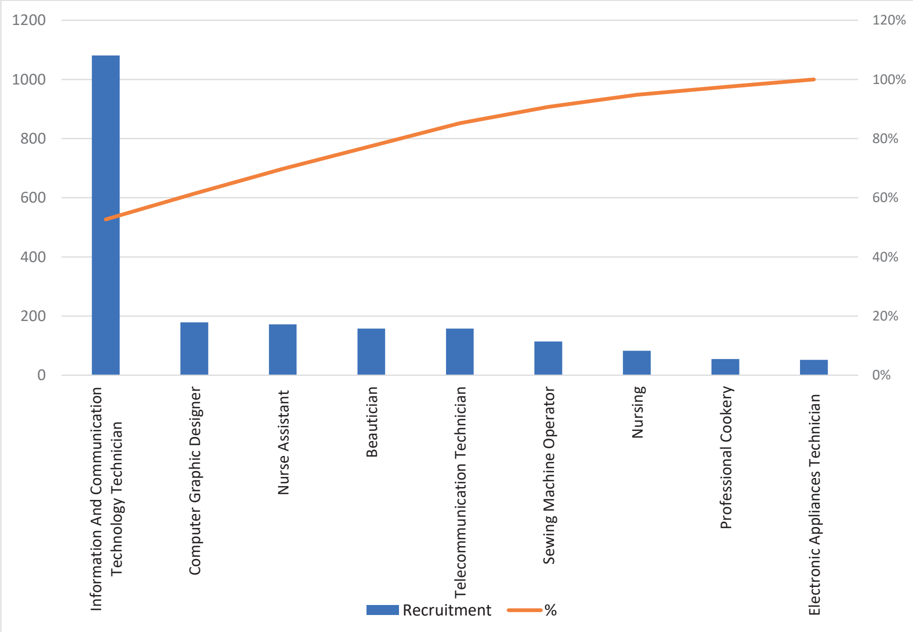
Table 8: Part Time Training Courses

District	Enrolments			Training Dropouts			Completion of Training			In Training as at 31.12.2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Colombo	122	65	187	0	3	3	102	21	123	20	41	61
Gampaha	13	35	48	0	0	0	13	35	48	0	0	0
Kalutara	7	34	41	0	0	0	7	34	41	0	0	0
Kandy	31	91	122	0	0	0	46	98	144	0	0	0
Matara	14	48	62	1	2	3	16	71	87	0	0	0
Mannar	1	15	16	0	0	0	0	0	0	1	15	16
Vavuniya	6	16	22	0	0	0	6	16	22	0	0	0
Trincomalee	17	23	40	0	0	0	0	0	0	17	23	40
Kurunegala	22	47	69	0	0	0	23	61	84	0	0	0
Anuradhapura	9	32	41	0	0	0	9	32	41	0	0	0
Puttalam	3	12	15	0	0	0	3	12	15	0	0	0
Polonnaruwa	10	39	49	0	0	0	10	39	49	0	0	0
Ratnapura	18	66	84	0	0	0	22	84	106	5	10	15
Kegalle	11	34	45	0	0	0	11	43	54	0	0	0
Total	**284**	**557**	**841**	**1**	**5**	**6**	**268**	**546**	**814**	**43**	**89**	**132**
Industrial Engineering Training Institute-Katubedda	255	29	284	2	-	2	253	29	282	-	-	-
Automobile Engineering Training Institute - Orugodawatta	610	8	618	71	1	72	465	6	471	74	1	75
Total	865	37	902	73	1	74	718	35	753	74	1	75
Full Total	**1,149**	**594**	**1,743**	**74**	**6**	**80**	**986**	**581**	**1,567**	**117**	**90**	**207**

*** The Completion of Training and Dropouts include the number of apprentices enrolled during the previous years.

The enrollment of apprentices for part-time courses at the district level and in national institutions is shown in Table 08. Part-time courses have been conducted in 14 districts and in 02 National Institutions have conducted part-time courses. Our institution charges a fee for this.

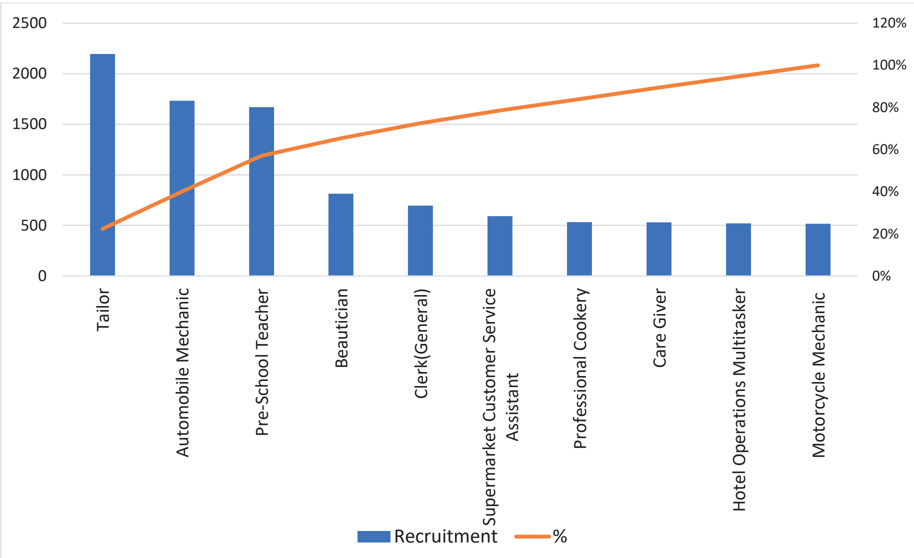
Graph 8: Parato Analysis (Centre-Based Training)



Graph 8 shows the enrollment of apprentices for Centre-Based Training during the year under review. It displays that there is a higher demand among apprentices for the Information Technology Course.

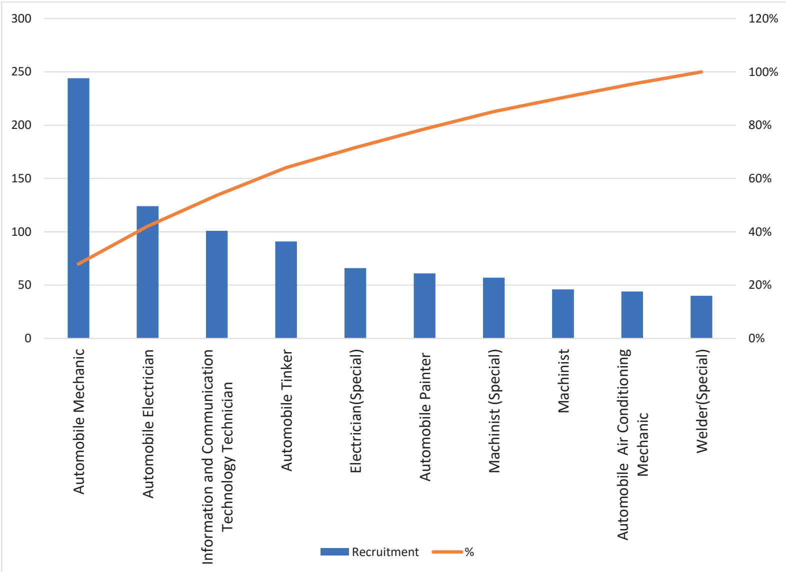
Further, there is a high demand for the courses of Computer Graphic Artist, Nursing Assistant and Beautician.

Graph 9: Parato Analysis (Enterprise-Based Training)



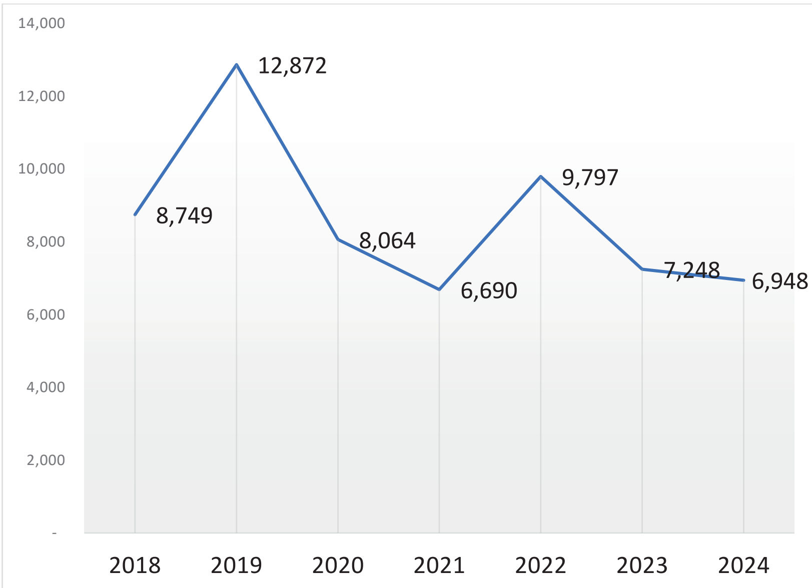
Graph 9 shows the enrollment of apprentices for Enterprise-Based Training during the year under review. It displays that there is a higher demand among apprentices for the courses of Tailor, Motor Mechanic and Pre-School Teacher courses.

Graph 10: Parato Analysis (National Institutes)



Graph 10 shows the enrollment of apprentices for National Institutes during the year under review. It displays that there is a higher demand among apprentices for the Motor Mechanic course.

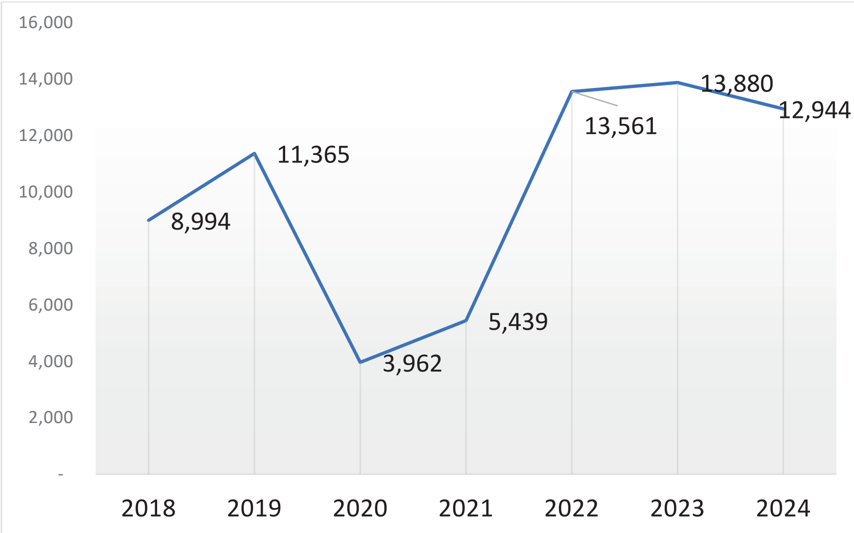
Graph 11: Comparison of On-the-Job Training with the previous years



Graph 11 shows the variations in the enrollment of apprentices for the On-the-Job Training method at other institutions during several previous years.

A gradual decline is shown here due to the other institutions also tending to offer On-the-Job Training at the same institutions.

Graph 12: Comparison of Special In-plant Training with the previous years



Graph 12 depicts the progress in the enrollment of apprentices by our institution to provide In-plant training for the undergraduate and diploma students.

This also has declined due to the universities directing their students for In-plant training.

Table 9: Issue of Certificates

<table>
<tr><th colspan="2">Certificate Category</th><th>Number Tested</th><th>No. Passed the Final Vocational Test</th><th>Number of Certificates Issued</th></tr>
<tr><td rowspan="3">NVQ</td><td>Enterprise Based</td><td>9,749</td><td>5,918</td><td>6,364</td></tr>
<tr><td>Centre Based</td><td>3,059</td><td>2,205</td><td>1,918</td></tr>
<tr><td>Recognition of Prior Learning</td><td>11,330</td><td>9,617</td><td>10,197</td></tr>
<tr><td rowspan="3">Non-NVQ</td><td>Craft Level - Centre Based/Enterprise Based</td><td>1,714</td><td>1,569</td><td>1,503</td></tr>
<tr><td>Situational Level</td><td>635</td><td>329</td><td>637</td></tr>
<tr><td>Village Level</td><td>246</td><td>246</td><td>281</td></tr>
<tr><td rowspan="3">National Institutes</td><td>Institute of Engineering Technology - Katunayake</td><td>345</td><td>325</td><td>380</td></tr>
<tr><td>Automobile Engineering Training Institute - Orugodawatta</td><td>799</td><td>783</td><td>780</td></tr>
<tr><td>Industrial Engineering Training Institute- Katubedda</td><td>769</td><td>676</td><td>734</td></tr>
<tr><td rowspan="3">Part Time</td><td>Certificate in English Course (CELV)</td><td>202</td><td>170</td><td>431</td></tr>
<tr><td>Computer Competency License Course (SLCCL)</td><td>390</td><td>303</td><td>391</td></tr>
<tr><td>National Trade Test (NTT)</td><td>447</td><td>436</td><td>500</td></tr>
<tr><td rowspan="2">Other</td><td>Special Industrial Training (KDU/NDT/HND)</td><td>12,263</td><td>12,263</td><td>833</td></tr>
<tr><td>Other (NAITA/ED/PHSRC)</td><td>527</td><td>426</td><td>1,002</td></tr>
<tr><td colspan="2">Total</td><td>42,475</td><td>35,266</td><td>25,951</td></tr>
</table>

*** Number of certificates issued includes the apprentices who passed the examinations during the previous year.

Table 09 shows the progress of training according to variour training methods, conducting tests and examinations and issue of certificates during the year under review.

Here it shows that many were inclined to obtain the National Vocational Qualification (NVQ) Certificates.

Table 10: Progress of National Competency Standards and Curriculum Development

Activity	Number Developed	Number validated	Number Reviewed
National Competency Standards and Curricula	30	70	39
Assessment Resources	4		
Training Standards/Research Paper	9		
Total	**43**	**70**	**39**

Validation and Review National Competency Standards and Curricula in the field is an activity confined only to our institution.

Table 10 depicts the progress in the National Competency Standards and Curricula, Validation and Review during the year under review.

Special Programmes and Information for the Year 2024

As part of the programme to carry out the enrolment of apprentices to our authority in a formal manner, the Grama Niladharis were informed through the Divisional Secretariats and applicants were registered for training. In parallel, with the aim of developing the personality development, leadership training and teamwork of the apprentices trained under us and creating a more skilled workforce, a five-day Personality Development Programme was implemented with the full support of the Sri Lanka Army, and the inaugural ceremony of the programme to direct the apprentices for apprenticeship training through basic training in the profession they are studying was held at the Automobile Engineering Training Institute in Orugodawatta.

The International Labour Organization (ILO), the Federation of Chambers of Commerce and Industry of Sri Lanka (CSLCCI) and the National Apprentice and Industrial Training Authority (NAITA) signed a Memorandum of Understanding (MoU) for the Basic Skills for Hospitality Sector course to be held with the aim of providing skills to candidates in the hotel sector intending to go abroad.

A vocational training job fair organized by the Sri Lanka German Industrial Training Institute on the occasion of the “World Youth Skills Day” was held at the Sri Lanka German Industrial Training Institute premises on 14th and 15th July 2024, and a trade stall of the National Apprentice and Industrial Training Authority was also established there.

An awareness programme for professionals seeking employment locally and abroad to obtain NVQ certificates under the RPL method was implemented for two days at the Salgadu Stadium in Anuradhapura.

Our Authority consecrated more than 250 professionals in the cake decorating profession who had obtained NVQ level 4 under the RPL method as NVQ certified skilled craftsmen and awarded certificates to 322 apprentices at the 30th Certificate Ceremony of the Automobile Engineering Training Institute in Orugodawatta.

With the aim of developing the capacity of the staff, the Capacity Development Programme of the Instructors organized by the Human Resource Development Division representing the District Offices and National Institutions of our Authority was held in August this year at the Wayamba Training Centre in Wariyapola. The National Apprentice and Industrial Training Authority recently held a Management Skills Development Programme for our District Managers at the Rich Hotel, Godagama. The new training Programmes and the goals we expect to achieve in 2024 were further discussed and a special lecture was given on Management Skills and Goals.

The National Apprentice and Industrial Training Authority (NAITA) Nuwara Eliya District Office and the Kelani Valley Estates Company belonging to Hayleys Estates successfully conducted an initiation programme to enrol apprentices for the Field Officer (Tea) NVQ 04 course for the estates located in the Hatton region.

The inaugural ceremony of the programme to provide loans at a concessional interest rate to young entrepreneurs who have completed our courses and obtained certificates to start a new business or improve their business, with the full support of the Bank of Ceylon, was held at the NAITA Kenimadala Auditorium.

The Sri Lanka Embassy in Israel in collaboration with the National Apprenticeship and Technical Training Authority (NAITA) and the Tertiary and Vocational Education Commission (TVEC), conducted written and aptitude tests for NVQ 3 and NVQ 4 levels in Israel to test the skills of the nursing profession. This was the first time that this programme was conducted in a foreign country outside Sri Lanka and was the first pilot project conducted by NAITA and TVEC.

The statement on Corporate Social Responsibility (CSR)

A Sinhala New Year festival was held with the participation of the Head Office staff and several other Sinhala New Year festivals organized at the District Office level were held this year.

To commemorate the Wesak festival, a Dhamma Talk was held by Ven. Warakapola Pasannachiththa Thero at the Orugodawatta Automobile Engineering Training Institute and a Dansala was held with the participation of the staff and students of the institute.

A Rice Dansala was successfully held at the head office premises on the occasion of Poson Poya, treating over 5,000 devotees.

Programs and targets for the year 2025

1. Enrolling 3,665 apprentices under Center-Based training.
2. Enrolling 36,160 apprentices under Enterprise-Based apprenticeship training.
3. Enrolling 3,320 apprentices for National Institutions.
4. Enrolling 10,000 apprentices under On-the-job training.
5. Enrolling 14,000 apprentices under Special Industrial training.
6. Implementation of 8,200 assessments under the National Vocational Qualification Recognition of Prior Learning method.
7. Implementation of 1,000 assessments under the National Trade Test method.
8. For the National Competency Standards and Curriculum Development 2025, It was proposed to work in a several selected fields including Air Craft Maintenance Technician, Refinery Non-Destructive Testing Technician, Refinery Non-Destructive Lab Technician, Mining Technician, Dry wall Fabricator, etc.
9. It was proposed to issue NVQ certificates for the field of Electric Fence Maintenance Assistant with the Department of Wildlife Conservation through Reconmition of Prior Learning method.
10. Conducting tests for the field of Water Proofing Assistant through the National Trade Test (NTT) method.

Table 11: Staff Details

Salary Code	Post	Approved Cadre	Existing Staff (Permanent) as at 31.12.2024	Existing Staff (Contract Basis) as at 31.12.2024
HM 1 -3	Director General	1	1	
HM 1-1	Director	5	4	
MM 1 -1	Deputy Director/ Assistant Director	18	7	1
MM 1 -1	Internal Auditor	1	0	
AR -2	Director/ Principal	3	2	
AR -1	Deputy Principal	6	3	
AR -1	Lecturer	49	24	4
JM 1-1	District Officer	25	19	
JM 1-1	Training Officer	62	49	
JM 1-1	Administrative Officer	8	3	
JM 1-1	Secretary/ Legal Officer	1	0	1
JM 1-1	Accounts Officer	6	1	1
JM 1-1	Internal Audit Officer	1	0	
JM 1-1	Service Officer of the Vehicle Repair Unit	1	0	
JM 1-1	Quality Assurance Officer	4	3	
JM 1-1	Procurement Officer	1	1	
JM 1-1	Systems Administrator	1	0	
JM 1-1	Database Administrator	1	0	
JM 1-1	Statistician	1	1	
MA 4	Inspector	462	271	17
MA 4	Instructor	122	44	
MA 4	Librarian	3	0	
MA 4	Systems Analyst	3	1	
MA 4	Transport Officer	1	0	
MA 4	Technical Officer	1	1	
MA 3	Language Translator	2	0	
MA 2-2	Instructor Assistant	44	0	
MA 2-2	Bookkeeper	4	1	
MA 2-2	Audiovisual Technician	3	1	
MA 2-2	Technical Designer	3	0	
MA 2-2	Draftsman	1	0	1
MA 1-2	Laboratory Assistant	12	5	
MA 1-2	Management Assistant	260	196	**17**
MA 1-2	Computer Designer	2	2	1
MA 1-2	Hostel Keeper	2	0	
PL 3	Driver & Office Assistant	40	28	10
PL 3	Litho Machine Operator	4	3	1
PL 2	Printing Machine Operator	2	0	

Salary Code	Post	Approved Cadre	Existing Staff (Permanent) as at 31.12.2024	Existing Staff (Contract Basis) as at 31.12.2024
PL 2	Book Binder & Cutter	4	4	
PL 2	Skilled Craftsman (Mason)	1	0	
PL 2	Skilled Craftsman (Carpenter)	3	1	
PL 2	Skilled Craftsman (Machinist)	2	1	
PL 2	Skilled Craftsman (Motor Mechanic)	1	0	
PL 2	Skilled Craftsman (Welder)	2	1	
PL 2	Skilled Craftsman (Fitter)	2	2	
PL 2	Skilled Craftsman (Electrician)	5	3	
PL 2	Skilled Craftsman (Computer Hardware Technician)	3	2	
PL 2	Skilled Craftsman (Plumber)	2	2	
PL 1	Office Assistant	71	48	17
Total		**1262**	**735**	**71**

Table 11 displays the brief details of the cadre of the institution during the year under review.

It is a special feature that a large number of employees leaving the institution.

FOREWORD

THE FIANCIAL STATEMENTS FOR THE YEAR ENDED 31st DECEMBER 2024

NATIONAL APPRENTICE & INDUSTRIAL TRAINING AUTHORITY

During the year under review total grant of Rs. 1,345,184,719.62 was released to the Authority by the Department of Treasury and the other grant and revenue are as per details given below.

Government Grant	Budgeted Income (Rs)	Amount Released/ Realized (Rs)
Treasury Grant - Recurrent	1,509,000,000.00	1,306,884,719.62
Treasury Grant - Capital	100,000,000.00	38,300,000.00
Sub Total	**1,609,000,000.00**	**1,345,184,719.62**
Ministry Grant - SDVE/Performance allowance	43,800,782.00	41,118,487.00
Ministry Grant - Nipunatha Sisu Saviya Programme	99,205,000.00	90,682,400.00
Ministry Grant - Other Aid (Capital)	-	19,686,443.73
Total	**1,752,005,782.00**	**1,496,672,050.35**
Recurrent Revenue/Indirect Income	154,000,000.00	657,158,154.64
Grand Total	**1,906,005,782.00**	**2,153,830,204.99**

The Fiancial Statements for the year ended 31st December 2024 with following components are presented herewith for the approval of the Board of Management.

Component of the Financial Statement

01. Statement of Financial Position as at 31st December 2024

02. Statement of Financial Performance for the year ended 31st December 2024

03. Cash Flows Statement for the year ended 31st December 2024

04. Statement of changes in Equity

05. Notes to the Financial Statements

W M A K Weerasekara Director (Finance) W. M. A. K. Weerasekara Director (Finance) National Apprentice & Industrial Training Authority	H. Abdul Saththar Chairman National Apprentice & Industrial Training Authority No. 971, Sri Jayawardenapura Mawatha, Welikada, Rajagiriya. H A Saththar Chairman / CEO

STATEMENT OF THE CHAIRMAN ON BEHALF OF THE BOARD OF MANAGEMENT

THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31st DECEMBER 2024
NATIONAL APPRENTICE AND INDUSTRIAL TRAINING AUTHORITY

The financial statements of the National Apprentice and Industrial Training Authority of Sri Lanka for the financial year ended 31st December. 2024 have been prepared in accordance with the Sri Lanka public sector Accounting Standards and in the form and manner specified by the Tertiary and Vocational Education Act No: 20 of 1990 and the Finance Act No 38 of 1971.

Financial rules & regulations, policies prescribed by the National Apprentice and Industrial Training Authority of Sri Lanka is complied with Sri Lanka Public sector Accounting Standard. The systems of control have been maintained as far as practicable to endure and safeguard the assets and effectiveness of the transactions to best of our knowledge. The Financial Statements for the year ended 31st December 2024 have been prepared in accordance with the applicable financial reporting frame work and exhibits the financial position & the performances of the National Apprentice and Industrial Training Authority of Sri Lanka.

H A Saththar
Chairman/ CEO
On behalf of the Board of Management
National Apprentice and Industrial Training Authority of Sri Lanka

H. Abdul Saththar
Chairman
National Apprentice &
Industrial Training Authority
No. 971, Sri Jayawardenapura Mawatha,
Welikada, Rajagiriya.

Date:

G. Samarasinghe
Member of the Board of Management

Gunadasa Samarasinghe
Additional Secretary (Logistic)
Vocational Education Division
Ministry of Education, Higher Education and
Vocational Education

Pandula Madawatte
Member of the Board of Management

Pandula Medawatte
BSc, NDES, MSCE, MRICS

Management Discussion and Analysis

Revenue

The revenue for the financial year 2024 increased by 24.07% compared to the financial year 2023. The Authority (NAITA) reported an LKR 640.95 million revenue during the year under review, compared to LKR 516.58 million in the previous year. However, the revenue generated from principal activity declined by 6.6% even though AETI and District Offices concluded the year on a positive note showing consistent revenue growth from its main operation.

Gross Margin

The Authority recorded a gross surplus of LKR 1180.55 million in 2024, compared to the LKR 910.19 million reported in 2023, despite the increase of direct expenses during the year. The Organization was able to improve its gross profitability to 52%, from 48% compared to previous year.

Operating Results

The operating surplus for the year increased by 145% year-on-year, to LKR 406.58 million from LKR 165.71 million as a result of increasing revenue from other operating activities, mainly attributed to the increases in TOD recurrent grants and the income from Projects/ Programmes, etc.

However, it is noteworthy that the operating profit margin has improved, demonstrating the efficiency improvements achieved during the year, despite the unfavorable operating environment such as discontinuing of operation (Full time and Part time courses in District Offices and National Institutes), deviation from principal business, delay in student intake, poor resources allocation to income generating hubs, etc. Therefore, sustainability about the future earnings is doubtful as there is no consistency in revenue growth from the main revenue streams of full time and part time courses conducted by the National Institute and District Offices.

Training Related Cost

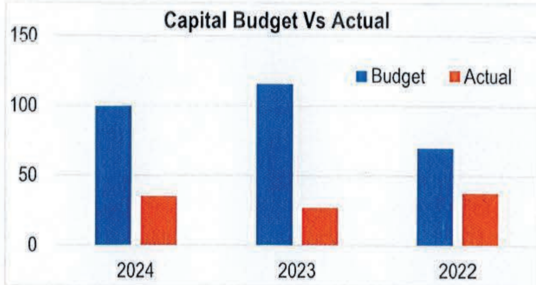
Training related expenses increased to LKR 329.01 million by 18% in the financial year 2024 compared to the financial year 2023 mainly as a result of increased disbursement of Nipunatha Sisusaviya scholarship allowance to the trainees from 66 million to 99 million. The other overheads increased from LKR 1261.59 million to LKR 1348.72 million in the financial year under review with an average percentage of 6.9% increase. The ratio between other overheads to training related expenses is about 17% which indicates weak allocation of financial resources and imbalance recurrent expenditure pattern within the Organization.

The large portion of fixed cost in total cost structure can contribute to better economies of scale by decreasing per unit cost when larger number of students are recruited, thereby per-unit fixed costs drop when they get spread out over a larger number of students. Therefore, Authority should focus on increasing number of student intake in every year.

Capital Expenditure

Financial progress of the capital expenditure demonstrates poor performances continuously indicating further inefficiency in resource allocation for the future progress of the Organization as budgeted capital progress has never been achieved continuously during the last three years.

Year	Budget (Mn)	Actual Exp. (Mn)	Progress %
2024	100	35.47	35%
2023	116	27.099	23%
2022	70	37.60	53.72%

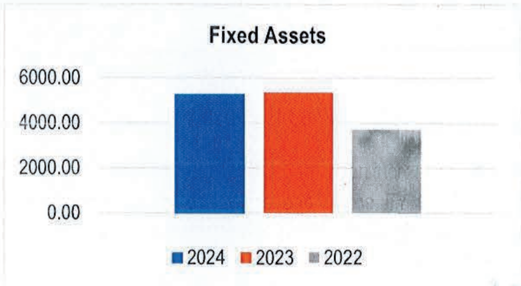


Capital expenditure normally has a substantial effect on the short-term and long-term financial standing of an organization. Therefore, making wise capital expenditure decisions is of critical importance to the financial health of an organization. Therefore, NAITA Management has a serious concern to increase and maintain level of capital expenditure continuing to invest in the growth of the Organization.

Non-Current Assets (Historical Cost)

Total non-current assets of the Organization increased by 43%, to LKR 5315.18 million by the end of the FY 2024 due to recorded transactions in year 2022 attributed to donated assets by KIP International Project under the Line Ministry in year 2020 couple with other donations and capital expenses during the year. (Notes to the Financial Statements, No. 13)

Description	2024 (Mn)	2023 (Mn)	2022 (Mn)
Fixed Assets	5,315.18	5,361.13	3,720.47

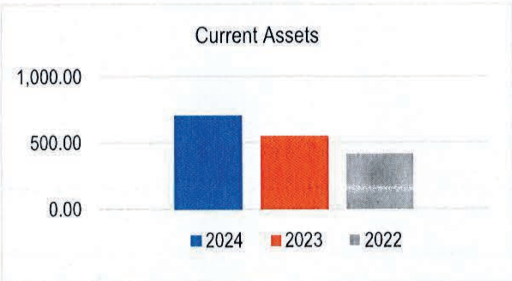


Management Discussion and Analysis

Current Assets

Overall, the current assets of the Organization have increased by 28.3% compared to previous year as a result of increasing cash balances in the bank accounts by LKR 290.83 million to LKR 432.53 million couple with receivables of full-time course fee income from National Institute at the year-end, settlement of LKR 15.51 million (sundry debtors) as a related party/Internal Debtor Creditor, transactions which has no commercial substance and merely an internal accounting entries, recovery and settlement of advances, correction of erroneous accounting entries for the previous years (since year 2011) are also contributed to this favorable movement.

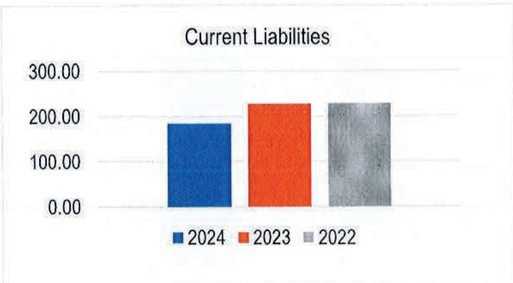
Description	2024 (Mn)	2023 (Mn)	2022 (Mn)
Current Assets	707.58	551.35	417.13



Current Liabilities

Total current Liabilities of the Organization reduced by 19%, to LKR 183.99 million year under review compared to the previous years. The reduction of deposits payable, refundable deposits, offsetting related party dues/internal accounting entries and correction of previous years accounting entries represents the main contributing factor for this decrease together with settlement of trade creditor and other payables within the financial year 2024.

Description	2024 (Mn)	2023 (Mn)	2022 (Mn)
Current Liabilities	183.99	226.48	229.18



Equity Capital

Reserves are considered part of capital equity on an organization's balance sheet, representing the position of an organization's net assets that belongs to the organization, accumulated from retained earnings and other sources and are not considered debt or liabilities. But as discussed in the Committee on Public Enterprises (COPE) in year 2017 NAITA's Capital Reserves in the Balance Sheet represent GOSL grants. Therefore, accumulated reserves in the NAITA equity capital/ NAITA Fund have been surcharged to the consolidated fund with 400.00 million remittances to TOD in year 2024, thereby released the total identified obligation as reserves in the balance sheet decreasing capital equity by LKR 364,870,193.83.

Description	2024 (Mn)	2023 (Mn)	2022 (Mn)
Equity Capital	3,664.23	4,109.79	3,071.62

Cash Flow

Cash Flow generated from the operations activities before working capital changes, stood at LKR 64.67 million, compared to LKR 111.68 million in the previous year due to contributing of 400 million to the consolidated Fund/TOD. Net cash used in investment activities amounted to LKR 77.03 million during the year, as against LKR (47.57) million in the previous year due to increase of cash inflow from Fixed Deposit withdrawal and as a result net cash increased by 141.71 million in year 2024 showing positive cash generation.

Financial highlights and Conclusion

An entity's financial statements are an important element in conveying the current state, financial health and future viability of the organization. The Statement of Financial Position as at 31st December 2024 shows positive note increasing its net current assets that the working capital cycles are properly maintained so as to ensure that operations are not compromised due to the lack of adequate working capital. Further it is pleased to bring to the attention of Board of Management that the reported surplus of LKR 178.30 million compared to the deficit of LKR (81.59) million in the statement of financial performance in year 2024.

NATIONAL APPRENTICE & INDUSTRIAL TRAINING AUTHORITY
STATEMENT OF FINANCIAL POSITION AS AT 31st DECEMBER 2024

ASSETS	Notes	2024 (Rs.)		2023 (Rs.)	
NON-CURRENT ASSETS					
Property, Plant & Equipments		3,067,793,429.93		3,486,229,490.90	
Intangible Assets		24,566,502.88		40,212,376.08	
Capital Work In Progress	13,14	97,880,034.05	3,190,239,966.86	71,192,776.20	3,597,634,643.18
CURRENT ASSETS					
Inventories	15	80,345,254.72		72,655,147.63	
Accounts Receivables	16	110,079,201.28		104,621,896.28	
Staff loans, Advances & Pre-payments	17	84,633,851.45		83,249,702.62	
Short Term Investments	18	10,000,000.00		99,249,247.15	
Cash and Cash Equivalents	19	432,526,463.05	717,584,770.50	290,824,672.12	650,600,665.80
TOTAL ASSETS			3,907,824,737.36		4,248,235,308.98
EQUITY & LIABILITIES					
NAITA Fund		2,390,296,678.28		2,561,515,448.77	
Accumulated Surplus/(Deficit)		(243,443,435.28)		(347,585,994.85)	
Government Grant - Capital		-		7,231,251.52	
Government Grant - SSDP		-		62,789,506.99	
Differed Liability		643,111,892.88		727,792,742.25	
Reserves		630,822,840.15	3,420,787,976.03	750,464,026.32	3,762,206,981.00
NON-CURRENT LIABILITIES					
Provision for Gratuity	21	291,573,370.00		259,547,425.14	259,547,425.14
Provisions for Contingent Liability	42 (i)	11,470,000.00	303,043,370.00		
CURRENT LIABILITIES					
Accounts Payable	20	183,993,391.33	183,993,391.33	226,480,902.84	226,480,902.84
TOTAL EQUITY AND LIABILITY			3,907,824,737.36		4,248,235,308.98

Certification

It is certified that the Financial Statement have been prepared in compliance with the requirement of financial Act no: 38 of 1971 and Public Sector Accounting Standard of Sri Lanka

The board of management is responsible for the preparation and presentation of these Financial Statements and the Financial Statements were approved by the Board of Management and signed on their behalf.

W M A K Weerasekara
Director (Finance)

W. M. A. K. Weerasekara
Director (Finance)
National Apprentice & Industrial Training Authority

H. Abdul Saththar
Chairman
National Apprentice & Industrial Training Authority
No. 971, Sri Jayawardenapura Mawatha, Welikada, Rajagiriya.

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Member of the Board of Management

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Additional Secretary (Logistic)
Vocational Education Division
Ministry of Education, Higher Education and Vocational Education

Pandula Madawatte
Member of the Board of Management

Pandula Medawatte
BSc, NDES, MSCE, MRICS

NATIONAL APPRENTICE & INDUSTRIAL TRAINING AUTHORITY
STATEMENT OF FINANCIAL PERFORMANCE AND COMPREHENSIVE INCOME
YEAR ENDED 31st DECEMBER 2024

	Notes	2024 (Rs.)	2023 (Rs.)
REVENUE			
REVENUE FROM NON EXCHANGE TRANSACTIONS			
Government Grants (TOD)-Recurrent		1,306,884,719.62	1,087,500,000.00
		1,306,884,719.62	**1,087,500,000.00**
Government Grants (TOD)-Capital		38,300,000.00	3,000,000.00
Total Revenue (TOD Grant)		**1,345,184,719.62**	**1,090,500,000.00**
Other Grant from Ministry - Recurrent		131,800,887.00	96,086,282.25
Other Grant from Ministry - Capital (Cash)		19,686,443.73	3,620,026.57
Total Grant/Direct Income	22	**1,496,672,050.35**	**1,190,206,308.82**
INDIRECT INCOME - RECURRENT			
Recurrent Revenue - Exchange		**640,948,050.29**	**516,586,754.23**
Recurrent Revenue - Non Exchange		**16,418,937.67**	**16,019,365.05**
Total	24	**657,366,987.96**	**532,606,119.28**
OPERATIONAL RESULTS			
Recurrent Revenue - Grants	22	**1,438,685,606.62**	**1,183,586,282.25**
Recurrent Revenue - Indirect Income	24	**657,366,987.96**	**532,606,119.28**
Total Recurrent Revenue (Non capital)		**2,096,052,594.58**	**1,716,192,401.53**
Expenses - Recurrent (Non capital)			
Training Consumables	25	21,095,155.74	11,973,025.13
Other Training related Expenses	26	307,922,931.64	267,302,981.95
Staff Cost- Personal Emoluments	27	907,248,656.24	828,296,312.49
Staff Cost-Other	28	15,986,412.79	11,537,282.06
Transportation & Communication	29	81,488,358.55	83,632,918.35
Supplies & Office Requisites	30	19,061,574.09	18,638,419.76
Printing Material & Printing Cost	31	9,053,686.68	25,549,548.27
Repair, Maintenance & Rehabilitation Expenses	32	28,988,413.04	25,467,888.80
Premises Maintenance	33	201,995,862.05	189,771,839.92
Finance & Other expenses	34	12,376,890.34	15,264,260.90
Part time Course Expenses	35	61,144,386.77	56,825,348.41
Project/Programme related Expenses	36	11,377,436.02	6,607,883.31
Student welfare Expenses - National Institutes	37	11,732,671.64	9,615,509.78
Total Expenses		**1,689,472,435.59**	**1,550,483,219.13**
Current surplus/(deficit) for the period		**406,580,158.99**	**165,709,182.40**
Non Exchange revenue - Capital Grant (TOD)	22	38,300,000.00	3,000,000.00
Non Exchange revenue - Capital Grant, Ministry (Cash)	22	19,686,443.73	3,620,026.57
Non Exchange Revenue - Differed income	23	84,680,849.37	84,680,849.39
Non Exchange Revenue - Capital Grant (Non Cash)	23	3,724,637.50	59,162,803.19
Other Non - Monitory Grants	22	7,740,000.00	
Depreciation and amortization expenses	38	(382,406,937.60)	(397,768,819.23)
Surplus/(deficit) after accounting for capital Grant & Depriciation		**560,712,089.59**	**316,172,861.55**
Total surplus/(deficit) for the period		**178,305,151.99**	**(81,595,957.68)**

NATIONAL APPRENTICE & INDUSTRIAL TRAINING AUTHORITY

STATEMENT OF CASH FLOW

FOR THE YEAR ENDED 31st DECEMBER 2024

Description	2024 (Rs.)		2023 (Rs.)	
Operating Activities				
Surplus/(Deficit) for the period		178,305,151.99		(81,595,957.68)
Adjustment for:				
Depreciation / Amortization	382,406,937.60		397,768,819.23	
Deferred Income	(84,680,849.37)		(84,680,849.39)	
Capital Aid Received - Non Exchange Revenue (Non cash)	(3,724,637.50)		(59,162,803.19)	
Loss on disposal of Assets	-		5,429,432.81	
Other Non-Monitory Grants	(7,740,000.00)			
Profit on disposal of Assets	(24,143.88)		(492,980.83)	
Interest Received from FD & Saving Deposits	(9,364,035.80)		(17,228,132.94)	
Withdrawal & Adjustments to Equity Capital	(364,773,627.51)		(1,261,690.61)	
Provision For Gratuity	71,309,602.36		44,333,507.73	
Gratuity Payments	(40,019,610.00)		(37,391,761.62)	
Incr./(Decr.) in Inventories	(7,690,107.09)		(48,379,334.97)	
Incr./(Decr.) in Receivables	(5,457,305.00)		26,726,173.01	
Incr./(Decr.) Deposits, Advances, staff loan, Pre payment	(1,384,148.83)		(34,728,702.98)	
Incr./(Decr.) in Payables	(42,487,511.51)	(113,629,436.53)	2,347,983.33	193,279,659.58
Net cash flow from operating activities		**64,675,715.46**		**111,683,701.90**
Investing Activities				
Purchase of Plant and Equipment	(12,756,220.44)		(42,175,247.46)	
Capital work in Progress	(15,892,122.40)		(3,725,031.00)	
Proceed from Disposal Property Plant & Equipment	336,530.20		492,980.83	
Interest Received from Fixed Deposit & Savings Account	9,364,035.80		14,923,401.00	
Investment in Fixed Deposit & Savings Account	(79,000,000.00)		(18,930,315.89)	
Fixed Deposit Withdrawal	174,973,852.31		1,840,000.00	
Net cash flow from Investing activities		**77,026,075.47**	-	**(47,574,212.52)**
Financing Activites				
Interest Received	-	-		-
Net cash flow from Financing activities		-		-
Net Increase/(Decr.) in Cash and Cash Equivalents		141,701,790.93		64,109,489.38
Cash & Cash Equivalents at beginning of the period		290,824,672.12		226,715,182.74
Cash & Cash Equivalents at end of the period		**432,526,463.05**		**290,824,672.12**

NATIONAL APPRENTICE AND INDUSTRIAL TRAINING AUTHORITY

STATEMENT OF CHANGES IN EQUITY

Description	Accumulated Fund	Retained Earnings	Government Capital Grant	SSDP Capital	Differed Income Grant (Liability)	Aid Received	Motor Cycle Revolving Fund	Capital Reserve on Part Time	Obligatory Reserve on Part Time	Land Transfer Profit AETI	Revaluaton Reserves	Total
Balance as at 1st January 2024	2,561,515,448.77	(347,585,994.85)	7,231,251.52	62,789,506.99	727,792,742.25	153,886,950.63	7,415,059.28	11,148,914.78	5,902,130.56	290,860,815.72	281,250,155.35	3,762,206,981.00
Add/Less: Opening Balance Transfer												-
Add: Adjustment			-		-							-
Opening Balance Re-Stated	2,561,515,448.77	(347,585,994.85)	7,231,251.52	62,789,506.99	727,792,742.25	153,886,950.63	7,415,059.28	11,148,914.78	5,902,130.56	290,860,815.72	281,250,155.35	3,762,206,981.00
Capital Grant Received for year GOSL												-
Capital Rehabilitation												-
Surplus/(deficit) for the period		178,305,151.99										178,305,151.99
Adjustment for the Year	(171,218,770.49)	(74,162,592.42)	(7,231,251.52)	(62,789,506.99)		(106,590,140.83)		(11,148,914.78)	(5,902,130.56)			(439,043,307.59)
Revaluaton Profit											4,000,000.00	4,000,000.00
Transferred to Differed liability												-
Transferred to Differed Income					(84,680,849.37)							(84,680,849.37)
Balance as at 31st December 2024	2,390,296,678.28	(243,443,435.28)	-	-	643,111,892.88	47,296,809.80	7,415,059.28	-	-	290,860,815.72	285,250,155.35	3,420,787,976.03

National Apprentice and Industrial Training Authority | Financial Statements 2024

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Notes to the Financial Statements

Significant Accounting Policies

1) Reporting Entity
The National Apprentices and industrial Training Authority (herein after referred to as "Authority") which is situated at No. 971, Sri Jayewardenepura Mawatha, Welikada, Rajagiriya was incorporated by Tertiary & Vocational Education Act No. 20 of 1990.

2) Basis of Preparation
The Financial Statements of the organization have been prepared in accordance with SLPSAS/LKAS/SLFRS published by CA Sri-Lanka based on International Financial Reporting Standard (IFRS) and presented in Good Governance Format.

3) Comparative Information
The previous year accounting figures and phrases have been re-arranged wherever necessary in order to match with the current year's presentation.

4) Government Grants & Subsidies
Treasury Grants on which the organization depends for its Recurrent and Capital expenditure are being accounted on cash basis. Both Grants related to recurrent and capital expenditure are being presented as a credit in the Statement of Financial Performance whereas Recurrent and Capital Expenditure are being debited into statement of financial Position in the year.

Capital grants considered as revenue in total in the statement of financial performance instead of reporting it as deferred revenue and amortizing the same during the useful life of the assets acquired under the grant, while the assets acquired under the grants gets depreciated during the useful life the assets. (According to the provisions of SLPSAS 11 and LKAS 20).

5) Assets and the basis of their valuation

5.1 Inventory
Inventory have been generally valued at the cost. Inventory items having short life nature and are not material to capitalize are written off to Statement of Financial Performance. However, for the purpose of control these items are inventoried and physical control is exercised.

5.2 Receivables
Receivables are stated at the amount expected to be realized and 100% provision has been made for Bad and doubtful debts of staff who are not in the service of the authority as at 31.12.2024. 5% provision has been made as bad and doubtful debts on all other debtors.

5.3 Property, Plant and Equipment
Property, plant and equipment are recognized if it is probable that future economic benefits associated with the assets will flow to the entity and the cost of the assets can be measured reliably. The cost of Property, Plant and Equipment comprises its purchase price and any directly attributable cost of bringing the assets into working condition for its intended use, subsequent expenditure incurred for the purpose of acquiring, extending or improving assets of permanent nature in order to carry or increase performance of the assets have been treated as capital expenditure.

The Entity applies the revaluation model for the entire class of assets specified above for measurement after initial recognition. The fair value of land and buildings are determined based on the valuations carried out by the Valuation Department of Sri Lanka but it was unable to complete entire class of assets due to unavailability of relevant documents and time constraint. Therefore Land & Building represent historical cost in the books of accounts.

Independent valuers and appointed committee for carrying out revaluation of assets of NAITA considers when current market prices of assets of similar nature are available, such evidence is taken into account in determining the fair values of such assets. Such properties are carried at revalued amounts, less any subsequent accumulated depreciation and any accumulated impairment losses charged subsequent to the date of revaluation. When an asset is revalued, any increase in the carrying value is recognized in other comprehensive income and accumulated in equity under revaluation reserve, except to the extent that it reverses a revaluation decrease of the same asset previously recognized in the income statement, in which case the increase is recognized in the income statement to the extent of the decrease previously expensed.

A decrease in the carrying value arising on the revaluation is recognized in the income statement and any decrease that offsets a previous surplus on the same asset is recognized in other comprehensive income to the extent of any credit balance available in the revaluation surplus in respect of that asset any excess is recognized as an expense in the income statement.

Any balance remaining in the revaluation reserve in respect of an asset, is transferred directly to retained earnings on retirement or disposal of the asset. Subsequent expenditure incurred for the purpose of acquiring, extending, or improving assets of a permanent nature by means of which to carry on the entity or to increase the earning capacity, efficiency or effectiveness of operation of the entity is treated as capital expenditure and such expenses are recognized in the carrying amount of an asset.

Property Plant and Equipment are de-recognized on disposal or transfer or when no future economic benefits are expected from their use. Any gain or loss arising on de-recognition of the asset (calculated expected as the difference between the net disposal proceeds and the carrying amount of the asset) is recognized in 'other operating income' in the statement of comprehensive income in the year the asset is de-recognized.

Notes to the Financial Statements

An intangible asset is recognized if it is probable that future economic benefits that are attributable to the asset will flow to the entity and the cost of the asset can be measured reliably. All computer software cost incurred, licensed to be used by the Authority, integrally related to associated hardware, syllabus intellectual properties which can be clearly identified, reliably measured and it's probable that they will lead to future economic benefits, are included in the statement of financial position under the category of intangible assets and carried at cost less accumulated amortization.

Depreciation is calculated on straight-line basis over the useful life of the assets. The antivirus guard corporate key which has been purchased in year 2021 has 3 years of useful life. Therefore, rate of depreciation for such kind of assets are considered under the special rate base on useful life of the assets irrespective of class of the assets.

Assets Category	Rate of Depreciation
Lease hold Land	Over the period of lease
Buildings	5%
Plant & Machinery	10%
Furniture Fittings & Office Equipment	10%
Computer & Accessories	25%
Motor Vehicles	25%
Library Books	10%
Training Equipment	10%
Intangible Assets	10%
Any Assets which do not fall within this category	Over the useful life of the Asset

6) Cash & Cash Equivalent

Cash & Cash equivalents are defined as cash in hand, cash in transit and Saving Accounts balances at bank, short term highly liquid investments that are readily convertible to know amounts of cash. For the purpose of Cash Flow Statement, cash in hand and in Bank, short term investments, cash in transit are treated as cash and cash equivalent.

7) Liabilities and provisions

All known liabilities as at the balance sheet date are included in the financial statements and adequate provisions are made for liabilities which are known to exist but the amount of which cannot be determined accurately obligations payable on demand or within one year of the balance sheet date are treated as current liabilities in the Statement of Financial Position. Liabilities payable after one year from the balance sheet date are treated as non-current liabilities in the Statement of Financial Position.

8) Defined contribution plans

Obligations for contributions to a defined contribution plans are recognized as an expense in the income statement as incurred.

The Authority contributes a sum not less than 15% and 3% of the gross emoluments of employees to employees' provident fund (EPF) and to the Employees Trust Fund (ETF) respectively. Provision has been made for the gratuity payable from the initial year of services to all employees. However, the Gratuity Act. 12 of 1983 and LKAS 19, the liability to an employee arises on completion of five years of continued services.

9) Performance Obligations and Revenue Recognition Policies

9.1 Non-Exchange Revenue

Grants received from the Government, TOD, Local & Foreign Aid received towards recurrent expenditure and the miscellaneous income of the Authority are credited to the Statement of Financial Performance. The amounts spent on major repairs and improvements for capital assets out of capital grant but not capitalized were charged to Statement of Financial Performance.

9.2 Revenue-Exchange

Revenue is measured based on the consideration specified in a contract with an Apprentices/Students. The Organization recognizes revenue when it transfers control over services to a contract. The revenue from student intake is recognized according to the SLPSAS 11 / IPSAS / IFAC / LKAS 20 / SLFRS 15 / IFRS 15 considering nature, amount, timing and uncertainty of revenue and cash flows arising from contract with an apprentice. Revenue from fee charged to the student for the provision of vocational education is recognized assuming that the vocational education is provided/the performance obligation is satisfied at a point in time. Therefore, the Organization expects the revenue recognition to occur at a point in time when control of the service is transferred to an apprentices/Students (in each student intake in every year).

10) Capital commitments and contingent liabilities

All material capital commitments and contingent liabilities are considered and necessary adjustments or disclosures are made in the financial statements.

11) Events after the balance sheet date

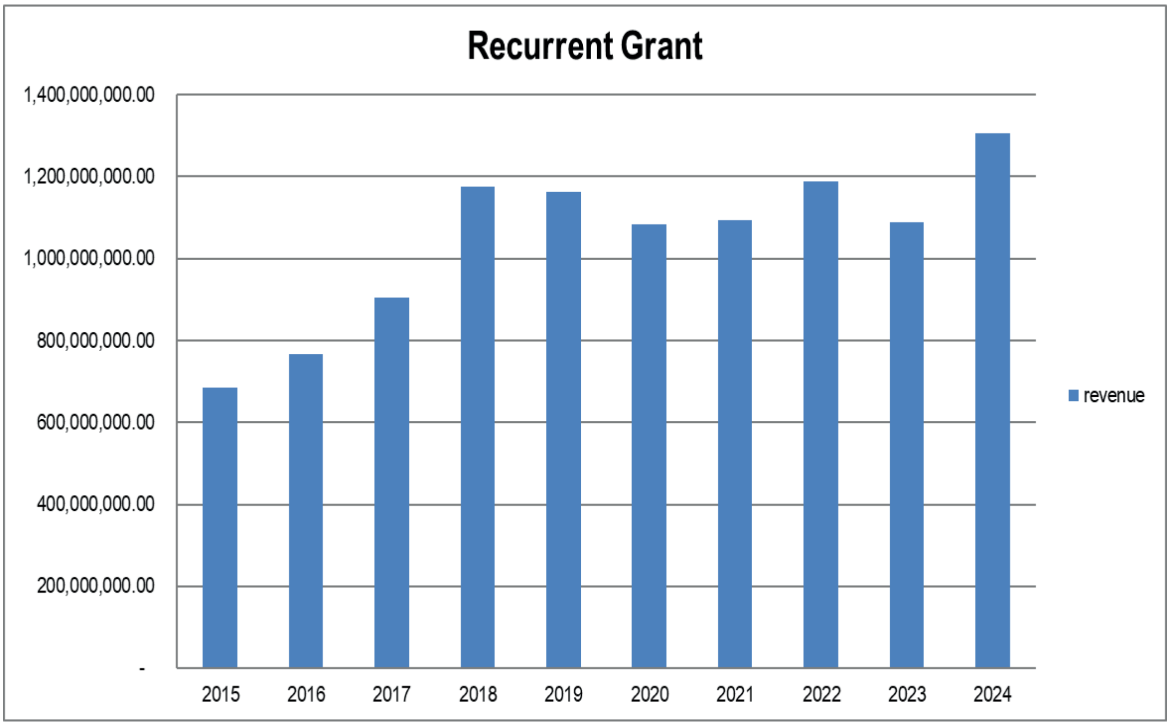
The materiality of events occurring after the balance sheet date has been considered and appropriate adjustments, wherever necessary, have been made in the accounts.

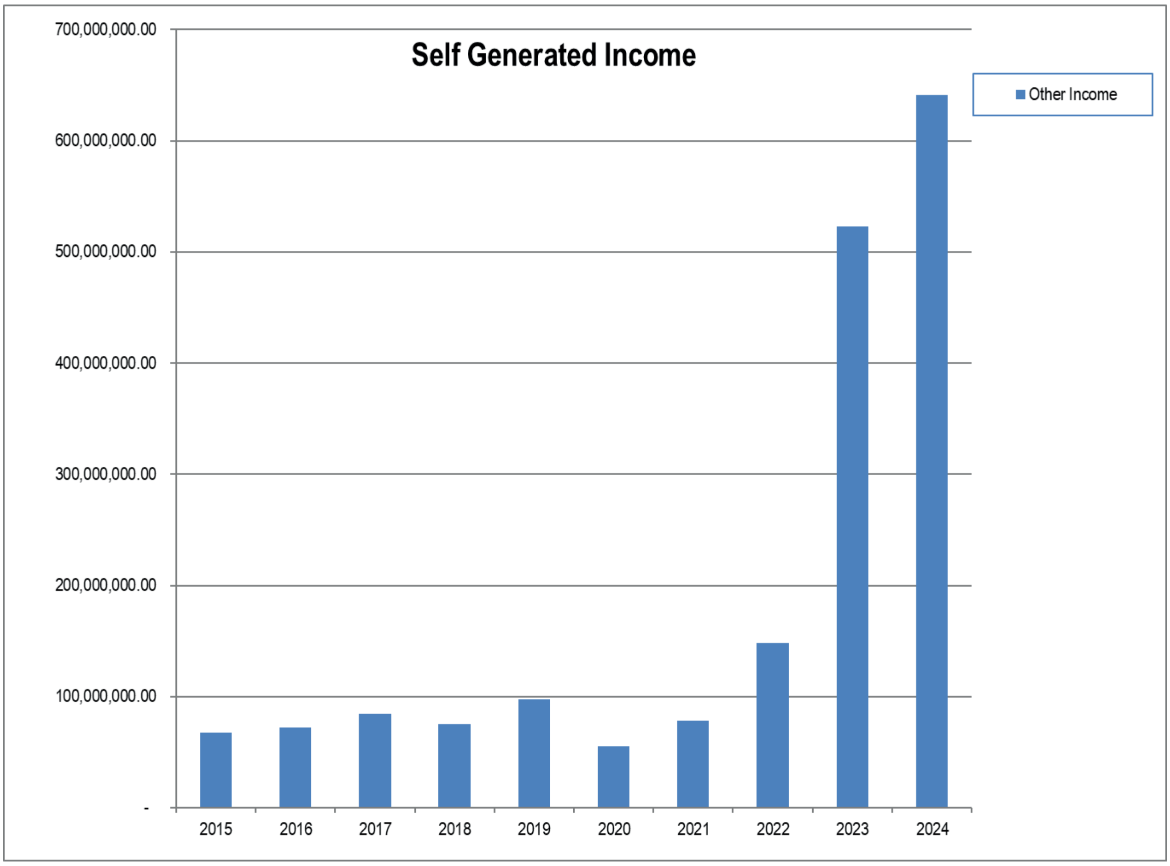
12) Cash Flow Statement

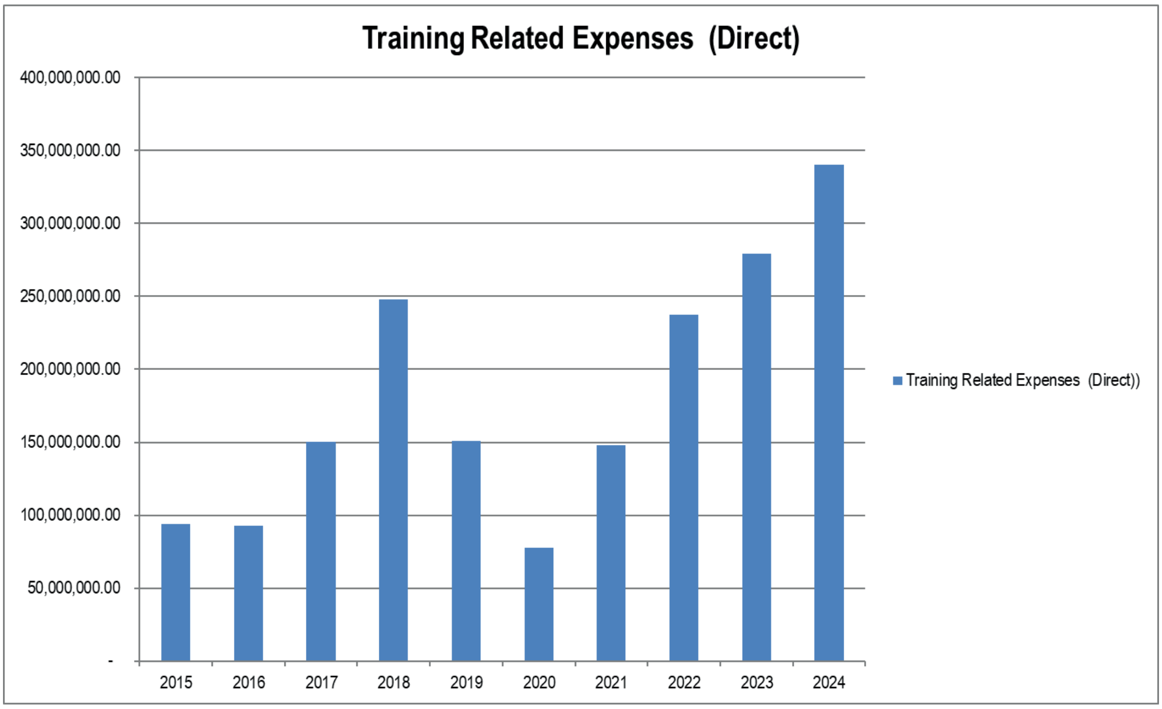
The indirect cash flow method calculates cash flow by adjusting net income with differences form non-cash transactions. The three cash flow categories/ activities; operating, investing and financing are added or subtracted from the net income to determine its final net cash increase or decrease over the period.

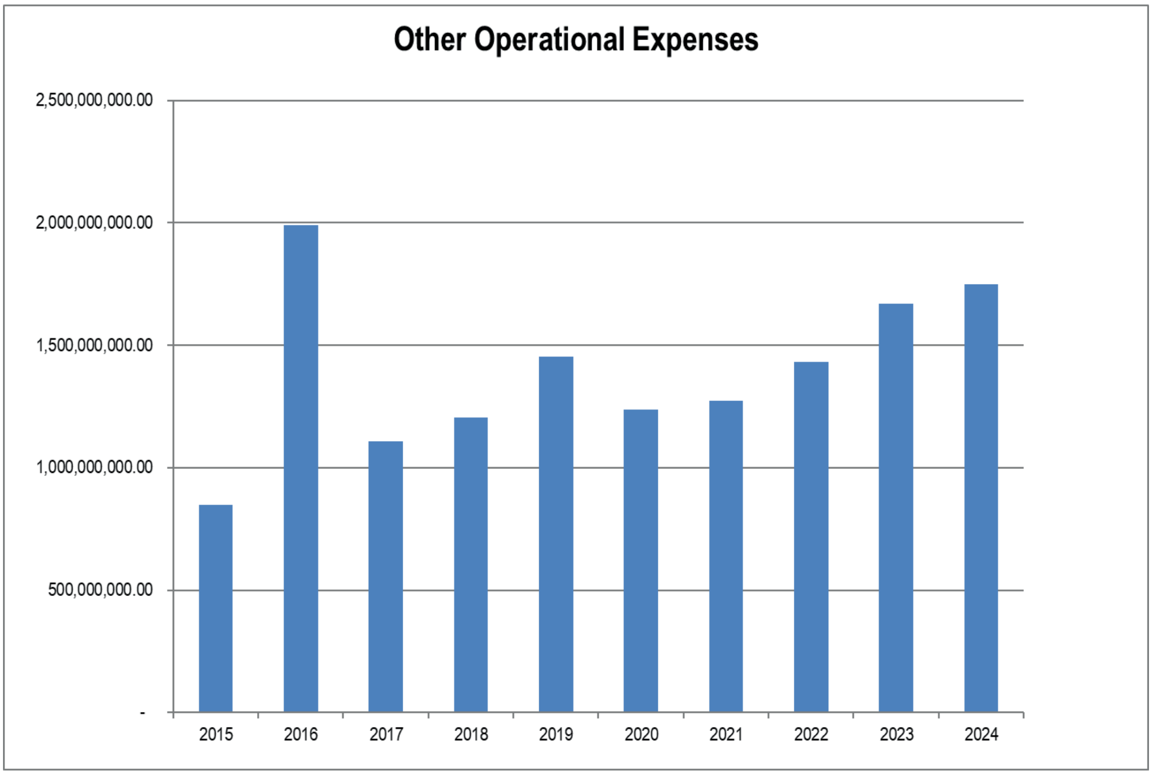
Financial Highlights in the Preceding Years

Financial Year	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Government grant-Recurrent	685,000,000.00	768,000,000.00	904,645,000.00	1,175,060,000.00	1,161,995,000.00	1,083,500,000.00	1,093,500,000.00	1,188,500,000.00	1,087,500,000.00	1,306,884,719.62
Other Income	67,354,991.71	72,034,104.41	84,823,081.48	75,623,487.49	97,493,599.90	55,559,579.48	78,309,067.10	148,583,986.67	522,490,782.08	640,948,050.29
Training Related Expenses (Direct))	94,044,974.14	92,702,284.14	150,091,924.26	247,766,374.97	150,768,898.25	77,721,986.60	147,935,464.17	237,606,197.20	279,378,385.91	340,089,057.00
Expenses (Expenses (Indirect))	849,008,383.72	1,988,806,886.51	1,108,983,620.51	1,206,693,785.30	1,454,706,777.74	1,236,972,539.42	1,272,724,304.65	1,431,000,939.46	1,668,237,390.98	1,748,019,593.89
Gross profit Ratio	80.37	70.64	75.43	77.17	80.40	88.55	82.67	76.33	52.83	55.03
Net Profit Ratio	(15.40)	(35.43)	(0.14)	1.15	(13.92)	(3.74)	(4.40)	0.43	(4.74)	8.31
Current Ratio	2.72 : 1	2.19 : 1	0.84 : 1	1.20 : 1	1.02 : 1	1.39 : 1	1.68 : 1	1.82 : 1	2.43 : 1	3.85 : 1
Quick Ratio	2.61 : 1	2.07 : 1	0.79 : 1	1.14 : 1	0.96 : 1	1.33 : 1	1.62 : 1	1.71 : 1	2.33 : 1	3.63 : 1
Return on Assets	(9.89)	(34.57)	(0.11)	1.03	(5.79)	(1.38)	(1.96)	0.22	(1.92)	4.30


Recurrent Grant
1,400,000,000.00
1,200,000,000.00
1,000,000,000.00
800,000,000.00
600,000,000.00
400,000,000.00
200,000,000.00
-
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
revenue


Self Generated Income
700,000,000.00
600,000,000.00
500,000,000.00
400,000,000.00
300,000,000.00
200,000,000.00
100,000,000.00
-
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
Other Income


Training Related Expenses (Direct)
400,000,000.00
350,000,000.00
300,000,000.00
250,000,000.00
200,000,000.00
150,000,000.00
100,000,000.00
50,000,000.00
-
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
Training Related Expenses (Direct))


Other Operational Expenses
2,500,000,000.00
2,000,000,000.00
1,500,000,000.00
1,000,000,000.00
500,000,000.00
-
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024

National Apprentice and Industrial Training Authority
Auditing Committee Report - 2024

Internal Audit Division

Internal Audit is a service to assess the internal administration, institutional practices, processes and methodologies of an institution and it helps confirm the adherence to various regulations relevant to the organization.

As the head of the Internal Audit Division, the Internal Auditor acts as the convenor of the Audit and Management Committee meeting.

Audit and Management Committee Meeting – 2024

Composition

The composition of the Members of the Committee were as follows during the year under review.

Chairperson

I. Mrs. M.K. Sithara Jayasena (First Quarter 2024)
Chairperson of the Committee/Representative of the Finance Ministry

Members

i. Mr. I.S.N. Perera – Committee Member/ Board of Management Member
ii. Dr. Kanchana Silva – Committee Member/ Board of Management Member
iii. Mr. Jayantha Wickramasinghe – Committee Member/ Board of Management Member
iv. Mrs. H.D. Anuruddika – Committee Member/ Board of Management Member/ Chief Internal Auditor of the line ministry
v. Mrs. Chamila Abeydheera – Observer - National Audit Office

Audit Superintendent of the National Audit Office and the Chief Internal Auditor of the line ministry participated in the meeting as observers and the Chairman, Vice Chairman, all Directors and the Principals of the National Institutes participated in the meeting as per the invitation.

Attention was focused on the following fields at the Audit and Management Committee Meeting

- **First Quarter – 30.08.2024**
    - Regarding the amounts recoverable from Mr. S.P. Wijewantha released to the Ministry of Education
    - The unsettled debt amount of Rs. 29,980,878.98 to be received from the SSDP Project
    - Regarding the Annual Stock Verification
    - Providing information for audit queries
    - Regarding iron available at Orugodawatta
    - Regarding the land at Horadugoda

- The amount of Rs. 1,267,300.09 available in the accounts of the institution since 2013 which has been charged for the DEMP project and not repaid, also mentioned in the Audit Report issued by the Auditor General's Department and related to the Katunayake Engineering Technology Institute
- Regarding the Katubedda showroom
- Regarding the training equipment to the value of Rs. 1.9 billion received from the line ministry

- Special matters identified in the internal audit quarries
  - Printing Division – Industrial Engineering Training Institute
  - Student Welfare Fund maintained by the National Institutes
- Quarterly Assessment Report of the Internal Auditor

U.S.D. De Silva
Internal Audit Officer (Covering)

Risk Register

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
1	Preparation of plans	1.1 Preparation of the Integrated Plan 1.2 Preparation of the Annual Action Plan	Planning Division	Planning division not preparing the integrated plan and annual action plan within the proper time frame. Failing to prepare the integrated plan and annual action plan within the proper timeframe	1	4	4	31
2	Submission of information as required	2.1 Preparation of annual reports. 2.2 Preparation of reports requested by the ministry in the relevant formats and submission of information		Failing to prepare reports with accurate data and submit to the relevant parties within the proper time frame.	2	5	10	24
3	Monitoring training related activities	3.1 Monitoring of Enterprise Based & Centre Based Training apprentices and preparation of Monitoring Reports	Monitoring Division	Not monitoring the training related activities.	3	3	9	25

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
4	Monitoring office related activities	4.1 Monitoring of District Offices, National Institutes, Training Centres and Divisions of the Head Office		Not monitoring the District Offices, National Institutes, Training Centres and Divisions of the Head Office. Not preparing the Monitoring Reports with accurate data	3	5	15	4
5	Strengthening and maintaining the information technology system and hardware maintenance	5.1 Developing, maintaining and updating the website of the institution 5.2 Repairing the Desktop Computers, Laptops, Scanners & Multimedia Projectors 5.3 Installation of the Information Systems of the institution & software	Information Systems Division	Not developing, maintaining and updating the website of the institution Not repairing the Desktop Computers, Laptops, Scanners & Multimedia Projectors. Not installing the Information Systems of the institution & software properly.	2	3	6	29
6	Conducting assessments through the NVQ – RPL methodologies	6.1 Receiving applications 6.2 Registration of applications 6.3 Forwarding to TVEC for approval 6.4 Organising assessments for the approved applicants 6.5 Connecting with the assessment centres	NVQ – RPL Division	Not conducting the NVQ – RPL assessment test under a proper methodology. Possibility of occurring irregularities during assessments.	4	4	16	9

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
		6.6 Connecting with and selecting assessors 6.7 Informing of RPL tests 6.8 Informing of Final Assessment tests 6.9 Checking results sheets 6.10 Entering e-RPL results to the data system 6.11 Rechecking the results 6.12 Forwarding results to the TVEC						
7	Making the institutions/ people aware of the NVQ - RPL methodology	7.1 Making aware of the NVQ - RPL methodology/ required documents	NVQ – RPL Division	Not providing accurate and sufficient information on the NVQ – RPL methodology.	2	3	6	28
8	Setting standards for vocational training	8.1 Formulation of training standards for apprentices 8.2 Formulation of national competency-based training curricula under the NVQ Framework	National Competency Standards and Curriculum Development Division	Not formulating training standards in accordance with the National Competency Standards. Not formulating subject series according to the National Vocational Qualification Framework.	1	5	5	30

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
9	Issue of NVQ certificates	9.1 Delivering the printed certificates from TVEC 9.2 Entering the list of certificates received through email to the database 9.3 Forwarding the checked certificates for the signature of the Director (Quality) 9.4 Stamping the signed certificates 9.5 Separating the certificates to be taken to the District offices, certificates to be posted and checking the letter received regarding not issuing of certificates and especially separating them 9.6 Posting the certificates	Certificate Division	Not issuing NVQ certificates according to a proper method Occurrence of irregularities Issuing wrong certificates to wrong persons	3	5	15	10

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
10	Printing and issue of certificates for Technicians, Situational, Village-Level and other	10.1 Checking the data reports received from the Assessment Division, District Offices and Training Division 10.2 Handing over data reports to the subject officers, entering them to the database 10.3 Printing of certificates 10.4 Checking the printed certificates by the Assistant Director (Certificates), Training Officer and Examiner 10.5 Forwarding the certificates for signature 10.6 Stamping the signed certificates 10.7 Separating the certificates to be taken to the District officers 10.8 Handing over the certificates to the District officers	Certificate Division	Not issuing Technicians' certificates according to a proper method Occurrence of irregularities Issuing wrong certificates to wrong persons	3	5	15	11

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
11	Conducting Technician Assessment Tests, enrolment as per the request of external institutions and efficiency bar examinations, conducting final assessment tests	11.1 Preparation of estimates and getting approved 11.2 Preparation of question papers 11.3 Finding examination centres according to the nature of the examination 11.4 Organizing 11.5 Conducting examinations 11.6 Getting down the cheques relevant to the estimates 11.7 Issue of examination results 11.8 Issue of certificates as required	Evaluation Division	Not preparing accurate estimates Not conducting examinations according to a proper methodology Occurrence of irregularities	3	5	15	12
12	Conducting assessment test along the EBT/CBT methodology	12.1 Receiving data reports 12.2 Forwarding data reports for assessment 12.3 Organising assessments 12.4 Connecting with suitable assessment centres through District Offices 12.5 Appointing suitable assessors	EBT/CBT Division	Not organising and conducting assessments within the given time frame Occurring irregularities in conducting assessments	3	5	15	13

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
		12.6 Informing of the pre-assessment tests 12.7 Informing of the final assessment tests 12.8 Checking the results sheets and entering into the TVEC database 12.9 Rechecking the results 12.10 Confirming the results sheets 12.11 Issuing results to TVEC						
13	EBT/CBT methodology	Checking the documents relevant to the assessors and directing to the Finance Division	EBT/CBT Division	Making under and over payments to the assessors Making wrong payments to wrong persons Delays in making payments	4	4	16	7
14	Marketing and vocational guidance	14.1 Making aware of the services provided by the Authority 14.2 Making the school students aware 14.3 Making the students who left school aware	Marketing and Vocational Guidance Division	Not making the students and other officers aware of the training programmes Not registering the applicants properly and not properly directing the applicants	4	4	16	8

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
		14.4 Making the District Secretaries, Grama Niladharis, Divisional Secretaries and Field Officers relevant to the local administration fields aware 14.5 Registration of applicants and directing the online registered applicants to the relevant District Offices 14.6 Coordination of the Entrepreneur Skills Development programmes 14.7 Coordination and participation in the exhibitions and job fairs 14.8 Coordination and implementation of personality development programmes		registered online to the district offices Not coordinating the Entrepreneur Skills Development programmes Not coordinating in the exhibitions and job fairs and not participating in them Not coordinating and implementing personality development programmes				

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
15	Payment sector	15.1 Other payments 15.2 Procurement payments 15.3 Salary payments	Finance Division	Occurring payments not conforming to the rules and regulations Losses to the Authority due to informal payments Not conforming to the procurement guidelines Payment of wrong salaries and allowances to wrong persons Payments made by wrong persons Occurring irregularities and frauds	3	5	15	1
16	Budget and Financial Management sector	16.1 Preparation of budget estimate 16.2 Preparation of monthly expenses details and financial projections 16.3 Coordinating with the Department of National Budget and the Department of Treasury Operations	Finance Division	Making estimates in excess and less Preparation of financial projections based on wrong data Insufficient funds for essential expenditure due to not controlling budget	3	5	15	14

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
		16.4 Budget control and presenting required amendments						
17	Non-financial asset management sector	17.1 Non-financial asset management 17.2 Storekeeping	Finance Division	Abuse of assets Not being able to continue operations due to not maintaining optimum stocks Occurrence of irregularities Not conducting the asset survey during the proper time frame Existence of creditor/debtor balances Minimal knowledge in accountancy and accounting system of the officers at District Offices	3	5	15	15
18	Receiving Section	18.1 Income assessment 18.2 Checking income reports, necessary comparisons and accounting	Finance Division	Over and under assessment Not conforming to rules & regulations Delay in banking the income Misplacement of receiving receipts Occurrence of errors and frauds	4	5	20	2

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
				Not preparing accurate bank reconciliation statements within the proper time frame				
19	Placement seminar	19.1 Placement seminar 19.2 Registration of students 19.3 Providing training places	On-the-job Training Division	Not conducting placement seminars Not registering the students within the proper timeframe	3	5	15	16
20	Registration of students under the Technical Education and Training Department	20.1 Registration of students 20.2 Monitoring	On-the-job Training Division	Not registering students under the Technical Education and Training Department within the proper timeframe and not monitoring	3	5	15	
21	Advanced Level Technology	21.1 Registration of students 21.2 Placement seminar 21.3 Providing training places 21.4 Obtaining the E number 21.5 Monitoring	On-the-job Training Division	Not registering Advanced Level Technology students properly Not conducting the student placement seminar Not providing training places within the proper time frame and not obtaining the E number Not monitoring the students properly	3	5	15	

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
22	Providing the daily record book	Providing the daily record books	On-the-job Training Division	Inability to provide the daily record books in the required quantities and on the required occasions	4	3	12	
23	Private Sector	23.1 Placement seminar 23.2 Registration of students	On-the-job Training Division	Not conducting student placement seminars to the Private Sector and not registering students	3	5	15	
24	Achieving the annual training goals	24.1 Achieving the goals for enrolment relevant to the District Offices 24.2 Monitoring and coordinating the apprenticeship training through examiners 24.3 Providing documents required for training 24.4 Providing basic training and theoretical training to the apprentices	Training Division	Not being able to achieve the annual training goals Trainees dropping out Not being able to provide documents required for training Not being able to provide an updated basic training and theoretical training to the apprentices Not registering institution for training	3	5	15	17

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
25	Making aware of the apprenticeship training	25.1 Conducting vocational guidance programmes 25.2 Coordinating with the skills development and human resource officers 25.3 Making the voluntary organizations aware	Training Vocational Guidance Division	Not conducting vocational guidance programmes Not coordinating with the skills development and human resource officers and not making the voluntary organizations aware	3	5	15	18
26	Directing the apprentices who completed training for final examinations	Planning and conducting final assessments in discussion with the relevant divisions	Quality	Not being able to plan and conduct final assessments within the proper timeframe	3	5	15	19
27	Procurement of training material and training equipment required for basic training and theoretical training	Procurement of training equipment according to the annual procurement plans	Training, Administration and Human Resources Division	Not having sufficient allocations to procure training equipment Not conducting procurements according to the procurement guidelines	3	3	9	26
28	Payment of Nipunatha Saviya to the apprentices	Payment of Nipunatha Saviya scholarship to the low-income apprentices in selected fields of training	Training, Finance Division	Making payments to the unqualified apprentices Making wrong payments	3	4	12	23

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
29	Recruitment of cadre	Identifying the vacancies in the cadre for the Authority approved by the Department of Management Services	Human Resources Management Division	Existence of under and over staff	3	4	12	22
		Allocation of funds to fill vacancies		Allocation being insufficient for the required activities due to under allocation				
		Obtaining approval of the National Budget Department for recruitments through the line ministry		Not adhering to the rules and regulations				
		Publishing newspaper advertisements to call for applications for the approved vacancies		Occurrence of irregularities in recruitments Making recruitment without fulfilling qualifications				
		Conducting formal interviews for the applicants who have fulfilled qualifications according to the approved scheme of recruitment among the applications received						
		Appointment of officers recommended by the Interview Board with the approval of the Board of Management						

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
30	Preparation of annual estimates relevant to the payment of salaries and allowances to the staff	Preparation of estimates for the payment of salaries and other allowances, allocation for EPF, allocation for ETF and statutory allowances to the actual cadre of the Authority as at 30th June of the relevant year and directing to the Finance Division	Human Resource Management Division	Unavailability of sufficient funds to pay salaries and allowances due to under estimation	2	4	8	27
31	Overtime payments	Allocation of funds required for overtime payments Identification of officers to be deployed for overtime duties Obtaining relevant approval (Chairman's/line ministry's) for the officers applying for overtime duties Obtaining relevant approval for the overtime payment applications of each month together with the attendance records/ running charts and directing the overtime	Human Resource Management Division	Making erroneous payments Making overtime payments without approval	3	4	12	21

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
		applications to the Finance Division for payments						
32	Staff leave	Receiving leave documents and leave chits from all divisions and entering the leave with formal approval and recorded in the reave register into the computer software	Human Resource Management Division	Obtaining unapproved leave Obtaining leave exceeding the approved limits Not conforming to the rules and regulations	4	4	16	6
		Directing the not conforming leave records/chits for correction						
		If documents to obtain maternity leave/ educational leave/ leave abroad/ no-pay leave have been submitted with the recommendation of the division heads, obtaining the approval of the Director (Administration & Human Resources), Chairman						
33	Gratuity payments	Identification of the officer eligible for gratuity out of the officers resigned and retired	Human Resource Management Division	Not calculating the gratuity correctly Delay in gratuity payments	4	4	16	5

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
		Calculating the gratuity based on their last obtained salary and living allowance according to their period of service						
		Obtaining approval to pay the relevant gratuity						
		Informing the relevant officers to obtain the gratuity amounts entitled to them						
34	Resignment/ retirement	Informing the retiring/resigning employees to handover the documents and equipment to the Head of the Department, to correct the omissions related to leave and to make the payments receivable to the Authority. Obtaining details of the items to be received by the institution and other divisions	Human Resource Management Division	The retiring or resigning employees not handing over the documents and equipment to the Head of the Department, not correcting the omissions related to leave and not making payments to be received by the Authority	3	4	12	20

Serial Number	(1) Area of responsibility to achieve the objectives of the institution	(2) Activities under each area of responsibility	(3) Relevant division of the institution	(4) Description of the risk & nature of impact	(5) Probability of risk occurrence 1-5	(6) Risk impact 1-5	(7) Risk magnitude assessment	(8) Priority/Risk identification number
		Summarising the said details		Not informing the employee and obtain the amounts to be received by the Authority				
		Obtaining approval to receive the items receivable from the employee to the Authority						
		Informing the relevant employee and obtaining the said amounts						
35	Operation of the industrial training of the state and private universities and other higher education institutes offering degrees and diplomas with an industrial training and release of the results and award of certificates	Conducting workshops on industrial training Providing training agreements and other relevant documents to the students Providing daily record books Monitoring industrial training Conducting final assessment tests Issue of result Issue of certificates	Special Industrial Training Division	Not directing the apprentices for training withing the proper timeframe Not monitoring properly Not providing the required training to the apprentices	4	5	20	3

NATIONAL AUDIT OFFICE

My No: VOT/F/NAITA/1/2024/12 Your No: Date: 30th May 2025

Chairman
National Apprentice and Industrial Training Authority

Report of the Auditor General in terms of Section 12 of the National Audit Act No. 19 of 2018 on the financial statements and other legal and regulatory requirements of the National Apprentice and Industrial Training Authority for the year ended 31 December 2024.

1. Financial Statements

1.1 Qualified Opinion

The financial statements of the National Apprentice and Industrial Training Authority for the year ended 31st December 2024 consisting of the Statement of Financial Position as at 31st December 2024 and Statement of Financial Performance for the year ended from that date, Statement of Changes in Net Assets and the Statement of Cash Flows for the year ended from that date and notes to the underlying statements, summaries of significant accounting policies were audited under my direction in accordance with the provisions of the National Audit Act No. 19 of 2018 and the Finance Act No. 38 of 1971 to be read in conjunction with Article 154(1) of the Constitution of the Democratic Socialist Republic of Sri Lanka. My report will be tabled in Parliament in due course in accordance with Article 154 (6) of the Constitution.

It is my opinion that except for the effect of the matters described in the Basis for Qualified Opinion section of my report, the financial statements of the Authority give a true and fair view of the financial position as at 31st December 2024 and its financial performance and cash flows for the period ended on that date in accordance with Sri Lanka Public Sector Accounting Standards.

1.2 Basis for Qualified Opinion

(a) Although in accordance with paragraph 49 of Sri Lanka Public Sector Accounting Standard 07, the whole class of assets should be revalued when calculating the value of property, plant and equipment, the Authority had 42 motor vehicles as at 31 December 2024, but only one motor vehicle with a net value of Rs. 12,000,000 was revalued for insurance purposes to Rs. 16,000,000 during the year under review. As a result, the cost of the motor vehicle and the revaluation reserve were overstated by Rs. 4,000,000 in the financial statements. Furthermore, due to the depreciation of the motor vehicles at that revalued value, the net value of the motor vehicles and the surplus for the year were understated by Rs. 250,000.

(b) Due to non-review of the effective lifetime of the non-movable assets annually as per the Sri Lanka Public Sector Accounting Standards 7 Paragraph 65, Motor Vehicles to the cost of Rs. 94,175,855 and Computer Software to the cost of Rs. 3,839,416 which were totally depreciated, were still in use. No action has been taken as per the Sri Lanka Public Sector Accounting Standards 3 to revise the estimation error occurred due to this.

(c) Rs.72,913,830 spent on the construction of the building used by the Authority had been accounted for under work in progress instead of capitalising under buildings. Accordingly, the balance of buildings and the balance of work in progress account had been overstated and understated respectively. Due to non-depreciation in accordance with paragraph 69 of Sri Lanka Public Sector Accounting Standard 07, the surplus for the year and the depreciation of the building account had been overstated and understated respectively in the financial statements by Rs.3,645,691.

(d) In accordance with paragraph 18 of Sri Lanka Public Sector Accounting Standard 08, an Improbable liability is a present obligation that arises from past events but is not recognized because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation, or the amount of the obligation cannot be measured reliably. Such obligations should not be recognized as liabilities in accordance with paragraph 35 of the Standard and disclosure in the financial statements in accordance with paragraph 100 is sufficient, but in contrary to the requirements of the Standard, Rs. 11,470,000 was allocated as Improbable liabilities in the statement of financial position, in respect of lawsuits filed against the Authority.

(e) Due to the fact that the course income of Rs. 101,378,471 received in the year under review for the upcoming year was accounted for as income of the year under review, the surplus and deferred liabilities of the year under review were overstated and understated respectively.

(f) Due to the fact that the expenditure of Rs. 29,073,000 relating to the previous year for the Nipunatha Sisu Saviya Scholarship was accounted for as an expenditure of the year under review, the surplus and retained earnings of the year under review were overstated and understated respectively.

(g) The performance allowances due from the Ministry in the amount of Rs. 12,849,932 had not been accounted for in the year under review.

(h) Due to the fact that a season ticket expense of Rs. 1,000,000 incurred for the year 2023 was shown as an expense for the year, the surplus and accumulated surplus for the year under review were shown in the financial statements under and over that amount respectively.

(i) The land in Orugodawatta worth Rs. 222,726,574, which was acquired from the Urban Development Authority for a 99-year lease period in 1994 and 2002, was recorded as a 50-year lease period by the Authority, and the annual depreciation was shown as Rs. 2,204,769 higher, resulting in the surplus and value of the leased land being shown under by Rs. 2,204,769.

(j) Although the annual depreciation of the building where the Colombo District Office is located, which cost Rs. 47,771,335, was Rs. 2,388,567, the net building value and surplus for the year were overstated by Rs. 2,189,520, due to the Authority accounting for Rs. 199,047 as annual depreciation.

(k) As at 31st December 2024, the balance payable to the Tertiary and Vocational Education Commission was Rs. 5,553,529, but as per the financial statements of the Commission, the balance was Rs. 9,296,075, resulting in a discrepancy of Rs. 3,742,546 between the balances.

(l) The Authority had shown Rs. 1,271,048 in the financial statements as expenses for the year under review for the building rental payments for the year 2023, and therefore the surplus and retained earnings for the year were shown in the financial statements as less and more by that amount respectively.

(m) 1,271,048 was shown in the financial statements as expenses for the year under review, and therefore the surplus and retained earnings for the year were shown in the financial statements under and over that amount respectively.

(n) Due to the removal of Rs. 10,198,293 from the Building Depreciation Account during the year under review, considering as prior year error corrections, the retained profit and net value of buildings were stated in the financial statements at a lower value.

(o) Information relating to the write-off of Rs. 7,857,746 worth of consumable training equipment provided to the Katunayake Institute of Engineering Technology by the Austrian Project in 2021 to expense during the year under review was not submitted for audit.

I conducted my audit in accordance with Sri Lanka Auditing Standards (SLAuSs). My responsibility under those standards is further described in the Auditor’s Responsibility for the Audit of the Financial Statements section of my report. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

1.3 Other information included in the Annual Report 2024 of the Authority

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Other information means the financial statements included in the Annual Report 2024 of the Authority obtained by me prior to the date of this audit report and information not included in my audit report thereon. The Management is responsible for this other information.

My opinion on the financial statements does not cover other information and I do not express any kind of assurance or opinion on this.

Regarding my audit of the financial statements, my responsibility is to consider whether the other information identified above is materially inconsistent with the financial statements or with my knowledge obtained in the audit or otherwise.

If, based on other information obtained by me and the work done by me prior to the date of this auditor's report, I conclude that this other information is materially misstated, I am required to report that fact. I have nothing to report in this regard.

1.4 Responsibility of the Management and the Administrative Parties regarding the Financial Statements

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Management is responsible for the preparation and fair presentation of these financial statements in accordance with Sri Lanka Public Sector Accounting Standards and for determining the internal controls necessary to enable the preparation of financial statements that are free from quantitative misstatement, whether due to fraud or error.

In preparing the financial statements, it is the responsibility of the management to determine going concern and it is also the responsibility of the management to keep accounts on a going concern basis and to disclose matters related to the continuity of the authority, unless the management intends to liquidate the Authority or, in the absence of any other alternative, cease operations.

Administrative parties are responsible for supervising the financial reporting process of the authority.

The Authority shall maintain proper books and records of its income, expenditure, assets and liabilities so as to prepare the annual and periodic financial statements in accordance with the sub-section 16 (1) of the National Audit Act No. 19 of 2018.

1.5 Responsibility of the Auditor in Auditing Financial Statements

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My objective is to provide reasonable assurance that the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue the auditor's report containing my opinion. Reasonable assurance is a high level of assurance, but it will not always be an assurance that material misstatements will be detected when conducting an audit in accordance with Sri Lanka Auditing Standards. Fraud and misstatements either individually or collectively can result in quantitative misstatements and are expected to affect the economic decisions made by the users based on these financial statements.

I conducted the audit in accordance with Sri Lanka Auditing Standards using professional judgment and professional scepticism. Furthermore,

- Suitable audit procedures were planned and performed as appropriate to identify and assess the risks of quantitative misstatement of the financial statements, whether due to fraud or error, in providing a basis for the audit opinion expressed. The effect of fraud is stronger than the effect of quantitative misstatements due to misrepresentation, because they are caused by negligence, falsification, intentional omission, misrepresentation or circumvention of internal administrations.

- Although not for the purpose of expressing an opinion on the effectiveness of internal administration, an understanding of internal administration was obtained in order to design suitable audit procedures as appropriate.

- The appropriateness of accounting policies used, reasonableness of accounting estimates and related disclosures made by management were evaluated.

- The appropriateness of using the going concern basis of accounting was determined based on the audit evidence obtained as to whether there is material uncertainty about the continuing existence of the authority due to events or circumstances. If I conclude that there is sufficient uncertainty, I should focus my audit report on the related disclosures in the financial statements, and if those disclosures are inadequate, I should modify my opinion. However, the continuance may terminate upon future events or circumstances.

- Assessed the overall presentation of the financial statements including the appropriate and fair inclusion of underlying transactions and events and disclosures for the structure and content of the financial statements.

I inform the administrative parties about significant audit findings, key internal control weaknesses and other matters identified during my audit.

2. Report on other legal and regulatory requirements

2.1 The National Audit Act No. 19 of 2018 includes special provisions regarding the following requirements.

2.1.1 I have obtained all the information and explanations necessary for the audit in accordance with the requirements of Section 12(a) of the National Audit Act No. 19 of 2018, except for the effect of the matters described in the Basis for Qualitative Opinion section of my report, according to my investigation, proper financial records were maintained by the Authority.

2.12 According to the requirement mentioned in Section 6 (1) (d) (iii) of the National Auditor Act No. 19 of 2018, the financial statements of the Authority are consistent with the previous year.

2.1.3 According to the requirement mentioned in section 6 (1) (d) (iv) of the National Audit Act No. 19 of 2018, the recommendations made by me in the previous year are included in the financial statements presented, except for the observation made under para (k) of the Basis for Qualitative Opinion section of my report.

2.2 In the course of action followed and the evidence taken and confined to material facts, nothing has come to my notice to the extent of making the following statements:

2.2.1 As per the requirement mentioned in Section 12 (d) of the National Audit Act No. 19 of 2018, any member of the governing body of the authority has a relationship, directly or otherwise, outside the normal course of business in relation to any contract with which the authority is involved.

2.2.2 As per the requirement mentioned in Section 12 (f) of the National Audit Act No. 19 of 2018, apart from the following observations, that the authority has not acted in accordance with any written law or other general or special directives issued by the governing body of the authority.

Reference to Rules/Directive	**Non-Compliance**
(a) Section 15(1) of the Tertiary and Vocational Education Act No. 20 of 1990	Any of the 37 parttime courses conducted by the National Institutes of the Authority were not registered at the Commission.
(b) Financial Regulation 104(1)(a), 104(3), 104(4) of the Financial Regulations Code of the Democratic Socialist Republic of Sri Lanka	Action has not been taken by the Authority as per the Financial Regulations regarding 15 vehicle accidents occurred in2023 and 2024.

Financial Regulation 454	Although library books to the value of Rs. 12,495,273 were included in the Financial Statements of the Authority up to 31st December 2024, those library books were no entered in the Fixed Assets Register of Library Books.
(c) Paragraph 3.2 of the Guidelines on Good Governance for State Owned Enterprises dated 17 November 2021	Although the Authority should obtain the approval of the Department of Public Enterprises to pay Welfare Allowances as per the circular, medical bills amounting to Rs. 7,196,137 have been reimbursed without obtaining approval only during the year 2024.

2.2.3 That the powers, duties and functions of the authority have been exercised inconsistent with the requirement mentioned in Section 12 (g) of the National Audit Act No. 19 of 2018, other than for the following observation.

Powers, duties and functions	**Non-Compliance**
(a) Section 37(g) of the Part II Cap. VI of the Tertiary and Vocational Education Act No. 20 of 1990	
i. Section 37(e)	The Authority has not conducted any Research and Development work on Vocational Training during the year 2024.
ii. Section 37(f)	The Authority has not conducted competitions to enhance and promote various skills.
iii. Section 37(g)	The Authority has not conducted any activities from 2020 to 2024 regarding the development of training capabilities of the institutions providing vocational training and other institutions.

iv. Section 37(h) The Authority has not provided any advice to the Commission regarding vocational training.

2.2.4 That the authority's resources have not been procured and used in accordance with the relevant rules and regulations in a timely manner, efficiently and effectively, as required by section 12 (h) of the National Audit Act No. 19 of 2018, other than for the observation below.

(a) The Authority had taken steps to procure security services from the same company that provided the service in 2023, without conducting a competitive bidding process, from January 2024. The service agreement period had been extended three times, and by the 6th Board of Directors' decision dated 27th June 2024, the service period was extended again to provide security services from 01st July 2024 to 30th June 2025, and Rs. 69,782,786 had been paid to the security company for the period from January 2024 to December 2024. When there were shortcomings such as the deployment of fewer security guards, the same officer signing the signature register using two names and the employment of elderly security guards, the management had taken steps to procure security services from the same company.

(b) The Authority had procured 530 lecture theatre chairs costing Rs. 9,513,500 through the market price quotation method, in deviation from the provisions of paragraph 3.4.1 of the Procurement Guidelines. 200 chairs received by the Institute of Engineering Technology, Katunayake and 130 chairs received by the Automobile Engineering Training Institute, Orugodawatte were lying unused in the warehouses since 30th November due to non-compliance with the bid specifications. 200 lecture theatre chairs provided to the Gampaha and Colombo District Offices were given to the students for use without checking whether they were of proper standard. Accordingly, it was revealed during the audit that the acceptance of the lecture theatre chairs procured by the Authority had been carried out without checking the standard of the chairs.

2.3 Other Matters

(a) Due to the construction of the Colombo Outer Ring Road in the Orugodawatta area, a part of the buildings of the Orugodawatta Automobile Engineering Training Institute had been demolished in 2017, and the iron structures and other parts that were removed were stored only in the custody of security officers without proper procedures and supervision of a responsible officer. From 2018 to October 2024, Rs. 8,128,222 had been paid as security expenses for the security of this iron stock, and although a valuation report was received from the Government Valuation Department on 21 March 2022 for the sale of the iron stock at a value of Rs. 30,000,000, due to the absence of a proper bidding or auction, this iron stock was subject to decay due to exposure to various natural environmental conditions for over 7 years.

(b) 44 students were enrolled as the second batch of the Diploma Course at the Orugodawatta Training Centre, which commenced in July 2022 and is scheduled to conclude in June 2025, and by the end of the year under review, 21 students, i.e. 48 percent, had left the course. The course fee was paid in 12 instalments of Rs. 25,000 each. The Authority had submitted a payment plan without any basis, asking for a payment of Rs. 300,000 and according to that plan, , each student should have paid an amount of Rs. 250,000 to the Authority by the end of the year 2024. However, the 23 students currently studying the course had not paid an amount of Rs. 4,975,000 to the Authority by the end of the year under review. The recovery of the above fees was in a state of uncertainty due to the absence of any agreement between the Authority and the students regarding the recovery of fees.

(c) While a vehicle was reserved for the use of the Chairman of the Authority, a car was acquired on the basis of a monthly rental of Rs. 297,500 and a rental of Rs. 3,075,000 was paid from May 2024 to March 2025.

(d) Although the Authority had spent Rs. 16,510,115 for clearance from the port in the year 2017, the PEUGEOT type car was not used from that year to January 2024, and had been driven only 7,028 kilometres in the year 2024. As at 30th April 2025, the said car was lying idle without use.

(e) Although the Civil Engineering Department, which had enrolled over 100 students annually from 2017 to 2020, had received inventory and non-inventory equipment worth Rs. 286,330,412 through the Austrian project, the number of students enrolled for the years 2023 and 2024 had decreased to 18 and 12 respectively, and this high-value training equipment had not been utilized to its maximum benefit.

(f) Although equipment worth Rs. 661,111,008 had been received in 2021 for the Mechanical General Engineering course, which had enrolled 87 students in 2020, due to lack of planning to effectively utilize this equipment, the number of students enrolled in 2023 and 2024 had been 25 and 13 respectively. Accordingly, student enrolment in 2024 decreased by 85 percent compared to 2020.

(g) The training equipment worth Rs. 13,730,656 included in the project value and paid for had not been received by the Katunayake Institute of Engineering Technology as of 22nd May 2025, the date of audit, and even though it had been over 3 years, no action had been taken by the responsible officers regarding the acquisition of these equipment.

(h) A formal recruitment procedure had not been prepared for external consultants, and an expenditure of Rs. 97,067,322 had been incurred as allowances for 307 external consultants during the year under review. Also, no supervision had been carried out by the head office regarding these payments.

(i) A total of Rs. 744,778 was held in 02 bank current accounts belonging to the head office of the Authority, without any transactions being made for a period of 01 to 02 years.

(j) The retained earnings balance included in the financial statements for the year under review was Rs. 12,062,476, of which the total balances for the period from 4 to 13 years was Rs. 4,223,358. The management had not paid attention to the settlement of those balances until the end of the year under review.

(k) As of December 31, 2024, the debtor balance included in the financial statements was Rs. 11,941,560 and the creditor balance was Rs. 9,429,136, of which the debt balances that had been outstanding for a period ranging from 3 to 16 years were Rs. 6,897,056 and Rs. 7,398,496 respectively, and the management's attention had not been focused on the recovery or settlement of those debt balances until the end of the year under review.

(l) The cash advances totalling Rs. 5,270,487 given to 89 external parties for purchase and other purposes from 2011 to 2022 had not been settled as of December 31 of the year under review, and detailed information relating to the balance of Rs. 1,451,089 included in that balance was not submitted to the audit.

(m) The Motorcycle Fund amounting to Rs. 7,415,059 as of December 31 of the year under review had not been utilized for the relevant purposes since the year 2017.

Sgd./ Illegibly

G.H.D. Dharmapala

Auditor General (Actg.)