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# 1.Executive Summary

Dolphin Professional Services Limited (DPSL) is a technology-driven company specializing in ICT solutions, training, and workforce development. The company aims to address the growing demand for skilled engineers and IT professionals in Tanzania by providing digital services and structured training programs. DPSL will partner with universities to offer hands-on training, mentorship, internships, and certification programs that prepare graduates for the job market.

Beyond training, DPSL provides ICT solutions, including cybersecurity, cloud computing, and software development, serving businesses, government agencies, and educational institutions. DPSL's vision is to become a leading ICT solutions provider while playing a critical role in job creation and workforce development. This business plan outlines DPSL's operational and financial strategies, emphasizing its economic impact, market positioning, and expansion plans.

## 1. 1 Vision, Mission and Core Value

**Vision:** To be the leading provider of professional engineering solutions and talent development in Tanzania.

**Mission:** To deliver high-quality engineering services while equipping young professionals with the technical and business skills required for the job market.

### **Core value:**

#### **1. Integrity and Ethics**

- Uphold honesty, transparency, and ethical standards in all professional activities.
- Take responsibility for your work and its impact on society

#### **2. Continuous Learning and Innovation**

- Embrace a growth mindset and stay curious about emerging technologies.
- Seek new solutions to problems and strive for innovation.

#### **3. Collaboration and Teamwork**

- Foster open communication and respect diverse perspectives.
- Work effectively with colleagues across disciplines to achieve common goals.

#### **4. Quality and Excellence**

- Commit to delivering high-quality work and attention to detail.
- Strive for technical accuracy, efficiency, and continuous improvement

#### **5. Leadership and Accountability**

- Take initiative and be proactive in solving problems.
- Own your decisions and their outcomes.

#### **6. Integrity and Ethics**

- Uphold honesty, transparency, and ethical standards in all professional activities.
- Take responsibility for your work and its impact on society

## 1.2. Project Location

Dolphin Professional Services Limited (DPSL) is based in Dar es salaam Tanzania (Headquarters) and has its branches in various countries such as South Africa, Cameroon, Burundi, Kenya, Uganda, Zambia with plans for expansion into regional and national markets. It is a company dedicated to bridging the skills gap in Tanzania's engineering sector by offering professional services, project management, and workforce development programs. The company will collaborate with universities to mentor students and graduates, ensuring they acquire the necessary skills to meet market demands.

## 1.3. Implementation Period

NO	Phase 1 (Year 1-2)	Phase 2 (Year 3-4)	Phase 3 (Year 5 and beyond)
1	<ul style="list-style-type: none"><li>• Launch of core ICT services and pilot training programs.</li><li>• Formation of initial university partnerships.</li><li>• Development of internship and mentorship frameworks.</li><li>• Marketing and awareness campaigns to attract businesses and students</li></ul>		
2		<ul style="list-style-type: none"><li>• Expansion of training programs to additional universities.</li><li>• Scaling up business operations to new regions.</li><li>• Introduction of new technology services, including AI and blockchain solutions.</li></ul>	
3			<ul style="list-style-type: none"><li>• Establishment of full-scale national operations.</li><li>• International expansion and collaboration with global tech firms.</li><li>• Continuous research and development for innovative ICT solutions</li></ul>

## 1.4. Project Objectives

The objectives set are geared towards helping us achieve the long-term goal of becoming the leading and most sought-after ICT company provider in the country and even beyond the borders of the country that will help “build” and nurture engineers from university through making them ready for market. This will be our aim while we provide quality products and services in all branches across the world. Notably the business will focus on the following specific objectives;

- **Expand ICT Service Offerings** – Provide a broad range of ICT solutions, including network infrastructure, cybersecurity, cloud computing, and software development, to support businesses and organizations.
- **Enhance Market Presence** – Establish DPSL as a leading ICT service provider by forming strategic partnerships and targeting businesses, government agencies, and institutions in need of technology solutions.
- **Engineer Training & Market Readiness** – Establish a structured program to train and mentor university graduates in engineering and ICT-related fields, equipping them with practical skills and industry experience to enhance their employability
- **Financial Sustainability & Economic Impact** – Contribute to national economic growth by generating employment, fostering local ICT innovation, and driving business digital transformation.
- **Technology Innovation** – Stay ahead of emerging ICT trends and integrate cutting-edge technologies to maintain a competitive advantage in the industry.
- **Improve Operational Efficiency** – Implement automation and streamlined processes to deliver high-quality services while optimizing costs and productivity.

## **2. Business Environment**

### **2.1 Economic factors**

The ICT sector in Tanzania is growing rapidly, driven by increased digital adoption across industries. Businesses are investing in technology solutions to enhance efficiency, cybersecurity, and connectivity. Additionally, the skills gap in ICT and engineering presents an opportunity for DPSL to provide workforce training programs that align with industry needs.

As more businesses transition to digital platforms, there is a rising need for cloud-based solutions, network security, and business automation tools. Tanzania's economic growth is also fueling investments in IT infrastructure, making it an ideal time for DPSL to establish itself as a key ICT service provider. Moreover, the government and private sector are allocating more resources to digital transformation projects, further expanding DPSL's potential market.

### **2.2 Regulatory and policy landscape**

The Tanzanian government has introduced policies that support ICT growth, including tax incentives for tech startups and investment in digital infrastructure. DPSL will ensure compliance with data protection laws and industry regulations while leveraging government initiatives to expand its services.

DPSL will ensure full compliance with the Data Protection Act, cybersecurity regulations, and ICT industry standards to maintain trust and credibility. Additionally, DPSL will seek to collaborate with government agencies on national digitalization initiatives and skill development programs to further establish its industry presence.

### **2.3 Social and Technological Trends**

The rise of cloud computing, artificial intelligence, and remote work has increased the demand for IT professionals with hands-on experience. DPSL's training programs will focus on equipping graduates with skills in these emerging technologies, ensuring they are job-ready upon completion.

**E-Learning & Digital Education:** As online education continues to expand, there is a growing need for IT professionals skilled in digital learning platforms. DPSL will collaborate with educational institutions to provide technical support and training in e-learning technologies.

## 3. Market Analysis

### 3.1 Industry Overview

The ICT industry is one of the fastest-growing sectors globally, driven by rapid digital transformation, increasing reliance on cloud computing, cybersecurity concerns, and the expansion of internet services. In Tanzania and across Africa, businesses and government institutions are investing heavily in ICT solutions to improve efficiency, security, and connectivity.

### 3.2 Target Market

Dolphin Professional Services Limited (DPSL) will focus on the following key market segments:

- **Corporate Sector** – Large enterprises and SMEs seeking ICT solutions for digital transformation, cybersecurity, cloud services, and software development.
- **Government & Public Institutions** – Ministries, agencies, and public sector organizations in need of secure ICT infrastructure and data management solutions.
- **Educational Institutions** – Universities and technical colleges requiring ICT support for e-learning, research, and administration systems.
- **Startups & Entrepreneurs** – Small businesses looking for cost-effective technology solutions to scale their operations.
- **Engineering Graduates & ICT Professionals** – Students and fresh graduates seeking hands-on training and professional development in ICT fields.

### 3.3 Market Needs & Trends

- **Growing Demand for Digital Transformation** – Businesses are adopting cloud computing, AI, and automation to improve efficiency.
- **Cybersecurity Awareness** – Rising cyber threats have increased the demand for robust security solutions.
- **E-Learning & Remote Work Solutions** – Educational institutions and businesses need digital tools for online learning and remote work.
- **Skills Gap in ICT Industry** – A shortage of skilled ICT professionals presents an opportunity for DPSL to train and nurture talent.

### 3.4 Competitive Landscape

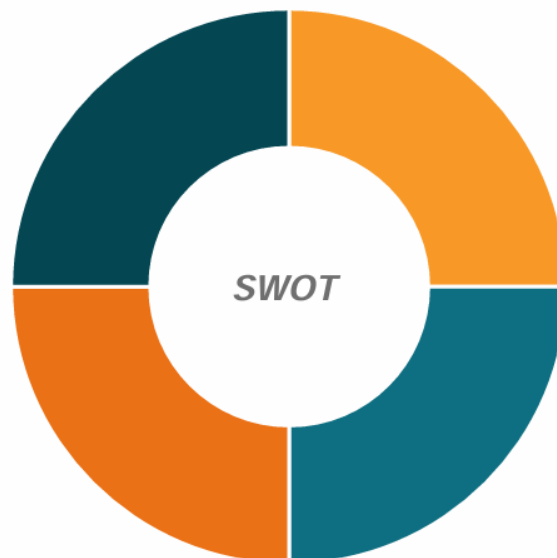
DPSL will be competing with established ICT firms and startups providing similar services. The company will differentiate itself through:

- **University Collaborations** – Training and equipping fresh graduates with practical skills, making them job-ready.
- **Customized Solutions** – Tailoring services to meet specific client needs.

### 3.5 SWOT analysis

A SWOT analysis may be included by completing the boxes below to assess the business' current environment's strengths and weaknesses (internal) and opportunities and threats (external). This is a good exercise to go through on an annual basis. After completing the analysis, provide thoughts on: how the business' strengths can help maximize opportunities and minimize threats; how its weaknesses can slow the company's ability to capitalize on the opportunities; and how the business' weaknesses could expose it to threats.

STRENGTH	WEAKNESS	OPPORTUNITIES	THREATS
Comprehensive Training Programs	High Initial Investment	Growing ICT Demand	Rapid Technological Changes
Diverse ICT Services	Market Penetration Challenges	Skills Gap in the Job Market	Economic Instability
Government Support	Dependence on Partnerships	Expansion into East Africa	Competition from Established Firms
Skilled Workforce		Remote Work & E-Learning Growth	Regulatory Changes
Scalability		Public-Private Partnerships	



## 4. MARKET STRATEGY

DPSL's market strategy is designed to position the company as a leader in ICT services while Impact Economy as a support company helps in making a significant economic impact by equipping university graduates with practical skills that make them job-ready. The strategy focuses on expanding market presence, strengthening industry collaborations, and fostering workforce development.

### 4.1 Branding and Awareness.

- Establish DPSL as a reputable ICT solutions provider through digital marketing, industry networking, and community engagement.
- Develop a strong online presence through an official website, search engine optimization (SEO), and targeted advertising on social media.
- Participate in ICT expos, career fairs, and technology conferences to showcase services and attract potential partners.

### 4.2 Workforce Development & University Collaboration

- Form strategic partnerships with universities and technical colleges to create ICT training programs tailored to industry needs.
- Develop **DPSL Engineering Training Academy**, a structured program aimed at providing university students with hands-on experience in cybersecurity, software development, cloud computing, and AI technologies.
- Offer paid internships and apprenticeships where students gain real-world experience working on live ICT projects.
- Facilitate job placement programs by linking trained graduates with corporate clients, government agencies, and tech startups.

### 4.3 Service Diversification & Industry Expansion

- Provide customized ICT solutions, including IT infrastructure development, data security, and cloud services for businesses.
- Offer technology consultation services to SMEs and large enterprises, helping them transition to digital platforms.
- Expand DPSL's footprint across major cities in Tanzania and later scale to East African markets.

#### 4.4 Competitive Pricing Strategy

- Provide cost-effective solutions and training programs to attract startups and SMEs.
- Introduce flexible pricing models, including installment payments and subscription-based services, making ICT solutions more accessible to businesses.
- Offer discounted or sponsored training programs for students from underprivileged backgrounds, ensuring inclusivity in ICT education.

#### 4.5 Economic Impact & Job Creation

- **Direct Employment:** DPSL will collaborate with Impact Economy in creating jobs for engineers, trainers, and ICT specialists in various capacities.
- **Indirect Employment:** By equipping graduates with skills, DPSL will enable thousands of young professionals to secure employment in Tanzania's ICT industry.
- **Support for SMEs:** DPSL will help businesses adopt digital solutions, boosting efficiency, competitiveness, and overall economic growth.
- **Contribution to National Digital Transformation:** DPSL will collaborate with the government on national ICT initiatives, ensuring digital inclusivity and economic growth.

#### 4.6 Referral & Loyalty Programs

- Offer incentives for existing clients who refer new businesses to DPSL.
- Establish loyalty programs that provide exclusive training discounts and premium ICT support services to long-term clients.

## 5. OPERATIONAL PLAN

Dolphin Professional Service Limited (DPSL) together with Impact Economy will implement a structured operational framework to ensure efficient service delivery and growth. The company's operations will focus on delivering high-quality ICT solutions, training university graduates, and expanding its service offerings to meet market demand.

### 5.1 Service Offerings

DPSL will provide the following services:

- **ICT Solutions:** Cybersecurity, cloud computing, network infrastructure, and software development for businesses and government agencies.
- **Training Programs:** Hands-on training, mentorship, and internships for university graduates to enhance their employability in the ICT industry.
- **Consulting Services:** Helping businesses implement digital transformation strategies through technology solutions.
- **University Collaborations:** Joint training programs, research initiatives, and skill development workshops to align graduates with market needs.
- **Advanced Training Labs** to equip students with hands-on skills in coding, data analytics, and IT security

### 5.2 Operational Facilities

- **Headquarters:** Located in Dar es Salaam, serving as the central hub for ICT services and training programs.
- **Virtual Learning Platform:** An online training system allowing students and professionals to access courses, mentorship, and certification remotely.

### 5.3 Operational Workflow

- **Training & Workforce Development** – University graduates will undergo structured training and internship programs focusing on real-world ICT applications.
- **Service Deployment & Support** – Businesses will receive customized ICT solutions, and graduates will be placed in job opportunities through industry partnerships.
- **Quality Assurance & Continuous Improvement** – Regular performance assessments and feedback mechanisms will be implemented to ensure service excellence.

### 5.4 Scalability & Expansion Strategy

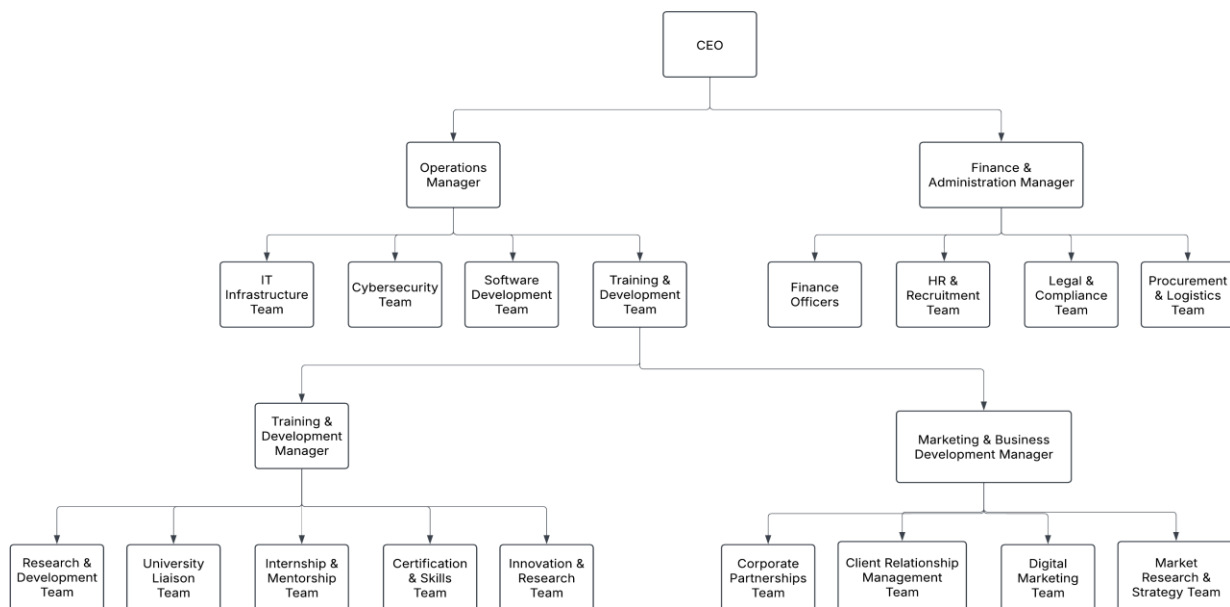
- **Short-Term (1-2 Years):** Establish core ICT services, launch pilot training programs, and onboard university partnerships.
- **Mid-Term (3-4 Years):** Expand training programs to more universities, introduce advanced technology courses, and scale ICT solutions to new clients.
- **Long-Term (5+ Years):** Establish a nationwide presence, explore regional expansion in East Africa, and position DPSL as a leading ICT innovation hub.

## 6. MANAGEMENT AND ORGANIZATION

The management team will be composed of experienced professionals with complementary skills in IT, business development, and customer service. Dolphin Professional Services Limited (DPSL) together with Impact Economy management will consist of

- **Chief Executive Officer (CEO):** Provides overall strategic direction, oversees business operations, and ensures financial and operational goals are met.
- **Operations Manager:** Manages daily ICT service delivery and ensures smooth business processes.
- **Finance & Administration Manager:** Handles budgeting, financial planning, regulatory compliance, and overall administrative functions.
- **Training & Development Manager:** Leads university collaborations, workforce development programs, and student mentorship initiatives.
- **Technology Director:** Oversees research and development in emerging technologies, ensuring DPSL remains at the forefront of innovation.
- **Marketing & Business Development Manager:** Drives client acquisition, brand awareness, and partnership expansion to grow DPSL's market presence.

**Figure 6.1: Organization Chart**



## 7.0 FINANCIAL PLAN

### 7.1 Financial Assumptions

The following assumptions have been made in preparing the financial plan and projections:

- The business will focus on the domestic market, primarily targeting ICT services for corporate clients, government institutions, and educational institutions.
- Revenue is expected to grow at an annual rate of 10%.
- Operating expenses will increase by 5% per annum due to inflation.
- Depreciation will be applied as follows:
  - Buildings: 5%
  - Furniture & Fittings: 10%
  - Equipment: 10%
  - Motor Vehicles: 20%
- Corporate tax is set at 30% of net income.
- Maintenance costs are estimated at 5% of property, plant, and equipment annually.
- The turnover for the year 2023-2024 is estimated at TZS 9 billion.

### 7.2 Sources of Funds

The project will be financed through:

- Owners' equity which will be 60%
- Potential external financing from investors or bank loans if needed which will be 40%

### 7.3 Profitability Analysis

Table 7.1: Profit Projections (TZS Millions)

Years	Year 1	Year 2	Year 3	Year 4	Year 5
Sales	9,000	9,900	10,890	11,979	13,177
Production Cost	7,200	7,920	8,712	9,583	10,541
Profit Margin	1,800	1,980	2,178	2,396	2,636

# 7.4 Operating Expenses

Table 7.2: Projected Operating Expenses (TZS Millions)

Overall Budget Dolphin Professional Services Limited January 2025 to December 2025													
Account	Jan-2025	Feb-2025	Mar-2025	Apr-2025	May-2025	Jun-2025	Jul-2025	Aug-2025	Sep-2025	Oct-2025	Nov-2025	Dec-2025	Total
<b>Income</b>													
Interest Income (270)	3,250,000	250,000	-	-	-	-	-	-	-	-	-	-	3,500,000
Other Revenue (260)	208,333,333	208,333,333	208,333,333	208,333,333	208,333,333	208,333,333	208,333,333	208,333,333	208,333,333	208,333,333	208,333,333	208,333,333	2,500,000,000
Licenses Fees	169,889,573	1,477,492,004	1,095,066,555	2,303,381,392	8,074,034,678	10,000,000,000	10,000,000,000	10,000,000,000	10,000,000,000	10,000,000,000	10,000,000,000	10,000,000,000	13,619,805,203
Preventative Maintenances (201)	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000	500,000,000
Hardware Revenue (200)	117,000,000	1,290,922,151	7,755,748,600	143,000,000	157,300,000	173,030,000	173,030,000	173,030,000	645,000,000	104,000,000	104,000,000	104,000,000	10,940,130,151
Rebates Income (204)	50,150,256	195,000,000	-	-	-	-	-	-	-	-	-	-	245,150,256
<b>Total Income</b>	<b>378,735,589</b>	<b>1,719,465,057</b>	<b>9,636,574,238</b>	<b>1,496,339,988</b>	<b>2,719,014,725</b>	<b>381,363,333</b>	<b>8,505,398,012</b>	<b>531,363,333</b>	<b>953,333,333</b>	<b>462,333,333</b>	<b>412,333,333</b>	<b>462,333,333</b>	<b>27,658,585,610</b>
<b>Less Cost of Sales</b>													
RID Security Expenses (314)	2,610,148	2,610,148	2,610,148	2,610,148	2,610,148	2,610,148	2,610,148	2,610,148	2,610,148	2,610,148	2,610,148	2,610,148	31,321,780
Delivery & Clearance Cost (312)	776,384	776,384	776,384	776,384	776,384	776,384	776,384	776,384	776,384	776,384	776,384	776,384	9,316,609
Performance Guarantees Expenses (315)	245,305	245,305	245,305	245,305	245,305	245,305	245,305	245,305	245,305	245,305	245,305	245,305	2,943,636
Sales Direct Expenses - RDE (316)	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	180,000,000
Tenders Direct Purchases - Imports (311)	102,238,069	464,255,566	3,661,898,210	404,011,797	734,133,976	102,968,100	3,402,159,205	143,468,100	257,400,000	124,830,000	111,130,000	124,830,000	9,633,543,022
Tenders Direct Purchases - Local (310)	113,998,810	517,538,982	4,143,726,522	405,305,137	736,852,991	103,349,463	3,912,483,085	143,999,463	258,353,333	125,292,533	111,742,533	125,292,533	10,098,158,188
Tenders Fees & Documentations (313)	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	1,800,000
Sales Commissions	-	-	36,246,345	-	-	-	-	-	-	-	-	-	144,985,381
<b>Total Cost of Sales</b>	<b>235,038,717</b>	<b>1,000,596,385</b>	<b>7,860,653,315</b>	<b>828,301,771</b>	<b>1,489,768,803</b>	<b>261,345,746</b>	<b>7,333,424,127</b>	<b>306,249,400</b>	<b>570,781,516</b>	<b>268,904,170</b>	<b>241,854,170</b>	<b>268,904,170</b>	<b>20,702,968,635</b>
<b>Gross Profit</b>	<b>143,696,873</b>	<b>718,868,673</b>	<b>1,775,920,923</b>	<b>668,038,218</b>	<b>1,229,245,922</b>	<b>120,017,588</b>	<b>1,171,973,885</b>	<b>225,113,933</b>	<b>382,551,818</b>	<b>193,429,163</b>	<b>170,479,163</b>	<b>157,182,818</b>	<b>6,956,616,974</b>
<b>Other Income</b>													
Investment Income (202)	-	6,050,000	-	9,075,000	-	62,800,000	-	6,050,000	75,000,000	9,075,000	-	71,875,000	239,925,000
<b>Total Other Income</b>	<b>-</b>	<b>6,050,000</b>	<b>-</b>	<b>9,075,000</b>	<b>-</b>	<b>62,800,000</b>	<b>-</b>	<b>6,050,000</b>	<b>75,000,000</b>	<b>9,075,000</b>	<b>-</b>	<b>71,875,000</b>	<b>239,925,000</b>
<b>Less Operating Expenses</b>													
Advertising (400)	-	-	6,500,000	-	-	-	6,500,000	-	-	-	-	-	13,000,000
Audit Fees (401)	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	18,000,000
Bank Fees (404)	47,347	3,266,984	1,830,949	2,844,046	3,166,128	724,590	9,555,938	1,009,590	1,811,333	878,433	783,433	878,433	29,022,275
Bank Revaluations (407)	4,166,000	22,353,046	106,402,317	19,452,420	35,347,191	4,957,725	110,570,174	6,907,725	12,393,333	6,010,333	5,360,333	6,010,333	339,530,997
Casual Labors (405)	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	66,000,000
City Service Levy (0.3%) (407)	1,136,201	5,158,395	28,909,723	4,489,200	8,157,044	1,144,000	25,516,194	1,594,000	2,860,000	1,387,000	1,237,000	1,387,000	82,975,757
Cleaning (408)	-	-	2,400,000	-	-	-	400,000	-	-	312,000	500,000	500,000	6,920,000
Compliance Costs (411)	-	-	12,592,105	-	-	-	12,592,105	-	-	12,592,105	-	-	151,105,263
Consulting & Accounting (412)	12,592,105	12,592,105	10,000,000	12,592,105	12,592,105	10,000,000	12,592,105	12,592,105	12,592,105	12,592,105	12,592,105	10,000,000	40,000,000
Corporate Social Responsibilities (CSR)	-	-	10,000,000	-	-	-	10,000,000	-	-	-	-	-	40,000,000
Depreciation (416)	3,198,651	3,198,651	3,198,651	7,886,150	7,886,151	7,886,151	7,886,151	7,886,151	7,886,151	7,886,151	7,886,151	7,886,151	48,000,000
Director Expenses (415)	4,000,000	4,000,000	4,000,000	4,000,000	4,000,000	4,000,000	4,000,000	4,000,000	4,000,000	4,000,000	4,000,000	4,000,000	48,000,000
Electricity (445)	600,000	600,000	600,000	600,000	600,000	600,000	600,000	600,000	600,000	600,000	600,000	600,000	7,200,000
Entertainment (420)	3,900,000	3,900,000	3,900,000	3,900,000	3,900,000	3,900,000	3,900,000	3,900,000	3,900,000	3,900,000	3,900,000	3,900,000	46,800,000
Fine, Interest & Penalties (424)	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	1,200,000
Fuel (425)	2,300,000	2,300,000	2,300,000	2,300,000	2,300,000	2,300,000	2,300,000	2,300,000	2,300,000	2,300,000	2,300,000	2,300,000	27,600,000
Income Tax Expense (505)	-	-	3,000,000	-	-	-	3,000,000	-	-	3,000,000	-	-	12,000,000
Insurance (433)	-	-	5,000,000	-	-	-	5,000,000	-	-	5,000,000	-	-	5,000,000
Interest Expense (437)	11,249,500	11,249,500	11,249,500	21,374,050	21,374,050	25,648,861	25,648,861	25,648,861	38,473,291	38,473,291	38,473,291	38,473,291	307,336,466
Legal expenses (441)	500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000	6,000,000
Loan Origination Fees (442)	-	-	81,638,985	-	-	-	81,638,985	-	-	-	-	-	81,638,985
Motor Vehicle Expenses (449)	350,000	350,000	350,000	350,000	350,000	350,000	350,000	350,000	350,000	350,000	350,000	350,000	4,200,000
Office Expenses (453)	450,000	450,000	450,000	450,000	450,000	450,000	450,000	450,000	450,000	450,000	450,000	450,000	5,400,000
Other staffs cost (454)	350,000	350,000	350,000	350,000	350,000	350,000	350,000	350,000	350,000	350,000	350,000	350,000	4,200,000
Phone & Internet (489)	1,130,000	1,130,000	1,130,000	1,130,000	1,130,000	1,130,000	1,130,000	1,250,000	1,130,000	1,370,000	1,430,000	1,490,000	14,820,000
Printing & Stationery (441)	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	4,800,000
Realised Currency Gains (499)	-1,150,000	-1,150,000	-1,150,000	-1,150,000	-1,150,000	-1,150,000	-1,150,000	-1,150,000	-1,150,000	-1,150,000	-1,150,000	-1,150,000	-13,800,000
Repairs (409)	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	5,500,000	66,000,000
Rent and Maintenance (473)	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	3,000,000
Security Expenses (478)	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	1,800,000
Staffs Annual Leaves Expenses	125,000	125,000	125,000	125,000	125,000	37,726,473	125,000	125,000	125,000	125,000	125,000	47,138,091	84,884,563
Staffs Meals Cost (486)	4,526,083	4,526,083	4,526,083	4,526,083	4,526,083	4,526,083	4,526,083	4,526,083	4,526,083	4,526,083	4,526,083	4,526,083	54,313,000
Staffs Training (490)	7,125,000	7,125,000	7,125,000	7,125,000	7,125,000	7,125,000	7,125,000	8,500,000	8,500,000	8,500,000	8,500,000	8,500,000	92,625,000
Staffs Uniforms (488)	1,150,000	960,000	-	-	-	1,200,000	-	-	-	-	-	-	4,800,000
Subscriptions (485)	2,422,500	2,422,500	2,422,500	2,422,500	2,422,500	2,422,500	2,422,500	2,422,500	2,422,500	2,422,500	2,422,500	2,422,500	29,070,000
Travel - International (494)	8,550,000	7,125,000	4,275,000	8,550,000	7,125,000	4,275,000	8,577,500	7,095,000	5,130,000	9,875,250	5,643,000	5,643,000	82,863,750
Travel - National (493)	2,700,000	2,700,000	2,700,000	2,700,000	2,700,000	2,700,000	2,700,000	2,700,000	2,700,000	2,700,000	2,700,000	2,700,000	32,400,000
Unrealized Currency Gains (498)	650,000	650,000	650,000	650,000	650,000	650,000	650,000	650,000	650,000	650,000	650,000	650,000	7,800,000
Wages and Salaries (477)	75,452,945	75,452,945	75,452,945	75,452,945	75,452,945	75,452,945	75,452,945	94,316,182	94,316,182	94,316,182	94,316,182		

## 8. PROJECT ACTIVITIES: NURTURING YOUNG ENGINEERS FOR THE JOB MARKET

DPSL will implement structured training programs and real-world projects to equip young engineers with market-ready skills. Key activities include:

### 8.1 DPSL Engineering Training Academy

- A specialized training program offering hands-on experience in:
  - Software Development & AI
  - Cloud Computing & IT Infrastructure
  - Data Science & Analytics
  - Business Automation & Digital Transformation
- Delivered through online platforms, physical workshops, and boot camps.

### 8.2. University Partnerships & Skill Development

- Formal agreements with universities to integrate **practical ICT training** into their curricula.
- Establishment of **DPSL Training Hubs** at select universities to offer:
  - Live projects & case studies
  - Industry mentorship programs
  - Certification programs in collaboration with global IT firms

### 8.3. Internship & Apprenticeship Program

- **6-month structured internships** for final-year university students and recent graduates.
- Collaboration with **corporate partners** to place interns in real-world ICT projects.
- **Hands-on training on live projects** to build confidence and experience.
- **Internship stipend support** for outstanding students through grants and sponsorships.

## 8.4. Innovation & Startup Incubation Hub

- Establishing an **ICT Startup Incubator** where young engineers can:
  - Work on innovative tech projects.
  - Receive mentorship on entrepreneurship and product development.
  - Access funding opportunities for viable startup ideas.

## 8.5. Career Readiness & Job Placement

- **Soft skills & professional development** training covering:
  - Resume writing, interview techniques, and workplace communication.
  - Personal branding & networking in the ICT industry.
- **Job placement services** connecting DPSL-trained engineers with employers.
- Hosting **career expos & networking events** for graduates to meet potential employers.

## 8.6. National Digital Skills Development Initiative

- Collaborating with the **government and corporate sector** to provide large-scale training.
- Offering **free or subsidized ICT training** to underprivileged youth.
- Organizing **Hackathons & Innovation Challenges** to promote tech-driven solutions.

## 9. CONCLUSION

The financial analysis in this plan demonstrates strong growth potential and the ability of DPSL to recover its initial investment while achieving profitability in successive years. The objectives set forth in this plan are highly achievable, making this project a feasible and sustainable venture.

Beyond financial success, DPSL's impact will extend to communities by creating employment opportunities, equipping young engineers with practical ICT skills, and fostering innovation in the industry. This will bridge the gap between academia and industry, ensuring that graduates are well-prepared for the job market.

Furthermore, DPSL's operations will contribute indirectly to employment generation across the supply chain, including vendors, distributors, and support service providers. Additionally, the government will benefit from tax revenues, and DPSL will actively engage in corporate social responsibility (CSR) initiatives, reinforcing its commitment to community development and national economic growth.

### 9.1 RECOMMENDATION

Based on the financial viability and strategic importance of DPSL, it is highly recommended to proceed with this project. The analysis shows a strong capacity to meet local and regional demand, creating a sustainable business model with long-term growth potential.

To ensure the success of this initiative, we urge **support from various stakeholders**, including:

- **Government agencies:** To facilitate regulatory compliance and provide incentives for ICT innovation.
- **Private sector partners:** For collaboration in skills development programs and business expansion.
- **Academic institutions:** To partner with DPSL in structured training programs, equipping engineering graduates with **practical, market-relevant skills**.
- **Financial institutions & investors:** To support the project through funding, ensuring that the company can scale efficiently.