

To: Ms Anne-Rose Tjiobang, Director, Tertiary Education Directorate
Mr Jimmy Rantes, Director, Department of Industry
Mr Antoine Ravo, Director, Department of Agriculture and Rural Development
Mr Donald Pelam, Acting Director, Department of Tourism
Mr Fremden Yanhambath, Director, Vanuatu Skills Partnership
Ms Rothina Ilo Noka, Director, Women's Affairs Department
Mr David Lambukly, Chief Executive Officer, Vanuatu Qualifications Authority
Ms Adela Aru, Chief Executive Officer, Vanuatu Tourism Office
Ms Christelle Thieffry, Senior Program Manager, Australian High Commission
Ms Susan Kaltovei, Program Manager, Australian High Commission
Ms Anna Gibert, Strategic Adviser, Vanuatu Skills Partnership
Mrs Jamine Makikon, Monitoring Evaluation and Learning Officer, Vanuatu Skills Partnership

16th July 2019

Dear Directors, Chief Executive Officers and Managers,

SANMA Province Skills Development Report: April – May 2019

It is with great honour and respect that I present to you this Skills Development Report for activities that have happened throughout April and May 2019. It provides brief highlights of activities coordinated by the SANMA Skills Centre.

Thank you for your valuable contribution to Sanma skills development in the last two months. It is very encouraging to see the outcomes of skills development activities from individuals and rural businesses in our communities.

Looking forward to another year of partnership for skills development.

Yours Sincerely



Albert Ruddley
General Secretary & Chairman
Sanma Provincial Government Training Board
Sanma Provincial Government Council

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Overview

This report covers the key activities that took place over the months of April and May 2019. While there has been a reduction in the number of actual skills development activities, a lot has been accomplished in coordinating accredited trainings and targeted coaching with business clients, along with improvements to the Skills Centre's management processes.

PGTB Information

Sanma Provincial Government Training Board meets once every two months. Its members are heads of partner Provincial Government departments, NGOs, Training Providers, Municipal Council, and a representative for people with disability. Even though the new terms of reference have not yet been finalised by the Vanuatu Qualifications Authority, this committee has contributed a lot to the coordination and development of skills development in Sanma province. Its minutes are uploaded into the Vanuatu Skills Partnership website [here](#). The last meeting was held on 23rd May 2019, and the next sitting is scheduled for 23rd July 2019.

Highlights

Total number of Skills Development Activities

	Title(s) of Activities and Type
Training Provider Support	1. Plumbing Training
Skills For Tourism	1. Farm to Table Coaching
Skills For Agribusiness	none
Skills For Creative Industries	1. Building commercial headwear operations
General	

Participation

	Skills for Tourism	Skills for Creative Industry	Skills for Agribusiness	General (Plumbing)
Women	11	28	0	0
Men	3		6	16
People with Disabilities	0	2	0	1

Skills for Tourism

Farm to Table Coaching

Farm to Table is the only coaching activity happening in the last two months under the Skills for Tourism work-stream. It is focusing on up skilling 7 business clients to better develop their local menus into delicious dishes that tourists will love. It has resulted in these newly created local dishes being added onto their restaurant menus. The coaching also covers basic tips on calculating meal costs and menu pricing which is in line with customer expectations. During the coaching,

clients also received a copy of the seasonal crop calendar which will assist them to understand which farm products could be ordered from farmers at what season/month of the year.



Key lessons learnt or areas recommended for improvement or requiring further action

- A three month follow up coaching with clients would be better to ensure that clients continue to practice and progress rapidly in what they have learnt from the coaching and workshops. 6 months space between workshops and coaching is too long, and must be reduced to two and/or three months.

Skills for Creative Industries

Building Commercial Headwear Operations

Coaching activities in headwear design and production has laid the foundation for building commercial-scale headwear operations in Sanma province and transitioning into a mindset change to enable producers to operate in the formal economy. This involves coaching in consolidating record keeping systems, establishing quality control checklists for hat products, and the development of headwear branding. Some of the outcomes achieved so far are:

- Luganville Tourism Office agreed to sell the 'Island style' headwear on consignment.
- Each client now has a personal bank account to receive their profits from headwear export to international and Port Vila markets.
- Pacific Brim in Sydney has an order in place for twenty style hats with Lima Bulu Association for July delivery, priced at VUV 2,700 per hat.
- Hyde Park Barracks, Sydney has ordered two braid hats from Bosahe Association as an historical replica of Cabbage Tree hats, priced at VUV 2,000 per hat.
- Hills Hats New Zealand are ready to partner in ordering hat samples with the view to manufacture in NZ for global sales to northern and southern hemisphere (including the headwear company Goorin Brothers, based in USA).



Key lessons learnt or areas recommended for improvement or requiring further action

- Additional management coaching/training required in computer skills – email archiving, file management and excel spread sheet.
- Skills for Creative Industry officer would support Headwear program by assisting with administration, marketing and digital communications.
- Need for training and education around business ethics and fair trade principles.

Training Provider Support

Plumbing Training

The first ever accredited plumbing training delivered in Santo took place through a partnership between the Sanma Skills Centre, Torgil Rural Training Centre and Australia Pacific Training Coalition Plumbing Trainer, Mr James Matariki. The 16 trainees have prior experience in trades and are seeking to enhance their skills and receive certification, to meet the high level of demand in this industry area. Within the one month course, four core units of competency of the full qualification of the recognised Certificate II were delivered and trainees have translated their learning into practical hands-on exercises by renovating the Bombua Secondary School sanitary units as well as building a medium size indirect gravity fed water system at Teproma Village. The second training block with the same cohort to undertake another four units of the Certificate commenced on 17th June 2019.



Key lessons learnt or areas recommended for improvement or requiring further action

- This same cohort has already started on the second session with four more units under Certificate II. When they complete this second session, they will have undertaken a total of 8 units under Certificate II of Plumbing Training. Vanuatu Skills Partnership will then recommend this cohort to APTC to undertake full time Certificate III in Plumbing to create further employment pathways for the trainees.

Disability Inclusion

Disability Inclusion is a core part of all activities coordinated by the Sanma Skills Centre. Sanma Skills Centre pro-actively identifies and facilitates the participation of people with disabilities into all our development activities. The Centre, working with its provincial partners, helps people with disabilities and their families overcome their lack of confidence to participate and targeted strategies and support mechanisms are put in place. The fact that 2 people with a disability are successfully participating in the accredited Certificate II Plumbing training is a powerful example of success in this area.



Key lessons learnt or areas recommended for improvement or requiring further action

The partnership with the Vanuatu Disability Promotion and Advocacy should be strengthened to further improve identification of people with disability in the province.

Monitoring Evaluation and Learning (MEL) Monthly Dashboard – Sanma Skills Centre – May 2019

Fig 1: % of registration by Sector

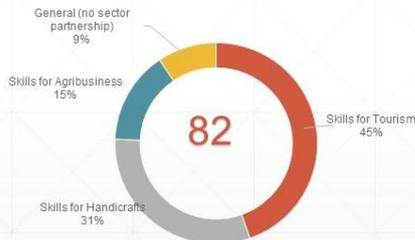


Fig 2: % of registration by gender

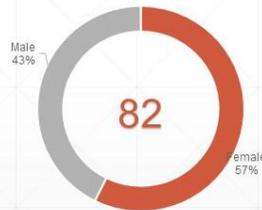
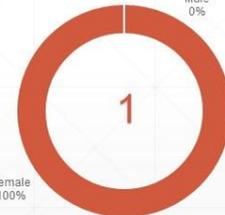


Fig 3: % of registration by disability status



Note: The above figures are cumulative totals of registrations of individuals that have been submitted so far in 2019

Summary

All these activities are focusing on one main theme – skills development for inclusive economic growth. It is widely accepted that skills development is one of the best approaches to achieve economic sustainability and social benefits. These skills development activities are coordinated by the SANMA Skills Centre in collaboration with the Department of Tourism, Department of Industry and the Department of Agriculture. This partnership is resulting in greater efficiency and effectiveness of the skills development activities in Sanma Province, leading to tangible positive change for the province as a whole.