

To: Mr Jean Marie Virelala, Acting 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 David Lambukly, Chief Executive Officer, Vanuatu Qualifications Authority  
Ms Adela Aru, Chief Executive Officer, Vanuatu Tourism Office  
Mr Fremden Yanhambath, Director, Vanuatu Skills Partnership  
Mrs Christelle Thieffry, Senior Program Manager, Australian High Commission  
Mrs Susan Kaltovei, Program Manager, Australian High Commission  
Mrs Anna Gibert, Strategic Adviser, Vanuatu Skills Partnership  
Mr Benuel Lenge, Monitoring Evaluation and Learning Manager, Vanuatu Skills Partnership

12<sup>th</sup> December 2018

Dear Directors and Senior Officers,

**SANMA Province Skills Development Report: October to December 2018**

It is with great honour and respect that I present to you this Skills Development Report for activities happening in October and November 2018. This report provides brief highlights of activities that have taken place under the four key sector work-streams of the SANMA Skills Centre: Skills for Tourism (SfT), Skills for Handicraft (SfH), Skills for Agribusiness (SfA), and support provided to registered and non-registered Rural Training Centres (RTCs).

Thank you for your valuable contribution to skills development in the last 12 month. SANMA Provincial Government Training Board at its sitting dated 28<sup>th</sup> November has approved all activities for the 2019 work-plan, collaboratively developed by partners at provincial and national levels.

Looking forward to another year of partnership for skills development in 2019.

Yours sincerely



PROVINCIAL COUNCIL  
SANMA  
CONSEIL PROVINCIAL

Prosper BULETARE  
Secretary General &  
Chairman of SANMA Provincial Government Training Board  
SANMA Provincial Government Council

Co-authored by:



Keith ANTFALO  
Department of  
Industry



Tari MOLISALE,  
Department of  
Agriculture



Ben KAURUA  
Department of  
Tourism



Wesley JERETHY  
SANMA Skills  
Centre

## Overview

This report will cover mainly the activities and their immediate outcomes from key activities that took place in the months of October to December. In fact 90% of activities coordinated by SANMA Skills Centre were completed in October. November was spent mainly on filing and finalisation of activity acquittals, in preparation for a new and proper start in January.

Although there was a reduction in formal training activities during the last quarter of 2018, it was noted that clients were busy using the support of the Skills Centre to develop products for orders as well as important meetings being held like the SANMA PGTB and the Vanuatu Skills Partnership Steering Committee meeting in Vila, at which our partner, the SANMA Department of Agriculture, attended to give a presentation on the Skills for Agribusiness happenings in SANMA Province.

## Highlights

### Skills for Tourism

#### Farm to Table Restaurant Clients

At a recent monitoring exercise, it was discovered from our farm to table restaurant clients that:

- There is increase in customers and income
- Increase in local product items and less of imported products
- Decrease in plastic waste
- Starting additional business and hiring more staff
- Promotions at work and plans to start own business
- Links to local farmers and active and regular trade between farmers and restaurant/bungalow businesses.



Figure 1: Customers enjoying meal made from local products

It has been planned that in 2019, these restaurant clients will be taught how to use a crop calendar, to help them in developing their menus throughout the year.

#### SANMA Accessible Tours/Activities Coaching

Of the 18 properties coached and regularly visited with an emphasis on disability accessibility issues throughout 2018, only 5 to date have taken on the recommendations and have amended their properties to be accessible. Nevertheless, this increase has helped to boost accessible tourism here in SANMA Province, which will boost whole of tourism numbers to the province.



Figure 2: Freda Willie, accessible coach, during her coaching at entrance of Tamtam Garden Tour.

The 5 properties will be the priority clients going forward. These 5 properties are:

1. Tamtam Garden Tour
2. Pui Cultural Tour
3. Flower Garden and Water Music
4. Leweton Water Music
5. Little Paradise

These accessible products will be advertised by P&O Cruises on their ships, as well as included in their day tours packages here at Luganville port of call.

### Massage and Beauty Therapy Coaching

This activity will be reassessed in 2019 for the reason that not much was accomplished as expected. Even though a massage association was established in 2018 as result of this activity, the input from members has not improved. Less cruise ship means that less customers and less profit for these massage clients, therefore clients are not motivated to improve their business.



Figure 3: Massage client doing massage treatment on her customer at Million Dollar Point where she's based.

This activity will pick up hopefully in 2020 when more cruise ships come to Luganville, compared to only 12 cruise ship for Luganville in 2018 and an unclear horizon for 2019.

### Skills for Handicraft

#### Headwear Development

The activity's main objective is making headwear to an international standard for domestic and international sale. The following outcomes were achieved:

1. Both Lima Bulu and Bosahe association grasped the concept of efficiency of team specialisation to collectively build their business and produce quality headwear.
2. Weavers understand the importance of meeting manufacturing standards, deadlines and the need to following hat weaving recipes precisely.
3. The weaver capacity per week was identified and established to assist in predicting delivery schedules:

- Lima Bulu association current capacity per week = 16 hats (12 weavers)
- Bosahe association current capacity per week = 20 hats (9 weavers)



Figure 4: Pacific Brim shop owner, Mrs Rosie Boylan, in Sydney has taken all hat samples to the iconic Strand Hatters for their commercial opinion. Few samples of the hat were left with them for window display.

4. Pre-Christmas market sale in Luganville promoting hat weaving in SANMA province for both associations.
5. Simple "Made in Vanuatu" labelling is now being attached to each hat with weavers name included.
6. With local, national and international orders completed, clients are beginning to sense the value of their work and their identity as businesswomen. They are also confident in their pricing and recognise the need to keep better financial and production records.
7. SANMA Skills Centre will assist both associations in 2019 to develop catalogue of their commercially viable hat styles with quality finishing, fair pricing, and access to market and a commitment to business practices.

### Textile workshop on Quality Sewing

12 ladies recently selected have participated in a four days' workshop with an aim to do quality sewing. Solvent transfer techniques were also introduced at this workshop. This is the second workshop for these new clients, and very encouraging seeing their commitments and punctuality in the implementation of their action plans and the workshop. These ladies are also using the SANMA Skills Centre premises every Wednesday to work on their action plans.



Figure 5: Kwemol Moli, a person disability with a hearing impairment, with her career planning out their linen during the textile workshop.

Those without access to electricity are also welcome during official hours during the week to work on their action plans and product development.

### Skills for Agri-business

#### SANMA Agri Food Trade Working Group

The SANMA Skills Centre has facilitated the formation of SANMA Agri Food Trade Working Group.



This initiative has come about as a result of Farm to Table workshop and the Farming System workshop, both highly involving farmers and chefs in SANMA Province. This group will be the forum for discussions between farmers and chefs and/or links between farms and restaurants. It is expected that in future, DARD and DOI will take lead to coordinate for sustainability purposes.

This second sitting focused mainly on approving its name as “SANMA AgriFood Trade Association” as well as contributing to formalising its terms of reference.



Figure 6: Picture of SANMA AgriFood Trade Working group members together with Skills Centre Staff, Farm to Table Coaches, and DARD Staff.

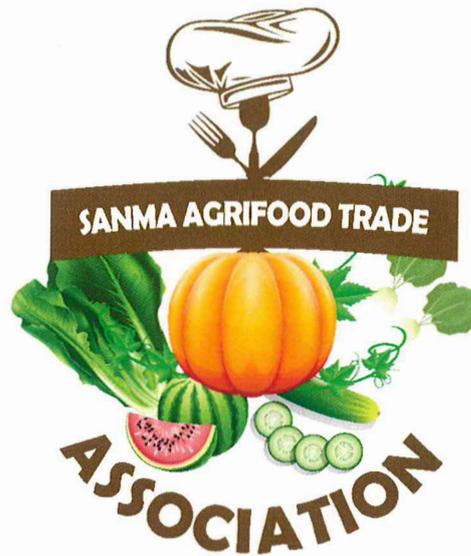


Figure 7: SANMA Agri Food Trade Association Logo

### Support to Registered and non-Registered Training Providers

SANMA Skills Centre supports local registered and non-registered Training providers within the Post-School Education and Training (PSET) system to be inclusive in their delivery. A three block trainings of one week each in Vila has assisted Matahi RTC, Lonnoc RTC and Vanuatu Agriculture College (VAC) to be confident during their delivery to people with disability.

These training providers have also received VUV500,000 worth of materials to assist them during their delivery of accredited trainings in 2019. The Vanuatu Skills Partnership has also hired local coaches to facilitate their registration and application to deliver accredited courses in 2019. Through all this support, it is expected that Matahi will deliver Certificate II in Agriculture (Crop establishment), Lonnoc will deliver Certificate 1 in Tourism (accommodation services) and VAC will deliver Diploma and Bachelor courses in 2019.



Figure 8: Picture shows APTC trainer and Trainers from all RTCs in North of Vanuatu. Vanuatu Skills Partnership together with SANMA Skills Centre coordinated an International Skills Training at the Maritime College in Luganville. This training will assist these trainers in their delivery of accredited courses at their own RTCs.

## Climate Change Mainstreaming

### Climate Change

During the Dec 2017 - Feb 2018 period, the Vanuatu Skills Partnership commenced the process of developing a climate change mainstreaming strategy, with the appointment of a Climate Change Support Officer. A review of all background literature and policies has been conducted and internal workshops has been run to make staff aware of climate change issues and start to identify climate change impacts for each productive sector. The data for an emissions profile of the Skills Centre has also been collected. The Vanuatu Skills Partnership has become a member of the Vanuatu Climate Action Network, and has provided input to the National Sustainable Tourism Policy in relation to sustainability and climate change. In the coming months, all Sector Coordinators, Centre Managers and PGTBs will contribute their knowledge and expertise on how to integrate climate change into Skill Centre activities as the strategy is developed.

### Disability

SANMA Skills Centre is creating an inclusive environment in Luganville by providing a tent and engaging Red Cross volunteers to set it up during cruise ship days, so people with a disability can sell their local handicraft products to tourists.



Figure 9: Tourists looking at local handicraft products during a cruise ship day in Luganville.

SANMA Skills Centre has also assisted Vanuatu Disability Promotion and Advocacy Association (VDPA) by doing a survey on all people with disability living in SANMA Province. The survey identified their training needs, and as a result, it has been approved that in 2019 the SANMA Skills Centre will coordinate a certificate level one and two in Agriculture targeting mainly people with a disability. VDPA will assist in coordinating this accredited training.



## Summary

To conclude, much of the effort this year has been on refinement of product development and creation of mechanisms to strengthen sector associations. 2019's effort will shift to marketing and facilitating market access; SANMA Skills Centre will work with clients to develop catalogues of various products, especially within the Skills for Handicraft work-stream. In the Tourism sector, SANMA Skills Centre will increase its effort with e-marketing. All products developed through SANMA Skills Centre targeted mainly the tourism market. Since there is a reduced number of cruise ship coming into Luganville port of call in 2018 and 2019, efforts are needed to shift to strategic marketing so as to keep clients' interest and momentum in developing products using the skills that they have been learning. SANMA Skills Centre will continue to work with its partners to develop and strengthen skills development in SANMA Province in 2019.