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Mr Jimmy Rantes, Director, Department of Industry
Mr Antoine Ravo, Director, Department of Agriculture and Rural Development
Mr Jerry Spooner, Director, Department of Tourism
Mr Fremden Yanhambath, Director, Vanuatu Skills Partnership
Mrs May Garae, Deputy Director, Vanuatu Skills Partnership
Ms Rothina Ilo Noka, Director, Women's Affairs Department
Mr David Lambukly, Chief Executive Officer, Vanuatu Qualifications Authority
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Ms Christelle Thieffry, Senior Program Manager, Australian High Commission
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Mrs Jamine Makikon, Monitoring Evaluation and Learning Officer, Vanuatu Skills Partnership
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28th August 2019

Dear Directors, Chief Executive Officers and Managers,

SANMA Province Skills Development Report: April – May 2019

It is with great honour and privilege that I present to you this Skills Development Bi-monthly Report for activities that have happened throughout June – July 2019, coordinated by the SANMA Skills Centre here in Sanma Province.

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

I look forward to your continuous partnership for skills development here in Sanma Province.

Yours Sincerely



Albert Ruddley
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Overview

This report covers the key activities that took place over the months of June and July 2019. The major part of the last two months was spent on coordinating the delivery of accredited training in Building Construction and Plumbing Certificate II. The building construction and plumbing trainings, as well as a beekeeping workshop were targeted primarily to the evacuees of the Ambae volcano. The Sanma Skills Centre has worked closely with the International Organisation for Migration (IOM) to distribute information about these training activities as this organisation knows very well the locations in Sanma Province where evacuees have settled. This report provides a brief highlight of the five key activities that took place over the last two months.

PGTB Information

The Sanma Provincial Government Training Board meets once every two months. Its members are heads of productive sectors in Sanma Province, representatives from NGOs, Training Providers, Municipal Council, and the Vanuatu Society for People with Disability (VSDP). Even though a newly revised terms of reference have not yet been finalised by the Vanuatu Qualifications Authority, this Board 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 25th July 2019, and the next sitting is scheduled for the end of September.

Highlights

Total number of Skills Development Activities

	Title(s) of Activities and Type
Training Provider Support	Plumbing Training Construction Training
Skills For Tourism	-
Skills For Agribusiness	Beekeeping Workshop
Skills For Creative Industries	Strengthening Commercial Headwear Operations Coaching
Disability Inclusion	Strengthening of Financial Management systems for Training Providers

New Individual Client Registrations

	SfT	SfCI	SfA	Skills for Construction & Plumbing
Women	-	-	9	1
Men	-	-	11	45
People with Disabilities	-	-	-	2

Participation

	Skills for Construction	Skills for Creative Industries	Skills for Agribusiness	Skills for Plumbing	Disability
Women	1	28	9	0	1
Men	18		11	16	4
People with Disabilities	1	2	-	-	1

Skills for Agribusiness

Beekeeping Workshop

This activity, in partnership with the Vanuatu Agriculture College (VAC) targeted the Ambae evacuees as part of their skills development for entrepreneurship and livelihoods purposes. The 20 participants learned about the tools and resources for beekeeping; methods of rearing queen bees; methods of capturing wild colonies; how to produce wax; pollination techniques; and honey extraction. Participants have also gone through the practical component on each topics covered. They also received from the Sanma Skills Centre the tools and materials needed to start up or expand their bee hive as an income-generating activity. As a group they also developed their own action plan which would be followed up by the two VAC coaches in October.



Photo 1: 20 participants of the Beekeeping workshop with their resources. Photo 2: Participants identifying larvae as part of queen rearing.



Lessons learnt:

1. Honey is a big demand area in the local market. This beekeeping workshop is an important first step in building supply to meet the local demand.

- Another Beekeeping workshop should be considered to upskill our local farmers so as to increase honey production.

Skills for Creative Industries

Commercial Headwear Hub Coaching

The following key results were achieved:

- Twenty-six hat styles 'photoshoots' were captured for the hat catalogues.
- A price list for all hat styles was created, with weaver and association agreement. Price range between VUV 2,500 – 3,000.
- Sampling and costing of cheaper hat styles by using quicker weaves and less processed fibres.
- Capacity identified at forty pieces for Lima Bulu per month and eighty pieces for Bosahe per month.
- Procedures in packing, handling and postage of orders were implemented.
- New shipment options via Vanuatu Post with cost comparisons and tracking were identified.
- First time payment into individual weaver personal bank accounts.
- Orders from client 'Pacific Brim' were processed using new production templates to clearly convey the details of the order through the supply chain.
- Presentation of certificates of participation to weavers in acknowledgement of their attendance at all workshops.
- Department of Industry has purchased solar lights for all hat weavers as well as foot-powered sewing machine for Malo island based weavers who have no access to electricity.



Photo 1: Skills Partnership Deputy Director inspecting the Headwear Products from Lima Bulu during the International Women's day celebration. Photo 2: Rosie Boylan (International Industry Coach) and Janet Sine (Local Industry Coach) with a Dolasa hat, returning back to Luganville.

Lessons learnt:

- Capacity building for weavers in business operations must be considered as a priority for headwear operations in Sanma to develop and sustain into future.

2. Other weaving groups within Sanma could be considered within this headwear work stream only when the current group is strong and business ready.
3. A workshop on how to save money should be considered as individual weavers now have their own bank accounts. This will also help in shifting mindsets from fundraising to a business model.
4. As the handicraft industry is fast developing in Sanma Province, a full time Creative Industry officer, potentially through the Department of Industry, could be considered to assist with managing their operations and marketing etc.

Training Provider Support

Plumbing Training

This is a continuation of the Certificate II in Plumbing training with the same cohort from a previous plumbing training conducted in partnership with APTC and Torgil RTC. They undertook another four units:

1. Work effectively with others
2. Read and calculate plumbing quantities
3. Perform plumbing repair and maintenance
4. Maintain tools and equipment

This cohort has now taken 8 of the total 16 units. The practical aspect involved building up the rain water catchment for Pombua primary school and fixing up the sanitary blockages of Vanuatu Agriculture College and the Saint Michel Secondary School. Saint Michel School is the hosting school for the Torgil RTC on Ambae, and 98% of students at the Pombua primary school are from families of Ambae evacuees. Most of the plumbing trainees have sent in their application for Certificate III plumbing training at the APTC in Vila, which demonstrates an excellent pathway partnership.



Photo 1: Plumbing trainees installing rain water catchment for Pombua primary school. Photo 2: A trainee fixing up toilets for Saint Michel secondary school

Lessons learnt:

1. APTC trainer, Mr James Matariki and his Assistant Trainer, Mr Willie Ben Tabi, CEO ACOM VETS, now have all assessments and delivery content of the 8 units prepared which means that it should be easy and quick to replicate similar plumbing training in other provinces if required.
2. It would be good if APTC could accept all these trainees to do Certificate 3 in a full time mode with a scholarship, given their evacuee status.

Construction Training

Even though many of these Ambae evacuees have construction skills, they do not have the required certificates or statement of attainment that could help them find employment within the construction industry here in Sanma Province or even start their own construction companies. Therefore these four weeks of training have focused on 19 trainees furthering their technical skills as well as providing them with a recognised statement of attainment from the Vanuatu Qualifications Authority. It covers three units of Certificate II in Building Construction and facilitated by Pektel Rural Training Centre from North West Malekula. As part of the training, trainees have built a permanent classroom for Lonnoc Vocational Training Centre. The permanent building is 21m x 9m, and has a classroom, dining room, two toilet facilities, one kitchen and an office space. The CEO of VQA hand delivering the statement of attainment to the 19 participants was the climax of this training.



Photo 1: The one female trainee together with the other 18 trainees plotting out the foundation of the permanent building. Photo2: Secretary General of Sanma Provincial Government together with Vanuatu Skills Partnership Deputy Director and Manager of Lonnoc Vocational Training Centre shaking hands while doing the ground breaking for the permanent building.

Disability Inclusion

Strengthening of Financial Management systems for Training Providers

Two Training Providers in Sanma Province – Matahi RTC and Lonnoc VTC - have participated in the Training Provider Inclusive Improvement Fund (TPIIF) initiative. To implement some of the activities in their action plan, they need to have access to grant funds. However, both of these training providers lack robust financial systems that will allow the Vanuatu Skills Partnership to provide grant funding. Therefore organisational capability improvement activities have been conducted, aimed at strengthening financial management systems (including development of simple tools and processes) before funds are paid to the providers. The Sanma Skills Centre is also playing a key role in

strengthening coordination between Disabled People's Organisations, training providers and other key stakeholders at the provincial level. The 40 foot container of mobility devices which was core funded by the Vanuatu Society for People with disability, Motivation Australia and Vanuatu Skills Partnership, was donated to the Northern District Hospital. The devices would be provided to people with physical impairments so they could move around and access service deliveries and enjoy life like everyone else.



Photo 1: The Vanuatu Society for People with Disability Association (VSDPA) members after a teleconference meeting with Motivation Australia at the Sanma Skills Centre. Photo 2: Director of the Vanuatu Skills Partnership hands over the keys to the container that has disability inclusion-related equipment to VSDPA and MoH.

Lessons learnt:

1. This type of organisational capacity building has also triggered the result of two training providers who have now open up their own institutional account with the National Bank of Vanuatu.
2. Next steps are for VSDPA and Northern District Hospital to provide an update on the usage of equipment provided so lessons and future actions can be informed.

Summary

All these activities are focusing on one main theme – skills development for inclusive economic growth. It is widely accepted that demand-driven 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.