



TRAINING PROVIDER SUPPORT

6-MONTH
PROGRESS REPORT



**VANUATU QUALIFICATIONS
AUTHORITY**
ENSURING YOUR QUALIFICATIONS COUNT



Ministry of Education & Training
Government of Vanuatu

JANUARY - JUNE 2023

INTRODUCTION

- This report is a progress update on the Vanuatu Skills Partnership's Training Provider Support (TPS) workstream implemented through January - June 2023. TPS activity is cross-sectoral and works simultaneously at the national and provincial level to strengthen the national skills system and increase delivery of demand-driven, high-quality, flexible skills training.
- The TPS workstream supports the Provincial Skills Centres to act as a broker between demand and supply for skills, contracting local training providers to deliver skills training that will lead to sustainable productivity, increased employment and greater social inclusion.
- TPS works closely with the Ministry of Education and Training (MoET) and the Vanuatu Qualifications Authority (VQA), the two key agencies supporting the development of the national skills system in Vanuatu.
- Priorities for the TPS workstream in the first half of 2023 included: flexible skills training delivery in four provinces; supporting national Post School Education and Training (PSET) providers to meet VQA registration standards, strengthening private PSET providers to deliver in-demand skills training, supporting new skills pathways for ni-Vanuatu youth and PSET workforce development.



Image 1: Handover ceremony of training equipment at Pacific Vocational Training Centre with DFAT officials.

CONTEXT

Over the past six months, several external factors have impacted the delivery of TPS activities:

- Tropical Cyclone (TC) Judy/Kevin cyclone response and recovery efforts have caused delays to activity implementation in several provincial locations as training providers reset their operations.
- There has been slow progress on the completion of the National Skills Development Policy due to competing priorities within MoET and allocation of resources. The lack of a national policy has hampered expansion of Tertiary Education Department (TED) activity.
- Different views about Technical Vocational Education and Training (TVET) pathways for secondary school students has impacted on the design and delivery of 'TVET in Schools' programs.
- The introduction of new professional standards for PSET providers is impacting on provider capacity to administer their programs.
- Labour mobility programs are affecting local economic growth to some extent as recently-skilled workers are leaving Vanuatu to work overseas.



Image 2: Delegates attending VQA Professional Standards for PSET Leaders and Practitioners Consultation workshop, June 2023.

PARTNERSHIP STATUS AND CO-CONTRIBUTIONS

- The Partnership has facilitated partnerships with MoET, the Department of Local Authorities, Malampa Provincial Government Council and five training providers including:
 - Vanuatu Institute of Technology (VIT)
 - Anglican Church of Melanesian Vocational Education and Technical School (ACOMVETS)
 - Pacific Vocational Training Centre (PVTTC)
 - Australia Pacific Training Coalition (APTC)
 - Ituani Vocational Skills Centre

Partner	Amount committed for 2023 (VUV)	Amount received at 30 June 2023 (VUV)
Ministry of Education and Training, Tertiary Education Directorate (TED)	15,000,000	10,000,000
Malampa Provincial Government Council	5,000,000	0
Australia Pacific Training Coalition	3,500,000	3,500,000

WORKSTREAM WORK PLAN STATUS

Work Plan Priority Areas &/or Green Shoots	Mid Year Status Update (No activity, some progress, good progress)	Comments
Strengthening national PSET sector systems and processes	Some progress	Worked with the Director TED to review MoET Corporate Plan as part of the Joint Sector Review. The Director identified a priority for integrating PSET/Skills Sector activities in relevant national policy documents.
Flexible and inclusive delivery of accredited training	Good progress	Coordination activity working with Skills for Construction workstream and providers in Malampa, Penama, Sanma and Torba. Commenced plans with Provincial Skills Centres and VIT for the delivery of Certificate II in Building Construction to build the Port Vila Chiefs' Nakamal.

WORKSTREAM WORK PLAN STATUS

Work Plan Priority Areas &/or Green Shoots	Mid Year Status Update (No activity, some progress, good progress)	Comments
TVET in Schools – skills pathways for ni-Vanuatu youth	Some progress	<ul style="list-style-type: none"> • Worked with Director TED and TED officials to further MoET plans for TVET in Schools. Construction commenced in new training facility at Rensarie College. • A Partnership was formalised with Malampa Provincial Education Officer (PEO), Rensarie College and VIT to deliver Certificate I and II courses on campus. • Supported Torba Provincial Skills Centre with TVET in Schools initiatives in Torba.
PSET Provider Capacity – Vanuatu College of Nursing Education (VCNE)	Good progress	<ul style="list-style-type: none"> • TPS Manager participated in VCNE Working Group meetings and liaised with Vanuatu-Australia Health Partnership. Working Group approved consultant to develop VCNE Strategic Plan 2023-2028. • TPS Manager will provide ongoing technical inputs with Working Group and registration with VQA.

WORKSTREAM WORK PLAN STATUS

Work Plan Priority Areas &/Or Green Shoots	Mid Year Status Update (No activity, some progress, good progress)	Comments/ Forward Plans
PSET Provider Capacity – Edward Institute of Technology (EIT)	Some progress	<ul style="list-style-type: none"> • TPS engaged a consultant to provide technical advice to EIT on rectification plan. • Consultant lead improvement workshops with EIT management and trainers. • Draft documents have been prepared for submission to VQA.
PSET Provider Capacity – Pacific Vocational Training Centre (PVTC)	Good progress	<ul style="list-style-type: none"> • Procurement of training equipment for PVTC to support off-campus delivery on Efate and Aore. • Facilitated partnership between PVTC and Aore Adventist Academy to deliver Certificate II in ICT in semester two 2023.
PSET Provider Capacity – Youth Challenge Vanuatu (YCV)	Some progress	<ul style="list-style-type: none"> • Worked with YCV on a number for recommendations from VQA Validation Committee following submission of registration. • Two university interns were engaged by the Partnership and they worked with YCV team. • Activity focussed on drafting revised policies and procedures and supporting documentation.

QUANTITATIVE DATA (JANUARY - JUNE 2023)

Type of Skills Training	Skills providers engaged	Participation in Partnership supported skills training
4 accredited training courses delivered through the provincial Skills Centres	Ituani Vocational Skills Centre	35 (15 women, 20 men)
Certificate IV Leadership and Management	Australia Pacific Training Coalition	5 Partnership staff (5 men) 4 Partners (2 women, 2 men)

KEY RESULTS ACHIEVED

Flexible Skills Training Delivery

- TPS worked with Training Providers and Provincial Skills Centres in Malampa, Sanma, Torba and Shefa to deliver accredited skills training. The flexible mode of delivery supported the participation of women in non-traditional trades courses and people with disabilities.
- Currently, 91 trainees (10 women, 81 men, including 4 men with disabilities) are completing Certificate II trades qualifications in construction and plumbing in NW Santo, Canal Fanafo and Lakatoro, while 35 trainees (15 women, 20 men) have completed Block One of their Certificate I in Computing.



Images 3 & 4: Construction training delivered onsite in Malampa (top) and Sanma (bottom).

KEY RESULTS ACHIEVED

Strengthening National PSET Providers

- The Partnership has been assisting VCNE to respond to the VQA rectification plan. Working collaboratively with the Vanuatu-Australia Health Partnership, we have established a working group chaired by the Ministry of Health Director Corporate. The working group will report to the Director General Health on the rectification plan's progress.
- Further assistance is being provided to help VCNE with the drafting of a new five-year strategic plan to guide the College's activity. Currently there are discussions in government about moving VCNE to the Northern Provincial Hospital in Santo. TPS is working with VCNE to provide information on options for delivery up to 2028. The strategic plan will support its academic and administrative operations and articulate the overall direction for the institution. This strategic plan is also a requirement under the Vanuatu Quality Assurance Framework (VQAF).

"I am thankful that the Vanuatu Skills Partnership is assisting the VCNE with its rectification plan and its reregistration with the VQA"

Director General, Ministry of Health



Image 5: First stakeholder meeting to assist VCNE.

KEY RESULTS ACHIEVED

PSET Workforce Leadership Development

- PSET sector leaders, representing a diverse range of public, private and community sector organisations, commenced studying for the Certificate IV in Leadership and Management delivered by APTC. The Partnership has been a strong advocate in the PSET sector in support of leadership development, and particularly supporting women leaders in PSET.
- The Partnership is sponsoring nine participants (two women, seven men) including from the Partnership, local training providers and civil society organisations. The purpose of the qualification is to strengthen leadership and management of the PSET sector and to support workforce development. The qualification assists students to increase their knowledge and understanding of contemporary leadership and develop a suite of skills to support them as PSET leaders in different settings.

“This training supports the development of a sustainable workforce to lead and manage Provincial Skills Centres and the PSET national workforce to achieve successful outcomes and ensuring more efficiency for Vanuatu’s Skills sector.”

Kevin Tabi, APTC trainer.



Image 6: APTC Trainer, Mr. Kevin Tabi (front left), with participants of PSET Workforce Development Leadership Program.

KEY RESULTS ACHIEVED

Construction Skills Workforce Development

- Two trainees who completed the flexible Certificate II in Building Construction on Tanna Island in 2021, graduated this semester with a higher-level trade skills qualification; Certificate III in Carpentry. The trainees attended the course at the APTC campus in Port Vila. These two graduates were part of the group who built the Southwest Tanna Area Council Office building as part of their training program.
- This result is an example of the study pathways that the TPS workstream has been working to develop; to facilitate enhanced skills acquisition and to support training providers to increase the number of graduates with higher level qualifications in line with the National Human Resource Development Plan.



Image 7: APTC Certificate III in Carpentry trainee graduates (Jackson, David laukel) with the Partnership's TPS Manager.

ADDITIONAL RESULTS (CROSS CUTTING)



Image 8: PACRES, Climate Change and Skills Partnership team with copies of the Certificate II in Resilience course.

Inclusion

- The Partnership continued to support women in the PSET sector by sponsoring two women (including the Vanuatu Society for People with Disabilities Program Manager) to enrol in a Certificate IV in Leadership and Management at APTC. Two women trainers were also supported by the Partnership to undertake the International Skills Training program. These results are small but significant contributions to workforce development in Vanuatu.
- The Partnership supported training providers to adjust training delivery to enable the effective participation of three women and four men with disabilities in construction training in Malekula and Sanma. Transportation was provided for female trainees during night classes and over the weekends, while a carer was identified to support a trainee with disabilities in Malekula. Additional reasonable adjustments were made by the trainer to delivery to support successful participation of all trainees.

Climate resilience

- TPS is working with Pacific Adaptation to Climate Change and Resilience Project (PACRES; funded by The Pacific Community). TPS facilitated workshops for PSET provider managers to review a new Certificate II in Resilience qualification developed by PACRES.

LESSONS LEARNED AND ACTIONS

Lesson 1: Relying on a high number of affiliated trainers can be a risk to quality delivery for smaller training providers. Training providers need to establish a core staffing component of qualified and experienced trainers.

Action: Work with training provider managers to identify potential trainers to increase the pool of qualified and experienced trainers. Upskill industry coaches so they can build on existing skills and knowledge and work as trainers and assessors.

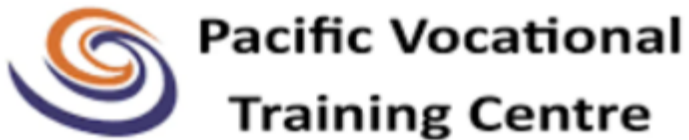
Lesson 2: The slow rate of TPS partner contribution is impacting on program delivery with construction programs in schools.

Action: Work with relevant Directors and Provincial Government heads to establish payment schedules and work together to make sure partners contribute as per schedules.

Lesson 3: New Director TED has a strategic vision for improving PSET delivery that needs to be shared with a wider government and non-government audience.

Action: Work with Director TED to socialise his vision for PSET strategic roadmap and delivery.

PRIORITIES FOR THE SECOND HALF OF 2023



- Support finalisation of the National Skills Development Policy.
- Coordinate delivery of Certificate II in ICT by PVTC in Aore Adventist Academy, in Santo.
- TVET in Schools support to targeted PSET providers and secondary schools.
- Coordinate delivery of Certificate I in Small Engine Maintenance by VIT on Tanna.
- Finalise and submit to VCNE its strategic plan 2024-2028 and ensure VCNE re-registration with VQA.
- Finalise documentation with Youth Challenge Vanuatu and Edwards Institute of Technology to support their registration with VQA.
- Continue to support disability data collection for PSET providers.



Image 9: Aore Adventist Academy Campus