



Image 1: The Minister of Education and Training, Hon. Samsen Samson, and Tertiary Education Directorate Director, John Kaltau, at the National Skills Development Policy 2024 - 2030 launch

TRAINING PROVIDER SUPPORT

6-MONTH PROGRESS REPORT

JULY - DECEMBER 2024



INTRODUCTION

This report provides updates on Training Provider Support (TPS) workstream activity July to December 2024. TPS activity is sector-wide and works at both national and provincial levels.

TPS works closely with the Ministry of Education and Training (MoET), specifically through the Tertiary Education Directorate (TED), and the Vanuatu Qualifications Authority (VQA), the two key agencies supporting the development of the national skills system in Vanuatu.

The TPS workstream supports the MoET Provincial Skills Centres to act as brokers between demand and supply for skills, contracting local training providers to deliver quality skills training that will lead to sustainable productivity, increased employment/entrepreneurship and greater social inclusion.

Priorities for the TPS workstream for the second half of 2024 included:

- Supporting the finalisation and launching of the new 2024 - 2030 national skills development policy.
- Strengthening the capacity of training providers to deliver flexible skills training.
- Supporting the Post-School Education and Training (PSET) Sector Committee in the coordination of the inaugural National Skills Development conference.



Image 2: Commissioner of Labour, Muriel Meltenovan, speaking at a consultation workshop for the National Skills Development Policy

CONTEXT

The TPS workstream's operating environment has been impacted by a range of different factors in the second half of 2024. These included:

- The suspension of the VQA Chief Executive Officer (CEO), David Lambukly, in May and his subsequent termination in November created significant uncertainty within the training sector throughout 2024.
- The current economic situation in Vanuatu, particularly the rising cost of living, is causing recently-graduated trainees to look for employment overseas. While labour mobility provides valuable income to support families, it is also a cause of skills drain, particularly in rural areas, and is hindering local economic growth.
- The Skills Development Campaign planned for the second half of the year was cancelled by MOET due to issues with Air Vanuatu. All travel for Vanuatu Government officers was also cancelled at the same time unless paid for directly by a development partner.
- MoET has required additional external support throughout the year to ensure the Ministry and its departments are contributing towards the education sector support plan and annual business plan. The new Asian Development Bank skills project placed significant burden on capacity within TED to manage these sector-wide activities.



Image 3: David Lambukly (third left) meeting with Ministry of Health and National University of Vanuatu colleagues in February 2024

PARTNERSHIP STATUS AND CO-CONTRIBUTIONS

The Vanuatu Skills Partnership, through TPS, collaborated with key partners and training providers to implement five strategic agreements in the third and fourth quarters of this year. These partnerships included:

PARTNERS	PROJECT CO-INVESTMENT (VUV)
TED, VQA, Australia Pacific Training Coalition (APTC) and Vanuatu Skills Partnership – coordinating the Skills Development Conference.	APTC – 1,300,000 TED – 1,200,000 Partnership – 2,749,064 VQA – in kind support
Sanma Provincial Government, APTC and Vanuatu Skills Partnership – supporting the delivery of accredited training in remote West Santo.	APTC - 2,000,000 Partnership – 7,581,988 Provincial Government – in kind support
Vanuatu Skills Partnership, Vanuatu Australia Health Partnership (VAHP) and TED – supporting three national providers, including Vanuatu Agriculture College in its institutional strengthening, the reregistration of the Vanuatu Nursing College of Education, and assessment of the Vanuatu Maritime College.	Vanuatu Skills Partnership – 10,080,000 VAHP – in kind support TED – in kind support

QUANTITATIVE DATA (JUL-DEC 2024)

ACCREDITED SKILLS TRAINING	SKILLS PROVIDERS ENGAGED	TRAINEES IN PARTNERSHIP SUPPORTED ACCREDITED SKILLS TRAINING
<p>Five accredited trainings delivered through the MoET Skills Centres:</p> <ul style="list-style-type: none"> ▪ Certificate II Building Construction, Sanma ▪ Certificate II Plumbing, Malampa ▪ Certificate I Computing, Torba ▪ Certificate II (Short Course) in Tiling, Shefa ▪ Certificate II Plumbing, Penama (<i>practicum only</i>) 	<p>Total number of skills providers engaged: four</p> <ul style="list-style-type: none"> ▪ Anglican Church of Melanesia Vocational Education and Training Schools (ACOMVETS) ▪ APTC ▪ Pacific Vocational Training Centre (PVTC) ▪ Ituani Vocational Training Centre 	<p>112 trainees including:</p> <ul style="list-style-type: none"> ▪ 17 women ▪ 95 men, including two men with disabilities
	<p>Number of female trainers engaged: three</p>	
	<p>Number of male trainers engaged: four</p>	

KEY RESULTS ACHIEVED

Launch of the National Skills Development Policy 2024 - 2030

- The National Skills Development Policy 2024 - 2030 was officially launched on the 16th September by the Minister of Education and Training, Hon. Samsen Samson.
- The Partnership supported the development of the policy through the engagement of a technical specialist who collaborated with TED on drafting the policy. The Partnership was also responsible for coordinating consultation workshops and meetings with government, private sector, training provider and civil society stakeholders during the development of the policy draft.
- The Policy reflects the centrality of a well-coordinated, quality assured, relevant and inclusive skill development system to the National Sustainable Development Plan Vision for a *stable, sustainable and prosperous Vanuatu*.
- The Policy provides a framework for TED to lead government efforts with skills system improvements such as Technical and Vocational Education and Training (TVET) trainer workforce development and increasing access to and delivery of higher-level skills qualification in line with the National Human Resource Development Plan.
- The launch of the policy coincided with the signing of the Strengthening the Delivery of Skills Development Project funded by the Asian Development Bank and the Government of Japan.
- The Partnership will support TED in 2025 with the drafting of an implementation plan for the policy.



VANUATU
NATIONAL SKILLS
DEVELOPMENT
POLICY 2024 – 2030



Image 4: Cover of the new National Skills Development Policy 2024 - 2030

KEY RESULTS ACHIEVED

National Skills Conference 2024

- The inaugural Skills Development Conference was held in Port Vila from 4-6 November 2024. Conference delegates were drawn from a range of government, non-government, civil society and development partner organisations.
- The Partnership through TPS and Quality Systems workstreams played an integral role in the planning and running of the conference. The Partnership Deputy Director Programs contributed to the drafting of the agenda in consultation with colleagues from the PSET Sector Support Committee. He was influential in shaping the conference program to be more participatory and provide an opportunity for delegates to discuss critical issues and solutions to skills sector performance. This was a change from previous conferences which predominantly involved a series of presentations with minimal time for , discussion, problem identification and reflection.
- The key objectives of the conference included promoting flexible and innovative training delivery methods, exploring information and communications technology (ICT) integration and strategies for resilience in skills development, and committing to continuous improvement with actionable priorities for the next 12 months.
- The conference marked a significant step towards elevating national skills standards and promoting collaborative problem solving with input from sector stakeholders.
- As a result of the conference, PSET Sector leaders committed to organising a national skills competition in 2025. Skills competitions are increasingly being seen as an important mechanism for benchmarking skills with global standards. The 2025 competition will provide the opportunity for students to demonstrate their skills and for training providers to participate in regional competitions including WorldSkills.

KEY RESULTS ACHIEVED

National Skills Conference 2024 Cont.



Image 5: Delegates at the inaugural National Skills Development Conference, Port Vila, November 2024

KEY RESULTS ACHIEVED

PSET Sector Coordination Support Committee

- After supporting the establishment of the PSET Sector Support Committee in the first half of the year, the Partnership continued to play a vital role as a member and providing secretariat support for meetings.
- The committee has meet quarterly and has become a central element in skills sector governance and coordination, previously sector stakeholders had limited opportunity to engage directly with government.
- The committee worked with MoET to finalise the National Skills Development Policy 2024 – 2030 for official endorsement and launching. It also jointly coordinated the inaugural Skills Development Conference with TED and broader ministerial stakeholders.
- The committee also provides a forum for feedback to Government on important skills sector related matters such as the committee's comprehensive review of the MoET Act. The review aimed to align the Act with current industry standards and matching skills demand with skills supply.



Image 6: PSET Sector Coordination Committee Members and participants at the final consultation on the new National Skills Development Policy

"The PSET Sector Support Committee is a significant step forward in strengthening Vanuatu's education and training sector.

By working together, we can ensure our education system provides high-quality learning opportunities that benefit all."

John Kaltau – Director, TED

KEY RESULTS ACHIEVED

Strengthening Tertiary Education and Training Directorate to manage and coordinate the PSET Sector and special projects

- In response to a request from Director John Kaltau, TED, the Partnership facilitated the design and delivery of a customized project management training program for selected TED staff.
- The program was delivered by a project management specialist who was engaged by the Partnership following consultation with Director John on specific improvements he wished to see with his team in advance of the new ADB Supporting Delivery of Skills Development Project.
- Staff designed tools and techniques to monitor project progress, identify potential issues, and make timely adjustments using current TED projects.
- Eight TED staff (four men and four women) participated in the training program through a mix of face-to-face and online sessions with one-on-one support and mentoring provided by the trainer.
- The participants said that the interactive activities and subsequent projects they selected will assist in formalising a process within their department for management of future projects.



Image 7: Tertiary Education Directorate staff participating in project management training

"We're thrilled with the overwhelmingly positive feedback from our workshop participants. The knowledge and skills gained will be invaluable as we embark on the ADB's Vanuatu Supporting the Delivery of Skills Development Project."

John Kaltau, Director, TED

KEY RESULTS ACHIEVED

Graduate Tracer Survey 2024: Trainee Outcomes - Employment

- The 2024 Graduate Tracer Survey collected data from 82 respondents (56% of all trainees who had completed one of six accredited training programs in the trades sector through the MoET Skills Centres in 2022 and 2023). Respondents included nine women (11% of sample) and four men with disabilities (5% of sample).
- Survey results revealed an increase in employment rates among trainees post-training, particularly among those with disabilities. A notable shift was observed from voluntary work to paid employment.
- A total of 74 respondents have been working since completing course (89%), an increase of 42% compared to pre-course commencement.
- A total of five female trainees are still not working- 56% of all women who completed the courses. TPS will work with the Better Balance and Quality Systems team in 2025 to analyse this result further and address barriers to employment.
- All four trainees with disabilities have been working since the training.



Image 8: Trainees working on the construction of the Chiefs' Nakamal in Port Vila

KEY RESULTS ACHIEVED

Graduate Tracer Survey 2024 cont.: Trainee Outcomes - Use of Skills

- A high percentage of trainees reported using the acquired skills both in their current jobs and in community projects, demonstrating the practical relevance of the training.
- Total of 49 trainees (94% of the respondents who answered the question) said they always or often used the skills learnt at training in their work and a total of 66 trainees (80% of the respondents who answered this questions) said they always or often used the skills learnt at training outside of work.
- The training positively impacted trainees' motivation, punctuality, reliability, and self-confidence, enhancing their overall employability.
- There was good evidence of graduates taking advantage of pathways to higher learning and employment across the sample. A total of 11 graduates were supported to complete a specialist short course in resilient roofing or complete the Australian Certificate III in Carpentry qualification after completing their accredited trainings through the Provincial Skills Centres.
- Many trainees expressed interest in pursuing advanced qualifications, indicating a strong desire for continued learning and career progression.



Image 9: Plumbing graduates applying new skills with the construction of WASH infrastructure in Santo

KEY RESULTS ACHIEVED

Strengthening the capacity of private training providers

- PVTC, a private training provider, with support from the TPS workstream and the Malampa Skills Centre, delivered accredited plumbing skills training for the first time outside of Port Vila.
- The training was delivered in the Lingarak area, a remote part of Central Malekula. A total of 29 out of 30 trainees achieved competence in all units of the training program: three women and 26 men including two with disabilities.
- PVTC has now demonstrated its expanded capability to deliver trades training in rural locations. This is contributing towards the National Skills Development Policy objective for increased skills delivery by private training providers.
- A post-training reflection workshop facilitated by the Partnership evaluated the course delivery and identified several improvements for PVTC to consider with future delivery of the programs. These include introducing a Global Positioning System (GPS) unit and deepening links with PVTC trainers and their Department of Water Resources (DoWR) colleagues on ground.



Image 10: Lisa Toa, Director PVTC (third left) with Lingarak WASH project partners and Australian High Commission representative on Malekula Island

KEY RESULTS ACHIEVED

Vanuatu College of Nursing Education (VCNE) achieves reregistration in 2024

- VCNE successfully renewed its registration with the VQA on August 26, 2024, a significant achievement facilitated by the support of the Partnership. VCNE had been unregistered since 2021. This renewal demonstrates VCNE's commitment to maintaining high standards in nursing education and its ability to meet the rigorous requirements set by the VQA.
- VCNE was able to accomplish this through technical support from the Partnership and the VAHP on governance and strategic management. A key achievement of this support was the development and approval of the VCNE Strategic Plan in February 2024. This strategic plan outlines VCNE's vision, mission, and goals for the future, providing a roadmap for its development and ensuring its continued contribution to the healthcare sector in Vanuatu.
- Since finalising this strategic plan, VCNE has made significant progress. The institution has initiated staff training on an online learning platform to enhance teaching and learning methodologies and address plagiarism concerns. Additionally, VCNE is actively working to recruit and onboard new trainers to strengthen its teaching capacity and prepare for 2025 delivery.
- This activity aligns with the National Sustainable Development Plan Society Objectives of Quality Education and Quality Health Care.

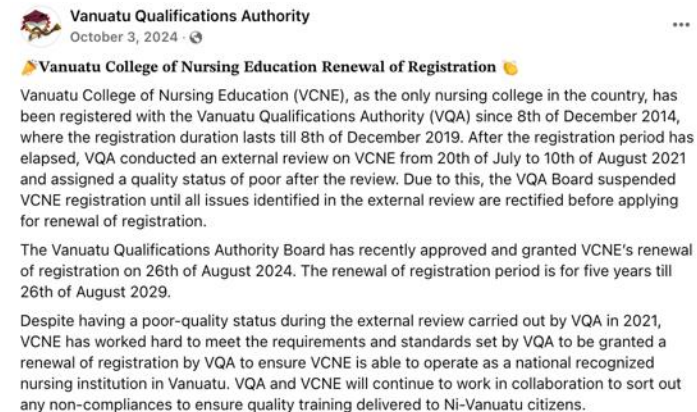


Image 11: VQA announces the successful registration of VCNE on its Facebook page

KEY RESULTS ACHIEVED

Institutional Strengthening Reviews – Vanuatu Agriculture College and Vanuatu Maritime College

- At the request of TED Director John Kaltau, the Partnership has aided MoET to support two additional national PSET institutions. This has included providing institutional strengthening at Vanuatu Agriculture College (VAC) and an institutional review of the Vanuatu Maritime College (VMC).
- Part of the work includes support to VAC to develop its new strategic plan, corporate and academic policies and operational manual aimed at enhancing VAC's capacity to deliver quality agricultural training. These initiatives will improve the institution's governance, operational efficiency, and overall performance. Alfred Baniuri was contracted by the Partnership to undertake the VAC work. By the end of December had completed four of the six milestones. The sudden resignation of the VAC CEO in late 2024 has caused delays in approving organizational policies.
- A comprehensive review of the VMC is underway to identify operational issues and develop strategies to enhance the quality and effectiveness of its training programs. This review will inform evidence-based decision-making and support the implementation of necessary reforms. This is the first time the Partnership has been asked to support a review of the college. The contractor engaged by the Partnership, Matthew Kensen, is an experienced maritime consultant.
- By supporting institutional strengthening initiatives and promoting demand-driven, quality-assured skills training, TPS is contributing to the overall development of a robust and responsive national skills system. The work with VAC and VMC will be completed by the end of the first quarter of 2025.

KEY RESULTS ACHIEVED

Flexible and Inclusive Delivery

- The Partnership has continued to facilitate the delivery of quality assured, flexible skills training through the MoET provincial Skills Centres, to meet local demand for skills in rural and remote areas of Vanuatu.
- A total of five accredited training activities were delivered in the second half of 2024, including:
 - ✓ Certificate II Building Construction was delivered at Wusi, Santo by APTC.
 - ✓ Certificate II Plumbing was delivered by PVTC offsite at Lingarak, Malekula.
 - ✓ Certificate I in Computing was delivered by Ituani Vocational Training Centre in Sola, Torba province.
 - ✓ Certificate II (Short Course) Tiling Training delivered by APTC at Chiefs' Nakamal in Port Vila.
 - ✓ The outstanding practical component of a Certificate II Plumbing was delivered at Melsisi, Pentecost by ACOMVETS.
- A total of 112 trainees participated in these trainings including 17 women, 95 men (including two men with disabilities).



Image 12: Graduates from Wusi, West Santo pose for a photo with Director of APTC, Nicholas Venables, and Training Manager, Kevin Tabi

CROSS-CUTTING RESULTS

Better Balance

- Women continue to be supported to participate in accredited training delivered through the Skills Centres. In recent years there has been an increased effort to ensure women's participation in traditionally male-dominated trades training.
 - 17 women participated in accredited training courses facilitated by the Partnership in the second half of 2024, representing 15% of all trainees. Of these, 14 women (82%) attended courses in non-traditional trade areas.
- The 2024 graduatee tracer survey results revealed more work is required to support women to successfully access work or employment after completing training. This will be a focus for TPS in the first half of 2025.



Image 13: Gloria ZumZum, a graduate of the Certificate II in Plumbing, receiving her plumbing certificate in Lakatoro, Malekula

CROSS-CUTTING RESULTS

Disability Inclusion

- Two men with disabilities participated in accredited training in the second half of 2024, representing 2% of all accredited training graduates.
- The Plumbing Training in Central Malekula exemplified a commitment to inclusivity by accommodating two male trainees with disabilities. In addition to providing free transportation to and from the training site, the Malampa Skills Centre ensured that the trainer was able to modify the speed of training delivery to accommodate the trainees' levels of learning.

Environmental Sustainability and Climate Resilience

- Training providers are supported to integrate climate resilience measures in all construction and plumbing training facilitated through the Partnership.
- Trainees are upskilled with new skills and knowledge on water conservation and waste management, selection and use of local renewable building materials and integrating 'build back better' principles with building construction and water, sanitation and hygiene (WASH) infrastructure installation. For example, as part of Lingarak Certificate II in Plumbing training, trainees prepared septic tanks with proper waste management techniques in mind.



Image 14: Joshua Timothy, a graduate with a disability, receiving his plumbing certificate in Lakatoro

LESSONS LEARNED AND ACTIONS

Lesson 1: Progressing sector-wide initiatives such as TVET in Schools can be challenging due to TED capacity limits, the impacts of the schoolteachers strike on key schools in addition to several schools lacking the required governance and infrastructure requirements.

Action:

- Work with TED to help key schools, e.g., East Santo High School, put in place appropriate governance structure and agreements before commencing training.
- Work with the Vanuatu Institute of Technology (VIT) to support schools to identify minimum infrastructure requirements for delivery of accredited training onsite.

Lesson 2: Additional post-training support for women will assist with transition to work or employment at end of training.

Action:

- Ensure that during the consultation process prior to training women and their families understand the benefits and flexibility of employment in the trades industry. Highlighting champions and women currently working in the field.
- Engage the Department of Cooperatives or the Vanuatu Chamber of Commerce and Industry (VCCI) etc. to provide information about business development opportunities or work experience for women.
- Engage female coaches to design and deliver workshops to assist with transition to work or employment.

Lesson 3: The TPS Workplan is complex and often involves multiple partners. When milestones, coordination arrangements and partner motivations are not clear joint initiatives can be stalled. There is a need for consistent partnering discussions on arrangements up front during the initial conception phase and for regular 'health checks' throughout implementation.

Action:

- During initial partnering consultations there is a need to understand the motivations of each partner.
- Ensure specify minimum standards for milestones and agreed resolution and/or escalation processes are discussed prior to implementation.

ANNUAL QUANTITATIVE DATA (JAN-DEC 2024)

ACCREDITED SKILLS TRAINING	SKILLS PROVIDERS ENGAGED	PARTICIPATION IN PARTNERSHIP SUPPORTED ACCREDITED SKILLS TRAINING
<p>Eight accredited trainings delivered through the MoET Skills Centres:</p> <ul style="list-style-type: none"> ▪ Certificate II Building Construction, Shefa ▪ Certificate I Computing, Penama ▪ Certificate I Computing, Tafea ▪ Certificate II Building Construction, Sanma ▪ Certificate II Plumbing, Malampa ▪ Certificate I Computing, Torba ▪ Certificate II (Short Course) in Tiling, Shefa ▪ Certificate II Plumbing, Penama (<i>practicum only</i>) 	<p>Total number of skills providers engaged: five</p> <ul style="list-style-type: none"> ▪ ACOMVETS ▪ APTC ▪ PVTC ▪ Ituani Vocational Training Centre ▪ VIT <hr/> <p>Number of female trainers engaged: three</p> <hr/> <p>Number of male trainers engaged: seven</p>	<p>144 trainees including:</p> <ul style="list-style-type: none"> ▪ 24 women (17%) ▪ 120 men including three men with disabilities (2%)

TRAINING PROVIDER SUPPORT WORK PLAN SUMMARY FOR 2024

WORK PLAN PRIORITY AREAS &/OR GREEN SHOOTS	END OF YEAR STATUS UPDATE (no progress, limited progress, adequate progress, good progress, or excellent progress)	ADDITIONAL COMMENTS
National PSET Sector Policies and Systems	Good progress	<ul style="list-style-type: none"> • The newly launched National Skills Development Policy will shape the future of the skills development sector. An implementation plan will be developed in the first quarter of the new year. • The successful skills development conference was a highlight of the second half of the year • The cancellation of the Skills Development Campaign was unforeseen and beyond the control of the Partnership (government finance issues). • Work on integrating the disability inclusion questions into the VEMIS PSET module was sporadic due to MOET ICT staff availability. On track to be trialled in Q1 2025.
PSET Provider Capacity	Adequate progress	<ul style="list-style-type: none"> • TPS renewed its commitment to supporting national providers such as VAC, VMC and VCNE. VCNE's successful registered with the Vanuatu Qualifications Authority was a highlight. • Agreement with VQA to support training provider registration stalled due to CEO termination. • Edwards Institute of Technology did not achieve reregistration due to internal management issues.

TRAINING PROVIDER SUPPORT WORK PLAN SUMMARY FOR 2024

WORK PLAN PRIORITY AREAS &/OR GREEN SHOOTS	END OF YEAR STATUS UPDATE (no progress, limited progress, adequate progress, good progress, or excellent progress)	ADDITIONAL COMMENTS
Flexible and Inclusive Delivery	Good progress	<ul style="list-style-type: none"> ▪ Delivery of training in rural locations and expansion of accredited IT training with Ituani VTC. ▪ PVTC delivered plumbing training outside of Port Vila for the first time at Lingarak in Malekula. Additional trainings by PVTC are planning in Tanna and Penama for 2025. ▪ APTC delivered Building Construction training in northwest Santo and a tiling short course in Port Vila as part of the Chiefs Nakamal recovery work. ▪ ACOMVETS completed the final practical requirements of a plumbing training at Melsisi in Pentecost. ▪ VIT delivered Building and Construction in Port Vila supporting the Chiefs' Nakamal recovery.
PSET Workforce Development	Adequate progress	<ul style="list-style-type: none"> ▪ Completion of Certificate IV in Leadership and Management training at APTC. The Partnership has supported seven individuals, including five Partnership staff (two woman and four men) and one male VCNE staff member, to complete this course. The trainees are now awaiting graduation.

TRAINING PROVIDER SUPPORT WORK PLAN SUMMARY FOR 2024

WORK PLAN PRIORITY AREAS &/OR GREEN SHOOTS	END OF YEAR STATUS UPDATE (no progress, limited progress, adequate progress, good progress, or excellent progress)	ADDITIONAL COMMENTS
Provincial Training Centres	Limited Progress	<ul style="list-style-type: none"> • TED has confirmed funding to support the TVET in Schools initiative at Santo East Secondary School. This funding will be utilized by the Vanuatu Institute of Technology (VIT) to renovate the allocated classroom and procure necessary furniture in 2025. • Vetimboso Vocational Training Centre (VTC) has begun delivery of Certificate I in Building Construction using funding support provided by the Partnership through the Torba Skills Centre. • Malampa VIT Skills Campus finished refurbishment of training facilities and have commenced delivery of a bridging course. • Losalava TVET in Schools initiative has not yet commenced due to ACOMVETS focusing in their external review by the VQA. Planned to progress delivery in Torba in 2025.

OVERALL ASSESSMENT OF PROGRESS IN 2024



- The Training Provider Support workstream has made adequate progress in advancing skills development in 2024 through continued support to the Tertiary Education Directorate to effectively coordinate sector wide skills development activities.
- Key achievements include the successful launch of the National Skills Development Policy 2024-2030, the inaugural National Skills Conference, and the strengthening of key institutions like the Vanuatu Agriculture College and the Vanuatu Maritime College and the Vanuatu Nursing College of Education.
- While there have been challenges with competing partner priorities, motivations and capacity to progress initiatives, the workstream has effectively fostered collaboration between government agencies, training providers, and stakeholders to support the delivery of quality demand driven accredited training in provincial areas. Furthermore, the TPS workstream continues to demonstrate a commitment to inclusivity by focusing on supporting trainees with disabilities and promoting gender equity. More work will be done to support women to access employment post training in 2025.

PRIORITIES FOR 2025

National PSET Sector Strategy and System Oversight

- Drafting of National Skills Development Policy 2024-2030 Implementation Plan.
- Support to TED and VIT with the coordination of the National Skills Competition.
- Review and strengthen the Provincial Government Training Board (PGTB) operations and governance.
- Pilot disability inclusion questions on VEMIS PSET Module with selected training providers.

National PSET Sector Delivery

- Strengthen the capacity of national PSET providers: continue to support Institutional reviews and strategic planning for the Vanuatu Agriculture College and Vanuatu Maritime College; and support the development of the VCNE Act in addition to supporting VCNE to develop lower-level qualifications: Certificate 4 in Village Health Work.
- Work with VIT on the implementation of their Trainer Attachment Program (workplace attachment program for trainers)
- Support training providers in the delivery of flexible, accredited training programs through the MoET Provincial Skills Centres including plumbing training in Penama and Tafea in addition to tour guide training in Malampa and automotive training in Torba.
- Assist small registered training providers in accessing government funding through grant code support including Londua Training Centre, ACOMVETs Agape and Narea Training Centres.
- Facilitate small providers' affiliations with nationally registered training providers – Lonnoc Vocational Training Centre.
- Continue to support TVET in Schools in Sanma Province at East Santo High School and in Malampa at VIT Campus, Rensarie.
- Work with the Better Balance team to identify additional support measures to support women graduates to access employment post training.

KEY RISKS AND MITIGATION STRATEGIES

RISKS	MITIGATION STRATEGIES
<p>TED has limited capacity to manage the new ADB skills project while simultaneously progressing the Skills Development Policy implementation plan</p>	<p>Participate in ADB skills project advisory group or similar to keep up to date with project progress and provide advice and support to TED to address project bottlenecks.</p> <p>Continue to provide services of technical specialists with mentoring and coaching of TED staff and project management</p>
<p>Procurement of contractor for delivery of the Certificate IV in Education (VET Teaching) qualification has stalled.</p>	<p>Engage with Acting CEO at VQA to identify how TPS can help complete procurement and work with preferred training providers to expedite course delivery.</p>
<p>VIT has insufficient capacity to service TVET in Schools programs across three provinces.</p>	<p>Focus TVET in Schools efforts on existing programs in Malampa and Sanma before commencing delivery in a new province.</p>