



TRAINING PROVIDER SUPPORT

6-MONTH PROGRESS REPORT

Image 1: The Vanuatu delegation at WorldSkills Australia, Brisbane 9-13 June 2025.

JANUARY - JUNE 2025



VANUATU QUALIFICATIONS AUTHORITY



ENSURING YOUR QUALIFICATIONS COUNT



INTRODUCTION

This report is a progress update on the Training Provider Support (TPS) workstream through January-June 2025. TPS activity is sector-wide and works at the national and provincial level to strengthen skills system management and coordination while supporting the improved and increased delivery of demand-driven, quality-assured skills training.

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 skills training that will lead to sustainable productivity, increased employment/ entrepreneurship and greater social inclusion.

Priorities for the TPS workstream for the first half of 2025 were framed under the priority objectives of the new National Skills Development Policy and included:

- supporting private and national training providers to deliver flexible skills training,
- supporting the development of new pathways for ni-Vanuatu youth to participate in skills training (including in schools),
- strengthening skills sector workforce development.



Image 2: Vanuatu Skills Partnership team members receiving their Certificate IV in Leadership and Management qualification in March 2025.

CONTEXT

TPS made a change to its approach to planning and programming at the beginning of the year. The purpose of this change was to bring the workstream's activities into alignment with the objectives of the National Skills Development Policy (NSDP) launched in late 2024. As a result of the change the workstream designed activities around to two key focus areas: 1. Strategy and System Oversight and, 2. Service Delivery. This change also ensured the TPS workstream is aligned with MoET/TED objectives and plans which are using the same focus area headings.

The lack of an implementation plan for the NSDP is hampering MoET/TED efforts to put in place appropriate governance structures to support policy implementation and skills systems improvements. For example, there has been a delay in re-establishing Provincial Government Training Boards.

Uncertainty about the future role of the National University of Vanuatu as a multi-sector institute continues, causing some concerns for national training providers which currently operate under their own act or statutory arrangement. In addition, comments by the Prime Minister about the future of the VQA has had a destabilising effect on the sector.

The slow roll out of the Asian Development Bank Strengthening Skills Development Project is impacting on MoET/TED capacity to manage other skills systems initiatives such as VET in Schools and institutional reform with key national providers, the Vanuatu Agriculture College and the Vanuatu Maritime College.



Image 3: Vanuatu Qualifications Authority capacity building workshop with Vanuatu Agriculture College trainers in Santo, April 2025.

PARTNERSHIP STATUS AND CO-CONTRIBUTIONS

TPS negotiated three agreements with partners to date this year for implementation in Q2 and Q3. These agreements include partnering with Pacific Australia Skills (PAS) and MoET to support training provider registration, implementation of the national skills conference and development of the Implementation Plan for the National Skills Development Policy 2024-2030.

PARTNERS	DIRECT PROJECT CO-INVESTMENT (VUV)
Tertiary Education Directorate (TED) and Vanuatu Qualifications Authority (VQA) – Supporting small training provider registration	Vanuatu Skills Partnership - 1.7M Tertiary Education Directorate – 1M Vanuatu Qualifications Authority – 1.5M
PAS, TED, VQA, Vanuatu Skills Partnership, ACOMVETS – supporting the National Skills Conference	Tertiary Education Directorate – 1.5M Pacific Australia Skills – 2M Vanuatu Skills Partnership – 1M
Development of Implementation Plan for the National Skills Development Policy 2024-2030 consultations.	Vanuatu Skills Partnership – 1.5M Tertiary Education Directorate – 1M Pacific Australia Skills – 1.5M

WORK PLAN SUMMARY FROM JAN-JUN 2025

WORK PLAN PRIORITY AREAS &/OR GREEN SHOOTS	STATUS UPDATE	ADDITIONAL COMMENTS
<p>PSET Sector Strategy and System Oversight (formerly National PSET Sector Policies and Systems).</p>	<p>Limited Progress</p>	<ul style="list-style-type: none"> ▪ Progress on the 'National Skills Development Policy 2024–2030' implementation plan has slowed due to the MoET teacher strike. ▪ Development of the Vanuatu College of Nursing Education's lower-level qualification is underway, beginning with the Expression of Interest process to engage a facilitating consultant. ▪ The Vanuatu Maritime College (VMC) institutional assessment is complete. A terms of reference has been developed to guide VMC's transformation into a compliant, high-performing institution. ▪ Five attendees (three from the Partnership, one from a training provider and one from the Vanuatu Qualifications Authority) at the WorldSkills and Vocational Skills Spotlight Conference in Australia are now strategising on how to apply their new insights to skills development in Vanuatu including the use of AI in training and use of competitions to develop engagement and interest within the community. ▪ The Vanuatu Agriculture College Strategic Plan and Institutional Strengthening policies have been completed and approved by the Institutional Council. ▪ Integration of Washington Group questions into PSET module on Open VEMIS will commence in 3rd quarter.

WORK PLAN SUMMARY FROM JAN-JUN 2025

WORK PLAN PRIORITY AREAS &/OR GREEN SHOOTS	STATUS UPDATE	ADDITIONAL COMMENTS
PSET Service Delivery (formerly PSET Provider Capacity)	Good Progress	<ul style="list-style-type: none"> ■ The Malampa VIT Campus has been fully resourced with training materials to deliver Certificate I in Electrical. ■ The Losalava Campus of ACOMVETS will begin delivering four units of Certificate I in Building Construction in Quarter 3 as part of its support to the TVET in School model. ■ 20 learners graduated with Certificate I & II in Building Construction, a training delivered by VIT during the rebuilding of the Malvatumauri Chiefs' Nakamal. ■ Vetimboso Vocational Training Centre in Torba has started delivering Certificate I in Building Construction and is now preparing to deliver Certificate I in Small Engine Servicing. ■ PVTC commenced delivery of plumbing training at Loukatai, Tanna. ■ 10 Partnership staff (2 woman and 8 men) graduated with a Certificate IV in Leadership and Management from the Australian Pacific Training Coalition. ■ A graduation was held in Melsisi, Pentecost for 28 graduates of the 2022-23 Certificate II in Plumbing delivered by ACOMVETS.

QUANTITATIVE DATA (JAN-JUN 2025)

ACCREDITED SKILLS TRAINING	SKILLS PROVIDERS ENGAGED	PARTICIPATION IN PARTNERSHIP SUPPORTED SKILLS TRAINING & COACHING
<ul style="list-style-type: none"> ▪ Certificate II Plumbing, Tafea ▪ Certificate II Building Construction, Sanma – in progress 	<ul style="list-style-type: none"> ▪ Total number of registered training providers engaged – 2 <ul style="list-style-type: none"> ▪ Pacific Vocational Training Centre (PVTC) ▪ Vanuatu Institute of Technology (VIT) ▪ 32 industry skills providers (including 16 women representing 50% of all providers engaged) 	<ul style="list-style-type: none"> ▪ 462 participants including 267 women, representing 58% of all participants ▪ 38 people with disabilities (15 men, 23 women), representing 8% of all participants
	<ul style="list-style-type: none"> ▪ 4 trainers engaged, all men ▪ 1 Language Literacy and Numeracy assessor engaged, a woman 	<ul style="list-style-type: none"> ▪ 47 trainees in accredited training including 7 women and 40 men, 2 with disabilities

KEY RESULTS ACHIEVED

Sector scoping visit to Australia - National Skills Spotlight and WorldSkills Australia

- In June, the Partnership supported the participation of a delegation from Vanuatu to attend the 2025 WorldSkills Australia competition and National Vocational Skills Spotlight. The Partnership attendees were Director Ellis Silas and MoET Skills Centre Managers, Jimmy Kelvin and Simeon Bage. They were joined by Lesbeth Jimmy (Acting CEO, VQA) and Willie Ben (CEO, ACOMVETS). This year more than 20 Pacific TVET professionals attended the event in Brisbane.
- The delegation attended the National Vocational Spotlight hosted by TAFE Queensland. The spotlight provided a range of insights into contemporary developments and issues in TVET such as green skills, implications of AI for training and assessment, designing demand-driven skills products and validation of training and assessment courseware.
- The delegates who attended the skills spotlight and competition are putting their learning into practice in areas such as planning for the skills competition later in the year, reviewing training and assessment resources and identifying areas for trainer upskilling in green skills and use of AI in training and assessment.



Image 4: Vanuatu delegation with other representatives from the Pacific at WorldSkills Australia in Brisbane, June 9-13, 2025.

*I return not just with memories, but with a renewed sense of purpose and many valuable insights that I believe will contribute meaningfully to the growth and improvement of our own training programs –
Fr Wille Ben, Director ACOMVETS.*

KEY RESULTS ACHIEVED

Malvatumauri National Council of Chiefs' Nakamal in Port Vila

- The Chiefs' Nakamal in Port Vila was officially opened in March 2025. The new structure symbolises national unity and the resilience of Vanuatu customary governance systems.
- The design and construction of the replacement nakamal (the original was burnt down) is a very good example of a joined-up approach to skills development and encouraging skills systems integration. There was close collaboration between the Partnership (Australia's bilateral skills investment) as the core coordinator of the project, in addition to the then Australia Pacific Training Coalition (Australia's regional skills investment) and the Vanuatu Institute of Technology (VIT) (national training provider).
- These partners worked with the Malvatumauri Council of Chiefs, the provincial Skills Centres and Provincial Governments in the recruitment and selection of trainees from all six provinces, as well as the procurement of traditional building materials.
- To support the reconstruction of the nakamal, the Vanuatu Skills Partnership facilitated the delivery of a Certificate II in Building and Construction by VIT. 20 trainees worked on the construction of the nakamal during the practical component of this course. They learned new skills on integration of modern and local construction techniques throughout the building process.

"The Chiefs' Nakamal project was more than just construction; it was a powerful training initiative. It brought together our Certificate II Building Construction and Diploma in Electrical students from all six provinces, ensuring that the skills honed during this practical experience will be spread across Vanuatu and directly benefit rural communities" – Wade Evans, Principal of VIT



Image 5: Official opening of the Chief's' Nakamal in Port Vila March 2025. The event included a graduation ceremony for 20 graduates who completed a Certificate 1&2 in Building & Construction delivered on site by Vanuatu Institute of Technology.

KEY RESULTS ACHIEVED

Vanuatu Maritime College Review and Vanuatu Agriculture College Institutional Strengthening

- The Partnership supported the completion of two major institutional reviews in this reporting period. The work was at the instigation of the Director TED who is taking the lead to help strengthen quality skills delivery at the Vanuatu Maritime College (VMC) and Vanuatu Agriculture College (VAC).
- The VMC focused on reviewing their current operations against international standards such as seafarer certification, training facilities, safety and quality compliance. The review found major non-compliance issues across different areas of the college's operations. Of particular concern, were findings about the safety and certification of the college training vessel. The report detailed a list of recommendations for the Director TED's consideration. Following endorsement of the report, the Partnership will support TED to implement the recommendations.
- The Partnership, once again at the request of the Director TED, supported VAC with a range of activities to improve governance and organisational effectiveness. In particular, was the development of a new strategic plan that VAC senior management will present to the College Board in early July for endorsement and a policy and procedure manual to strengthen improved performance in corporate and academic areas.



Image 6: Vanuatu Agriculture College Strategic Plan 2025-2030.

KEY RESULTS ACHIEVED

Accredited plumbing training in Tanna

- Pacific Vocational Training Centre (PVTC), with the support of the Partnership, delivered a Certificate II in Plumbing qualification to 47 Area Council WASH technicians (7 women and 40 men including 2 men with disabilities) through the Tafea Skills Centre on Tanna. This is the second time PVTC has delivered training in rural Vanuatu. PVTC is steadily increasing its skills training footprint and capacity to deliver flexible plumbing training in local community settings.
- The plumbing training promoted meaningful collaboration between key stakeholders. This included practical sessions working with local accommodation/motel businesses in Blackman town to undertake repair and renovation works in preparation for the upcoming arts festival in Tanna as part of the hands-on skills component of the course.
- Local communities are now empowered with skills and knowledge to take ownership and responsibility for WASH maintenance in line with the government's decentralisation agenda.

“We are proud to be contributing to this progress by supporting the upskilling of local human resources, with the goal to support our partners in improving the water systems and sanitation infrastructure in Blackman town.” - Kalparam Gershom – Pacific Vocational Training Centre Trainer

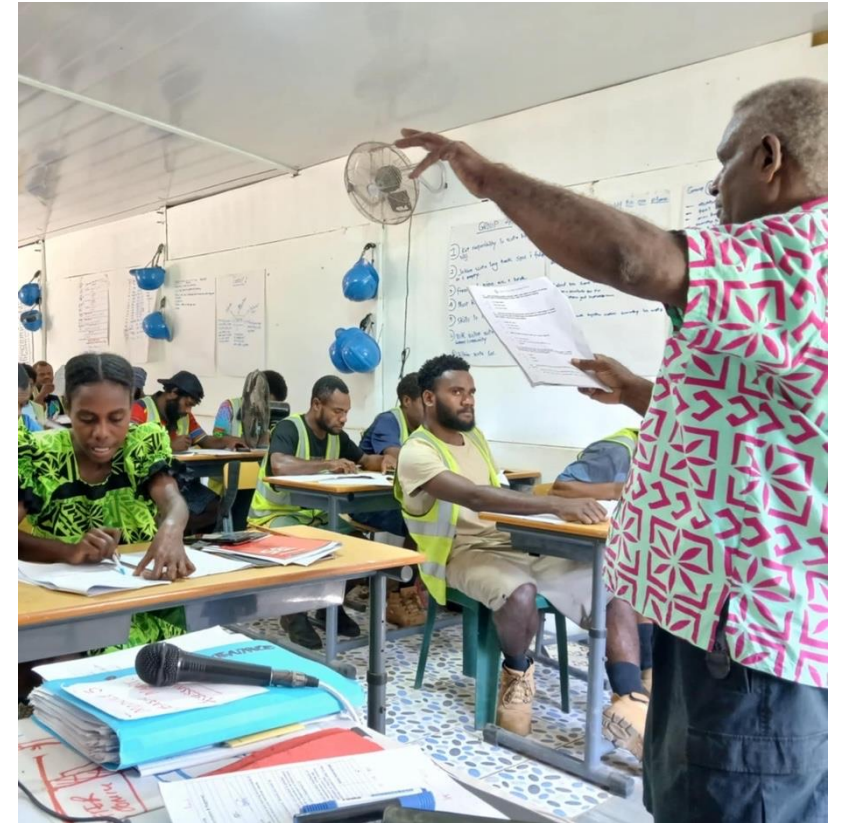


Image 7: Accredited plumbing training in progress in Loukatai, Tanna

KEY RESULTS ACHIEVED

Vetimbosu Vocational Training Centre First Graduation

- In 2024, Vetimbosu Vocational Training Centre (VTC) started delivering Certificate I in Building Construction for the first time with the support of the Torba Skills Centre. This was a significant milestone for the skills system in Torba, as Vetimbosu is the first Torba-based provider with the ability to deliver a trades qualification. Torba Skills Centre supported the roll out by covering the VQA costs for course units and supporting the development of trainers and learning guides.
- In May 2025, the Torba Skills Centre supported Vetimbosu VTC to hold a graduation ceremony for the first cohort of 19 graduates (all men) of the Certificate I in Building and Construction course.
- As further evidence of its development, Vetimbosu VTC received approval in April from the VQA Board to deliver Certificate I in Automotive Engineering (Small Engine Servicing).
- In May, Vetimbosu VTC launched its new Small Engine Servicing classroom, enabling delivery of the course and improving access to formal skills training for local community members.
- Vetimbosu VTC's continued growth is an important development for the people of Torba. By offering accredited training in remote communities, it helps ensure that men, women, and people with disabilities can access quality education without needing to relocate.



Image 7: Certificate I in Building and Construction graduates from Vetimbosu VTC with their certificates awarded by the Vanuatu Qualifications Authority

CROSS-CUTTING RESULTS

Better Balance

- So far this year, 7 women have participated, or are currently participating, in nationally recognised accredited training courses facilitated by the Partnership. This number represents 15 % of all trainees. All of the courses they have undertaken are trade courses.

Disability Inclusion

- 2 men with disabilities participated in accredited skills activities so far in 2025, representing 4% of all trainees.
- Additionally, a man with disabilities is currently completing a Certificate II in Building Construction in east Santo.

Environmental Sustainability and Climate Resilience

- The Certificate II in Plumbing program is equipping trainees with the skills to build resilient water infrastructure. This involves understanding how to design and install systems that can withstand extreme weather events, such as increased rainfall or prolonged droughts, ensuring communities have reliable access to clean water despite a changing climate.
- Plumbing training promotes environmental sustainability by equipping trainees to install and maintain systems that conserve water, reduce waste and prevent pollution.



Image 8: Serel Julun graduated in Certificate II in Building Construction in Malekula. She runs a family-owned construction business, Yomal Construction Company, in partnership with her husband and son.

LESSONS LEARNED AND ACTIONS

Lesson 1: The Government of Vanuatu decision to proceed with the Asian Development Bank Strengthening Skills Development Project is diverting senior MoET leadership effort from implementing the new national skills development policy. This, in addition to other factors such as the earthquake and staffing constraints, is delaying the operationalisation of the new policy.

Action:

- Work with TED to expedite consultation and drafting of national skills development policy implementation plan.
- Support consultant to develop a plan that is targeted and suitably resourced for effective implementation.

Lesson 2: The expected outcome of integrating national training providers into the National University of Vanuatu looks increasingly unrealistic in the current operating environment.

Action:

- Support the PSET Sector Support Committee to identify and assist national training providers to continue quality improvements while a decision about integration is pending.
- Work with NUV to strengthen existing areas/courses relevant to national skills sector improvements – e.g. TVET teacher workforce development.

Lesson 3: Ability of MoET to design and implement the Open VEMIS PSET MIS disability module is lower than expected due to internal capacity constraints.

Action:

- Design and implement an alternative approach to support training providers to collect disability inclusion data while waiting for the PSET MIS disability data module to be completed.

PRIORITIES FOR THE SECOND HALF OF 2025

PSET Sector Strategy and System Oversight

- Support TED with the development of the Implementation Plan for the National Skills Development Policy 2024-2030 including the facilitation of consultations.
- Assist Vanuatu Institute of Technology with the implementation of the National Skills Competition.
- Support the strengthening of TED planning, coordination and implementation through professional development and coaching activities.
- Facilitate meetings for the PSET Sector Support Committee and act as secretariat in partnership with Pacific Australia Skills.
- Support Provincial Skills Centres to reconvene Provincial Government Training Boards.

PSET Service Delivery

- Integrate Washington Group questions into PSET MIS.
- Support VCNE with the development of lower-level health qualifications.
- Support the reregistration of Vanuatu Maritime College.
- Continue to support the VIT attachment program to build its provincial trainers.
- Support provincial training providers to deliver flexible accredited qualifications in rural areas. This includes Napil ATC Vetimboso VTC and the VET in School model at Losalava Junior Secondary School.

KEY RISKS AND MITIGATION STRATEGIES

RISKS	MITIGATION STRATEGIES
<p>Insufficient staff and capacity at TED to manage internal and external commitments which impacts and can delay TPS and Provincial Skills Centres planned activities – e.g. skills development week.</p>	<p>Continue to support the TED team with upskilling in project management.</p> <p>Support TED to develop operating systems including work planning, activity implementation and reporting.</p>
<p>The ADB Strengthening Skills Development Project draws constantly on Director TED time and input which has an impact on his role leading improvements noted in the national skills development policy.</p>	<p>Facilitate discussions through the PSET Sector Support Committee about how the Director can delegate increased responsibility to PEO TVET and Provincial Skills Centre Managers for local decision making.</p>
<p>Varying levels of understanding about what is required to manage partnership agreements and partner implementation frameworks can impact negatively on program delivery.</p>	<p>Conduct pre-agreement discussions with partners before project commencement and establish a common approach to ways of working.</p> <p>Incorporate a ways of working document as part of the agreement.</p> <p>Draw on the experience of ways of working approach with Certificate II in Plumbing to improve stakeholder engagement.</p>