



TRAINING PROVIDER SUPPORT

6-MONTH PROGRESS REPORT

Image 1: Minister of Education and Training, Hon Simil Johnson, addressing the competitors, judges and spectators at the launching of the Vanuatu National Skills Competition 2025.



JULY - DECEMBER 2025

INTRODUCTION

This report provides an update on the Training Provider Support (TPS) workstream from July to December 2025. TPS 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 2025 included:

- Supporting the development of the Implementation Plan for the National Skills Development Policy 2024-2030.
- Supporting coordination of the Vanuatu National Skills Competition.
- Strengthening TED planning, coordination and implementation.
- Supporting the VIT attachment program to build their pool of provincial trainers.
- Enabling flexible delivery of accredited qualifications in rural areas.



Image 2: Minister of Education and Training, Hon. Simil Johnson and Australia's Deputy High Commissioner, Ms Emily Fisher, officially launch the TVET in School classroom for the ACOMVETS Losalava Junior Secondary School in Gaua

CONTEXT

The operating environment for the TPS workstream was influenced by a range of factors in the second half of 2025, including:

- The introduction of the National Skills Development Policy led to the Partnership streamlining its TPS activities to align with the objectives of the new policy. This involved replacing outdated initiatives such as the Skills Campaign and introducing the National Skills Competition, to directly support the Tertiary Education Directorate's plans. The National Skills Competition was held following the participation of a 10-member delegation in WorldSkills Australia and the TAFE Queensland Skills Spotlight Conference in June 2025.
- Pacific Australia Skills, a regional DFAT-funded skills investment, commenced implementation with some similar objectives to TPS. This will require TED and the two investments to coordinate effectively to prevent overlap and maximise resource utilisation across Vanuatu's skills landscape.
- A review of the MoET Act to formally incorporate training aspects is now underway. This is a critical development that promises to permanently anchor the workstream's mandate within the national legislative framework.

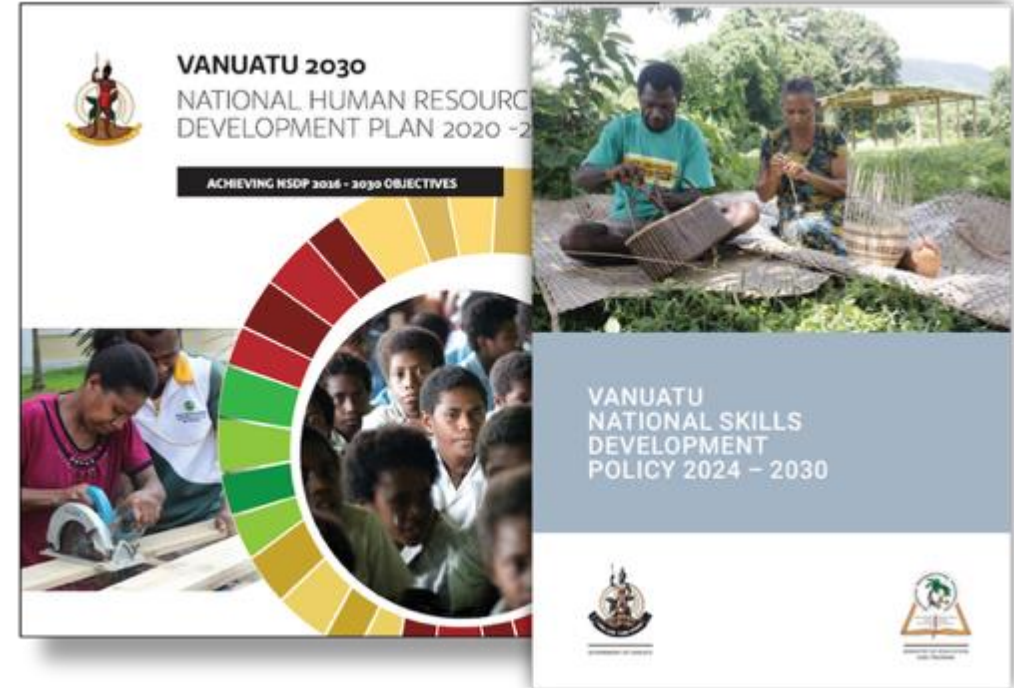


Image 3: Front pages of the Vanuatu Human Resource Development Plan and the Vanuatu National Skills Development Policy 2024-2030.

PARTNERSHIP STATUS AND CO-CONTRIBUTIONS

Through the TPS workstream, the Partnership worked closely with government counterparts, training providers and sector partners to deliver shared priorities in the second half of the year.

- Collaboration with TED, Pacific Australia Skills and members of the PSET Sector Support Committee enabled coordinated, cost-shared support combining financial, human and in-kind contributions to strengthen Vanuatu's national skills system. This partnership approach supported delivery of the National Skills Development Policy Implementation Plan (2024–2030), the National Skills Competition, the annual TED planning and reflection workshop and targeted professional development for TED staff.
- At the sub-national level, the Partnership joined with the Sanma Provincial Government Council (SPGC), Vanuatu Institute of Technology (VIT) and Pacific Australia Skills to deliver a Certificate I & II Building Construction training. By pooling resources and expertise, partners contributed to the successful completion of the new South-East Santo Area Council building, with material, financial and training inputs provided across the partnership including materials valued at VUV 17.6 million from the SPGC.
- As Pacific Australia Skills builds momentum and clarifies its priorities, VSP has proactively strengthened its working relationship to ensure cohesive, complementary support to TED, VQA and training providers, and to minimise duplication. A partnership meeting between VSP and Pacific Australia Skills was held in November 2025 as part of Pacific Australia Skills' in-country planning process, supporting coordinated planning into 2026. As a result of this collaboration, the MoET Skills Centres supported Pacific Australia Skills to deliver provincial "taster" courses in December, enabling coordinated outreach and alignment of training delivery in provincial settings.

QUANTITATIVE DATA (JUL-DEC 2025)

ACCREDITED SKILLS TRAINING	SKILLS PROVIDERS ENGAGED	TRAINEES IN PARTNERSHIP SUPPORTED ACCREDITED SKILLS TRAINING
<p>Two accredited trainings delivered through support from the MoET Skills Centres:</p> <ul style="list-style-type: none"> ▪ Certificate I & II in Building Construction, South-East Santo ▪ Certificate I in Computing, Sola 	<p>Total number of skills providers engaged:</p> <ul style="list-style-type: none"> ▪ VIT ▪ Ituani VSC 	<ul style="list-style-type: none"> ▪ 34 trainees (9 women and 25 men including one man with disabilities)
	<p>Number of female trainers engaged: 1</p>	
	<p>Number of male trainers engaged: 4</p>	

KEY RESULTS ACHIEVED

National Skills Development Policy and implementation plan consultations

- The Partnership, together with Pacific Australia Skills, successfully supported TED in developing the Implementation Plan for the National Skills Development Policy 2024-2030 (NSDP), a vital document that underpins all future skills development in Vanuatu. This activity is fundamentally important as the Implementation Plan translates high-level policy objectives—such as aligning training with national economic needs and promoting decentralisation—into actionable, measurable steps.
- The Partnership provided logistics and ground support during the consultations on Malekula, as well as the engagement of a consultant to support the meeting write-up. By conducting this consultation outside of Port Vila, the Partnership supported TED to demonstrate its commitment to decentralisation and ensured that the diverse voices of the provinces were heard and integrated into the final document.

"This collaborative effort ensured that the plan reflects the Government of Vanuatu's sector priorities, particularly in decentralising skills development services to outer islands."

Mr John Kaltau, Director TED

Image 4: NSDP Implementation Plan workshop in Malekula



KEY RESULTS ACHIEVED

Successful coordination of the first ever National Skills Competition

- In a partnership between TED, Pacific Australia Skills, Vanuatu Institute of Technology (VIT), and the Partnership, the first-ever Vanuatu National Skills Competition was successfully held in Port Vila in October. The event drew on insights and lessons learned gained by a 10-member delegation from Vanuatu who attended WorldSkills Australia and the TAFE Queensland Skills Spotlight Conference in Brisbane in June 2025. It has since been agreed this competition will be held biennially in Vanuatu.
- The Skills Competition was a powerful showcase of local talent, creativity, and innovation and was attended by Australia's High Commissioner and the Ministers of Education and Training and Justice, Youth and Community Services.
- The three-day competition mobilised over 200 competitors representing nine training providers from across all provinces, featuring 17 diverse skill categories, including high-demand areas like carpentry, hospitality and automotive engineering. Four judges from WorldSkills Australia also participated in the event.
- During the event, competitors from six provincially-based training providers, in addition to trainees from Skills Centre-facilitated training, won nine gold medals, seven silver medals and five bronze medals across trades, agriculture, textile and hospitality. This included several women in non-traditional trades sectors.
- Observed by many school students and community members, this competition has inspired young people to pursue life-changing skills that will enhance Vanuatu's workforce capacity.



Image 5: A hospitality sector competitor performing in front of the judges during the National Skills Competition.

"The National Skills Competition was more than just a contest; it was a powerful public statement about the vital role TVET plays in shaping our nation's future. Seeing our young people perform at such a high standard gives us great confidence in the next generation of tradespeople and entrepreneurs."

Mr Wade Evans, VIT Principal

KEY RESULTS ACHIEVED

Supporting TED progress strategic priorities through staff secondment.

At the request of the TED Director in August, the TPS Manager was seconded on a part time basis to TED's TVET Unit. Through this secondment, several key systemic and decentralisation objectives were achieved:

- Critical scoping trips and associated reports for VIT Provincial Campus expansion to Tafea and Penama were completed and approved by the MoET Senior Management Team, establishing a clear pathway for expanding the national provider's training services to the outer islands.
- Additionally, the secondment strengthened external coordination efforts, such as successfully facilitating the consultation process for the ADB Rapid Assessment of National Training Providers and ensuring alignment and input from senior Government officials and partner institutions.
- This hands-on support role ensured that the Partnership remained responsive to TED's immediate needs, including actively managing provincial participation in the National Skills Competition and supporting TED's internal strategic planning.



Image 6: VIT scoping team (VIT Deputy Principal; PAS Skills Advisor; TED Industry officer; VSP TPS Manager and Penama Skills Centre Manager) with Penama Education and Provincial Government Officers during scoping activities.

KEY RESULTS ACHIEVED

Supporting flexible delivery and training provider support

Two registered training providers successfully delivered two high-demand accredited trainings facilitated through the support of the provincial MoET Skills Centres:

- A Certificate I and II Building Construction training was delivered by VIT in South-East Santo at the construction project site for the new Area Council building. 25 trainees (2 women, 23 men including one man with disability) completed the course. Theoretical components were held in a church hall immediately adjacent to the site, enabling trainees to transition directly to hands-on practical tasks.
- A Certificate I Computing training was partly delivered by Ituani VTC in Sola, Vanualava to support the ongoing professional development of 9 local government and business employees including 7 women and 2 men.
- Additional support was provided to Vetimboso VTC to continue to strengthen operations to enable the first ever delivery of a Certificate I Small Engine Maintenance by a Torba-based provider in Sola, Vanualava.



Image 7: Trainees from Certificate I and II in Building Construction for the South-East Santo Area Council Office Building.

"This successful delivery of accredited training confirms that by establishing strong, effective partnerships with our government colleagues and training providers, we can successfully overcome logistical challenges to bring quality, accredited skills to every corner of our nation."

Secretary General Jonathan Iavere, Sanma Provincial Government

KEY RESULTS ACHIEVED

VIT Attachment Program- Supporting the establishment of new VIT campuses in the provinces

- Building on the success of the Malampa VIT Campus model, nine industry representatives (six from Tafea, including two woman and four men, and three men from Sanma) with skills in tourism, electrical, small engine maintenance and IT completed a one-month attachment with VIT. These industry representatives from Tafea and Sanma were identified as potential VIT trainers by the Tafea and Sanma Skills Centres.
- The primary goal of the program was to familiarise the industry representatives with VIT's Quality Management Systems and its operational portal, ensuring they are capable of upholding institutional standards, in advance of new provincial campuses being established in 2026 (including in Tafea and Penama).
- Following the attachment, all nine representatives were engaged by VIT as part-time assistant trainers. They will transition to full-time roles next year, once VIT's new provincial campuses become fully operational, securing the long-term sustainability of the provincial training sites.

"Mary is a brilliant example of the local talent we are cultivating right here in Tafea. She has gone from attending building construction training to now leading her team as foreman for the Central Tanna Area Council office—a major provincial project. This vital industry experience, combined with her certified skills, makes her the ideal candidate to become one of the first professional trainers for the new Tafea VIT campus."

Secretary General Joe lautim, Tafea Provincial Government.



Image 8: Minister of Internal Affairs and senior staff of Internal Affairs standing together with Mary, one of the newly affiliated VIT provincial trainers who was also engaged by Internal Affairs to construct the Central Tanna Area Council Office Building.

KEY RESULTS ACHIEVED:

Graduate Tracer Survey 2025: Trainee Outcomes

- The 2025 Graduate Tracer Survey collected data from 32 respondents in Malekula and Pentecost (trainees from Certificate II Plumbing delivered by ACOMETS and PVTC in 2022-23 in addition to the Certificate II Building Construction delivered by VIT in 2023-24). Respondents included two women (6% of sample) and a man with disabilities (3% of sample).
- Survey results revealed:
 - An increase in employment rates among trainees post-training with a noticeable increase in self employment/ entrepreneurship. A total of 28 respondents have been working since completing course (88%), an increase of 48% compared to pre-course commencement.
 - Of these 28 graduates, 94% have found work in the same field as their study area.
 - Of the two women not working prior to the training, one has since found employment, however one remains unemployed.
 - The respondent with disabilities has been working since the training.
 - Trainees were overall very satisfied with the quality of training (94%) however they also suggested that more time for practical training could strengthen delivery in the future.
 - 84% of respondents believe the training has improved their understanding of climate change.

CROSS-CUTTING RESULTS

Disability Inclusion

- Two male clients with disabilities graduated with a Certificate II in Plumbing on Tanna in August, while another man with disabilities completed a Certificate II in Building Construction in Southeast Santo in November. These clients were supported to attend training through reasonable adjustments such as being given extra time to complete tasks and being assigned trainee peers to support with translation of key terms from Bislama into their local language.
- The tracer survey conducted with plumbing graduates from 2023-24 noted that a graduate with disabilities is now employed in the sector (he was unemployed prior).
- Additionally, an affiliated trainer with disabilities was engaged by Vetimboso VTC to deliver the first ever Certificate I in Automotive – Small Engine Servicing training in Torba, while an accessible library and resource room was officially handed over to Vanuatu Agriculture College staff to support inclusion with the institution.

Environmental Sustainability and Climate Resilience

- Findings from the tracer survey conducted with plumbing graduates from 2023-24 noted that 84% of respondents believe the training has improved their understanding of climate change. This was notably higher than the response from other plumbing trainees in 2024 (44%).
- Graduates reported that they were using their skills to carry out activities to support community resilience, such as upgrading community water systems.



Image 9: Australia's High Commissioner to Vanuatu, His Excellency Max Willis, handing over a Certificate II in Plumbing certificate to a graduate with a disability.

CROSS-CUTTING RESULTS

Better Balance

- Two female trainees undertaking the Certificate I & II in Building Construction in Southeast Santo were supported with reasonable accommodations, such as safe and secure housing nearby the training site, to ensure they could actively participate, and complete, their course.
- The national skills competition provided an opportunity for women to compete and showcase their skills in non-traditional sectors such as plumbing and other trades, highlighting pathways and possibilities for women and students in PSET.
- The successful inclusion of nine women in non-traditional trades training marks a positive step toward equity, as does the success of two female industry specialists from Tafea, one from tourism and one from construction, being invited to complete an attachment program with VIT.
- These two female industry specialists have now been contracted as part-time assistant trainers. VIT plans to employ both these specialists on a full-time basis next year when the new Tafea VIT provincial campus becomes fully operational.



Image 10: Marie Therese lauko, a female trainee from Napil ATC in Tafea, who won first prize during the 2025 National Skills Competition.

ANNUAL QUANTITATIVE DATA (JAN-DEC 2025)

ACCREDITED SKILLS TRAINING	SKILLS PROVIDERS ENGAGED	PARTICIPATION IN PARTNERSHIP SUPPORTED ACCREDITED SKILLS TRAINING
<p>Three accredited trainings delivered through the MoET Skills Centres:</p> <ul style="list-style-type: none"> ▪ Certificate II in Plumbing, Tanna ▪ Certificate I & II in Building Construction, South-East Santo ▪ Certificate I Computing, Sola 	<p>Total number of skills providers engaged: 3</p> <ul style="list-style-type: none"> ▪ PVTC ▪ VIT ▪ Ituani VSC 	<ul style="list-style-type: none"> ▪ 81 trainees (16 women and 65 men including three men with disabilities)
	<p>Number of female trainers engaged: 2</p>	
	<p>Number of male trainers engaged: 5</p>	

TRAINING PROVIDER SUPPORT WORK PLAN SUMMARY FOR 2025

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
PSET Sector Strategy and System Oversight	Good progress	<ul style="list-style-type: none"> Supported TED with the development of the Implementation Plan for the National Skills Development Policy 2024-2030, including the facilitation of consultations in July in Malekula. Assisted VIT and Pacific Australia Skills with the implementation of the National Skills Competition in October. Over 200 competitors representing 9 registered training providers from all provinces in Vanuatu. Supported the strengthening of TED planning, coordination and implementation through professional development and coaching activities. Facilitated meetings for the PSET Sector Support Committee as co-secretariat in partnership with Pacific Australia Skills. Limited work supporting Provincial Skills Centres to reconvene Provincial Government Training Boards, deferred to 2026.

TRAINING PROVIDER SUPPORT WORK PLAN SUMMARY FOR 2025

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
PSET Service Delivery	Good progress	<ul style="list-style-type: none"> • Ongoing support for the re-registration of Vanuatu Maritime College. • VIT attachment program continues to build the pool of provincial trainers. Nine new trainers (6 from Tafea including two women and four men, and three men from Sanma) completed a 1-month attachment. • Supported provincial training providers to deliver accredited qualifications in rural areas. • Supported Ituani to deliver Cert I Computing. • Supported the scoping of Penama VIT Skills Campus Penama. • Support to VCNE with the development of lower-level health qualifications was cancelled due to timing and resourcing constraints. • No progress integrating Washington Group questions into PSET MIS.

LESSONS LEARNED AND ACTIONS

Lesson 1: Skills Competitions are more effective than Skills Campaigns in promoting skills and PSET pathways within our communities. They help link pathways between demand and supply.

Action:

- Encourage training providers to run their own and provincial competitions, with selected winners progressing to a national skills competition every two years.

Lesson 2: The PSET Sector Support Committee (PSSC) provides a mechanism to strengthen both internal and donor coordination. It enhances the strategic effectiveness and decision-making capacity of VQA and TED and serves as a key tool to operationalise the new NSDP.

Action:

- PSSC must be utilised as the central mechanism for strategic coordination across the entire PSET sector, addressing both internal stakeholder activities and external donor support. As co-secretary, VSP needs to continue to advocate for regular meetings.

Lesson 3: Results from the Graduate Tracer Survey show that female graduates are less likely to be employed after completing accredited training.

Action:

- Provide targeted support to female graduates post-completion of their course to support their employment prospects.
- Work with local training providers and coaches so they can support women to find employment, especially in non-traditional trades.

OVERALL ASSESSMENT OF PROGRESS IN 2025



- The TPS workstream made 'Good' progress delivering its plans in 2025, largely achieving its planned objectives for the year. A significant focus was placed on strengthening PSET Sector Strategy and System Oversight, successfully supporting the TED in developing the Implementation Plan for the National Skills Development Policy 2024-2030. Furthermore, a major highlight was the successful assistance provided to VIT and Pacific Australia Skills in coordinating the National Skills Competition in October, which involved over 200 competitors from nine registered training providers across all provinces.
- In the area of PSET Service Delivery, key achievements include the continuation of the VIT Trainers attachment program, which successfully integrated nine new provincial trainers (including one woman) as part-time assistant trainers to support new provincial campus set-ups. Support was provided to training providers to deliver flexible, accredited qualifications in rural areas, directly expanding skills access. A consultant also designed an implementation plan to support the reregistration of the Vanuatu Maritime College.
- While the core objectives were met, TPS encountered minor limitations in specific areas, such as limited progress supporting Provincial Skills Centres to reconvene PGTBs and no progress on integrating Washington Group questions into the PSET MIS. However, the overall assessment remains strongly positive.

2026 PRIORITIES

In November 2025, the TPS team completed a 'stret toktok' with the Partnership's Quality Systems team. This provided an opportunity to reflect on results achieved during the phase, consider changes in the operating context and the extent to which these create opportunities or challenges, and to discuss priority areas for the next phase.

The TPS team plans to work towards the following outcomes in 2026, though these cannot be confirmed until the Partnership's contractual arrangements, including budget, are finalised for the period from 1 February 2026 onwards. The specific activities to be delivered also need to be discussed with key partners including TED and Pacific Australia Skills once the contractual arrangements for the extension have been finalised.

- **PSET Sector Strategy and System Oversight**
 - GOV contributing more to PSET sector (Grants to TPs, payroll of trainers)
 - GOV resourcing to Skills Centres increased
 - Stronger coordination within PSET system
- **PSET Service Delivery**
 - Training providers are delivering higher level qualifications
 - Training providers are better organised and coordinated
 - There is an increase in quality trainers
 - More national training providers have provincial campuses

KEY RISKS AND MITIGATION STRATEGIES

RISKS	MITIGATION STRATEGIES
Ongoing ADB activities may distract TED and VQA from PSSC and strategic implementation of the National Skills Development Policy Implementation Plan.	<ul style="list-style-type: none"> Establish clear ways of working and coordination mechanisms.
Overlap with PAS/VSP activities could lead to duplication of efforts or confusion among partners.	<ul style="list-style-type: none"> Early in 2026, define clear roles, cost sharing and coordination processes through agreed ways of working.
Vetimbosu VTC and Ituani have become dependent on our support, which is not sustainable.	<ul style="list-style-type: none"> Advocate with TED to allocate additional grants to strengthen local ownership and sustainability.
Continued secondment of TPS/SFI Manager into TED part time will impact on the resourcing for TPS/Sfi work plan implementation in the future.	<ul style="list-style-type: none"> To address the resourcing gap, the officer currently based in Santo could be transferred and stationed at the Port Vila Head office. This move would ensure dedicated personnel are available at the central office to support the full-time implementation of the TPS work plan.