



Image 1: Bronia Dick (standing in centre), a deaf client, working at Sanma Creative Industries Community Company's tent during the 'Vanuatu Made' event in Port Vila.

DISABILITY INCLUSION

6-MONTH PROGRESS REPORT

JULY - DECEMBER 2025



INTRODUCTION

Aligned with Vanuatu's National Disability Inclusive Development Policy 2018 - 2025 (NDID), National Sustainable Development Plan (NSDP), and the new Inclusive Education and Training Policy, the Vanuatu Skills Partnership (VSP) works closely with the Vanuatu Disability Promotion and Advocacy Association (VDPA), Vanuatu Society for People with Disability (VSPD), Ministry of Justice, Youth and Community Services (MoJYCS) and Ministry of Education and Training (MoET) to progress disability inclusion.

From July to December 2025, our priorities included:

- 1. Strengthening national and provincial disability inclusion coordination systems**, through provision of funding to the MoJYCS Disability Desk for its annual 2025 reflection and 2026 corporate planning workshop, and support for refresher training for Malampa provincial government staff on the Convention on the Rights of Persons with Disabilities (CRPD) and NDID Policy.
- 2. Strengthening national disability inclusive education and training systems**, through delivering disability inclusion awareness to provincial education officers and Skills Centre managers in Malampa and Torba.
- 3. Strengthening planning and delivery of skills training so that people with disabilities are included.**
- 4. Provision of specific support to enable the participation of people with disabilities in skills activities**, through support to VSPD and VDPA.



Image 2: Group photo of the Provincial Disability and Provincial Child Desk Officers with the Honorable Minister of Justice Youth and Community Services at the Disability Desk Officers Reflection and Planning in July 2025.

CONTEXT

Our work over the period from July to December 2025 was affected by several factors:

- Reduced budget availability within MoJYCS meant an increasing reliance on the Partnership to cover the cost of joint activities planned for the provinces. These include the training for Malampa provincial government staff on the UNCRPD and NDID policy, and the reflection and planning workshop for Disability Desk officers held in Santo.
- Delays in receiving invoices and acquittals from partners VDPA and MoJYCS meant that the payment of the remaining tranches of budget support did not occur as planned.
- Key MoJYCS and MoET counterparts were busy with multiple demands for engagement from other organisations and development partners, including overseas study trips. This impacted on the implementation of our planned activities and limited opportunities for collaboration.



Image 3: Daisy Atuary, Sanma Disability Officer registering a person with disability at Wunpuko Village, Northwest Santo.

PARTNERSHIP STATUS AND CO-CONTRIBUTIONS

Partnership Agreements with VSPD and VDPA were signed in 2024 and remain current until January 2026. Support to VDPA and VSPD over the July – December period included funding for operational costs and human resources in Santo.

- Funding to VDPA supported the cost of office rent, ensuring that the organisation has a stable and professional environment from which to operate. Funding also supported a significant portion of the Advocacy Officer's salary, enabling VDPA to collaborate with other partners, run disability inclusion training sessions for key stakeholders, and participate in key meetings. The Partnership also supported communications skills training for VDPA's communications staff and acquitting and reporting on funding use.
- The strategic support and funding to the VSPD Santo team has enabled them to support provision of mobility device services, data validation, early intervention, and disability training for staff inception in Port Vila. Early intervention began in Santo with 10 children with disabilities. Through ongoing advocacy and support, VSPD now has a multi-year direct DFAT funding to support activities.

A renewed partnership agreement with MoJYCS was signed in August and ended in December 2025.

- VSP supported the MoJYCS Disability Desk in implementing its annual 2025 reflection and 2026 corporate planning workshop, and supported refresher training for Malampa provincial government staff on the Convention on the Rights of Persons with Disabilities (CRPD) and NDID Policy.
- Due to the delayed receipt of an invoice from MoJYCS, and delays from Office of the Public Service Commission in recruiting the new compliance officers, followed by lack of availability of VSP budget, no tranche payments were made to MoJYCS during this reporting period.

QUANTITATIVE DATA (JUL-DEC 2025) PROVINCIAL BREAKDOWN

PARTICIPATION OF PEOPLE WITH DISABILITIES IN PARTNERSHIP-SUPPORTED SKILLS TRAINING

Province	Female	Male	Total (number and proportion of total participants)
Torba	6	2	8 (7%)*
Sanma	2	1	3 (4%)
Malampa	4	4	8 (4%)
Tafea	0	0	0**
Penama	0	1	1%
Shefa	0	0	0
Total	12	8	20 (4%)

- **Higher rates of participants with disabilities found in Torba due to the delivery of a skills activities specifically targeting clients with disabilities.*
- ***Only one skills development activity was carried out in Tafea during this reporting period. A coaching session for one man.*

KEY RESULTS ACHIEVED

Support to MoJYCS for 2026 Corporate Planning

- Following the signing of a new partnership agreement in August, the Partnership provided technical and financial support to MoJYCS' Disability Desk officers from Tafea province to Torba province to undertake a 2025 reflection and 2026 planning workshop. The 16 male and 9 female participants included 6 Provincial Disability Officers (from each province), 3 Compliance Officers (from Shefa, Torba and Malampa), Child Desk Officers and MoJYCS corporate staff.
- This workshop enabled space for sharing and learning, including presentation of provincial officers' achievements and challenges from 2025, and ways forward for 2026. It also enabled the officers to participate in refresher training regarding national disability inclusive development policies, in order to understand implementation goals from the community to national levels.
- The Partnership's support for this workshop included the provision of transport for each provincial disability officer to and from Santo, accommodation and per diems for three staff, and assistance to review staff job descriptions, as the current versions were found to be outdated.

"I would like to thank you for the support VSP has given to the Disability Desk to enable our Annual Review to happen."

Tristelle Garae, Acting Disability Desk Officer, MoJYCS



Image 4: Vijay Lele, Malampa Provincial Disability & Child Desk Officer facilitating the planning meeting for 2026 with other Provincial Disability Officers.

KEY RESULTS ACHIEVED

Supporting entrepreneurship of people with disabilities

- Toa Lanson is a baker, and an entrepreneur from Ambae who is deaf. VSP, through the Penama Skills Centre, supported him to strengthen his business by engaging a coach to support him to improve his baking skills and grow his business.
- Support was provided to Toa Lanson through a good working collaboration between the Penama Disability Desk officer and a coach engaged through the Penama Skills Centre to provide phased business set up and practical baking advice.
- Lanson is now baking bread and selling bread around shops in Saratamata and as far as the Lolowai hospital.
- He has been able to open a bank account with the support of the Penama Skills team giving him coaching in basic financial bookkeeping. His sales have steadily increased.

“Lanson is now empowered and happy with his bakery business. After coaching he is doing well on his own.”

Nancy Swua, Penama Disability Desk Officer



Image 5: Lanson (left) standing with coach Graham after removing bread from the oven.

KEY RESULTS ACHIEVED

Strengthening partner use of strategic communications

- VDPA's Communication Officer requested assistance with helping VDPA to understand how to more effectively tailor key messages for partners, delivered via social media and newsletters.
- In response, VSP's Communications Manager provided training to VDPA's Communications Officer, along with the VDPA team in Santo, the Sanma Disability Desk Officer, and a Sanma Creative Industries Community Company (SCICC) member.
- Communications training covered the use of tools such as Canva, a basic photography session, how to draft and utilise social media pieces and press statements, and branding.
- The support to VDPA's Communications Officer assisted her to learn how to create strong, effective messages that connect well with people. It improved her confidence when sharing information and encouraged teamwork in sharing a clear and consistent message.

"I've learned a lot from this communications training. It has helped me see communications in a totally different way. Not just as a promotional tool, but as a strategic enabler of development."

Nesta, Communications Officer, VDPA



Image 6: Harrison, VSP's Communication Manager supports Nesta, VDPA's Communications Officer during a training workshop on the importance of Strategic Communications.

KEY RESULTS ACHIEVED

Supporting people with disability in plumbing

- The Certificate II Plumbing training delivered in 2025 on Tanna by Pacific Vocational Training Centre (PVTC) included two male trainees with disabilities. With support from VSP, their trainer and fellow participants, these trainees were able to complete the entire three-month course.
- The PVTC trainer provided reasonable accommodations by adapting his delivery for the two trainees. Noting that one trainee needed additional support with understanding content, the trainer delegated another trainee, Patricia, to support him by translating from Bislama into his first language when needed to support comprehension.
- Both trainees graduated in August 2025 during the Public Service Commission day celebrations. Prior to the graduation, the trainees were also supported by the Department of Water Resources in Tanna to gain hands-on practical experience in plumbing work around the western part of the island.

“The plumbing training has provided me with the opportunity to learn new information from my existing knowledge in plumbing. I am now planning to set up my own plumbing company”

Edwin Tari, Trainee with a Disability



Image 7: Patricia lautu, a female trainee assisting Ben lawilu who is a person with a disability, translating Bislama to his own language during a plumbing theory presentation.

KEY RESULTS ACHIEVED

Strengthening disability inclusion in Sanma and Malampa Province

- Support was provided to Disability Desk Officers in Sanma and Malampa to raise awareness of and commitment to disability inclusion.
- In Sanma, the Disability Desk Officer was supported to conduct awareness raising activities in Big Bay, North West and West Santo. Travelling with support from the HELPR-1, the Officer supported disability rights awareness raising in school communities. 18 people with disabilities were registered; four were referred to eye and ear specialists; and two referred to police due to alleged neglect and abuse.
- In Malampa, the Disability Desk Officer was supported to conduct a disability sensitisation / awareness workshop to 39 participants (17 women, 22 men) from key stakeholders from around Malekula, including provincial government staff and community disability organisations, and to conduct a review on the progress made to date on the implementation of the NDID policy. Training included orientation on the CRPD and Vanuatu's NDID Policy. As a result of this workshop, stakeholders developed plans to progress disability inclusion in 2026.

"Being part of this workshop made me realise that inclusion is not just about involving everyone – it's about valuing our voices and experience equally"

Workshop participant Robina James (Urpiv representative)



Image 8: VSP's Inclusion Manager and Disability Inclusion Coordinator co-facilitate the workshop in Malampa.

KEY RESULTS ACHIEVED

Review of inclusion approaches and priorities

- In alignment with the end of the current phase of VSP the inclusion team undertook a review of past disability inclusion and better balance efforts. This included interviews with key partners including MoJYCS, MoET, VDPA, VSPD and training providers. It also included a review of the tools developed in recent years to support and enable inclusion.
- The review found that efforts to support disability inclusion have been comprehensive and effective. Partners identified potential priorities for VSP's next phase, including:
 - Support implementation of the MoET's new Inclusive Education and Training Policy
 - Strengthen coordination of disability inclusive skills stakeholders (including Pacific Australia Skills and VIT)
 - Support and strengthen Disability Desk and Provincial Disability Desk planning processes
 - Strengthen national and provincial referral pathways for disability services
 - Support progress monitoring of clients with disabilities
 - Support establishment of skills sector-managed disability support fund to enable training providers to support reasonable accommodations for people with disabilities engaged in skills development
 - Support Skills Centres to mainstream disability inclusion approaches, and re-establish disability focal points in Skills Centres



Image 9: Vanuatu Skills Partnership's Inclusion team.

QUANTITATIVE DATA (JAN-DEC 2025) PROVINCIAL BREAKDOWN

PARTICIPATION OF PEOPLE WITH DISABILITIES IN PARTNERSHIP-SUPPORTED SKILLS TRAINING

Province	Female	Male	Total (number and proportion of total participants) in 2025	Total (number and proportion of total participants) in 2024
Torba	20	5	25 (10%)*	8 (4%)
Sanma	9	8	17 (8%)*	11 (6%)
Malampa	5	4	9 (3%)	4 (2%)
Tafea	2	3	5 (3%)	18 (9%)
Penama	0	2	2 (2%)	0
Shefa	0	1	1 (3%)**	2 (2%)
Total	36	23	59 (6%***)	43 (4%)

- ***Higher rates of participants with disabilities found in Sanma and Torba due to the delivery of 4 skills activities across these locations which specifically targeted clients with disabilities only.*
- *** small number of participants in Shefa during this time period.*
- ****When data from the 4 activities specifically targeting clients with disabilities is removed, the overall participation rate of people with disabilities is reduced to 3% which is the same as the same time in 2024.*

DISABILITY INCLUSION 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, excellent progress)	ADDITIONAL COMMENTS
Strengthening National and Provincial Disability Coordination	Good progress	<ul style="list-style-type: none"> ▪ Agreement with MoJYCS signed in August 2025. ▪ Supported MoJYCS to undertake induction for Malampa Disability Committee, awareness training for Malampa government staff, and awareness in North East Santo. ▪ Office space for the Provincial Disability Officer in Malampa completed and launched. ▪ Office space negotiated between the provincial government and the Skills Centre in Penama, pending in Torba. This is a priority for 2026. ▪ Ongoing collaboration between Skills Centres and Provincial Disability Officers to link people with disabilities into skills development opportunities. This is working well in Tafea, Sanma and Torba. Provincial disability refresher training strengthened collaboration in Malampa and Torba. ▪ Support to the Provincial Disability Officers reflection meeting, and 2026 corporate planning for all MoJYCS disability personnel.

DISABILITY INCLUSION 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, excellent progress)	ADDITIONAL COMMENTS
Strengthen disability inclusive education and training systems	Limited progress	<ul style="list-style-type: none"> ▪ MoET and the Partnership agreed to collaborate on awareness raising regarding the Inclusive Education and Training Policy. This did not occur as MoET requested support for this in October, after the Partnership’s implementation schedule for activities concluded. ▪ Sanma Skills Centre brought partners together to discuss and identify contributions to the building of a new ramp at the Northern Provincial Hospital dental clinic. ▪ The inclusion team also supported Vanuatu Agriculture College to launch a disability inclusion resource room in March.

DISABILITY INCLUSION 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, excellent progress)	ADDITIONAL COMMENTS
Strengthen planning and delivery of skills development that includes and benefits people with disabilities	Adequate progress	<ul style="list-style-type: none"> ▪ Inclusion training held for coaches from all sectors during induction training. ▪ Infrastructure: Advice and support provided to design the new washroom at the Chiefs Nakamal in an accessible way, and enable accessibility in the Central Tanna Area Council, Aneityum Vanilla House, Santo East Area Council buildings. Supported two people with disability attend plumbing training in Tanna. ▪ Creative Industries: One deaf woman participated in Futuna quality product inventory / Teri dye workshop and Paama pandanus replanting and product quality. Supported three deaf women (Sanma, Torba and Tafea) to participate in Vanuatu Made. ▪ WASH: Inclusive water source in Merelava under development. ▪ Agribusiness: Backyard gardening training held for people with disabilities in Motalava and Santo and follow up with the group from Tafea. Two people with disabilities participated in bakery and nursery training in Ambae. A nursery shed and bakery were established for the two clients, with the baker with disability undergoing coaching. ▪ Other: Coaching support provided to a deaf bakery client in Penama. ▪ Refresher training held for all MOET Skills Centre and national Partnership staff, as well as Provincial Disability Officers in Penama, Tafea and Torba.

DISABILITY INCLUSION 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, excellent progress)	ADDITIONAL COMMENTS
Provision of specific support to enable participation of people with disabilities	Good progress	<ul style="list-style-type: none"> ▪ Disability client profiling undertaken with three clients with disabilities in Penama to further understand the support required to strengthen their entrepreneurial activities. ▪ Training provided to VDPA to strengthen communications skills. Funding support to VDPA enabled the implementation of disability awareness raising and needs assessments with provincial government in Ambae and Santo, and an accessibility audit at the Santo dental clinic. ▪ Funding support to VSPD enabled 2025 planning for their Santo team, their collaboration in the delivery of disability inclusion training to coaches as part of their induction, early intervention services for children with disabilities, and support for people with disabilities after the December 2024 earthquake. ▪ Technical support provided to Sanma, Penama and Torba Skills Centre’s to support provision of reasonable accommodations to enable participation of people with disabilities in construction, nursery, bakery and backyard gardening training. ▪ Support provided to Tafea Provincial Disability Officer to establish fencing for six backyard gardening clients with disabilities. ▪ Ongoing support to Sanma stakeholders to coordinate and collaborate regarding disability inclusion efforts.

LESSONS LEARNED AND ACTIONS

Lesson 1: In the absence of sufficient MoJYCS budget, VSP is supporting some MoJYCS costs, including of Provincial Disability Officer activities.

Action:

- Explore options for collaboration with MoJYCS, including in coordination with their other partners, notably the Vanuatu Australia Police and Justice Program and Vanuatu Australia Infrastructure for Development Program.

Lesson 2: Disability inclusion tools to support effective mainstreaming are not fully utilised by Partnership staff.

Action:

- Redevelop the Partnership's disability inclusion tools in alignment with findings from the inclusion review, and a broader update to Standard Operating Procedures, and support Partnership staff in their use through ongoing training and advice.

Lesson 3: Some backyard gardening clients with disabilities report they would prefer to be in mainstream training courses instead of courses just for people with disabilities, others have the opposite view.

Action:

- Support offering both options in the future, with a focus on mainstreaming as well as coaching, based on individualised client profiling and monitoring.

OVERALL ASSESSMENT OF PROGRESS IN 2025



- Support provided to MoJYCS strengthened national and provincial level government planning and coordination of disability inclusion efforts and enable improved linkage of people with disabilities with skills development and other opportunities.
- Skills Centre efforts enabled the participation of people with disabilities in skills development in all sectors, and all provinces. Technical support to Skills Centres enabled the provision of reasonable accommodations to support the participation of people with disabilities in skills development, although participation in practical training activities was found to be limited. A person with disabilities interviewed through the graduate tracer survey stated he has “Used skills and knowledge to keep maintaining the community water system.”
- Client monitoring found that of three clients with disabilities interviewed (all in the creative industries sector), all were in associations, and two had increased their income. All three stated that skills and market access support were very important contributions made by the Partnership.
- Technical and financial support to VDPA and VSPD strengthened the provision of advocacy and disability services across Vanuatu.
- Progress has been adequate but capped by the timeframe for implementation due to the end of the current phase of the Partnership, and by partner resourcing issues.

PRIORITIES FOR 2026

In October 2025, the Inclusion team completed a 'stret toktok' with the Partnership's Quality Systems team. This provided an opportunity to reflect on results achieved for Disability Inclusion 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 Partnership plans to work towards the following outcomes for Disability inclusion 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 partners.

- Support implementation of the MoET's new Inclusive Education and Training Policy
- Support and strengthen Disability Desk and Provincial Disability Desk planning processes
- Support MoJYCS, VDPA and VSPD to strengthen national and provincial referral pathways for disability services
- Support establishment of skills sector-managed disability support fund to enable training providers to support reasonable accommodations for people with disabilities engaged in skills development
- Redevelop the Partnership's disability inclusion tools in alignment with findings from the inclusion review, and a broader update to Standard Operating Procedures, and support Partnership staff in their use through ongoing training and advice.
- Explore options for collaboration with MoJYCS, including in coordination with their other partners, notably the Vanuatu Australia Police and Justice Program.

KEY RISKS TO CONSIDER FOR 2026

RISKS	MITIGATION STRATEGIES
Lack of adequate financial and human resourcing for VSP in 2026 limits scope for disability inclusion activities	<ul style="list-style-type: none">▪ Reduce scope of planned efforts; collaborate with other programs and partners
VDPA and MoJYCS lose staff due to lack of adequate funding or mandate for VSP to continue providing budget support to partners	<ul style="list-style-type: none">▪ Rebuild relationships with partners and plan joint collaboration on activities within the means of the Partnership's budget
Pacific Australia Skills duplicates efforts to support disability inclusion in skills development	<ul style="list-style-type: none">▪ Establish collaboration mechanism with Pacific Australia Skills, under the PSET Sector Steering Committee