



Annual Monitoring Report

2025



SUPPORTED BY



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ACRONYMS AND ABBREVIATIONS

AHC	Australian High Commission
DARD	Department of Agriculture and Rural Development
DFAT	Department of Foreign Affairs and Trade
DLA	Department of Local Authorities
DOI	Department of Industry
DOT	Department of Tourism
DoWR	Department of Water Resources
DSPPAC	Department of Strategic Planning, Policy and Aid Coordination
DWA	Department of Women’s Affairs
F2S	Farm-to-School
GOA	Government of Australia
GOV	Government of Vanuatu
LTO	Long Term Outcome
MOET	Ministry of Education and Training
MOJYCS	Ministry of Justice, Youth and Community Services
NSDP	National Sustainable Development Plan
PIF	Partnership Implementation Framework
PSET	Post-School Education and Training
PVTC	Pacific Vocational Training Centre
SCICC	Sanma Creative Industries Community Company
SDF	Skills Development Fund
SG	Secretary General
TC	Tropical Cyclone
TED	Tertiary Education Directorate
TPS	Training Provider Support
TVET	Technical Vocational Education and Training
VDPA	Vanuatu Disability Promotion and Advocacy Association
VQA	Vanuatu Qualifications Authority
The Partnership	Vanuatu Skills Partnership
VIPAM	Vanuatu Institute of Public Administration and Management
VIT	Vanuatu Institute of Technology

VSP	Vanuatu Skills Partnership
VSPD	Vanuatu Society for People with a Disability
VTC	Vocational Training Centre
VTO	Vanuatu Tourism Office
VUV	Vanuatu Vatu
WASH	Water, Sanitation and Hygiene
WFF	Wilkins Family Foundation

1. INTRODUCTION

OVERVIEW OF THE PARTNERSHIP

The Vanuatu Skills Partnership (the Partnership) is a locally driven initiative focused on enhancing human resource development to improve service delivery and foster greater prosperity. The Partnership represents a dynamic co-investment between the governments of Australia and Vanuatu. Since 2009, it has worked to expand access to skills and market opportunities that drive economic and social growth for ni-Vanuatu, with a strong emphasis on supporting those facing disadvantages due to geography, gender, disability, or language, literacy, and numeracy barriers.

The Partnership has established provincial Skills Centres in five provinces, which now function as decentralised service delivery units under the Ministry of Education and Training (MOET). These Centres act as brokers, aligning skill development with market demands by contracting local training providers and industry experts to deliver relevant training. This approach supports provincial entrepreneurship and employment in key sectors with a specific focus on supporting women, people with disabilities and people in remote areas.

Beyond training, the Partnership serves as a catalyst for leadership development and collective action. By fostering networks of motivated change-makers, it actively builds coalitions for governance and service delivery reforms. Internally, the Partnership strengthens its staff's ability to influence Government of Vanuatu (GOV) systems and take on leadership roles while also empowering key figures at community, provincial, and national levels.

Through the vector of skills development, the activities being implemented by the Partnership are supporting economic recovery in line with the policy settings of the Government of Australia (GOA) – *Australia's International Development Policy: For a Peaceful, Stable and Prosperous Indo-Pacific* – and the GOV – *National Skills Development Policy 2024-2030* and the *National Sustainable Development Plan (NSDP) 2030*.

OVERVIEW OF THE REPORT

This Annual Report is the last for the Partnership's Phase IV Extension. It presents the progress made against the expected results and strategic priority areas outlined in the Partnership's Annual Plan 2025. It considers key provincial Skills Centre priorities and relevant sector-level plans developed in collaboration with the GOV, with results structured under the Partnership's three Long Term Outcomes (LTOs) for Phase IV:

- LTO 1: A more inclusive, quality-assured and increasingly decentralised skills system
- LTO 2: Developmental leadership drives collective action for improved service delivery
- LTO 3: Sustainable benefits (economic, environmental and cultural) for Partnership clients and their communities

Progress on cross-cutting priorities—inclusion and climate resilience¹—is also addressed as well as insight into the Partnership's broader influence on the wider Australia-Vanuatu relationship. Together, these achievements contribute towards the Partnership's overarching goal: *an effective, decentralised and inclusive skills system that supports a stable, sustainable and prosperous Vanuatu*, aligned with the NSDP 2030.

The report draws on data from the Partnership's Management Information System and is informed by staff and partner reflections held with provincial Skills Centres and national technical teams.

¹ While climate resilience is seen as an essential cross cutting issue for the Partnership, it is not implemented via a stand-alone workstream. Instead, it is mainstreamed throughout the existing seven workstreams with the responsibility for its implementation and consideration shared by all team members.

Detailed reporting on each workstream is included in Annex 3 to this report. Each workstream summary outlines key achievements, co-investment, challenges, lessons learned, and high-level priority areas for 2026. The Partnership's workstreams include²:

- Skills for Agribusiness
- Skills for Creative Industries
- Skills for Tourism
- Skills for Infrastructure
- Training Provider Support
- Disability Inclusion
- Better Balance (Gender Equality)

The 2025 Annual Monitoring Report package is designed to be read alongside the Partnership's 2025 Annual Plan, the 2025 Corporate Support Plan, and the 2025 Corporate Support Report. It is also complemented by the Partnership's newly released video, ["Decentralisation in Action: Creating Entrepreneurs through Flexible Skills Training across Vanuatu"](#), which was launched in August.

2. CONTEXT

Conclusion of the Vanuatu Skills Partnership Phase IV extension

The current phase of the Partnership is coming to a close on 31 January 2026, requiring careful management of remaining expenditure and completion of all activities by 31 October 2025. This has been a complex task, with the team needing to balance the requirement to complete activities, including infrastructure projects, by a fixed date while maintaining quality of delivery. This has also taken place against a backdrop of considerable uncertainty regarding the design and commencement of the new program (*Edukesen mo Skils Patnasip*), currently expected to begin in mid-2026. There has also been uncertainty about the transition arrangements, including the available budget for renewal of staff contracts and for the joint delivery of activities with partners in 2026.

Leadership transition within the Partnership

In March 2025, Mr Fremden Yanhambath, the longstanding Director of the Partnership, announced his departure after more than a decade of leadership. The challenges associated with transitioning to a new Director were further compounded by the unexpected resignation of the Deputy Director Operations. In April, the former Deputy Director Programs, Mr Ellis Silas, was appointed as Director, with the former Manager of the Skills for Tourism workstream, Mrs Erinah Malres, assuming the Deputy Director Programs role in May.

Challenges delivering skills activities in remote locations

A key focus of the Partnership during the reporting period was collaboration with the Department of Water Resources (DoWR) to deliver village plumbing training and upgrade water systems in Ambanga and Vandue, two remote communities in North Ambae. Transport links to these communities are very limited, making it challenging to coordinate the movement of materials and personnel, and to maintain oversight of project implementation. Similar challenges were experienced in other remote locations such as Aneityum, with difficulties experienced in procuring building materials and transporting them to site.

In addition to logistical constraints, the Partnership continues to face challenges in recruiting and deploying appropriately skilled human resources, particularly local coaches and trainers. As the Partnership increasingly supports graduates of accredited training and product quality workshops to transition into viable small businesses, demand has grown for specialist coaching in areas such as business management

² Initiated in response to demand during the COVID-19 pandemic in 2020, the dedicated "Skills for Health" workstream no longer holds the same strategic relevance. As such, the Partnership made the decision to conclude the specific health-focused workstream at the end of 2024. Ongoing "Farm 2" initiatives have now been embedded in the Skills for Agribusiness workstream.

and financial literacy. However, only a small number of coaches in Vanuatu are able to deliver this type of training and they are often working across multiple contracts, requiring careful planning to maximise the effectiveness of their travel to provincial and remote areas.

Implementation of Pacific Australia Skills

Pacific Australia Skills, previously the Australian Pacific Training Coalition, a regional Australian Department of Foreign Affairs and Trade (DFAT) funded skills investment, commenced implementation with some similar objectives to the Partnership, particularly the Training Provider Support (TPS) workstream. As implementation of Pacific Australia Skills has gained momentum through 2025, there have been opportunities for the two programs to work closely together, such as supporting the Tertiary Education Directorate (TED) to develop an Implementation Plan for the National Skills Development Policy 2024-2030, and working with Vanuatu Institute of Technology (VIT) to deliver the first-ever National Skills Competition for Vanuatu. 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.

Limited activity budget availability of our partners, especially for inclusion

While our partners made significant co-contributions to some joint activities, particularly infrastructure projects, there were several instances where financial commitments were only partially met or not met at all. In part, this may be attributable to national government partners prioritising response and recovery efforts following the Port Vila earthquake in December 2024, as well as the impending end of phase, which meant partnership agreements were not signed with some partners as they otherwise would have been. There were particular challenges in the inclusion space, where an increase in provincial officers coupled with a reduced activity budget availability within the Ministry of Justice, Youth and Community Services (MOJYCS) and the Department of Women's Affairs (DWA) has resulted in increased reliance on the Partnership to cover the costs of joint activities delivered in the provinces.

3. SUMMARY OF PROGRESS AGAINST QUALITY CRITERIA

Effectiveness (progress towards Long-Term Outcomes)

In 2025, the Partnership made measurable progress towards its long-term outcomes by strengthening the skills system, expanding access to quality training in provinces, and translating skills development into improved economic and social outcomes for clients and communities. The Partnership made continued progress towards its long-term outcome of a more coordinated, responsive and inclusive national skills system. Through close collaboration with MOET, TED and the Vanuatu Qualifications Authority (VQA), the Partnership supported implementation of key reforms aimed at improving policy coherence, coordination and decentralisation within the skills system. This included co-secretariat support to the Post School Education & Training (PSET) Sector Support Committee, contributions to the development of the National Skills Development Policy Implementation Framework and the successful implementation of the first National Skills Competition as well as targeted technical assistance to strengthen project management capacity within TED.

Progress at the skills system level was independently validated through an outcome harvest with PSET sector stakeholders, which identified 55 distinct outcomes to which the Partnership has contributed since 2017. Stakeholders highlighted improved coordination across institutions, increased delivery of accredited training outside Port Vila, strengthened training provider capacity, and greater inclusion of women and people with disabilities in skills training as key areas of sustained change—demonstrating progress beyond the delivery of outputs towards long-term systemic change.

The Partnership continued to advance its long-term objectives to improve access to high-quality training by strengthening the capability of provincial training providers. Six training providers were supported to meet VQA registration and delivery standards during 2025. Targeted support enabled providers such as

Vetimbosu Rural Training Centre and Napil Agriculture Training Centre to meet VQA accreditation standards and deliver nationally recognised Certificate I and II courses for the first time.

Continuing to leverage learning from previous years, skills training and coaching was deliberately linked to community infrastructure priorities, enabling participants to apply new skills directly to local service delivery challenges. In 2025, six new accessible public buildings were launched including a classroom, market houses and an area council building. Plumbing and construction training, in addition to the provision of Water, Sanitation and Hygiene (WASH) skills, supported the design, construction and maintenance of climate-resilient infrastructure. This included three water systems in Merelava and Ambae that now provide reliable access to clean water for more than 2,800 people. These results reflect progress towards stronger provincial capacity to plan, deliver and sustain essential services. The positive contributions of the Partnership in strengthening provincial service delivery were externally validated by five of the provincial Secretaries General during a Reflection and Celebration workshop in Port Vila in November 2025.

In 2025, the Partnership delivered 62 skills development activities across 12 islands and all six provinces, supporting 1,053 participants from 43 Area Councils. Participation data demonstrates progress towards inclusive long-term outcomes, with women comprising 55% of participants and people with disabilities representing 6%, continuing a steady upward trend from previous years. Skills training was complemented by business coaching and targeted market access support, ensuring that clients translated new skills into employment and enterprise growth.

In the infrastructure sector, results from a Graduate Tracer Survey completed by the Partnership show that a high proportion of graduates are finding employment once they complete accredited training courses. 88% of surveyed graduates (n=32) were working after training, with many transitioning into self-employment and contributing to the establishment of new businesses. Skills Centre clients have been supported to set up 34 new provincial construction and plumbing businesses. In 2025, client-led infrastructure companies in Tanna, Malekula and Santo won contracts valued at VUV 49.9 million. Monitoring focus groups targeting clients in agribusiness and the creative industries found that 94% of clients believe skills training was critical to their business success, with evidence of increased productivity, improved product quality and access to higher-value domestic and international markets. Notably, seed farmers in Malekula have earned VUV 7 million between 2024-2025 through increased quality production and strong market links with buyers from Department of Agribusiness and Rural Development (DARD) and the national seed bank network.

Together, results from 2025 demonstrate steady and credible progress towards the Partnership's long-term outcomes and overall effectiveness. By aligning decentralised delivery and enterprise support with skills system reform, there is evidence that the Partnership has continued to strengthen institutional capacity, expand access to quality training, and enable individuals, businesses and communities to translate skills into lasting social and economic benefits.

Efficiency

As reported in the Corporate Support Report, the 2025 calendar year saw a decrease (18%) in total reimbursable Partnership expenditure when compared with the previous calendar year. This is in part due to a proportionately smaller head contract budget for FY 25-26, anticipating the wrap up of program activities and operations in the final months of the head contract. In addition, no additional recovery funding was received via the head contract in 2025, which had been a feature in 2024 (\$500,000 was received to support TC Lola recovery).

As the phase came to completion, the Partnership worked to ensure that all co-contribution income received from partners (including Direct Funding Agreements received via the Department of Strategic Planning, Policy and Aid Coordination (DSPPAC) and MOET for Tropical Cyclones Harold, Judy and Kevin respectively) had been spent and acquitted with partners.

As part of this process, a full reconciliation of co-contribution income and expenditure since the transition to Palladium's finance system in July 2022 was conducted, to ensure best alignment of expenditure with the geographical and technical scope of the funding.

VUV 8,112,500 in new co-contribution income (in addition to VUV 79,000,000 in scheduled DFA tranche payments) was received from four GOV partners in 2025. Please see the Corporate Support Report for more details.

Given the complexity of managing contribution expenditure through the Partnership's systems, such as the need to synchronise with GOV's budget/planning cycle and the frequent lag between an activity being delivered and a co-contribution being received into the Partnership's bank account, the team also continued efforts to seek indirect contributions (whereby payments are made directly to suppliers for certain expenses associated with the joint delivery of an activity), particularly from provincial government partners.

This included a contribution from Sanma Provincial Government towards materials for the Southeast Area Council building as part of the Certificate II in Building and Construction to the value of VUV 17.6 million, as well as partners, including local communities, contributing 10.2 million VUV worth of materials and in-kind contributions towards the delivery of two basic village plumbing workshops and the successful completion of upgrades to two large water systems. As well as ensuring the Partnership maximises its budget allocation, this cost sharing approach also strengthens ownership and buy-in at the local level.

The Partnership also sought to maximise efficiencies with other bilateral investments, in particular, Pacific Australia Skills. This saw cost sharing across a range of activities, with an emphasis on supporting the delivery of accredited trainings in rural and remote locations, including the delivery of a Certificate I in Computing in Torba and a Certificate I and II in Building Construction in Santo. The Partnership and Pacific Australia Skills also collaborated on a number of activities to support training providers, including support to the Vanuatu Maritime College's re-registration process with the VQA, and a provincial trainers attachment program, bringing trainers from Tafea and Sanma to Port Vila for an immersive program designed to strengthen their ability to deliver training in their home provinces.

The Partnership continues to leverage its provincial networks in support of other DFAT funded investments and in support of the decentralisation objectives of the GOV. The provincial Skills Centres serve as key coordination points —not only for skills development initiatives, but also as reliable, on-the-ground sources of contextually appropriate information about each province. In 2025, the Partnership worked closely with Governance for Growth to facilitate provincial consultations as part of strategic planning support to the provincial governments of Torba and Tafea and the Department of Local Authorities (DLA). Additionally, the Skills Centres facilitated logistics for the Australian High Commission's Community Grants recipients as well as logistics and coordination arrangements in Tafea and Penama for a series of 'Taster' skills workshops delivered by local providers through Pacific Australia Skills.

Following the external audit conducted in 2024, in 2025 the Partnership focused on implementing key recommendations to strengthen its financial and operational management. Recognising that substantive changes to systems was not prudent due to the contract timing, the Partnership focused on a number of key areas including strengthening financial approval processes and tools, including online payment processes. Monthly DFAT-led spot checks, connected to the monthly reimbursable invoice, as well as internal spot-checking processes have identified areas in which the Partnership can look to further improve in 2026 and beyond. Please refer to the Corporate Support Report for further details.

End of phase management of forecast expenditure and remaining program funds was prioritised throughout September-November as activities concluded. The Deputy Director – Programs continued to work closely with the Quality Systems team and Support Hub to ensure remaining funding could be maximised and all budget commitments could be met. The Partnership developed further finance and activity tracking tools which will be further refined and used moving into the transition period to strengthen forecasting practices.

Gender equality

In 2025, the Partnership made strong progress in advancing gender equality, achieving improved balance across skills participation, leadership pathways and economic outcomes for women. Gender equality was addressed both strategically, through systems strengthening and coordination, and at the activity level through targeted, practical support that enabled women's participation and success.

At a strategic level, the Partnership continued to influence national and provincial systems to strengthen gender equality within the skills system and broader government service delivery. This included supporting the DWA to review the Torba Gender Action Plan, with community consultations reporting positive changes, including increased awareness of women's rights and a perceived reduction in gender-based violence. 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 provincial women in PSET.

The Partnership strengthened leadership pathways for women through support to the Wilkins Family Foundation's mentoring initiative for female students, as well as support for two female industry experts from Tanna's tourism and construction sectors who have now been affiliated as provincial trainers with the VIT after the completion of an attachment initiative with the training provider in Port Vila. Additionally, the Partnership demonstrated its commitments to supporting women's leadership internally. This included providing corporate support for a nanny to enable the newly recruited female Deputy Director – Programs to undertake domestic travel and participate in the Skills Exchange to Darwin and Gapuwiyak in Australia's Northern Territory with her infant.

At the activity level, women's participation in skills training reached its highest level to date. In 2025, 579 women participated in skills training and coaching, representing 55% of all participants (up from 50% in 2023 and 53% in 2024). Women accounted for 49% of participants in agribusiness and continued to dominate participation in the creative industries (99%). Importantly, women also continued to access skills training in non-traditional trades, including construction and plumbing, supported by reasonable accommodations such as safe accommodation close to training delivery.

The Partnership's efforts are translating into tangible economic and social outcomes. Female craft entrepreneurs in Sanma province reported increased incomes, confidence and professionalism across creative industries as well as increased family support and recognition. In the infrastructure sector, women have been supported to secure ongoing employment and leadership roles. Notably Mary lawilu, Manager of Youngster Bargain Construction on Tanna, whose company is completing a government contract valued at VUV 3.9 million, the largest contract the company has ever undertaken and the first of that value assigned to a female leader.

Overall, the Partnership's integrated approach in 2025 demonstrates sustained progress toward gender equality, with improved balance, stronger systems and measurable benefits for women across Vanuatu. Refer to Annex 3 (Workstream Progress Report 6 - Better Balance) for more information on the Partnership's work to support gender equality.

Disability Inclusion

The Partnership made good progress in 2025 strengthening disability inclusion coordination systems in addition to supporting more inclusive planning, delivery and support to enable the participation of people with disabilities in the skills system. For a second year, the Partnership was invited to co-facilitate the MOJYCS 2025 planning workshop, this year with a focus on strengthening inter-departmental collaboration between Disability and Child Protection officers, alongside civil society and donor partners. This continued engagement reflects MOJYCS leadership's confidence in, and valuing of, the Partnership's strategic input at an institutional level.

With support from the Partnership, Disability Desk Officers in all five provinces with Skills Centres operationalised their annual work plans, strengthening inclusive service delivery for provincially based people with disabilities and their families. In Malekula, targeted support also enabled the renovation of a new shared office space for the Disability and Child Protection officers, improving coordination and service integration.

The Partnership continued to mainstream disability inclusion at the activity level, working with training providers to adjust delivery so participants with disabilities could actively participate in skills training. For example, during delivery of the Certificate II in Plumbing on Tanna, reasonable adjustments for two trainees with disabilities included extended time to complete tasks and peer support to assist with translation of key technical terms from Bislama into local language.

In 2025, 59 participants with disabilities (61% women and 39% men) accessed skills training through the Partnership, representing 6% of all participants. This reflects a steady year-on-year increase (3% in 2023; 4% in 2024), largely driven by targeted skills activities for people with disabilities in Torba and Santo.

Economic participation of people with disabilities has also strengthened through the provision of reasonable accommodations and targeted enterprise support. This includes enabling three female craft artisans with disabilities to attend the Vanuatu Made Tradeshow in Port Vila, as well as providing equipment to support enterprise set-up for backyard farmers in Torba, Santo and Tanna, and a baker with disability in Ambae.

These results indicate sustained progress towards a more inclusive and responsive skills system, positioning people with disabilities to participate more fully in training, employment and enterprise opportunities. Refer to Annex 3 (Workstream Progress Report 7 - Disability Inclusion) for more information about the Partnership's work to progress disability inclusion.

Climate Resilience

In 2025, the Partnership made strong progress towards its climate resilience objectives by systematically integrating climate considerations into skills development and supporting practical, locally led adaptation across priority sectors. Information on climate resilience is increasingly embedded in skills training and coaching, strengthening awareness and behaviour change among entrepreneurs. 84% per cent of 32 infrastructure graduates surveyed during the reporting period stated that training had improved their understanding of climate change, almost doubling from the previous year. This shift is being reinforced by targeted induction training for industry coaches, enabling coaches to proactively integrate environmental sustainability and climate resilience into their sessions; 11 out of 13 coaches (83%) reported applying this learning within three months of the training.

The Partnership supported tangible progress towards sustainable pandanus resource management in the creative industries. New pandanus nurseries were established in Malo and Paama in partnership with DARD, Vanuatu Agricultural Research and Technical Centre and the Department of Forestry, strengthening long-term supply of raw materials. The introduction of solar dryer technology for craft associations in two locations in Sanma Province is already reducing weather-related delays, improving drying consistency and product quality, and decreasing reliance on climate-vulnerable processing methods.

At the community level, the Partnership is working with local partners to provide climate-resilient skills which are translating into improved water and food security. For example, plumbing and WASH training on Tanna, Ambae and Merelava has equipped 127 local technicians to construct and maintain water systems better able to withstand droughts and extreme rainfall, and are now providing reliable, clean water to more than 2,800 people. Concurrently, farmers across Torba province are adopting climate-resilient practices such as alley cropping, composting and water conservation, strengthening food security, incomes, waste management practices and disaster resilience.

Together, these results demonstrate how the Partnership has applied a practical and scalable approach to building climate resilience through skills, systems and local enterprise.

4. KEY RESULTS AND ACHIEVEMENTS IN 2025

LTO 1- A more inclusive, quality assured and increasingly decentralised skills system

OBJECTIVES

The Partnership seeks to drive systemic improvements in the quality, relevance, and accessibility of skills training in Vanuatu. It focuses on supporting reform within policies and institutions critical to the skills sector, such as the MOET and the VQA, while enhancing the capacity of local training providers to respond effectively to local skills demand. This effort aims to improve coordination and management of the skills system at both national and provincial levels. By empowering local providers and influencing the broader policy environment, the Partnership strives to foster a resilient and adaptable skills sector that supports Vanuatu's long-term sustainable development.

KEY RESULTS IN 2025

The Partnership's most significant contributions to reform and strengthening of Vanuatu's national skills system since 2017 were identified and validated with key government and program partners during an 'outcome harvest' workshop held in October. This included representatives from national and private training providers in addition to regulatory authorities. During the workshop, partners were asked to consider:

- What changes in the skills system (coordination, resourcing, training provider quality) have been observed since 2017?
- To what extent has VSP contributed to these changes (along with other partners)?
- What have these changes meant for the skills system?

Stakeholders identified 55 distinct changes, results, or outcomes relating to the national skills system to which the Partnership has *contributed* since 2017. When clustered together, the following key themes and results emerge:

- **Stronger coordination and collaboration between key stakeholders across the skills sector**, including through the establishment of the PSET Sector Support Committee (for which the Partnership is co-secretariat).
- **An increasingly decentralised skills system**, including through the establishment of the Penama Skills Centre in 2024.
- **Launch of National Skills Development Policy 2025–2030**, which establishes a clear strategic framework for the sector.
- **Expansion and strengthening of training providers with the capacity to deliver training in provincial areas** (for example, with the Partnership's support, Vetimboso Vocational Training Centre (VTC) has become the first nationally recognised training provider in Torba).
- **Expansion of inclusive, off-campus delivery of training, particularly Certificate I and II programs in Building and Construction, Plumbing, Small Engine Servicing, and Computing across all six provinces.** Delivery of these courses in the provinces has provided an increasing number of opportunities for women, people with disabilities, and people from rural and remote locations to participate in accredited training courses.

- **Training providers are better able to manage the inclusion of people with disabilities**, thereby expanding access and opportunities for people with disabilities to participate in accredited training courses.

In 2025, the Partnership made significant contributions to skills development and the promotion of skills as a pathway to employment for ni-Vanuatu, including in provincial areas.

- **In a partnership between TED, Pacific Australia Skills, VIT, and the Partnership, the first-ever Vanuatu National Skills Competition was successfully held in Port Vila in October.** 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. Importantly, the Skills Competition provided an opportunity for women to compete and showcase their skills in non-traditional sectors such as plumbing and other trades, highlighting potential pathways for women and female students in PSET.

"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



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.

- **The Vanuatu National Skills Competition was implemented following the Partnership's support for a delegation of skills sector stakeholders from Vanuatu to attend the 2025 WorldSkills Australia competition and National Vocational Skills Spotlight in Brisbane in June.** The National Vocational Spotlight provided valuable insights into contemporary developments and issues in Technical and Vocation Education and Training (TVET) such as green skills, the implications of Artificial Intelligence for training and assessment, designing demand-driven skills products, and validating training and assessment courseware.

The Partnership made a series of important contributions to TED and key sector partners to support better coordination within the national skills system. For example:

- The Partnership provided extensive support to the Director TED to develop the National Skills Development Policy Implementation Framework, including by supporting consultations held in North Efate and in Malekula.
- The Partnership's TPS Manager was seconded to TED's TVET Unit from August to the end of the year. During this time, the TPS Manager was able to coordinate critical scoping trips and associated reports relating to VIT's proposed expansion to establish new campuses in Tafea and Penama,

which was approved by the MOET's Senior Management Team, establishing a clear pathway for expanding the national provider's training services to the outer islands.

- The Partnership acted as 'co-secretariat' with Pacific Australia Skills for the PSET Sector Support Committee, which continues to strengthen collaboration between government (TED, VQA, MOET), training providers, and development partners (DFAT, ADB, MFAT, JICA).
- The Partnership supported 17 staff from a range of Directorates in the MOET to strengthen their capacity in project planning, monitoring, and time management, through training delivered by a project management specialist. Feedback from the training suggests that the participants were highly engaged and valued the practical and interactive nature of the sessions, particularly the hands-on use of project planning tools such as Gantt charts to support their current work.

The Partnership continued to assist local training providers to meet the requirements for accreditation with the VQA and position them to deliver high-quality, flexible and inclusive training, including in rural and remote areas.

- **The Partnership supported Vetimboso VTC** to deliver a new course, Certificate I in Automotive Engineering (Small Engine Servicing), focused on servicing small outboard motor engines. This follows the successful delivery of Certificate I in Building and Construction, the first time a Torba-based provider has delivered an accredited trades qualification. The Certificate I in Automotive (Small Engine Servicing) was delivered in partnership with Torba Vanuatu Maritime Safety Authority and the Torba Provincial Government and was completed by 19 participants.
- **Pacific Vocational Training Centre (PVTC)** successfully completed the delivery of Certificate II in Plumbing on Tanna, the second time PVTC has delivered an accredited training course outside of Port Vila.
- **The Partnership provided technical support to other local training providers including Vanuatu Maritime College, Vanuatu College of Nursing Education and Vanuatu Agriculture College** to assist with their registration with VQA.



Image 2: Australia's High Commissioner to Vanuatu, His Excellency Max Willis, handing over a Certificate II in Plumbing certificate to a graduate with a disability in Tanna.

The Partnership 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 62 skills development activities were delivered in 2025 on 12 islands of the 6 provinces of Vanuatu, including:**
 - 3 accredited trainings delivered by 3 registered training providers to a total of 81 trainees (20% women and 4% trainees with disabilities).
 - Certificate I Computing training delivered by Ituani VTC in Sola, Vanualava
 - Certificate I and II in Building Construction delivered by VIT in Southeast Santo
 - Certificate II in Plumbing delivered by PVTC in Tanna
 - 57 targeted workshops and coaching sessions, led by 33 industry coaches (including 16 women). These workshop and coaching initiatives focused on enhancing production and product quality, financial literacy, governance, and pricing. Additionally, tailored professional development opportunities were provided for key GOV staff in areas such as computing, project management and leadership.

The number of skills development activities in 2025 was comparable with 2024 (60 activities) even with a reduced implementation window due to end of phase arrangements. This number of activities is still lower than previous years with 82 activities facilitated in 2023 and 112 in 2022. This reduction is due in part to the continued shift toward delivering full Certificate I and II qualifications in remote locations, which demands considerable time and resources. Additionally, the ongoing issues with Air Vanuatu scheduling and limited flight routes requires team members to travel by boat and ship, extending the timing of activity delivery.

The Partnership continued to seek co-contributions (financial and human resources) for its work to ensure buy-in from key stakeholders, including GOV partners at the national level, provincial partners and the local community. Co-contributions are a key objective for the Partnership because they provide tangible evidence of commitment to and ownership of activities, underpinning long-term sustainability.

- **There were significant contributions from government partners and local communities towards the cost of key projects, demonstrating the value attributed to the work being completed by the Partnership. For example:**
 - Sanma Provincial Government contributed VUV 17.6 million worth of building materials to the Southeast Area Council building project, which included the delivery of Certificate I & II in Building Construction training.
 - The DoWR made a contribution of VUV 3,000,000 towards catering and the procurement of basic tools for students completing the Certificate II in Plumbing in Tanna.
 - On Ambae, partners including the local communities contributed VUV 10.2 million worth of materials as well as 'in-kind' support towards the delivery of two basic village plumbing workshops and the successful completion of upgrades to two large water systems.

Co-contributions from GOV partners to the Skills Development Fund (SDF) were lower than in previous years. Several factors may have contributed to this, including the upcoming end to the current phase of the Partnership, which meant that some Partner Implementation Frameworks (PIFs) were not signed as they otherwise might have been. In addition, GOV partners were heavily focused on supporting response and recovery efforts following the Port Vila earthquake in December 2024, particularly during the first half of the year.

LTO-1 – What’s changed in 2025?

A stronger skills system

- National and provincial coordination strengthened through support to **TED** and the **VQA** in partnership with Pacific Australia Skills:
 - Regular **PSET Sector Coordination Committee** meetings
 - **National Skills Policy Implementation framework** completed
 - First ever **National Skills Competition** hosted by **Vanuatu Institute of Technology**
- **17 MOET staff** upskilled in project management
- **6 training providers** supported to meet VQA standards
- **2 new provincial providers** delivering accredited courses
- **120** new nationally recognised construction and plumbing graduates in Tanna, Pentecost, Santo and Port Vila (*14 women, 106 men | 5 with disabilities*)

Quality training reaching more people

- **Provincial MOET Skills Centres** facilitating 62 skills training activities on **12 islands in 6 provinces**
- Participants from **43 Area councils**, including Futuna and Mota
- **94%** of infrastructure graduates satisfied with training quality (n=32)

LTO 2 – Developmental leadership drives collective action for improved service delivery

OBJECTIVES

The Partnership is dedicated to fostering and empowering local leaders. It facilitates coalition-building between key actors from the national level to local communities and equips local leaders with the tools needed to drive systemic reform. Through these efforts, the Partnership aims to cultivate new collaborations and alliances, enhance coordination and planning, and strengthen service delivery for Vanuatu’s most vulnerable populations including women, individuals with disabilities, and those in rural and remote areas.

KEY RESULTS

The Partnership’s contributions to strengthening decentralised service delivery continue to be recognised and valued. In November, at the Partnership’s Reflection and Celebration workshop, all five Provincial Secretaries General (SGs) were invited to share their experiences of collaboration with the Partnership over the past few years. The SGs:

- spoke at length about the value the Partnership brings in supporting the translation of national policies (such as the NSDP) into positive change at the provincial and area council level, such as through support for the establishment of new market houses and area council buildings, the delivery of accredited training, and the creation of new businesses and enterprises.
- noted that the Partnership contributes across economic, social, and environmental pillars of the NSDP, and helps the provinces think beyond siloed interventions.
- described the Partnership as a ‘champion’ of inclusive development, highlighting its work to support the inclusion of women and people with disabilities in accessing improved service delivery (such as its support for the provincial disability desk officers with the MOJYCS) and formal and informal skills training opportunities.

“The work that VSP has done to support decentralisation of services and skills to the people of Torba has been transformational.”

Mr Albert Rudley, Torba Secretary General

“One of the [plumbing] trainees from Melsisi went back to his home in South Pentecost where an external engineer had previously said that a water system would be impossible. But today, this trainee has completed the successful establishment of a water system that is now benefiting 70 households and over 400 people.”

Mr Kelly Tabi, Assistant Secretary General Penama

The Partnership continued to coordinate and collaborate with national and provincial partners to improve service delivery to local communities, including through the delivery of accredited training. For example:

- **Working with the DoWR and the Penama Provincial Government, the Partnership facilitated the delivery of two basic village plumbing workshops on Ambae (Ambanga and Vandue) for 58 participants (10 women and 48 men) from 10 communities.** This led to the implementation of two new water systems, including 59 kilometres of piping and 155 tap stands. These vital systems mean that over 2,500 people across 10 villages now have access to a safe, clean and sustainable water supply. This includes 5 schools and 3 health centres, as well as government institutions.

"These successful WASH projects prove the power of strong, multi-sector partnership. By collaborating with the Vanuatu Skills Partnership, Penama Provincial Government and local communities, we ensured these systems meet national standards and directly align with our core mandate under the National Sustainable Development Plan—providing reliable access to safe water for all communities. "

Mr Erickson Sammy, Director, DoWR



Image 3: Mr George Tari, Principal of Tagaga College turning on the water supply in Lolopuepue, North Ambae.

- **The Partnership and the Sanma Provincial Government worked together for the construction of a new Area Council building in Southeast Santo, through the delivery of a Certificate I and II in Building Construction (which was delivered by VIT).** This is the fourth time the Partnership and the Sanma Provincial Government have collaborated in this way, having partnered together for the construction of three new Area Council buildings in South Santo, West Santo and North-West Santo since 2021. The buildings serve multiple purposes including being the service hub of government and administration services, and as an evacuation centre in times of cyclones and disasters.

In Tanna, the Partnership worked with DoWR, PVTC and Area Administrators to deliver a Certificate II in Plumbing at Loukatai. Five area-based businesses have since been established under the leadership of Area Councils in partnership with DoWR in Southeast Tanna, Southwest Tanna, Central Tanna, West Tanna and Tafea Outer Islands.

- **In Malekula, the Hokai Business Centre was officially opened in October 2025.** It was established through a collaboration between the Partnership, Hokai community, South Malekula Area Council, Malampa Provincial Government Council and British High Commission. The accessible building was initially constructed in 2021 by construction trainees from Pektel Rural Training Centre as part of their practical. The final finishings such as fencing, landscaping and installation of solar power were completed between 2022-2024. The business centre will strengthen the provision of services to the people of South Malekula in line with the Government's decentralisation agenda.
- **Several infrastructure projects were launched in Torba in the first half of 2025 (see mid-year report), designed to improve livelihoods and strengthen access to services for people living in remote communities.** This included the water system which is now benefitting over 300 community members on drought-prone Merelava and two new fish markets, which are now operational and supporting local fisherman, farmers and artisans to meet and sell their produce to community members, as well as arranging transportation to markets further afield, such as in Sola. The launch of these projects was the culmination of strong collaboration between the Partnership, national and provincial government stakeholders, local communities, and training providers.

The Partnership continued to work with local partners to ensure that service delivery is inclusive and to support their advocacy for the rights of women and people with disabilities. For example:

- **The Partnership provided core funding to the Vanuatu Disability Promotion and Advocacy Association (VDPA) and Vanuatu Society for People with Disabilities (VSPD),** enabling these organisations to run disability inclusion training sessions for key stakeholders, participate in key meetings, and provide direct assistance to people with disabilities.
- **The Partnership supported the MOJYCS to organise their 2025 staff reflection and 2026 planning workshop, including attendance by the 6 Provincial Disability Officers.** The workshop was also an opportunity for the officers to participate in refresher training regarding national disability inclusive development policies.
- **The Partnership supported MOJYCS Disability Desk Officers to deliver inclusive backyard gardening workshops for people with disabilities, including in Torba and in Tanna.** The training equipped people with disabilities with practical skills they can use in daily life to support themselves and their families and potentially generate income.
- **In Sanma and Malampa, the Partnership supported the provincial disability desk officers to facilitate workshops in local communities to raise awareness of Vanuatu's disability inclusive development policies and the rights of people with disabilities.** During the workshops, stakeholders developed plans to progress disability inclusion in 2026.
- **The Partnership supported the Wilkins Family Foundation (WFF) to conduct a two-day mentoring workshop for 25 professional women from Efate, Santo, Malekula and Paama, who will take on mentoring roles for younger women and girls.** The mentors are professional women from different fields including education, health, business management and civil society organisations. Mentees include female scholars in high schools, technical colleges and universities. Mentors will support mentees in their training and career pathways, including in leadership.

“Our aim is to build the skills and self-confidence of each of our scholars to become the best versions of themselves and to take on leadership roles in their future careers. One-to-one mentoring is a really effective way to provide continuing support to them through their learning journey and into adulthood.”

Kathy Solomon, WFF Mentoring Manager

The Partnership also continued to promote new ways of working with GOV partners and with local communities, thereby creating a voice for people from remote communities to share their experiences of change. For example:

- **In October, the Partnership facilitated another ‘sharing back to the community’ event in Lingarak, Malekula, creating a space to communicate and celebrate our shared results.** The event was well attended with both government partners (including the President and SG of Malampa) and members of the local community participating in the event. A female graduate from a recent Certificate II in Building and Construction course shared a powerful testimony that touched many in the audience and received special mention from the SG for her courage. During the event, photo frames were distributed to the partners and to members of the Lingarak community.



Image 4: Government partners and members from the Lingarak community in attendance at the ‘sharing back to the community’ event.

- **In Penama, the Partnership continued its support for the roll out of new Farm to School (F2S) initiatives** in collaboration with the Penama Provincial Education Officer and DARD. In August, this included facilitation of a workshop delivered by an industry coach and DARD for chefs, principals, bursars and provincial education staff from five Penama schools who will be implementing new F2S initiatives.

LTO-2 – What’s changed in 2025?

Leadership driving better services

- **5 Provincial Secretary Generals** reported that the Skills Centres are driving improved service delivery
- **3 new water systems** serving **2,800+ people**
- **6 new accessible public buildings** now launched and operational
- **10 skills sector leaders** graduated in Certificate IV (Leadership & Management)
- **25 women upskilled** to become mentors to young women through the Wilkins Family Foundation

LTO 3 – Sustainable benefits (economic, environmental, and cultural) for Partnership clients and their communities

OBJECTIVES

Through skills development, the Partnership helps ni-Vanuatu women and men, including people with disabilities and those living in remote locations to build lasting economic, environmental and cultural benefits in line with the objectives of the NSDP. Working with key national and provincial partners across the productive sectors of agribusiness, creative industries, infrastructure and tourism, the Partnership supports Skills Centre clients to translate skills training into tangible outcomes. Targeted support has been provided to enable the effective participation of women, people with disabilities, and individuals in rural and remote areas across these sectors. In 2025, key objectives included strengthening market access, protecting cultural knowledge, and promoting climate-resilient practices for clients and communities.

KEY RESULTS

Skills training employment pathways and entrepreneurship

The Partnership, through the provincial MOET Skills Centres, continued to support access to quality, demand-driven skills training for clients and local communities aligned to labor market opportunities and local economic priorities.

- **In 2025, 1,053 participants from 43 Area Councils accessed technical and work-related skills training and coaching.** This included 579 women (55%) and 59 people with disabilities (6%). Women’s participation has continued to rise year on year (50% in 2023; 53% in 2024), despite a sustained focus on non-traditional trades across all provinces. This increase reflects targeted efforts by Skills Centre staff to improve gender balance in sectors such as agribusiness (49% women) alongside the continued strength of the creative industries, where women comprise 99% of participants.
- **People with disabilities accounted for 6% of all participants in 2025, continuing a steady year-on-year increase (3% in 2023; 4% in 2024).** This increase is largely attributable to the delivery of three skills activities that specifically targeted people with disabilities in Torba and Santo, rather than increased mainstreaming of participants with disabilities into other skills activities
- **120 construction and plumbing trainees (14 women and 106 men, including five men with disabilities) graduated** with nationally recognised infrastructure qualifications in Port Vila, Tanna and Pentecost. These graduates have now been supported to create their own enterprises or to join existing companies established by clients in their provinces.

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

Edwin Tari, Plumbing graduate with a disability, Tanna

There is evidence that skills training delivered through the Partnership is contributing to positive changes in the business practices and behaviours of Skills Centre clients and is widely recognised by clients as a key factor supporting their success.

- **In a recent tracer survey, completed by 32 infrastructure sector graduates:**
 - **94% of graduates** ‘agreed’ or ‘strongly agreed’ that training facilitated through the Skills Centres improved their motivation, punctuality, reliability, and self-confidence.

- **66% of graduates** said the training improved their understanding of gender equality, and 75% believed it enhanced their understanding of disability inclusion.
- **84% of graduates** said that the training had improved their understanding of climate change, an increase from 47% from graduates the year prior
- **94% of graduates** were very satisfied with training quality, and 54% reported ‘always’ or ‘often’ using their skills to support their communities beyond paid employment, highlighting the broader social benefits of skills training.
- **In a recent survey of 89 agribusiness and creative industries clients, over 94% stated that skills training and coaching has been critical to their business practices and income generation activities.** 79% stated that additional market access support provided by the Skills Centres has also been a contributing factor to their success.



Image 5: Trainees from the Certificate I and II in Building Construction for the South-East Santo Area Council Office Building.

In 2025, infrastructure sector clients are continuing to translate skills into sustained employment and entrepreneurship outcomes after the completion of accredited training:

- **88% of tracer survey respondents (28 graduates from 2023-24)** were working after completing their course—an increase of 48% compared to pre-training. Of those employed, 94% were working in the same field as their training.
- **Self-employment in graduates has increased significantly following training.** 16 of 32 graduates reported working for themselves, a 167% increase compared to pre-training levels.
- **Graduates continue to establish local construction and plumbing businesses post training, resulting in the formation of new plumbing and construction companies** in Pentecost, Santo, Malekula, Tanna and Shefa. As of 2025, the Partnership has supported the creation of 34 new provincial infrastructure businesses.
- **Nine construction and plumbing clients from Pentecost and Torba were engaged by DoWR and UNICEF to support WASH upgrades in health facilities and schools in their provinces.**

Through the support of the Partnership, in 2025 new entrepreneurs have joined existing client groupings and are accessing skills training to enhance their income generating activities:

- **In Malekula, 10 new seed farmers have joined existing clients** in the Malekula Seed Association to boost production capacity while strengthening individual farmer livelihoods.
- **In Santo and Tanna, 18 new female weavers are working with existing craft associations** to revive traditional knowledge and design while leveraging existing market access chains and networks.

Business and market access

There is evidence that clients continue to improve their income and business opportunities when market links are clearly identified and accessible. For example:

- **In Sanma province, 20 (83%) of 24 craft clients surveyed stated that their income is higher now than in previous years** due to coaching support provided through the Sanma Skills Centre.
- The Malekula Seeds Association, established following skills training and business set-up support in 2022, has recorded strong performance. **Since 2024, the association has generated a total income of VUV 7,271,548 for member farmers.**
- **The Partnership engaged a coach to provide skills and event management coaching to the local organising committee for the Yasur Volcano Run on Tanna.** The event was a success, attracting 177 runners, including 25 international competitors. The event generated income across the local tourism sector and established the route as a viable, community-led revenue stream on Tanna.

There is strong evidence that the Partnership has continued to support approaches that revive, protect and promote cultural heritage in the creative industries.

- Through collaboration with the **Vanuatu Intellectual Property Office, 12 certificates of registration were presented to Futuna Island Chiefs on behalf of local artisans**, formally recognising community ownership of Futuna style baskets to safeguard the unique traditional products that define Futuna's heritage. 43 traditional products from Malampa, Penama and Tafea have been formally registered since 2023, strengthening protection of indigenous knowledge.
- **Five female artisans from Sanma province took part in a first ever skills exchange to Darwin and Gapuwiyak in the Northern Territory Australia along with representatives from the Partnership and Department of Industries (DOI).** The trip focused on **strengthening people-to-people connections between ni-Vanuatu and Aboriginal artisans through** creating a shared space for learning, storytelling and mutual respect across cultures. It also inspired new creative product ideas and renewed interest in reviving traditional natural dyes, supporting both innovation and cultural revitalisation within the Sanma artisans.

“The Gapuwiyak exchange visit opened my eyes to see firsthand how pandanus leaves can be used in different ways. It gave me ideas that I can apply practically in our own context while being more creative. It has also inspired me to try to revive our natural dyes, which have been extinct for a long time.”

Noellyn Bwibwi, Sanma weaver

Sustainable livelihoods for Sanma artisans through skills, culture and care for the environment

With support from the Sanma Skills Centre, three women-led craft associations in Sanma Province are translating traditional skills into sustainable livelihoods. Through improved product quality and stronger engagement with local and export markets, 83% of respondents from Yumi2 Craft, Lima Bulu Headwear and Bosahe Headwear now earn more reliable, higher incomes that support household needs, school fees and savings. As a result, family support and recognition has increased. In many cases, husbands now assist with raw material preparation and logistics, reinforcing women's expanding economic roles within the household.

Cultural knowledge, particularly pandanus weaving, has been strengthened through coaching activities such as replanting, solar drying and improved storage, protecting natural resources for future generations. By combining skills, markets and environmental stewardship, the Skills Centre is delivering lasting economic, cultural and environmental benefits for women and their communities.



Image 6: Members from the Lima Bulu Headwear at their workspace in Santo.

Graduates who established infrastructure companies with the support of the provincial Skills Centres are consistently winning high-value contracts, resulting in increased member incomes and signaling strong labour market demand alongside improved business capability.

- **Three construction clients in Malekula successfully secured and completed several government contracts** including the MOJYCS Disability and Child Desk Office and the Lakatoro Market house updates.
- **A VUV 3.9 million contract was secured by woman-led Tafea Youngster Bargain Construction Company** with the Tafea Provincial Government to lead the construction of the Central Tanna Area Council building.
- **In late 2025, Nok Construction and Nojavan Construction in Santo were awarded three contracts valued at VUV 37 million by the Ministry of Health and the World Health Organization to support the rehabilitation of provincial health facilities.** As a result, Nok Construction purchased its first lorry in January 2026, strengthening its transport capacity.

As skills training improves product quality and volumes, the Partnership is supporting agribusiness and creative industry clients to better understand viable market channels and strengthen domestic and international market linkages. For example:

- Pepper associations on Malo and Malekula strengthened existing domestic market channels through improving understanding of consumer consumption trends in Port Vila and awareness activities in Sanma. Following a promotion event on Malo island, two Malo associations recorded strong sales, with the **Ambosake Association securing a new wholesale link in Port Vila with an initial order for 200 kg of black pepper.**
- **Provincial Handicraft Hubs and producers participated in multiple domestic trade networking and sales events.** At the *Vanuatu Made* event in Port Vila in September, four provincial hubs and 11

artisans (all women, including three women with disabilities) attended with Partnership support. Combined sales for the event totalled VUV 1,399,970, a 64% increase on sales in 2024.

- **The Sanma Creative Industries Community Company (SCICC) negotiated new international market links with two buyers in Fiji for headwear products.** Samples were accepted in early 2025, with initial shipments completed later in the year marking progress for SCICC towards expanded wholesale export markets.



Image 7: A tourist from Japan visits the Imaio Village Cultural Tour Booth during the Mi Tumoro Vanuatu Expo in Port Vila.

The Partnership continued to make contributions to the recovery of the provincial tourism sector in 2025 in partnership with the Department of Tourism (DOT) and the Vanuatu Tourism Office (VTO) by strengthening service quality, skills development and market access in high-potential locations. This support focused on enabling locally owned tourism operators to lift standards, rebuild confidence and compete in available domestic and international markets within the recovering tourism sector.

- **Hospitality and service-quality workshops were delivered for 66 tourism business operators** in Malekula, Santo and Tanna, supported by lead and assistant coaches, addressing post-COVID skills gaps and strengthening the quality of accommodation, hospitality and visitor services.
- **A three-day digital marketing workshop in Shefa Province equipped 16 tourism operators** with practical skills to improve online presence, promotion and customer engagement.
- **Coaching and assistant coach mentoring has strengthened local skills resources** in Malekula, Santo and Tanna, contributing to more consistent service standards and provincial tourism human resource development.
- **The Vanuatu Travel Information Centre–Malekula branch was officially opened in May 2025** in partnership with the VTO and Malampa Provincial Government, improving visibility of local tourism products and access to visitor information and online marketing and bookings.
- **15 tourism operators from Santo and Tanna** increased their domestic market links by participating in the *Mi Tumoro Vanuatu Expo*, enabling them to showcase their products and rebuild engagement with domestic travellers since the collapse of Air Vanuatu.

Entrepreneurs with disabilities are strengthening their economic resilience through targeted support, from the Partnership in collaboration with MOJYCS Provincial Disability Desk Officers and sector partners. This has included the provision of skills training and coaching, business set up support, market facilitation and provision of equipment and materials.

- **In partnership with the Department of Industry, three female craft clients with disabilities from Torba, Sanma and Tafea were supported to attend the 2025 *Vanuatu Made* trade event,** enabling them to showcase high-quality products on a national platform, connect with new buyers and reinforce a sense of inclusion within the broader artisan community. As a result, clients gained confidence, made sales and secured new orders.

- **In partnership with DARD and provincial MOJYCS Disability Desk Officers, the Partnership supported 23 farmers with disabilities (13 women, 10 men)** across Tanna, Santo, Penama (Ambae) and Torba through backyard gardening and nursery development, providing skills coaching, fencing and seedling inputs, and market linkages. Follow up coaching has indicated that results for participants are now emerging with farmers on Tanna and Ambae now able to generate income from vegetable and seedling sales while also improving household food security and nutrition.

The Partnership continues to integrate sustainable resource management and environmental considerations into skills training to ensure sustainable benefits for provincial clients and to mitigate the risks of adverse impacts on the environment as production increases. For example:

- **54% of craft clients surveyed³ in Sanma province are now taking action to prepare for environmental changes due to advice received during skills training and coaching.** This included the introduction of new solar pandanus dryers in Malo and Luganville as well as the establishment of Pandanus nurseries in Malo and Paama in 2025, introduced through the Partnership, to enable weavers to improve product quality while reducing reliance on weather-dependent drying methods.
- **On remote Vanua Lava, 22 farmers (9 men and 13 women) continue to improve production quality and incomes through sustainable practices like alley cropping,** enabling them to grow multiple crops on the same land. These farmer collectives are now the main suppliers to the Sola market. A value-addition workshop was held in August to assist farmers to use surplus crops, diversify income, and reduce post-harvest losses while strengthening local food security.

LTO-3 – What’s changed in 2025?

Employment & entrepreneurship

- **88% of infrastructure graduates⁴ working after training (48% increase from before training)**
- **50% of infrastructure graduates now self-employed (167% increase from before training)**
- **28 new entrepreneurs** have joined existing client associations in Malekula, Tanna and Santo

Business & market access

- **94% of clients surveyed⁵ believe skills development has been critical to their business practice and income generation**
- **4 construction companies** won new contracts valued at **VUV 49.9 million** on Tanna, Malekula and Santo
- Seed farmers earned **VUV 7 million** in sales (2024–25)
- **4 Handicraft hubs** recorded **VUV 1.4 million** in sales during Vanuatu Made Trade Show (64% increase from sales at the event in 2024)
- First exports to **2 new wholesale markets in Fiji** by Sanma Creative Industries Community Company
- **43 traditional products owned by Skills Centre clients have been** registered by the Vanuatu Intellectual Property Office since 2023 strengthening protection of indigenous knowledge

³ n= 24 craft clients surveyed

⁴ n= 32 trade graduates surveyed

⁵ n=89 clients surveyed

Cross-cutting – Inclusion

KEY RESULTS

Inclusion is a core priority of the Partnership, with all activities expected to integrate measures that support the participation of women, people with disabilities, and those in remote locations. Progress on inclusion is reflected within the broader reporting against LTOs 1–3 above, with additional detail provided in the Better Balance and Disability Inclusion workstream reports (Annex 3). The section below highlights key inclusion-related progress achieved at both coordination and activity levels in 2025.

The Partnership’s efforts to mainstream inclusion across skills training delivered positive results in 2025, with strong participation by women and people with disabilities. A total of 1,053 participants from 43 Area Councils accessed training and coaching, including 579 women (55%) and 59 participants with disabilities (6%). Women’s participation continued to increase year-on-year (50% in 2023, 53% in 2024, 55% in 2025), despite a focus on non-traditional trades, reflecting deliberate efforts by Skills Centre staff to improve gender balance in sectors such as agribusiness (49% women) and the continued strength of the creative industries (99% women). Participation by people with disabilities also increased (3% in 2023; 4% in 2024 to 6% in 2025), supported in part by four targeted skills activities delivered in Torba and Santo. Notably the majority of participants with disabilities- 61%- were women.

The Partnership continues to provide reasonable accommodations to support women’s participation in skills training, leadership, and professional development. This included corporate funding for a nanny to enable the newly recruited Deputy Director - Programs to undertake domestic travel and participate in the Skills Exchange to Darwin and Gapuwiyak in Australia’s Northern Territory with her infant. In Sanma Province, two female trainees were supported with safe and secure accommodation close to the training site, enabling them to complete Certificates I and II in Building Construction.

With the support of the Partnership, clients with disabilities and female entrepreneurs are strengthening their businesses/ enterprises with positive outcomes. In Sanma province, women in the creative industries report higher incomes, stronger confidence and improved professionalism across three craft associations following targeted skills training. In the infrastructure sector, 12 women have secured ongoing work in construction and plumbing. This includes Mary lawilu, Manager of Tafea Youngster Bargain Construction on Tanna, whose company is completing a government contract valued at VUV 3.9 million, the largest contract the company has ever undertaken. Working in partnership with MOJYCS provincial Disability Desk Officers has also enabled inclusive outcomes for entrepreneurs with disabilities. On Ambae, a client who is deaf is now producing and selling bread as a result of skills coaching support. He has opened his first bank account and has reported steadily increasing sales.



Image 8: Toa Lanson (left) standing with Coach Graham after removing bread from the oven.

The Partnership made important contributions to strengthening national and provincial inclusion coordination systems in 2025. This included co-resourcing the MOJYCS 2026 Corporate Planning Retreat to strengthen accountability, reflection and coordinated planning across departments, including Disability Inclusion and Child Protection. The Partnership also supported the Department of Women’s Affairs to undertake a review of the Torba Gender Action Plan, alongside a MOJYCS officer and thematic working group members. Community consultations conducted as part of the review reported notable changes, including a perceived reduction in gender-based violence cases, which community members attributed in part to increased education and awareness facilitated by government and partners.

In addition to mainstreaming and coordination efforts, the Partnership continued to support partners in government and civil society to operationalise their work plans and strengthen internal capacity in new ways through specific interventions. This included supporting the Wilkins Family Foundation to deliver mentoring training for new female mentors and facilitating a strategic communications workshop for the VDPA staff in Santo to strengthen digital skills for advocacy and outreach. Practical support was also provided to five provincial MOJYCS Disability Officers to enable them to facilitate community workshops raising awareness of Vanuatu’s disability-inclusive development policies and the rights of people with disabilities, alongside targeted skills training and coaching for clients with disabilities.

Inclusion – What’s changed in 2025?

- **Women’s participation in skills training continues to increase year on year (55% in 2025 compared to 50% in 2023)**
- **59 participants with disabilities** participated in skills training in 2025- 61% women and 39% men (6% of all participants)
- **5 provincial Disability Desk officers** supported to operationalise their workplans
- **Inclusive Resource Room** supporting inclusion of trainees with disabilities at Vanuatu Agriculture College
- **Vanuatu Disability Promotion & Advocacy Association and Vanuatu Society for People with Disability** supported to ensure critical operational and training needs are met.

Cross-cutting – Climate Resilience

KEY RESULTS

The Partnership prioritises climate resilience as a core cross-cutting issue, requiring it to be considered across all Partnership activities. Progress on climate resilience and broader environmental sustainability is reflected within the broader reporting against LTOs 1–3, with notable results outlined below.

There is evidence that climate resilient content is becoming increasingly incorporated into skills training to support small businesses and entrepreneurs become more aware of climate risks and mitigation strategies. 84% of infrastructure graduates surveyed stated that the training had improved their understanding of climate change, an increase from 47% from graduates the year prior. An induction workshop run for 13 industry coaches provided targeted content on how coaches can more proactively integrate environmental sustainability and climate resilience into their coaching sessions and workshops. 83% of coaches reported that they had integrated the lessons from the session into their coaching within three months.

There has been good progress supporting creative industries clients to adopt more sustainable pandanus management and processing practices. This includes the establishment of two pandanus nurseries in Malo and Paama in partnership with DARD, Vanuatu Agricultural Research and Technical Centre and the Department of Forestry. In Sanma Province, a one-year pilot initiative introduced solar dryer technology to two producer associations to support with pandanus processing. Midway through the pilot, producers are

reporting reduced drying times, fewer weather-related delays and more consistent drying, resulting in improved product quality.

Communities are improving water security and strengthening climate resilience through skills training.

Through plumbing and WASH skills training on Tanna, Ambae and Merelava, 127 community members (21 women and 106 men, including two men with disabilities) have gained the skills to build and maintain climate-resilient water systems. These WASH technicians are now able to install and maintain local water infrastructure that can better withstand extreme weather, including heavy rainfall and drought. New water systems constructed through practical training in Merelava and Ambae are now providing reliable access to clean water for more than 2,800 people.

With support from the Partnership, farmers are increasing local seed and food production and strengthening food security and disaster resilience 70 farmers across Vanua Lava, Mota, Mere Lava and Santo (38 women, and 2 men - including 18 people with disabilities: 9 women and 9 men) are improving food security by using climate-resilient farming practices such as alley cropping, composting and water conservation. In East Vanua Lava, farmers have increased sustainable production through skills coaching and are now the main suppliers to the Sola market. Several households have also diversified their incomes through small livestock (poultry) and tourism. The Malekula Seeds Association, established with skills training and business support in 2022, continues to perform strongly. Since 2024, the association has doubled its membership and production capabilities. The association has generated VUV 7,271,548 in income for member farmers since 2024 through seed sales to DARD and the national and provincial seed bank network.



Image 9: Yam cutting for propagation during farmers' coaching on Merelava in July 2025.

Climate Resilience – What's changed in 2025?

- **2,800+ people** now benefitting from drought-resilient water systems
- **70 farmers** (8 women, and 2 men- including 18 people with disabilities: 9 women and 9 men) are improving food security by using climate-resilient farming practices
- **127 new WASH technicians** upskilled to support DoWR to maintain local water systems (*21 women 106 men, 2 with disabilities*)
- **84%*** of infrastructure graduates reported an improved climate understanding
- **83%**** of industry coaches now integrating climate resilience
- **New pandanus nurseries & solar dryers** supporting sustainable livelihoods

Broader outcomes – Influencing development effectiveness (in Vanuatu and beyond)

OBJECTIVES

The Partnership has a strong track record of driving reform in Vanuatu’s skills sector and enhancing service delivery in rural and remote areas. Its proven results and expertise are valuable not only to stakeholders in Vanuatu but also to those in the wider region, specifically in the development cooperation sector. Drawing on its effective approaches such as locally led development, ‘thinking and working politically’ approaches, adaptive management, and a support-contractor model, the team pro-actively participates in development discussions through international conferences, podcasts, and online blogs, with the aim of positively influencing the wider development ecosystem.

KEY RESULTS

- The Partnership played a key role, alongside VIT and Pacific Australia Skills, in delivering Vanuatu’s first National Skills Competition. The competition provided young people from across Vanuatu with the opportunity to showcase their technical skills, while TVET specialists from other Pacific Island countries such as Fiji, PNG and Samoa attended as observers and met with Partnership staff, providing opportunities to share learning and strengthen skills training across the Pacific.
- Through DLA, the Partnership supported the Secretaries General in Malampa and Penama by participating in a recruitment panel in collaboration with the Australian Volunteers Program. This process successfully placed two Australian volunteers, who are now providing strategic planning support to enhance the capacity and development of both provincial government administration offices
- The Partnership Director was invited by the VQA to sit on the interview panel for the new National Human Resource Development Plan Coordinator, highlighting the Partnership’s credibility and influence within the skills system.
- The Partnership Director continues to serve on the Board of the Vanuatu Institute of Public Administration and Management (VIPAM) under the Office of the Public Service Commission supporting this critical government partner to streamline professional development pathways within the Vanuatu Government.
- Building on the momentum of a digital systems pilot supported by the Partnership and delivered with VIPAM in 2024, the Office of the Public Service Commission introduced Smartsheet, an online collaboration tool, to assist with work plan management and oversight of staff performance.
- The Partnership continues to actively collaborate with other DFAT-funded investments, further amplifying its influence through:
 - Ongoing collaboration with Pacific Australia Skills, supporting shared partners including MOET TED and the VQA.
 - Ongoing work with Governance for Growth to strengthen decentralised planning efforts through support to the provincial Secretaries General in Torba and Tafea, the Ministry of Internal Affairs, and the DLA.
 - Supporting Balance of Power implement their advocacy for women’s leadership at the provincial level and supporting the brokering of key relationships including with provincial governments and the Anglican Diocese of Banks and Torres.

Broader outcomes - Strengthening GOV-GOA relations

OBJECTIVES

The Partnership's focus on strategic influence aligns with the Australian Government's diplomatic priorities, reinforcing the Australia-Vanuatu bilateral relationship through shared values and common objectives for regional prosperity, peace, and national sovereignty.

KEY RESULTS

The successful implementation of the Partnership's work plan, particularly through the provincial Skills Centres, has enabled ongoing opportunities for the Australian High Commission (AHC) in Vanuatu to deepen connections with key partners and communities. This includes:

- The Partnership has provided opportunities for the AHC to enhance its relationships with strategic partners and local communities.
- The Partnership facilitated participation of the AHC at critical infrastructure launches in Torba province, as well as the launch of the new Vanuatu Travel Information Centre- Malekula Branch, Hokai Business Centre and the renovated Disability Desk Office in Malampa province.
- The reconstruction and reopening of the deeply culturally significant Malvatumauri Chiefs' Nakamal, which allowed the Australian Government to progress critical bilateral discussions.
- The safe and successful transportation of materials in Santo and Tanna, provided by the AHC to community beneficiaries as part of the 2025 Community Grants scheme.
- Supported preparations towards visit to Tanna by the Australian High Commissioner to attend the openings of two classrooms at Yanumakel Primary School and the Isangel loop road, as well as the graduation ceremony for graduates from the Certificate II in Plumbing training.

5. LESSONS LEARNED TO INFORM FUTURE PRIORITIES

Through the October 2025-January 2026 period, the Partnership completed a comprehensive reflection and learning process to inform the development of the Annual Monitoring Report for 2025 and our future priorities. This process included a review of progress against planned activities for each workstream in 2025, as well as validation of key results with external partners and stakeholders through workshops held in October and November.

A reflection workshop was held in mid-November with key staff and national and provincial partners which focused on joint reflection and celebration of results achieved and contributions to change, both in 2025 and in previous years. All five Provincial Secretaries General from provinces where the Skills Centres are located attended and spoke at length about the value the Partnership brings to their provinces (See LTO 2). As part of this workshop, a half-day side meeting was held with key Partnership and Pacific Australia Skills staff to determine possible areas of future collaboration.

A key component of the Partnership's reflection and learning process was a series of 'stret toktoks' facilitated by the Quality Systems team with each workstream. The key findings and recommendations for the future were then validated with the MOET's Provincial Skills Centre Managers. The 'stret toktoks' provided an opportunity to reflect on results achieved during the year as well as over the phase as a whole, consider changes in the operating context and their implications, and to identify priority areas in each workstream for the next phase of the Partnership.

An important backdrop to these discussions was prior learning, reflected in our earlier progress and annual reports, of the risk that if the Partnership continues to be spread so wide, it may be unable to have the depth of impact it seeks to have in the communities in which it operates and for the clients it supports. As such, a significant focus of the 'stret toktoks' was to assess, for each existing priority area within each workstream, the extent to which it aligns with the Partnership's comparative advantage relative to other actors. During the discussions, where it was felt that other stakeholders were better placed to respond to an issue, then a recommendation was made for the Partnership to stop working in that area.

Following the discussions, each workstream has identified a refined set of priority areas for the next phase. 'Greenshoots' that emerge outside these priorities will not be pursued unless there is a clear and compelling justification, and approval from the Director.

However, detailed activity planning, and discussions relating to co-investment from our partners for 2026 were not progressed because the Partnership's contractual arrangements, including budget, for the period from 1 February 2026 were still to be finalised as at the end of December 2025. The identification of specific activities to be delivered require further discussions with partners once the contractual arrangements and the budget is confirmed. At this stage it is expected these discussions will take place in February 2026.