

**GOVERNMENT OF THE REPUBLIC OF VANUATU**

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**MINISTRY OF YOUTH DEVELOPMENT AND  
TRAINING**

**CORPORATE PLAN 2004 TO 2006**

*“Bildimup Wan Gudfala Fiuja Long Ol Yangfela”*

**Department of Youth Development and Training  
Port Vila  
March 2004**

## Forward

The Ministry of Youth Development and Training was established in March 2003. Its mandates are to improve options for young people, to facilitate and coordinate an expansion of rural training, and to foster cooperation with Non-Formal Education (NFE) providers and Non-Government Organisations (NGOs).

The vision of the Government's **Priorities and Action Agenda 2003** is to build Vanuatu as a nation where peace, stability and security prevail and where the benefits of reform and development are equitably distributed. The primary purpose of the Government's commitment to Youth Development, Sport and Recreation, and Training (TVET) is to create positive and sustainable opportunities and participation for young people and people who have been disadvantaged, and to do this in ways which contribute to national development and self-reliance. There will be a special focus on expanding rural training opportunities and working with young people in urban areas.

The Ministry of Youth Development and Training supports the Government's vision of youth and sport development by developing appropriate youth, sport and recreation programs for young people in urban, rural and remote areas. Youth development emphasises self-reliance and self-determination and focuses on the development of future leaders. Sport and recreation programs assist young people to become actively involved in institutionalised competitive activities as well as non-organized, non-formal activities for personal enjoyment. They strengthen our heritage as a sporting nation. TVET policies are focused on building practical vocational and life and citizen skills, facilitating access to the cash and the formal economy. These systems will be fundamentally grounded in Ni-Vanuatu culture and belief.

The Ministry of Training and Youth Development is the primary tool of Government to bring the advantages of TVET – Technical Vocational Education and Training – to young and disadvantaged people across Vanuatu. TVET is a right as described in Article 26 of the *Universal Declaration of Human Rights*. As such, the Ministry's focus will be on developing and raising the accessibility and status of TVET as an important means to provide a better life for young people and rural people. TVET will become the umbrella term and vision for the Ministry.

This Corporate plan flows from the Comprehensive Reform Program and Priorities & Action Agenda (2003), the MYDT Policy Directions (May 2003) and the TVET Masterplan (December 2003). Given the newness of the Ministry and the changes that will be introduced as its structure emerges, this Corporate plan focuses only on the years 2004 to 2006.

**The Honourable Morking Steven  
Minister of Youth Development and Training**

# **The Corporate Mission Statement for the Ministry of Youth Development and Training**

## **Development mission**

Through choice, improve the standard of living and attain individual, community, and national development goals. Through youth development, sport and recreation, and the TVET system, we will provide maximum opportunities for people to acquire appropriate lifelong skills, knowledge, pride, and values for all.

## **Vision**

Our young people will be seen, heard, and valued. They will feel good and stay healthy. We will help to build skills for a self-reliant, productive, and proud Vanuatu so that our young people and rural communities can contribute positively to peace, stability and security, and increase their income-generating opportunities. The Government will provide leadership and support and work in harmony with formal and non-government providers to improve delivery standards.

The Ministry will be demand-driven, coordinated, cooperative, and continually improving. We will work to expand the provision and quality of lifelong and practical opportunities to develop skills and values for self-reliance and to participate in the building of the economy and a productive and well-governed nation.

## **Values and guiding principles**

Transparency, fairness, and equity.

Respect for the unique contribution of young people and formal and non-formal providers.

Teamwork.

Focus on the needs of the individual, the village, and the nation.

Cooperation and collaboration and prudent use of limited resources.

Leadership codes and ethics. Professionalism and accountability.

Grounded in the best of ni-Vanuatu culture, traditional skills and resources, and languages.

Promoting the best of world cultures.

## **Definition of Youth**

The international definition of youth promoted by UNESCO covers young people between 15 and 24 years. This definition is useful in distinguishing between pikinini/ children and young people and reminds us of the many developmental

changes and challenges which young people go through in these years. This definition is accepted for the purposes of this corporate plan but it is used as a general guide and is not meant to limit or exclude any persons, regardless of age, from the benefits of these plans.

### **Summary of Key Areas Covered by the MYDT and this Corporate Plan**

The Ministry and this Corporate Plan covers the key areas identified in the policy directions:

- Sport and Recreation.
- Youth Development activities, including Youth Centres.
- Non-formal practical and life and citizen skills education and vocational training.
- New national TVET courses which provide options in vocational, self-reliance, self-subsistence, leadership and community development, fundraising and income-generation skills, new opportunities for access to appropriate technology, adult literacy, special education, and clear pathways to the cash and formal economies.
- Improved coordination, advice, and links with the NGO and NFE sectors through the Vanuatu National Training Council.
- Opportunities for NGOs and NFE providers to gain recognition (accreditation) and some financial support for delivering specified GoV services.
- Improved coordination, advice, and accountability with youth organisations including the National Youth Council.
- Improved coordination, advice and accountability with sporting bodies including the National Sports Council.
- Assistance from the Vanuatu Institute of Technology through its proposed provincial campuses, department of rural development, and TVET teacher and curriculum development units.
- Strong relationships with Provincial governments and agencies, particularly the REDI scheme.
- The establishment of a Training Trust Fund or similar scheme, to support the NFE sector and rural and youth training, under the control of a Board of Trustees, with decision-making on the allocation of funds delegated to Provincial Training Councils.
- Transparent management by these recognised autonomous providers, and clarity re individual, provider, and Government roles, responsibilities, and liabilities.
- Active participation by stakeholders.

The Plan also supports the intention of Government that there should be no discrimination on the basis of gender anywhere in the operation or management of government services or government funds. Young women, people with disabilities, and socially and economically disadvantaged groups will be positively encouraged to take part in all youth development, sport and recreation, and TVET activities and opportunities.

## **Summary of Key issues and Challenges to be addressed in the Corporate Plan**

During the period of this Corporate Plan, the Department must address:

- Definitions, scope, and Government/NGO partnerships, responsibilities and accountabilities re Youth Development, Sport and Recreation, and TVET.
- Promotion of TVET across Vanuatu.
- Funding allocations and best use of existing resources, aligned to policy directions.
- Quality of service delivery. Improved procedures.
- Ongoing strengthening of policies and plans. Development and approval of a National Youth Policy.
- Contributing to the development of Vanuatu's first National HRD Plan.

## **Summary of Key Objectives for 2004 to 2005**

- Establishment of new MYDT structure with strengthened capacity, policies, systems, database, and advisory committees.
- Establishment of an effective National HRD Plan, as a national project operating under the Office of the Prime Minister.
- Increased participation of young people and more positive opportunities and outcomes for young people and rural communities.
- More youth development opportunities.
- More sporting opportunities and access to improved facilities.
- Expanded Technical Vocational Education and Training opportunities.
- Positive and cooperative relationships between Government and the NGO sector.
- A new approach to funding youth development, sport and recreation, and TVET activities under the control of the MYDT, with resources better aligned and more accountable to policy directions.

## **Youth Development: Being Seen, Heard and Valued. Kampen Blong Bildimup Wan Gudfala Fiuja Long Ol Yangfela.**

### **Definition of Youth Development:**

Youth Development is about developing and empowering young people by encouraging their participation and experimentation with all facets of life. Youth is a period of life characterized by significant and dramatic physical, emotional, and intellectual change. Youth Development programs will help meet the special needs required for the healthy development of all young people. Special services and support should be provided for young people at risk.

Youth Development aims to develop the potential of young people to their fullest, encouraging leadership, creativity, self-expression, and resourcefulness, providing special support and counseling services, and building young people as a positive social force. Our Youth Development plans recognize young people as a key force in the development of Vanuatu. These plans recognize that parents have the first responsibility for youth development but that Government can give positive leadership and support to society as a whole to develop our young people.

### **Objectives**

#### **Objective one:**

**Strong and effective policy coordination and support for Youth Development in Vanuatu, with strong participation by young people.**

#### **Strategies:**

- Implement a new structure for youth development under the MYDT and its provincial arms.
- Liaise effectively with Provincial and Municipal Officers with an interest in Youth Development.
- Strengthen the role of Provincial Youth Officers and hold regular training and meetings for MYDT Youth Development Officers to plan and monitor Youth Development activities across Vanuatu.
- Develop a new National Youth Policy within the context of the Declaration of Human Rights.
- Support a Youth Development Research Project each year to better understand and promote youth development.
- Promote the GoV to identify a Decade of Youth. Recognize the International Day of Youth (15<sup>th</sup> August) as Vanuatu's National Youth Day and organize events to promote this day.
- Establish an annual Young Vanuatu of the Year Award, to be announced on Youth Day.
- Identify a National Youth Patron.

- Establish effective coordination between relevant community and NGO Youth Development organizations to maximize use of resources and reduce waste.
- Encourage a system of Youth Forums in each School, Institute, and Youth Center, feeding into an annual meeting of a Youth Congress of elected youth representatives to advise the MYDT.
- Promote and support Ni-Vanuatu young people to participate in Youth Meetings in the Pacific Region.
- Establish and maintain a database of Youth Development providers and initiatives.
- Establish procedures to monitor, evaluate, and report on the extent and quality of Youth Development activities.
- Prepare newsletters and media releases to promote the needs and views of young people and to case study successful Youth Development activities.

**Performance Indicators:**

- New MYDT structure and position descriptions approved by PSC. Positions advertised and recruited. New staff inducted. Existing staff trained in new duties.
- At least two training sessions for MYDT Youth Development officers each year.
- National Youth Policy approved by Council of Ministers.
- Funds set aside for a small Youth Development Research Fund and at least two research projects completed and disseminated by 2006.
- A Decade of Youth to be planned by the GoV. 15<sup>th</sup> August to be recognized a Vanuatu's Youth Day.
- An annual Young Vanuatu of the Year Award to be introduced from 2005.
- Improved arrangements for liaison with GoV (including schools and youth centers) and NGO organizations working in the area of Youth Development.
- Database of Youth Development agencies in Vanuatu and the Pacific maintained.
- Vanuatu effectively represented in national and international youth forums.
- MYDT Annual Reports contain evaluations and benefits of Youth Development activities and funding

**Objective Two:**

**Expanded range of high quality, relevant youth development activities, services, and initiatives.**

**Strategies:**

- Support the establishment of a Youth Centre in every Province, utilizing or working closely with existing centers.
- Initiate the development of national Youth Resource Kits to support youth development activities in such areas as:
  - Computer clubs.

- Health and Youth: substance abuse, nutrition, fitness, reproductive health, AIDS.
- Horticulture clubs.
- Creative and performing arts.
- Youth leadership.
- Young Enterprise projects.
- Parenting skills for young parents.
- Setting up your own youth group.
- Values Education for Youth Development.
- Social, cultural, and moral guides for Youth.
- Agriculture, Fishing.
- Initiate a five year rolling national campaign: Kampen Blong Bildimup Wan Gudfala Fiuja Long Ol Yangfela to raise awareness and to promote an increase in Youth Development activities.
- Establish a Ni-Vanuatu Youth Ambassador Program to support young graduates to return to rural and outer islands to share their skills through community projects.
- Review counseling and treatment services available to young people and recommend how these can be strengthened.
- Encourage and support Parenting Training short courses to improve the skills of parents in helping their young children to develop positively.
- Seek assistance to develop and publish a Ni-Vanuatu Good Parenting Guide. Include a special section for young (teenage) parents.
- Encourage and support Youth Development activities as a formal and special part of Youth Day.

**Performance Indicators:**

- A MYDT-supported Youth Centre in each Province by 2006.
- Resource kits nationally developed and disseminated in at least three activities and in use by youth groups by 2006.
- National Kampen Blong Bildimup Wan Gudfala Fiuja Long Ol Yangfela is launched in 2005 and widely promoted and understood by 2006, with Youth Development agencies using this to help promote Youth Development.
- Increased community awareness of the importance of Youth Development.
- Ni-Vanuatu Youth Ambassador scheme approved by the Council of Ministers by 2005 and in place by 2006.
- Increased number of good parenting skill workshops offered across Vanuatu.
- The Ni-Vanuatu Good Parenting Guide published and widely disseminated by 2006.
- Report to improve counseling and treatment services completed by 2005. Agreed recommendations to be implemented by 2006.

**Objective Three:**

**Special focus on youth development in rural and remote areas.**

**Strategies:**

- Encourage and support NGOs and communities to pilot the Vanuatu Community Certificate or modules in rural or remote areas.
- Encourage and support rural NGOs and communities to use the new national Youth Resource Kits and Good Parenting Guide.
- Within the Kampen Blong Bildimup Wan Gudfala Fiuja Long Ol Yangfela, initiate and support projects targeting rural areas.
- Youth Development Officers to undertake field work to support rural Youth Development activities.

**Performance Indicators:**

- At least three pilots of the VCC completed in rural areas by 2006.
- At least ten rural NGOs/ Communities using the national Youth Resource Kits and Good parenting Guide by 2006.
- All MYDT, Provincial, and Municipal Youth Development Officers participating in the Kampen Blong Bildimup Wan Gudfala Fiuja Long Ol Yangfela.
- Case studies of at least five rural projects run under the Kampen Blong Bildimup Wan Gudfala Fiuja Long Ol Yangfela by 2006.

**Objective Four:**

**Special focus on urban youth, young offenders, and young people at risk.**

**Strategies:**

- Pilot and adapt the Vanuatu Community Certificate at VIT for young offenders and young people at risk, including the homeless and the alienated. Include modules to counter violence and crime, and the dangers of substance abuse.
- Liaison with the police, the courts, and chiefs and others concerned with the juvenile justice system to establish positive Youth Development options for young offenders.
- Encourage and support urban NGOs/ communities to pilot the Vanuatu Community Certificate or modules for urban youth.
- Encourage and support urban NGOs and communities to use the new national Youth Resource Kits and Good Parenting Guide.
- Within the Kampen Blong Bildimup Wan Gudfala Fiuja Long Ol Yangfela, initiate and support projects targeting urban areas.
- Youth Development Officers to undertake field work to support urban Youth Development activities.

**Performance Indicators:**

- At least one VCC pilot conducted for young offenders in urban areas each year.
- At least six urban NGOs/ communities offering the VCC by 2006.
- A more coordinated GoV approach to dealing positively with young offenders.

- At least six urban NGOS/ Communities using the national Youth Resource Kits and Good Parenting Guide by 2006.
- All MYDT, urban Provincial, and Municipal Youth Development Officers participating in the Kampen Blong Bildimup Wan Gudfala Fiuja Long Ol Yangfela.
- Case studies of at least five urban projects run under the Kampen Blong Bildimup Wan Gudfala Fiuja Long Ol Yangfela by 2006.

**Objective Five:**

**Strong, youth-responsive, non-government organizations providing a range of youth development activities.**

**Strategies:**

- MYDT Youth Development Officers to provide fieldwork support to encourage Youth Development organizations and to share ideas and resources.
- Encourage a partnership approach with parents, churches, schools, NGOs, communities, working together for Youth Development.
- Close working relationships with the NFE Task-Force.
- Support regional Youth Development training courses, eg the USP program. Promote Youth Development as a career.
- Encourage and support more Youth Development training and short courses across Vanuatu.
- Regular liaison with Youth Development agencies.
- Encourage strong Youth Development agencies to support other Youth Development groups.
- Recognise and support the work of volunteers in Youth Development.

**Performance Indicators:**

- At least two Ni-Vanuatu graduates each year from regional Youth Development courses. Youth Development careers recognized within the National HRD Plan.
- Regular short courses and seminars on Youth Development.
- At least one meeting each year with the larger Youth Development organizations, eg FSP, Wan Smol Bag Theatre.
- MYDT Youth Development Officers in regular contact with Youth Development agencies.
- An annual award for best practice in Youth Development and an annual award for the Youth Development Volunteer of the Year.

**Objective Six:**

**An accessible and equitable youth development system.**

**Strategies:**

- Promotion of MYDT policies re equity and access.
- Affirmative action to ensure increased participation in youth Development by young women.
- Affirmative action to ensure increased participation in Youth Development by young people with disabilities.
- MYDT to strive for balance in the number of male and female Youth Development Officers.
- MYDT to strive for gender balance on all key committees and advisory bodies.
- MYDT database to collect information on participation in Youth Development by gender, island, and disability.

**Performance Indicators:**

- All MYDT publicity including the Kampen Blong Bildimup Wan Gudfala Fiuja Long Ol Yangfela to promote equity and access.
- Annual reports indicating measures and results to increase equity and access in the MYDT structure and in projects and activities supported by MYDT.

**Objective Seven:**

**Sustainable funding for Youth Development.**

**Strategies:**

- Establish a Youth Development Fund to encourage and support positive youth development projects and initiatives.
- Seek additional support from development partners. Develop a Government Investment Program (GIP) proposal, focused around the Kampen Blong Bildimup Wan Gudfala Fiuja Long Ol Yangfela.
- Encourage business and private donations for Youth Development.
- Increase the allocation of GoV and other funds for Youth Development.
- Ensure fair and transparent allocation procedures and public accountability of Youth Development funds.

**Performance Indicators:**

- Youth Development Fund with associated policies and procedures, in place by the end of 2004.
- A Youth Development GIP proposal prepared by May 2004.
- The percentage of MYDT funds spent on Youth Development activities to be increased by at least 10% by 2006.
- A Policies and Procedures Manual in place for the management of Youth Development Funds.

## **Sport and Recreation: Feeling Good and Staying Healthy**

### **Definition:**

Sport and Recreation activities range from formal, provincial, national, regional, international, and elite sporting competitions through community recreation to more personal fitness-oriented activities and informal sports and games. Sport and Recreation provides many challenging skills and career opportunities including training, coaching and officiating, sports medicine, massage therapy, aerobics and fitness instructors, sports teachers, and the racing industry. Sport and Recreation events can contribute to an increase in tourism through sport tourism marketing. Sport and Recreation teach valuable skills such as teamwork, discipline, leadership, fair-play, communication. Sport and Recreation provide positive activities and keep our young people fit, healthy, and positive. They continue Vanuatu's heritage as a sporting nation. The Ministry of Youth Development has the important responsibility, in partnership with communities, schools, sporting clubs and sporting bodies, to strengthen Sport and Recreation services in Vanuatu.

### **Objectives**

#### **Objective One:**

**Promote participation in sport activities among young people.**

#### **Strategies:**

- Review and develop policies for MYDT sport and recreation programs by mid 2004.
- Ensure sport networks with relevant stakeholders are strengthened at all levels through:
  - Provision of expert and technical advice and support;
  - Assistance in setting up sporting committees with stakeholders;
  - Annual primary school sports competition.
- Facilitate the development of elite sports training programs in conjunction with the Vanuatu Institute of Technology.
- Support the inclusion of Sports Training Strengthening as part of the proposed GIP VIT/TVET Strengthening Project 2005 – 2010. Work with the Australian and French design teams in May 2004 to seek assistance with teacher and curriculum and materials development.
- Support and encourage compulsory physical education in schools through:
  - Liaising with DoE Curriculum Development Centre and VIT's Curriculum Development Unit;
  - Developing a guest speaker program of athletes and role models;
  - Annual PE teacher conference.

- Support the training of MoE PE teachers through the provision of workshops, seminars and conferences in conjunction with VASANOC and VIT.

**Performance Indicators:**

- MYDT sport and recreation policy reviewed and completed by Dec 2004.
- Interim PE training module developed by VIT.
- Sports formal training strengthening included as part of the VIT/TVET Strengthening Project 2005 – 2010.
- Quarterly newsletter developed with VASANOC first edition June 2004.
- National secondary school council to meet August 2004.
- Primary school sports competition July 2004.
- Host Regional games 2006.
- Six sport and recreation volunteers working in provinces.
- A high profile national athlete to be first guest speaker in Malapoa College June 2004
- PE Teacher conference held during national secondary school games.
- MYDT support for Melanesian games bid 2005

**Objective Two:**

**Promote participation in recreational activities among young people.**

**Strategies**

- Identify and promote leisure activities including traditional sports.
- Support and encourage youth led entertainment and events.
- Provide appropriate venues and facilities for recreation and entertainment.
- Encourage traditional sports in schools.
- Develop working relationships with commercial partners to increase commercial sponsorships.

**Performance Indicators:**

- Annual provincial games.
- Annual Round the Island Relay.
- Independence Day Celebrations (July).
- Annual Music Festival (November).
- Melanesian Arts Festival (August).
- Youth Centre in each Province by 2006.

**Objective Three:**

**Increase participation to sport and recreation activities for under represented groups of young people including the disabled, women and those living in remote areas.**

**Strategies:**

- Identify factors that contribute to non participation in sport and recreation by mid 2004.
- Work closely with the Disabled Association .
- Assist VASANOC further develop the Women in Sport Program.
- Promote sport and recreation to children through the establishment of a committee consisting of VASANOC, MYDT, Pre School representatives.
- Incorporate Fitness and Training into Provincial Youth Centres schedule by mid 2004.
- Develop partnerships with sporting bodies by identifying appropriate government support to assist them achieve government policies and objectives by May2004.
- Establish a Women in Sport Committeeby May 2004.
- Source opportunities for sponsorship.
- Review quantity and quality of media coverage

**Performance Indicators:**

- MYDT annual calendar of events produced March 2004.
- Public awareness day organized with the Disability Society, Women's groups and VASANOC by Dec 2004.
- First meeting of the Women In Sport committee June 2004.
- First meeting of Pikanini Play Play September 2004.
- Workshop on policy and implementation at VASANOC AGM March April 2004.
- Disabilities/Women role models in sport – three media stories for the Daily Post by Dec 2004

**Objective Four:**

**Improve the management and operations of sporting organisations, facilities and resources.**

**Strategies:**

- Sport funding based on objective criteria.
- Funded bodies to account for the use of funds allocated for sport and recreation programs.
- Establish monitoring, evaluation, and reporting systems and procedures to enable the Ministry to complete useful Annual Reports on Sport and Recreation activities and standards.
- Support the improvement, operation and maintenance of sporting facilities.
- Initiate short-course and formal training in sports administration and sporting facilities and turf management and maintenance, and encourage sporting bodies to undertake this training.
- Support the Vanuatu National Sports Council function as an autonomous self-funding organization by Dec 2005.

- Facilitate the handing over of sporting venues to the appropriate provincial authorities and municipalities by Dec 2004.
- Develop policy and procedures for the monitoring and allocation of resources to sporting organizations and stakeholders.
- Establish a reporting system to justify the use of resources and the progress of sporting disciplines by mid 2004.
- Develop evaluation processes for sport and recreation programs and services to for all stakeholders provided with government assistance and grants by mid 2004.
- Develop OH&S regulations with VASANOC and the VNSC.

**Performance Indicators:**

- MYDT Sport and Recreation Procedures Manual developed March 2004 and distributed to stakeholders at VASANOC AGM in March, April 2004.
- MYDT Annual Reports contain accurate information and evaluations of standards of Sport and Recreation in Vanuatu.
- Grant Reporting and Accountability Form and procedure developed and distributed to stakeholders at VASANOC AGM in March/April 2004.
- First draft of OH&S policy and procedures developed Dec 2004.
- First meeting VNSC March 2004.
- Published funding trends and decisions by government and sporting bodies.
- Better managed and maintained sporting facilities and turf.
- Improved sport administration.

## **Technical Vocational Education and Training (TVET): Skills for a Self-Reliant, Productive, and Proud Vanuatu**

### **Definition:**

Technical Vocational Education and Training (TVET) is the international term used to describe practical skills training, offered by both formal Government institutions and non-formal, non-Government organisations. TVET is a separate sector to the academic or schools system. It provides practical living skills to enhance quality of life in the community. It also provides the skills required to generate income and to work in the formal and the informal economy. The Ministry of Education is responsible for Vanuatu Institute of Technology. The MYDT is responsible for the development and quality standards of the TVET sector as a whole working through the Vanuatu National Training Council. MYDT supports the NGO TVET providers, and promotes cooperation and wise use of GoV resources between all providers.

### **Objectives**

#### **Objective One:**

**Strong and effective policy coordination, recognition, and support for Vanuatu's national TVET system.**

#### **Strategies:**

- New structure for MYDT approved and in place by mid 2004.
- Task Force to oversee implementation of TVET Masterplan and monitor compliance with MYDT policy directions approved in 2003.
- Ensure VNTC is strengthened by:
  - Recruitment and training of two officers and new Council Members.
  - Study tour to PNG for VNTC Executive Officer in March 2004 (funded by ADB).
  - Technical Advisor to VNTC from late April to late July 2004 (funded under the VIT Project).
- Monitor VNTC's achievement of its workplans:
  - VNTC Policies and Procedures Manual to be finalized in 2004.
  - VNTC Consultative Committee established and providing advice from across relevant GoV agencies and the private and NGO sectors.
  - Provincial Training Boards formally recognized, training provided to Board members, and PTBs active in advising on the training needs and solutions of their provinces.
  - VNTC database of TVET courses and providers in place.
  - Industry Standards agreed and National HRD needs prioritized.
  - Quality System in place, and excellence and quality in TVET recognized through a national awards system.
  - A permanent, independent office secured.

- Industry Advisory Committees formally recognized and active in advising on training needs and solutions of the formal economy.
- Wide promotion of VNTC and its benefits, and a VNTC web-site in place.
- Liaise with the Australian and French Design Teams during 2004 to achieve further strengthening support for MYDT and VNTC from Australia and France under the VIT/TVET Strengthening Project Proposal 2005 to 2010.
- Continue to liaise with the MoE in key areas such as the EFA Plan, TVET in Schools, roles of Provincial officers, a common MIS, and shared use of facilities.
- Liaise with DESP and take a leadership role in the development of Vanuatu's National HRD Plan. Seek funding and TA support.
- Support VIT Principal as Vanuatu's representative and Executive Member of the Pacific TVET Association (PATVET) and the Commonwealth of Learning Regional Distance Learning Initiative.
- Pursue and support funding for at least one Pacific TVET regional project.
- Support VIT in strengthening and promoting Vanuatu's UNEVOC Centre.

**Performance Indicators:**

- New MYDT structure and position descriptions approved by PSC. Positions advertised and recruited. New staff inducted.
- DG to establish task force to oversee TVET Masterplan and policy implementation.
- VNTC Executive Officer and Office Manager positions filled and confirmed by February 2004. Officers to attend training sessions in management of TVET.
- VNTC to meet at least four times per year.
- Report of Study Tour.
- Report of VNTC Advisor.
- At least 20 TVET providers registered and at least 15 TVET courses accredited by end 2005.
- Minutes of at least two meetings of the VNTC Consultative Committee each year.
- Minutes of at least two meetings of each Provincial Training Board each year.
- Minutes of at least two meetings of Industry Advisory Committees each year.
- Effective cooperation with the MoE at National and Provincial levels.
- National HRD Plan in place by 2005 to guide decisions on scholarships and training.
- Vanuatu's UNEVOC Centre more accessible and visible.

**Objective Two:**

**Expanded range of practical, high quality, and relevant competency-based TVET courses to meet the development needs of the formal, informal, and non-formal economies, and to promote self-employment and self-reliance.**

**Strategies:**

- Support and promote the Vanuatu Community Certificate (VCC) as an alternative TVET pathway for people who have missed out on a complete basic education.
- Support and promote the introduction of the Vocational Foundation Certificate (VFC) to replace VIT's current Year 11 and 12 courses and to be offered in Provincial areas.
- Support the development of Post Year 12 and new course areas at VIT in Port Vila to meet the needs of the formal economy.
- Encourage the expansion of literacy programs across Vanuatu.
- Work with the MoE to strengthen TVET and technology options in schools.
- Formally recognize and promote VIT's Curriculum Development Unit (CDU) as a center of excellence for TVET curriculum.

**Performance Indicators:**

- The VCC piloted in two Provinces in 2004 and extended to other Provinces in 2005.
- The VFC accredited by end 2004 and piloted in at least two Provinces in 2005.
- VIT Vila courses developed to Post Year 12 options and approved by Industry Advisory Committees, by end 2005.
- New courses developed to reflect the need of the formal economy and the National HRD Plan.

**Objective Three:**

**Expansion and strengthening of TVET training in the rural areas and to meet Provincial development needs.**

**Strategies:**

- Support the establishment of VIT Provincial Campuses.
- Review and strengthen the involvement of MYDT Provincial Officers in rural training.
- Support VRDTCA and other NFE Providers.
- Expand TVET Provision in rural areas.
- Encourage train the trainer courses.

**Performance Indicators:**

- Two VIT campuses to be established in 2004. A further two campuses to be established in 2005.
- Involvement of VRDTCA and other peak NGOs on the VNTC and Consultative Committees.
- Support and monitor the MOU between VRDTCA and the Peace Corps.
- 120 community trainers to be trained by VIT by the end of 2004.

**Objective Four:**

**A strong Vanuatu Institute of Technology and other formal TVET providers, with a longer-term vision of a single, sustainable, multi-purpose, multi-campus national institute.**

**Strategies:**

- Liaise with the MoE to continue to establish VIT as Vanuatu's leading TVET Institution:
  - Arrange direct funding for VIT;
  - Arrange direct employment of its teachers by VIT;
  - Undertake a review of funding to provide a rational model for VIT funding consistent with GoV priorities for training;
  - Arrange transfer of existing and adjacent land to VIT Council.
  - Formally recognize and promote VIT's Teacher Development Unit as a center of excellence for TVET teacher training. Ensure that the TDU trains additional TVET teachers.
- Support and oversee the further strengthening of VIT as Vanuatu's National TVET Institute and a growing force in the Pacific Region. Contribute to the May 2004 French and Australian design visits for the VIT/TVET Strengthening Project 2005 - 2010.
- Liaise with the Ministry of Agriculture, Forestry and Fisheries (MAFF) re planning for the College of Agriculture.
- Support and oversee the development of the Vanuatu Maritime College (VMC) as a National and Regional resource.
- Liaise with VNTC to encourage the establishment of overseas and commercial TVET providers in Vanuatu and their compliance with the VNTC Act to provide quality training within financial guidelines to protect students.

**Performance indicators:**

- VIT Act amended to allow direct employment of its teachers by end 2004.
- Improved funding arrangements for VIT in place during 2004, to enable direct funding and GoV and VIT Council to strategically prioritise how funds are allocated.
- Adjacent land allocated or transferred to VIT by early 2004 to enable design of new Tourism Training Centre and longer-term growth.
- Agreement reached with Australia and France for the funding of a balanced approach to the further development of VIT and the TVET system for 2005 to 2010.
- Agreement reached with MAFF to achieve within available resources the proper funding and management of the College of Agriculture as a sustainable, quality provider operating under TVET policies and quality standards.
- Regular attendance at VMC Board meetings.
- VNTC reports of registered providers and management of complaints, and non-compliance.

**Objective Five:**

**Strong, community-responsive, non-formal TVET groups providing various learning opportunities and services for empowerment, community development, and improvement of quality of life.**

**Strategies:**

- Continue to involve NGOs in MYDT consultations and planning.
- Encourage a focus on meeting the needs of Provinces, communities and students, (demand-driven rather than supply driven).
- Encourage the sharing of TVET curriculum and materials.
- Support VIT to open up the services and resources of its Teacher and Curriculum Development Unit and Provincial Campuses to assist NGOs.
- Through the VNTC and providers, monitor and report on student and community satisfaction, and recognize the quality contributions of volunteers and others.

**Performance Indicators:**

- Each PTB to meet annually with all stakeholders.
- At least two meetings each year of the VNTC Consultative Committee to ensure stakeholder involvement., and to discuss and promote TVET policies and plans and to improve service delivery.
- VNTC Register of TVET Courses and Resources.
- National Awards for quality NGO TVET providers by 2005.

**Objective Six:**

**An accessible and equitable TVET system.**

**Strategies:**

- Target some funds to disadvantaged and early school leavers, girls and women, rurally isolated and people with disabilities.
- Promote access and equity and equal employment opportunity through all MYDT statements and activities and to all TVET providers, and monitor male and female participation and employment within the Ministry.
- Through VNTC promote access and equity as one of the key principles of course development and accreditation.

**Performance Indicators:**

- MYDT Funding Initiatives make a difference to participation of targeted disadvantaged groups.
- MYDT reports cover Equity and Access and show increased participation of females in TVET.
- All MYDT Boards, Councils, and Committees have a reasonable percentage of women.
- Women are recruited to at least two of the new MYDT positions.

**Objective Seven:**

**Sustainable funding for the TVET system, both formal and non-formal.**

**Strategies:**

- Via VNTC and with the working party established by the Council of Ministers in March 2003, research and report on a Training Trust Fund and other sustainable funding strategies for the TVET system.
- Review MoE/MYDT budgets to achieve an increased share for TVET.
- Develop a rational funding model to guide allocation of funds.
- Improve monitoring and reporting on funding for TVET.
- Seek a Phase 3 VIT/TVET Strengthening Project from AusAID and France.
- Seek a further year of ADB Technical Assistance through the ADB Skills Development Project.
- Support the EU-funded Tourism Training Centre project.
- Encourage more effective and cooperative use of existing resources across the TVET sector.

**Performance Indicators:**

- Report to Council of Ministers by end of 2004 on Training Trust Funds and other Sustainable Funding Strategies for TVET.
- MoE/MYDT budget for TVET increased to at least 2% by 2005.
- Phase 3 VIT Strengthening Project commence in 2005 with integrated Australian and French support as part of a broader TVET Strengthening Project.
- ADB Skills development TA Grant extended to 2005.
- Construction of EU Tourism Training Centre and expansion of Tourism Training.

