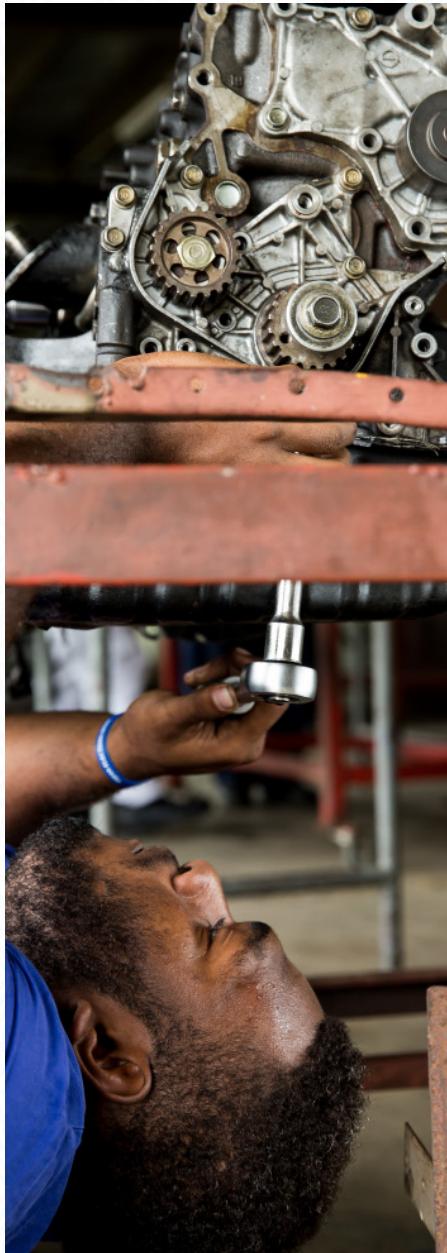




**TVET PASIFIKA**  
TECHNICAL AND VOCATIONAL EDUCATION  
AND TRAINING FOR THE PACIFIC

20  
25 *Achievements*  
Get Skilled for your Future

# CONTENT



VC's remarks, PVCTVET's remarks

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# Message from VC



*Bula Vinaka and Greetings from the Fiji National University!*

I am pleased to present this year's TVET Achievement Report, which highlights the outstanding progress the Fiji National University continues to make in delivering high-quality, industry-aligned Technical and Vocational Education and Training (TVET). As Fiji's national dual-sector university, FNU remains steadfast in its commitment to expanding inclusive access to skills-based education and strengthening the technical workforce that underpins national growth and regional resilience.

In 2025, FNU further strengthened its leadership in the TVET space, enhancing the scope, quality, and accessibility of our training programmes across Fiji and the Pacific. Guided by our strategic commitments and informed by industry needs through our community discussion forums, we continued to deliver competency-based, practice-oriented education designed to meet labour market demands and support the evolving skills landscape of our region.

Our continued expansion of TVET Pasifika demonstrates our dedication to ensuring programmes remain relevant, accessible, and responsive to the needs of communities across Fiji and the Pacific. Through a combination of formal qualifications, short courses, and free community skills training for disadvantaged groups, FNU is ensuring that no individual is left behind—whether they are school leavers, women re-entering the workforce, unemployed youths, or learners from rural, remote, and maritime regions. These initiatives directly support the University's mandate to foster inclusive education and empower people with meaningful pathways to employment, entrepreneurship, and lifelong learning.

TVET plays a vital role in nation-building. It supports the development of a highly skilled labour force, strengthens national productivity, addresses skills shortages, and equips individuals with competencies that drive innovation, resilience, and economic diversification. In the Pacific context, TVET is equally important for building climate-resilient communities, supporting sustainable livelihoods, and preparing our people for new and emerging industries shaped by global transformation and regional mobility.



By providing accessible and practical education, FNU's TVET programmes contribute significantly to raising living standards, reducing inequalities, and fostering inclusive economic growth in line with SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth), SDG 10 (Reduced Inequalities), and SDG 17 (Partnerships for the Goals).

These achievements reflect the successful implementation of the FNU Strategic Plan 2024–2026, particularly:

**• Priority Area 1:**

Inclusivity & Diversity – People, Place and Cultures, through outreach to rural, remote and maritime communities, accessible training for disadvantaged groups, and culturally responsive learning pathways.

**• Priority Area 2:**

Educational Excellence & Student Affirming Experiences, through the delivery of competency-based, industry-informed programmes and sustained improvements in graduate employability.

**• Priority Area 5:**

Education for Employment and Internationalisation, through strengthened employer partnerships, revitalised apprenticeship pathways, trade testing, and the development of graduates who are competitive both locally and globally.

As we reflect on these accomplishments, I extend my sincere gratitude to our staff, industry partners, government agencies, and development partners who continue to support our TVET mission. Your collaboration ensures that FNU remains a catalyst for empowerment, resilience, and opportunity for all Fijians and Pacific peoples.

Together, we will continue to elevate TVET as a driver of economic transformation, social mobility, and sustainable development for Fiji and the region.

Vinaka vakalevu, Dhanyavaad and Thank You!

*Professor Uraia Nakoba-Baka*

Vice-Chancellor  
Fiji National University



# Message from PVC TVET



Bula Vinaka!

It is my honour to present the 2025 TVET Achievement Report, which highlights the remarkable progress made through Fiji National University's Technical and Vocational Education and Training programmes over the past year. Our mandate as the national leader in TVET is clear: to equip individuals with practical, industry-ready skills that strengthen Fiji's workforce and uplift communities across the Pacific.

This year, FNU continued to demonstrate the scale and impact of its contribution to national workforce development. Between 2019 and 2024, the University graduated more than **69,000 TVET learners**, including 60,641 from formal programmes and short courses and 8,505 from community-based rural training initiatives.

By the end of 2025, FNU is projected to surpass 100,000 skilled workers, a significant milestone that reflects the dedication of our training teams and the continued demand for high-quality vocational education. Long-term projections indicate that FNU will produce **more than 200,000 TVET**

**graduates by 2030**, demonstrating our central role in preparing the nation for future labour market needs.

Our TVET programmes continue to serve as a backbone for key industries in Fiji. Over the past five years, FNU has trained over **11,000 graduates in tourism and hospitality, 9,700 in executive management and commerce, 6,900 in construction trades, 5,600 in electrical and electronics, and 3,360 in information technology, as well as more than 18,000 in automotive engineering**.



These graduates are entering the workforce with confidence, supported by employability rates of 90 per cent and above across nearly all training areas.

The success of our National Apprenticeship Scheme and Trade Testing, which maintains a 100 per cent job placement rate, further demonstrates the industry's confidence in the skills, discipline, and work readiness of FNU-trained graduates.

Our commitment extends beyond formal qualifications. Through the expansion of the TVET Pasifika brand, FNU continues to deliver practical and accessible training to rural, maritime, and underserved communities. Short courses and community-based programmes have provided invaluable opportunities for single mothers, unemployed youths, people living with disabilities, and those seeking to reskill or upskill.

These initiatives help individuals secure employment, start their own businesses, and improve the well-being of their families and communities. TVET remains a powerful tool for empowerment, one that contributes directly to national productivity, poverty reduction, and social mobility.

These achievements would not have been possible without the dedication and support of many. I extend my sincere appreciation to our industry partners, employers, government ministries, and development collaborators whose trust and engagement ensure our programmes remain relevant and employment focused. My heartfelt thanks also go to our trainers and academic teams, who work tirelessly to deliver high-quality, competency-based education that transforms lives.

To our students—you are the reason we strive for excellence every day, and your resilience and determination inspire us. Finally, we acknowledge the unwavering support of communities across Fiji, who have welcomed our outreach initiatives and partnered with us to provide pathways for learning and growth.

As we continue strengthening our TVET ecosystem, we remain committed to expanding opportunities, enhancing training capacity, and ensuring that every individual, regardless of background, circumstance, or location, has access to skills that open doors to employment, enterprise, and lifelong success.

Vinaka vakalevu.

  
Dr. Jane Tagicakiveta  
Pro-Vice-Chancellor TVET & NTPC  
Fiji National University



# Directors and Associate Deans of TVET



**Name:** Dr Aruna Devi  
**College:** CMNHS  
**Education:** PhD- Charles Sturt University, NSW, Australia  
Master of Laboratory Medicine- RMIT, Bachelor of Medical Science (Pathology)



**Name:** Dr Ilisoni Leweniqila  
**College:** CAFF  
**Education:** Ph.D in Horticulture and Ethnobotany  
Master of Agriculture  
Bachelor of Agriculture in Crop Sciences



**Name:** Jerry Wong  
**College:** CHEL  
**Education:** Master of Education, Post Graduate Diploma Edu, Higher Education Teaching Certificate in TVET, International Diploma Tertiary Teaching, Cert IV Training & Assessment, Cert of Proficiency Graphic Design & Comm



**Name:**  
**College:**  
**Education:**



**Name:** Vane Seruvakula  
**College:** CETVET  
**Education:** Master in Cultural Heritage, Bachelor in Built Environment, Landscape Architecture, Diploma in Horticulture, Landscape Architecture, Diploma in Architectural Technology



**Name:** Capt Hanre Sosefo Sagaaitu  
**College:** PCMS  
**Education:** Master Mariner Class 1 (Aust).  
Bachelor Maritime Business (Aust)



**Name:** Salaseini Ligamamada Rabuka  
**College:** NTPC  
**Education:** Master of Engineering Science ( Electrical & Electronic Engineering, Bachelor of Engineering ( Electrical & Electronic Engineering), Advanced Diploma in Engineering Electrotechnology, Diploma in Telecommunications Engineering, International Diploma in Tertiary Teaching

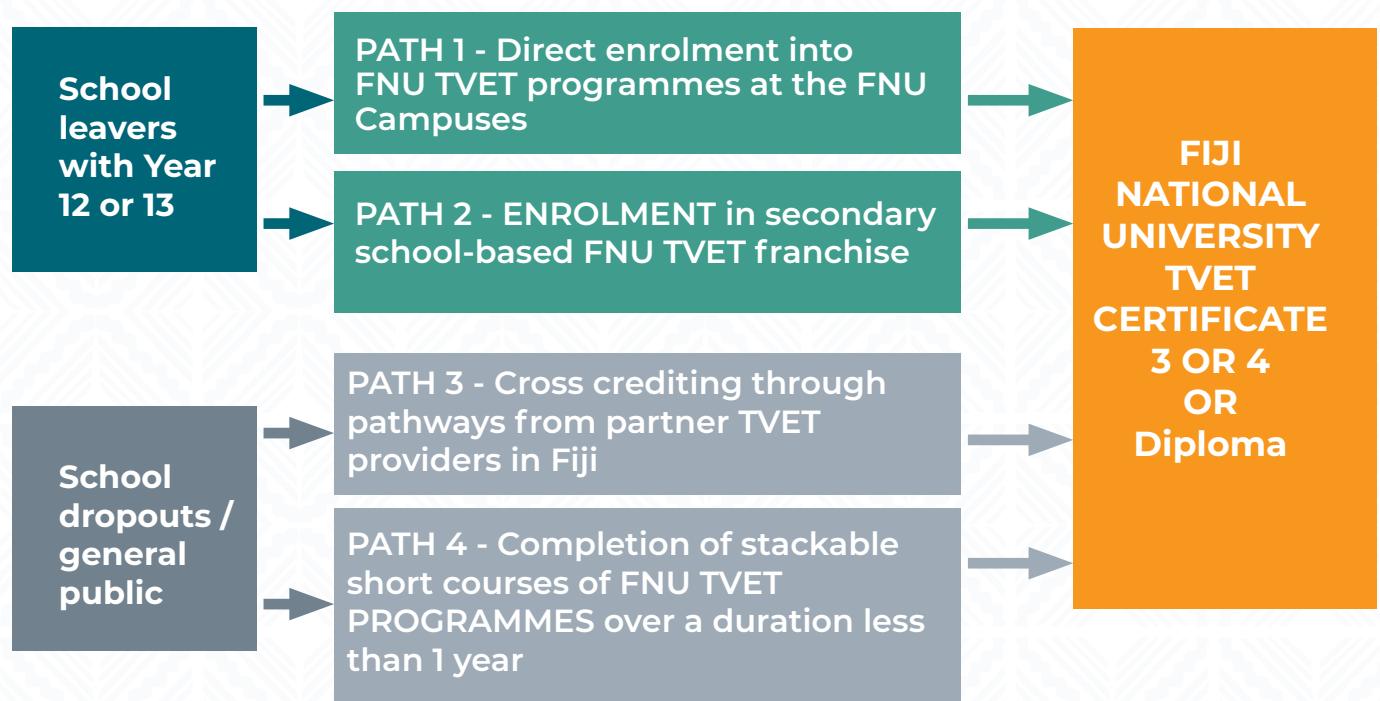


**Name:**  
**College:**  
**Education:**





# FNU ALTERNATIVE PATHWAYS TO TVET QUALIFICATIONS.





# TVET Full Award Programmes - Enrolments

## TVET ENROLMENTS IN AWARD PROGRAMMES (CERT & DIPLOMA)





# FNU's **contribution** to Fiji's workforce



# 5369

New TVET  
graduates  
2022-24

**3580**

Qualified  
people  
from Trade  
Testing 2019-2024

**1789**

TVET enrolment  
in FNU 2025

**7476**

TVET enrolment  
in Short Courses  
2025

**5579**

Apprentices  
in-training  
July 2025

**509**



### TVET Graduation Data

TVET Graduation Data 2022-2024	COLLEGE/CENTRES	TVET GRADUATES 2022-2024		
		2022	2023	2024
	CAFF	11	14	54
	CBHTS	149	235	257
	CETVET	394	781	542
	CHE	49	123	110
	CMNHS	97	90	126
	PCMS	19	63	34
	NTPC	80	101	120
	NTPC Apprenticeship		63	68
	<b>TOTAL</b>	<b>799</b>	<b>1470</b>	<b>1311</b>







# College of Medicine, Nursing and Health Sciences (CMNHS)



*TVET*



As the Associate Dean TVET –College of Medicine Nursing and Health Sciences (ADTVET-CMNHS), we are dedicated to advancing education and health outcomes for the nation. Our programmes emphasize learner-centric, competency-based education; strong industry and clinical partnerships and innovative, flexible delivery to expand access and relevance. By integrating patient safety, and public health practice with sustainable and ethical approaches, we strive to contribute to SDGs related to good health and well-being (SDG 3), quality education (SDG 4), reduced inequalities (SDG 10), and strong institutions (SDG 16). We invite ongoing collaboration from students, healthcare partners, and communities as we strengthen workforce capabilities, drive research informed practice, and support sustainable development across our region.

### **The Short Courses at CMNHS:**

1. Certificate in Clinical Laboratory Technology (Level 5) Quota Based
2. Certificate in Public Health (Level 5) Quota Based
3. Certificate in Dental Assisting (Level 4) Quota Based
4. Certificate in Community Nutrition (Level 4) Quota Based
5. Certificate in Health Professions Foundation Studies (Level 4) Quota Based
6. OMOP8124 Manage Orofacial pain cases in dental practice Stackable MC Offered S2 2024
7. OMOP8225 Manage Oral Mucosal diseases & Malignancies in Dental Practice Stackable MC Offered S1 2025

### **Activities CMNHS TVET**

New Short Course development workshops were conducted to guide staff through the CMNHS, FNU TEVET Short Course templates and approval processes. The sessions aimed to enhance staff familiarity with the standard formats, align course design with governance requirements, and establish a clear pathway from development to approval and delivery. Participants engaged in hands-on activities, reviewed exemplar templates, and discussed implementation considerations for current and upcoming short courses.







The College of Medicine, Nursing and Health Sciences, ADTVET Dr Aruna Devi proudly hosted Fiji's inaugural Haematology Skills Workshop in collaboration with James Cook University. The event brought together laboratory clinicians, laboratory personnel, and allied health professionals to enhance practical skills in haematology measurement, cell morphology, interpretation, and patient care. The workshop featured expert demonstrations, hands-on practice, case discussions, and assessments designed to strengthen competency, confidence, and interdisciplinary collaboration across Fiji's health system.



ADTVET-CMNHS pioneered a voluntary community outreach activity in the farming settlement of Waituri, Nausori with volunteers from DPMLS, lecturers Shamal Chand, Nishal Murthi, Atleshwar Sudhakar and Anish Singh after hours. The initiative aimed to support local farmers with awareness and knowledge in Infection prevention and control, hand hygiene, waste management, mental health, NCD, HIV and impact pesticides and its impact on health and environment, livelihoods, and available educational pathways. The outreach engaged community members, and family groups, and sought to strengthen ties between FNU, local stakeholders, and potential learners.



The Fiji National University's (FNU) College of Medicine, Nursing and Health Sciences (CMNHS) is conducting a four-day outreach programme at Nakavu Village in Namosi. Since arriving on 18 August 2025, the dedicated team—including 24 students from Fiji, Australia, Tonga, FSM, Tokelau, Vanuatu, Wallis and Futuna, and Kiribati—alongside six staff members, have provided essential dental care to the community members.

This annual initiative offers students from Bachelor of Dental Surgery, Bachelor of Oral Health, and Certificate in Dental Assisting programmes invaluable hands-on experience in a rural setting.



The College of Medicine, Nursing and Health Sciences hosted its lively Cultural Night at the FMF Gymnasium on Saturday, September 13, together with a grand finale to the 140th anniversary celebration of the Fiji School of Medicine. It was a night filled with celebration, nostalgia, and a sense of hope for the future. The event honoured the next generation of healthcare professionals as they prepare to embark on their careers.

The programme was officially opened by the Minister of Education, Honourable Aseri Radrodro, who was joined by Pro-Vice Chancellor Dr Jimaima Lako, Acting Dean of the College of Medicine, Nursing and Health Sciences Dr Amelia Turagabeci, and representatives from the FNU Students Association.





The Department of Medical Imaging and Anatomy, as the Centre of Education for the World Federation for Ultrasound in Medicine and Biology (WFUMB), successfully organized two international workshops in partnership with WFUMB and the Pacific Islands Society of Ultrasound in Medicine and Biology (PISUMB). Both workshops were facilitated by four expatriate facilitators and held at the Anatomy Laboratory, Pasifika Campus, College of Medicine, Nursing and Health Sciences.

The Basic Upper Limb MSK Ultrasound Workshop was conducted from 22nd to 23rd May 2025, with 14 participants representing Fiji and Tonga. The Basic Lower Limb MSK Ultrasound Workshop followed from 24th to 25th May 2025, attended by 13 participants, again from Fiji and Tonga.

The successful completion of these hands-on training sessions marked the 13th workshop organized by the Department of Medical Imaging and Anatomy since the establishment of the Centre of Education in 2018.







# College of Engineering and Technical Vocational Education and Training (CETVET)



*TVET*





## SBCE representatives at the FNU Roadshow – Around Vitilevu

**Organisers:** Marketing Division

**Dates:** 16 January 2025

**Purpose:** Market SBCE programmes

**Participants:** Open to Public

**Summary of Outcomes:** Contributed to enrolment for the year 2025



### 2025 TVET – First Practical Classes

Geology, Mining & Quarry Practical



Geotech Lab Practical



Land Surveying Practical



**Organisers:** Ministry of Education; CETVET

**Dates:** Semester 1 & Semester 2

**Purpose:** Market TVET programmes offered at CETVET

**Participants:** Year 11 students from oursMBHS; SJSS; DAV; BMS and ACS

**Summary of Outcomes:** Contributed to enrolment for the year 2026



### **SBCE – Civil Engineering PAC Meeting 2025**



**Organisers:** SBCE; CETVET

**Dates:** 26 June, 2025

**Purpose:** Discuss Civil Engineering programmes and Accreditation

**Participants:** Civil Engineering PAC Members, SBCE-Civil Engineering team & CETVET team

**Summary of Outcomes:** meeting Accreditation requirements.

## Civil Engineering Field Trip – Semester 2 2025



**Organisers:** SBCE

**Dates:** 11 September, 2025

**Purpose:** Student Field Trip

**Participants:** CEB705 Class; SBCE staff – Master Samu and Madam Siai

**Summary of Outcomes:** students exposure to understanding highway engineering and design

## SBCE – Guest Lecture Session from Engineers Fiji



**Organisers:** SBCE

**Dates:** 17 September, 2025

**Purpose:** Industrial Guest Lecture session

**Participants:** Department of Civil Engineering staff and students

**Summary of Outcomes:** Guest Lecturer - Mr. Terence Erasito, Engineers Fiji President and Director of Erasito Consultants Limited delivered a very encouraging talk on current industrial demands and opportunities.

## FNU Open Day 2025



**Organisers:** FNU; CETVET

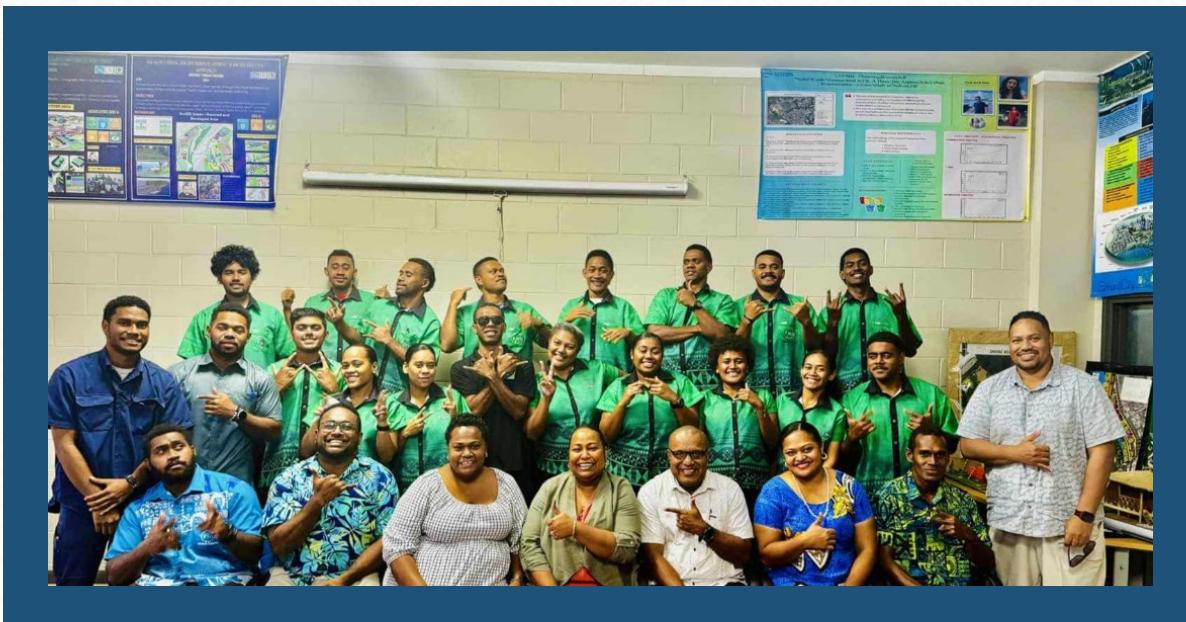
**Dates:** 2nd Oct through to 4th Oct, 2025

**Purpose:** Market SBCE programmes at the 3 days – FNU Open Day

**Participants:** FNU Staff and General Public

**Summary of Outcomes:** Market FNU programmes to the General Public

## Bachelor Urban Regional Planning (BURP-Honours) – Student Seminar Presentation Semester 1, 2025



**Organisers:** SBCE

**Dates:** 18 June 2025

**Purpose:** Final Year 4 students presented their research papers to the invited industry panels.

**Participants:** BURP Staff and Year 3 students; and industrial panel members inclusive of:

- Nausori Town Council
- Suva City Council
- Bureau of Statistics
- Department of Town & Country Planning
- USP – School of Land Management

**Summary of Outcomes:** Students share their research findings and network with the panel of judges present.

## Celebrating World GIS Day – Department of Lands Invitation



**Organisers:** SBCE; Department of Lands.

**Dates:** 15 October 2025

**Purpose:** SBCE's Land Surveying and Urban & Regional Planning programmes were invited to display how the programme utilises GIS software in their courses in celebration of World GIS Day.

**Participants:** LDS Year final students and staff and BURP (Hons) final year students and staff; Ministry of Lands; other invited guests and general public.

**Summary of Outcomes:** celebrate World GIS Day 2025



**Organisers:** CETVET Awards Night

**Dates:** 28 November 2024

**Purpose:** The purpose of the Awards Night is to celebrate and recognise outstanding achievements, commitment, and excellence within the various schools of CETVET

**Participants:** School of Building and Civil Engineering (SBCE), School of Transport (SOT), School of Mechanical Eng. (SME) School of Electrical and Electronics Engineering, School of Mathematical and Computing Science, School of Sciences, Research (CETVET)

**Summary of Outcomes:** Ms Kite Lagicere was awarded with Teaching Excellence Award 2024.





The Fiji National University's College of Engineering and Technical Vocational Education & Training (CETVET) is the winner of the Vice Chancellor's 2024 Open Day Award.

They defeated the two-time champion, the College of Agriculture, Fisheries and Forestry (CAFF).

FNU's Pro-Vice-Chancellor for Learning & Teaching, Professor Jimaima Lako, said the judges recognised breakthroughs, innovations, creativity, originality, and potential intellectual property ownership showcased during the event.

This recognition was one of the reasons CETVET secured the award, because of their unique brick project led by Senior Lecturer Mr Viliame Sakiti.

The winning brick is Mr Sakiti's PhD research project exploring a unique blend of sand, clay soil, and cement.

He aims to create affordable housing materials.

"This is the first of its kind in Fiji, focusing on a specific type of clay soil that integrates well with cement to achieve the required strength of 12.5 MPa (Mega Pascal).

Mr Sakiti conducted extensive soil sampling across various regions, including Ba, Dreketi, and Savusavu.

After a year of fieldwork, he is now planning a second project that will investigate the use of bamboo and coconut materials.

He also aims to promote bamboo and coconut as a sustainable alternative for construction over the next 20 years.

He said currently, a three-bedroom brick house project was underway in Dreketi and thanks to the new building materials, the project only costs \$40,000 to \$50,000.

The new brick is now in the market for \$2 each.

It has a durability of 75 years and FNU is now working with the government to address informal settlements.

Their upcoming project is to build 350 homes for families at the Wailea Settlement in Vatuwaqa.



# DEPARTMENT OF AVIATION ACHIEVEMENTS AUTOPILOT SYSTEM TRAINER



The Fiji National University's Department of Aviation Studies has successfully commissioned its newest Autopilot System Trainer, a state-of-the-art addition to the department's avionics laboratory. This high-quality system is designed to provide students with advanced, visual, and interactive learning experience.

By introducing this cutting-edge trainer, the department is not only enhancing the competency of its trainees but also reinforcing its reputation for delivering industry-relevant quality training. Upgrading training resources was essential to ensure that students are job-ready and equipped with the latest technological skills.

This initiative reflects FNU's commitment to its Strategic Plan, particularly the focus on Enhancing Student Experience, and demonstrates the university's dedication to preparing graduates for the evolving demands of the aviation industry.

Modernizing laboratory facilities is a key step toward achieving successful international accreditation for CETVET's engineering programs. Students will greatly benefit from hands-on experience with the new Autopilot System Trainer, gaining practical skills that will translate directly into industry applications, especially as aviation technology continues to evolve.

The Autopilot System Trainer is designed to help instructors explain the fundamentals of modern autopilot systems and demonstrate the functions of each subsystem. Its principal components include:

- Remote-mounted, magnetic slaved directional gyro
- Flight computer
- Horizontal situation indicator
- Roll, yaw, and pitch servos
- Instrument panel and flight controls
- Control yoke with rudder pedals

This trainer is mounted on a sturdy roll-around unit and features an instructor's panel for fault insertion, enabling realistic troubleshooting exercises. Additionally, interface connectors are provided for integration with EFIS (Electronic Flight Instrument System), ensuring compatibility with advanced avionics systems.





# DEPARTMENT OF AVIATION ACHIEVEMENTS AUTOPilot SYSTEM TRAINER



Fiji Aviation Academy – MFTD Airbus A330



## AVIATION TRAINING INSTITUTE CERTIFICATE

NO. 4.10.6-01

This Aviation Training Institute Certificate is issued to :

### FIJI NATIONAL UNIVERSITY

Address: Department of Aviation Studies

Fiji National University

Queens Road

Nadi.

Phone: (+679) 6724889

Email: qasm@fnu.ac.fj

Website: fnu.ac.fj

This is to certify that College of Engineering, Science and Technology—School of Aviation Studies is authorised to conduct aircraft maintenance engineering as specified in their 145 Maintenance Training Exposition and issue related certificate of recognition to students

*This certificate is not transferrable, and shall come into force on the 29th day of October 2025, and remain in force until the 29th day of October 2026 unless otherwise suspended or revoked.*

Original Date of Issue :

**29 October 2025**

Phone: (+679) 8923155

(+679) 9992128

Email: Uluitoga.Katia@caaf.org.fj

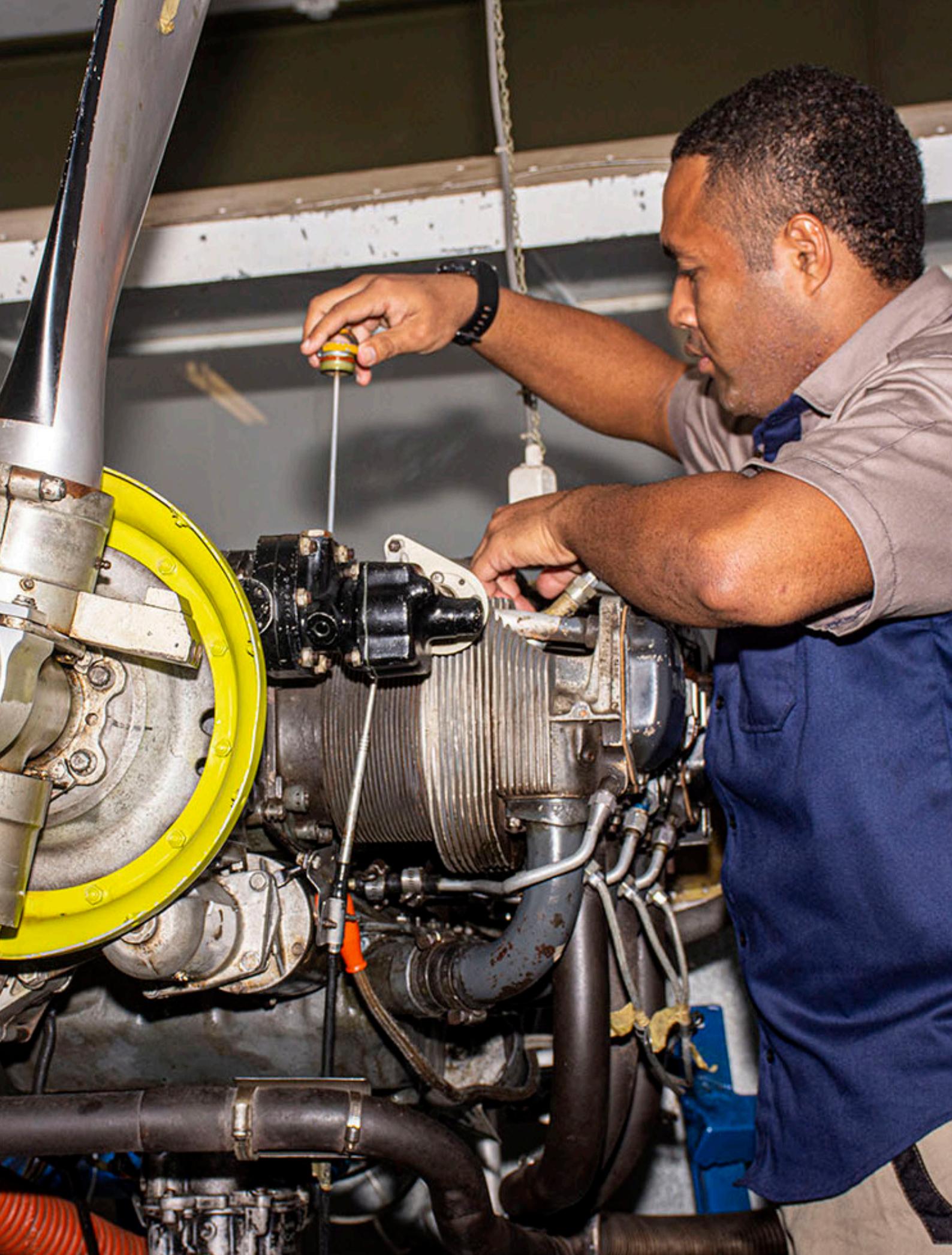
Website: www.caaaf.org.fj



Name and Signature: Uluitoga Katia  
Title: Manager Personnel Licensing  
Personnel Licensing Office  
Authorised Person, Civil Aviation Authority of Fiji

Effective Date: 29/10/2025  
Expiry Date: 29/10/2026

Page 1 of 4







# College of Humanities, Education and Law (CHEL)



*TVET*





# REPORT ON ACHIEVEMENTS BY THE BACHELOR OF SPORTS EDUCATION & EXERCISE SCIENCE PROGRAM (BSEES)

**Department of Secondary and Sports Education  
School of Education  
College of Humanities, Education & Law (CHEL)**

## 1. Open Day 2025 Displays

During the 2025 FNU Open Day, the Department of Secondary and Sports Education showcased a range of interactive and informative displays highlighting the disciplines of Sports Science and Physical Education.

### Highlights included:

- **Sports Science Equipment & Demonstrations:** Students presented field testing stations featuring fitness assessments and performance testing tools.
- **Strength and Conditioning Display:** Equipment demonstrations, athlete monitoring systems, and performance data presentations to illustrate real-time analysis used in elite rugby environments.
- **Physical Education Curriculum Showcase:** Posters and digital presentations on skill acquisition, movement analysis, and coaching pedagogy.



*Student engagement at the Sports Science display booth.*

## 2. Sports Student Understudy and Field Trips

Our Sports Science and Physical Education students have been actively engaged in field experiences, professional attachments, and partnerships with recognised sporting bodies.

### Key activities include:

- Understudy with National and Provincial Teams: Students attached with Fiji Rugby Union programs (Fiji Men's 7s, Fiji U18 Boys' Team, Nasinu Women's Rugby).



Timoci Tavai Attachment Fiji Men's 7s



Cert IV SS students Fiji Men's 7s Attachment



Eroni Viqasi (Fiji Men's 7s S&C Coach, BSEES YR1)



Vanavasa Niuqila (Fijiana 15s S&C Coach) & Charles Valentine (Drua Analyst)



Sports Science students conducting Kids Athletics program AOG Primary School



Engagement with Nasinu Women's Rugby 2025



Fiji U-18 School Boys' Team 2024 Australia Test



Suva Primary Schools Athletics



Asco Motors Family Fun Day



Nacanieli Niulevu (Fiji FA Development Officer)



Students with Disability Sports Day



Selina, Vivian Nainoca, Fatiaki (Diploma students) Team Para Athletics



Rainima (BSEES Yr 2) Fiji Women's Rugby League S&C Coach



Sakaria Labalaba (BSEES Yr1) World Rugby Educator/Serevi Academy Coach



Della Shaw (BSEES Yr3) Fiji Weightlifting Coach



Fiji Swimming Competition



Vanavasa Niuqila, Qio Vucago, Charles Valentine Fijiana 15s Women's Rugby World Cup



Fiji Men's 7s 2024 Paris Olympics

- **Field Visits and Tours:** Visits to High Performance Units, gym facilities, and secondary school sports programs.
- **International Participation:**
  - Staff involvement with the Fiji Men's 7s Program, including overseas tournaments and preparation camps.
  - Student participation in cross-institutional exchanges and sports seminars.

### 3. Hosting of Games and Athletics

The department has been involved in hosting and coordinating various **university and secondary school sports competitions.**

#### Highlights:

- Coordination of the FNU Nasinu Campus Games (Rugby, Volleyball, Athletics).
- Hosting inter-school athletics training sessions and coaching clinics.
- Supporting Fiji Secondary School competitions through officiating and data management.

#### Photos attached:

- FNU Nasinu Campus Games action shots.
- Student officials at secondary school events.

### 4. TVET Activities

As part of the TVET in Schools and Technical Programs, our students and staff engaged in the following:

- Delivered sports education awareness sessions in selected secondary schools.
- Participated in TVET promotional events, highlighting career opportunities in sports and physical education.
- Developed project displays and teaching aids for school-based sports programs.
- Photos attached:
- TVET booth presentation.
- Student interaction with visiting schools during Open Day.

### 5. Additional Achievements and Highlights

- Staff and students represented FNU in community outreach programs promoting health, fitness, and well-being.
- Collaboration with the Fiji National Sports Commission and local sporting bodies to enhance applied learning and research opportunities.

#### Photos attached:

- Community engagement events.
- Student team presentations.



## 6. Sports Science Educational Tour

The educational tour focused on delivering three core learning objectives across varied sectors:

**Industry Opportunities (Sports Tourism):** To expose students to the diverse career paths available within **sports tourism** and the broader **tourism industry**, highlighting the integration of hospitality with sporting activities and events.

**Environmental Recreation and Conservation:** To illustrate how **leisure and recreation** activities can be responsibly established within natural environments, ensuring conservation principles are upheld, with minimal ecological change.

**Professional Sports Management:** To provide an in-depth understanding of the commercial, operational, and performance requirements necessary to run a major sporting franchise effectively.

**Activities Undertaken and Highlights** - The tour schedule was structured around three key site visits, each offering distinct experiential learning outcomes:

**Outrigger Fiji Beach Resort** – Sports Tourism - Students engaged with the management and recreation teams at the Outrigger Resort to understand the symbiotic relationship between sports and tourism.

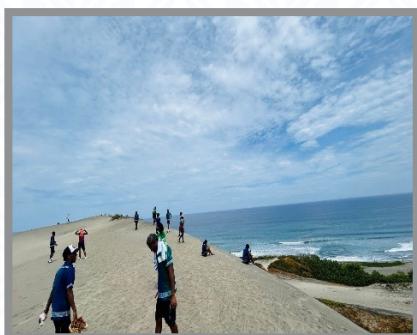
**Sigatoka Sand Dunes National Park** – Recreation and Conservation - a case study in sustainable recreation management. Students analysed the operational structure of the conservatory park, focusing on the planning and execution of outdoor recreational activities that prioritise environmental preservation and minimal ecological footprint.

**Fijian Drua Headquarters (HQ)** – Franchise Operations - Students received briefings on the business side of sports, including sponsorship acquisition, media relations, and commercial strategy. They also toured the state-of-the-art training facilities, observing how various personnel (coaches, medical staff, analysts, and management) play crucial, distinct roles in the club's overall success and operations.

The Sports Science Educational Tour 2025 provided an invaluable and highly relevant hands-on learning experience for all students. The curated visits successfully linked academic learning to three critical and growing sectors of the local economy: sports tourism, environmental recreation, and professional sports operations.

### Photos attached:

Sigatoka Sand Dunes National Park



Submitted by:

Assistant Lecturer – Sports Science & Physical Education - Mr Timoci Tavai

Assistant Lecturer – Sports Science & Physical Education - Mr Ian Crocker

HOD – Department of Secondary & Sports Education – Ms Suraj Singh



# Department of Creative Arts School of Arts and Humanities. College of Humanities, Education & Law (CHEL)

## I. Open Day 2025 Displays

During the vibrant 2025 FNU Open Day, the Department of Creative Arts captivated attendees with a dynamic array of interactive and informative displays. Each exhibit showcased the diverse disciplines of Graphic Arts and Design, Film & Television, Music, and Hairdressing. School students, and visitors were invited to immerse themselves in hands-on activities, explore intricate Graphic design concepts, experience the magic of film production, enjoy music instrument displays, and be briefed on the artistry of hairdressing. The event offered a rich blend of creativity and innovation, highlighting the unique talents and skills cultivated within each field.

### Highlights included:

- Graphic Design:** Students proudly displayed their artistic talents through an impressive array of works, including stunning photography that captured the beauty of their surroundings, intricate fine art illustrations that showcased their unique perspectives, and innovative signage prototypes that merged creativity with practicality. Additionally, they presented polished graphic design portfolios that reflected a keen eye for aesthetics and communication. As an added attraction, visitors were invited to enjoy exotic face painting services, with talented students offering vibrant and imaginative designs to those seeking a creative makeover.



- Film and Television:** The event featured dynamic equipment demonstrations that showcased the latest technologies and tools utilized within the program. Attendees had the opportunity to view exceptional student projects, particularly short films that highlighted creativity and technical skills, which won awards at the prestigious Fiji Film Festival, thereby illustrating the remarkable talents of our students on a significant platform. Additionally, an informative segment provided insights into the various career pathways associated with the program, outlining potential job opportunities, the skills required for success, and guidance on navigating the industry effectively.

\*Insert Images\*



- Music: demonstrations on sound brass instruments, musical demonstrations, and entertainment. Insert Images
- Hairdressing: offered manicures and facial makeup demonstrations to participants of the OPEN DAY event. Insert images



## 2. Department of Creative Arts: Community and industry engagement.

**• Graphic Arts and Design (hosting international art exhibition):** The graphic and design program, led by ADTVET CHEL, organized and hosted the “Harmony in Diversity: Islands Connected by Rainbows” exhibition on behalf of Fiji National University (FNU) on August 13, 2025. This exhibition showcased fine art pieces created by the Macao Great Wall Calligraphers and Painters Association, featuring a total of 21 calligraphy and painting works displayed in scroll format.



The main themes of the exhibition focused on Macao culture, maritime culture, mutual learning among civilizations, enduring friendships, the Belt and Road Initiative, South-South cooperation, peace and development, sustainability, and the conservation of forests and oceans.



The international co-organizers included the South Pacific Forest and Ocean Development Trust, the Macao International Youth Think-Tank (USINA DE IDEIAS DE JUVENTUDE INTERNACIONAL DE MACAU), and the Macao International Youth Academy of Calligraphy and Painting. Supporting organizations for the event were the South Pacific Women and Children Welfare Trust, the Future Design Academy, and Beijing Normal University. After the exhibition, the artworks were donated to the Fiji National University.



### Industrial collaboration:

The Graphics program has confirmed agreements with stakeholders, securing intern partnerships with several companies.

Gem solutions Fiji | Vision group | Unique rubber stamps | Go advertising | CNC solutions Fiji | Fiji One television | Signbiz Fiji | Signs supplies | Land transport authority | Foods Pacific | South Pacific Commission.

## Social invitation:

Students attended the Fijian Arts Festival hosted by Alliance Française.



## Film and Television:

### MOUs

This year, the FTV program secured an MOU with Fiji ONE television. The agreement included internship opportunities and a production partnership to support young filmmakers, giving them access to production studios to develop and produce local creative short films and episodes for broadcast on their TV stations.



### Fiji Film Festival:

This year at the Fiji Film Festival premiere, Fiji National University (FNU) was rightfully recognized for its outstanding dedication to fostering talent, demonstrated by the exceptional films produced under the program's mentorship. Out of 44 submissions, our students' short films were among the few selected to be showcased. The screening of our students' films on the big screen generated great excitement and received high praise from industry critics. Following the premiere, experts commented on the strong potential of Fiji's filmmaking industry to succeed on the international stage in the near future. This recognition highlights the quality and creativity of our emerging talent.



### **Master Class:**

The program, in partnership with Fiji Film, hosted a master class on the process of creating a documentary film. Alexandra Lacey, a San Francisco-based filmmaker, educator, and activist, was in Fiji to promote her documentary, Fiji Memory, Colonial Time. During her visit, she offered to facilitate a student master class workshop on a relevant skill gap, based on her experience with film documentaries. This skill has now produced the confidence to undertake a project and apply for a PACT Research Grant for Climate Change.



### **Industry Collaboration:**

The program has established an internship partnership with international production teams that utilize Fiji as the ideal location for shooting TV episodes and local films. These production teams consist of the Survivor series, Love Island, and Suva City Seasons, a local production.



### **Music:**

#### **Stakeholder Engagement Summary:** Don Bosco

The meeting with Mr. Lui Sueina, the leading deacon of Don Bosco, centered on the potential enrollment of several youths from their organization into our existing music program. Mr. Sueina expressed strong enthusiasm for the program, believing it would provide significant positive developmental opportunities and vocational skills for the young participants. Mr. Sueina indicated that 7 to 10 youths have been identified as highly interested and meet the entry criteria for the program, pending final selection by the Don Bosco Youth Board.



We discussed the curriculum and structure of the music program, including the available instrumental and Vocal Training. Mr. Sueina was particularly interested in opportunities for learning guitar, keyboard, and percussion, as these are instruments the youth could potentially use in community or church settings.

## **Fiji Correctional Service Music Program Initiative**

We are pleased to share an important update regarding our collaboration with the Fiji Correctional Service (FCS).

This year, we have enrolled five Correctional Officers in the Music Program. FCS fully sponsors their participation, showing its commitment to the professional and artistic growth of its staff.

This investment provides the officers with complete musical training. This training will help improve the Fiji Correctional Band and increase cultural activities within the Service.

We are also having positive discussions with the Director of the Fiji Correctional Band about expanding the program.

Next year, we plan to enroll ten students from FCS in the Music Course, which will double our current number of students and strengthen our partnership for the long term. We hope to finalize these plans soon for this exciting expansion.



## **Forecast for 2026: Department of Creative Arts:**

- Produce a diploma in Film and Television.
- Produce the level IV program in Hairdressing
- Establish the Artist in Residence program | Produce the certificate in Visual Arts
- Produce a short course in Jazz Music | Produce a short diploma in Music





# National Training and Productivity Centre (NTPC)



*TVET*





# National Conference on Information Technology (NCIT)



**Organisers:** This event was organized by NTPC – Department of Information Technology in partnership with event sponsors Telecom Fiji, Kastel Technologies, Ruckus Networks, Bondwell Fiji, Cambium Networks, Juniper Mist, Borderless CS, and Warwick Fiji. Appreciation to the staff from NTPC, DMC, and ITS who participated in this event for their support and unwavering assistance.

**Dates:** 18th – 19th September 2025

**Purpose:** The NCIT aims to assist industry leaders in staying abreast of emerging trends and practices in the ever-evolving technology landscape, enabling them to lead change and innovation within their organizations. It also provides an excellent opportunity for ICT professionals to develop valuable connections, exchange groundbreaking ideas, share best practices, and learn new skills.

**Participants:** Industry representatives from across Fiji and the Pacific Region

## Summary of Outcomes:

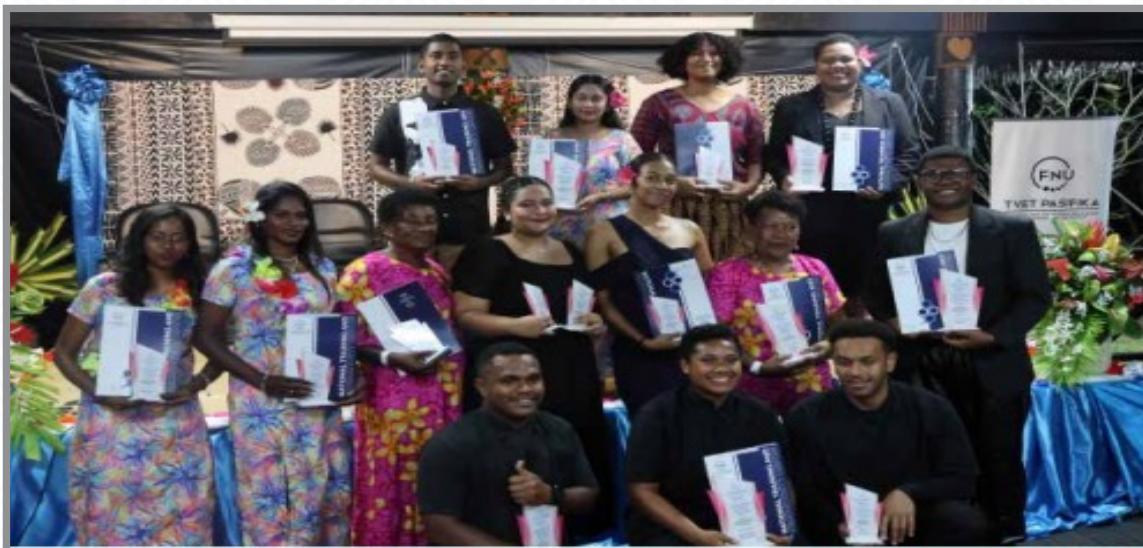
The conference successfully fostered collaboration and provided valuable insights into Fiji's ICT landscape. The hands-on boot camps attracted significant interest, and emerging technologies like AI and cybersecurity were a hit.

The overall feedback from this survey indicates that the 6th National Conference on Information Technology was largely successful, with high satisfaction ratings for both the sessions and speakers. Hands-on sessions and boot camps were valuable, though there is an opportunity to make them more effective and engaging in future events.

Attendees provided constructive feedback on areas such as session interactivity and the inclusion of international speakers, which could enhance future conferences.



## HOSPITALITY ART FAIR



*Winners of the 2025 Hospitality Art Fair*

**Organisers:** This event was organised by NTPC – Department of Tourism, Hospitality and Travel in partnership with the Stakeholders of the Hospitality Industry and the College of Business, Hospitality, Tourism Studies (CBHTS). Appreciation to the staff at Namaka Campus for their support and unwavering assistance.

**Dates:** 15th July to 18th July 2025

**Purpose:** This Art Fair forum brings together stakeholders from industry, government and the community to discuss their interests, concerns and expectations for FNU-NTPC.

**Participants:** Industry representatives from across Fiji – Ba, Lautoka, Nadi, Rakiraki,

### **Summary of Outcomes:**

The Hospitality Art Fair was well-organized and brought out the creativity of everyone that participated. The participants talents and professionalism were tested and this was demonstrated well via their hands-on skills.

The judges were impressed, and I believe had selected the best candidates for the prizes in the different categories like cocktail mixing, front desk service, floral arrangements and baking and patisserie. In closing the event, Dr. Tagicakiverata mentioned FNUs' ambition to grow this event to a national festival that would bring together more vocational centres, especially those from the maritime zones. It is hoped that this will open career pathways for them.





# 2025 Major Achievements – Division of Productivity & Innovation

## • **Management Cadetship Program (14th February 2025)**

Launch of the Management Cadetship Program, a collaborative initiative between the Fiji National University, the National Training and Productivity Centre, and Oceania Hospitals. An orientation session was held for the 17 participants who make up the inaugural cohort of the Management Cadetship Program.

## • **The Fiji OHS Conference 2025 was delivered according to schedule. Key highlights included:**

Fiji Occupational Health and Safety Conference (25th April 2025) The Fiji Occupational Health and Safety (OHS) Conference, hosted by the National Training & Productivity Centre (NTPC) under the Department of National Productivity & Industry Innovation, was a resounding success, marking another milestone in our collective journey toward safer, more innovative, and more resilient workplaces. This year's conference was anchored in a forward-thinking theme: "Revolutionizing Health and Safety: The Role of AI and Digitalization at work." With rapid technological advancements reshaping every industry, this timely theme explored how artificial intelligence and digital tools are redefining the way we approach occupational health and safety in the modern workforce.

- Venue: Sheraton Fiji Golf and Beach Resort, Denarau, Nadi
- Date: 25th April 2025
- Theme: Revolutionizing health and safety: the role of AI and digitalization at work.
- Speaker Engagement: Invitations have been sent to local and international experts; confirmations received from 6 speakers.
- Partnerships and Sponsors: Partnerships and sponsors have been confirmed
- Marketing and Registration: Promotional materials are rolled out, and 185 seats have been booked for the event
- 180 delegates attended.
- The conference was a huge success with many sponsorship opportunities identified for next year's event.

## • **Community Training in Nasautoka Village, Wainibuka, Tailevu (3rd to 14th March 2025)**

NTPCs Department of Community Based Non-Formal Education conducted a 2-week TVET skills training in Nasautoka Village. 11 short courses were taught and people of all ages, race and culture in Wainibuka were welcomed to attend. 213 participants attended with 104 males and 109 females.

## • **Community Training in Drekeniwai Village, Navatu, Cakaudrove (31st March to 11th April 2025)**

NTPCs Department of Community Based Non-Formal Education conducted a 2-week TVET community training in Drekeniwai Village. 11 short courses were taught and people of all ages, race and culture in the district of Navatu were welcomed to attend. There were 129 participants with the youngest being a 15-year-old boy and the oldest a 77-year-old man.

The Department for Community Based Non-Formal Education, with the release of RRMTVET funds from OVC Strategic Funds in February, successfully conducted its second RRMTVET training for 2025 at Drekeniwai Village, located in the district of Navatu, Cakaudrove. The training sessions focused on empowering rural community participants with essential practical skills and knowledge aimed at improving their livelihoods and fostering self-sufficiency. Furthermore, the program sought to enhance existing competencies to boost productivity among participants. By promoting the productive and sustainable use of local natural resources, the initiative addressed challenges related to rural poverty and introduced business ideas to encourage entrepreneurship and the establishment of small and medium enterprises (SMEs). Over the two weeks, the team successfully delivered training in 11 specialized skill courses, helping to pave the way for a brighter and more sustainable future for the Tikina Navatu communities.

#### **• Community Training in Narewa & Nakavu Village, Nadi ( October 2025)**

NTPCs Department of Community Based Non-Formal Education conducted a 2-week TVET community training in Narewa & Nakavu Village. 13 short courses were taught and people of all ages, race and culture in the Vanua of Nadi were welcomed to attend. There were 707 participants with the youngest being a 15-year-old boy and the oldest being a Lady.

• Fiji Business Excellence Conference (13th June 2025) The theme aligns with the Fiji National University's 2024 -2026 Strategic Plan, focusing on inclusion, research, and future-ready education. It challenges us to rethink productivity not just as output, but as impact—equitable, sustainable, and transformative.

A heartfelt welcome was extended to Mr. George Wong, a valued and longstanding member of our extended FNU uvale. Mr. Wong's guidance and commitment have been instrumental in fostering this platform for dialogue, learning, and continuous improvement. For over two and a half decades, NTPC has championed productivity, quality, and innovation in Fiji—helping shape a culture that values excellence and resilience.

• **National Quality and Innovation Conference** (2nd October 2025) 2025 National Quality and Innovation Conference was held at the Pearl Resort with the theme – Driving Inclusive Led Productivity for a Resilience Fiji. The event was officially opened by the Chief Guest Mr. Meli Nacuva, Permanent Secretary of Youth and Sports.



## • INTRODUCTION: CELEBRATING 26 YEARS OF BUSINESS EXCELLENCE IN FIJI

The 26th Fiji Business Excellence Awards (FBEA), organized by the National Training & Productivity Centre's (NTPC) Department of Quality Awards, marks a significant milestone in promoting quality management and excellence across Fiji. Over the past 2 decades, FBEA has recognized organizations that integrate best practices in productivity, innovation, and sustainability, fostering a national culture that values continuous improvement and business excellence. This year represents a celebration of commitment, growth, and a renewed call to elevate Fiji's competitiveness on the global stage. The Chief Guest was the Acting President, Chief Justice Mr. Salesi Temo. A total of 15 Organizations were recognised including 5 Ministries i.e. Ministry of Education, Office of Attorney General, Ministry of Justice, Ministry of Youth & Sports and Ministry of Civil Service.

## SUPPORT FROM SPONSORS

The success of the 65th Fiji Business Excellence Awards (FBEA) was greatly enhanced by the generous support of its sponsors. The event received substantial backing from four prominent organizations: Vodafone Fiji Ltd, Fiji Ports Corporation Limited, ITaukei Land Trust Board and Future Farms Ltd T/a Rooster Poultry Ltd. Their sponsorship not only contributed to the seamless organization of the event but also reflected their shared vision of driving excellence and innovation within Fiji's corporate sector. This collaborative effort among international and local sponsors was instrumental in delivering a memorable and impactful event that celebrated the milestones of Fijian organizations

## 2025 FIJI BUSINESS EXCELLENCE AWARDS - RECIPIENTS

Presidents Award		
1	DHL Express (Fiji) Pte Limited	President
2	Fiji Ports Terminal Limited	President
Prize Award		
3	Zens Medical Centres PTE Ltd	Prize
4	FLiCK Hygiene Pte Ltd	Prize
Achievement Award		
5	Health Care (Fiji) Pte Ltd t/a Aspen Medical - Ba Hospital	Achievement
6	Raffe Group of Hotels & Resorts - Nadi & Malolo Lailai	Achievement
7	Capital Go Max Freights Pte Limited	Achievement
8	Tappoo Pte Ltd	Achievement
9	Ministry of Education	Achievement
10	Office of the Attorney-General	Achievement
11	Airports Fiji Limited T/a Fiji Airports	Achievement
12	MINISTRY OF YOUTH AND SPORTS	Achievement
13	National Fire Authority	Achievement
Commitment Award		
14	Ministry of Civil Service	Commitment
15	Ministry of Justice	Commitment







# Pacific Centre for Maritime Studies (PCMS)



TVET





# Priority 1- Inclusiveness & Diversity -People, Place and Cultures

Key Performance Indicators	Date	Activities (Major Achievements)
1. Increase the number of female participants in fisheries program [deckhand and offshore fishing skipper] training by 2% by the end of 2025 aiming to raise the current enrollment from 22.	05th – 27th May 2025	4 females successfully completed this Deckhand and Offshore Fishing Skipper Training
2. Increased number of females in the Mainstream programme (Diploma in Nautical Science and Diploma in Marine Engineering)	Semester 2, 2025	Diploma in Marine Engineering EA3 – 8 Females EA5 – 5 Females  Diploma in Nautical Science DA3 – 16 Females Watchkeeper – 15 Females

## 2.0. Priority 2- Educational Excellence Students Affirming Experiences in TVET and HE

Key Performance Indicators	Date	Activities (Major Achievements)
1. Master / Engineer Class 6 FULL Certificate of Competency	19th February – 14th March 2025	19 students successfully completed in-house training at Nukui Village in Rewa.
2. Basic Sea Safety & Boat Master License (BML)	13th January – 22nd January 2025	Course successfully conducted at Vuda Terminal with 13 participants for Basic Sea Safety and BML

## 3.0. Priority 3- Research, Innovation, Social and Technological Development

Key Performance Indicators	Date	Activities (Major Achievements)
1. None		Major Achievements

#### 4.0 Priority 4- Financial Sustainability, Endowment and Enterprise

Key Performance Indicators	Date	Activities (Major Achievements)
1. Signing of MOU with Neptune Shipping Lines	28th October 2025	Secured donorship of FJD 14 million from Fiji Water / Neptune Shipping Line for educational purpose, including the upgrading of the learning equipment.
2. ECDIS and GMDSS GOC Training for	18th September 2025	Secured contract with Royal Fiji Navy for a sum of FJD 36,200

#### 5.0 Priority 5- Education for Employment (Local and Internationalization)

Key Performance Indicators	Date	Activities (Major Achievements)
1. Cadet Recruitment – International Waters	Semester based	<p>Swire Shipping – Majority Cadet Recruited (Deck and Engine) – Requested for 10 Females cadets in total.</p> <p>Secured Cadet placement with Neptune Shipping Line for 5 Male Cadets.</p> <p>South Sea Towage – placement with 30 Cadets in total. (Males &amp; Female)</p> <p>Government Shipping Services – placement with 10 cadets (male &amp; Female)</p> <p>Goundar Shipping Services – placement with 10 cadets (male &amp; female).</p> <p>South Sea Cruises – will be intaking 10 cadets soon.</p> <p>Interlink Shipping Limited – has taken approx..10 cadets.</p> <p>Captain Cook Cruises – will be intaking 5 cadets soon.</p>

## **6. Major Challenges**

- Due to the delay in getting the designated practical passage dredged, major expense is borne in paying for external pool usage.
- 60% of the revenue generated from Firefighting courses is paid to external parties, which could be avoided if FNU has its own Firefighting facility at PCMS.
- Simulator Building major renovation is long overdue, Delayed by E&F Team.
- PCMS Playground needs upgrading (has been submitted in the last 3 CAPEX budget) – has become a major OHS issue
- Most of the washrooms are outdated.
- No Bure for students and staff (sitting area) despite several submissions being made to E&F Team
- Human Resource – Delay in Recruitment (considering the nature of training provided at PCMS) / Delay in approving the Organizational Structure thus hindering recruitment.

## **7. A Way Forward or Summary Plan (Quarter 3)**

- Offer Advance Diploma in Nautical Science and Marine Engineering – Equivalent to Class 2 Certificate of Competency
- Offer Manage By-catch and Implement Fishing Operations Technics & Strategies (MSC411)
- Offer the Training of Trainers certificate (IMO course module 6.09) for Academic Staff
- Develop & Register LifeGuard Training (new industry to improve the current tourist industry in Fiji)

#### 4.0 Priority 4- Financial Sustainability, Endowment and Enterprise

Key Performance Indicators	Date	Activities (Major Achievements)
1. Signing of MOU with Neptune Shipping Lines	28th October 2025	Secured donorship of FJD 14 million from Fiji Water / Neptune Shipping Line for educational purpose, including the upgrading of the learning equipment.
2. ECDIS and GMDSS GOC Training for	18th September 2025	Secured contract with Royal Fiji Navy for a sum of FJD 36,200

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# College of Agriculture, Fisheries and Forestry (CAFF)



*TVET*





## Below is the tabulation of CAFF staff involvement of TVET initiatives for 2025 to date.

Initiative Events Title	Description	Staff Involved	Department	Term/Date
School Engagements International Secondary School (ISS) Visit	Awareness session at ISS (Yr 9 & 10) on mangroves' role in protecting marine biodiversity and supporting the blue economy."	Mr. Etuate S	Fisheries	Semester 1 12th February 2025
Agricultural Institute Engagements: Navuso Agricultural Institute	CAFF visit to NATI for collaboration talks on teaching, research, and partnership, resulting in an MOU agreement.	CAFF SLT	CAFF Team	Semester 1
Stakeholder Collaboration Food Processor Collaboration with FNU CAFF TVET program.	Collaboration has been a beacon for CAFF TVET for the improvement of our delivery and experience for our students.	ADTVET & PVCL&T	Team CAFF	Semester 1
Taveuni Schools Gardening Competition	Taveuni Schools Gardening promote sustainable gardening, healthy diets, and community engagement.	Ms Ilsapeci B Ms Maca B	Agribusiness & Extension and Office of the Dean	Semester 1
Community-driven development projects - GIZ & FNU collaboration on Seagrass Restoration in Dawasamu District. (MacBlue Project)	Fisheries team and GIZ visited Dawasamu under the MACBLUE Project, reporting on seagrass restoration; project ended, but Fisheries will continue community engagement	Mr Etuate S ADL&T Dr Shalini	Fisheries	Semester 1
GIZ and FNU Seagrass Restoration site survey at the Coral Coasts (Komave and Votulailai village)	Fisheries team with GIZ toured Coral Coast to scope potential site for Seagrass MACBLUE restoration, led by CAFF graduate Mr. Semi Baleisuva	Mr Etuate S ADL&T Dr Shalini	Fisheries	Semester 1

MAY & JUNE				
College engagement with the Provincial Council in Fiji	Collaboration to empower indigenous communities by aligning CAFF training with local needs through engagement, co-designed solutions, and sustainable impact.	ADTVET CAFF	Team CAFF	Semester 1
Professional Development on TVET staff.	CAFF invests in TVET staff career growth, with capacity building supported by a 23-day bilateral training from the Chinese Embassy on agricultural by-product processing	ADTVET CAFF & Ms Josephine K	Crop Science and Agribusiness & Extension	Semester 1
Stakeholder collaboration:  - Homes of Hope - Water Authority - UNDP - Yaqara - Pastoral Company Limited	Collaboration has been a beacon for CAFF TVET for the improvement of our delivery and experience for our students.	TVET Team, Animal Science, HOD Crop Science, HOS Agriculture & Forestry and HOS Animal and Vet Science, HOD Vet, HOD Animal Science and ADTVET.	Team CAFF	Semester 1
CAFF Development Farm in Ba	CAFF Development Farm at BA Campus provides hands-on agricultural training, enhancing students' practical skills and knowledge	Mr Avin, Mr Avin, Mr Eroni, Ms Rishal and HOD Forestry.		Semester 1
Food Loss Workshop	Food Loss Workshop at FNU builds stakeholder capacity to reduce food loss, enhance food security, support SDGs, and strengthen FNU's leadership in sustainable agriculture.	PVC L&T, Dean CAFF, ADTVET, SI Extension	Team CAFF	Semester 1
Community-driven development projects – Waicoka Village and Yadua Village (Homes of Hope and UNDP).	Fisheries team visited Dawasamu with GIZ to report on MACBLUE seagrass restoration; communities thanked, and future engagement planned for aquaculture projects.	ADL&T CAFF and Mr Etuate S	Team Fisheries	Semester 1

Sewage Sludge research with Water Authority	Students engaged in community conservation through educational talks and mangrove planting, gaining practical knowledge on ecosystem protection and climate resilience	HOS Agriculture & Forestry, HOD Crop Sciences, Dr Deeksha, Mr Ashneel K, Dr Laurence M and ADTVET CAFF	Team Crop Science & Soil Science	Semester 1
Climate Talk with Germany in Fiji - Roots of Resilience	German Embassy's 'Climate Talk' in Fiji united experts and communities to use traditional knowledge for enhancing climate resilience.	ADTVET CAFF, Ms Tavaita, Mr Etuate S, Ms Aseri B.	Fisheries & Crop Science	Semester 1

### JULY-AUGUST

MOU between FNU and Homes of Hope	Homes of Hope & CAFF FNU: Empowers female survivors of abuse through safe education and vocational training.	ADTVET CAFF, HOS AF, Mr Tavaita, Mr Etuate, Ms Mereula, Mr Joshua Young	Fisheries, Crop	Semester 2
Rewa Provincial Council Meeting	Report on Rewa Provincial Council Meeting highlights potential FNU academic support through research, training, and community engagement	Mr. Etuate S	Fisheries	Semester 2
Reviving Traditional Planting Knowledge: A Student-Led Farming Initiative by FNU's CAFF.	CAFF TVET students led a campus farming project, supporting FNU's largest gene bank and promoting sustainable hands-on learning	ADTVET-Dr. Ilisoni L	Crop and Plant Protection	Semester 2
Naitasiri Youth Festival & International Youth Day Celebration	Mrs. Makereta Lomavatu represented FNU CAFF at Naitasiri Youth Festival, promoting programs and inclusive access to education	Mrs. Makereta L	Forestry	Semester 2
Exploring Real World Pathways: FNU TVET Programmes for Students Across Fiji.	CAFF led outreach to RKS and Sigatoka Methodist, promoting TVET as a practical and empowering pathway for students.	ADTVET-Dr. Ilisoni L	Crop and Plant Protection	Semester 2
FNU Pulse talk show with Dr. Ilisoni (ADTVET).	Dr. Ilisoni as the Associate Dean TVET for CAFF FNU has the privilege of being invited to the FNU Pulse talk show.	ADTVET-Dr. Ilisoni L	Crop and Plant Protection	Semester 2

Open Day Meeting for FNU	CAFF began Open Day planning to showcase research, creativity, and hybrid farming methods that enhance community resilience.	ADTVET-Dr. Ilisoni Ms. Ilisapeci B Mrs. Maria L Mrs. Sereana T Mrs. Josephine Mr. Waisea S Mrs. Tavaita R Mr. Paula T Mrs. Makereta L Mrs. Vashnika N Mrs. Arishma D Mrs. Birianna I	- Crop Science - Agribusiness and Extension - Soil Science - Crop and Plant Protection - Fisheries - Forestry	Semester 2
The CAFF and Fiji Correction Service Course Development for Pig and Layer Bird Production Collaboration.	FCS shortlisted 10 inmates for the first intake, with 10 more to be selected as training moves forward.	ADTVET-Dr. Ilisoni L.	-Crop Science & Plant Protection	Semester 2
CAFF Begins Semester with Vanua Levu Outreach.	CAFF visit to Vanua Levu supported students, strengthened collaboration with Fisheries & Forestry, and highlighted Naiyaca Campus as a future hub for research and training.	ADTVET-Dr. Ilisoni L. Dr. Poasa T Mrs. Tetalo	- Crop Science & Plant Protection -Animal Science	Semester 2
AYUB Agriculture Institute Collaboration with FNU	APO program, fostering agricultural cooperation and technology exchange for productivity and resilience	ADTVET CAFF & HOD Animal Science	Team CAFF	Semester 2
Marist Brother High School Career Expo	ADTVET represented FNU CAFF at Marist Career Expo, promoting programs and pathways from school to higher education and employment.	ADTVET-Dr. Ilisoni L	-Crop Science and Plant Protection.	Semester 2

APO Individual-country Project Implementation Report by NPO Fiji Bilateral Cooperation between NPOS (BCN) Fiji to Pakistan on Enhancing Agricultural Productivity through Innovation:	This report details activities on daily basis.	ADTVET & HOD Animal Science	Team CAFF	Semester 2
First Fisheries Cohort In the North Dive into Korotari River Field Work	FNU CAFF Labasa Fisheries: Students conducted hands-on river research at Korotari to build practical skills in sustainable fisheries management.	Ms. Regina S	-Fisheries	Semester 2
New Zealand Plant Protection Conference	FNU CAFF proudly showcase its expertise at the 2025 NZ Plant Protection Society Conference in Christchurch.	Dr. Mereia F Mr. Waisea S Mr. Hausia Mr. Arishma D	Crop Science, Crop & Plant Protection	Semester 2
Hands on Research at fn FNU CAFF	FNU CAFF teamed up with CSIRO and the Ministry of Agriculture for hands on soil research, advancing sustainable agriculture in Fiji.	Mr. Alvin L	Soil Science & Bio System Engineering.	Semester 2
Workshop on Qualification Development	WORKSHOP ON PROGRAMME DEVELOPMENT AND REVIEW Higher Education Commission Fiji	Mr Waisea S Mr Emmanuel R	Crop Protection Fisheries	Semester 2
LAUNCHING OF THE FCS STRATEGIC DEVELOPMENT PLAN 2025-2029 AND THE FCS ANNUAL CORPORATE PLAN 2025-2026	Fiji Corrections Service Strategic Development Plan 2025-2029 and Annual Corporate Plan 2025-2026.	Mr Waisea S	Crop Protection	Semester 2
Students Promote Environmental Awareness through Mangrove Planting	Climate Change Mitigation Unit TDF 507	Ms Tavaita Tinaigata	Fisheries	Semester 2

Seagrass Project	Monitoring Komave village, Nadroga	Tavaita & Mereula	Fisheries	Semester 2
3 rd. National Symposium for Community-Led Initiatives on Environment Sustainability	Venue: Jovili Meo Mission Centre   Pasifika Communities University (PCU) Date: 24-26 September, 2025.	ADTVET CAFF/ Mr Joshua Young	Crop Science	Semester 2
Junior Prefect Induction	Chief Guest - RKS	AVTVET CAFF	Crop Sciences	Semester 2
Community Development Initiative Discussion & Massey University Alumni	New Zealand High Commission – 23rd of September 2025.	ADTVET CAFF	Crop Sciences	Semester 2
Community Development Project	Assisting the communities of Yadua Village- Nadroga	ADTVET CAFF, Mr Joshua Young, Mr Paula Togaciri	Crop Sciences, Forestry	Semester 2
TVET Industrial Visit & Ministry visit	TVET students at Naduna Campus visit our Research station and Industries in Labasa	Maria Leda	Extension & Agribusiness	Semester 2
Bua Youth Annual General Meeting, Kubulau, Namalata	Mr Saula Koro representing CAFF to promote and advocate all CAFFs programme and spoke on the importance of sustainable agriculture.	Saula Koro	Soil Science & Bio System Engineering	Semester 2
Community Development Initiatives	Our TVET CAFFs staff had the initiative to visit in Tabia and Nacula providing the support to raise cabbage seedlings and planting vativa grass to protect their riverbank and set up trellis netting on their long beans. These acts of services show the true spirit of CAFF, where knowledge meets compassion and learning is rooted in uplifting people and protecting livelihoods.	Regina & Saula Koro	Soil Science & Bio System Engineering and Fisheries	Semester 2
Sausauvou Talanoa Session	Discussion on the way forward CAFF can support the development of the Vanua.	CAFF SLT	CAFF	Semester 2





# College of Business, Hospitality and Tourism Studies (CBHTS)



*TVET*





# CBHTS TVET Achievements-2015

## Career Fair

The College of Business Hospitality and Tourism Studies (CBHTS) has significantly enhanced its profile and commitment to producing industry-ready graduates through a series of high-impact strategic activities. A major focus at the Nadi campus has been strengthening industry pathways, notably through the successful hosting of a dedicated career internship Day/Job Fair, which facilitated direct speedinterviews and networking between final year students and over 30 industry-leading partners from various hotel and travel industry, resulting in some cases in on-spot job offers and quality industrial attachments.

## National Chef's Salonaire (27th – 29th October)

Simultaneously, Nadi campus leveraged its state-of-the-art facilities to host the prestigious Chef's competition (The National Salonaire), celebrating culinary talent, integrating new categories like the Vegan class and Fijian Heritage Cuisine, and by providing an individual competitive platform for TVET culinary arts students of SHTS/CBHTS to benchmark against professionals who are already working in the hotel industry with vast number of work experience.

A total of thirty (30) students participated in the National Chef's competition with the following results –

- Gold – 12
- Silver – 10
- Bronze – 8

## Hilton Careers Fair (31st October 2025)

The Hilton Careers Fair was held on 31st October 2025 at the Hilton Fiji Beach Resort and Spa, featured a Meet & Greet session conducted by the Cluster Recruitment Executive. The session provided students with valuable insights into the various departments and career opportunities within the hospitality industry.

### • Stakeholders Present

The event also featured participation from several external stakeholders, including:

- Fiji Police
- Land Transport Authority (LTA)
- Mana Spa

Their presence enriched the event by providing students with broader perspectives on industry collaboration and community engagement in the hospitality sector.

## HTS Cultural Night (31st October)

Additionally, the college promoted cultural literacy and soft skills through the annual cultural night, reinforcing the importance of cultural heritage in the tourism experience. Externally, CBHTS actively participated in a Careers Fair in collaboration with the Hilton Hotel, further cementing its partnership with a leading international hospitality brand and enabling students to explore diverse career opportunities firsthand.

## New Programme Development & Reviews

Academically, the college is expanding its high-level programme offering with the soon-to-be-introduced new bachelor's programme in Office Administration. This has been a continuous deliberation of the college with the industry stakeholders from the outsourcing centres, which provides a crucial vertical pathway for graduates of its TVET administrative certificates.

## Collaboration with ERAMUS+

Finally, CBHTS's commitment to global best practice is evident in its active participation in the ERAMUS+ collaboration, which fosters joint research and programmes review with partner universities from Slovakia, Italy, and universities from the Pacific region, such as and includes CBHTS/FNU, USP, VIT from Vanuatu, and NUS from Western Samoa. This partnership will look at smart green farming, farm-to-table processes, and will also include continuous programme review, and will continue to benchmark qualifications that are regionally and globally relevant.

## CBHTS Target and Action Plan-2026

The CBHTS action plan for 2026, in most part, will concentrate on the School of Hospitality and Tourism Studies on a total of what Dean-CBHTS terms a "Total Reset", as it primarily looks at the academic portfolio, aimed at modernizing SHTS's higher education programmes to align with the ever-evolving demands of the hospitality and tourism sector in Fiji. The primary target is a comprehensive revamp of the SHTS curriculum that will start in 2026, shifting the focus towards SMART hospitality and tourism principles-emphasizing sustainable technology integration and resilience. This is a critical component of the plan, as this is a strategic development and an introduction of specialized Agro-tourism programmes. CBHTS will be working closely with CAFF, as these new programme offerings are designed to diversify the skills of hospitality graduates, preparing them to lead enterprises that successfully link agriculture, community development, and sustainable tourism, thereby supporting national and regional economic diversification and ensuring that CBHTS maintains its relevance as a leading provider of practical, applied expertise nationally and regionally.

### • Propose SHTS Programme Revamp; Structure and Modernization Strategies

The "Total Reset" of SHTS will focus on two key structural changes: introducing a highly specialized "Agro-Tourism" programme and thoroughly modernizing existing degree programmes through the "lens" of SMART Tourism.

1. Blueprint of "Agro-Tourism" Programmes (TVET or HE programme)
2. Modernization Strategies for Existing Degree Programmes.

The overall goal is to move the SHTS curriculum beyond traditional service skills, producing graduates who are strategic leaders, thinkers, and entrepreneurs capable of driving a sustainable and resilient industry.







# REGIONAL TVET



*Achievement*





# MARSHALL ISLANDS

*Training*



## 2025 Marshall Training

			Female	Male
Automotive Fundamental 1	Majuro	10		10
Automotive Fundamental 2	Majuro	10		10
Automotive Fundamental 3	Majuro	10		10
Automotive Fundamental 1	Ebeye	17	2	15
Automotive Fundamental 2	Ebeye	17	2	15
Automotive Fundamental 3	Ebeye	17	2	15
Welding & Fabrication Fundamental 1	Majuro	12		12
Welding & Fabrication Fundamental 2	Majuro	12		12
Welding & Fabrication Fundamental 3	Majuro	12		12
Welding & Fabrication Fundamental 1	Ebeye	17	2	15
Welding & Fabrication Fundamental 2	Ebeye	17	2	15
Welding & Fabrication Fundamental 3	Ebeye	17	2	15
Refrigeration & Airconditioning Safety (OHS)	Majuro	8		8
Refrigeration Fundamentals 1	Majuro	11		11
Airconditioning Fundamentals 1	Majuro	10		10

### Refrigeration Practical Classes (Majuro)



### Automotive Practical Classes (Majuro)





# COOK ISLANDS

Training



## Summarized Post Training Report

Cook Islands Meteorological Services, Ministry of Transport

**Training Title:** Understand and Implement ISO 9001:2015 Quality Management System

**Location:** New Hope Church, Cook Islands

**Duration:** 10 Days **Facilitator:** Ms. Romeeta Kritika Chand

**Organized by:** National Productivity and Industry Innovation, National Training and Productivity Center, Fiji National University.

### 1. Introduction

This report summarizes the 10-day training program on Understanding and Implementing ISO 9001:2015 conducted in the Cook Islands. The training aimed to enhance knowledge and build practical skills in establishing, managing, and sustaining a Quality Management System (QMS) in line with ISO 9001:2015 requirements.

### 2. Objectives

The training was designed to:

- Provide participants with an in-depth understanding of ISO 9001:2015.

- Strengthen their ability to interpret and apply the clauses of the standard.
- Develop skills in process mapping, documentation, and risk-based thinking.
- Equip participants to prepare their organizations for ISO 9001:2015 certification.
- Promote a culture of continuous improvement and quality leadership.

### **3. Participants**

#### **Number of Participants: 16 participants**

Organizations Represented: Ministry of Transport and Cook Islands Meteorological Services  
 Profile: The group included Directors, senior managers, quality coordinators, and staff responsible for organizational development and service delivery.

### **4. Key Outcomes**

#### **By the end of the training:**

- Participants demonstrated a solid understanding of the ISO 9001:2015 framework.
- Practical workshops enabled participants to map their organizational processes against standard requirements.
- Draft action plans were developed by participants to initiate or strengthen QMS implementation in their workplaces.
- Awareness of the certification process and continuous improvement principles was significantly enhanced.

### **5. Participant Feedback**

#### **Feedback collected through evaluation forms and open discussions indicated that:**

- The training content was comprehensive and well-structured.
- Hands-on exercises improved understanding and practical application.
- Participants valued the balance between theory and practice.
- Further training needs were identified, especially in internal auditing and certification readiness.

### **6. Challenges**

- Variation in prior knowledge meant additional support was needed for some participants.
- Limited time restricted deeper coverage of certain technical aspects
- Some organizations may face resource challenges in implementing ISO 9001:2015.

### **7. Future Training Initiatives**

This training marks the beginning of a regional initiative, with plans to extend similar training to neighboring countries, including Tuvalu.

#### **Key considerations for future training include:**

1. Tailored Content: Addressing the specific needs and challenges of each region.
2. Collaborative Learning: Encouraging knowledge sharing among participants from different countries.
3. Ongoing Support: Providing resources and mentorship after training sessions.

### **8. Recommendations**

- Conduct follow-up training on Internal Auditing, Risk Management, and Continual Improvement.
- Establish peer learning or mentoring networks among participants.
- Provide technical assistance to organizations beginning their ISO certification journey.
- Encourage leadership engagement to sustain quality initiatives.

### **9. Conclusion**

The 10-day training on Understanding and Implementing ISO 9001:2015 successfully equipped participants in the Cook Islands with the knowledge and tools needed to implement and sustain effective Quality Management Systems. The training created momentum for organizational improvement, with participants now better prepared to align processes with international quality standards and pursue certification where applicable.



# NAURU

## Training



### Summarized Post Training Report Nauru T11-T13

#### TVET TRAINING: REPUBLIC OF NAURU

**TVET COURSES:** As per Tabulated below

**CERTIFICATION:** Certificate of Attainment

**LOCATION:** Nauru districts- Nibok, Yaren, Meneng, Anetan.

**DURATION:** 6 weeks

**ORGANIZED:** National Productivity and Industry Innovation & DMA, Government of the Republic of Nauru.

#### 1. Background and Context

This report provides a comprehensive overview and initial assessment of T11, T12 & T13 Technical and Vocational Education and Training (TVET) short courses conducted in the Republic of Nauru. These capacity-building initiatives are a direct outcome of the landmark Memorandum of Understanding (MOU) signed in 2023 between the Fiji National University (FNU) and the Government of the Republic of Nauru. The MOU established a strategic partnership aimed at enhancing the skills base and professional competencies within Nauru's public and private sectors, thereby supporting the nation's broader sustainable development goals.

## **2. Programme Implementation**

In fulfilment of the MOU's objectives, a series of intensive, six-week TVET short courses were designed and delivered by FNU. This report covers the consolidated findings from T11, T12 & T13 cohorts of training, which have been conducted sequentially. The courses were strategically selected to address critical skill gaps identified in collaboration with Nauruan stakeholders, focusing on key areas vital for national development.

## **3. Purpose of this Report**

The primary purpose of this introductory brief is to:

- Formally document the completion of T11, T12 & T13 training under the FNU-Nauru Government MOU.
- Summarize the overall structure, participant engagement, and initial outcomes observed across the three training rounds.
- Serve as a foundational document for further analysis, providing insights into the programme's effectiveness, challenges encountered, and the tangible impact on participants' skills and knowledge.

## **4. Forward Look**

The successful delivery of these three training marks a significant milestone in the Fiji National University-Republic of Nauru partnership. This report lays the groundwork for evaluating the long-term viability and scalability of the programme, informing future planning for subsequent training rounds and the continued strengthening of Nauru's human resource capacity. The findings within will be crucial for both parties to refine the collaboration and maximize its developmental impact.

## **5. Programme Objectives**

The design and delivery of the TVET short courses were guided by a set of strategic objectives, aligned with the 2023 MOU and the developmental priorities of the Republic of Nauru. The primary objectives were to:

- a) Enhance Technical Proficiency: To equip Nauruan participants with job-specific, practical skills and contemporary technical knowledge in targeted sectors, directly increasing workplace competency and productivity.
- b) Address Identified Skill Gaps: To directly respond to the critical skill shortages identified in collaboration with the Government of Nauru, thereby strengthening the national workforce and reducing dependency on external expertise.
- c) Promote Professional Development: To foster a culture of continuous learning and professional growth among participants, enhancing their career prospects, employability, and capacity for advancement.
- d) Support National Development Goals: To contribute to key national strategic pillars, such as economic diversification, improved public service delivery, and sustainable infrastructure management, by building a robust and skilled local talent pool.
- e) Establish a Sustainable Training Model: To demonstrate the effectiveness of the FNU-Nauru partnership and create a replicable framework for future rounds of training, ensuring long-term capacity building.



## 6.1 NAURU T11 TVET Course Details

NAURU T11 COURSES (24TH Feb to 4th April, 2025)				
NO.	COURSES	DEPARTMENT	CERTIFICATE	PARTICIPANT #
1	Basic Computing and Business Skills	CBNFE	COA	29
2	Fundamentals of Baking & Patisserie	CBNFE	COA	21
3	Carry out Painting Works at Worksite	CBNFE	COA	19
4	Renewable Energy: Solar Installation	CBNFE	COA	4
5	Fashion Design Sewing	CBNFE	COA	27
6	Carry out Tiling at the Worksite	CBNFE	COA	9
7	Small Engine Repair	CBNFE	COA	15
8	Apply Plastering Technique at Worksite	CBNFE	COA	10
9	Front Office Administration	CBNFE	COA	22
10	Commercial Cookery	DTHFT	COA	7
11	Electrical Wireman's Module 2	DEE	COA	9
12	Carpentry	DCI/DMP	COA	26
13	Plumbing	DCI/DMP	COA	6
14	Human Resource	DEM	COA	25/25/25/25
15	Occupation Health & Safety	NPII	COA	9 &13
17	Beauty Therapy & Hair Dressing	DTHFT	COA	3

## 6.2 NAURU T12 TVET Course Details

NAURU T12 COURSES (5th May, to 13th June, 2025)				
NO.	COURSES	DEPARTMENT	CERTIFICATE	PARTICIPANT #
1	Basic Computing and Business Skills	CBNFE	COA	37
2	Fundamentals of Baking & Patisserie	CBNFE	COA	6
3	Carry out Painting Works at Worksite	CBNFE	COA	6
4	Renewable Energy: Solar Installation	DEE	COA	16
5	Garment Construction	CBNFE	COA	28
6	Carry out Tiling at the Worksite	CBNFE	COA	8
7	Small Engine Repair	CBNFE	COA	6
8	Block Laying	CBNFE	COA	6
9	Front Office Administration	CBNFE	COA	11
10	Commercial Cookery	DTHFT	COA	7
11	Electrical Wireman's Module 2	DEE	COA	4
12	Carpentry	DCI/DMP	COA	12
13	Plumbing	DCI/DMP	COA	8
14	Human Resource	DEM	COA	32/32/32/32
15	Occupation Health & Safety	NPII	COA	

16	Light Automotive	DMC/DAI	COA	10/10
17	Cabinet & Joinery	CBNFE	COA	7
18	Welding and Fabrication	DMC/DAI	COA	8
19	Airconditioning and Refrigeration	DMC/DAI	COA	11/9
20	Food and Beverage	CBNFE	COA	7

### 6.3 NAURU T13 TVET Course Details

NAURU T13 COURSES (28th July to 5th September, 2025)				
NO.	COURSES	DEPARTMENT	CERTIFICATE	PARTICIPANT #
1	Fundamentals of Baking & Patisserie	CBNFE	COA	14
2	Renewable Energy: Solar Installation	DEE	COA	6
3	Small Engine Repair	CBNFE	COA	5
4	Block Laying	CBNFE	COA	5
5	Front Office Administration	DTHFT	COA	7
6	Commercial Cookery	DTHFT	COA	7
7	Plumbing	CBNFE	COA	4
8	Human Resource	DEM	COA	21
9	Airconditioning and Refrigeration	DMC/DAI	COA	12
10	Food and Beverage	CBNFE	COA	4

### 7. Participants

The participants for T11, T12 and T13 are generally the citizens of the Republic of Nauru. The TVET short course training is free to all Nauruan citizen, and the government have sponsored all training materials and training venues for the 6 weeks training.

### 8. Key Outcomes

Following the completion of T11, T12 and T13 rounds of training, the following key outcomes have been observed and documented:

#### a) Direct Skill Transfer and Certification:

- Outcome: A total of 560 participants successfully completed the intensive six-week programme for T11, T12 & T13 and were awarded certificates of competency by Fiji National University.
- Evidence: Participants demonstrated a measurable improvement in practical skills and theoretical understanding through pre- and post-course assessments.

#### b) Increased Workforce Capacity:

- Outcome: Graduates have returned to their roles in various government ministries and private enterprises with enhanced capabilities, immediately applying their new skills to improve efficiency and problem-solving in their respective fields (e.g. Nauru Utilities Center infrastructure maintenance, RON hospitality services, etc).

#### c) Strengthened Institutional Partnerships:

- Outcome: The collaboration between FNU and the Government of Nauru has been successfully operationalized, building a strong foundation of trust and mutual understanding for future collaborative projects.

#### **d) Positive Participant Feedback and Elevated Morale:**

- Outcome: Post-training evaluations revealed high levels of participant satisfaction, with many participants reporting increased confidence in their professional abilities and renewed motivation for their careers.

#### **e) Creation of a Foundational Skilled Cohort:**

- Outcome: The three training rounds have established a core group of skilled professionals who can act as mentors and focal points within their departments, creating a multiplier effect for knowledge sharing within Nauru.

#### **f) Identification of Future Training Needs:**

- Outcome: The delivery process provided valuable insights into specific, nuanced skill requirements, helping to refine and target the curriculum for subsequent training programmes under the MOU.

### **9. Participant Feedback**

1. Relevance and Immediate Applicability: Participants consistently valued the practical, hands-on nature of the training, emphasizing that the skills learned were directly applicable to their current job roles and the specific context of Nauru.
2. Increased Professional Confidence: Many participants reported a significant increase in their self-efficacy and motivation, feeling more confident to take on complex tasks, troubleshoot problems independently, and pursue career advancement.
3. Appreciation for Expert Instruction: The expertise and pedagogical skill of the FNU trainers were frequently highlighted as a key factor in the program's success.
4. Value of Peer Networking: The opportunity to learn and build professional relationships with a diverse group of fellow Nauruans was seen as an unexpected but highly valuable benefit, fostering a sense of collective growth.

This overwhelmingly positive feedback strongly indicates that the TVET short courses are successfully meeting their objectives and having a tangible, positive impact on the participants' professional lives and, by extension, the organizations they serve.

### **10. Challenges**

#### Logistical and Infrastructural Constraints

- Limited and Costly Resources: Nauru's remote location makes the importation of specialized tools, equipment, and raw materials for courses (e.g., carpentry, automotive, IT) extremely expensive and slow. A 6-week timeline offers no buffer for shipping delays, often leading to courses starting without critical components.
- Inadequate Training Facilities: Purpose-built, well-equipped workshops and laboratories are scarce. Courses are often forced to use inadequate or repurposed spaces, which hinders practical, hands-on learning—the core of effective TVET.

### **11. Recommendations**

- Pooled Procurement: Instead of individual projects importing small quantities, establish a central government/donor-funded pool for purchasing major tools and equipment. This allows for bulk purchasing, better prices, and standardized equipment across courses.
- Strategic Pre-Positioning: Use this fund to proactively order and stockpile high-demand, non-perishable items (e.g., specific tool sets, electrical components, IT accessories) based on the annual TVET plan, thereby eliminating the 6-week timeline pressure.

### **12. Conclusion**

The collaborative initiative between the Fiji National University (FNU) and the Government of the Republic of Nauru to deliver 6-week TVET short courses for T11, T12 & T13 stands as a powerful testament to the shared commitment to empowering the people of Nauru. Despite the inherent challenges, the successful execution of these courses marks a significant and positive stride toward building a robust, skilled, and future-ready national workforce.

This partnership has yielded immediate and tangible benefits: equipping Nauruan citizens with practical, demand-driven skills in a condensed timeframe, thereby accelerating their entry into the job market and enhancing local economic capacity. The model demonstrates that through strategic collaboration and a focus on targeted outcomes, it is possible to deliver high-impact education that directly translates into improved livelihood opportunities.

## 13. Training Pictures of Participants

### Theory Class for Sanitary Plumbing



### Practical Class for Sanitary Plumbing



### Practical Class for Beauty and Therapy Class



### Practical for Block Laying Class





# TVET PASIFIKA

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