



FIJI NATIONAL  
UNIVERSITY

National Training and Productivity Centre

## REPORT ON INDUSTRY & COMMUNITY STAKEHOLDER DISCUSSIONS IN 2025.



TVET PASIFIKA, FIJI NATIONAL UNIVERSITY.



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# Message from VC



*Distinguished Guests, Colleagues, and Valued Stakeholders,*

**Bula Vinaka and a warm welcome to you all.**

Firstly, allow me to extend heartfelt thanks to each of you that joined us at NTPC's 2025 Industry & Community Discussion Forum. Your presence affirms the collective importance we place on equipping Fiji's workforce with the skills, attitudes, and innovation needed to thrive in today's changing economy

This Forum is not merely a showcase of NTPC's services, it is first and foremost a platform of listening, co design, and collaboration, where we:

- Present our training programmes and consultancy support
- Hear directly from you - employers and practitioners in the field
- Adjust our courses to ensure they are current, practical, and responsive to sector needs

In the past year alone, through similar engagement (our 2024 ICDF), we've spoken with over 200 organisations a 30 percent increase from the previous year right across industries from manufacturing to hospitality and public services.

**Building on Emerging Priorities & Strengthening Apprenticeship Quality**

We witnessed last year how our partnerships like the (ILO, GAN & NTPC) supervisor training pilot directly address skills gaps by equipping supervisors to guide apprentices, embed professional values, and improve productivity from within organisations.

This year, we're setting our sights even higher. As the National Productivity Organisation, NTPC offers over 600 practically oriented short courses annually through departments such as IT, Construction, Automotive, Executive Management, and Hospitality & Tourism all ISO 9001:2015 certified and industry validated.

**What We Hope to Achieve**

1. Share strategic updates: How NTPC's evolving programmes including our trade testing, apprenticeships, and enterprise consultancy services support your workforce goals.
2. Identify skills of rising importance: From green technologies and digital transformation to hybrid supervisory competencies and entrepreneurial readiness.
3. Tap into your expertise: Invite critiques, ideas, and assessments so that our pilots and future courses remain both relevant and impactful.
4. Forge stronger linkages: Between industry, academia, TVET, and community outreach, so no talent is left unskilled or overlooked.

We urge you to engage fully your feedback that directly influences NTPC's course offerings, outreach strategies, and even national policy via our Industry Training Advisory Committees.

Together, we can ensure that Fiji's workforce remains capable, competitive, and career ready an thank you for your contribution to Fiji's future.

# Message from PVC TVET



I am privileged to present the National Training and Productivity Centre's (NTPC) 2025 Industry and Community Discussion Forum (ICDF) Report. This comprehensive document captures the insights and priorities of over 250 organizations across Fiji, encompassing both public and private sectors, as well as community groups and SMEs. Through a combination of industry visits and an online survey, we gathered valuable feedback on the training needs and expectations of our stakeholders.

The report highlights critical areas where upskilling is most urgently required, including the public sector, tourism and hospitality, construction, and food and beverage industries. Key competencies identified for development encompass Occupational Health and Safety, Human Resources, Information Technology, Trade Testing, Leadership, and Productivity Improvement. These insights are

instrumental in guiding NTPC's efforts to design and deliver targeted training programs that align with the evolving demands of the workforce.

In the face of ongoing economic challenges, including high public debt, inflationary pressures, and labor shortages, this report underscores the resilience and proactive engagement of Fiji's industry leaders and employers. Their contributions are vital as we collectively strive to enhance productivity and foster a skilled workforce that meets the dynamic needs of various sectors.

As we continue to navigate the path to economic recovery and growth, NTPC remains committed to its role in equipping individuals with the skills necessary to thrive in an ever-changing employment landscape.



# Message from NTPC Directors



## NTPC Director Productivity & Innovation

I am privileged to have participated in the 2025 Industry & Community Discussion Forum (ICDF), hosted by the National Training and Productivity Centre (NTPC) of the Fiji National University. This annual forum serves as a vital platform for engaging with stakeholders across various industries, focusing on the evolving training and development needs. It aims to foster meaningful dialogue, present insights into NTPC's programs and services, and gather valuable feedback to ensure our training solutions remain responsive, relevant, and impactful.

The discussions provided an opportunity to identify emerging skills and workforce development priorities, enabling NTPC to refine and tailor initiatives to better serve the needs of Fiji's industries and communities. Your contributions play a significant role in shaping the future of education and training in Fiji.

I look forward to continuing our collaborative efforts to enhance the skills and productivity of Fiji's workforce.



## NTPC Director Industry Training

It was indeed an honour to have been part of the 2025 Industry & Community Discussion Forum (ICDF), hosted by the National Training and Productivity Centre (NTPC) of the Fiji National University. As the Centres' mandate is to reskill and upskill our workforce, it is important that we meet our Stakeholders often, to hear them express their opinions on the delivery of our courses.

NTPC programs are designed to address the required skills that our graduates acquire whilst studying with us, and we welcome stakeholders' advice on possible re-designing of courses to meet the desired attributes of the future contributors to Fiji's economy. The main objective of this forum is to hear your comments and discuss options to the course offerings at FNU.

Whilst it is imperative that we address items raised during these discussions, the Centre usually initiates new program-tailoring, to ensure that the needed programs for the Industry Training departments are incorporated into its' Schedules throughout the year. Thus, we value our Stakeholders contributions' very much at these forums, and we look forward to the continuous support towards empowering the talent and workforce of our nation.



# Executive Summary



The Industry & Community Discussion Forum commonly called ICDF was previously run as an annual event by the National Training & Productivity Centre (NTPC) at Fiji National University. Following FNU's Reset Conference in January 2025, TVET Pasifika adopted the ICDF as its flagship annual platform, dedicated to bringing together stakeholders across Fiji's technical and vocational education sector. The forum offers a space for communities, organizations, and industry partners to share insights on training programs provided through TVET Pasifika, while also addressing evolving development needs. In 2025, TVET Pasifika organized six regional ICDFs, held in Labasa, Savusavu, Rakiraki, Ba, Nadi, and concluding in Suva.

The ICDF Report examines the relevant skills in Fiji, the identified gaps and assesses how the COVID 19 pandemic has affected the labor market. This year, NTPC organized a series of virtual consultations and on site visits across various industries, organizations, businesses, and SMEs throughout Fiji. These activities were aimed at identifying the specific skills needed to boost workplace performance and productivity.

As part of ICDF, we conducted an open online survey for individuals and organizations to share their perspectives on training priorities. These insights are highly valued and will directly inform the creation of short courses and bespoke training programs tailored to meet industry needs.

**Details of the event are shown in the table below:**

No	Date:	Location:	Venue:	Time:
1	9th April	Labasa	Takia Hotel	18.00 – 19.30
2	10th April	Savusavu	Hot Springs Hotel	18.00 – 19.30
3	23rd April	Rakiraki	Tanoa Hotel, Rakiraki	18.00 – 19.30
4	30th April	Ba	Ba Civic Centre	18.00 – 19.30
5	2nd May	Nadi	Nadi Campus Bure	18.00 – 19.30
6	28th May	Suva	Tiri Bar, Nasese Campus	18.00 – 19.30

**The number of stakeholders that attended each of the event is shown below:**

No	Date	Location	Venue	No of Stakeholders
1	9th April	Labasa	Takia Hotel	49 pax
2	10th April	Savusavu	Hot Springs Hotel	38 pax
3	23rd April	Rakiraki	Tanoa Hotel, Rakiraki	48 pax
4	30th April	Ba	Ba Civic Centre	30pax
5	2nd May	Nadi	Nadi Campus Bure	31 pax
6	28th May	Suva	Tiri Bar, Nasese Campus	55 pax

# ABOUT NATIONAL TRAINING AND PRODUCTIVITY CENTRE



The National Training and Productivity Centre (NTPC) is the leading organisation in providing skills training to the industries in Fiji. Offering more than 600 courses each year, NTPC aspires to deliver the right skills with right motivation, to continuously build a healthy and productive workforce that is competitive globally.

NTPC is divided into the following sections, each tasked to provide industry orientated programmes and short courses.

Division of Industry Training: Department of Automotive and Mechanical, Department of Information Technology, Department of Executive Management, Department of Construction, Department of Electrical and Electronic Engineering and Department of Tourism Hospitality Fashion Travel.

Division of Productivity and Innovation: Department of Quality Awards, Department of National Productivity & Industry Innovation, Department of Trade Test and Apprenticeship and Department of Community Based Non-Formal Education and Training

NTPC is also in the forefront of providing Technical and Vocational Education and Training (TVET) programmes to the trade sectors in Fiji. The Department of Automotive And Mechanical, Department of Construction and the Department of Electrical and Electronic Engineering spearhead the provision of TVET courses. There are a wide range of programmes tailor made to boost the overall efficiency and productivity of any organization in Fiji's trade industries.

The training programmes offered by NTPC is ISO9001:2015 certified. This ensures that NTPC always remains customer focused and continually improves its training packages and related services to meet and exceed customer requirements.

NTPC has over 20 years of experience in delivering international franchised qualifications in Fiji. This allows our graduates to gain superior recognition locally, as well as in Australia and New Zealand. Our strong Strategic partners are: APO, TAFE WSI/NSW, CompTIA, ICDL Asia, Pearson Vue, Pivot Point and FIT College.

The National Training & Productivity Centre (NTPC) has a very specific mandate, which is firstly to provide in-service training for industry, and to provide specialised consultative services to assist the industry achieve their productivity goals.

NTPC is also delegated to manage the National Apprenticeship Scheme, provide trade testing, deliver Community Based Non-Formal Education and Training, and organize national and international level Quality Awards recognition platforms.



# Introduction



Fiji now confronts a **multi-faceted skills crisis**: mass emigration, outdated training systems, and a misaligned labour data ecosystem have jointly fueled shortages across critical sectors. While recent reforms including the LabMIS rollout, TVET expansion, and apprenticeship re-engineering offer a credible pathway forward, much depends on **effective execution, employer engagement, and results-oriented accountability** over the next three years.

Skills shortages when employers struggle to fill roles or fulfill specific job task requirements—are now deeply entrenched in Fiji. The situation has worsened since the pandemic, notably in healthcare and ICT as digitization surged. Loss of skilled professionals via overseas migration, enduring skills mismatches, and slow uptake of Technical and Vocational Education and Training (TVET) combine to pose strategic risks to productivity, growth and employment outcomes.

## Scale & Scope of the Skills Shortage in Fiji

- **Pandemic shock and long run dislocation:** Over 115,000 Fijian jobs were disrupted at the peak of Covid 19, with the tourism, retail and manufacturing sectors hit hardest.
- **Crucial sectors under strain:** Employers across BPO, healthcare, telecommunications, and professional services continue to express escalating concern over unfilled vacancies in mid and high skilled occupations and trade jobs.
- **Official recognition of urgent reform:** On 24 April 2025, Deputy Prime Minister Manoa Kamikamica convened a multi stakeholder forum, acknowledging that workforce gaps in ICT, construction, and caregiving threaten national investment initiatives.<sup>28</sup>

## Demand Drivers & Emerging Occupations

- **Accelerated digitalisation** (e commerce, telehealth, BPO expansion) has elevated demand for ICT professionals, cloud engineers, cybersecurity experts, and skilled broadcast and telecom technicians.
- **Healthcare staffing** must keep pace with demographic change and ongoing global shortages in nursing, aged care and allied health services.
- **Infrastructure & construction** projects now require qualified tradespeople, including quantity surveyors, electricians and hospitality engineers—areas where vacancies persist amid economic rebound.



# Root Causes of Fiji's Skills Gaps

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## a. Emigration of Homegrown Talent

- Between 2000–2020, Fiji's emigrant stock rose from ~12.4 % to ~26.1 % of the population. Over 59 % of those departing (2018–22) had **tertiary level skills**, including healthcare professionals and managers.<sup>03</sup>
- Seasonal worker schemes (PALM) further draw mid level workers abroad—around 6,000 Fijians were working in Australia under PALM in mid 2024.<sup>14</sup>

## b. Skills Mismatches & Outdated Training

- In April 2025 forums, private sector representatives pointed out that telecom graduates were often schooled in obsolete 2G systems, even as Fiji plans new 5G deployments.<sup>28</sup>
- From 2015–2023, interest in TVET-track careers declined sharply; attracting youths to microskills programs has proven persistently difficult.<sup>10</sup>

## c. Systemic Gaps in TVET Infrastructure

- Closure of technical colleges, along with steady erosion of apprenticeship pathways, has reduced training capacity in key trades like masonry, mechanical work and sheet metal fabrication.<sup>6</sup>
- Census data remain sparse, hindering effective planning across sectors—a core concern raised at the April 2025 skills dialogue.

## d. Cultural & Soft skills Shortages

- Employers continue to report weak workplace performance—poor punctuality, low motivation, insufficient practical problem solving and scant familiarity with digital tools—especially among school leavers.

# Implications for Employers & Workforce Planning

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- Project delivery risk persists where vacancies stay open. Employers should consider partnering with institutes for bespoke training, scholarships, internship programmes or apprenticeship schemes.
- Gig and contract labour offer stopgap solutions—particularly in ICT and creative services—but lack cultural or long term team cohesion; not a substitute for nurturing full time local expertise.
- Reskilling staff remains critical—not only in technical proficiency, but digital literacy, English business communication, workplace attitudes, and collaborative mindset.

## Prospects & Recommendations (to 2028)

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1. **Urgent scale up of TVET**—both in reach (rural and informal settlements) and relevance (e.g. renewable energy, maritime services, BPO analytics).
2. **Strengthen school industry links** by co developing syllabi, internships, and work sampling opportunities.
3. **Integrate digital capability**—make entry level digital tooling and problem solving foundations across all training streams.
4. **Monitor labor mobility flows proactively**—using emigration and return migration trends to anticipate gaps and shape training allocations.

### 5. Evaluate outcomes—Measure training volume, job placement, youth retention, and enterprise uptake annually through the LabMIS network.

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#### Key Takeaways

- Fiji's skills shortage reflects both quantitative pressure (due to emigration and population shifts) and qualitative shortfall (out-of-date curricula, poor practical experience and digital lag).
- While many inroads have been made through institutional reforms and expanded TVET programming, outcomes have yet to catch pace with employers' evolving needs—particularly in high-growth sectors like ICT and healthcare.
- With continued investment in data driven planning, curriculum reform, targeted scholarships, and private sector
- partnerships, the country has a viable path to reducing skills gaps by 2028.

# INDUSTRY AND COMMUNITY DISCUSSION AND SURVEY FINDINGS



## STAKEHOLDER FEEDBACK

Below are some of the key feedback that we received from our industry and community leaders and stakeholders that attended the ICDF.

### 1. Labasa Industry & Community Leaders:

- How can FNU work with the Naleba Youth Training Centre in Agriculture in ensuring that graduates from Naleba Youth Training Centre can continue further studies in FNU agriculture programs after graduating from Naleba
- The need for FNU to provide more courses in agriculture, forestry, construction & machinist, saw doctors, sawmill operators, boiler operators and quarryman.
- For FNU to provide pathways for secondary school students and drop-outs to continue higher education after secondary school.
- For FNU to provide more courses in Automotive which included 2 stroke and 4 stroke engines, penal beating and spray painting. As well as for FNU to provide basic tools and equipment while trade apprentices are still in FNU.
- The need for FNU to do more consultation in the villages, district and provincial level regarding courses in forestry and how units can be cross credited from advance certificate in forest management to BSc in Forestry.

### 2. Savusavu Industry & Community Leaders:

- For FNU to consider opening an FNU Campus or Centre in Savusavu. Landowners are willing to work with FNU in identifying a site for the centre.
- For FNU to do more awareness in Savusavu communities, villages and organizations on the courses they can offer in Savusavu.
- If FNU course provides more shorts courses for the communities as a follow up to the ones conducted in 2024.
- More teacher training to be conducted to assist high school teachers to provide good advice in vocational education and pathways for students after high school.
- The need for FNU to provide more industry relevant training programs/short courses (in-house) in collaboration with industry stakeholders that are tailor made to suit industry needs.

### 3. Rakiraki Industry & Community Leaders:

- For Government to increase the funding for FNU in their National Budget as FNU is the National University in Fiji and they are there to provide free education for those in rural and remote communities.
- For FNU to build a Campus or TVET Centre in Rakiraki. Prominent leaders like Mr. Shiu Raj can assist in the discussions on the setup of such a facility.
- If FNU can provide some courses in sign language for those working with disabled people in the rural and peri urban communities in Rakiraki.
- If FNU could send a staff from the School of Maritime to provide some awareness of their courses and fees as there is a great need for many villagers in Malake Village, Rakiraki for Boat Master/ Engineer Class 6 Full. They can consult the MSAF officer based in Rakiraki.

### 4. Ba Industry & Community Leaders:

- Request to restart Basic Employment Skills Training (BEST)
- Requests for financial courses for SMEs in partnership with FRCS, as there is a shortage of accountants in the western division.
- Request for introducing short courses in Public Speaking in English for business community, especially in the evenings from 6pm to 8pm.

### 5. Nadi Industry & Community Leaders:

- Request for a centralized information Hub to access academic information for all colleges and centers at one location.
- Request for reinstituting or replacing the training levy to fund professional development.
- Expanding youth outreach and incentive programs to promote tradesmanship to rural and maritime communities through properly funded roadshows and training programs
- Supporting SMEs and entrepreneurs through vernacular informal education and business development initiatives.
- Strengthening supervisor- new employee (fresh graduates) engagement models to ensure workplace readiness and smoother onboarding experiences.
- Working with FRCS in supporting SMEs and entrepreneurs through vernacular informal education and business development initiatives.



- Addressing internal trainers' capacity and ethics to ensure quality learning outcomes.
- Advancing Electrical Vehicles-related training opportunities and international partnerships.
- Continuing regular industry-academic talanoa sessions.

## **6. Suva Industry & Community Leaders:**

- Industry has requested if Laboratory Technician apprenticeship program, can be introduced by NTPC's Apprenticeship department.
- Introducing a short course for crane operators, and the steam blower industry is facing a lot of issues recruiting skilled and right people
- Delivering more TVET programs, as this promotes a "knowledge and skills society," recognizing the equal importance of both academic learning and practical, job-ready skills.
- Industry has requested to bring the levy back, as industries wish to continue to upskill their staff through levy paid training.
- Industries can partnership with the FNU and run specific programs that is not currently in the program structure.

# SKILLS GAPS BY INDUSTRY

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## Critical Skill Deficiencies Identified (2024-2025 Complaints)

### 1. Welding & Fabrication

- Poor steelwork preparation (e.g., inadequate bevelling of 8mm plates leading to weak penetration).
- Non-compliance with NDT standards (spray tests without penetrant, unrepaired cracks).
- Unsatisfactory insert plate welding causing structural doubts (#7 - 2024).

### 2. Marine Fitting & Sealing

- Chronic water ingress due to:
- Unsealed deck penetrations (#2 - 2025).
- Hull/sink outlet leaks (#3 - 2025).
- Rudder coupling & hatch cover failures (#1 - 2024; #5 - 2024).

### 3. Mechanical Maintenance

- Equipment reassembly errors (saltwater pump failure post-service, unstable rollers) (#2, #6 - 2024).

### 4. Quality Control & Supervision

- Missed buffing/painting areas (#4 - 2024).
- Unattended crane defects (#4 - 2025).
- Safety violations (confined space work, drug use onboard) (#7, #8 - 2024).

### 5. Environmental Compliance

- Oil spills during engine cleaning (#3 - 2024).

## II. Root Causes Linked to Skills Gaps

Technical Area	Deficiency	Impact
Welding	Poor joint preparation & NDT knowledge	Structural integrity risks
Sealant Application	Incorrect waterproofing techniques	Chronic flooding & asset damage
Equipment Reassembly	Misalignment/torque errors	Mechanical failures (pumps, rollers)
Inspection Protocols	Inconsistent checklist adherence	Recurring defects (e.g., painting, seals)
Safety Culture	Lack of confined space/drop awareness	Regulatory violations & workplace hazards

## III. Urgent Training Priorities for FNU Collaboration

### 1. Advanced Welding Certification

- Practical modules: Beveling standards (ISO 9692), NDT methods (dye penetrant, ultrasonic).
- Target: 100% of structural welders.

### 2. Marine Waterproofing Specialization

- Course: Deck/hull penetration sealing (ASTM D4541), outlet line installation.
- Include flood-testing protocols.

### 3. Mechanical Fitting Precision

- Workshops: Pump/roller reassembly, torque calibration, alignment checks.

### 4. QC & Supervision Enhancement

- Digital inspection tools (photo-based checklists), defect tracking systems.
- Safety compliance training (ISM Code, confined space entry).

### 5. Environmental Safeguarding

- MARPOL – compliant engine maintenance & spill containment.

### IV. Expected Outcomes

- Short-term (6 months): 50% reduction in water ingress & equipment failure complaints.
- Long-term: Certification of 80% technical staff in priority areas; zero safety non-conformities.

### Partner Request: FSHIL seeks FNU's support to:

1. Co-develop accredited courses addressing above gaps.
2. Deploy FNU experts for quarterly skills audits.
3. Co-Develop a Behavioral Competency Framework.
4. Conduct Culture Diagnostic Workshops.
5. Create a "Defect Accountability" Feedback Loop.

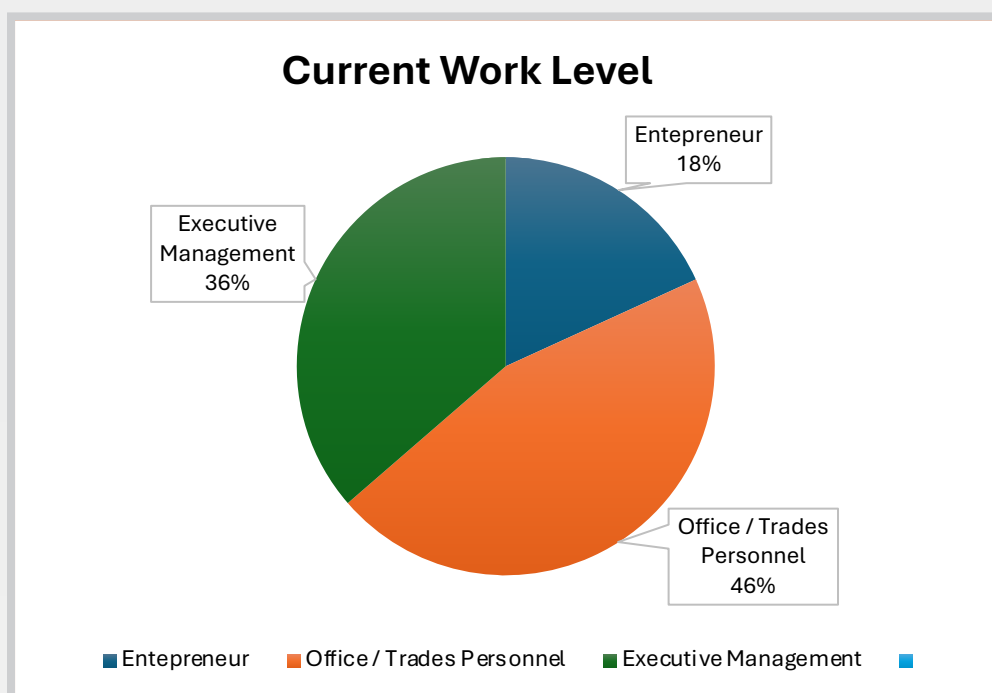
# STAKEHOLDER PARTICIPATION BY WORKPLACE RANKS



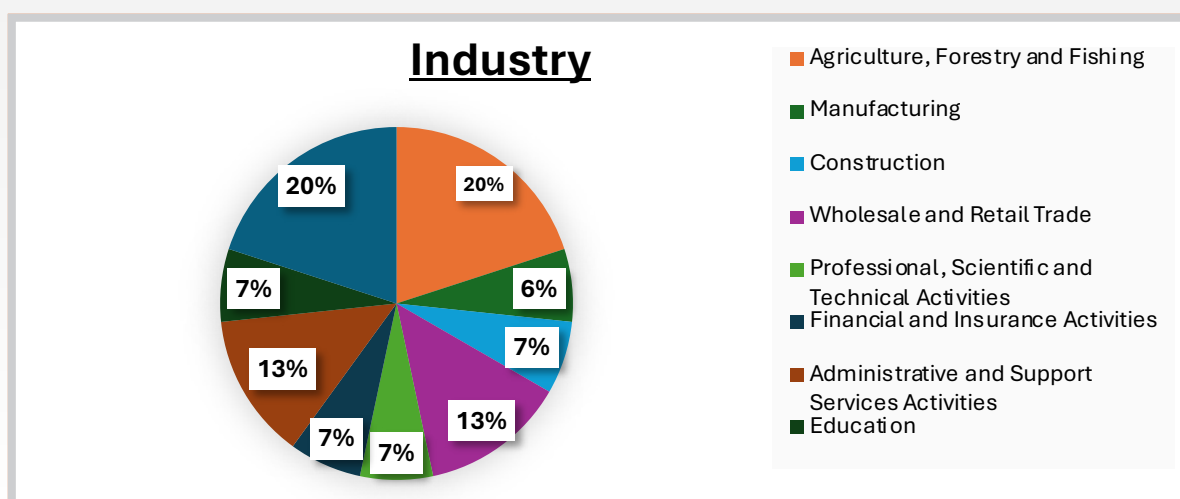
## ICDF ANALYSIS BY REGION

### Analysis – Nadi ICDF

#### 1. Current Work Level of the Participants

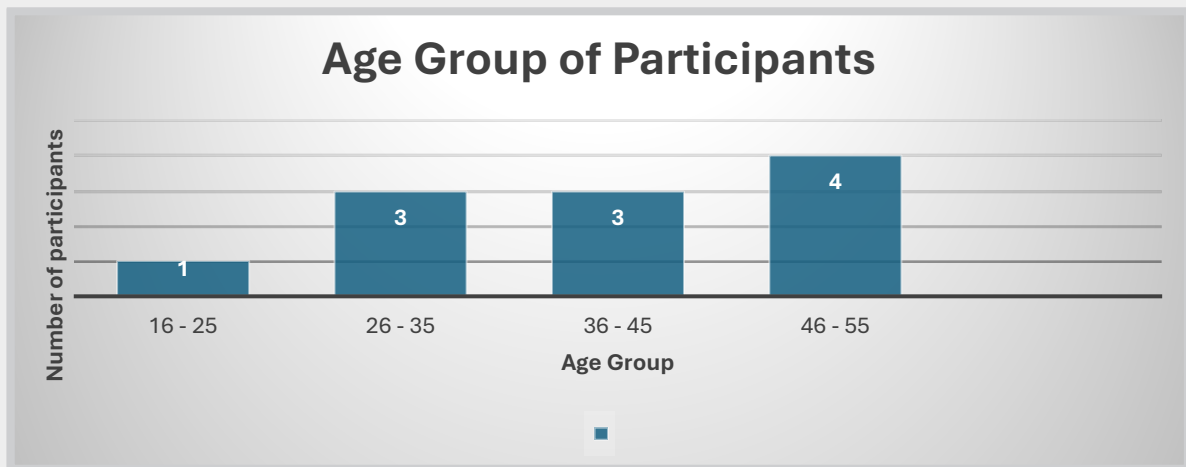


#### 2. The Industries Participants Work In

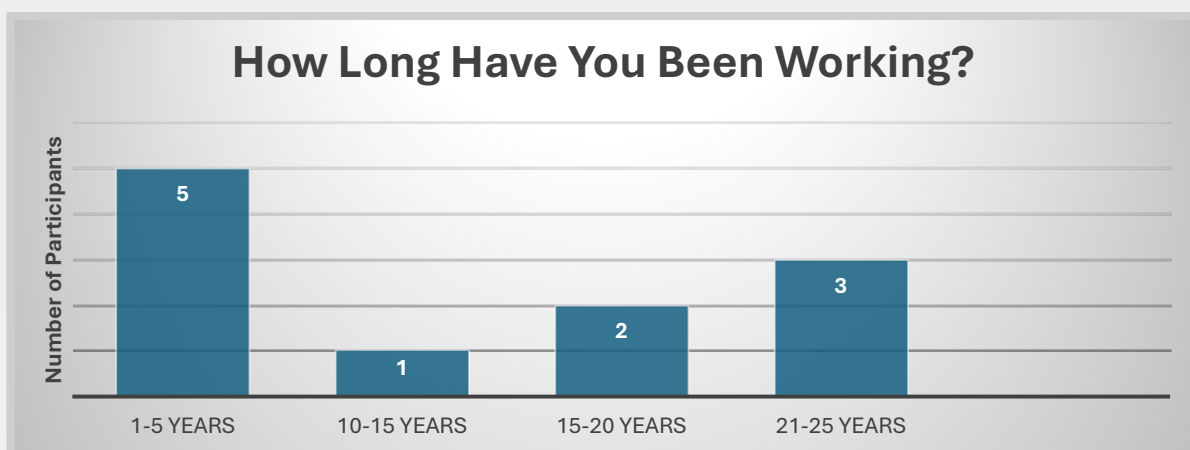




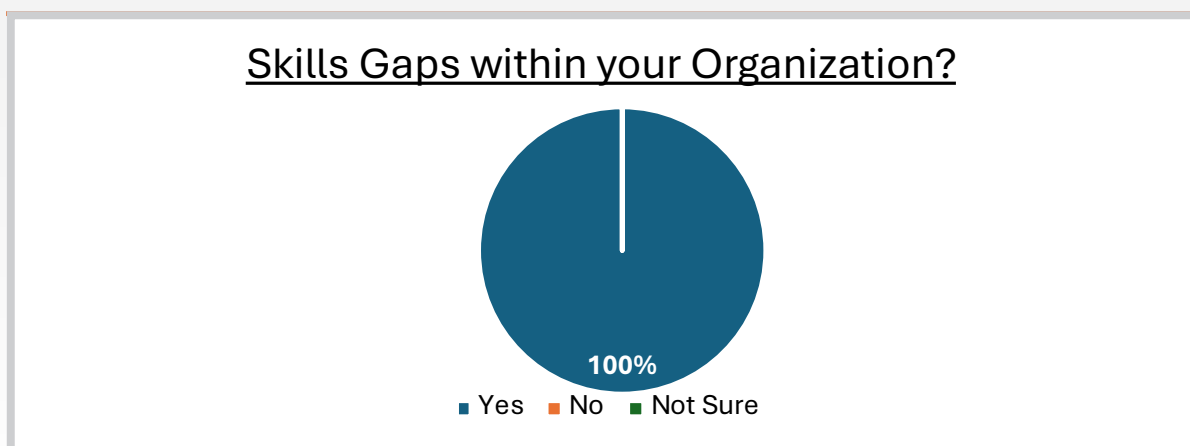
### 3. Age Group of the Participants



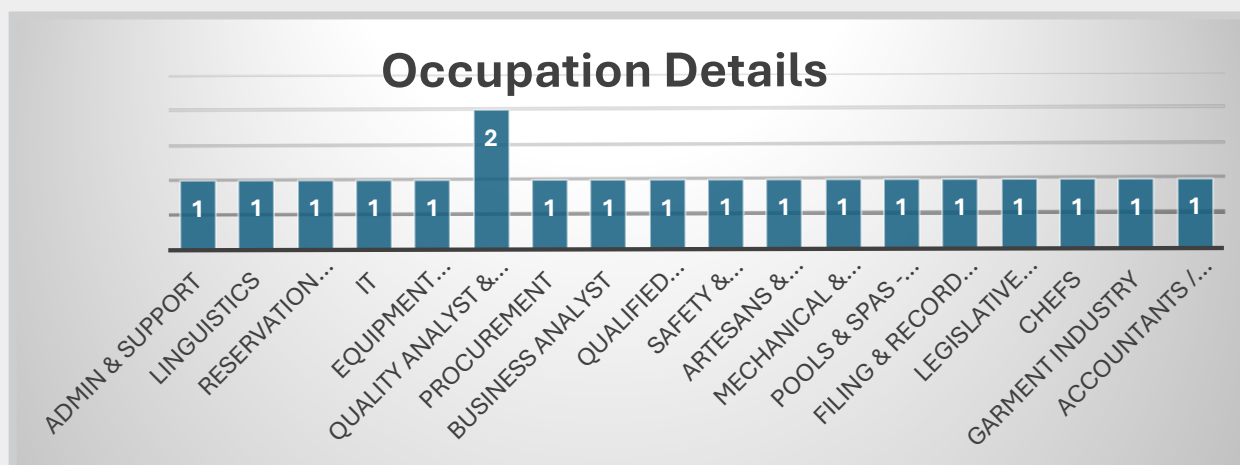
### 4. Number of years of work of participants



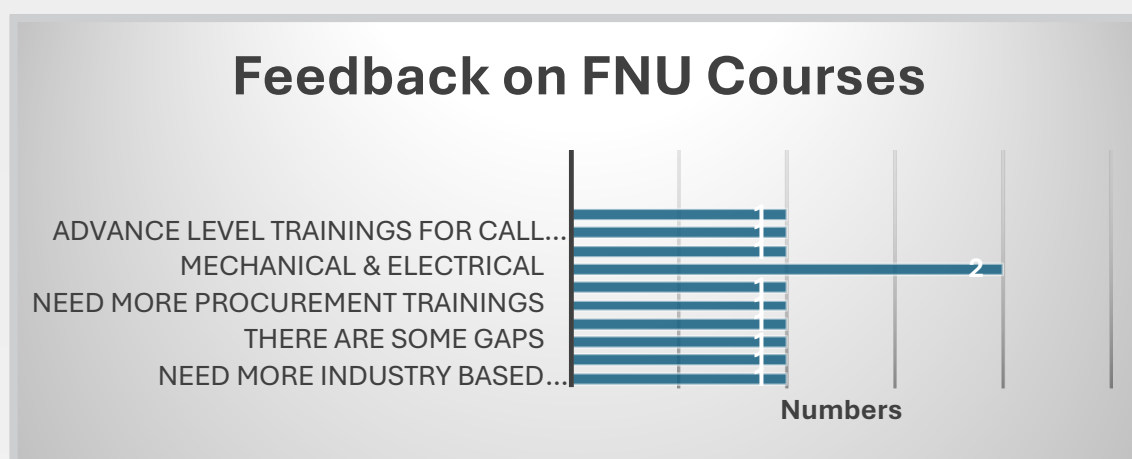
### 5. Skills gap within the organization



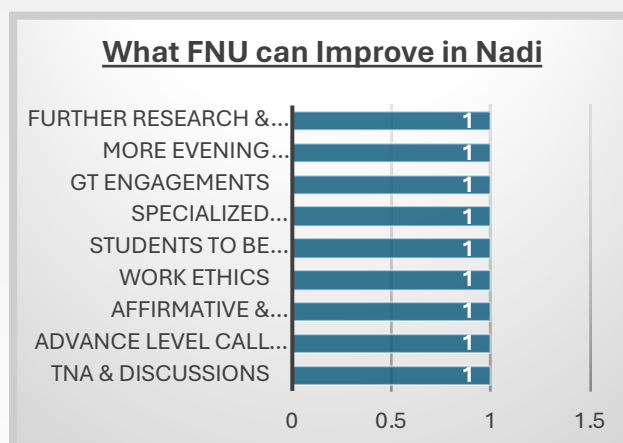
## 6. Occupations that your organization face difficulty in filling/recruiting.



## 7. What do you think about FNU and the courses we currently provide



## 8. What do you think FNU can improve on to address your needs?



SKILLS GAPS IN DIFFERENT AGE GROUPS  
SKILLS GAPS IN ORGANISATIONAL WORKFORCE

# NATIONAL CONFERENCES



## NATIONAL OHS CONFERENCE



The National Training and Productivity Centre (NTPC) of the Fiji National University organised the 4th Fiji Occupational Health and Safety Conference 2025. The conference was held on the 25th of April 2025 at the Sheraton Fiji Golf & Beach Resort, Denarau, Fiji. The theme for this year's OHS Conference was "Revolutionizing Health and Safety: The Role of AI and Digitalization at Work."

The event brought together local and international speakers from Fiji, Australia, and New Zealand to address emerging technologies and their integration into workplace health and safety practices. Attendees included employers, OHS practitioners, consultants, industry professionals, academics, and members of workplace OHS committees.

## NATIONAL HOSPITALITY CONFERENCE



## BUSINESS EXCELLENCE CONFERENCE



# PRODUCTIVITY



## FBEA EVALUATORS TRAINING (2 – 6 JUNE 2025)

### Objectives

#### The Evaluators Training aimed to:

- Prepare new evaluators to competently participate in the FBEA assessment cycle
- Refresh and upgrade the skills of existing evaluators, especially those serving as Team Leaders or Assistant Team Leaders
- Deepen understanding of the FBEA evaluation criteria, process protocols, and professional standards

The training is a critical annual programme, enabling consistency, credibility, and transparency in the evaluation of organisations participating in the Fiji Business Excellence Awards.

### Facilitator

The training was led by Mr. George Wong, an internationally respected Business Excellence consultant with decades of experience supporting the FBEA programme. Mr. Wong has been a regular training resource for NTPC, and his deep familiarity with the local context and the evolving criteria of business excellence frameworks brought tremendous value to the sessions.

### Attendance Summary

- Initial expressions of interest: 96 professionals
- Actual participants: 74
- New evaluators: 15 (from 27 initially registered)
- Senior evaluators: Several with over 10 years' experience, some over 20 years

Sector	Key Organisations	Participants
Government Ministries	Ministry of Justice, Education, Lands, Health, iTaukei Affairs	13
Higher Education	Fiji National University, University of the South Pacific, Pacific Technical Institute	15
State-Owned Enterprises	Fiji Ports Corporation, Energy Fiji Ltd, National Fire Authority, Housing Authority	10
Private Sector	Vodafone, Mindpearl, Datec, Ram Sami, Future Farms, Natural Waters of Viti, Tappoos	20+
NGOs/Development	ILO, freelance consultants	3
Healthcare	Zens Medical, Oceania Hospitals	5
Self-employed/Freelance	3	



## Programme Coverage

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### Key areas addressed during the training included:

- Detailed breakdown of the FBEA Framework and Criteria
- Expectations and ethics of the evaluator's role
- Team-based evaluation procedures
- Conducting site visits and interacting with applicant organisations
- Report writing and consensus-building techniques
- Application of feedback principles and scoring calibration

## PRODUCTIVITY MEASUREMENT

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• The National Training and Productivity Centre (NTPC) is committed to enhancing the capabilities of small and medium enterprises (SMEs). Recognising the vital role SMEs play in economic development, NTPC supports their growth through productivity improvement initiatives, sharing of best practices and strategic capacity-building programmes.

• For SMEs to navigate today's volatile and uncertain environment, embracing productivity measurement is not just an option – it's a necessity. Measuring productivity enables businesses to improve efficiency, track performance and sustain growth over time.

• Productivity measurement refers to the process of quantifying the efficiency with which an organization transforms inputs (such as labor, capital, and materials) into outputs (goods and services). For SMEs, productivity is not just about producing more in less time but also about maximizing value creation with limited resources.

• Common productivity metrics include output per employee, revenue per hour worked, or cost per unit produced. These indicators help SMEs monitor their organizational performance and benchmark against industry standards or competitors.

• Small and medium enterprises (SMEs) play an increasingly important role in Fiji's economy in terms of their contributions to GDP and employment, and remain the core engines for productivity and economic growth. The National Training and Productivity Centre recognizes the importance of enhancing capacity building and assisting in the progress of SME performance, and facilitating the sharing of productivity performances and best practices among SMEs.

# RURAL REMOTE MARITIME TRAINING



The purpose of the consultation process under the than “Sustainable Livelihood Program”, which is now known as Rural Remote Maritime Technical Vocational Education and Training is to identify skill gaps and livelihood opportunities in target communities and to align training with local economic demands. The consultation personnel need to collaborate with provincial councils, village leaders, NGOs, and industry partners to ensure program relevance. The consultation aims to target marginalized groups (women, youth, unemployed) to access skills training for self-employment and income generation. It allows training with relevance to Fiji’s climate resilience and sustainable development goals (e.g., agro-processing, eco-tourism, renewable energy). And to improve course delivery based on community and trainee feedback for long-term impact. During the consultation process the training need assessment form is distributed to participants to indicate the different types of TVET short courses that are offered by CBNFE team during the two-week duration. This increases enrollment from underserved communities, including women and youth in the 14 provinces of Fiji.

The Department of CBNFE conducts non formal education training to semi urban, informal settlements as well as rural and maritime communities. The training offers certificate level 1 courses with a certificate of Participation award. The purpose of the consultations is to identify training needs for the villagers in the districts under the target province and community. The consultation process is designed to engage the communities with discussions of the training, training venues and even accommodations arrangements of the trainers involved. The discussion is filtered through from the provincial office to the districts and to the individual villages. The duration of the of the consultation process depends on the scope of the target district under 14 provinces in Fiji. Depending on the number of villages and its location under the target district, it would determine the number of days the consultation process would cover.

RURAL, REMOTE, MARITIME TRAINING (RRMTVET SUMMARY 2024 -2025)							
YEAR	TRAINING DATES	PROGRAMME	PROVINCE	TIKINA	VILLAGE	NUMBER OF COURSES	TOTAL NUMBER OF PARTICIPANTS
2024	15 - 26 April	RRMTVET	MACUATA	NADOGO	VUNIVUTU	12	206
	03 - 14 June		CAKAUDROVE	TAVEUNI	SOMOSOMO	12	360
	11 - 22 Nov		BUA	WAINUNU	NAVAKASIGA	7	113
	11 - 22 Nov		CAKAUDROVE	SAVUSAVU	YAROI	6	206
	02 - 13 Dec		ROBERTSON RD	SUVA	SUVA	12	259
2025	03 - 14 March	RRMTVET	WAINIBUKA	NASAUTOKA	NASAUTOKA	12	214
	31 Mar - 11 April		CAKAUDROVE	NAVATU	DREKENIWAI	12	134
	12 - 23 May		NAMOSI	NAQARAWAI	WAINIMAKUTU	12	117
<b>TOTAL PARTICIPANTS</b>							<b>1609</b>

# CONCLUSION



## NADI ICDF - Conclusion and Recommendations

The forum highlighted the urgent need for systemic action to close the workforce skills gap. Key recommendations include:

- Establishing a centralized industry information center.
- Reinstating or replacing the training levy to fund professional development.
- Increasing youth outreach and incentive programs to promote trades.
- Reversing funding cuts to national training providers.
- Continuing regular industry-academic talanoa sessions.
- Expanding outreach to rural and maritime communities through properly funded roadshows and training programs.
- Supporting SMEs and entrepreneurs through vernacular informal education and business development initiatives.
- Conducting data-driven analysis to identify the most impactful training programs and align resources accordingly.
- Offering flexible, tailor-made training options for industries needing quick upskilling solutions.
- Strengthening supervisor-student engagement models to ensure workplace readiness and smoother onboarding experiences.
- Addressing internal lecturer capacity and ethics to ensure quality learning outcomes.
- Advancing EV-related training opportunities and international partnerships.

FNU reaffirms its commitment to working collaboratively with industry partners to shape a future-ready, skilled, and resilient national workforce.



## Pictures of ICDF in Nasese Campus, Suva.



## Pictures of ICDF in Namaka Campus, Nadi





## Pictures of ICDF in Civic Centre, Ba



## Picture of ICDF in Tanoa Hotel, Rakiraki





## Pictures of ICDF in Hot Springs Hotel, Savusavu



## Pictures of ICDF in Takia Hotel, Labasa.





# ANNEXES



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

**NTPC**  
National Training & Productivity Centre

## INDUSTRY & COMMUNITY DISCUSSION FORUM

Join our annual Industry & Community Discussion Forum to exchange ideas, engage with stakeholders, and shape the future of workforce development.

**Who should attend?**

- Industry Representatives
- Business Owners & Entrepreneurs
- SMEs & Community Leaders
- Organizations & Training Providers

*Let's collaborate to build a skilled and future-ready workforce!*

For more details, contact:  
**Sikeli Waqatairewa | Business Manager – TVET Pasifika & NTPC**  
**bm-tvet@fnu.ac.fj | 3394000 | Ext: 4505**

We look forward to your participation!

**Labasa**  
**Date:** Wednesday 9 April  
**Venue:** Takia Hotel,  
**Time:** 5:00 PM – 6:30 PM

**Savusavu**  
**Date:** Thursday 10 April  
**Venue:** Hot Springs Hotel,  
**Time:** 5:00 PM – 6:30 PM

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## FNU FORUM 2025

### ICDF – INDUSTRY AND COMMUNITY DISCUSSION FORUM –

*Labasa, Savusavu, Rakiraki, Lautoka, Sigatoka & Suva*



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