

Kiribati Skills Strategy | 2023



APTC is an Australian Government initiative in partnership with the Pacific and Timor-Leste

CONTACT DETAILS

PO Box 14319, Suva, Fiji Islands
P +679 330 0967
enquiries@aptc.edu.au

ABOUT US

APTC is a centre for training excellence providing Australian standard qualifications in various vocational areas. APTC programs are delivered by highly regarded, qualified trainers and are relevant and aligned with current and future career opportunities for graduates – careers where skilled employees are in high demand. As Australia's largest technical and vocational education and training investment in the region, APTC serves ten countries: Fiji, Samoa, Vanuatu, Papua New Guinea, Solomon Islands, Timor-Leste, Nauru, Tuvalu, Tonga and Kiribati.

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OUR GOAL

A more skilled, inclusive
and productive workforce
that enhances Pacific and
Kiribati prosperity.

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Abbreviations

ADB	Asian Development Bank
APTC	Australian Pacific Training Coalition
DFAT	Department of Foreign Affairs and Trade
EQAP	Education Quality Assurance Program
EES	Employer Engagement Survey
FSF	Flexible Support Facility
EOPO	End of Program Outcome
GEDSI	Gender Equity, Disability and Social Inclusion
GoK	Government of Kiribati
GDP	Gross Domestic Product
GTS	Graduate Tracer Survey
K-ASEP	Kiribati-Australia Skills for Employment Partnership
KIT	Kiribati Institute of Technology
KINSO	Kiribati National Statistics Office
KSS	Kiribati Skills Strategy
LLN	Language Literacy and Numeracy
MEHR	Ministry of Employment and Human Resources
MELF	Monitoring and Evaluation Framework
MHMS	Ministry of Health and Medical Services
MoE	Ministry of Education
MTC	Marine Training Centre
ODA	Official Development Assistance
PALM	Pacific Australia Labor Mobility
PLF	Pacific Labour Facility
RERF	Revenue Equalisation Reserve Fund
RTO	Registered Training Organisation
SfEP	Skills for Employment Program
SPC	Pacific Community
SWP	Seasonal Workers Program (Australia)
ODA	Official Development Assistance
TVET	Technical Vocational Education and Training
V20	Kiribati 20-year Vision 2016-2036





Section 1

Key Findings

Kiribati is situated in the Central Pacific Ocean and is comprised of 32 low-lying atolls and the raised phosphate island of Banaba. The atolls are mostly less than two metres above sea level and vulnerable to the impacts of climate change.

The Kiribati 20-year Vision 2016-2026 is the long-term development blueprint for Kiribati. The development of fishing and tourism is expected to stimulate the development of other sectors. The development of human capital seeks to create a highly educated and skilled population, which will result in iKiribati people having increased access to employment locally, regionally, and internationally. The development of cultural capital is expected to support the development of the tourism sector.

In recent years Kiribati has experienced modest levels of economic growth. Revenue from fishing license fees remains critical to the economy. Donor-financed infrastructure projects (notably in the water, energy, and education sectors) have also boosted growth. Steps are being taken to reduce the many hurdles to private sector growth that Kiribati faces, among which are high transportation and communication costs and the increasing impact of climate change.

About 94 percent of children complete primary education. However, the completion rate declines steeply for junior and senior secondary education, with only 78 percent completing junior secondary and only 20 percent completing senior secondary. Males have a lower completion rate than females at all levels. Those living in rural areas and those from lower wealth levels have particularly low completion rates.

Since the inception of the Australia Pacific Training Coalition (APTC) program there has been a strong partnership with Kiribati Institute of Technology and other Technical Vocational Education and Training (TVET) providers through the Australia-Kiribati Skills for Employment Partnership. The partnership with APTC has supported several initiatives for the training of both administration and teaching staff. It has also included the provision of teaching resources and equipment for the establishment of the community services program and other training now being successfully provided by the Kiribati TVET sector, mainly Kiribati Institute of Technology.

This support has contributed to the strengthening of the TVET sector in Kiribati, a strength that is

evidenced by the current training available across the sector. In addition to their partnership with APTC the Australia-Kiribati Skills for Employment Partnership has forged strong relationships with other international TVET providers and with the Pacific Community Education Quality Assurance Program for the delivery of quality training programs.

The result is a very strong Kiribati TVET sector which is delivering a robust program of training. In the main, the training provided across the Kiribati TVET sector is at a Certificate II level, and this largely meets the skill needs of the domestic and international employment markets. However, the ability to provide pathway training from Kiribati Certificate II training programs to APTC Certificate III training would support the need for smaller numbers of more highly trained workers.

In addition, APTC is well placed to provide ongoing support for teacher training, mentoring, and coaching to enhance the skills of the i-Kiribati TVET trainers and to provide leadership and management training to support TVET administrators.

Introduction

The Kiribati Skills Strategy 2023 provides the strategic thinking and evidence for the inclusion of training for Kiribati in the APTC Regional Training Profile for 2023. It also provides the preliminary planning for training in 2024. The plan reflects the outcomes and activities agreed through the APTC program logic and the Monitoring, Evaluation and Learning Framework (MELF). Key to this process is working with industry, government, TVET providers and relevant stakeholders. It is designed to ensure training delivers employment outcomes for graduates seeking work, enhanced workforce capability for those already in employment, builds the capacity of TVET providers and supports labour mobility opportunities into Australia.

The Kiribati Skills Strategy (KSS) ensures APTC is well positioned to respond to the Kiribati 20-

year Vision 2016-2036 (V20)¹ which sets out a framework to guide development policies and programs.

The KSS takes into consideration the impact of COVID-19² and Australia's International Development Policy for a peaceful, stable, and prosperous Indo-Pacific³, and the constraints the COVID-19 pandemic continues to place on the delivery of training in Kiribati and across the region.

Kiribati and Australia are long term development, economic and security partners. The Department of Foreign Affairs and Trade (DFAT) Kiribati Development Program has a strong focus on inclusive economic growth and climate change resilience in support of the Government of Kiribati (GoK) priorities. In 2023-2024 Australia has

committed a budget estimate of A\$26.1 million in Bilateral and a total of A\$43.4 million in Official Development Assistance (ODA) for Kiribati⁴.

One of the major gaps across the whole of the Pacific is a lack of data collection, reporting systems and statistical information repositories. This lack of relevant data impacts the ability to employ a traditional labour market analysis approach to skill needs and the relevant training response.

The GoK acknowledges the link between skills development and economic growth. The KSS draws on published statistics, previous reports related to labour market analysis, and the current delivery of TVET in Kiribati to plan the training for Kiribati to be included in the APTC Regional Training Profile.

¹ Kiribati 20-year Vision 2016-2036. Republic of Kiribati.

² Partnerships for Recovery: Australia's COVID-19 Development Response. Department of Foreign Affairs and Trade, Australian Government, October 2020.

³ Australia's International Development Policy, Department of Foreign Affairs and Trade, Australian Government.

⁴ [Australia's development assistance in Kiribati | Australian Government Department of Foreign Affairs and Trade \(dfat.gov.au\)](#)



Section 2

Government, Population, Economy and Education

Overview

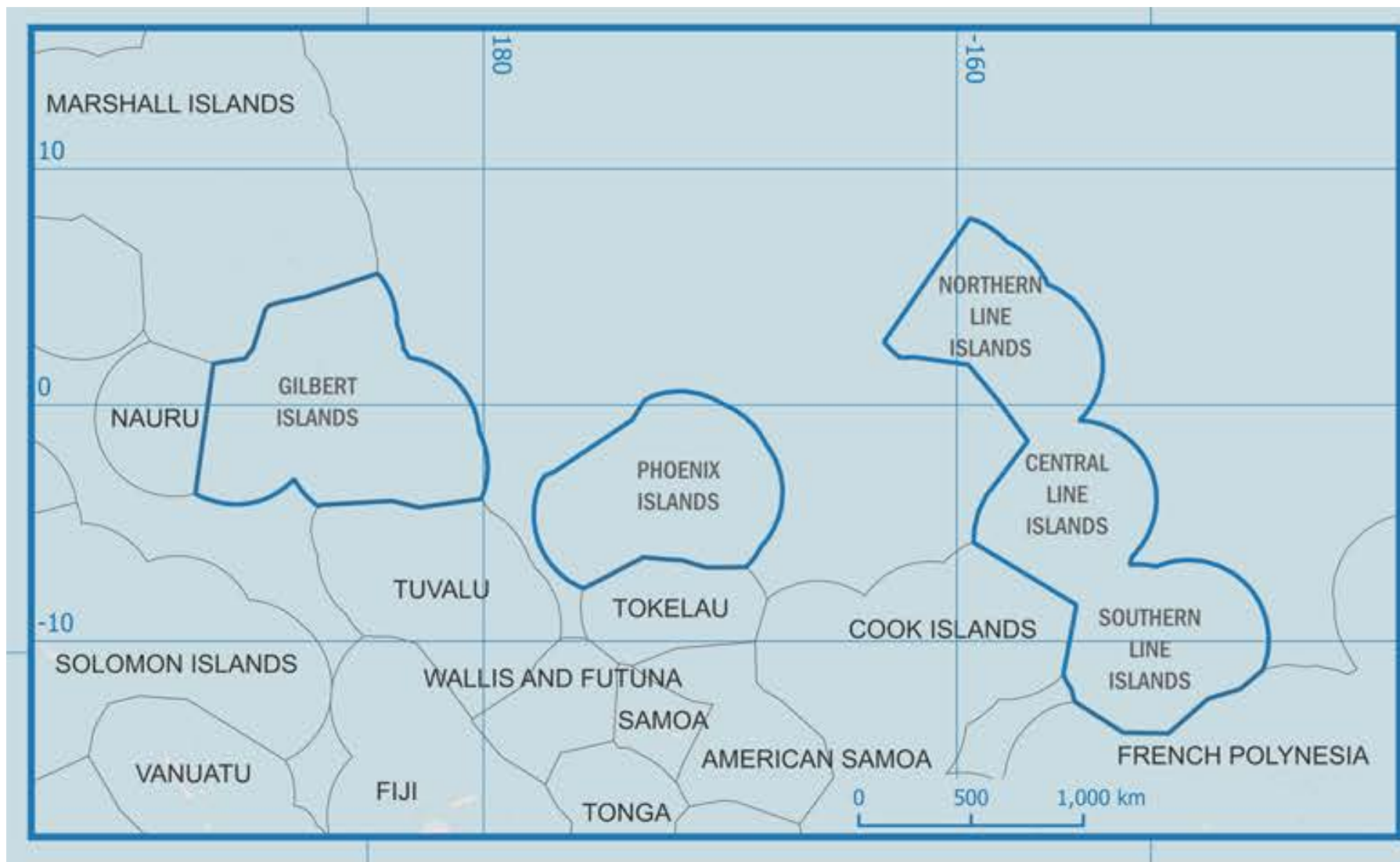
Kiribati is situated in the Central Pacific Ocean and is comprised of 32 low-lying atolls and the raised phosphate island of Banaba. The atolls are mostly less than two metres above sea level and vulnerable to the impacts of climate change. They are widespread and cover a total of 811 square kilometres of land across 3.5 million square kilometres of ocean.

Location of Kiribati

The Kiribati Islands are located across the equator. Apart from Banaba Island there are three groups of islands. The Gilbert Islands with sixteen populated islands, the Phoenix Islands with eight unpopulated islands and the Line Islands, nine of these islands are part of Kiribati and two are United States territories. Only three of the Line islands have populations: Kiritimati (Christmas Island) the largest atoll in the world, Teraina (Washington Island) and Tabeuran (Fanning Island)⁵.



⁵ [Kiribati country brief | Australian Government Department of Foreign Affairs and Trade \(dfat.gov.au\)](#)



Source: Kiribati Census Atlas. Pacific Community (SPC) and Kiribati National Statistics Office (KINSO) 2022

Government

The atoll of Tarawa is the seat of the national government of Kiribati. The atoll has two distinct areas, known as North and South Tarawa. The northern area is remote and sparsely populated with the largest proportion of the population living in South Tarawa.

Kiribati achieved independence on 12 July 1979. It has a forty-five-member unicameral parliament, forty-four of the members are elected. One is appointed to represent the interests of the former inhabitants of Banaba. They were relocated to the Fijian island of Rabi in the 1940s, after their island had become uninhabitable due to open-cut phosphate mining.

Members of parliament are elected for a four-year term by non-compulsory universal adult suffrage. Once elections are completed, the Members of Parliament meet and nominate three or four presidential candidates. The President is elected by popular vote, on a first-past-the-post basis.

The President is both Head of Government and Head of State, and holds ministerial responsibility for Foreign Affairs, Police, and the Public Service. The President appoints a Cabinet of no more than twelve others⁶.

National elections were last held in April 2020. There were no political parties until 1985. Since then, even though loosely structured parties emerged, candidates continue to stand for election as independent individuals⁷.

Population

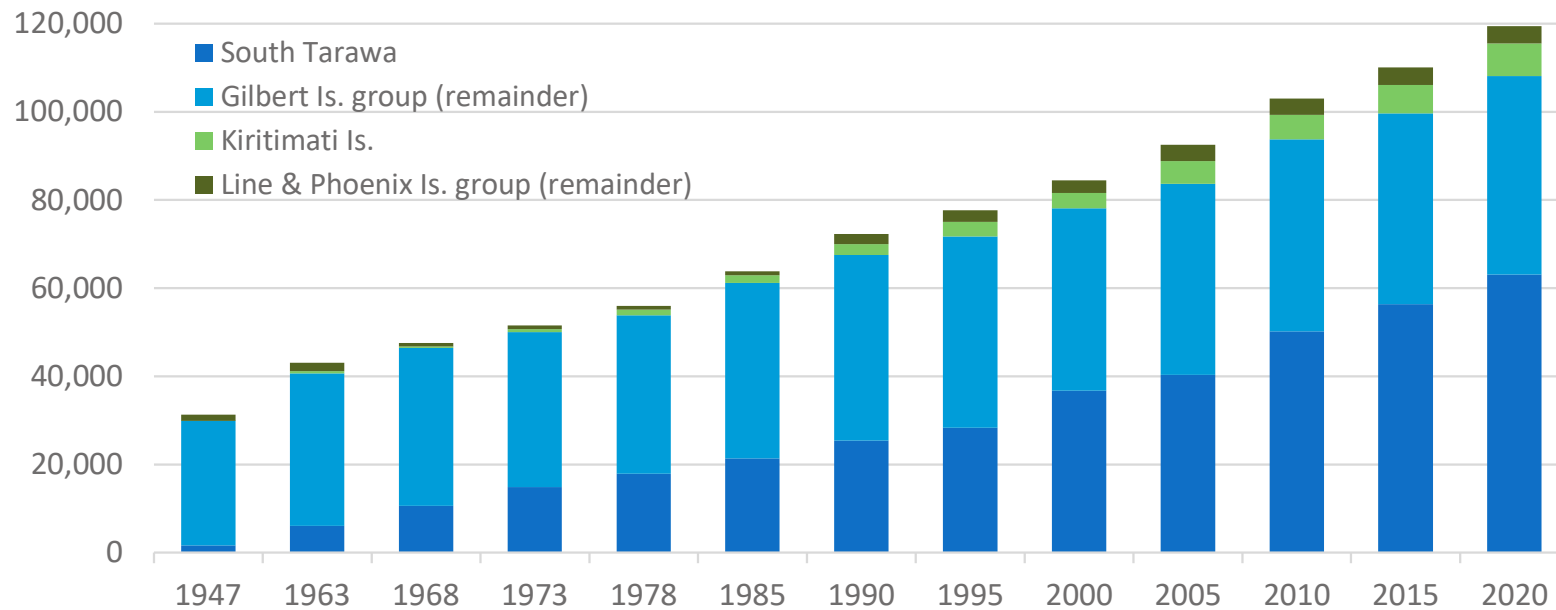
The most recent Kiribati census was conducted in 2020. At this time the population was recorded as 119,438 people. As shown in the graph, across the three island groups, Gilbert, Line and Phoenix, there is an uneven distribution of population. In 2020, North and South Tarawa Island in the Gilbert Island group recorded 70,090 people (59 percent of the total population). Most living in South Tarawa where continuing rural to urban internal migration has taken place.

In the Line Island group, Kiritimati Island recorded 7,369 people in 2020 (6.2 percent of the total national population). Given the focus in the national development plans to facilitate economic development opportunities on Kiritimati Island it is expected to maintain a growth trajectory into the future.

⁶ Kiribati country brief | Australian Government Department of Foreign Affairs and Trade (dfat.gov.au)

⁷ Konrad-Adenauer-Stiftung - Regional Programme Australia and the Pacific - KIRIBATI - General Elections (kas.de)

Historical census population, 1947 - 2020



Source: Kiribati Census Atlas. Pacific Community (SPC) and Kiribati National Statistics Office (KINSO) 2022

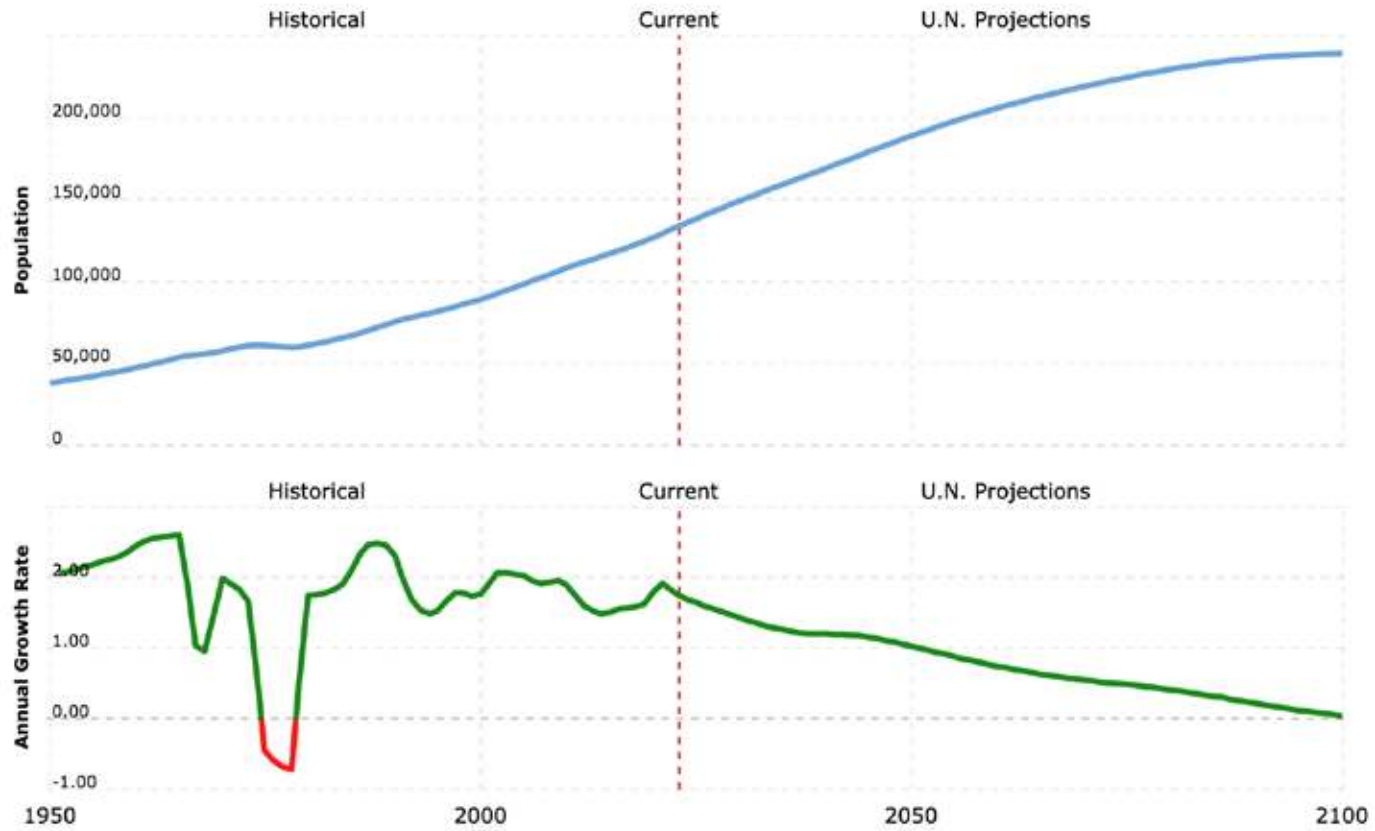
In 2023 the population is estimated to be 133,515 people. The population under the age of 15 years is estimated to be 35.9 percent of the total population, while those 65 years of age and above are estimated to be only 3.9 percent of the total population. The working

aged population (15-64 years) is 60.2 percent of the total population, of these 51.9 percent are males and 48.1 percent are females. Only 42.9 percent of the population are in the 25 to 59 years age group. However, of these less than half are employed.

In 2023 there was a 1.74 percent increase in the annual population growth rate from 2022 but the growth rate remains slightly lower than the 2019 growth rate of 1.79 percent⁸.

⁸ <https://www.macrotrends.net/countries/KIR/kiribati/population-growth-rate#>

Population and annual growth rate 1950-2100 - Kiribati



Source: <https://www.macrotrends.net/countries/KIR/kiribati/population-growth-rate#> (Data source United Nations - World Population Prospects)

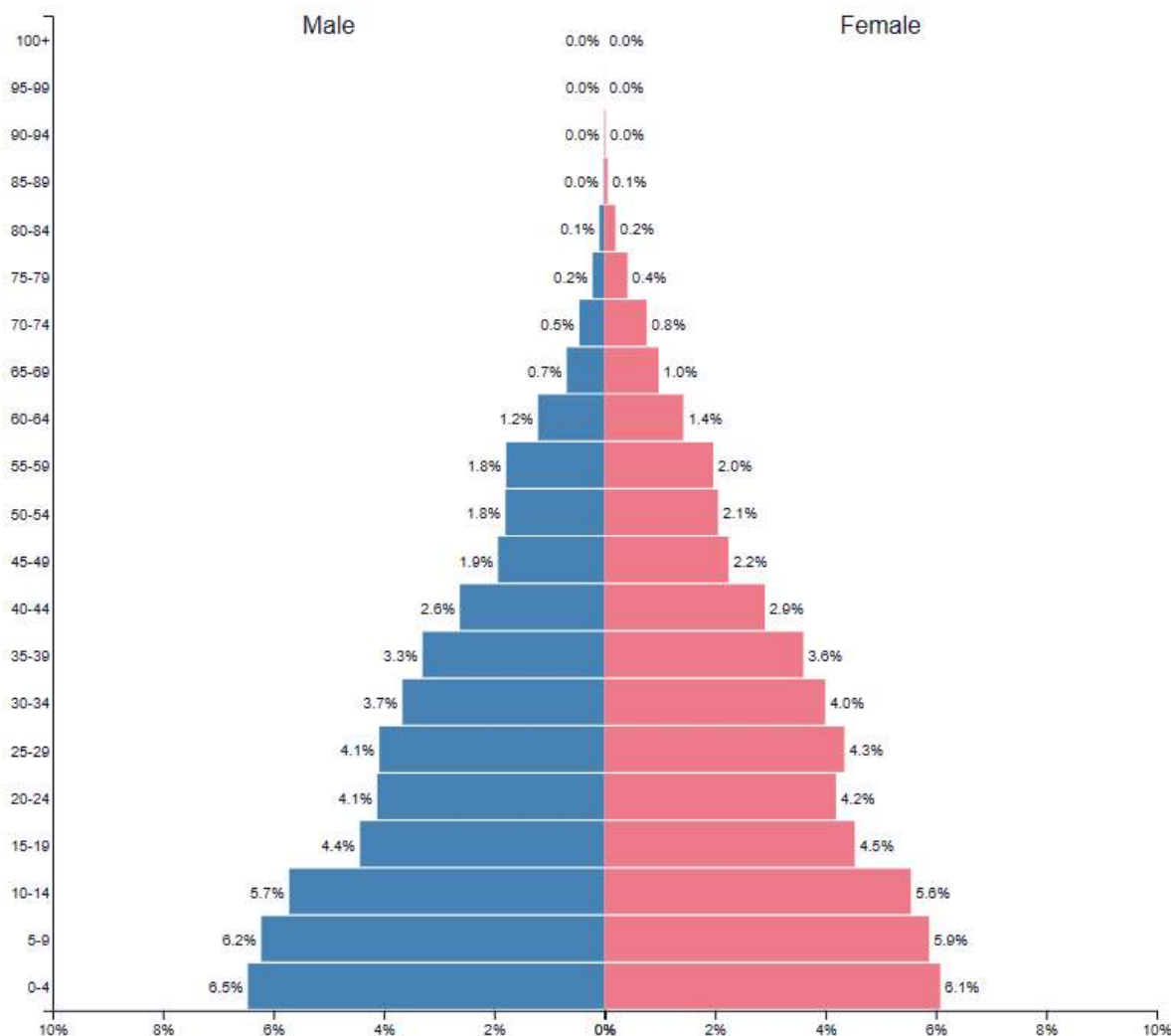
The Kiribati population pyramid has a wide base and this is characteristic of a relatively young population. As these younger age groups join the workforce there will be added pressure to find employment opportunities.

Economy

Common with other small island developing states, Kiribati faces significant challenges because of its remoteness, lack of scale and vulnerability to external shocks and environmental stress. The major sources of revenue for Kiribati are fishing revenue and remittances from citizens employed abroad.

Notwithstanding its limited resources, Kiribati has largely had a solid record of financial stability since independence in 1979. Successive governments have adopted a conservative approach to spending and have invested additional funds in Kiribati's sovereign wealth fund, the Revenue Equalisation Reserve Fund (RERF). The RERF is used to supplement recurrent revenues and smooth volatility in other income sources, for example seasonal fluctuations in fishing revenue.

Kiribati Population Pyramid – 2023

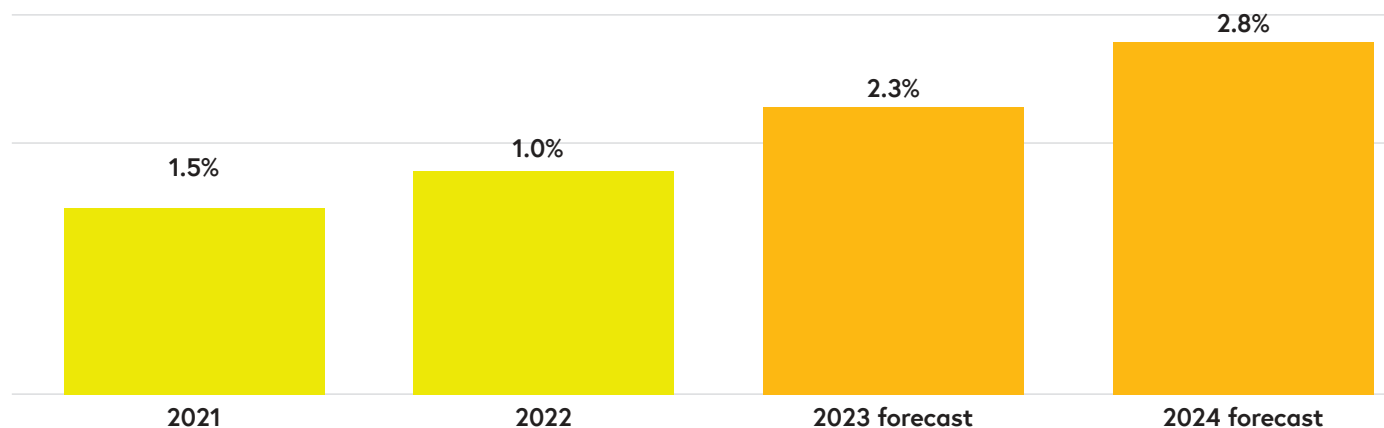


Source: Population of Kiribati 2023 - PopulationPyramid.net

In recent years Kiribati has experienced modest levels of economic growth. Revenue from fishing license fees remains critical to economic stability and the introduction of a new protection regime has been a major source of economic stimulus. Donor-financed infrastructure projects (notably in the water, energy, and education sectors) have also boosted growth. Steps are being taken to reduce the many hurdles to private sector growth that Kiribati faces, among which are high transportation and communication costs and the increasing impact of climate change⁹.

The Asian Development Bank (ADB) estimates the economy is expected to continue to steadily grow in 2023 with the GDP growth rate expected to reach 2.3 percent and then to stabilise further in 2024 to around 2.8 percent.

Kiribati GDP growth rate (% per year)



Source: <https://www.adb.org/countries/kiribati/economy>

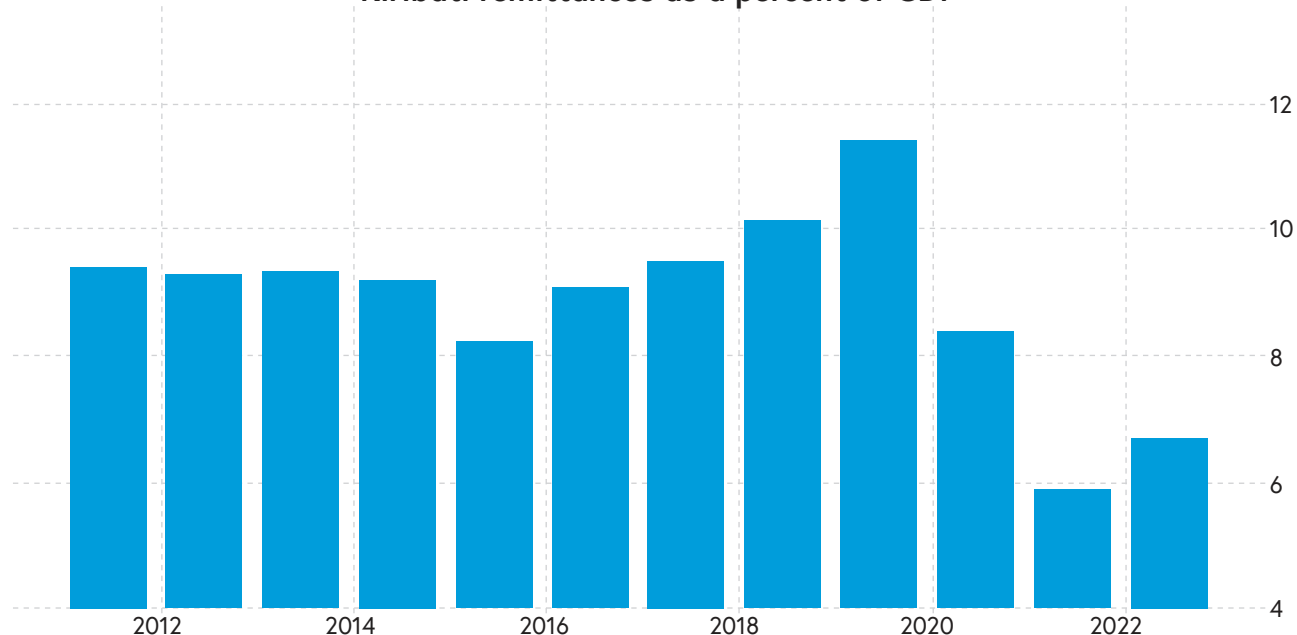
⁹ Kiribati country brief | Australian Government Department of Foreign Affairs and Trade (dfat.gov.au)

The GDP per capita in Kiribati was US\$1876 in 2021, this is low when compared with the Pacific Island small states average for the same year of US\$3,875¹⁰. In 2023 the inflation is forecast to be 3.7 percent and is forecast to reduce in 2024 to 3 percent¹¹.

In 2020, Australia was Kiribati's third largest export market with US\$1.06 million in exports to Australia. Their largest export partner was Japan, followed by Malaysia. Almost half of Kiribati exports were of fish and other seafood items. In the same year, Australia was Kiribati's second largest import partner behind Fiji. In that year they imported goods worth US\$17 million from Australia.

Remittances from overseas workers are an important part of the Kiribati economy. Remittances had shown a steady increase and reached a peak of 11.28 percent of GDP in 2019. Linked to the COVID-19 pandemic remittances fell in 2020 to 8.24 percent and then again in 2021 to 6.45 percent. In 2022 remittances have been reported to be slightly higher at 6.72 percent of GDP¹².

Kiribati remittances as a percent of GDP



Source: <https://tradingeconomics.com/kiribati/workers-remittances-and-compensation-of-employees-received-percent-of-gdp-wb-data.html>

¹⁰ <https://www.focus-economics.com/countries/kiribati/>

¹¹ <https://www.adb.org/countries/kiribati/economy>

¹² <https://tradingeconomics.com/kiribati/workers-remittances-and-compensation-of-employees-received-percent-of-gdp-wb-data.html>

Education

The Kiribati Ministry of Education (MoE) is responsible for the delivery of public education, there are also faith based and not-for-profit organisations delivering educational services.

In Kiribati education is free and compulsory from age six to fourteen, which includes primary and junior secondary school grade levels. There are primary schools on most of the inhabited islands. Secondary schools are located on some of the islands with students travelling to live at their schools when there is no local secondary school. School quality and access to education is better in urban areas¹³.

Overview of the adjusted net attendance rate

Richest	97%	93%	71%
Urban	95%	82%	57%
Total	96%	80%	53%
Rural	96%	77%	48%
Poorest	95%	71%	35%
	PRIMARY	JUNIOR SECONDARY	SENIOR SECONDARY

Source: Kiribati Education Factsheet (MICS-EAGLE August 2021)

About 96 percent of primary school aged children are attending school at either primary or a higher level. However, the attendance rate declines steeply for junior and senior secondary school. While there is no difference in the attendance rate at primary level there is a high variation in attendance rate for different wealth levels. Children belonging to the lowest wealth levels show a much lower school attendance rate.

Overview of school completion rates

Richest	96%	89%	45%
Urban	96%	83%	29%
Total	94%	78%	20%
Rural	93%	71%	8%
Poorest	88%	62%	4%
	PRIMARY	JUNIOR SECONDARY	SENIOR SECONDARY

Source: Kiribati Education Factsheet (MICS-EAGLE August 2021)

¹³ Education in Kiribati - Wikipedia

About 94 percent of children complete primary education. However, the completion rate declines steeply for junior and senior secondary education, with only 78 percent completing junior secondary and only 20 percent completing senior secondary. Males have a lower completion rate than females at all levels. Those living in rural areas¹⁴ and those from lower wealth levels have particularly low completion rates. The disparity in completion rates for lower wealth levels increases from eight percent at primary level, to 27 percentage points at junior secondary level and 41 percentage points at senior secondary level¹⁵.

The oversight of vocational education and training in Kiribati is managed through the Ministry of Employment and Human Resource (MEHR), with Kiribati Institute of Technology (KIT) taking the lead in the oversight of educational delivery across several TVET providers, including the Marine Training Centre (MTC) and the Kiribati Teachers College. Until recently KIT was responsible for the delivery of training at the School of Nursing and Health, this responsibility has recently been transferred to the Ministry of Health and Medical Services (MHMS).

¹⁴ Note the data is collected for "the current location" at the time the data was collected, it maybe individuals have migrated and attended school in another location.

¹⁵ Kiribati Education Factsheet (MICS-EAGLE August 2021)





Section 3

APTC Regional Training Cycle

The alignment of training with employment opportunities is critical to support improved economic recovery and development in Kiribati. The APTC Training Planning Process is the tool currently used by APTC to plan training across the Pacific. The process commences with external and internal scans and analysis of relevant information and data. The development goals for each country set the priorities for the training profile. Consultations are conducted with industry, government, TVET providers, APTC management, trainers, and relevant stakeholders. Outcomes from past training are a key element considered at the commencement of the planning process.

The end-of-program outcomes (EOPO) and the activities agreed through the APTC program logic and MELF guide the APTC Training Planning Process. The success of EOPO 1 – Graduates have improved employment outcomes relies on the ability to link skill needs with training and employment for graduates. In addition, there are training activities linked to EOPO 2 – Co-investment and EOPO 3 – Selected TVET partners demonstrate quality TVET provision.

The diagram below illustrates the APTC Training Planning Process. The outcomes of the activities undertaken in Steps 1 and 2 provide the foundation for the Country Skills Strategy. The Country Skills Strategy is the evidence-base for the APTC Regional Training Profile.

Sections 3.1 to 3.5 provide more detailed information on the overarching considerations which guide the decision-making for the inputs to the APTC Training Planning Process.

THE APTC TRAINING PLANNING PROCESS DIAGRAM

Population pyramid by age, Timor-Leste, 2021 (% distribution)



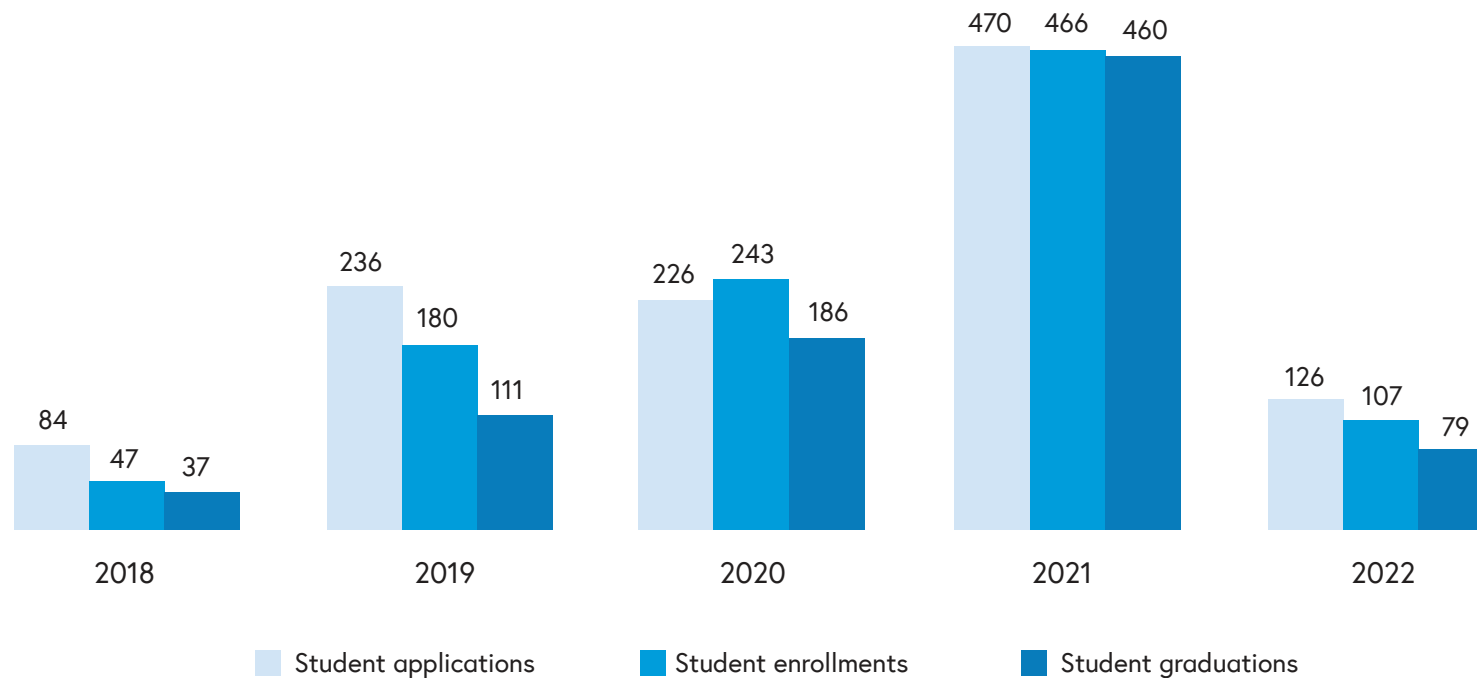
3.1 Supporting employment and industry capability development

Skills to support employment and capability development is a key focus for APTC. To determine what new skills training and capability development is needed APTC works with government departments, Chamber of Commerce, not-for-profit organisations, and other stakeholders to determine the need for

new skills and the modification of current skills training. The knowledge gained through these consultations determines what, how, where and to whom APTC delivers training that is linked to employment outcomes.

APTC outcomes data provides an evidence-base to determine if past training has delivered improved outcomes for graduates. For the period 2018 to 2022 a total of 1,142 applications for training were received in Kiribati. Of those, 1,043 applications were accepted, and 873 students graduated.

APTC Kiribati applications, enrolments, and graduates – 2018 to 2022



During the period 2018-2022, APTC Kiribati offerings have shifted from full qualifications only to a wider training portfolio of qualifications. This comprises full Australian-accredited qualifications, micro-credentials, and non-accredited training.

In 2022 there was a significant reduction in the number of graduates from Kiribati. While there has been a slight reduction in the number of applications from women, the proportion of female graduates has grown from 16.2 percent in 2018 to 34.2 percent in 2022.

In the most recent Graduate Tracer Survey (GTS), the percentage of graduates who were in the labour force but not employed at the time

of the survey stood at 15 percent (women 20 percent; men 13 percent). Compared with a year earlier, this number rose slightly by one percent. Respondents cited pandemic-related job losses as the sole reason for unemployment. In the GTS for the previous year, a lack of job opportunities was the main reason for unemployment.

In 2022 Kiribati-Australia Skills for Employment Partnership (K-ASEP) established the Kiribati National Skills and Employment Reference Group, with representation from across key government and non-government stakeholders in Kiribati. The program continues to work across the TVET sector and in the period 2020-2022 the program enrolled 1625 iKiribati students

(857 females and 768 males) in full certificate courses, with 1152 of these students graduating (638 females and 514 males). In response to the high number of disengaged youths the K-ASEP has introduced a Certificate I Bridging Course which has graduated 97 youth, several of these students have moved onto higher-level studies and others have gained employment in Australia.

KIT Kiritimati Island has graduated 70 students of accounting, business, and English courses. The increased delivery of TVET in Kiritimati is in line with the GoK planned expansion of economic development for Kiritimati.

3.2 Supporting TVET Providers

The Minister for Employment and Human Resources (MEHR) is responsible for the provision of TVET in Kiribati. The purpose of the ministry is to provide leadership and to facilitate higher quality tertiary education and vocational skills to meet the needs of Kiribati for a highly skilled and productive workforce. KIT is the major provider of TVET training. KIT is supported through the Kiribati-Australia Skills for Employment Partnership (K-ASEP)¹⁶. The K-ASEP comprises the Skills for Employment Program (SfEP) and the Flexible Support Facility (FSF). In 2023 the MEHR plans to introduce TVET programs into secondary schools.

Aligned with EOPO 3, the APTC planning process includes strategies for strengthening TVET in the Pacific. One of the two major components of the training provided for EOPO 3 is the strengthening of local TVET qualifications. There is no national TVET regulatory body in Kiribati. Kiribati uses the SPC Education Quality Assurance Program (EQAP) for accreditation and recognition purposes.

In response to local employer demand in 2022 KASEP designed and delivered new certificate

courses in: Digital Media and Technology, Certificate IV TESOL, and the Advanced Diploma in Nursing. In addition, new higher-level short courses in Carpentry and Electrotechnology were delivered to meet employer demand. New short courses in English, Information Technology, Hospitality, and Aged Care were also delivered by K-ASEP.

The other major component of EOPO 3 is working with local TVET providers to support the capability development of staff. Historically APTC has had a strong partnership and worked closely with KIT to support the expansion of their training program, teacher training and leadership and management training. The partnership agreement expired in June 2022 and currently there is no agreement in place.

The strong development of the KIT programs and their auspicing arrangements with Chisholm Institute for the delivery of Australian qualifications and their work with the EQAP for the delivery of technical skills by TVET providers in Kiribati has significantly expanded over recent years.

With the introduction of TVET training in secondary schools in 2023 APTC will collaborate with the MoE to deliver International Skills Training to secondary school TVET trainers. It is hoped a shared space will be created at the Kiribati Teachers College for the delivery of this training.

With all Kiribati TVET partner institutes, a strong focus of APTC capability development has been on up skilling TVET trainers in planning training sessions, facilitating learning sessions, supervising work-based learning and conducting competency-based assessments. The TVET Trainer, TVET Assessor and the TVET Advanced Trainer and Assessor courses are components of the International Skills Training which APTC has delivered for TVET providers in Kiribati. In addition, APTC has delivered the TAE40122 Certificate IV in Training and Assessment course.

Annex I provide a detailed listing of the APTC support for TVET providers and other stakeholders.

¹⁶ Previously known as the Kiribati Technical and Vocational Education and Training Sector Strengthening Program (2021-2016) and the Kiribati Facility Phases I and II (2016-2023).

3.3 Supporting workplace outcomes

About 95 percent of 15–24-year-olds are literate. However, only 33 percent of those whose highest level of education is primary school are literate. Female youth, those living in urban areas and youth in the highest wealth quintile have a higher percentage of literacy compared with their peers.

Percentage of youth aged 15-24 who are literate



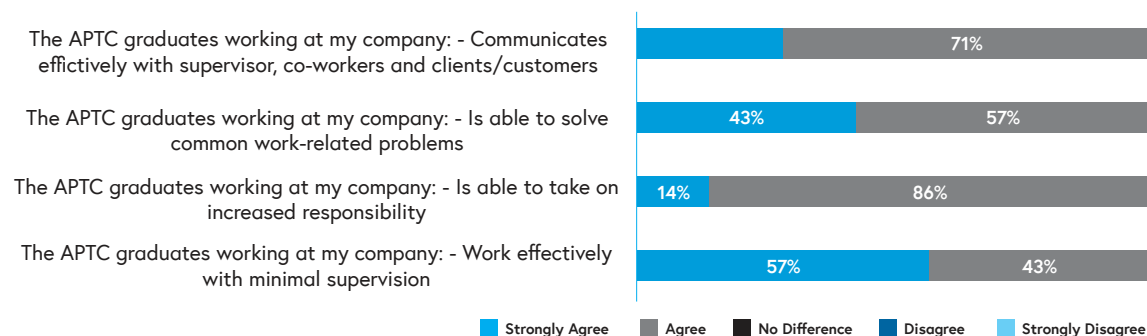
Source: Kiribati Education Factsheet (MICS-EAGLE August 2021)

Successful completion of TVET training requires language, literacy and numeracy skills (LLN). Strong support for the development of these skills is included in the content of APTC certificate qualifications. However, for some training areas low LLN skills may be a barrier to obtaining entry.

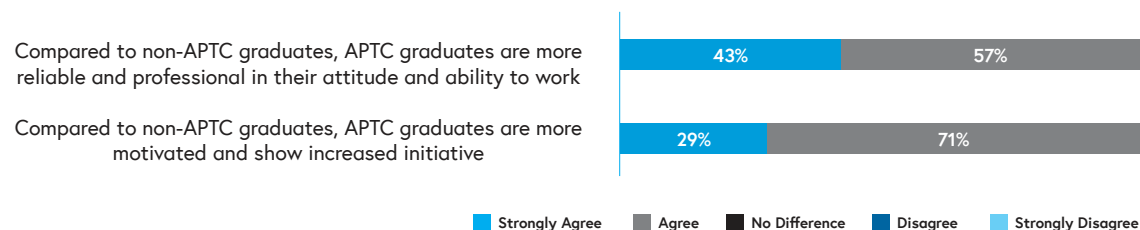
APTC full certificate courses also include training in workplace skills. As shown in the graphs, respondents to the latest Regional APTC Employer Engagement Survey (EES) acknowledge the high level of workplace skills achieved by APTC graduates.

In the most recent EES when asked about the workplace skills demonstrated by APTC graduates 100 percent of employers strongly agreed or agreed, APTC graduates demonstrate strong workplace skills.

APTC Graduate Workplace Skills



APTC Graduates skills compared with other



In the same survey, employers were asked to compare APTC graduate performance with non-APTC graduates. 100 percent of employers who responded to this question strongly agreed or agreed APTC graduates are more reliable and professional in their attitude and ability to work and are more motivated and show increased initiative when compared with non-APTC graduates.

3.4 Supporting mobility

The delivery of training to support labour mobility and qualifications that deliver skills in demand in both the Pacific and Australia will continue to be a focus for APTC. The research and implementation of pilot programs for the delivery of training in new skill shortage areas such as Aged Care will be an ongoing focus for APTC.

The K-ASEP and APTC designed meatworker training and successfully supported the deployment of iKiribati to work in the meatworks industry in Australia. In addition, support was provided for successful participants of the Seasonal Workers Program (SWP).

Collaboration between MEHR and KIT for the delivery of the new Certificate III in Individual Support is planned for 2023. KIT has been delivering the SCHC0006 Working in Aged Care Preparation Skill Set and is working with HealthX to support graduates to access employment and to complete the CHC33021 Certificate III in Individual Support using a workplace training model through their Australian Registered Training Organisation (RTO).

In 2023 APTC will respond to the GoK priorities for labour mobility to Australia with the delivery of relevant training in collaboration with the MEHR and KIT.



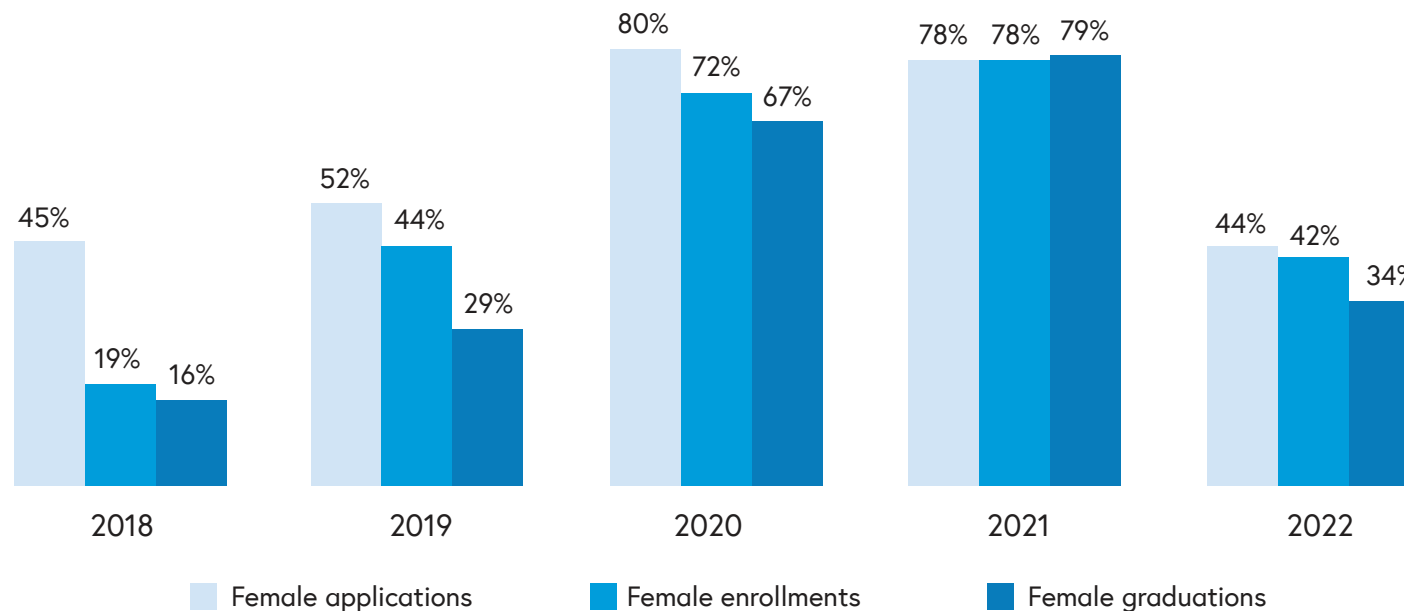
3.5 Balancing participation

The APTC Gender Equity, Disability and Social Inclusion (GEDSI) Framework guides outcomes for women, people with a disability, citizens from small island states and remote and maritime locations and is an important part of the decision-making in the APTC planning process.

APTC is working to progress GEDSI outcomes, for the period 2018-2022, 762 women (66.67 percent) and 33 people with a disability (2.9 percent) applied to train at APTC. Of these applications 671 women (64.3 percent) and 32 people with a disability (3.1 percent) were accepted and 554 women (63.5 percent) and 24 people with a disability (2.7 percent) graduated.

The share of women in APTC Kiribati applications decreased from 45.2 percent in 2018 to 43.7 percent in 2022, which is a decrease of 1.6 percentage points. Enrolments of women grew by 22.9 percentage points, from 19.1 percent in 2018 to 42.1 percent.

Applications, enrolments, and graduations of women – 2018 to 2022



During the past five years, APTC Kiribati received 28 applications for training from people with a disability (one percent). Of these 24 applications were accepted and 15 people with a disability graduated.



Section 4

Kiribati Skill Needs

Overview

The KV20 is the long-term development blueprint for Kiribati. The development of fishing and tourism is expected to stimulate the development of other sectors. The development of human capital seeks to create a highly educated and skilled population, which will result in iKiribati people having increased access to employment locally, regionally, and internationally. The development of cultural capital is expected to support the expansion of the tourism sector.

The 2020 Kiribati Facility: Labour Market Study reported there had not been any major changes in the labour market activity since their 2018 report. The report notes the broader economic prospects for Kiribati look relatively positive, and this will result in a stabilisation of the domestic employment market. The local employment market is also being supported by infrastructure developments¹⁷.

Domestic Trade Skill Needs

The infrastructure developments either already underway or in the pipeline will require trade technical skills especially in the areas of construction, plumbing, electrotechnology, sustainable energy, drainage, roofing, and related automotive services technology. Many of these infrastructure projects are being undertaken on outer islands, the ability to employ local workers with the necessary skills will be critical for the delivery of these projects. Additional trade skill needs identified in the report include air-conditioning and refrigeration skills, solar technology, sanitation and hydro facilities construction and repair. A list of the infrastructure projects is shown in Annex II.

The GoK has invested in heavy machinery to support infrastructure development. However, there is a shortage of heavy machinery mechanics in Kiribati. KIT has been given access to heavy machinery to support the delivery of a short course in the repair and maintenance of heavy machinery. There is strong demand for these skills domestically and regionally¹⁸.

Domestic Business Skill Needs

Business skills are the skills that keep a business running smoothly and support the growth of organisations. Business capabilities enable employees to improve processes that increase business success, and they equip business owners with the skills they need to meet both their customer and employee needs.

The need for generic business skills was supported by the findings of the Kiribati Facility: Labour Market Study 2020. The study found there was a need for basic customer service, good communication, English language, good information technology and administrative skills. In addition, middle management skills at Certificate IV level with an emphasis on supervisory and project management skills were identified.

The need for accounting and financial management skills both at the advanced and entry level were identified. These included bookkeeping, advanced level spreadsheet skills, and higher-level skills in the use of Microsoft Office.

¹⁷ The most recent Kiribati Facility: Labour Market Study has been completed but is not yet publicly available.

¹⁸ Kiribati Facility: Labour Market Survey 2020. Kiribati Institute of Technology. Scope Global Pty Ltd.

The expansion of access to telecommunications in Kiribati has resulted in a high demand for information and communication skills in data management and analysis, systems networking, cyber-security, website development and software programming. There are no other providers of training in these skills and the introduction of skills sets was recommended in the KIT labour market analysis undertaken in 2020.

Domestic Community Services Skill Needs

The research presented in the 2020 Kiribati Facility: Labour Market Study identified there was limited domestic and regional demand for trained nurses. A conservative approach to the training of nurses was recommended.

However, a strong demand for primary health care skills was identified to support a range of community-based health services. The report recommends the continuation of the CHC22015 Certificate II in Community Services to meet this demand.

Domestic Tourism and Hospitality Skill Needs

The introduction of the MTC and KIT Certificate II in Hospitality has been successful, and the report recommended the continuation of this program.

Domestic Outer Islands Skill Needs

An increase in the delivery of TVET training is in line with the GoK planned expansion of economic development for Kiritimati Island. In addition, much of the planned infrastructure development is planned for outer islands. KIT is already offering English language, financial literacy, and basic computing training for outer island communities. Construction and business training has been provided at the new KIT campus on Kiritimati Island.

Training has also been provided for the Abemama Islands community. Building on these initiatives is recommended together with the continuation of KIT's effective outreach programs.

International Labour Mobility Opportunities

The V20 identifies labour mobility as a key objective and the GoK has been working with Pacific Australia Labour Mobility (PALM) program to increase mobility opportunities for iKiribati. The current opportunities identified for mobility to Australia are in the areas of hospitality and tourism, aged and personal care, non-seasonal agriculture, forestry and fishing industries, and meat processing. However, there are also some emerging opportunities from the construction, automotive mechanical, retailers, and bakery industries¹⁹.

The Australian tourism and hospitality industry has been employing Pacific Island workers for several years and the GoK is supportive of i-Kiribati citizens seeking overseas employment. The current Certificate II level training offered by MTC when combined with good English skills is often sufficient to meet the requirements of the Australian industry.

¹⁹ Kiribati Facility: Labour Market Survey 2020. Kiribati Institute of Technology. Scope Global Pty Ltd.

However, it could also be advantageous to build pathways to higher-level training with other TVET providers. APTC is well placed to support a pathway to SIT30622 Certificate III in Hospitality and SIT30821 Certificate III in Cookery for MTC and KIT graduates by offering places for i-Kiribati in the Certificate III programs delivered in Samoa and Papua New Guinea.

Working in the Australian aged care industry has been of long-standing interest for i-Kiribati and in the last two years there have been 37 i-Kiribati graduates from APTC with an aged care qualifications and 21 of these have been mobilised to work in the aged care sector in Australia.

KIT has been working with HealthX, an Australian employer, to provide training in introductory competencies needed to work in an aged care facility. Graduates of this program have been mobilised and are completing the remainder

of their training while working in Australia. In addition, KIT is developing the resources and training capacity to deliver the CHC33021 - Certificate III in Individual Support and the SCHC0006 Working in Aged Care Preparation Skills.

In the short-term APTC has made places available to i-Kiribati in the aged care training being delivered in Fiji.

The following table summarises the skill needs identified in the Kiribati Facility: Labour Market Study 2020 and details the training response that has been put in place by the Kiribati TVET providers to deliver training to meet these needs. The table also shows the support APTC can provide for Kiribati TVET providers to meet these skill needs.



APTC TVET Capability Development to support Kiribati TVET providers to implement training to meet identified skill needs

Identified Skill Needs	Current Courses Implemented in Kiribati	APTC Capability and Skills Enhancement
Infrastructure		
Construction	Certificate III in Carpentry and Joinery (KIT) Certificate II in Construction Pathways (KIT)	<p>APTC to share research outcome on viability of delivering RII20720 Certificate II in Civil Construction.</p> <p>APTC to discuss viability of providing teacher training/mentoring for KIT Construction/Carpentry and Joinery Trainers.</p> <p>Pathway for Kiribati graduates and prospective students into the CPC30220 Certificate III in Carpentry delivered by APTC.</p>
Solar Technology	KIT is delivery the UEE22120 Certificate II in Sustainable Energy (Career Start).	APTC to research the viability of initiating a Pacific Community of Practice for TVET Trainers delivering Sustainable Energy.
Plumbing (including drainage, sanitation, and roofing)	<p>KIT is delivery the Certificate II in Plumbing (Chisholm Institute).</p> <p>Certificate II in Metal Roofing and Wall Cladding (KIT).</p>	APTC - support capability development, teacher training and/or mentoring for the plumbing sector in the area of drainage.
Refrigeration	KIT is planning to respond to the industry need for increased skills in refrigeration with the delivery of training in 2023.	APTC - support KIT with course curriculum and assessment development and teacher training and/or mentoring.
Air Conditioning	KIT is planning to respond to the industry need for increased skills in air conditioning with the delivery of training in 2023.	APTC - support KIT with course curriculum and assessment development and teacher training and/or mentoring.

Hospitality and Tourism		
Domestic Hospitality Skill Needs	<p>Certificate II in Hospitality (KIT).</p> <p>KIT Short course in Hospitality (mobility focus).</p> <p>Certificate for basic steward and hospitality (MTC).</p> <p>Certificate for qualified steward (MTC).</p>	<p>APTC - support KIT and MTC capability development with teacher training and/or mentoring.</p> <p>Pathway for KIT and MTC graduates and other iKiribati applicants into SIT30616 Certificate III in Hospitality.</p>
Domestic Cookery Skill Needs	<p>There are currently sufficient qualified cooks to meet the Kiribati domestic demand.</p>	<p>Applicants wishing to obtain a higher qualification can apply for SIT30816 Certificate III in Commercial Cookery.</p> <p>Negotiate and Research – the viability of supporting the development of a refresher course for i-Kiribati APTC Commercial Cookery graduates.</p>
Domestic - Tourism Skill Needs	<p>Training is conducted by the Training and Development Department of the Tourism Authority of Kiribati.</p>	<p>Applicants wishing to obtain higher qualification can apply for SIT30116 Certificate III in Tourism.</p> <p>Negotiate and Research – with KIT and Training and Development Department of the Tourism Authority of Kiribati the viability of supporting the development of either a qualification, accredited short course or a RPL pathways to SIT30116 Certificate III in Tourism.</p>

Business Skills		
Generic business skills including literacy, communication, information technology and administrative skills.	KIT - implements Certificate IV in TESOL, Certificate I in Bridging, Certificate I in English, Certificate I in Vocational Preparation together with an English proficiency course. KIT implements - Certificate II in Business.	
Middle Management Skills - supervisory and project management.	KIT implements - Certificate III in Workplace Skills (Business).	APTC - support KIT Trainer capability development and industry needs by delivering the BSB40520 Certificate IV in Leadership and Management or BSBSS00109 - Introduction to Team Management Skill Set. Research - the viability of APTC providing capability development by mentoring and coaching a prospective KIT trainer to deliver leadership and management qualifications.
Accounting and financial management skills – bookkeeping, advanced spreadsheets.	KIT implements – FNS40222 Certificate IV in Accounting and Bookkeeping and FNS30322 Certificate III in Accounts Administration.	
Digital skills – data management and analysis, systems networking, cyber security, and software programming.	KIT implements - ICT30120 Certificate III in Information Technology, ICT30120 Certificate III in Information Digital Media and Technology and ICTSS00174 Hardware Technician Skill Set.	

Community Services		
Demand for primary health care skills was identified to support a range of community-based health services	KIT implements - the CHC22015 Certificate III in Community Services and the CHC33021 Certificate II in Individual Support.	
Mobilisation		
Aged Care	<p>KIT implements - the SCHC0006 Working in Aged Care Preparation Skill Set/ CHC33021 - Certificate III in Individual Support and is working with HealthX an Australian employer and RTO.</p> <p>KIT - developing alternate Aged Care course delivery modes with Australian employers.</p>	
Meatworks	KIT supports – MEHR with the delivery of a preparation course for working in the Australian Meat Industry.	
Hospitality	KIT/MTC implements Certificate II in Hospitality and developed a Hospitality Short Course with a mobility emphasis.	Pathway for KIT and MTC Certificate II in Hospitality graduates and other i Kiribati applicants into SIT30616 Certificate III in Hospitality as well as completing a Working Abroad Course in anticipation gaining employment overseas.

Annex I: APTC Partnerships and Support for Strengthening the Kiribati TVET Sector

Support for TVET Initiatives and Policy Development		
	Initiatives and Capability Development Activities	National Courses Delivered
Educational Quality Assurance Program (EQAP). APTC has a signed Partnership with this Institute.	APTC in Fiji has delivered capability development for staff: <ul style="list-style-type: none"> • International Skills Training (IST) • Advanced International Skills Training (IST Advanced) 	KIT courses are register with EQAP.
Ministry of Employment and Human Resource (MEHR).	<ul style="list-style-type: none"> • APTC engages directly with various MEHR representatives in relation to the Ministry's labour mobility priorities. • Provided support for the work ready pool list. • Delivered training - Introduction to Meat Processing. 	
Kiribati Ministry of Education.	<ul style="list-style-type: none"> • Capability development for staff is being negotiated and proposed for 2023. This training will be for secondary teachers participating in the TVET Schools Pilot Project. Training will include: <ul style="list-style-type: none"> ▪ IST ▪ IST Advanced 	

Support for TVET Providers

	Initiatives and Capability Development Activities	National Courses Delivered (if applicable)
<p>Kiribati Institute of Technology (KIT).</p>	<p>Capability development for staff in one of the following courses:</p> <ul style="list-style-type: none"> • IST • IST Advanced • BSB40520 Certificate IV in Leadership and Management • TAE40122 Certificate IV in Training and Assessment • BSBSS00063 Team Leader Skill Set <p>Proposed review by APTC of three KIT qualifications. Discussions re KIT trainers to participate in APTC's Communities of Practice networks.</p>	<p>KIT is accredited as a provider of higher education and training under EQAP.</p> <p>KIT has auspice arrangements with Wintec (New Zealand) and Chisholm Institute (Australia)</p> <p>Advance Diploma Advance Diploma in Nursing (Wintec NZ)</p> <p>Diploma Diploma of Nursing</p> <p>Certificate IV Certificate IV in Accounting and Bookkeeping (Chisholm Institute) Certificate IV in TESOL (Teaching English to Speakers of other language) (EQAP approved)</p> <p>Certificate III Certificate III in Accounts Administration (Chisholm Institute) Certificate III in Information Technology (Chisholm Institute)</p>

Support for TVET Providers

	Initiatives and Capability Development Activities	National Courses Delivered (if applicable)
		<p>Certificate III in ICT Certificate III in Information Digital Media and Technology Certificate III in Electrotechnology/Electrical (KIT) Certificate III in Individual Support (HealthX) Certificate III in Workplace Skills (Business) (KIT) Certificate III in Carpentry and Joinery (KIT)</p> <p>Certificate II Certificate II in Automotive (Chisholm Institute) Certificate II in Workplace Skills (Business) (Chisholm Institute) Certificate II in Community Services (Chisholm Institute) Certificate II in Sustainable Energy (Career Start) Chisholm Institute) Certificate II in Plumbing (Chisholm Institute)</p> <p>Certificate II in Construction Pathways (KIT) Certificate II in Hospitality Certificate II in English (KIT) Certificate II in Metal Roofing and Wall Cladding (KIT) Certificate II in Business Certificate II in Construction</p>

Support for TVET Providers

	Initiatives and Capability Development Activities	National Courses Delivered (if applicable)
		<p>Certificate I Certificate I in Bridging (KIT) Certificate I in English (KIT) Certificate I in Vocational Preparation (KIT) Certificate 1 in ICT for Visually Impaired Learners</p> <p>Skill Sets Information Technology Technician's Skill Set Certificate III Skill Set in Electrotechnology/ Electrical Certificate III Skill Set in Carpentry and Joinery Water Skill Set (KIT)</p> <p>Short Courses English Proficiency Course International Pre-Departure Training KiriSign language Short course in construction to students with hearing impairment. Short course in Aged Care Customised (mobility focus) (KIT) Short course in Hospitality (mobility focus) Short course in Agriculture (mobility focus) Meatworkers training course (mobility focus) Short course in ICT</p>

Support for TVET Providers

	Initiatives and Capability Development Activities	National Courses Delivered (if applicable)
The Marine Training Centre (MTC).	Capability development support for staff: <ul style="list-style-type: none"> • IST • IST Advanced 	Provider Qualifications Certificate for able seafarer deck. Certificate for rating forming part of navigational watch. Certificate for chief engineer and second engineer. Certificate rating forming part of an engine room. Certificate for officer in charge of an engineering watch. Certificate for rating forming part of an engine room. Certificate for qualified steward Certificate for basic steward and hospitality Certificate for able seafarer engine Marine fitter course Advance welding course
Kiribati Teachers College	Capability development support for staff: <ul style="list-style-type: none"> • IST • IST Advanced 	Courses delivered: Advance Diploma in Teaching Advance Diploma of School Leadership Graduate Certificate in Teaching English for Academic Purpose Skill Set Teaching and Learning Practice B2 Language Skill Set

Support for Non TVET Partners		
	Initiatives and Capability Development Activities	National Courses Delivered (if applicable)
Kiribati School and Centre for Children with Disabilities	Capability development support for staff: <ul style="list-style-type: none"> • IST 	Provider courses (these courses pathway to KIT): <ul style="list-style-type: none"> <input type="checkbox"/> Agriculture <input type="checkbox"/> Business <input type="checkbox"/> Tourism <input type="checkbox"/> Carpentry
Key Stakeholders		
	Initiatives and Capability Development Activities	National Courses Delivered (if applicable)
Pacific Australia Labour Mobility (PALM) Pacific Labour Facility (PLF)	<ul style="list-style-type: none"> • In December 2022, APTC engaged with the Pacific Labour Facility and other PALM scheme stakeholders to plan 2023 work readiness training for workers from Kiribati who will be employed in the Australian meatworks industry. These discussions aimed to enable better APTC targeting and scheduling of support for labour mobility in the meatworks industry. 	
Kiribati Public Utilities Resource Program	<ul style="list-style-type: none"> • Discussions in progress to provide support with the proposed construction, business, and engineering training. 	
Tourism Authority of Kiribati	Capability development for members in: <ul style="list-style-type: none"> • Digital literacy • Cyber Security Essentials • Communication, Technology and Business Success 	
Kiribati Chamber of Commerce and Industry	Planned delivery of APTC micro-credentials in Semester 2 2023.	

Annex II: Kiribati Infrastructure Projects

These are the infrastructure projects outlined in the latest Kiribati Facility: Labour Market Study 2020. An updated study has been completed and is awaiting release.

Project	Location
<p><i>Improvement of Roads and Outer-Island Infrastructure</i> Over 7 years this project will build 120 kilometres of roads along with causeways, bridges, jetties.</p>	Outer Islands
<p><i>Outer-Islands Water Project</i> Water and Sanitation program through a mix of desalination plants and water infrastructure.</p>	Outer Islands
<p><i>Air Kiribati and Airstrips</i> Purchase of two new aircrafts and improvement and expansion of airstrips.</p>	Tarawa and Outer Islands
<p><i>Heavy Machinery</i> GoK has purchased heavy machinery to support infrastructure projects.</p>	Outer Islands
<p><i>Fish Processing Plants and Longline Fishing Vessels</i> The development of fish processing facilities and the purchase of three longline fishing vessels.</p>	Tarawa and Kiritimati Island
<p><i>Kiritimati KFL Plant</i> Expansion of existing operation current located in Tarawa with the building of a second plant.</p>	Kiritimati Island
<p><i>Standards Laboratory</i> The development of a laboratory for the testing of fish products. Future expansion to other agricultural projects is planned.</p>	Tarawa
<p><i>South Tarawa Water Supply Project</i> To provide continuous water supply to almost 50 percent of the population.</p>	South Tarawa

Project	Location
<p><i>Hospital Upgrade and Relocation of Betio Hospital</i> Upgrade of the main hospital with the addition of three new buildings as well as the relocation of the Betio hospital.</p>	South Tarawa
<p><i>KIT Development and the Relocation of School of Nursing and Health (SONH)</i> KIT's Bikenibeu Campus and the SOHN relocation will increase KIT capacity and merge the two institutions.</p>	South Tarawa
<p><i>Bairiki National Stadium</i> This project will cost A\$20 million and will result in a high-quality stadium for different events.</p>	South Tarawa
<p><i>Housing and Construction</i> The NZ Government and the GoK project to create significant urban housing. The Otentaai Hotel Redevelopment and the New State Guest House will also provide employment in construction.</p>	South Tarawa
<p><i>Kiribati Connectivity Project</i> The East Micronesia Cable System will connect Tarawa with Nauru and Kosrae and Pohnpei in FSM, improving internet access across all countries.</p>	Kiribati
<p><i>New Telecommunication Towers</i> Construction of 20 new satellite communication towers.</p>	South Tarawa and Outer Islands

Source: Kiribati Facility: Labour Market Study 2020