

NAURU Skills Strategy | 2022



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

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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 flagship 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
Timor-Leste prosperity.

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Abbreviations

APTC	Australia Pacific Training Coalition
DFAT	Department of Foreign Affairs and Trade
EOPO	End of Program Outcome
EES	Employer Engagement Survey
GDP	Gross Domestic Product
GEDSI	Gender Equity, Disability and Social Inclusion
GoN	Government of Nauru
ISIC	International Standard Industrial Classification
IST	International Skills Training
LLN	Language, literacy and numeracy
LMA	Labour Market Analysis
MELF	Monitoring, Evaluation and Learning Framework
MoU	Memorandum of Understanding
MTSF	Medium-Term Strategic Framework
NHRD	Nauru Human Resource Development
NRC	Nauru Rehabilitation Corporation
NSDS	National Sustainable Development Strategy
NSS	Nauru Skills Strategy
NTVETC	Nauru Technical Vocational Education Training Centre
ODA	Official Development Assistance
PSET	Post School Education and Training
RONPHOS	Republic of Nauru Phosphate Corporation
RPC	Regional Processing Centre
TVET	Technical Vocational Education and Training
USP	University of the South Pacific
WB	World Bank





Section 1

Key Findings

The Nauru labour force is small, at the time of the 2019 mini census the total number of people actively participating in the labour force was 4,580 people. When balanced against the potential level of participation in the workforce the high cost of implementing a quality high-level TVET training program yields a low benefit to cost.

Historically participants from smaller countries have been given priority placement in APTC regional training courses. However, as APTC regional programs are replaced with national TVET programs opportunities for smaller countries to participate in training is reduced. Ways to support smaller countries to access specialist skill training will be a priority for future planning.

In Nauru the expansion of training options is also impacted by the availability of local TVET trainers. To increase the available pool of trainers APTC is working with the Nauru Chamber of Commerce to offer teacher training to suitable technically qualified applicants.

In 2022 APTC consulted with twenty organisations from different industries and sectors to determine their skill needs. The methodology supported the ability to drill down to the skills needed in Nauru. This more granular analysis of skills supports the delivery of the revised APTC graduate targets in

shorter accredited and non-accredited courses and micro-credentials.

Participants were asked about their past and future employment needs. Over two-thirds of participants indicated they had job vacancies in the last three months. The vacancies were for: plumbers, fitters, mechanics, machinery drivers, heavy vehicle operators, carpenters, and housekeepers.

The reasons for these vacancies were: experienced staff leaving or retiring, business growth and changed skill requirements. The most overwhelming reason for not being able to fill these vacancies was a lack of trained or qualified workers. Respondents were asked the level of skill they needed to fill these vacancies. Most of these vacancies require a Certificate III level qualification or individual skill sets. More than half the respondents indicated over the next twelve months they would need to fill vacancies with overseas workers.

Participants did not express strong concerns regarding the impacts of labour mobility. The impact on the local workforce has not been significant in Nauru because there has not been strong participation in labour mobility programs. Travel restrictions have been a barrier and

opportunities for skilled pathways offering higher earning capacity have been limited. Unskilled pathways are not as attractive due to the higher earning potential in Nauru.

Participants across all industry sectors reported needing training to improve workplace skills across all skill levels – basic, intermediate, and advanced. Training for basic or entry-level and intermediate level employees highly ranked the need for: literacy and language, mathematics, and written communication skills.

The need for improvements in these skills is linked to low literacy levels. The connection between low literacy levels and low high school completion rates is well documented. At the 2019 mini census the net attendance rate for secondary school was forty one percent, thirty-eight percent for males and forty-five percent for females. The work APTC is currently undertaking to support the improvement of LLN skills in Nauru will also support an improvement in these high priority skill needs. This training could be offered using a workplace model to support capability development for existing workers.

Digital literacy skills were identified as a high priority for both basic and intermediate skill levels. In 2023 APTC will continue to offer the



current digital literacy courses and will commence the development of additional courses. The development of short courses to expand digital literacy, general business and advanced workplace skills will be undertaken in collaboration with the Nauru Chamber of Commerce. New courses will be introduced in 2024.

All respondents indicated a need for extensive technical skills training across all industry sectors. To satisfy the breath of skill needs prioritised by industry, training would need to be at a high level, most likely at a Certificate III level.

Across all industries the most highly prioritised skill needs were business skills, with over seventy percent of respondents indicating they needed training in business skills. The most highly ranked skills were:

- Coach others in job skills
- Supervisory or management skills
- Workplace health and safety

The small number of workers in some industries places limitations on the delivery of training. However, the ability to combined training across industries will enhance the opportunity to respond to the workplace and technical skills prioritised by participants.

Introduction

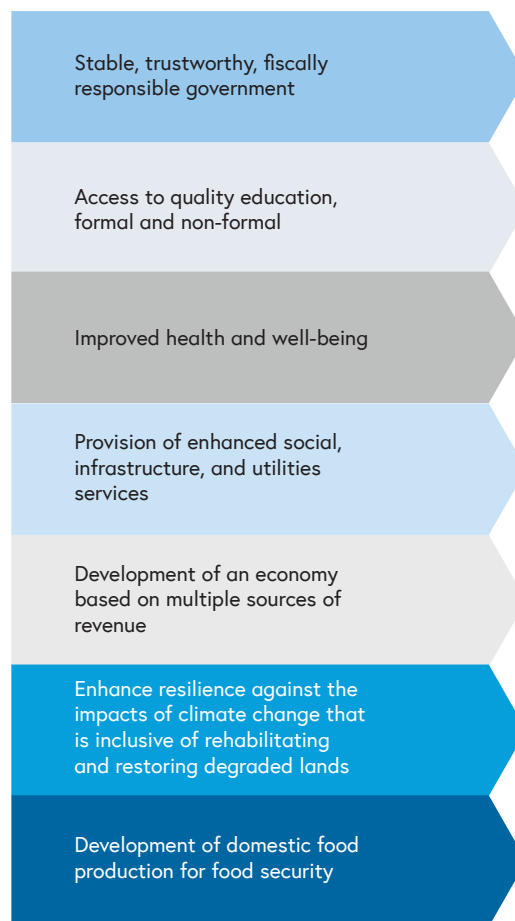
The Nauru Skills Strategy 2022 provides the strategic thinking and evidence for the inclusion of training for Nauru in the APTC Regional Training Profile for 2023. It also provides the preliminary planning for training in 2024 and 2025. The plan reflects the outcomes and activities agreed through the APTC program logic and the Monitoring, Evaluation and Learning Framework (MELF). Key to this process is working with industry, government, technical vocational education, and training (TVET) providers and relevant stakeholders.

The NSS 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 NSS ensures APTC is well positioned to respond to the Government of Nauru (GoN) central planning document the National Sustainable Development Strategy 2005-2030 (revised 2019) (NSDS)¹.

The National Vision for the NSDS is: A future where individual, community, business and government partnerships contribute to a sustainable quality of life for all Nauruans.

The seven long-term goals for the achievement of the NSDS are:



The NSS takes into consideration the impact of COVID-19² and the Department of Foreign Affairs and Trade (DFAT) Partnerships for Recovery focus on health security, stability, and economic recovery³, and the constraints the pandemic continues to place on the delivery of training in Nauru and across the region.

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 NSS draws on previous labour market reports, published statistics, and to a larger extent in-country consultations with key stakeholders who provided insights into the local skill needs, and existing TVET provision.

¹ National Sustainable Development Strategy 2019 – 2030: Revised 2019. Nauru Government Planning and Aid Division, Ministry of Finance and Sustainable Development. 2019.

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

³ Partnerships for Recovery 2021-2022, Department of Foreign Affairs and Trade, Australian Government.



Section 2

Government, Society and Economy

Nauru is an island republic in the Pacific Ocean, located 42 kilometres from the equator and 4,000 kilometres northeast of Sydney. A raised, fossilised coral atoll, Nauru is one of the three great phosphate rock islands in the Pacific Ocean – the other two being Banaba (Ocean Island) in Kiribati and Makatea in French Polynesia. With a total surface area of 21 square kilometres, it is the third-smallest country in the world both in size and population.

Australia enjoys close relations with Nauru and is its largest trade, investment, security, and development assistance partner. The Australian Government upgraded its mission in Nauru from Consulate-General to High Commission in August 2009. In addition to its existing Brisbane Consulate-General, the Republic of Nauru formally opened a High Commission in Australia in 2022.

In September 2017, Nauru affirmed Australia's position as Nauru's primary security partner with the signing of a Memorandum of Understanding on security cooperation. In September 2012, Australia established a Regional Processing Centre (RPC) in Nauru for the purpose of processing asylum seekers' international protection claims. In October 2021, Australia and Nauru signed a

Memorandum of Understanding on the Enduring Regional Processing Capability in the Republic of Nauru⁴.

Government

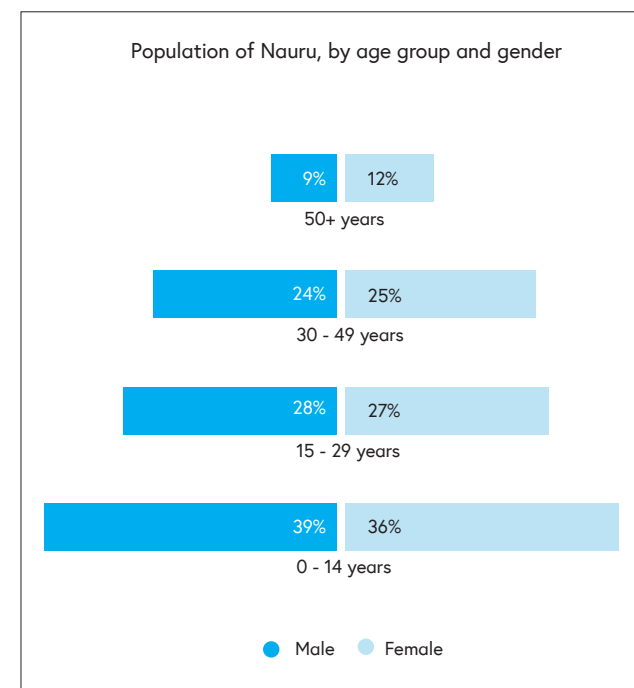
Nauru is a republic with a Westminster-parliamentary system of government, its constitution was adopted upon gaining independence in 1968. The President is elected by, and responsible to, the unicameral parliament and is both head of government and head of state.

There are no political parties in Nauru, all Members of Parliament stand as independents. Members of Parliament are elected every three years by Nauruan citizens over the age of 20.

Society

Nauru's population is relatively stable with an estimated total population of 12,721 in 2022⁵. Most of the population is Nauruan (95.4 percent). This is followed by i-Kiribati (2.1 percent), Fijian (0.7 percent), Tuvaluan (0.4 percent), Chinese (0.3 percent), Australian and New Zealand (0.2 percent) and other countries (0.8 percent).

The following population pyramid shows the distribution of the population of Nauru, by age group and gender. The shape is a wide base with a narrow top, which suggests high fertility and a growing population. This shape could also be the result of out-migration of the population aged 15 years and over however Nauruans do not have a strong migration history⁷.



⁴ <https://www.dfat.gov.au/geo/nauru/nauru-country-brief>

⁵ <https://worldpopulationreview.com/countries/nauru-population>

⁶ https://en.wikipedia.org/wiki/Demographics_of_Nauru

⁷ Population of Nauru 2019 mini-census. Statistics for Development – Pacific Community.

At the 2019 mini-census 3,298 people attended school, 1,676 males and 1,622 females. The net attendance rate for primary school children was high at 90 percent, but dramatically lower for secondary school at 41 percent, 38 percent for males and 45 percent for females⁸.

Economy

Nauru's history of phosphate extraction to near exhaustion and the collapse of its sovereign wealth fund makes its contemporary economic challenges significant. The economy faces constraints common to other small island states. These include small size, remoteness and limited natural resources outside fisheries⁹.

The World Bank (WB) reported Nauru's 2021 GDP to be USD133,219 with a GDP per capita of USD12,252 which is relatively high by Pacific standards. The economic growth rate in 2021 was 1.5 percent, this reduced in 2022 to 0.9 percent and is expected to remain relatively stable in 2023 at 0.8 percent¹⁰.

In addition to a well established local fishing industry, fishing licenses issued for distant water fishing are an important source of revenue.

Royalties from the declining phosphate industry currently only offer a modest revenue stream to Government. Revenue associated with the presence of the RPC and its ancillary service providers has been a significant revenue stream which is now coming to an end.

Australia contributes financially to, and takes a shared management role in, the Intergenerational Trust Fund for the People of Nauru. The fund aims to provide a future revenue stream for Nauru to supplement the anticipated decline in domestic revenue in the coming years.

Australia is Nauru's most significant donor partner, for 2022-2023 Australia's development program for Nauru will provide an estimated A\$25.5 million bilateral allocation and A\$32.9 million total Official Development Assistance (ODA)¹¹.



⁸ Nauru statistics - Department of Finance - Nauru (naurufinance.info)

⁹ Nauru Labour Market Analysis, 2020. Australia Pacific Training Coalition.

¹⁰ Nauru | Data (worldbank.org)

¹¹ <https://www.dfat.gov.au/geo/nauru/development-assistance/development-assistance-in-nauru>



Section 3

APTC Regional Training Cycle

The alignment of training with employment opportunities is critical to support improved economic recovery and development in Nauru. 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 is 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 NSS. The NSS is the evidence-base for the APTC Regional Training Profile.

Sections 3.1 to 3.5 provide information on the factors considered in the APTC Training Planning Process and the data used to guide decision-making.



3.1 Skills to support 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 skill training. The knowledge gained through these consultations determines what, how, where and to whom APTC delivers training that is linked to employment outcomes.

The smaller, more limited employment market in Nauru impacts graduate employment opportunities post studies. In a tight employment market, the ability to match training with employment opportunities is even more critical.

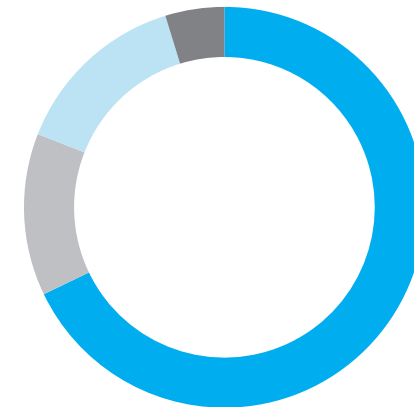
In the period 2018-2022, 55.26 percent of all graduates completed a full Certificate III level qualification. Of these graduates' 67.86 percent studied community services. Of the remaining 32.14 percentage 28 percent completed leadership and management and teacher training qualifications with only three students graduating with a trade qualification.

The composition of training for Nauru may need to be balanced to include additional trade training. The lifting of travel restrictions will enable more Nauruan's to undertake training at APTC campuses where higher-level trade qualifications are being delivered.

Graduates who obtained a certificate level qualification (2018-2022)

55.26%
completed a full certificate qualification

- 67.86% - Community Services
- 13.09% - Leadership and Management
- 14.29% - TVET Trainer
- 4.76% - Other



3.2 Skills to support TVET Providers

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.

APTC and the Nauru Department of Education and Training signed an MoU to work collaboratively to strengthen and promote quality TVET programs in Nauru. The MoU will support both partners to explore and enhance access to training and qualification pathways, strengthen coordination and information sharing between TVET stakeholders, and support quality TVET provision in Nauru.

The TVET sector in Nauru is small, there are three main providers: Nauru Technical and Vocational Education and Training College, Pacific TAFE (USP) and TAFE Queensland. The Nauru TVET sector has access to regional and international qualifications which are quality assured and can be adapted for local use. In 2022 all TVET training courses delivered in Nauru were compliant with Australian TVET standards. Annex I lists APTC partnerships and the support local TVET Providers

have received through these partnerships. It also lists the qualifications being offered by local TVET providers.

The other major component of EOPO 3 is working with local TVET Providers to support the capability development of staff. Capability development includes technical skills, training skills and leadership and management skills. Five local TVET staff have completed APTC teacher training qualifications. There are ten TVET trainers currently completing the Certificate IV in Training and Assessment qualification.

The GoN is currently investigating partnerships to support an expansion of TVET training opportunities for Nauruans. APTC has been actively engaging with the GoN and has established pathways with Nauru TVET. At the recent Nauru Workforce Development and Training workshop, stakeholders identified the need for a TVET and Workforce Development Unit within government to collate and monitor policy development.

APTC has delivered capability development for Nauru TVET trainers in IST and both government and TVET staff in leadership and management training. Through this training APTC has supported capability development of the TVET sector to deliver courses aligned to Australian industry skill standards.

The small size of the Nauruan workforce and the high cost of delivering quality TVET programs make the expansion of TVET challenging. Forming partnerships to support local TVET providers is a good approach. This will enable them to access qualifications and resources that have already been developed by other TVET providers. These can then be customised for local use and to support the expansion of TVET training options in Nauru.

3.3 Skills to support workplace outcomes

Entry into APTC courses and the successful completion of training require language, literacy and numeracy skills. Strong support for the development of these skills is included in the content of APTC certificate qualifications.

APTC will investigate working with the Nauru Chamber of Commerce to deliver a Foundation course and LLN bridging program for local industries.

APTC's six micro-credentials will be delivered to Nauruan students in a face-to-face setting. Delivery of these programs will utilise USP Nauru facilities and internet. This delivery approach will facilitate student access and enhance course completion rates.

APTC full certificate courses include training in workplace skills. As shown in the following section respondents of the latest APTC Employer Engagement Survey (EES) acknowledge the high level of APTC graduate's workplace skills.



All employers who responded to the most recent EES when asked about the workplace skills demonstrated by APTC graduates, strongly agreed, or agreed, APTC graduates can:

- Work effectively with minimal supervision
- Take on increased responsibility
- Solve common work-related problems
- Communicate effectively with supervisors, co-workers and clients/customers.

APTC Graduate Workplace Skills

Work effectively with minimal supervision



Is able to take on increased responsibility



Is able to solve common work-related problems



Communicate effectively with supervisors, co-workers, and clients/customers.



● Strongly Agree ● Agree

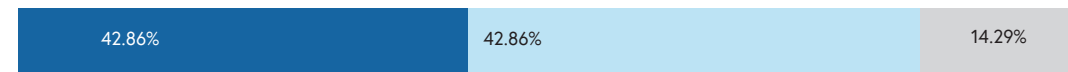
In the same survey, when employers were asked to compare APTC graduates performance with non-APTC graduates:

- 85.74 percent of employers who responded to this question in the most recent EES, strongly agreed or agreed APTC graduates are more motivated and show increased initiative.
- 100 percent of employers who responded to this question in the most recent EES, strongly agree or agree APTC graduates are more reliable and professional in their attitude and ability to work.

Feedback from recent industry consultations have highlighted the need for training in workplace skills. The recommendations from these consultations are detailed in Section 5.

APTC Graduate Skills compared with other TVET Graduates

Compared to non-APTC graduates, APTC graduates are more motivated and show increased initiative



Compared to non-APTC graduates, APTC graduates are more reliable and professional in their attitude and ability to work



● Strongly Agree ● Agree ● Disagree

3.4 Skills to support 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 ongoing research and implementation of pilot programs for the delivery of training in new skill shortage areas such as the APTC Aged Care Pilot will continue.

Nauru has not been a strong participant in labour mobility programs. Travel restrictions have been a barrier and opportunities for skilled pathways offering higher earning capacity have been limited. Unskilled pathways are not as attractive due to the higher earning potential in Nauru. Over the last three years, the number of Nauru work readiness graduates totalled 22, 18 percent of the participants have been women.

Accessing data on the number of APTC graduates who have mobilised is difficult because participants do not always disclose this information and APTC does not receive detailed information from the local sending unit. To overcome these difficulties APTC is collaborating closely with the Alumni network to compile data.

Through this process APTC has confirmed a total of 1,097 APTC graduates have mobilised to Australia. To date APTC does not know of any APTC graduates from Nauru who have mobilised to Australia.



3.5 Skills to balance 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 APTC planning process.

Over the last five years 47.37 percent of all graduates have been women. This compares favourably with the participation of women in the Nauruan labour force, which was reported to be 41.2 percent in the 2019 mini census.

There have been fluctuations in the number of women graduates across the years, often this relates to the type of courses that have been offered, with programs which traditionally attract women applicants resulting in an increased number of women graduates in those years.

The share of applications from women has increased from 11 percent in 2018 to 14 percent in 2022, an increase of 3 percent. During this period women's enrolments have increased by 8 percent. This demonstrates the success of the strong approach APTC has taken to the

recruitment and support for women to enter training.

The share of females graduating with certificate level accredited qualifications has consistently been at least 50 percent over the last five years and reached 89 percent and 67 percent in 2020 and 2021 respectively. While the overall number of Nauruan graduates is small, it is encouraging to see consistent participation of women in APTC programs.

Over the last 5 years there have been three applications from people with a disability and two of these people have graduated with APTC qualifications.

At the Nauru TWC workshop conducted in 2022 APTC identified a possible partner, Able Disable Society, APTC will commence working with this organisation in 2023. APTC also plans to deliver in-country GEDSI advocacy and awareness sessions for alumni and key partners such as NTVETC and USP Nauru.





Section 4

OUT OF ORDER

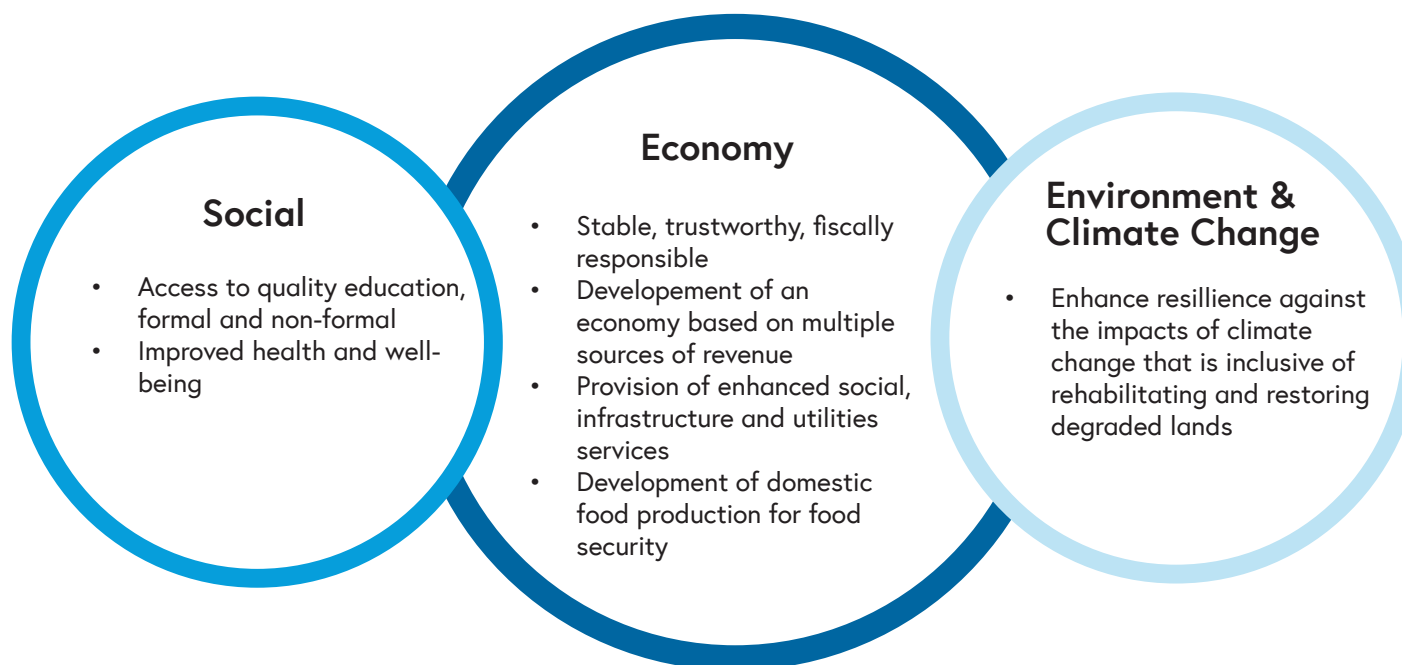


Nauru Government Priorities

The NSDS was first launched in 2005. In September 2017 an NSDS Public Consultation Report was produced, this report was the result of several community meetings. These community meetings provided an opportunity to hear the communities' view on potential growth and development areas, key challenges, and possible solutions¹².

The result of these consultations and additional research resulted in the revised NSDS key national priorities and the linked NHRD being adopted as the GoNs highest-level policy documents¹³.

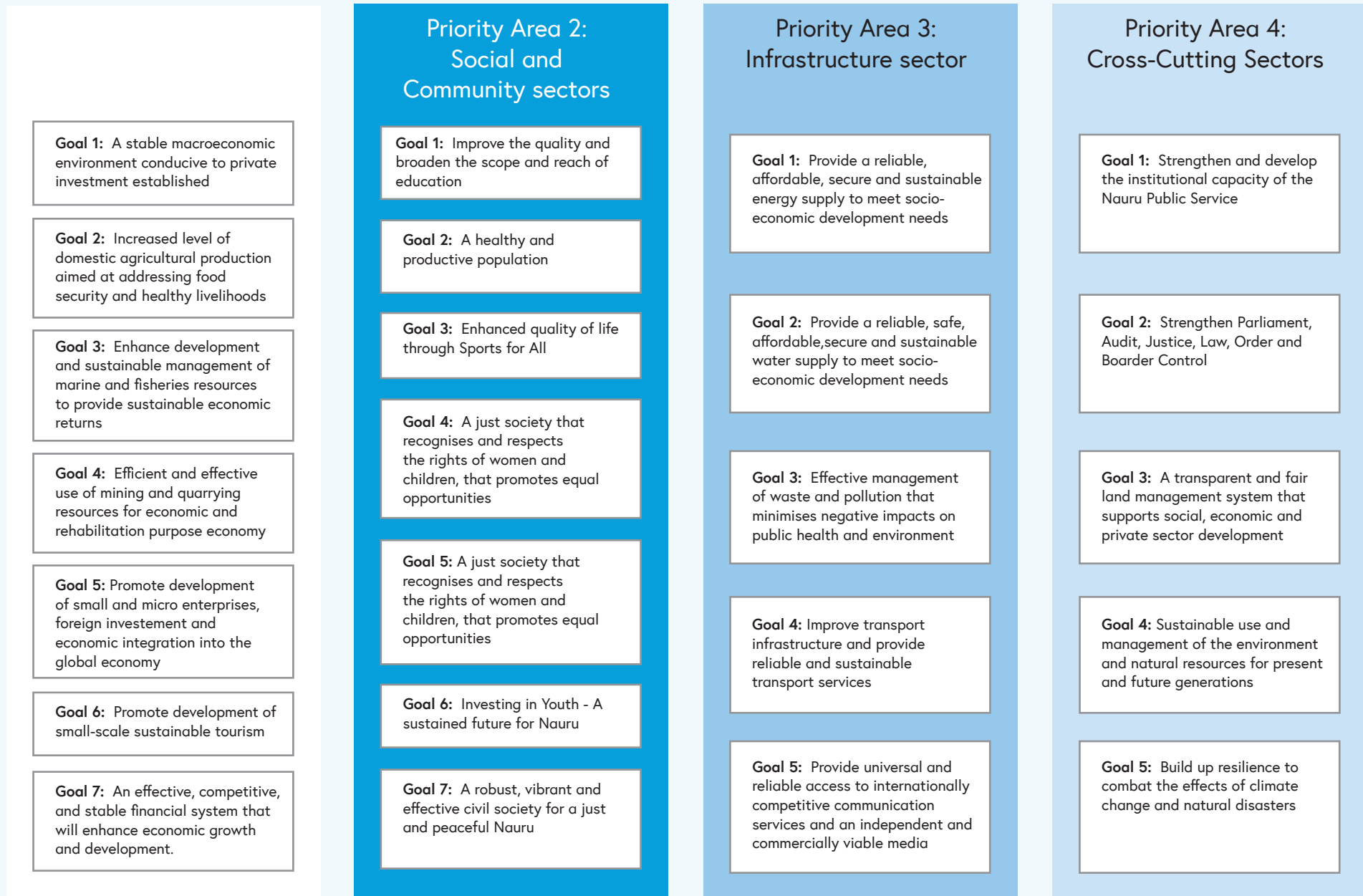
As shown in the following diagram the 2019 revised key national priorities have seven long-term goals which are articulated under the three sustainable development pillars: social, economy, and environment and climate change.



¹² NSDS Consultations Report: 2018. Government of Nauru.

¹³ Nauru's National Sustainable Development Strategy 2019 – 2030: Revised 2019. Nauru Government Planning and Aid Division, Department of Finance and Sustainable Development.

The seven National Development Goals that comprise the NSDS will be achieved through a Medium-Term Strategic Framework (MTSF), the first MTSF is for the period 2020 to 2025. There are 24 goals set under the Priority Areas of economic, social and community, infrastructure and cross-cutting. These are shown in the diagrams below.



The NSDS progress will be tracked by indicators and targets at the end of the first MTSF. Monitoring and evaluation processes will be used to assess the progress against the targets.



Section 5

Labour Trends

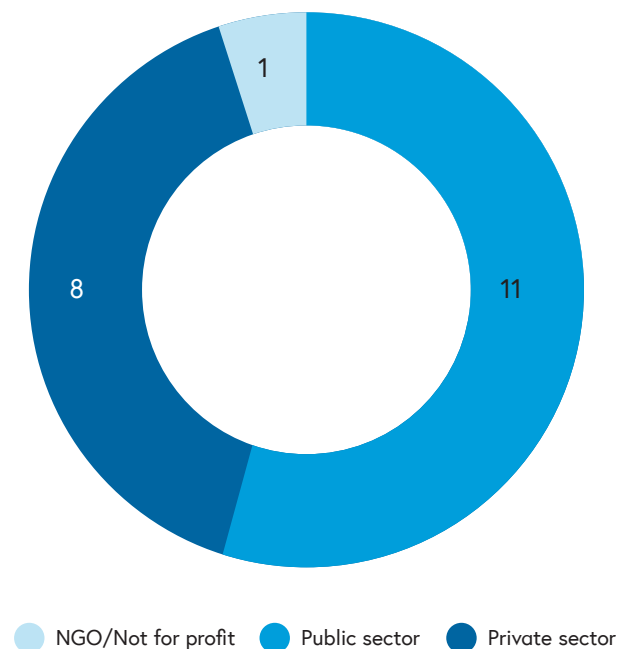
The NSS draws on the APTC 2020 Labour Market Analysis (LMA) and the 2019 Nauru mini census. The primary methodology for the completion of the NSS adopted a pragmatic approach aimed to address practical questions such as training priorities and skill needs. Using this approach data was collected by conducting an in-country workshop and undertaking one-on-one consultations with key employers from the private sector, government departments, and TVET providers. A standard questionnaire was used to collate responses and this information was supplemented with additional desk research and APTC internal data.

Consultations were conducted with a total of 20 organisations over a two-week period. A list of the participants is attached as Annex 2. The following graph shows the number of participants by sector.

Often participants had business interests in more than one industry area and responses were collected for each industry. Participants were asked to assess both workplace and technical skill needs.

The methodology supported the ability to drill down to the skills needed within existing and emerging training areas. This detail is essential to ensure the APTC Regional Training Profile delivers training aligned to graduate employment opportunities, capability development for existing workers and enhances mobility opportunities. This more granular analysis of skills supports the delivery of the revised APTC graduate targets in shorter accredited and non-accredited courses and micro-credentials. The outcomes of the consultations and the related training and research plan are detailed in Section 6.

Consultations - participants by sector – November 2022



Over two-thirds of respondents indicated they had job vacancies in the past three months. The vacancies were for: plumbers, fitters, mechanics, heavy machinery drivers, heavy vehicle operators, carpenters, and housekeepers. Respondents provided the following reasons for the vacancies

- 90.48 percent stated experienced staff either left or retired,
- 66.67 percent stated their businesses had grown, and
- 57.14 percent stated vacancies were due to changed skill requirements.

One respondent stated they needed 20 trades' assistants; this was the highest number of positions needing to be filled by a single enterprise. The two most overwhelming reasons for not being able to fill positions was a lack of trained workers or a lack of qualified workers.

Respondents who had job vacancies in the last three months were asked what level of qualification was needed to fill these vacancies, there were a total of 37 vacancies listed, and the following are the percentages for each of the qualification levels:

- Certificate III level qualification – 43.24%
- Individual Skillset(s) – 35.14%
- Certificate IV – 13.51%

- Diploma – 2.70%
- Degree – 5.41%

These results show the highest demand is for Certificate III level qualifications. However, there is also a high demand for individual skill sets, the skill level required for these skill sets was not provided.

Ten enterprises indicated they employed people from other countries. Three enterprises said they would employ foreigners in the next 12 months. Fourteen said they may possibly need to employ foreign workers in the next 12 months. The top reason for employing foreign workers was a lack of qualified and/or experienced candidates in Nauru to fill these positions.

Participants did not express strong concerns regarding the impacts of labour mobility. The impact on the local workforce has not been significant in Nauru because there has not been strong participant in labour mobility programs. Travel restrictions have been a barrier and limited opportunities for skilled pathways offering higher earning capacity have been limited. Unskilled pathways are not as attractive due to the higher earning potential in Nauru.





Section 6



Industry Skill Needs

Overview

The Nauru labour force is small, at the time of the 2019 mini census there were 7,244 people in the working-age population (15 years and older) consisting of 3,607 males and 3,637 females. The total number of people actively participating in the labour force was 4,580 people, the unemployment rate was 18 percent¹⁴.

The GoN is the largest employer and employs 34.01 percent of the workforce. The RPC was the second largest employer, but this has declined more recently as the number of people at the centre has decreased. The other key employers are the state-owned Republic of Nauru Phosphate Corporation

(RONPHOS), and the private sector. Most private sector activities are focused on retail stores, restaurants, and security services. Relatively few Nauruan's take up overseas employment opportunities¹⁵.

The following table lists the main job types in Nauru by the International Standard Industrial Classification (ISIC) for all economic activities. This data shows the type of work done irrespective of the industry in which people are working. While this data is relevant to understanding the structure of the Nauruan economy it provides little guidance in relation to developing an analysis of skill levels and skill shortages¹⁶.

Main job by ISIC classification, by sex and gender

ISIC - Rev. 4 - Main job	Total	Male	Female
ISIC - A - Agriculture, forestry and fishing	26	17	9
ISIC - B - Mining and quarrying	310	246	64
ISIC - C - Manufacturing			
ISIC - D - Electricity, gas, steam and air conditioning supply	132	106	26
ISIC - E - Water supply; sewerage, waste management and remediation activities	1	1	0
ISIC - F - Construction	9	8	1
ISIC - G - Wholesale and retail trade; repair of motor vehicles and motorcycles	46	26	20
ISIC - H - Transportation and storage	103	64	39
ISIC - I - Accommodation and food service activities	13	8	5
ISIC - J - Information and communication	9	4	5
ISIC - K - Financial and insurance activities	17	3	14
ISIC - M - Professional, scientific and technical activities	4	2	2
ISIC - N - Administrative and support service activities	189	100	89
ISIC - O - Public administration and defence; compulsory social security	1,555	739	816
ISIC - P - Education	12	0	12
ISIC - Q - Human health and social work activities	168	98	70
ISIC - R - Arts, entertainment and recreation	1	0	1
ISIC - S - Other service activities	4	2	2
ISIC - T - Activities of households as employers; undifferentiated goods-and services-producing households for own use	1,110	763	347
ISIC - Not elsewhere classified	10	4	6
Total	3,719	2,191	1,528

¹⁴ Education and Economic Activity in Nauru. Government of Nauru, Factsheet mini census 2019.

¹⁵ Strengthening Nauru Workforce Development and Training – How Change Happens. Nauru Stakeholders Perspectives. APTC. March 2020.

¹⁶ Education and Economic Activity in Nauru. Government of Nauru, Factsheet mini census 2019.

6.1 Workplace Skills – all industries

Overview

Workplace skills are the skills that support the daily activities of employees and ensure productivity in the workplace. Participants in the consultations stated there was a need for improved workplace skills in their organisations. They emphasised the importance of these skills and in some cases stated workplace skills were more significant than technical skills for their organisations.

Participants were asked to rank workplace skills across three levels. Basic or entry-level skills this is the skill level where junior or less experienced staff would be expected to operate. Intermediate skills this is the skill level where more experienced staff would operate. Advanced skills this is the skill level where supervisors, managers, and more senior experienced staff would be expected to operate. Similar skills may be needed across all these levels but the complexity of task and the ability of a staff member to work independently would vary as staff move through each skill level.



6.1.1 Basic Workplace Skills

The following graph shows the top six basic entry-level workplace skill needs identified by respondents across all industry sectors. Training to improve digital literacy, literacy and language, maths and written communications skills were all ranked equally with attitude to work and attention to detail being ranked slightly lower.



With the exception of digital literacy all the top ranked workplace skill needs require training in LLN. As highlighted earlier the current high school net attendance rate in Nauru is low, the connection between low high school completion rates and low literacy is well documented. Strategies to lift high school completion rates, combined with the LLN training APTC is currently undertaking, will support an improvement in these workplace skill needs. This training could also be offered using a workplace model to support capability development for existing workers.

The other highly rated skill need was digital literacy, APTC has offered a range of introductory computer training and a total of forty-nine students have graduated from this training. In 2023 this training will continue to be offered. New courses will be developed for introduction in 2024.

6.1.2 Intermediate Workplace Skills

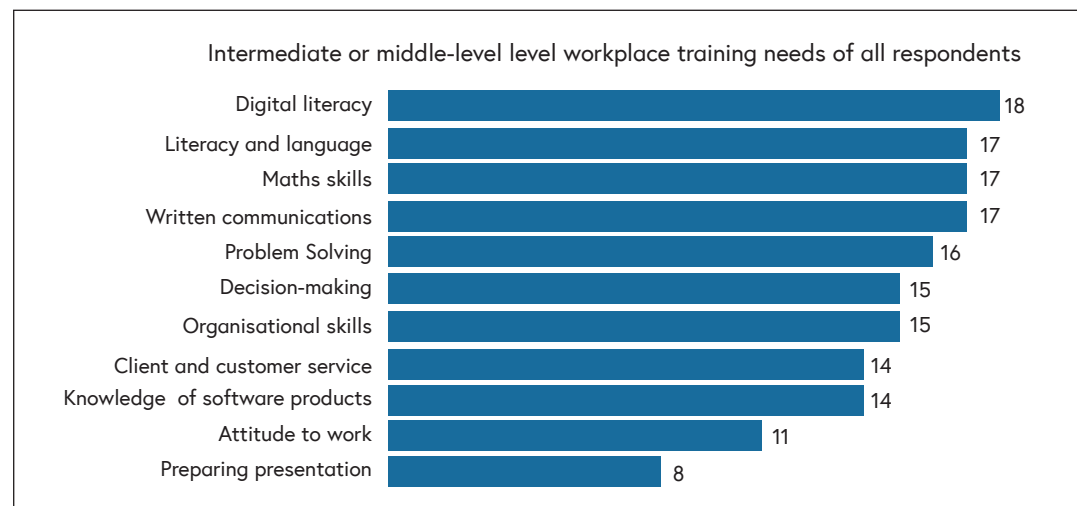
The participants in the consultations identified a broader range of workplace skill needs for intermediate or middle-level employees than for entry-level employees. Digital literacy ranked as the highest workplace skill need. Literacy and language, maths and written communication were ranked the next highest workplace skills needed.

In response to the identified industry need for digital literacy APTC is currently developing higher-level digital literacy and business technology training. This training could be offered using a workplace model to support skill development for middle level employees.

The next ranked intermediate workplace skills were the same as the highest ranked skill needs for basic level workplace skills. The LLN training APTC is currently undertaking, will support an improvement in these highly ranked skill needs at both basic and intermediate skill levels.

Other identified skill needs were:

- *Decision making and problem-solving skills* – being able to work independently to solve problems and make decisions regarding work needs where appropriate.
- *Organisational skills* – being able to work out the order that tasks should be completed and work flexibly to accommodate changes to priorities.



6.1.3 Advanced Workplace Skills

The highest ranked workplace skill need for senior staff was customer relations, this is the ability to engage effectively with customers to improve customer satisfaction.

Participants ranked the following list of workplace skills as the next most important for their organisations:

- Business development – being able to put in place strategies to promote growth and boost revenue.
- Critical thinking – being able to identify and analyse problems, ask relevant questions, and present solutions.
- Multitasking and prioritising – the ability to focus on one task while monitoring other tasks and to determine the order in which tasks need to be completed.

Present and prepare presentations was identified as a needed skill set at both the intermediate and advanced level.



In 2023 APTC will research the availability of suitable courses to respond to the identified advanced workplace skill needs in Nauru. This work will include an investigation of how best to work across industry sectors for the delivery of this training.



6.2 Agriculture – technical skills

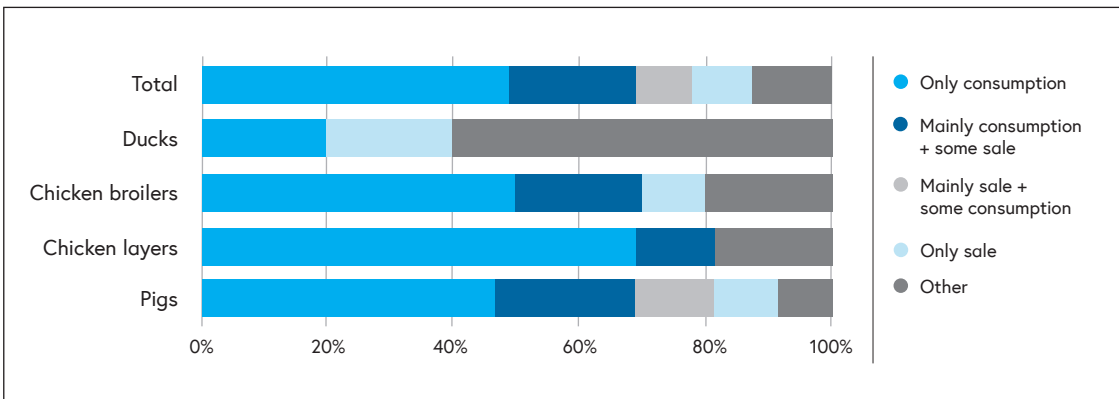
Overview

The agriculture industry is largely subsistence farming and accounts for a small proportion of Nauru's GDP. Widespread mining has left only twenty percent of the land suitable for agricultural practices and the industry is further impacted by the frequency of droughts.

As a country that depends almost exclusively on imported foods with over 90 percent of food consumed in Nauru being imported the closure of borders during the COVID-19 pandemic greatly disrupted the food supply chain and highlighted the fragility of Nauru's food security¹⁷.

The GoN goal is to increase the level of domestic agricultural production to promote food security and improve the health of the population. Recent initiatives have resulted in over 70 percent of households operating kitchen gardens with their own water storage and 75 percent of farmers regularly using the newly established resource centre for production advice¹⁸.

A small number of households engage in livestock production, mainly pigs, these are generally larger households with ten or more members. The graph below shows the purpose of livestock activities are largely for household consumption¹⁹.



Nauru has a well established local fishing industry, and fishing licenses issued for distant water fishing are an important source of revenue.

Consultations gathered information on the skill needs for both crop and poultry farming. Both the crop and poultry farming industry identified the following technical skill needs:

- Coach others in job skills
- Supervisory or management skills
- Workplace health and safety
- Impact of climate change and sustainability practices

Both crop and poultry farmers identified a small number of specialist skills.

In 2023 APTC will research the viability of providing training for the top three identified skill needs.

¹⁷ Nauru National Food System Pathway. United Nations Food System Summit 2021. GoN, Department of Commerce, Industry, Trade and Environment.

¹⁸ <https://pafpnet.spc.int/policy-bank/countries/nauru> Pacific Agriculture Policy Project (PAPP). Pacific Community.

¹⁹ Livestock and aquaculture in Nauru. Statistics for Development Division, Pacific Community. 2019 mini census.

6.3 Business Services – technical skills

Overview

Technical business skills are needed to support business operations across all industries and are used in specialist professional and business areas such as finance, retail, accounting, and other service industries. Over seventy percent of participants indicated their organisations needed training in business skills.

The range of skills needed are broad and were evenly ranked by all respondents. They included: bookkeeping, coaching others in job, creating templates, data entry, human resources, making travel arrangements, marketing skills, organising and maintaining records, files and inventory, organising records, payroll, scheduling appointments and maintaining calendars, supervisory or management, transcribing recorded dictation and writing business correspondence.

The small number of students in Nauru and the small size of some industry sectors places limitations on the delivery of training. However, the ability to combined training across industry sectors will enhance the opportunity to provide training for business skills.

In 2023 APTC will work with the Nauru Chamber of Commerce to develop suitable business training to meet the needs of the businesses in Nauru.



6.4 Mining – technical skills

Overview

Mining of phosphate in Nauru has dominated the country's economy since it was first discovered, and the industry is still one of the major employers in Nauru. The primary phosphate deposits were depleted in 2006. In 2007 deep layer mining was commenced and this form of mining is still operating today. It is estimated there are another 15 to 20 years of mining operations remaining before economic reserves are exhausted. The Republic of Nauru Phosphate Corporation (RONPHOS) was formed in 2005 and this corporation is responsible for managing phosphate mining in Nauru. At the last census the mining and quarrying industry employed 310 people and was the second largest employer in Nauru.

There have been many environmental impacts from phosphate mining. The Nauru Rehabilitation Corporation (NRC) is a state-owned enterprise with the primary mission to rehabilitate land destroyed by the phosphate industry.

RONPHOS were unable to participate in the 2022 consultations. At the time of the 2020 APTC Labour Market Analysis consultations, RONPHOS listed several tertiary and technical skill needs.

The TVET relevant list identified in the LMA were:

- Carpenters
- Mechanics – both light and heavy vehicle
- Plumbers
- Electricians
- Welders
- Construction, concrete workers

The first three of these qualifications are accessible via APTC regional training programs which are available to Nauruan citizens.

Electrical and welding skills have previously been available via APTC. Changes to the Australian training package requirements have resulted in APTC training no longer being offered for these qualifications.

In other countries APTC research is underway to assess the viability of supporting local TVET providers to introduce national qualifications in these areas. The associated infrastructure for the delivery of these qualifications in Nauru would be high and the number of skilled people who could expect to find employment would be relatively low. The ability for smaller countries to access regional training is essential to build these skills.



6.5 Tourism and Hospitality – technical skills

Overview

The tourism industry in Nauru is small and compared with other Pacific destinations Nauru does not have as many tourist attractions. The remoteness of the island, high travel costs and limited transport links all come together to reduce the number of tourist arrivals.

The GoN is trying to develop tourism and there is a growing deep sea fishing industry and a developing wreck and scuba diving industry, however, expansion in this industry is limited by access to equipment.

There are four main hotels on the island and some bed and breakfast style accommodation.

The following graph shows the top eight skills prioritised by the hospitality and tourism industry representatives who participated in the November 2022 consultations.



Three of the higher ranked skills are relevant across other industry sectors. As previously highlighted the small number of students in Nauru and the small size of some industry sectors places limitations on the delivery of training. However, the ability to combined training across industry sectors will enhance the opportunity to provide training for these skills.

As part of the work being undertaken with the Nauru Chamber of Commerce, APTC will include the needs of the Tourism and Hospitality industry with the Business Services industry skill needs to develop suitable training to meet the needs of the Tourism and Hospitality industry.

6.6 Trades – technical skills

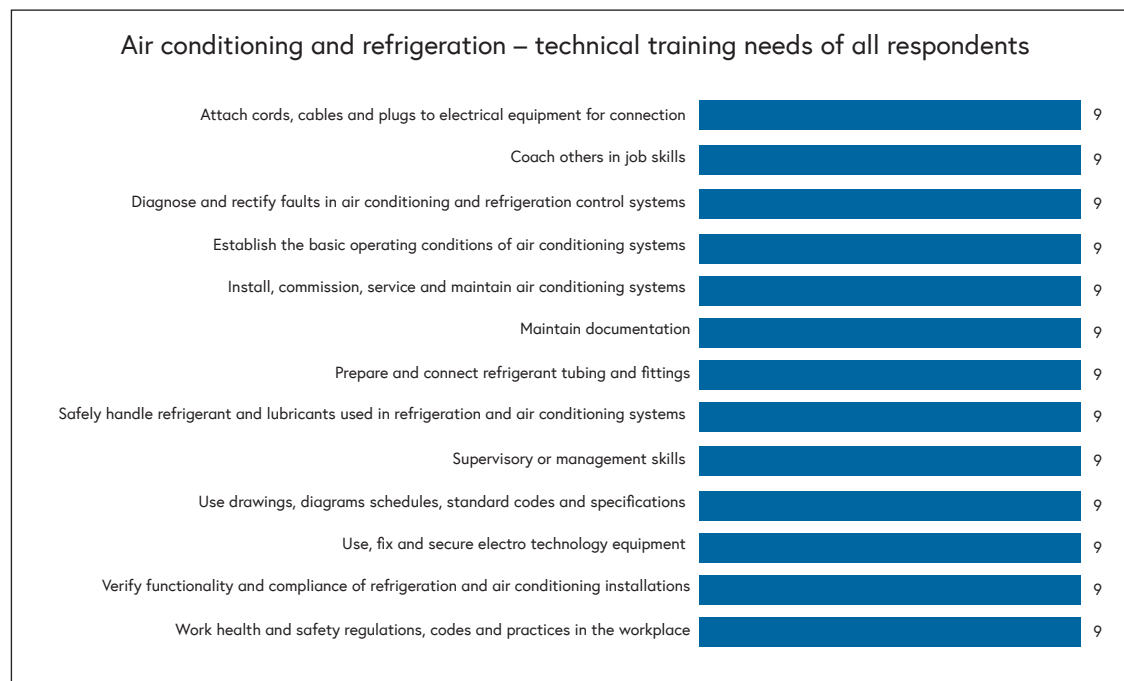
Overview

Like all countries, Nauru requires a range of technical skills across a variety of trades to maintain existing infrastructure, to build new infrastructure, to construct housing and other buildings, to manufacture goods, to support the servicing of vehicles, and the servicing of plant and machinery.

However, the employment base in Nauru is small and the ability to sustain the required levels of expenditure to be able to deliver high quality TVET training is limited. Participants in the consultations were asked to rank their skill needs across eight industry areas. Technical skills for each industry area were identified and are detailed in the following sections.

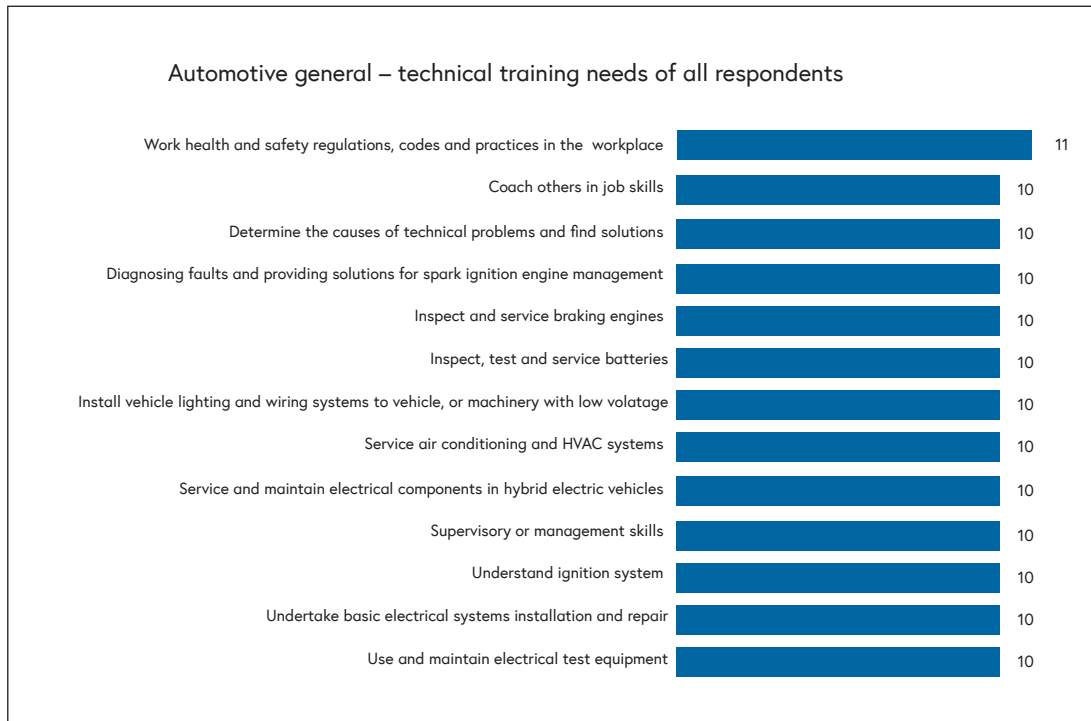
6.6.1 Air conditioning and Refrigeration – technical skills

Air conditioning and refrigeration technicians support the installation, troubleshooting, maintenance, and repair of these systems. Nine participants responded to questions related to air-conditioning and refrigeration skill needs. As shown in the graph below respondents identified a need for training across all skill areas.



6.6.2 Automotive general – technical skills

The servicing of automotive vehicles includes cars, vans, trucks, buses, and motorcycles. Eleven participants responded to questions related to automotive general skill needs. The graph below shows the respondents identified a need for training across a number of skill areas.



The highest identified skill need in the automotive general industry is work health and safety, codes, and practices in the workplace.

6.6.3 Construction – technical skills

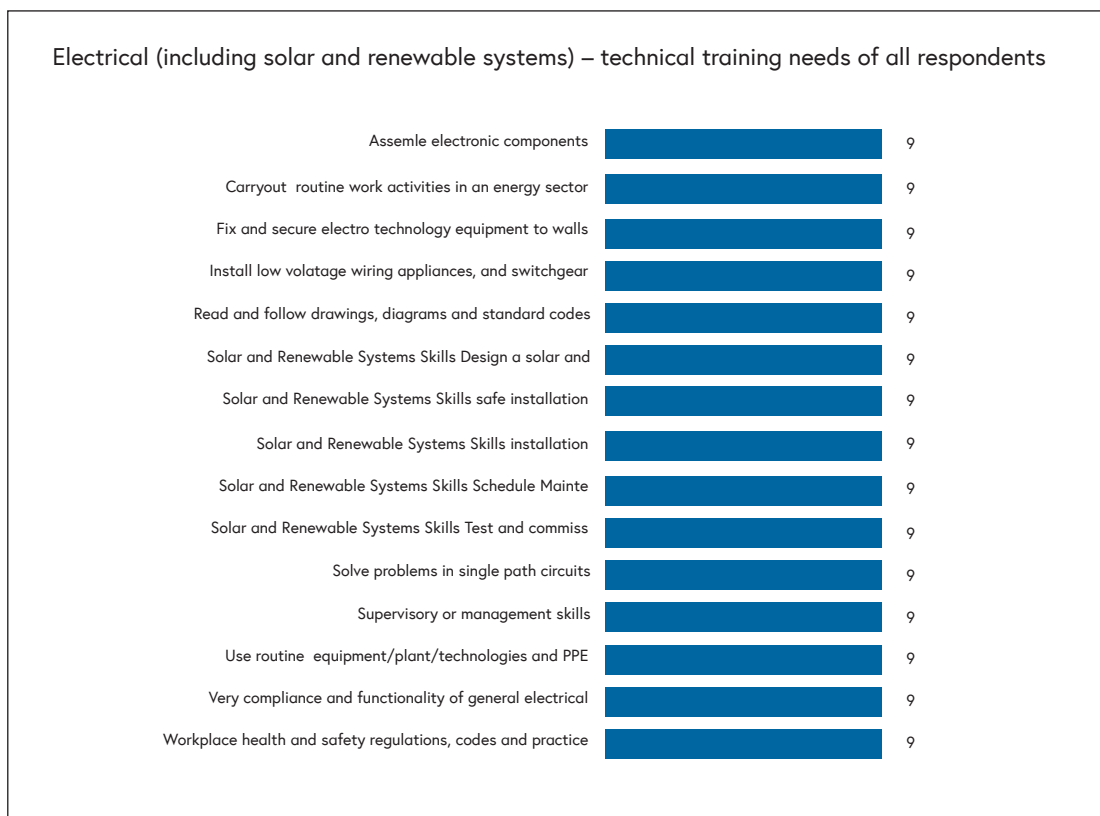
Construction services include building, repairing, renovating, and maintaining facilities and infrastructure. Nine participants responded to questions related to construction skill needs. The most needed skills identified by respondents are shown in the graph below.



The highest skill need identified by participants was technology skills used in construction.

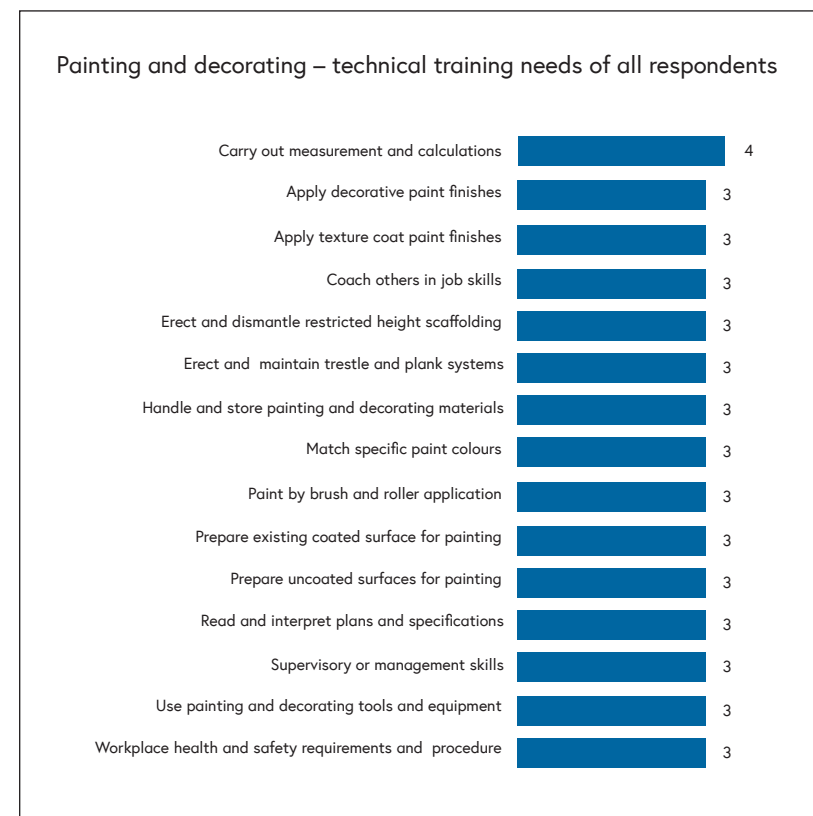
6.6.4 Electrical including solar and renewable systems – technical skills

Electrical services include the installation, operation, maintenance and repair of electrical devices or electrical wiring. Electrical technicians work in diverse settings including houses, commercial buildings, and factories. Nine participants responded to questions related to electrical including renewable systems skill needs. The graph below shows the respondents identified a need for training across all skill areas.



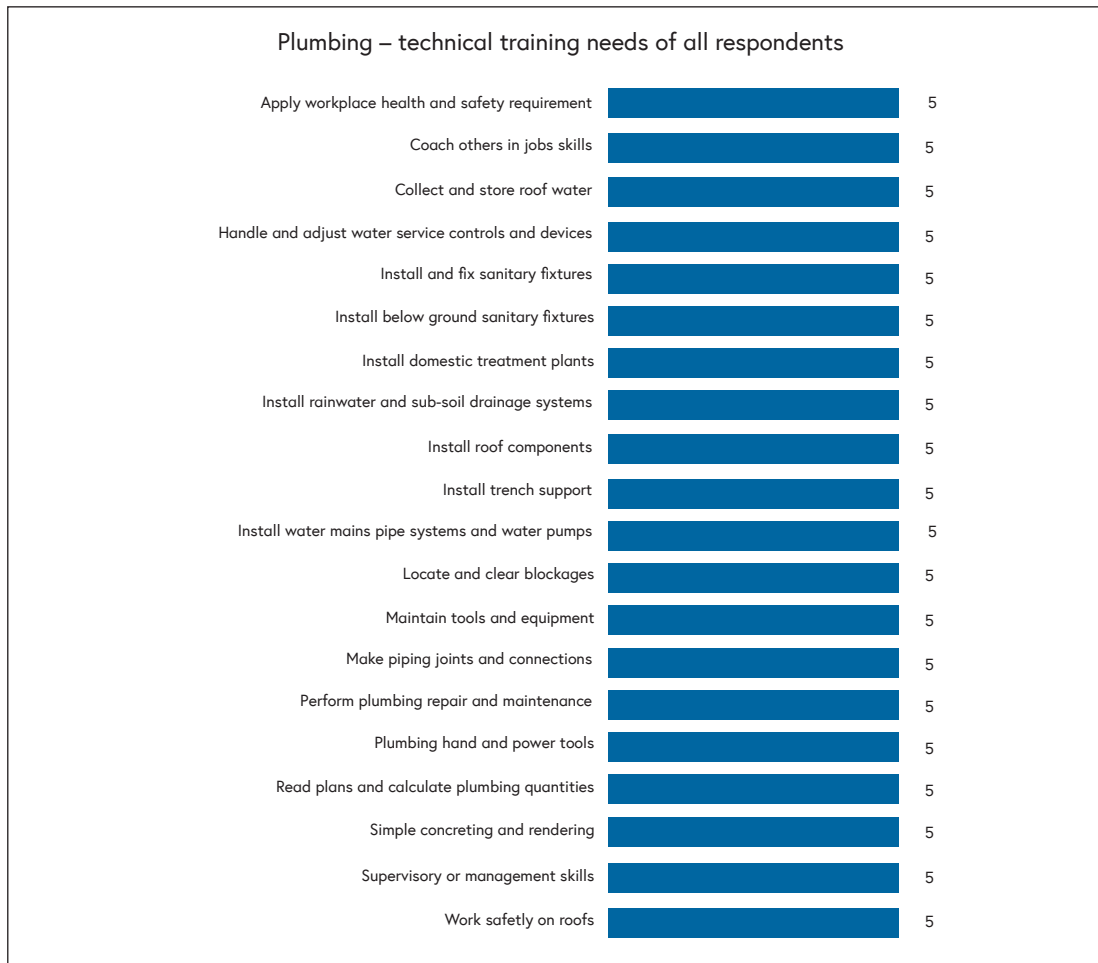
6.6.5 Painting and decorating – technical skills

Painting and decorating includes the preparation of surfaces for painting and applying wallpaper and other finishes to internal and external building walls. Four participants responded to questions related to painting and decorating skill needs and they identified skill needs across the range of skill areas. The highest skill need identified was carry out measurements and calculations.



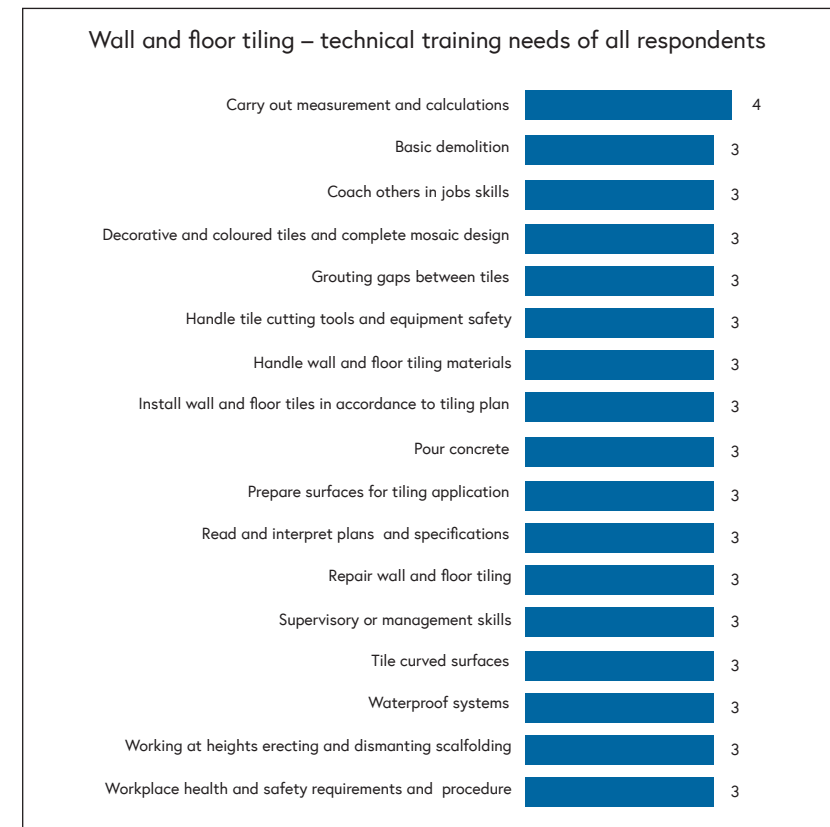
6.6.6 Plumbing – technical skills

Plumbing technical skills are used to install, alter, repair, and maintain pipes, devices and appliances connected to drainage systems. The work of plumbers involves a range of skills to fit and repair water pipes and drainage systems. Five participants responded to questions related to plumbing skill needs. The graph below shows the respondents identified a need for training across all skill areas.



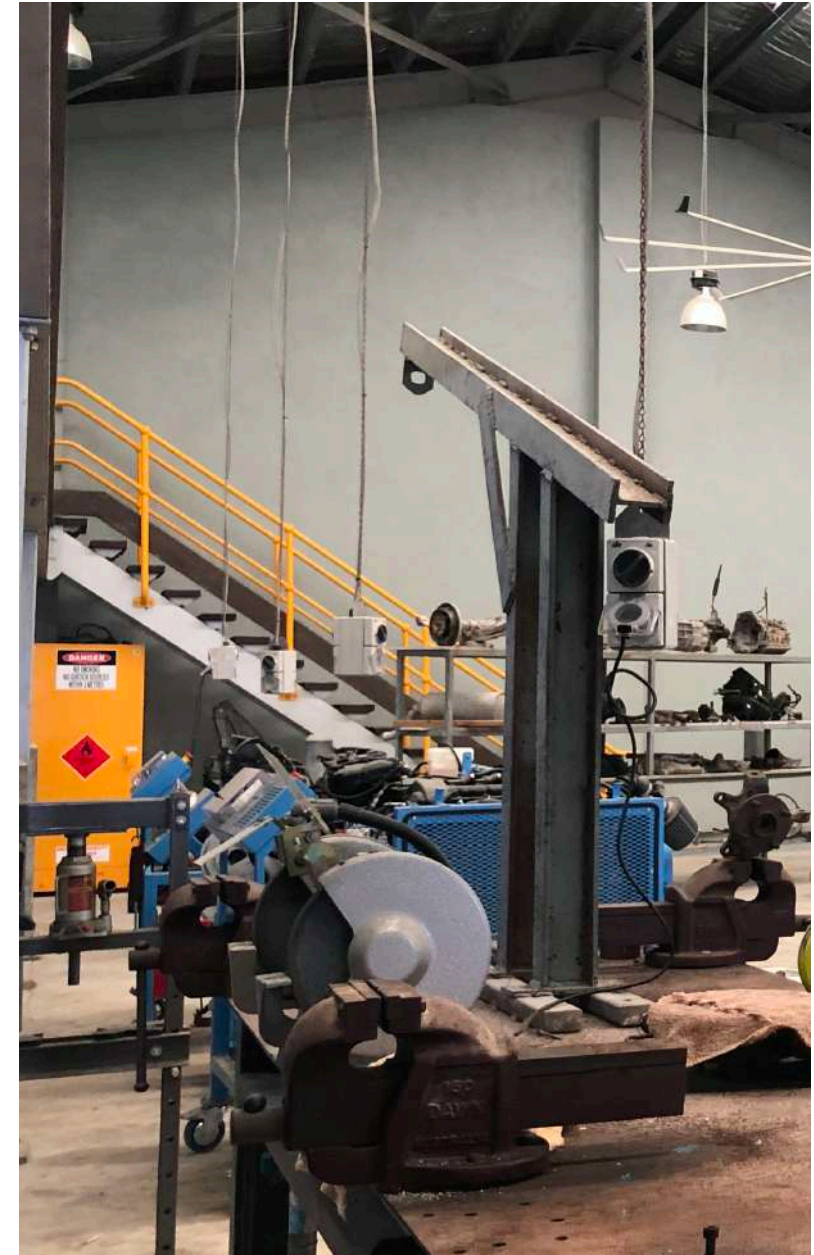
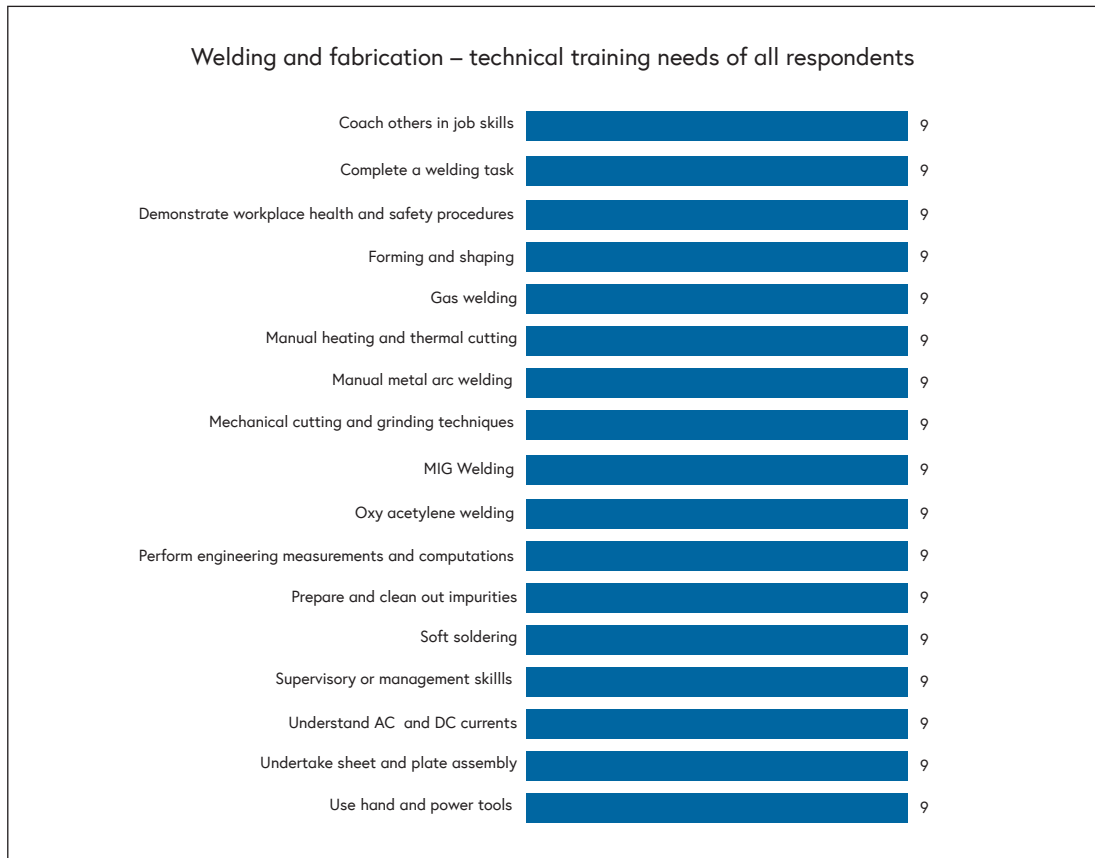
6.6.7 Wall and floor tiling – technical skills

Wall and floor tiling includes laying ceramic, clay, slate, marble, and glass tiles on external and internal walls for protection and decoration. Four participants responded to questions related to floor and wall tiling skill needs. The graph below shows the respondents identified a need for training across a range of skill areas. The highest skill need identified for this industry was the same as the highest skill need identified for Painting and Decorating, which was – Carry out measurements and calculations.



6.6.8 Welding and fabrication – technical skills

Welding is a fabrication process involving cutting, blending, and assembling metals to form new structures. Fabrication refers to the overall process of manufacturing metal to make new structures. Welding and fabrication skills are used across several industries as well as specialist welding enterprises. Nine participants responded to questions related to welding and fabrication skill needs. The graph below shows the respondents identified a need for skill training across all skill areas.



Technical Skill Needs – Summary

When asked to select the technical trade skills needed, in most cases, respondents identified all skills were needed. To satisfy this breadth of skill needs, training would need to be at a high level, most likely a Certificate III trade qualification. APTC offers Certificate III level qualifications for most of the trades listed. Priority places will be provided to applicants from Nauru to attend regional training courses.

For smaller countries the high cost of implementing a higher-level trade course when balanced against the potential level of participation in the workforce (the benefit) would result in a low benefit to cost ratio. As APTC regional programs are replaced with national TVET programs opportunities for smaller countries to participate in training for some skill areas is reduced. A process to support smaller countries to access specialist trades training needs to be researched.

In Nauru the expansion of training options is also impacted by the availability of local TVET trainers. To increase the available pool of trainers APTC is working with the Chamber of Commerce to offer teacher training to suitable technically qualified applicants.

The need for trade skills in Nauru will increase with the upcoming Micronesian Games to be held in 2026. This presents opportunities in the lead up to the games, to deliver targeted skill training and to support national providers to meet demand for human resources and infrastructure development in preparation for the games.

The establishment of the new port facility offers an opportunity for APTC to work with the Nauru Maritime and Port Authority and national TVET providers to train workers to operate and maintain the facility.

There were some skill needs identified across all trade areas. The graph below shows the top three generic skill needs identified by participants.



APTC has previously offered leadership and management training in Nauru. This training could be offered in 2023 to support participants across trade and other industry sectors.

In 2023 APTC will research the viability of providing skill training across all trade industries in Workplace Health and Safety.

Coaching others in job skills was identified across all industry areas, research will be undertaken to find a suitable training program for the delivery of these skills and the viability of including participants from across the Nauru workforce will be investigated.

The following table provides a summary of the APTC response to the issues highlighted by participants of the 2022 Nauru industry consultations.

APTC response to Nauru skill needs - training and research for 2023, 2024 and 2025

Technical Skills

Agriculture			
Identified priorities and skills	2023	2024	2025
Crop and Poultry farming: <ul style="list-style-type: none"> • Coach other in job skills • Supervisory or management skills • Workplace health and safety 	Research - the viability of providing training for the three identified skill needs with an agricultural focus or if these should be delivered as part of a generic course across multiple industry sectors.	Training - if research validates the need for training, then commence training.	Training - if demand continues run ongoing training.
Business Skills			
Identified priorities and skills	2023	2024	2025
A range of business skills were identified by respondents.	Research - with the Nauru Chamber of Commerce the development of suitable business training to meet the needs of Nauru businesses. The ability to combined training across industry sectors will enhance the opportunity to provide training for business skills.	Training - if suitable courses are developed, then commence training.	Training - if demand continues run ongoing training.
Tourism and Hospitality			
Identified priorities and skills	2023	2024	2025
The range of skill needs was broad and will be met by the APTC Certificate III in Hospitality and Cookery.	Training –The Certificate III in Hospitality and Cookery is delivered in Samoa and PNG and is available to applicants from other countries.	Training –The Certificate III in Hospitality and Cookery is delivered in Samoa and PNG and is available to applicants from other countries.	Training –The Certificate III in Hospitality and Cookery is delivered in Samoa and PNG and is available to applicants from other countries.
	Research - pathways for NTVETC graduates of SIT20322 - Certificate II in Hospitality into the Certificate III in Hospitality.	Training - if research validates the viability of this model, then commence training.	Training - if demand continues run ongoing training.

<p>Generic skills identified across industry areas:</p> <ul style="list-style-type: none"> Leadership and management Coach others in job 	<p>Training – leadership and management training is available and will continue to be offered.</p>	<p>Training - if demand continues run ongoing training.</p>	<p>Training - if demand continues run ongoing training.</p>
		<p>Research - delivering training in partnership with the Nauru Chamber of Commerce.</p>	<p>Training - if research validates the viability of this model, then commence training.</p>
	<p>Coach others has been identified as a skill need by a number of industries when this is developed the tourism and hospitality industry will be offered training.</p>	<p>Training - if suitable courses are developed, then commence training.</p>	<p>Training - if demand continues run ongoing training.</p>
		<p>Research - Tourism and Hospitality related skills required for Micronesian Games in 2026.</p>	<p>Training - if suitable courses are developed, then commence training.</p>

Trades (including Mining)

Identified priorities and skills	2023	2024	2025
<p>Air conditioning and refrigeration The range of skill needs was broad and will be met by the APTC Certificate III in Air conditioning and refrigeration.</p>	<p>Training – The Certificate III in Air-conditioning and Refrigeration will be offered in Fiji and is available to applicants from other countries.</p>	<p>Training – The Certificate III in Air-conditioning and Refrigeration will be offered in Fiji and is available to applicants from other countries.</p>	<p>Training – The Certificate III in Air-conditioning and Refrigeration will be offered in Fiji and is available to applicants from other countries.</p>
<p>Automotive general The range of skill needs was broad and will be met by the APTC Certificate III in Light Mechanical Technology.</p>	<p>Training – The Certificate III in Light Vehicle Mechanical Technology is delivered in Fiji and PNG and is available to applicants from other countries.</p>	<p>Training – The Certificate III in Light Vehicle Mechanical Technology is delivered in Fiji and PNG and is available to applicants from other countries.</p>	<p>Training – The Certificate III in Light Vehicle Mechanical Technology is delivered in Fiji and PNG and is available to applicants from other countries.</p>
	<p>Research – pathways for NTVETC graduates of AUR20720 Certificate II Automotive Vocational Preparation into Regional Certificate III in Light Vehicle Mechanical Technology</p>	<p>Training – if research validates the viability of this model, then commence training.</p>	<p>Training – if demand continues run ongoing training.</p>
<p>Construction The range of skill needs was broad and will be met by the APTC Certificate III in Carpentry.</p>	<p>Training – The Certificate III in Carpentry is delivered in Fiji and PNG and is available to applicants from other countries.</p>	<p>Training – The Certificate III in Carpentry is delivered in Fiji and PNG and is available to applicants from other countries.</p>	<p>Training – The Certificate III in Carpentry is delivered in Fiji and PNG and is available to applicants from other countries.</p>
	<p>Research – pathways for NTVETC graduates of CPC 20220 Certificate II in Construction into the Certificate III in Carpentry.</p>	<p>Training – if research validates the viability of this model, then commence training.</p>	<p>Training – if demand continues run ongoing training.</p>

Identified skill relevant to Construction: <ul style="list-style-type: none"> Prepare to work safely in the Construction Industry. 	Research – the development of a short course to meet industry specific skill needs and the availability of the NTVETC for the delivery of this course.	Training - if suitable course is developed, then commence training.	Training - if demand continues run ongoing training.
Electrical The range of skill needs was broad, the Australian Certificate III in Electrical is no longer able to be delivered. The Certificate II in Solar and Renewable Systems course is available.	Training – the Certificate II in Sustainable Energy is delivered in Fiji and is available to applicants from other countries.	Training – the Certificate II in Sustainable Energy is delivered in Fiji and is available to applicants from other countries.	Training – the Certificate II in Sustainable Energy is delivered in Fiji and is available to applicants from other countries.
	Research - access by smaller countries to regional training courses.	Training - if research validates the viability of this type of pathway, then develop a model for implementation.	Training - if suitable model is developed, then commence implementation.
Plumbing The range of skill needs was broad and will be met by the APTC Certificate II in Plumbing.	Training - Certificate II in Plumbing will be offered in Samoa and is available to applicants from other countries.	Training - Certificate II in Plumbing will be offered in Samoa and is available to applicants from other countries.	Training - Certificate II in Plumbing will be offered in Samoa and is available to applicants from other countries.
Wall and floor tiling The range of skill needs was broad and will be met by the APTC Certificate III in Wall and Floor Tiling.	Training - Certificate III in Wall and Floor Tiling is delivered in Fiji and is available to applicants from other countries.	Training - Certificate III in Wall and Floor Tiling is delivered in Fiji and is available to applicants from other countries.	Training - Certificate III in Wall and Floor Tiling is delivered in Fiji and is available to applicants from other countries.
Welding and fabrication The range of skill needs was broad, the Australian Certificate III in Welding and Fabrication is no longer able to be delivered.	Research - access by smaller countries to regional training courses.	Training - if research validates the viability of this type of pathway, then develop a model for implementation.	Training - if suitable model is developed, then commence implementation.

Generic Skills – All trades

Identified priorities and skills	2023	2024	2025
The following skill needs were identified across all trade areas: <ul style="list-style-type: none"> Coach others in job Supervisory and management Work health and safety regulation codes and practices in the workplace 	Research – the development of short courses to meet these skill needs and the availability of the NTVETC for the delivery of the work health and safety course. For the other two skill needs there is the potential to combine training for trades with training for other industry sectors to create more viable class sizes.	Training – if suitable courses are developed and there are sufficient numbers of participants, then commence training.	Training – if demand continues run ongoing training.
2026 Micronesian Games	Research - work Nauru Chamber of Commerce to develop trades training to support the Micronesian Games in 2026.	Training - if suitable courses are developed and there are viable numbers of participants, then commence training.	Training - if demand continues run ongoing training.

Workplace Skills (these skill needs were identified across all industries)

Identified priorities and skills	2023	2024	2025
Language, Literacy and Numeracy (LLN) The identified skill needs were: <ul style="list-style-type: none"> • Literacy and language • Mathematics • Written communications 	Research – continue offering current course in LLN to support improvements across these skill needs.	Training – if demand continues run ongoing training.	Training – if demand continues run ongoing training.
	Research - assess the viability of offering this program using a workplace model for existing workers.	Training - if suitable model is developed, then commence training.	Training - if demand continues run ongoing training.
	Research - the viability of working with the Nauru Chamber of Commerce to develop an LLN Foundation course and/or a short bridging course.	Training - if suitable course/s are developed, then commence training.	Training - if demand continues run ongoing training.
Digital Literacy	Training – continue offering current introductory digital literacy and computer training.		
	Research - work with the Nauru Chamber of Commerce to develop suitable digital and computer literacy training to meet the needs of all industry sectors. The ability to combined training across industry sectors will enhance the opportunity to provide training for these skills.	Training - if suitable courses are developed and viable numbers of participants are able to attend training, then commence training.	Training - if demand continues run ongoing training.
Advanced Workplace Skills		Research – the availability of suitable courses to respond to the identified skill needs. Work with the Nauru Chamber of Commerce.	Training – if suitable courses are available and there are viable numbers of participants, then commence training.
Coaching and Training Skills	Training - deliver IST and IST Advance Training for TVET Providers, Government Departments and Private Sector	Training - deliver IST and IST Advance Training to TVET Providers, Government Departments and Private Sector	Training - if demand continues run ongoing training

Annex 1: APTC Partnerships and Support with Local TVET Providers

TVET Institute	APTC Partnership	Capability Development	National Courses Delivered by local TVET Provider
Nauru Department of Education and Training Working collaboratively to strengthen and promote quality TVET programs.	MoU	Leadership and Management for managers in government ministries	Not applicable
The Nauru Technical and Vocational Education and Training Centre	Yes	IST Certificate IV in Training and Assessment Certificate IV in Leadership and Management Technical skills training	Australian TVET qualifications delivered: Certificate II in Applied Fashion Design and Technology Certificate II in Hospitality Certificate IV in Training and Assessment Certificate II in Construction pathways Certificate II in Engineering pathways Certificate II Automotive Vocational Preparation Certificate II in Electrotechnology
USP – Pacific TAFE Local discussions underway to finalise an agreement for APTC in-country representative to share campus facilities and provide promotional services.	Regional	Upskilling trainers in IST	Preliminary and foundation courses Pacific TAFE sub-degree programs are offered in skills-based qualifications, these can also pathway to academic degree qualifications.

Annex 2: Participants List for 2022 Industry Consultations

Company Name	Company Sector
Bureau of Statistics	Public
Capelle and Partner	Private
Capelle Hardware	Private
Central Meridian Inc.	Private
Department of Multicultural Affairs	Public
Digicel Nauru	Private
Earn and Learn Agency	Private
Eigigu Solutions Corporation	Public
Eigigu Supermarket	Public
Eigigu Transport Services	Public
Government of Nauru ICT Corporation	Public
Menen Hotel	Public
Nauru Chamber of Commerce	Private
Nauru Maritime and Port Authority	Public
Nauru Post	Private
Nauru Rehabilitation Corporation	NGO
Nauru TVET	Public
Nauru Utilities Corporation	Public
Palladium	Public
The University of the South Pacific – Pacific TAFE	Public