

Goal of Approach:

Prepare I-Kiribati people for eventual relocation through targeted vocational training offerings and labour mobility schemes.

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Main elements of the implementation strategy

To this end and as part of our development agenda to further our climate change adaptation policy, Kiribati had already embarked on the improvement of training and up-skilling in the technical and vocational skills areas to prepare its population in the even that they so wish to migrate:

1. *Introduction and improvement of the technical and vocational programs accredited to International standards to prepare our young people for competition in the global labor market:*
 - a. *TVET up-skilling and training (Australian standards) and infrastructure expansion*
 - b. *Maritime Training for Merchant and Fishing seafarers (STCW 95 approved)*
 - c. *Nursing Training (require alignment with international standards)*
 - d. *Kiribati Teacher's College*
 - e. *Police Academy*
2. *Seasonal Employment Programmes in Australia and New Zealand through exposure of I-Kiribati people participating in the programs provides life experience and working conditions outside of Kiribati and cultural norms which are quite different from the local setting. In the seasonal scheme arrangements, positive initiatives by the labour receiving countries have shown the willingness to provide on the ground training for the workers whilst on assignment.*
3. *Up-skilling of English skills for primary school teachers to form a foundation for the courses offered at TVET institutions as the students progress from formal education.*

Targeted beneficiaries

The target beneficiaries are the youth aged 16 to 24 both male and female and with no discrimination of any sort, however in the progress of the carrying out these projects, there are also those outside of the target group who through the years need to be up-skilled in order to deliver to the target groups.

- *The TVET project's targeted beneficiaries are the youth aged 16 to 24 who have completed some formal education qualify to continue with the course offerings at the five main TVET institutes which are the:*
 - *Kiribati Institute of Technology*
 - *Nursing School*
 - *Marine Training Centre*
 - *Fisheries Training Centre*
 - *Kiribati Teacher's College*
 - *Kiribati Police Academy*
- *The seasonal work programs with Australia and New Zealand targets the rural population with very little formal education with no opportunity to compete for entry to the TVET programs.*

- *Ongoing work at the Marine Training Centre has as beneficiaries those graduates who have maintained their employment with overseas companies and periodically require upgrading courses to maintain good standing under STCW requirements.*
- *The recent adoption of the STCW-F convention is received well by Kiribati as work is already ongoing to prepare the Fisheries Training Centre to be conform with the convention.*

Any significant lessons learned

- Existing local infrastructure is not able to support the timely implementation of the TVET project which is similar case for a number of other projects. This is has shown that for any project to be implemented all local infrastructure that it will require support from will need to figure in the planning process of the project to be implemented as a prerequisite to any project.
- International alignment of all course carried in country is a must which has always been the case at the Marine Training Centre and resulted in the current employment of over 1,000 seafarers aboard foreign ships. This number is relatively high when measuring it against our population.
- Given that the TVET and ongoing expansion of the certain TVET institutions is at the initial stages, major steps must be taken to provide for the needs of the young population of Kiribati.
- Relocating means integrating with the rest of the global community making it necessary that our proficient in an international language making English, given our historic background, is essential towards any substantive training approach we engage in.

Resource requirements

Resources are scarce in Kiribati and we are fortunate that our development partners have been very generous in providing and continue to provide required technical and financial resources to realize the outcomes of ongoing programs. It must also be highlighted that current commitments will exhaust soon and will require additional resources to fully realize the impacts of the positive interventions. Ongoing programs have already identified gaps that require additional resources for the programs to reach their targeted beneficiaries.

Resources both financial and technical are needed to sustain the ongoing activities but will need to be assessed properly before

Potential for replication or scaling-up

The potential for replication and scaling-up exists. This is especially true given the success experienced from ongoing programs at the Marine Training Centre and the newly introduced TVET project programs at the Kiribati Institute of Technology.

- Replication of the arrangements at the Marine Training Centre and the Kiribati Institute of Technology will need to be carried out to the other TVET institutions. Given that our local capacity in this area is limited Kiribati will need ongoing technical assistance in it.
- Given the rise in interest to enter the TVET institutions, scaling is not a question but it more how and when. The how and the when will have to wait for the willing partners to be identified.

Any additional information

Due to the extreme vulnerability of our nation and economy, Kiribati needs to think beyond adaptation. New and innovative initiatives (as has already been taken by Government) on the ultimate – and unthinkable – consequences of climate change, need to be actively pursued now and outcomes of dialogues with our development partners on how this is to be approached should start immediately.

We may think along the lines of the slow onset of sea level rise but then we will always have that doubt of just how slow!

