Niue Training Needs and Gap Analysis

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# Table of Contents

1. **BACKGROUND** ......................................................................................................................... 2
   1.1 EU PACTVET Objectives ............................................................................................................. 2
   1.2 Location ......................................................................................................................................... 2
   1.3 Context ............................................................................................................................................ 3

2. **SCHEDULE OF CONSULTATION EVENTS** ............................................................................... 4
   2.1 Project Outline and Presentation ................................................................................................. 4
   2.2 Stakeholders’ Functions Outlines ............................................................................................... 5

3. **CONSULTATION METHODOLOGIES** ..................................................................................... 14
   3.1 Consultative Workshop/Meeting (TNGA) ..................................................................................... 14
   3.2 One-to-one Consultations (Interview) .......................................................................................... 15
   3.3 Internet – Online .......................................................................................................................... 15
   3.4 Literature Review ....................................................................................................................... 15
   3.5 Limitations ................................................................................................................................... 16

4. **STATUS QUO - RELEVANT NATIONAL POLICIES AND FRAMEWORKS AND SECTORAL REVIEW** .......................................................... 16
   4.1 Education Sector .......................................................................................................................... 16
   4.2 Energy Sector .............................................................................................................................. 16
   4.3 Climate Change ............................................................................................................................ 19

5. **CONSULTATION ANALYSIS** ..................................................................................................... 19
   5.1 Training Needs and Gaps Analysis (TNGA) ............................................................................... 19

6. **DISCUSSIONS AND RECOMMENDATIONS** ........................................................................... 20

7. **CONSULTATION OUTCOME** .................................................................................................... 21

APPENDIX 1: IN-COUNTRY CONSULTATION PROGRAMME .......................................................... 22

APPENDIX 2: PARTICIPANTS LIST ..................................................................................................... 25
1. Background

The 10th European Development Fund European Union Pacific Technical and Vocational Education and Training on Sustainable Energy and Climate Change Adaptation (European Union PacTVET) project is component three within the broader regional Adapting to Climate Change and Sustainable Energy (ACSE) programme.

The project builds on the recognition that energy security and climate change are major issues that are currently hindering the social, environmental and economic development of Pacific - African Caribbean and Pacific (P-ACP) countries.

1.1 EU PacTVET Objectives

The general objective of this project is to enhance sustainable livelihoods in P-ACP countries. Sustainable livelihoods are a high priority for Pacific Island communities and governments alike. They are central to current development policy including resource management and conservation but also in emerging policy to meet threats such as climate change. The project aims to enhance Pacific regional and national capacity and technical expertise to respond to climate change adaptation (CCA) and sustainable energy (SE) challenges.

The project is being implemented by the Secretariat of the Pacific Community (SPC) in partnership with the University of the South Pacific (USP) over a period of 53 months from August 2014 with an overall budget of EUR 6.1 million. It will achieve the following results:

1. Assess national training needs in SE and CCA and existing informal and formal TVET training courses and training and education providers are identified and strengthened
2. Develop and implement benchmarks, competency standards and courses on Training of Trainers (ToT) and create a pool of national trainers
3. Develop and establish training courses and support facilities within TVET institutions
4. Strengthen networking in SE and CCA

The project is being implemented in a sequential approach. Result 1 activities will provide a more detailed/clearer understanding of countries' needs and their requirements from the project. The activities under Results 2 and 3 will be then be tailored to the country needs. This report feeds into result area 1.

1.2 Location

The EU PacTVET project will be implemented in the Pacific region comprising of 15 Pacific ACP countries: Cook Islands, Federated States of Micronesia (FSM), Fiji, Kiribati, Nauru, Niue, Palau, Papua New Guinea, Republic of Marshall Islands (RMI), Samoa, Solomon Islands, Timor-Leste, Tonga, Tuvalu and Vanuatu.

Climate change is affecting the livelihoods of the P-ACP communities causing varying degrees of adversity depending on location.
1.3 Context

Current total global greenhouse gas (GHG) emissions stand at 36.9 gigatonnes of CO2 (GgtCO2). Of this global GHG emission, Pacific Island countries emit less than 0.03% yet they are amongst the most vulnerable to adverse effects of climate change - the first to be exposed and the least able to respond. Hence there is a moral obligation for the island countries to start implementing measures to not only mitigate GHG but also adapt to climate imposed environmental change, and prepare for future adaptation measures. At the national level, the Niue’s annual GHG emission is insignificant on a global scale.

In spite of efforts to reduce Pacific-African Caribbean and Pacific (P-ACP) countries reliance on fossil fuels and improve energy security almost all Pacific Island countries remain highly dependent on imported petroleum products for energy generation and transportation, which are the two major petroleum consumption sectors in the region.

With the Pacific Island countries facing challenges posed by climate change and energy security, sustainable energy and climate change adaptation are undeniably ranked above all other sectors in regional priorities, as evident through regionally endorsed frameworks, such as the wider Pacific Plan and the more specific Pacific Islands Framework Action on Climate Change (PIFACC) and the Framework Action on Energy Security in the Pacific (FAESP) and individual national policies.

Efforts in addressing energy security and climate change adaptation challenges are ongoing through various regional and national projects. On climate change mitigation, there were some familiar projects such as the Pacific Islands Greenhouse Gas Abatement through Renewable Energy Project (PIGGAREP) that addresses mitigation and Pacific Adaptation to Climate Change (PACC) that focused on climate change adaptation. The PIGGAREP was focussing on complementing PICs initiatives in promoting the widespread use of renewable energy in the regions and PACC focused on three thematic areas, namely, “Food security”; “Water Security” and “Coastal Management” - assisting communities to implement activities that help them in these three areas. Additionally the University of the South Pacific’s European Union Global Climate Change Alliance project has been active in all 15 P-ACPs enabling climate change adaptation by formal and informal education, direct community engagement and applied research. Sustainability of such projects is very important. Now that these projects are coming to their end, it is important that knowledge and skills being acquired and/or hardware that were put in place continue to function and be beneficial to the targeted beneficiaries. Not only on the renewable energy side, but on overall energy services, where there needs to be awareness and improvements to energy efficiency and conservation and what measures needs to be taken to use energy in a sustainable manner as compared to energy misuse and wastage.
Niue’s remoteness, as well as cultural and linguistic differences between its Polynesian inhabitants and those of the adjacent Cook Islands, has caused it to be separately administered by New Zealand. The population of the island continues to drop (from a peak of 5,200 in 1966 to an estimated 1,229 in 2013) with substantial emigration to New Zealand 2,400 km to the southwest.

The economy suffers from the typical Pacific island problems of geographic isolation, few resources, and a small population. Government expenditures regularly exceed revenues, and the shortfall is made up by critically needed grants from New Zealand that are used to pay wages to public employees. Niue has cut government expenditures by reducing the public service by almost half. The agricultural sector consists mainly of subsistence gardening, although some cash crops are grown for export. Industry consists primarily of small factories to process passion fruit, lime oil, honey, and coconut cream. The sale of postage stamps to foreign collectors is an important source of revenue. The island in recent years has suffered a serious loss of population because of emigration to New Zealand. Efforts to increase GDP include the promotion of tourism and financial services, although the International Banking Repeal Act of 2002 resulted in the termination of all offshore banking licenses. Economic aid allocation from New Zealand in FY13/14 was US$10.1 million. While in the process of rebuilding, Niue has been dependent on foreign aid.

The annual average temperature on Niue is around 24°C. Changes in the temperature from season to season are relatively small (4°C difference between the warmest and coolest months) and strongly tied to changes in the surrounding ocean temperature. The country has two distinct seasons – a warm wet season from November to April and a cooler dry season from May to October. Increase in extreme rainfall, increase in intensity of cyclones and mean sea level rise – these are but a few of the likely main impacts of climate change on Niue.

2. **Schedule of Consultation Events**

Day One – Wednesday, 24th June, 2015

The workshop was facilitated by the Project Management and Coordination Unit (PMCU) of the Prime Minister’s Office, Niue Government, Department of Education and the Niue In-Country Coordinator.

A welcoming address was made by the Secretary to Government, Mr Richard Hipa, following which, the workshop was officially opened by the Minister for Social Services (Education, Health, Justice, Lands, Survey & Community Affairs & Taoga Niue), Hon. Pokotoa Sipeli.

2.1. **Project Outline and Presentation**

1. An overview of the PacTVET project was presented, with emphasis on the following aspects:
• Rationale - current scenario with regard to sustainable energy (SE) and climate change adaptation (CCA) in the P-ACPs and the issues. At a national level there is dependency on fossil fuel for power production and transportation. On the climate change side, the P-ACPs are more vulnerable to climate change, but have the least capacity to respond to these.

• How the EU PacTVET project intends to respond to these issues by focussing on building the capacity based on country needs - recognising skills acquisition by benchmarking and defining country-requested competencies and accreditation.

• The Key Result Area (KRA). Each of the 4 EU PacTVET KRAs were outlined and it was made known to the stakeholders that one of the activities under KRA 1 is this in-country consultative workshop and one-on-one consultations for the training needs and gaps analysis (TNGA). Activities that need to be conducted in the hope of achieving each of these KRAs were briefly outlined.

• A brief overview of the budget. This was to give the stakeholders an outline of the allocation from the €6.1 million.

• And finally, it was emphasised that the consultations are important to aid the Niue stakeholders in identifying national needs to frame future EU PacTVET activities.

2.2. Stakeholders’ Functions Outlines.

The Project outlining was followed by brief presentations from each of the stakeholders on the topic “Aspects of each Sector relating to Sustainable Energy and Climate Change – capacity and technical expertise on demand by industries and communities but lacking from the supply side”. This was purposely to establish the baseline as to what each of the sectors are engaged in and how does each of these sectors are affected by climate change and how sustainable energy practices are being part of their sectoral policies.

Disaster Risk Reduction-Niue’s Position linkage to Sustainable Energy & Climate Change Adaptation – Secretary to Government, Mr Richard S Hipa

Under the Niue National Strategic Plan Vision – ‘to build a sustainable future that meets our economic and social needs while preserving environmental integrity, social stability and the Niue culture. The NNSP has 7 national development pillars; financial stability, governance, economic development & maintain crucial infrastructure, social, natural resources, environment & climate change, taoga Niue & private sector development.

Environment Pillar – sustainable use and management of Niue’s natural resources and environment for present & future generations. Strategies for Environment;

• Environment - Administer the Environment Act to ensure the threats to Niue’s pristine natural environment, fauna and floral species and natural resources are minimised, preserve and/or conserve;
- Agriculture - ensure the sustainable use and management of the land, soil, animals and plant genetic resources;
- Fisheries/Marine Resources - enhanced sustainable management and conservation of the marine resources;
- Climate Change, Disaster Management & Risk Reduction - ensure the adverse effects of climate change and natural hazards are mitigated and appropriate adaptation programs are implemented to strengthen Niue’s resilience;
- Solid & Hazardous Water & Pollution - review and strengthen the implementation of national initiatives in addressing solid and hazardous waste including marine pollution;
- Biodiversity/Conservation - conserve marine, freshwater & terrestrial biodiversity & ecosystems with the view of establishing or declaring protected or conservation areas to safeguard biodiversity and natural habitats of iconic marine and land species;
- Education for Environment & Sustainable Development - strengthen public awareness on environment, climate change, disaster management and sustainable development principles usage and practices;
- Forestry - protect, manage and conserve the forest


Role 7 Responsibilities of the National Disaster Council
Management of national DRM/DRR – outlines roles and responsibilities of the villages and every Ministry & Central Agencies
Disaster Plans - outlines roles and responsibilities of the key agencies to respond to disasters before, during and after to cover all disasters such as; tropical cyclones, earthquakes, tsunamis, drought, fire, also Search and Rescue and health pandemic.

Government Activation Process
RSMC in Nadi notifies Niue Meteorological Service who notifies the Chairperson of NDC/COP & Secretary to Government. NDC calls a meeting with Niue National Disaster Council who decides, based on severity of disaster the Emergency Executive Group & NEOC

Initiatives undertaken by Niue National Disaster Executive Council
- Maintain everyday watch
- Work with Police to Review & update 14 Village Disaster Plans
- Tsunami warning exercise with Early Childhood Education & Niue Primary School
- Relocation of ECE/Niue Primary School to higher ground-Paliati, opening February 2016
- Develop and implement Joint National Action Plan (JNAP)
• Installation of electrical & communication underground (include TV)
• Engagement with regional DRM/DRR programs – EU, SPC, GEF etc, that assist Niue with our mitigation and adaptation programse.g; installation of new rainwater harvesting catchments to all 500 homes, capacity building, food security, review building code, Renewable Energy etc.

Way forward: Construction of:
• Village Evacuation Centres
• Emergency Operation Centre
• Reduce fossil fuel use – target clean energy
• Update Village Disaster Plans (following Village Council Elections)-available in both Vagahau Niue & English and distributed to each village household – ensure all community members are familiar with the Plan and know what to do during emergencies
• Receive and disseminate urgent and essential information and advice executed in a timely & effective manner
• Everyone to take all National warnings/responses as serious.

Project Management and Coordination Unit – Mr. Vilnus Talagi
This is the Unit that reports directly to the National Authorising Officer Premier of Niue. It is the focal point for all donor-funded projects for Niue. Its core objectives are to:
• Provide a CENTRALIZED project management service dedicated to coordinating all project activities for all donor funded projects
• Create an effective ASSESSMENT, MONITORING & REPORTING framework for projects
• Ensure that all donor funded projects are strategically aligned with Niue's national priorities & interests
• Be the focal point for building project management capacity & capability through training and practical knowledge transfer.

The Unit has proposed a National Working Group for the EU-PacTVET project comprising:
• Secretary of Government (Deputy National Authorising Officer)
• Director General of Infrastructure
• Director General of Social Services
• Director General of Natural Resources
• Director of Utilities
• Director of Environment
• Niue USP Representative
• Director of Education / Niue In Country Coordinator EU-GCCA USP
• Project Support Manager

Renewable Energy: Ministry of Infrastructure – Director General, Mr. Andre Siohane
The Ministry of Infrastructure’s mission is “to optimise current public infrastructure through good leadership, knowledge, and collaboration with our partners to promote quality of life and a prosperous Niue”. It holds the mandate for the National Energy Policy and Action Plans of 2005. The recent launch of the Niue Strategic Energy Road Map (NiSERM) 2015-2025 represents a whole of government approach to addressing the energy security challenges of Niue.

Niue was noted as the second highest total electricity use per capita of 1500kwh/year per person but this may-be due to its declining population and high number of electric appliances per household - Total electricity consumption (residential plus other) divided by total population.

Energy Consumption of every country will continue to increase as they try to develop their economies, raise the standard of living of its people. Niue wants more of that increase to come from clean energy sources.

Reducing fossil dependence will then be achieved when the increase in RE penetration and effective EE programs in place.

The Ministry of Infrastructure identified the following challenges and ways forward for the energy sector for Niue:

<table>
<thead>
<tr>
<th>Current challenges</th>
<th>Ways forward</th>
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<tbody>
<tr>
<td>• Grid Instability</td>
<td>• Strengthen National Human Resource Capacity RE New Technologies</td>
</tr>
<tr>
<td>• Management Capacity-Too many commitments</td>
<td>• Collect Data for ongoing system improvements and monitor Supply and Demand trends</td>
</tr>
<tr>
<td>• Staff Capacity vs New Technologies</td>
<td>• Budget Harmonisations –Donors, Suppliers and Contractor</td>
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<tr>
<td>• Transportation</td>
<td>• Reduce Dependent on fossil fuel</td>
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<tr>
<td>• Aging infrastructure-Key Assets Management Programs</td>
<td>• Increase RE and EE at National Level-eg, Homes and Water Pumps</td>
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<tr>
<td>• Supply &amp; Demand Management -Fluctuations</td>
<td>• Maintenance and Replacement</td>
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<td>• System Monitoring and Data Collections.</td>
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Renewable Energy – Mr. Deve Talagi – Director of Utilities

The Director of Utilities provided insight on the Solar installations on Niue, which include:

- Niue High School: 36kw
- Hospital: 30kw
- Airport: 92kw
- Tuila: 200kw including 180kw battery storage system.
- Individual homes: Off grid (stand alone)
- Morris Tafatu in Atafu, Alofi: No longer in use.

Niue’s electricity generation consists of:

- Power house: 4 x 500kw Caterpillar generator units, use 2 for peak hours (around about 500-600kw) and one for low peak.
- Feeder Systems: Southern and northern feeders operated as 2 radial circuits.
- Human resource in this area needs enhancing as technology is advancing very quickly.

The following were highlighted as challenging of RE on island systems:

- The random variability of the output and the required DC/AC inverters. Varying wind speed and cloud cover directly affect the output of wind and solar generation.
- These variations are largely unpredictable and the power system must be able to handle the resulting output changes.
- The generation system must have enough reserves to adjust for the changing wind and solar output.
- The generation system must be able to respond instantly to control the system frequency as the wind and solar generation changes.
- This affect is called “Ramp-Rate”, the speed of change in generation – usually measured in MW/minute.

It was noted that Wind and Solar generation produce direct current (DC) electricity. This DC output must be converted to alternative current (AC) used by the electrical power system. This conversion is made by an electronic DC/AC inverter. The inverters provide power to the system by following the system frequency and voltage that must be provided by conventional generation. This means that there must always be some conventional generation operation and this, in turn, means that no system can be 100% supplied by wind or solar power.

We depend very much on outside technical advice in renewable energy technology. It is important that training in this area is built into our HRD plan. PV penetration into the system
was commissioned in 2012 but experienced instability issues and currently all solar installations are disconnected from the system. At the time of the in-country consultation, the Power utility was working with Mitsibushi Electrics to solve the problem to enable the resumption of PV penetration into the system.

Suggested ways forward for RE in Niue were noted as:

- The 4 solar installations on Niue were designed and installed by different companies. The instability issue with PV penetration into the system will continue until we find a solution or solutions to overcome the problem.
- To achieve the 80% power generation from solar, Niue need to look at it at a bigger scale.
- Design and install a system that can generate 80% electricity from solar as main source of power and retain only 2 generator engines at the power house as back-up.
- Training of our own people in renewable energy technology is very important and to be included in our HRD Plan. There are opportunities in different programs outside Niue that we can tap into. We are behind in this technology by about 40 years and we have a lot of catch up.
- **Climate Change Adaptation – Ministry of Natural Resources (Agriculture, Fisheries & Forestry, Environment & Niue Meteorology) – Director-General – Dr. Josie Tamate.**
  - The Ministry’s goal/roles are:
    - Promoting sustainable use of natural resources
    - Providing reliable weather and climatic information for the Niue public
    - Building/enhancing Niue’s resilience against climate change impacts
    - Facilitating/promoting the implementation of the Climate Change Policy and JNAP

It was noted from the presentation that Niue has the following Climate Change related policies/principles in place:

- Niue National Integrated Strategic Plan and Vision: Niue ke Monuina
- Climate Change Policy 2009
- Joint National Action Plan for Disaster Management and Climate Change (JNAP)
- National Communication Reports (1st and 2nd)

Four adaptation projects under the Ministry include:

- Rainwater Harvesting – GEF and IWR (Water Sector focused)
- FAO Telefood Project
- Development of Sustainable Agriculture
- Sustainable Land Management

The project has the potential for further collaboration with these projects on Niue.

Identified ways forward for the Ministry include:

- Establishing the Climate Change Division
- Launching of the Second National Communication
- Ridge to Reef Project
- EU-GIZ project on Waste Water
- Waste Management
GEF 6 Programme – identifying Niue’s priority area(s)

Department of Agriculture, Forestry & Fisheries – Food Security – Mr. Poi Okesene
There is a draft Food & Nutrition Security Policy and a draft Agriculture Sector Plan, both of which have priority focus on food security.
One of the main objectives of the Niue Draft Agriculture Sector Plan 2015 is to improve food and nutritional security for all Niue peoples and, which include:
(i) increased production of crops and livestock; and
(ii) Increased contribution of locally grown food to the diets.

One of the main needs identified for this sector was to explore pathways for commercialisation of small scale agricultural farms building on the production capacity and resilient farming systems and practices.

Niue Meteorology – Melissa Douglas/Rossy Mitiepo
The Niue Meteorological Service provides climatological, meteorological, marine, aviation, as well as tropical cyclone forecasting products and services to the Niue local community. They also provide synoptic information and climatological observations to international stakeholders and clients. The majority of the Niue Meteorological Service’s meteorological and climatological information is recorded by an Automatic Weather station, as well as a Satellite remote sensor. One of the projects recently undertaken by the Met Services was the documentation of oral weather-related stories.

Water Security – Crispina Konelio
A number of projects in the area of water security were presented:
2. An overview of Niue’s Water and Waste Institutional Arrangements:
   Three government agencies are empowered under the Water Act 2012 for Water, Sanitation and Waste management.
   - The Public Works Department, (PWD) Water Supply Division, have the overall responsibility for integrated water resource management in Niue. It includes the oversight of the influences of wastewater and agriculture activities on the water supply.
   - The Environment Department (DoEnv) is responsible for the protection and quality of the water resources, waste management, septic tank pumping and effluent disposal.
   - The Health Department (DoH) is responsible for monitoring the quality of the water sources for microbiological and chemicals. The Health Director is empowered by law to shut down a supply due to health concerns.
   - The Department for Agriculture, Forestry and Fisheries (DAFF) is responsible for the agriculture bores used for irrigation purposes as well as for the rainwater catchment units that are erected in selected plantation locations.

The National Steering Committee is the key national coordination mechanism comprising key heads of relevant government agencies and a member from a non-government organisation.
3. National STAR Ridge to Reef Concept for biodiversity conservation, and for the enhancement of ecosystem service and cultural heritage in Niue. The main objective of the project is to strengthen conservation and sustainable use of land, water and marine
areas and their biodiversity by building on their cultural heritage values through national and community actions.

4. IW Project Concept - The project aims to integrated Ridge to Reef approaches into IWRM in order to reduce environmental stress and build ecosystem and climate resilience through improved water, sanitation and waste management in Niue.

5. Complimentary SGP -
- Catchment Management Plan (Alofi-Kaimiti)- coordinate and raise awareness of land use activities at catchment area (piggeries, septic tanks, aggregates pits, plantations)
- Marine Protected Management Plan (Alofi North)- (Alofi north have 2 marine protected areas-one is a marine reserved, other marine conservation-recently opened after 8 years of close issues still people do some illegal fishing need proper policing and some proper management plan to coordinate and raise awareness)
- Coastal Fishery- Aquaculture (Hakupu) (breed sea clams, ugas, and other sea/land crabs, fish for village food security)
- Ecotourism-Hand Dug Well (Alofi South) (a hand dug well to become scenic site or education purpose for students, it was dug during WW2 by US Marines, including the establishment of the Niue Airport.

Schools TVET – Mr Charles Ioane
Mandate – Education Act 1989
Niue Schools TVET Curriculum Framework plus four curriculum pathway guides developed under PRIDE project-FNCT (hospitality), ICT (technology), Agriculture, Horticulture & Technology. School budget is not sufficient to fund resources to ensure a fully operational TVET curriculum. In 2014, NHS received consent to assess the Certificate in Tourism Lev 2. At least students who enrolled on this course will leave school with NCEA Levels 1 & 2 plus Certificate in Tourism Lev 2. NHS will continue to seek consent to assess and seek approvals from NZQA and Industry Training Organisations for other relevant TVET courses.
- NHS is keen to work together with this PacTVET project to set up the required infrastructure/resources/equipment in the Graphics Design & Technology block for students use during the day and community use after hours and/or weekends.
- Courses offered could include; Gasfitting/Plumbing & Drainlaying, Fitter & Turner, Solar Panel installation and maintenance, Building & Construction/Joinery/Frame & Truss, Manufacture/Design/Electrical Engineering
- English and Maths teachers can teach the literacy and numeracy components of the course
- NHS delivers the NZ Curriculum and NZ National Certificates-international recognition, acceptance and can be offered in-country
- Connect learning with earning-students who understand the relationship between learning and career skills are more likely to make a successful transition from school to career
- NHS is keen to develop a common vision for all partners-educators, business partners and the community/donors – need to enhance this partnership to provide a more qualified and competent workforce
- Demand high expectations for all students – some students learn better if theory is combined with practical skills

Niue Chamber of Commerce – Ms Roxathina Falepeau
Three key initiatives were being set up by the Niue Chamber of Commerce. These include:
Youth employment scheme (YES) which caters for years 12/13 students for work experience in the private sector – noticeable trend towards the agriculture sector.

- Eco-tourism opportunities
- Special projects with IUCN including the promotion of bicycles as main transportation.

National Training and Development Unit – Mrs Tanya Tagelagi
The Unit provides Secretariat services to the National Training and Development Council through ongoing operational tasks in the oversight of scholarships and training awards. It also acts as Coordinating Agency for the processing of eligible candidates for training through the Australian Pacific Technical Colleges (APTC) within the Pacific region, and processes all training proposals that are submitted through the HRD unit for discussion by the NTDC. The Unit also provides up to date and accurate information of all training scholarships and funding availability.

Scholarships are offered for the following training programs:

- Long Term (more than 1 year), Commonwealth Post Graduate (NZ only), NZPS (New Zealand Pacific Scholarships – NZ or regional), People’s Republic of China (PROC) tenable in China, APTC (Australia Pacific Technical College)
- Short Term (up to 6 months), capacity building on overseas attachments
- Correspondence – USP, Open Polytechnic, Massey University, others

USP-EU GCCA Project – pt time Consultant, Birtha Richmond-Togahai
The USP-EU GCCA project commenced in Niue in 2012 after the Premier signed off the USP & EU GCCA Agreement in Vanuatu in 2010. This project was one of the offshoots of the 39th Pacific Islands Leaders Forum in in Niue 2008 under the Niue Climate Change Declaration. 15 countries including Niue (Makefu, Tamakautoga & Avatele) with 40 pilot sites became the base of implementing the Climate Change Adaptation community engagement component of this project.

Avatale Community Adaptation Plan – EUGCCA Project, USP – Loseligi Siakimotu
The workshop was informed about development of an Adaptation Plan 2014 – 2024 by the Avatale community through participatory process that included multiple stakeholders and provided empowerment for them. The process enabled community ownership of the plan in every step of its development. Through the Plan, the community was able to:

- Identify strategic direction
- Identify key Adaptation Priorities for Action – and also identify skills and types of training required for up-skilling and empowering of communities, in turn building resilience towards the impacts of Climate Change.
- Align their Community Adaptation plan with National Plans & Policies
- Promote Good Governance.
- Harmonise the activities to avoid clashes with other activities the community is involved in.

Gaps
- This Community Adaptation Plan will be used to attract new funding from other donors to implement activities beyond the budget allocated for under the USP-EU GCCA
- There is an urgent need for qualified expertise to check gas bottles and maintenance of gas stoves in the homes as well as solar panels;
- Need for certified plumbers/carpenters to assist with recovery during disasters rather than wait for government personnel;
- Need for community members trained in Loss & Damage Assessment skills to provide immediate report following a cyclone or disaster;

USP Niue Campus – Mrs. Maryanne Talagi

An overview of courses provided by distance learning through Niue Campus was provided. These included courses provided through the USP Pacific TAFE such as project management. The Campus was also identified for providing access to those training programs that would be delivered online.

Taoga Niue – Ms Moira Z Enetama

Important linkages between Sustainable energy, climate change adaptation & Taoga Niue Linkages & Strategic arrangements: National and Taoga Niue Vision, Mission & Core delivery. Taoga Niue core function aligns with the Vision for the Niue National Strategic Plan 2009-2013 & 2014-2018; ‘to build a Sustainable future that meets our economic & social needs while preserving environmental integrity, social stability & Niue culture. Taoga Niue Vision—the sovereign and ethnic standing of the people of Niue will be secured and will thrive as the driving force in the development & sustainability of Niue and its people. The Department’s Mission therefore; ‘to provide effective & efficient coordinating, monitoring & facilitation role in the promotion and strengthening of Niue cultural heritage values, language and identity. The Department promotes all aspects of work associated with taoga Niue, keeping the public informed of any dangers threatening the intangible cultural heritage of Niue and activities carried out for the purposes of safeguarding that heritage.

Taoga Niue assists government, communities, groups in developing and sustaining family, village and Niue heritage/taoga under the traditional knowledge umbrella. It record, teach and use traditional knowledge through Niue living, survival and livelihoods-life skills, nurturing and gathering of resources such as food, vital weather and climate related information and sustaining meaningful relationships for all sectors as mandated under the legislation of Taoga Niue Act 2012-Traditional Knowledge-Context, Uses and Protection.

3. Consultation Methodologies

In trying to maximise output various methods of consultation were employed in this in-country mission. Determining which methodology to use depend on various factors ranging from availability, distance and timing. The following are the methods employed to capture the required data during the in-country mission:

3.1. Consultative Workshop/Meeting (TNGA)

A consultative workshop is a consultation with stakeholders in a venue where the agendum for discussion or consultation is done for all at once. This was the methodology employed for the first two days during this in-country mission. This methodology was employed because it used the forum to draw ideas and consolidates them.
3.2. **One-to-one Consultations (Interview)**
In a situation where stakeholders cannot make it to the consultative gatherings, due to other commitments, a one-to-one or face-to-face meeting or interviews are done. This was also employed where for a number of stakeholders who could not attend the consultative workshop.

3.3. **Internet – Online**
This was used for searching for further information or publication of Reports or Policies. Not only that but to confirm or double-check on information given.

3.4. **Literature Review**
This forms the basis for evaluative report of information found in the literature related to technical, vocational education and training with the subject of sustainable energy and climate change as the content. Various literatures were consulted, within the education, energy and climate change sectors, on policy frameworks and national action plans or development strategic plans. Most Policy frameworks (regional and national) were reviewed and those were used as the basis for consolidating future SE and CCA demands or needs in country.

3.5 **Limitations**
Not all invited stakeholders attended the consultation and it was not possible to visit all stakeholders in the time allowed for the mission. Obtainable literature surrounding educational strategy and labour and sector statistics was mostly out of date – at least 5 to 10 years old. Participation/input from some key stakeholders on these matters – it was not possible to consult with all potential stakeholders in the time allowed for the in-country mission.

4. **Status Quo - Relevant National Policies and Frameworks and Sectoral Review**
All national policy frameworks and their associated action plans set out principles and suggested initiatives designed to guide and support the development and implementation of national activities consistent with the these policy frameworks’ visions and goals. The Forum Leader’s endorsement of the Pacific Islands Framework for Action on Climate Change in 2005 and the Framework for Action on Energy Security in The Pacific (FAESP) in 2010, demonstrated that sustainable energy and climate change adaptation are therefore top priorities for Pacific Island governments.
4.1. Education Sector

There is no current national TVET Policy – other than the Niue Schools TVET Policy as mandated under the Niue Education Act 1989, Part 3- Establishment of Schools; There shall be established in Niue such government schools, instructions, classes etc. as Cabinet considers necessary for the purposes of;

- Providing pre-school education, primary school education, intermediate and secondary education, special education
- Continuing education for communities
- Provision for the training of technical skills, trades including cultural arts and crafts and any form of education or instruction which the Cabinet may determine as necessary and appropriate for the people of Niue.

The Department of Education Vision under the Niue Education Corporate Plan 2014-2018 aligned to the Niue National Strategic Plan 2014-2018;

Vision

‘Inclusive lifelong learning as the pathway to prosperity-Fakatuleva e Moui Fakaako ko e Halavaka ke he monuina’.

Niue Schools TVET Policy

Vision:

To provide and sustain a quality, relevant and balanced TVET curriculum, incorporating traditional and cultural principles, practices and values, maintaining Niue’s unique identity, to raise student achievement in partnership with the Private Sector and the Wider Community.

Mission:

To provide and sustain a quality relevant service to enable all as lifelong learners, and to become responsible citizens responding to change and make appropriate moral choices that contribute to the human and skills needs thus fulfilling national aspiration.
There is only one high school with its curriculum noted as too academically driven. The Education system in Niue follows the NZ Qualifications Framework/NZQA with content contextualised to suit the local environment. However, in 2009, Niue Schools TVET Curriculum Framework plus 4 curriculum pathway guides developed under PRIDE funding – FNCT (hospitality), ICT (technology), Agriculture & Horticulture & Technology was launched. No funding for resources as yet. NHS has yet to implement the above Framework. There will be robust discussions to find a way forward on how we could implement this TVET programme as a way of integrating the aspects of Climate Change Adaptation, Sustainable Energy and Disaster Risk Reduction into the Niue High School TVET Framework. In 2014-NHS received consent to assess Certificate in Tourism Lev 2- students who enrolled will leave school with two to four qualifications, NCEA Levels 1, 2 & 3 & Certificate in Tourism;

NHS continues to seek consent to assess/approvals from NZQA and Industry training Organisations for other TVET courses. There are Vocational Pathways from the New Zealand Qualifications Authority (NZQA) Curriculum that the students can select from as a basis of their career studies. Students can leave school with NCEA Levels 1, 2 & 3 with Certificate in Tourism or a Certificate in a Vocational pathway. A new initiative commencing in 2014 is the Careers Education within the school to assist students select subjects that aligned with their further studies/future careers. Teachers will also assist with directing the not so-academically inclined students towards vocational pathways. After completion of Year 12/13, the only option for further studies is in NZ or USP next door. However, with the current TVET programme, the Department of Education anticipates the provision of expertise and funding from this PacTVET project to enhance implementation.

4.2. Energy Sector

According to the NIUE NATIONAL ENERGY ACTION PLAN (2005) Niue has very limited indigenous energy resources (solar, biomass, wind and tidal energy) and faces a growing dependence on imported petroleum and a range of environmental and public safety issues related to petroleum supply. Additionally, the country has limited technical expertise and very limited financial resources (with a GDP of around 15-16 million USD). Since 2005, Niue has been carefully considering both the future role of the energy sector in the nation's development and, importantly, the approach that Government will take in securing a sustainable supply of energy. Some impressive gains have been made. Niue spends around US$1.9 million on fuel imports, nearly one third of Niue’s foreign aid income. Diesel fuel for the electricity and transport sector accounts for the biggest portion of fuel imported into Niue, with over 60% of diesel used for electricity generation. Petrol imported into the country is mainly used for transportation.

Through the implementation of the National Energy Policy (2005) the Government has increased the contribution of the energy sector to the welfare of the nation in an efficient, equitable and sustainable manner. The energy policy has functioned as part of the nation's overall development strategy. In this regard, the Policy recognized the pivotal role of the Niue Strategic Development Plan and relevant legislation. The energy policy includes a commitment to energy efficiency and renewable energy. Under the National Action Plan, Niue committed to convert 30% of all electrical generation to renewable energy by 2013 and 100% by 2020.
Key for the EU-PacTVET project is that one of 3 “Management Actions” in the National Energy Action Plan is that the policy is to “Ensure capacity building and training in energy related issues.”

Niue Power Corporation (NPC) is the nationally owned power utility and reports to the Secretary for Government. Currently, all electrical generation and energy efficiency programmes, both for renewables and fossil fuels, comes under the NPC, which has 19 employees. Petroleum tenders are managed by the Department of Bulk Fuel. Fuel is delivered about once every three months. The retail price is set by the Government and a tax of NZD 0.10 (USD 0.082) per litre is applied to diesel fuel, petrol (gasoline) and jet fuel. Imports have risen rapidly over the past decade despite the declining population. LPG is imported by private sector operations.

Over a 5 year average (2006–2010), NPC generated 3.4 GWh of electricity of which 2.9 GWh was sold, recording an estimated 13% distribution loss annually.

Prior to 2008, electricity for cooking and water heating accounted for most of the energy consumption at the household level. Through the REP-5 Programme (2006–2010, 9th European Development Fund), solar hot water systems and LPG cook stoves were installed in households around Niue benefiting 70% of the population (300 household). Most of the homes in Niue prior to this were cooking using electricity, so the use of LPG has brought energy efficiency savings.

In terms of renewable electricity generation in Niue, three grid-connected solar PV systems totalling 52.5 kWp were installed in 2009 by the REP-5 Programme. Additionally, 3 kWp is installed as a large solar home system on the only home that is not on the grid – all households in Niue have access to electricity. The grid-connected solar PV systems are also estimated to save 18,000 litres of diesel fuel a year and contribute some 2% in clean electricity production.

Traditional biomass use for cooking has declined in recent years, and biomass has not been identified as a resource that people want to use for electricity generation or biofuel production. However, wind is an economically exploitable resource for electricity generation, with over 10 years of data available to show this. Solar is also a resource that has not been used to its full potential and represents an area for renewable energy technology growth.

However, over the next 12 months, “the Government of Niue is expecting savings to the tune of NZ$137,000 per annum with the recent commissioning of their solar photovoltaic system project. The US$4 million initiative is expected to provide significant benefits to the people of Niue through the supply of solar-generated electricity throughout the entire island nation.

The project, developed and implemented by the Government of Niue, is funded through the Government of Japan’s Pacific Environment Community (PEC) Fund which is administered by the Pacific Islands Forum Secretariat.

In addition to the considerable savings to government expenditure, it is also anticipated that the PEC funded solar project will reduce GHG emission by 329 tons per year.” Hann Roldan, 2015, www.solarapac.org
It is now anticipated that solar will make a major contribution to electricity generation in Niue.

4.3 Climate Change

The Climate Change Policy for Niue was developed in 2009. The Vision of the Policy is for “A safe, more resilient Niue to impacts of climate change and towards achieving sustainable livelihoods”. Its goal is “To promote understanding of and formulate appropriate responses to the causes and effects of climate change in support of national sustainable development objectives”.

There are 6 main objectives that include: Awareness raising; Data Collection, Storage, Sharing and Application; Adaptation; Mitigation; Governance and Mainstreaming; Regional & International Cooperation with the anticipated improved awareness; sound and reliable information for planning and assessment; strengthened national capacity to respond to climate change; targeted action on climate change mitigation and adaptation.

Niue is yet to decide where Climate Change should eventually sit. Climate Change work is divided amongst the Ministries.

Under the Ministry of Infrastructure, there is the Department of Communications, Department of Transport and Department of Utilities (Niue Power, Bulk Fuel).

At present, the Ministry of Natural Resources with Department of Agriculture, Fisheries and Forestry facilitates Food Security projects, Sustainable Land Management, Department of Environment facilitates the SPC-GCCA, PACC amongst other projects and Niue Meteorology who are also in charge of other CC projects. The Ministry of Social Services has Education, Health (Climate Change Plan), Justice, Lands, Survey & Community Affairs and Taoga Niue (traditional knowledge).

5. Consultation Analysis

5.1 Training Needs and Gaps Analysis (TNGA)

Participants were divided into 2 groups and asked to identify the needs in the areas related to Climate Change Adaptation and Sustainable Energy. The following needs were identified:

For Climate Change Adaptation
- Training on waste management (re-use/recycle/reduce)
- Need to have people trained in quality data collection and analysis;
- Need for training on life-skills/adaptation skills (vaka-making, traditional food preservation techniques, house-building, documenting of weather-related TK stories, weaving), document medicinal plants/herbal medicine for the knowledge of younger generations to build resilience of communities & encourage SMEs.
- Need for training for certified plumbers;
- Need for training on organic farming principles.
- Need to include life-skills vocation training courses into curriculum.
• Training for communities on Loss & Damage Assessment following a cyclone so communities can get on with it rather than wait for Government, proposal development, project administration, finance, monitoring and evaluation.

For Sustainable Energy:
• Training on new renewable energy technologies (installation and maintenance);
• Training on maintenance of existing technologies;
• Training on quality data collection and documentation;
• Training on Project Management (Budget Harmonisations –Donors, Suppliers and Contractor) and M & E.
• Training for certified electricians
• Simple template so households can monitor monthly electricity usage

In addition, an overarching need identified was the need for refresher courses to maintain and up-skill trades in the Sustainable Energy and Climate Change related areas.

6.0 Discussions and Recommendations
A summary of discussions include:

• Since consultation workshop, Niue Department of Education is seeking PacTVET assistance towards the development of the National TVET Policy.
• There was a strong call for scholarships to be offered for TVET programmes.
• APTC previously provided scholarships for electricians training out of country. However, this is the final year such scholarships are being offered and only for experienced and skilled workers;
• Many Climate Change related projects are being implemented in Niue that the project can collaborate with (eg. Training in waste management, organic farming, and plumbing).
• With a population of only approximately 1,600, there is a serious lack of man-power to cover the national commitments/obligations.
• The question was raised about whether it would be feasible to send people overseas for training or bring trainers in-country to provide training.

Recommended ways forward that PacTVET could provide support in:

• Development of vocational courses in life-skills for offer at Niue High School in conjunction with the National Cultural Centre, Taoga Niue.
• Collaboration with PIPSO for training on basic entrepreneurship skills.
• Offer of online courses on project management through the USP Campus.
• Training for trainers – certified plumbers/electricians/gas fitters etc
• Development of hands-on training for plumbing, electrical wiring, cleaning of new rainwater harvesting systems, cleaning of solar panels in the homes, installation & maintenance of RE technologies
• Training on how to assess loss and damage following a cyclone or other natural disasters such as drought etc.
- PacTVET can fund trainers/instructors & some equipment and use Niue High School Department of Graphics’ Design & Technology during the day for students and after hours/weekends for community training;
- Need further consultation with ICC and Cultural Centre on fine-tuning details on vocational courses and at what level in high school this will be introduced.
- Training on project management, cost benefit analysis and monitoring and evaluation

**7.0 Consultation Outcome:**

Present and future market demand for TVET in Niue has been identified and existing training supply initially identified but needed for further elaboration. The priorities for future project activities will need to be narrowed at the Regional Inception Meeting.

EU PacTVET could help with specific issues related to CCA and SE as well as up-skilling identified training provider(s) in Niue. USP Niue Campus has the infrastructure in place to facilitate potential regional online courses such as project management and the Climate Change practitioner’s course.

By providing a “skill-set” approach to CCA and SE training EU PacTVET could go some way to providing educational linkages to economic priorities and job creation – especially in the areas of renewable energies such as solar and in project management and conservation as funding for projects in these areas is set to continue. EU PacTVET can also help with food security issues from a community-based subsistence living to resource management and conservation on a professional level.
### Appendix 1: In-country Consultation Programme

**NIUE PACTVET NATIONAL LEVEL CONSULTATION WORKSHOP**

**Venue:** Niue Golf & Sports Club, Fonuafula, Alofi

**Wednesday 24th - Thursday 25th JUNE 2015, 9.00am-4.00pm**

**PROGRAMME**

<table>
<thead>
<tr>
<th>DATE</th>
<th>Scheduled Activities</th>
<th>Stakeholder</th>
<th>Discussion Topics</th>
<th>Venue</th>
<th>Comments</th>
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<tbody>
<tr>
<td>24 June 2015: DAY 1</td>
<td>Workshop Starts</td>
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<tr>
<td>9.00am</td>
<td>Registration</td>
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<tr>
<td>9.15am</td>
<td>Welcome and Introduction to Workshop</td>
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<td>Outline EU-PACTVET Project</td>
<td>Niue ICC</td>
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<td>Outline Rationale</td>
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<td>Objectives/Purpose</td>
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<td>Country Expectation</td>
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<tr>
<td>9.20am</td>
<td>Gauging linkages to Sustainable Energy and Climate Change Adaptation</td>
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<td>First presentations: Stakeholders Presentations (5-7 minutes)</td>
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<td>Renewable Energy: Ministry of Infrastructure - Director-General, Mr Andre Slahihe</td>
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<td>Water Security: Ministry of Natural Resources-Director-General, Dr Josie Tamate</td>
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<td>School-based TVET: USP-EU GCCA - Niue ICC</td>
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<tr>
<td>10.15am</td>
<td>Continue with Stakeholders Presentations</td>
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<td>Dept of Environment - PACC-Seuui Tongatoula &amp; Haden Talagi</td>
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<td>Water Security - Crispin Koneio</td>
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<td>Ministry of Social Services - Director-General, Mrs Gaylenni Tamate &amp; Mr Charles Ioane</td>
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<td>10.30am</td>
<td>Morning Tea Break</td>
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<tr>
<td>11.15am</td>
<td>Group Work - Discussion - Aspects of each Sector relating to Sustainable Energy and Climate Change-Linkages outlined</td>
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<td>Employees divided into two main groups: SE (Sustainable Energy) and CCA (Climate Change Adaptation) Depending on the number of participants, suggest 5 groups for SE and 3 for CCA</td>
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<td>Facilitators for Sustainable Energy groups:</td>
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<td>Group 1: Andre Siahani Topic: Motor Mechanics &amp; Electrical Wiring</td>
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<td>Group 2: Jay Talagi-Sector: Refrigeration &amp; Renewable Energy Technology</td>
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<td>Group 3: Sony Talagi-Sector: Sustainable Sea Transport</td>
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<td>Facilitators for Climate Change Adaptation Groups:</td>
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<td>Group 1: Brendon/Poi-Sector: Food Security &amp; Forestry</td>
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DAY 2 - Thursday 25 June 2015

Training Needs and Gap Analysis

9.00am  Presentation on Training/Technical Needs and Gap Analysis - Basic Outline  Ms Leigh-Anne Bulmunua

9.20am  Discussion on handout TNA Survey for all participants to complete  Niuwe ICC/PCMU

9.45am  Binary Session: Creating National and Regional Capacity and technical expertise to respond to CCA and SE challenges - SOG; DGs for Infrastructure, MoIIS, Natural Resources and Resource experts - Sauni Tongatūle, Brendan Passi, Tony Edwards, Deva Talagi

10.15am  Morning Tea Break

10.30am  Part 1 Group Work: National Training Needs in SE and CCA

Group Work - Work out the technical skills needed for each Sector and identify skills already filled  6 Sector Groups - Participants will be given a number from 1 – 6 as they come in.

2. Sustainable Sea Transportation - Facilitators: Deva Talagi & Sonya Talagi
3. Climate Change Adaptation - Food Security (Agriculture and Forestry & Fisheries) Facilitators: Brendan Passi & Poli Okesene,
4. Disaster Risk Reduction: Vulnerability and Adaptation assessment - Facilitators: SOG, Mr Richard Higa & COP, Mr Tony Edwards;
5. Water Security - Facilitator: Crispina Kornelo
5. Project Management-Angela Managi

11.00am  Group Presentations - Groups 1, 2, 3, 4, 5 & 6  12.00pm-1.00pm

Lunch Break

1.00pm-1.30pm  Group Work - Part 2 - Use the information collected in Part 1 Tasks: Group 1 Discussion Topic: Facilitators: Mr Andre Sionane & Dr Josie Tamea: “Gauge out the technical skills required/demanded by the industries in Niue, present and future. Rank them in order from HIGH DEMAND to LOW DEMAND

Group 2: Discussion Topic: Facilitators: Seuni Tongatūle & Managi Polihaga - “Identify technical institutions in the country (formal and non-formal) that provide formal and informal technical skills in SE and CCA. List down the following:

- Courses
- Durations
- Awards/accreditation
- Equivalent course and accreditation in the region and internationally; and
- Potential industry(ies) that needs such skills.”

Participants are divided into 5 Groups  3 Main Groups
**Group 3 Discussion Topic:**
Facilitators: Meryanne Tokagi & Loeleki Sekimoku: “Gauge out the technical skills and knowledge required for communities to be better equipped to adapt to the adverse effects of Climate Change.

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<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>1:30pm</td>
<td>Group Presentations – Groups 1, 2 &amp; 3</td>
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<tr>
<td>2:00pm</td>
<td>Matching the Industries Demand to the Technical Skills Training Courses Supply Group 1 &amp; Group 3 Group 2 - Group 2 to split up between Group 1 and Group 3 and do the Demand and Supply matching</td>
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<tr>
<td>2:30pm</td>
<td>Group Reporting – Matching Supply and Demand Summaries 1. Group 1 (half of Group 2) 2. Group 3 (half of Group 2)</td>
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<tr>
<td>3:00pm</td>
<td>SUMMARY &amp; CONCLUSION OF THE WORKSHOP</td>
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<td>3:30pm</td>
<td>Afternoon Tea Break</td>
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## Appendix 2: Participants List
### EU PACTVET – Niue In country consultations 25-26 June 2015

### Registration Sheet

<table>
<thead>
<tr>
<th>Name</th>
<th>Designation/Position</th>
<th>Ministry/Organization</th>
<th>Physical Address</th>
<th>Email</th>
<th>Phone Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Tanya Tagelagi</td>
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</tr>
<tr>
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<td>Tamakautoga Village Council</td>
<td>Tamakautoga</td>
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</tr>
<tr>
<td>4 Cherie Morris-Tafatu</td>
<td>Assistant Director</td>
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<td>Halamahaga, Alofi South</td>
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<tr>
<td>5 Lavea Puheke</td>
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<td>5674</td>
</tr>
<tr>
<td>6 Moira Enetama</td>
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<tr>
<td>7 Darren Tohovaka</td>
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<tr>
<td>10 Sonya Talagi</td>
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<td>5911</td>
</tr>
<tr>
<td>11 Haden Talagi</td>
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</tr>
<tr>
<td>12 Crispina Konelio</td>
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<tr>
<td>13 Mellisa Talagi</td>
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<td>14 Poi Okesene</td>
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</tr>
<tr>
<td>15 Dr Josie Tamate</td>
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<td><a href="mailto:Josie.tamate@mail.gov.nu">Josie.tamate@mail.gov.nu</a></td>
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### Name

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<th>Phone Contact</th>
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<tr>
<td>16 Fakahula Mitimeti</td>
<td>President</td>
<td>National Council of Womens</td>
<td>Makini Hall, Main St, Alofi</td>
<td><a href="mailto:Deve.talagi@mail.gov.nu">Deve.talagi@mail.gov.nu</a></td>
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</tr>
<tr>
<td>17 Deve Talagi</td>
<td>Director</td>
<td>Department of Utilities, Ministry of Infrastructure</td>
<td>PWD, Fonuakula</td>
<td><a href="mailto:Deve.talagi@mail.gov.nu">Deve.talagi@mail.gov.nu</a></td>
<td>4297/5263</td>
</tr>
<tr>
<td>18 Maryanne Talagi</td>
<td>Campus Coordinator</td>
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