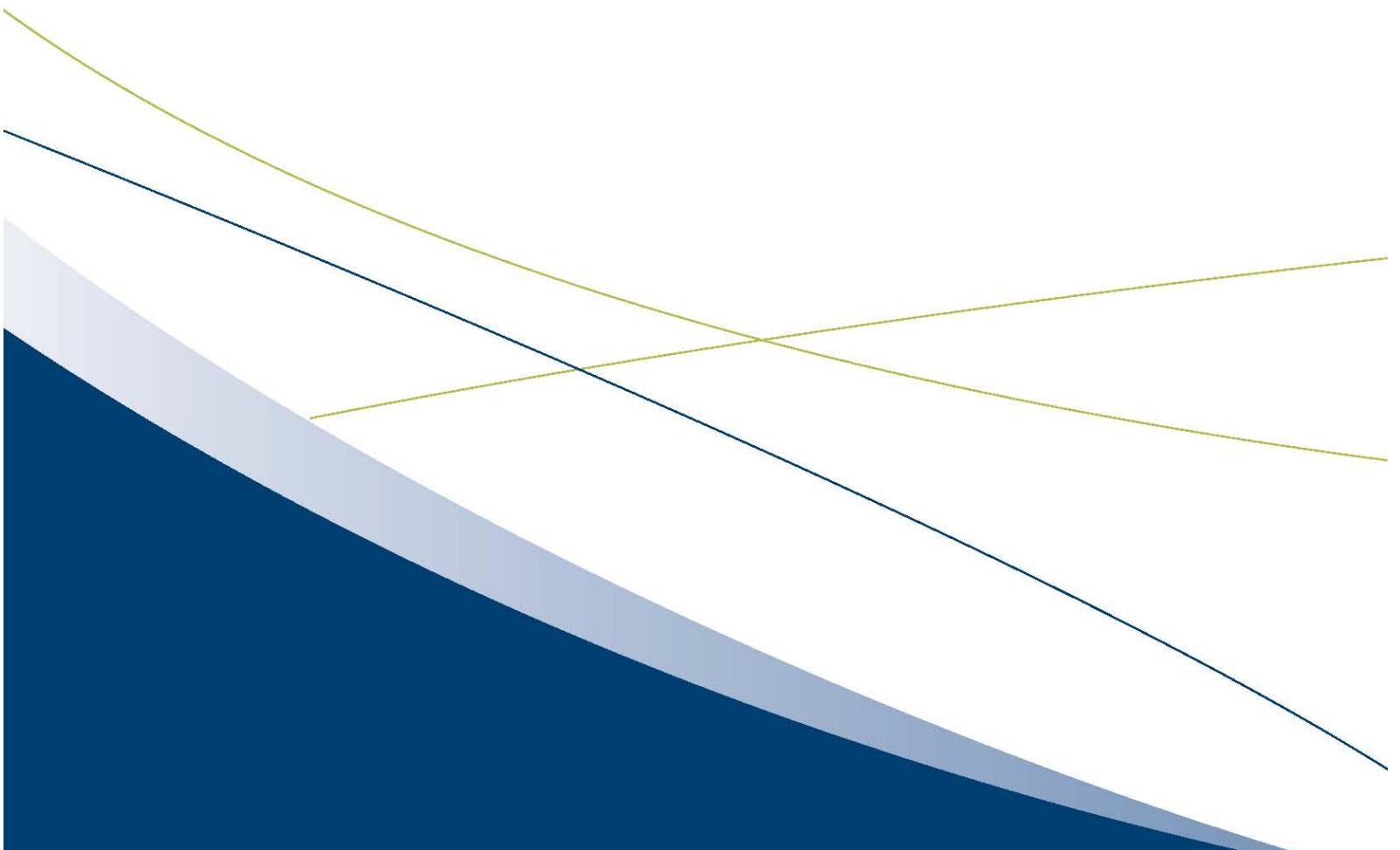


**Vanuatu Technical and Vocational Education
and Training Sector Strengthening Program
Phase 2**

Work Plan
June 2012 – January 2013



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1.0 Introduction

The previous Annual Plan prepared by the Program (2011-2012) was anticipated to be the final Annual Plan of the Phase 2 Program, given the scheduled completion date of 30 May 2012. However, due to delays in the Phase 3 Design and Tender process, the Program was officially extended to September 2012 and it is now expected that a final extension will be made until the end of January 2012, however, at the time of writing, the Managing Contractor, GRM, has yet to receive official notification.

Despite this further extension, it has been agreed with the AusAID Post that the Program will continue to undertake its completion and transition activities as originally planned under the first extension; Final Evaluation data collection and analysis will be conducted throughout May and June with a report submission date of July 2012 and the Activity Completion Report, which will be significantly informed by the Final Evaluation will be submitted in November 2012. It has been advised by the AusAID Post that the final month of the Phase 2 Program, January 2013, will be a transitional “hand-over” month between the Phase 2 and Phase 3 Managing Contractors.

This Work Plan therefore functions as an addendum to the 2011-2012 Annual Plan and provides a detailed overview of the key activities planned across the three focus areas of Program implementation – TVET Systems, Provincial Coordination, TVET Centres. Activity and associated costs and resourcing have been mapped until the end of December on the assumption that official notification of the final extension will be forthcoming. It is planned that these three months will be devoted to the maintenance of ongoing service delivery activity and preparation of Program operations and staff for transition into the third phase.

2.0 Work Program

2.1 TVET Systems

2.1.1 Governance

The Program will continue to support reform of the national TVET system and the implementation of the National TVET Policy. There are three key recommendations in the National TVET Policy upon which much of the achievement of overall policy objectives will be dependent:

- 2.1 The MYDST develops and implements a clear management structure for the oversight of TVET delivery and resources.*
- 2.2 The MYDST appoints the Council of the VNTC ensuring broad stakeholder representation particularly from the productive sector.*
- 2.3 The Government of Vanuatu supports the review and amendment of the VNTC Act with particular attention being given to the name of the agency, the structure and composition of its governing council, clear expression of agency structure including the provincial training boards, clear statements of quality assurance principles, the scope of the agency's regulatory powers and funding mechanisms.¹*

In response to a letter from the Government of Vanuatu (December 2011) AusAID indicated its approval (February 2012) for the Program to provide direct support for:

- the review and restructure of the DoYDST TVET Division in order for it to better meet its National TVET Policy implementation mandate, and
- the review of the VNTC Act and the redrafting of revised or new legislation as appropriate.

The Program supported the development of a *National TVET Policy Implementation Plan* which was launched in March 2012 by the Minister Youth Development Sport and Training at the conclusion of a workshop designed to brief key TVET sector stakeholders on Government TVET Policy implementation priorities. The restructure of the DoYDST and the review and revision of the VNTC Act were cited as the two top priorities by the Government at the workshop.

These two major activities will form the basis of the Program's planned TVET System activity for the June to December period of this Plan.

Specific activities will include:

- Finalisation of a Concept Paper detailing the rationale and possible structural changes to the DoYDST TVET Division and the VNTC.
- Support for the management of the consultative process including the broad and bilingual distribution of the Concept Paper, the collation of submissions and the incorporation of

¹National TVET Policy P9

stakeholder viewpoints into the finalisation of proposed structures to be presented at a final consultative workshop.

- Support the development of new DoYDST structure documents, including position descriptions for all personnel in the new structure, for submission to the Public Service Commission for approval.
- Support the redrafting of the VNTC (or its successor) Act with assistance from John Murn (AusAID Legal Adviser).
- Assist with any additional documentation required to support the approval of the new act by the Council of Ministers.

2.1.2 Implementation of new DoYDST structure

On the assumption that new structures will be approved by the PSC, there will be a requirement for substantial human resource management activity including development of position descriptions, recruitment and induction of new staff.

At the same time a nationwide communications strategy explaining the changes to the governance structures for the national TVET system including new roles and responsibilities will need to be developed and implemented.

Specific activities will include:

- Based on PSC approval and budget availability, assist DoYDST commence implementation activities including finalisation of position descriptions and induction of new personnel.
- Assist the DoYDST develop and implement a national communications strategy explaining changes to the national TVET system.
- Assist the DOYDST develop a monitoring and evaluation system to guide on-going and systematic policy review and planning.
- Support the DoYDST develop a Strategic Plan for TVET as a basis for a 3 year rolling evaluation and review of the TVET sector's strategic directions.

2.1.3 Implementation of new VNTC² (or successor) structures and processes

It is currently proposed under the new arrangements that the DoYDST Director (TVET) will become the Chair of the VNTC whose first task will be to nominate to the Minister candidates for the new Board. There will then be a need to induct the new Board to the new principles and processes of the VNTC as provided in the new Act and to prepare them for their role as Board Members.

If a new authority is created under a new Act substantial human resource management activity will be needed including development of position descriptions, recruitment and induction of staff.

A nationwide communications strategy explaining the changes to the VNTC and the new regulatory environment will need to be developed and implemented.

² for the purposes of this plan the agency will continue to be referred to as the VNTC but there is a strong likelihood that there will be a change in name to reflect broader post school quality assurance responsibilities under new arrangements

Specific activities will include:

- Assist the DoYDST Director (TVET) prepare documentation in support of recommendations for VNTC Board membership to the Minister.
- Assist the DoYDST Director (TVET) plan and conduct activities to induct new Board members into roles and responsibilities as specified in the new Act.
- Assist the VNTC CEO develop and implement a national communications strategy informing key stakeholders, especially post-school education and training providers.

2.1.3 Funding

Funding remains a critical risk to the longer term sustainability of the sector. The National TVET Policy calls for a comprehensive analysis of funding sources and recommends a feasibility study into the establishment of a National Training Fund.

AusAID has commissioned a regional study on TVET funding and financing. Vanuatu has been identified as one of the first countries to be included in the study.

Specific activities will include:

- In consultation with AusAID, assist the DoYDST provide input into the study as required and assist the DoYDST analyse and interpret the studies findings.
- Assist the DoYDST develop recommendations to Government in response to the study's findings.

2.1.4 Implementation arrangements

The National TVET Policy recognises that the lack of suitable teaching and learning materials is a major barrier to flexible training delivery in response to skill demands.

There is also strong interest in extending TVET delivery into the school system. It is therefore timely to consider the expansion of the existing TVET qualifications framework into a national qualifications framework and establishing pathways between schools, TVET, and higher education.

Specific activities will include:

- Continue to assist the VNTC establish a library of accredited courses with supporting teaching, learning and assessment materials that are relevant to the Skills Development Plans and ETF course requirements in Sanma and Malampa.
- Under the provisions of the new Act, assist the collaborative development of a National Qualifications Framework incorporating equivalent levels and pathways between the school and post school education and training.

2.1.5 Decentralised service delivery

With the implementation of new structures in the DoYDST and the VNTC continuing emphasis will need to be placed on improved provincial service delivery and the role of PTBs.

Specific activities will include:

- Work with the VNTC to implement the roles and responsibilities for Provincial Training

Boards as specified in the new Act.

- Support the DoYDST develop documentation related to the establishment of a national network of TVET Centres supporting the delivery of TVET services at the provincial level with direct advisory support from Provincial Training Boards.
- Continue national advocacy of the decentralised TVET Centre model.

2.2 Provincial Coordination

2.2.1 Coordinated Training Needs Analysis

The TVET Centres, in partnership with the Provincial Training Boards (PTB), will continue to use the Sanma and Malampa provincial *Skills Development Plans* in determining provision of Accredited Trainings (AT) and Business Development Services (BDS) activity funded through the Employment and Training Fund (ETF).

Continuing attention will be directed to raise awareness of TVET Centre operations among productive sector structures and focal people, as well as building local partnerships, to ensure that information regarding training needs for provincial development is refined and built upon.

Specific activities will include:

- Ongoing initiation of TVET Centre ETF trainings and BDS activities in line with *Skills Development Plans* and assessment of incoming training requests based in alignment with these Plans.
- Ongoing capacity support and targeted workshops with PTBs to assist members fulfil their skills advisory and sectoral coordination role as per the revised VNTC Terms of Reference.
- Recommendation that the revised VNTC Act stipulate that a representative from a Disabled People's Organisation be a permanent member of the PTB to strengthen inclusiveness coordination processes.
- Workshops to be held in both provinces with Area Secretaries and other key productive sector focal people to build their capacity to identify and coordinate training needs, particularly in rural and remote areas, which can then be met by TVET Centre services. Specific focus will be directed at strengthening the partnerships developed in Malampa province with the Area Development Committees to both identify and validate priority training areas, as well as participant selection.
- Recruitment and mobilisation of a local consultant to undertake a review of the current *Skills Development Plans* to ensure that at the commencement of the Phase 3 TVET Program, these critical "demand" identification/coordination documents are up to date.

2.2.2 Coordination with other TVET Sector Stakeholders

A key priority of this Annual Plan period will be to continue to strengthen partnerships that have been established with TVET sector stakeholders. During the last Annual Plan period, significant progress was made in deepening relationships with productive sector Government departments (Forestry, Fisheries, Agriculture, Tourism), which are now seeing the TVET Centres as a key coordination point for training delivery and pro-actively initiating activity for

collaboration. Relationships established with other Australian Government Programs, such as the Vanuatu Transport Sector Strengthening Program and the APTC, will also be consolidated, along with links with Disabled People's Organisations.

Specific activities will include:

- Ongoing affiliation with registered training providers of "TVET" trainers from a range of organisations and sectors.
- Building on the success of the "Agribusiness Forum" held in Malekula last November through collaboration between the TVET Centre, VCCI, Department of Agriculture, Department of Quarantine and Livestock, Vanuatu Agriculture Bank, Department of Trade and Industry and the Vanuatu Agriculture College, conduct a follow-up seminar to assess progress against the Forum's resolutions for concrete steps to achieve increased commercial production through coordination of resources and targeted training.
- Implementation of collaborative activities with the NGO, ACTIF, to a) support ACTIF's clients who have received solar systems through training in installation and maintenance and b) linking targeted TVET Centre disabled clients who will undertake training in Natangura curving with ACTIF's established markets in this area.
- Continue to support capacity building of Provincial Tourism Officers in the two provinces to improve coordination with VTO and develop effective marketing and promotional strategies with local and international stakeholders.
- Progress partnership with the Department of Industry and Trade and Department of Agriculture in coffee plantation in South West Malekula and strengthen coordination with the Cocoa Growers Association.
- Progress partnership with the Department of Forestry to support the mobile saw mill operators to assist in implementation of, and compliance with, the Vanuatu Code of Logging Practice.
- Progress partnership with the Department of Fisheries in the implementation of their national Tilapia Fish Farming priority plan.
- Work with Disabled People's Organisations in the two provinces, in partnership with the Department of Cooperatives and World Vision to deliver a customised full course in Business Management with pre-vocational training in Literacy and Numeracy.
- Build upon initial approaches made to APTC management to maximise coordination potential between the two Programs at the provincial level, particular with regard to trainee identification and effective communication processes.
- Continue collaboration with AusAID's Transport Program with regard to follow-up support to Island Based Contractors.

2.2.2 Coordination with Provincial Government

The Program will continue to build upon the partnership approach that is now well established in both provinces between the Program and the respective Provincial Governments. Due to the

current suspension of the Provincial Councils in both provinces, no direct contact will be made until further notice with these bodies.

Specific activities will include:

- Continuation of regular monthly briefings to each Secretary General to update key government officers on activities undertaken and planned by each TVET Centre.
- Continuation of monthly management meetings of Program leadership team, including the Provincial Planner.
- Facilitation of provincial government representatives taking lead role in capacity building/training needs assessment workshops with provincial Area Secretaries.
- Specific liaison and briefing with the provincial government authorities as AusAID plans for TVET sector support post December 2012 become clearer.

2.3 TVET Centres

Since the mobilisation of the Team Leader to Port Vila during the last Annual Plan period, TVET Centre management staff have demonstrated sound capacity to manage the two TVET Centres with remote support only provided by the Team Leader. During this Annual Plan period, focus will continue to be directed to strengthening the autonomous, but coordinated, operations of the two Centres, in addition to transitional planning for the Phase 3 Program and expansion into other provinces. The current quantum of service delivery through the Accredited Trainings and BDS will continue until October after which training activity will slow down, to ensure conduct of all follow-up activity (validation of completion reports, M&E data finalisation, financial acquittals) can be completed before mobilisation of the Phase 3 Program currently scheduled for January 2013. It is also recommended that, following release of the Phase 3 Design, preliminary activity be undertaken to facilitate selection of/mobilisation to other potential TVET Centre sites, as well as mapping of future staffing needs. Specific activity will include:

2.3.1 Accredited Trainings (AT)

- Implementation of accredited training plans which have been established by the two Centres in collaboration with Registered Training Providers (RTPs) and the PTBs in line with the provincial Skills Development Plans.
- Continue to address current blockages with regard to lack of training supply to meet training demand primarily through a) ongoing capacity development of RTC to access the ETF; b) advocacy of benefits of local, part-time trainer affiliation with established RTPs.
- Provide support to ETF training providers, such as the Department of Cooperatives, that have expressed desire to undertake follow-up and coaching of their trainees post-training.
- Coordinate the conduct of accredited pre-vocational literacy and numeracy trainings with targeted TVET Centre clients to maximise impact of other TVET training delivery.
- Following collaborative resolution between the VNCTC and the TVET Program of new module/course accreditation in line with the priorities of the Skills Development Plans and, building upon the work of the Curriculum Advisor, conduct first-time delivery of

accredited trainings in these key areas.

- Continue to ensure representation of disabled people in all mainstream TVET Centre trainings where possible, as well as coordinate specific module and full course delivery to targeted disabled participants.

2.3.2 Business Development Services (BDS)

- Implement planned workshop programs in partnership with key government departments across the Forestry (Saw Milling), Fisheries (Tilapia), Agriculture (Cocoa plantation and Agribusiness) and Tourism (Bungalow Owners and Tour Operators) sectors.
- Conduct of “Agribusiness Seminar” in Malekula (as per 6.2.2).
- Continue individualised coaching for the Centres’ BDS existing clients based on recommendations of BDS providers to maximise sustainability of BDS workshops.
- Conduct tailored business management workshops for registered training providers to assist them to operate with a more business-oriented focus, with particular attention to building organizational management capacity building of RTCs, in consultation with VRDTCA.
- Work with relevant stakeholders to establish business associations in key sectoral areas to support mutually supportive growth (ie: Saw Milling Association).
- Work with Department of Tourism and other relevant stakeholders to support the development of a Sanma Call Centre, based on the successful model established in Malampa.
- Continue to support the Department of Cooperatives in their establishment of Loans and Saving Schemes for remotely based farmers in Sanma and Malampa where geographic and infrastructure constraints prevent access to banks. Proactively explore with the Department of Cooperatives ways in which the Centres’ BDS can support the development and implementation of the emergent Micro, Small and Medium Enterprise sector policy and strategy.

2.3.3 Training Provider Support Services

- In collaboration with VRDTCA, complete capacity building workshop program with all RTCs across the country to build capacity to access the ETF and provide follow-up support as necessary in training proposal preparation, training delivery (through joint conduct with more experience RTPs and trainers) and access to teaching and learning materials.
- Support the VNTC to provide follow-up to RTPs subsequent to the Quality Assurance Workshop conducted in March to assist in implementation of national quality standards.
- In partnership with the VNTC, package newly developed Units of Competency in priority skill areas into courses for accreditation and facilitate appropriate training providers to deliver the trainings in line with VNTC processes and regulations.
- In partnership with the VNTC, support the development of new Units of Competency in priority skill areas.

- Support the VNTC to train relevant TVET sector stakeholders in the design of teaching and learning material to accompany the newly accredited units and courses.
- In consultation with the VNTC, identify feasible options to ensure the conduct of at least one more “Train the Trainer” course at CVTA level, with consideration of the current capacity constraints of VIT and VRDTCA, including conduct of the course by qualified TVET Program staff, affiliated with VIT, and/or contracting of the APTC.
- Support the VNTC in its revision of the TVET trainers’ qualification framework and current course content and levels.
- Work with RTPs to facilitate qualified local, part-time trainers to be affiliated under their scope of registration and assist with trainer induction programs.
- Support the VNTC in systematising key data to improve its communication processes and systems.
- Work with the Mavea community in Sanma, in consultation with VNTC and VRDTCA, to support the establishment of a RTC.

2.3.4 Information Technology Services (ITS)

- Continue coordination of accredited IT courses to targeted TVET Centre clients to maximise impact of other TVET Centre interventions.
- Conduct of IT-related professional development trainings for TVET Centre staff.

2.3.5 TVET Centre Staff Capacity Building and Recruitment

- Continuation of quarterly whole-of-team capacity building and strategic planning workshops.
- Continuation of monthly senior management meetings to ensure coordination of activity and to provide direction and advice on planning and implementation of priority goals.
- Commence recruitment for replacement of Program Coordinator post June and ensure recruitment of local consultant for the revision of the Skills Development Plan takes into account possible undertaking of BDS Manager role post likely departure of current BDS Manager.
- Undertake performance assessment of all staff prior to end of Phase 2 Program to determine suitability for continuation into the Phase 3 Program and identify additional future staff resourcing needs.

2.4 Cross-Cutting Program Activity

2.4.1 Program Management

- Continue to update the Program Management Manual to ensure that it reflects current best practice and contextual realities.
- Provide regular monthly reporting on Operational and Imprest expenditure to ensure full and appropriate disbursement and acquittal of Program funding by the end of the Phase 2

Program.

- Ensure all in-country filing of all Imprest grant activity and expenditure throughout the planning/ implementation/ evaluation cycle is in order.
- Continue to regularly update the asset register across the three Program sites.
- Work with the M&E Adviser and Program stakeholders to prepare the Program Completion Report.
- Purchase new Team Leader vehicle to replace Phase 1 vehicle.
- In consultation with AusAID and GoV stakeholders develop a handover plan including development of a policy for the appropriate delegation of Program assets and accessible archiving of Program documentation, as well as hand-over of Phase 1 tools.

2.4.2 Media and Communications

The mobilisation during the last Annual Plan period of an Australian Youth Ambassador for Development (AYAD) with expertise in Communications has significantly assisted with improving the Centres' communication processes and media profile. Focus during this next Annual Plan period will be directed towards ensuring that Program staff sustain these improvements to ensure ongoing and constructive communication between the Centres and its key stakeholders. Specific activities will include:

- Training and on-going coaching by the Team Leader of all staff in all aspects of the Program's external communications strategy – website updating and promotion, radio show production, press liaison.
- On-going engagement of trainees and productive sector representatives in the TVET Centre radio show.
- Launch of new DVD focused on demonstration of successful approaches for TVET to support sectoral development.
- Compilation and distribution of all Centre monthly reports in preparation for end of Phase 2 Program.

2.4.3 Monitoring and Evaluation

During this annual planning period, monitoring and evaluation will focus on consolidation and refinement of the M&E System to assist in transition to the Phase 3 Program, as well as collection and analysis of data for the Program's Final Evaluation.

Key activities include:

- Ongoing liaison with the National Statistics Office (NSO) to further align Program M&E data collection processes with national systems.
- Preparation of TVET Centre M&E training manual to assist with transition to Phase 3 Program and potential involvement of new local staff.
- Data collection across all Program components of the M&E Framework and preparation of the Final Evaluation report.

3.0 Cost Schedules

3.1 Reimbursables and Imprest Budget (June – December 2012)

Activity	Total Contract Value (Amend. 3)	Budget Jun-12	Budget Jul-12	Budget Aug-12	Budget Sep-12	Total Contract Value (Amend. 4)	Budget Oct-12	Budget Nov-12	Budget Dec-12	Budget Jan-13	Total Contract Value (Amend. 5)
Materials Production											
TVET Centres information/marketing materials	50,000	2,000	2,000	1,000	1,000	50,000	2,000	1,000	1,000		54,000
Training Provider Support Materials	150,000	10,000	5,000	5,000	5,000	150,000	15,000	15,000	5,000		185,000
NSO Support Materials	20,000	-	-	-	-	10,000	-	-	-		10,000
TOTAL	220,000	12,000	7,000	6,000	6,000	210,000	17,000	16,000	6,000		249,000
Provincial Coordination Capacity Building											
Stakeholder Planning Workshops	60,000	5,000	5,000	5,000	5,000	90,000	5,000	15,000	5,000	25,000 ³	140,000
PTB/PCC/TVET Personnel	100,000	1,500	1,500	1,500	1,500	170,000	31,500	11,500	1,500		214,500
ETF Access Training	60,000	2,000	1,500	1,500	1,500	80,000	1,500	1,500	1,500		84,500
BDS/ES Provider Training	80,000	-	-	-	-	80,000	-	-	-		80,000
VNTC Regist./Accreditation Training	70,000	1,500	1,500	1,500	1,500	70,000	1,500	1,500	1,500		74,500
Awareness Raising/Advocacy Campaign	40,000	200	200	200	200	50,000	200	200	200		50,600
TOTAL	410,000	10,200	9,700	9,700	9,700	540,000	39,700	29,700	9,700	25,000	644,100
Project Management and Vehicle Costs											
Project Office Establishment	213,750	3,132	3,132	3,132	3,132	177,267	3,132	3,132	3,132		186,664
Vehicle Replacement Fund	100,000	-	-	-	-	100,000	35,000	-	-		135,000
Personnel Housing	31,800	-	-	-	-	31,800	-	-	-		31,800
TOTAL	345,550	3,132	3,132	3,132	3,132	309,067	38,132	3,132	3,132		353,464
Monitoring and Evaluation											
Provincial M&E Working Group Fund	10,000	-	-	-	-	15,000	-	-	-		15,000
Tracer Studies/Thematic Studies	60,000	4,000	3,000	3,000	3,000	80,000	3,000	3,000	3,000		89,000
NSO Liaison	0	-	-	-	-	0	-	-	-		-
TOTAL	70,000	4,000	3,000	3,000	3,000	95,000	3,000	3,000	3,000		104,000
TOTAL Reimbursable Expenses	1,045,550	29,332	22,832	21,832	21,832	1,154,067	97,832	51,832	21,832	25,000	1,350,564
IMPREST											
Imprest Expenditure ⁴	1,850,000	75,000	75,000	75,000	75,000	2,150,000	105,000	105,000	20,000		2,380,000
TOTAL Imprest Expenses	1,850,000	75,000	75,000	75,000	75,000	2,150,000	105,000	105,000	20,000		2,380,000

³For handover arrangements between Phase 2 and Phase 3 contractors – another \$25,000 will be included in the Phase 3 contract for this purpose

⁴\$350,000 of the additional \$650,000 Imprest allocation under Contract Amendment 4 was re-allocated into original contract period.

3.2 Cost Summary

		Annual Plan 1	Annual Plan 2	Annual Plan 3	Annual Plan 4	Workplan 2012/13		
	Phase 2 Totals	1 June 2008 – 30 June 2009	1 July 2009 - 30 June 2010	1 July 2010 - 30 June 2011	1 July 2011 - 30 June 2012	1 July 2012 - 30 September 2012	1 October - 31 January 2013	Total
Regular Payments	\$3,920,790	\$962,471	\$898,940	\$701,613	\$878,002	\$229,654	\$250,110	\$479,764
Milestones	\$2,613,860	\$641,647	\$599,293	\$467,742	\$585,336	\$153,102	\$166,740	\$319,842
Employment and Training Fund	\$2,380,000	\$75,000	\$450,000	\$450,000	\$875,000	\$300,000	\$230,000	\$530,000
Reimbursable Items	\$1,350,564	\$511,500	\$330,500	\$119,000	\$155,823	\$37,244	\$196,497	\$233,741
Reimbursable Construction	\$537,537	\$537,537	0	0	0	0	0	\$0
Total	\$10,802,751	\$2,728,155	\$2,278,733	\$1,738,355	\$2,494,161	\$720,000	\$843,347	\$1,563,347

4.0 Resource Schedule

ID	Task Name	2012									
		May	June	July	August	September	October	November	December	January	February
1	LTA										
2	International										
3	Team Leader (Port Vila)										
4	National										
5	DTL/TVET Centre Manager (Malampa)										
6	BDS Officer (Malampa)										
7	BDS Assistant (Malampa)										
8	Provincial Training Coordinator (Malampa)										
9	Administrative Assistant (Malampa)										
10	Finance Assistant (Malampa)										
11	TVET Centre Manager (Sanma)										
12	BDS Manager (Sanma)										
13	Provincial Training Coordinator (Sanma)										
14	Finance Assistant (Sanma)										
15	Administrative Assistant (Sanma)										
16	Office and Finance Manager (Port Vila)										
17	Program Coordinator (Port Vila)										
18	TPSS Manager (Port Vila)										
19	TPSS Officer (Port Vila)										
20	M&E Officer (Sanma)										
21	STA										
22	Technical Director										
29	Program Manager										
35	M&E Adviser										
39	M&E Reference Group										
40	PTB Stipends										
41	TVET Systems Adviser										
45	Skills Planning Specialist										
46	Locally engaged ICT Support										
47	Technical Advisers (ex discretionary pool)										

Resource inputs are as planned up to the end of September as reflected in Contract Amendment 4. With a further 4month extension to the end of January 2013, all long term inputs (LTA) have been extended accordingly. Additional short term inputs (STA) have been provided as shown in the dark blue bars (■) in the Resource Schedule.