



# **Implementing Technical and Vocational Education Training (TVET) Programmes in Fiji Education System – Opportunities and Challenges**

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**Abstract.** This article aims to discuss the opportunities and challenges in implementing Technical and Vocational Education Training (TVET) in Fiji's education system. In addition to offering ongoing training and professional development, many TVET programs also offer pathways to further education. This can include opportunities to earn additional certifications or degrees, or to transfer credits to an university program. Technical and Vocational Education and Training, or TVET, is a type of education and training that focuses on providing students with practical skills and knowledge for a specific trade or vocation. It is often considered an alternative to traditional academic routes, such as university or college, and is designed to prepare students for a specific career or occupation. The purpose and goals of TVET vary depending on the specific program and the needs of the local job market. The aim of TVET is to provide students with the skills and knowledge they need to succeed in their chosen career, and to help address any skills gaps in the job market. This type of education and training can be an excellent choice for individuals who are looking for a more hands-on, practical approach to learning, and who want to get started in a specific career as quickly as possible. Most countries like Fiji, are trying to implement TVET programmes into their education systems to accommodate the school dropouts and also to reduce the skill gaps in the job market.

**Index Terms-** Destigmatize, TVET Institutions, resources

## **I. Introduction**

The success of Technical Vocational Education and Training (TVET) in a country like Fiji lies in its alignment with the nation's unique socio-economic context and its strategic integration into national development priorities. Given Fiji's reliance on key sectors such as tourism, agriculture, and marine resources, TVET programs must focus on equipping individuals with practical skills that are directly applicable to these industries. For instance, specialized training in eco-tourism, organic farming,



and sustainable marine resource management can enhance the workforce's ability to meet current and emerging demands. Integrating environmental sustainability into TVET curricula will also address Fiji's commitments to combating climate change while preparing a workforce for green jobs in renewable energy and conservation.

The absence of a National TVET Policy has been a longstanding issue in Fiji. Up to now, Fiji TVET sector had operated without an overarching policy in place to guide stakeholder actions towards agreed directions. Lack of collaboration among TVET stakeholders has resulted in a number of anomalies that have contributed to Fiji's TVET sector not living up to its promise, not fulfilling its potential role in helping Fiji to achieve its national, regional and international goals. TVET has suffered from being considered the fall-back option or safety net option for those who did not do well academically. It was only in recent decades that this perception was challenged both in the national and global level. A significant reason for this change has been the changing role of work and its impact on national and international economies. With employment becoming more technologically-based and more diverse, the opportunities for unskilled labour has reduced, so TVET has assumed a critical educational role to boost competence and knowledge. Transforming unskilled into semiskilled workers. Training has been identified as the key driver of the industry.

I was one of the very fortunate ones to be invited to participate in the recent Fiji National TVET Policy 2023-2033 Stakeholder Consultation programme. During the two consultations, very robust discussion took place from the attending participants who were most the teachers directly involved in the teaching of the programme. Unfortunately, the other stakeholders from the various government ministries and the industry and most importantly, the parents and students were not well represented. Parents and students actually play a very vital role in the success and failure of the programme. Parents are the ones who most times decide for their children. They are the first one to identify the talents and interests in children. It is every parent's dream to give the best education to their children, where the children can achieve a diploma or a degree. TVET programmes are neither understood, or supported by most parents. They think it is for students who are very low achievers, dropouts or simply not interested in formal education.

The stakeholders present consultation programme agreed unanimously on the following points to move forward in getting the Fiji National TVET Policy 2023-2033 formulated.

- Lot more awareness about the TVET programme – parents, students, communities, and all relevant stakeholders and shareholders.
- TVET programme to be available for all – high achievers and low achievers, all gender, and every section of the community.
- More finance to be made available for the infrastructure in schools to cater for TVET Programmes.
- Governance to be improved – Accountability, Transparency and Participation at all levels.
- Promote green campus, green curriculum, green community green culture and green research – to mitigate climate issues and challenges.



- Teacher training, numeration and working conditions to be improved.
- Re-branding the TVET Programme to make it attractive, affordable and relevant for today and tomorrow.
- TVET Programmes to be treated equally with the mainstream education system

There were several other points discussed and agreed upon, but these were the major ones. It is worth mentioning the consultation process is ongoing, so these are not the end but the beginning. It would be interesting to see what kind of TVET policy comes out in the end.

TVET has suffered from being considered the fall-back option or safety net option for those who did not do well academically. It was only in recent decades that this perception was challenged both in the national and global level. A significant reason for this change has been the changing role of work and its impact on national and international economies. With employment becoming more technologically-based and more diverse, the opportunities for unskilled labour has reduced, so TVET has assumed a critical educational role to boost competence and knowledge. Transforming unskilled into semiskilled workers. Training has been identified as the key driver of the industry.

According to the National TVET Forum, stakeholders from automotive, mechanical, electrical, and construction industry, employers had noticed that core skills such as communication, work attitude, self-discipline, and use of technology were lacking. The anecdotal lack of qualified tillers, building painters, joiners, and carpenters in the construction industry are examples of a clear gaps in job-related technical skills.

Skills shortage exists when organisations experience difficulties in filling employment opportunities or explicit work undertakings in a certain field. These work deficiencies normally deteriorate over time and impacted by external forces such as migration, climate change and natural disasters. Fiji has seen examples of these forces over the last ten years with the impact of Cyclone Winston in 2016, the PALM initiative by the National Employment Centre and the impact of COVID-19 in 2020-2022. The pandemic increased the demand for specialised occupations like skilled tradespersons, nurses, teachers and others.

A critical factor in the success of TVET is the establishment of strong partnerships between training institutions and industries. Collaborative frameworks, such as sector-specific councils, can help align TVET curricula with labour market needs, ensuring that graduates possess skills that are immediately relevant to employers. Work-based learning opportunities, such as apprenticeships and internships, further strengthen this alignment by providing students with practical, hands-on experience. Successful models, such as Germany's dual education system, demonstrate how such collaboration leads to high employment rates and skilled labour pools. Adopting similar practices tailored to Fiji's tourism and hospitality industries, through partnerships with resorts and hotels, could yield significant benefits.



Accessibility and inclusivity are equally vital for TVET's success in Fiji. Establishing training centres in rural and remote areas would ensure that marginalized communities, particularly in the outer islands, can access vocational training. To address financial barriers, targeted scholarships should be provided to underrepresented groups, including women, indigenous populations, and persons with disabilities. This approach mirrors the success of initiatives in countries like Bangladesh, where scholarships for women in non-traditional fields have significantly increased female participation. In Fiji, such efforts could encourage greater diversity in fields like construction, marine engineering, and ICT.

The quality of education and training also plays a pivotal role in TVET's impact. Modernizing curricula to reflect technological advancements, coupled with upskilling TVET trainers, ensures that programs remain relevant and effective. Recognition of Prior Learning (RPL) frameworks can validate and certify skills acquired informally, encouraging lifelong learning and enhancing workforce credentials. Singapore's focus on trainer development and advanced facilities offers a compelling example for Fiji to emulate, ensuring the TVET system keeps pace with global trends.

To overcome societal biases that often prioritize academic pathways over vocational ones, public awareness campaigns are essential. Highlighting success stories of TVET graduates who have achieved career milestones can reposition TVET as a prestigious and viable career option. Additionally, leveraging digital tools and technology in TVET can expand access to training. Online platforms and virtual simulations can provide flexible learning opportunities, particularly for students in remote areas. For instance, India's use of digital platforms to train millions in ICT and vocational skills illustrates how technology can bridge geographical and resource gaps.

Sustainable funding mechanisms are crucial for long-term TVET success. Establishing a dedicated TVET development fund, supported by government budgets, international aid, and private sector investments, can ensure consistent financial support for infrastructure, equipment, and programs. South Korea's vocational training levy system provides an excellent model of how private sector contributions can sustain vocational education. Robust monitoring and evaluation systems must also be in place to track graduate outcomes, identify gaps, and refine programs. Tracer studies, as implemented in Ethiopia, can provide data-driven insights to improve TVET's effectiveness in meeting labor market needs.

Regional and international collaboration can further strengthen Fiji's TVET framework. By partnering with neighbouring Pacific nations and global accreditation bodies, Fiji can enhance resource-sharing, standardize certifications, and ensure that its workforce remains competitive internationally. Moreover, addressing gender and social norms is essential to creating an inclusive TVET system. Programs that encourage women to enter traditionally male-dominated fields, combined with community awareness initiatives, can help challenge stereotypes and expand opportunities for all.



Making Technical Vocational Education and Training (TVET) a success in a country like Fiji requires addressing key challenges and leveraging opportunities unique to the nation. Fiji's economy is heavily reliant on sectors such as tourism, agriculture, and small-scale industries, making TVET an essential pathway to equip the workforce with practical, industry-relevant skills.

One of the key benefits of TVET is its ability to help fill the skills gap in the current job market. A skills gap is a mismatch between the skills that employers need and the skills that job seekers have. This can result in a lack of qualified candidates for certain jobs, and can lead to problems for businesses that are unable to find the talent they need to grow and thrive.

TVET can help address the skills gap by providing students with the practical, relevant skills and training they need to succeed in specific careers. Many TVET programs are designed in collaboration with local employers, so they can be tailored to meet the specific needs of the job market. This ensures that students are learning the skills that are most in demand and that they are well-prepared to enter the workforce upon graduation.

In addition to providing relevant skills, TVET also offers a more practical, hands-on approach to learning that can be particularly appealing to some students. Rather than spending years in a classroom learning theory, TVET students have the opportunity to learn through doing, by working on real-world projects and gaining hands-on experience in their chosen field. This type of experiential learning can be a valuable complement to traditional academic learning and can help students develop the skills and confidence they need to succeed in their careers.

In an effort to enhance the TVET programmes, the Fijian Government, through Ministry of Education has embarked of a mission to provide a widely endorsed and evidence-based TVET policy to transform Fiji's TVET systems, to strengthen its effectiveness and improve coordination and collaboration among TVET stakeholders.

Recently the Ministry for Education, together with major stakeholders, identified six priority areas for reforming Fiji's TVET system. This is the initial stem taken towards developing a Fiji National TVET Policy.

- Improve TVET responsiveness to evolving labour market needs
- Enhance TVET quality and responsiveness to learners' needs.
- Expand TVET access and improve equity, including by adapting qualifications and developing pathways.
- Facilitate Fiji's transition to a climate-resilient, green economy and sustainable society.
- Strengthen TVET governance and collaboration among stakeholders, including social partners.
- Develop a stable funding mechanism and improve system efficiency.



## II. Strategies to Enhance TVET's Success

### 1. Align TVET with National Development Goals

- **Sectoral Focus:** Ensure TVET programs align with the key economic sectors in Fiji, such as tourism, marine resources, construction, and agriculture. For example, training in sustainable tourism practices and renewable energy technologies can address current needs.
- **Green Skills Development:** Integrate environmental sustainability into TVET to prepare workers for jobs in eco-friendly industries, supporting Fiji's commitment to addressing climate change.

### 2. Strengthen Partnerships with Industries

- **Industry Collaboration:** Establish partnerships with local businesses to align TVET curricula with industry demands. This ensures graduates possess skills that match job market requirements.
- **Work-Based Learning:** Introduce apprenticeships, internships, and on-the-job training to provide students with hands-on experience and strengthen their employability.

### 3. Enhance Accessibility and Inclusion

- **Decentralized Training Centres:** Establish TVET institutions in rural and remote areas to make training accessible to all Fijians, especially those in underserved communities.
- **Targeted Scholarships and Support:** Provide financial assistance, such as scholarships and grants, to encourage participation from marginalized groups, including women, indigenous populations, and persons with disabilities.

### 4. Improve Quality of Education and Trainers

- **Curriculum Modernization:** Regularly update TVET curricula to reflect technological advancements and global best practices.
- **Trainer Development:** Invest in upskilling TVET trainers to ensure they are proficient in modern techniques and pedagogy.
- **Recognition of Prior Learning (RPL):** Implement RPL frameworks to certify skills acquired informally, making the workforce more qualified.

### 5. Promote TVET as a Viable Career Path

- **Public Awareness Campaigns:** Highlight the value and career opportunities provided by TVET to counteract societal biases that prioritize academic education over vocational training.
- **Success Stories:** Share testimonials and stories of TVET graduates who have achieved career success to inspire others.

### 6. Utilize Technology in TVET

- **Digital Learning Platforms:** Introduce online and blended learning models to expand access to training, especially for remote learners.



- **Technology Integration:** Equip training centres with modern tools and equipment to simulate real-world working environments.

#### 7. Ensure Sustainable Funding

- **Government Investment:** Allocate consistent funding for TVET infrastructure, programs, and capacity-building initiatives.
- **Private Sector Contributions:** Encourage businesses to invest in TVET through corporate social responsibility (CSR) initiatives or partnerships.

#### 8. Establish Robust Monitoring and Evaluation Systems

- **Track Graduate Outcomes:** Monitor the employment rates and career progress of TVET graduates to assess program effectiveness and areas for improvement.
- **Feedback Mechanisms:** Create channels for students, trainers, and employers to provide feedback on the relevance and quality of training programs.

#### 9. Foster Regional and International Collaboration

- **Regional Networks:** Collaborate with neighbouring Pacific nations to share resources, expertise, and best practices in TVET.
- **Global Certifications:** Offer certifications recognized internationally, enhancing the mobility and employability of Fijian workers.

#### 10. Address Gender and Social Norms

- **Encourage Gender Parity:** Promote TVET programs to women and girls, particularly in non-traditional fields like construction and technology.
- **Cultural Sensitivity:** Ensure programs are culturally inclusive, reflecting the diversity of Fijian society.

### Making TVET a Success in Fiji: Policies and Case Studies

#### Align TVET with National Development Goals

##### Actionable Policy

- Conduct a comprehensive labour market needs analysis to identify high-demand sectors like sustainable tourism, agriculture, and renewable energy.
- Develop specialized TVET programs tailored to these sectors, such as certification in eco-tourism or organic farming.

##### Case Study

- **Rwanda's TVET Transformation:** Rwanda aligned its TVET strategy with national goals, focusing on agribusiness and renewable energy, resulting in increased employment and sectoral growth. Fiji can adopt a similar model, emphasizing its unique reliance on marine and natural resources.

#### Strengthen Partnerships with Industries

##### Actionable Policy

- Establish Sector Skills Councils composed of industry leaders, government representatives, and educators to ensure alignment between training programs and industry demands.





- Incentivize businesses to offer apprenticeships through tax benefits or subsidies.

#### **Case Study**

- **Germany's Dual System of TVET:** The German model, where students split time between classrooms and businesses, boasts high employment rates for TVET graduates. Fiji could adapt this for sectors like tourism and hospitality by collaborating with resorts and hotels.

#### **Enhance Accessibility and Inclusion**

##### **Actionable Policy**

- Build or upgrade training centres in rural and remote areas, focusing on renewable energy to power these centres sustainably.
- Provide scholarships targeting women, indigenous groups, and individuals with disabilities to bridge participation gaps.

#### **Case Study**

- **Bangladesh's TVET for Women:** Bangladesh introduced TVET scholarships for women in non-traditional fields like electronics and engineering, increasing female participation. Fiji could replicate this initiative in fields such as construction and technology.

#### **Improve Quality of Education and Trainers**

##### **Actionable Policy**

- Partner with international organizations for trainer exchange programs, ensuring trainers are equipped with modern techniques.
- Integrate Recognition of Prior Learning (RPL) programs to certify workers' existing skills, encouraging lifelong learning.

#### **Case Study**

- **Singapore's TVET Excellence:** Singapore invests heavily in training educators and ensuring that TVET programs are aligned with technological trends. Its focus on trainer quality has positioned it as a global leader in skills development.

#### **Promote TVET as a Viable Career Path**

##### **Actionable Policy**

- Launch nationwide campaigns featuring success stories of TVET graduates in Fiji.
- Collaborate with influencers and community leaders to destigmatize vocational training.

#### **Case Study**

- **Australia's VET Campaigns:** Australia's "Real Skills for Real Careers" initiative successfully repositioned vocational training as a prestigious career pathway. Fiji can emulate this to change societal attitudes toward TVET.





### **Utilize Technology in TVET**

#### **Actionable Policy**

- Develop online learning modules and virtual reality simulations for skill training in fields like marine conservation and agriculture.
- Equip rural TVET centres with ICT tools, ensuring internet access for remote learning.

#### **Case Study**

- India's Skill India Mission: India used online platforms to train millions in vocational skills, focusing on ICT and remote training in underserved areas. Fiji could implement similar solutions to overcome geographic barriers.

### **Ensure Sustainable Funding**

#### **Actionable Policy**

- Establish a TVET Development Fund with contributions from government budgets, international aid, and private sector investments.
- Promote public-private partnerships to co-fund infrastructure and equipment.

#### **Case Study**

- South Korea's TVET Financing: South Korea successfully leveraged industry contributions through a vocational training levy, ensuring sustainable funding for TVET. Fiji can explore such levies in industries like tourism and fisheries.

### **Establish Robust Monitoring and Evaluation Systems**

#### **Actionable Policy**

- Implement a TVET Outcomes Dashboard tracking employment rates, graduate satisfaction, and industry feedback to refine programs.
- Use tracer studies to measure the impact of TVET on graduate employment and earnings.

#### **Case Study**

- Ethiopia's Tracer Study Framework: Ethiopia uses detailed tracer studies to improve TVET program quality, aligning them with evolving labour market needs. Fiji can adopt this method to measure and enhance program success.

### **Foster Regional and International Collaboration**

#### **Actionable Policy**

- Partner with Pacific Island countries to create a Regional TVET Network for resource sharing and joint training programs.
- Collaborate with international accreditation bodies to offer globally recognized certifications.

#### **Case Study**

- The Pacific Technical and Further Education (TAFE) Initiative: Pacific TAFE already provides regional collaboration opportunities. Strengthening such platforms can position Fiji as a leader in regional TVET.



### **Address Gender and Social Norms**

#### **Actionable Policy**

- Introduce gender-focused programs that encourage women to enter non-traditional fields such as ICT and engineering.
- Host community workshops to challenge stereotypes about vocational careers.

#### **Case Study**

- Ghana's Women in TVET Initiative: Ghana's targeted programs for women in male-dominated fields have led to higher female enrolment rates. Fiji could replicate this model, particularly in marine engineering or renewable energy.

## **III. Integrating TVET Programmes into mainstream Education Systems**

### **1. Opportunities**

#### **Enhanced Employability for Students**

By integrating TVET into the mainstream curriculum, students can acquire practical skills alongside academic knowledge. This dual approach prepares them for the workforce, especially in technical and vocational fields, thereby increasing their employability.

#### **Bridging the Skills Gap**

Mainstreaming TVET can help address the mismatch between the education system and labour market needs. Students graduate with relevant skills tailored to industry demands, supporting economic growth and reducing unemployment.

#### **Diversified Career Pathways**

Embedding TVET provides students with alternative career options beyond traditional academic routes. This is particularly beneficial for students who prefer hands-on learning and technical careers over theoretical studies.

#### **Promotion of Lifelong Learning**

Early exposure to vocational skills fosters a culture of lifelong learning. Students are more likely to pursue advanced vocational training or reskilling opportunities in the future.

#### **Economic Development**

A workforce equipped with both academic and technical skills contributes to a nation's economic resilience. Countries like Germany and Finland have demonstrated how integrated TVET systems drive industrial innovation and productivity.

#### **Reducing Dropout Rates**

TVET programs appeal to students who may struggle with traditional academic curricula, offering them an engaging and practical alternative. This can reduce dropout rates and keep students engaged in education.



### **Global Competitiveness**

Incorporating TVET into mainstream education aligns students with global skill standards, increasing their competitiveness in the international job market.

## **2. Challenges**

### **Curriculum Integration and Overload**

Incorporating TVET into an already packed mainstream curriculum can lead to curriculum overload. Balancing academic subjects with vocational training requires careful planning to avoid overburdening students and educators.

### **Resource Constraints**

Implementing TVET requires substantial investments in infrastructure, equipment, and qualified trainers. Many schools, particularly in rural or underfunded areas, lack these resources.

### **Shortage of Qualified Trainers**

The success of integrated TVET programs depends on skilled trainers who can teach both practical and theoretical components. Many countries face a shortage of such professionals.

### **Societal Perceptions and Bias**

In many cultures, TVET is perceived as inferior to traditional academic education. This stigma can discourage students and parents from embracing vocational pathways.

### **Alignment with Industry Needs**

Ensuring that TVET curricula remain aligned with rapidly changing industry requirements is challenging. Continuous engagement with industries is needed to keep the training relevant.

### **Assessment and Certification Issues**

Developing standardized assessments and certifications that integrate academic and vocational skills can be complex. Lack of recognition for vocational certifications may hinder graduates' employment prospects.

### **Equity and Inclusion**

Marginalized communities may face additional barriers to accessing integrated TVET programs, including financial constraints and geographic isolation. Ensuring inclusivity requires targeted interventions.

### **Policy and Administrative Coordination**

Successful integration of TVET requires coordination between education ministries, vocational training authorities, and industries. Misalignment between these stakeholders can impede progress.



### **Resistance to Change**

Teachers, parents, and policymakers accustomed to traditional education models may resist the integration of TVET, viewing it as disruptive or unnecessary.

### **Sustainability of Funding**

TVET programs are often resource-intensive, requiring sustained financial investment. Governments may struggle to maintain funding levels, particularly in low-income regions.

### **3. Balancing Opportunities and Challenges**

To maximize the opportunities and address the challenges of integrating TVET into mainstream education, several strategies can be employed:

- **Flexible Curriculum Design:** Adopt modular systems that allow students to choose vocational subjects alongside core academics.
- **Public-Private Partnerships:** Engage industries to co-fund programs, provide training equipment, and offer apprenticeships.
- **Teacher Training Programs:** Invest in upskilling teachers to handle both vocational and academic components effectively.
- **Awareness Campaigns:** Shift societal perceptions of TVET through success stories, media campaigns, and advocacy.
- **Equity Measures:** Offer scholarships, rural outreach programs, and support systems to ensure access for marginalized groups.

By addressing these challenges proactively, TVET can become an integral and valuable component of mainstream education, fostering a generation of skilled, adaptable, and future-ready individuals. The integration of Technical Vocational Education and Training (TVET) into mainstream education offers transformative potential to enhance learning outcomes, create diversified career pathways, and equip students with essential workforce skills. However, this process comes with significant challenges that require thoughtful strategies for effective implementation. Below is a comprehensive exploration of these opportunities and challenges, accompanied by actionable recommendations.

### **4. Strategies for Effective Implementation**

To maximize opportunities while addressing challenges, the following strategies can guide effective integration of TVET into mainstream education:

#### **Flexible Curriculum Models**

Adopt modular curriculum designs that allow students to combine academic subjects with vocational training. This flexibility can accommodate diverse learning preferences and career aspirations.

#### **Public-Private Partnerships**

Collaborate with industries to co-fund training facilities, provide internships, and develop industry-specific curricula. For instance, partnerships with tourism boards in Fiji could support training in eco-tourism.



### **Teacher Training and Development**

Invest in the upskilling of educators to deliver integrated curricula effectively. Offering certifications for TVET trainers ensures that they remain proficient in both technical skills and pedagogy.

### **Awareness and Advocacy Campaigns**

Run nationwide campaigns showcasing the value of TVET, including success stories of graduates who have excelled in technical careers. Such campaigns can help shift societal perceptions and reduce stigma.

### **Equity Measures**

Provide scholarships, subsidies, and logistical support for students from disadvantaged backgrounds. Establish mobile training units to reach remote areas, ensuring inclusivity in access to TVET.

### **Monitoring and Evaluation**

Develop robust systems to track program outcomes, including employment rates, student satisfaction, and industry feedback. Continuous assessment allows for iterative improvements to the curriculum and delivery methods.

### **Technology Integration**

Use digital tools to enhance TVET delivery, particularly in remote areas. Virtual labs, simulations, and online learning platforms can provide students with practical exposure even when physical resources are limited.

### **Sustainable Funding Models**

Explore innovative financing mechanisms, such as vocational training levies, to ensure long-term financial sustainability. Governments can also partner with international development organizations for funding and technical support.

## **IV. Conclusion**

Integrating TVET into mainstream education presents a transformative opportunity to align education systems with the needs of modern economies. It enhances student employability, addresses skill gaps, and diversifies career pathways, contributing to national and global competitiveness. However, challenges such as resource constraints, societal biases, and policy misalignments require proactive strategies to overcome. By adopting flexible curricula, fostering public-private partnerships, and ensuring equitable access, countries can unlock the full potential of TVET. Success hinges on coordinated efforts by governments, educators, industries, and communities, working together to build an education system that prepares students for both current and future workforce demands. Through sustained commitment and innovation, TVET can become a cornerstone of sustainable development and social progress.

TVET holds immense potential to drive Fiji's sustainable development by creating a skilled and adaptable workforce aligned with the nation's economic



priorities. By fostering industry partnerships, enhancing accessibility, modernizing curricula, and leveraging technology, Fiji can transform its TVET system into a powerful tool for economic growth and social equity. Success will depend on a coordinated effort by policymakers, educators, industries, and communities, working together to ensure that TVET becomes a cornerstone of Fiji's development strategy. With the right investments and strategic planning, TVET can not only address current workforce demands but also empower Fijians to thrive in an ever-evolving global economy.

TVET has immense potential to contribute to Fiji's sustainable development by creating a skilled workforce tailored to the country's unique needs. By aligning TVET programs with economic priorities, ensuring inclusivity, and fostering industry partnerships, Fiji can transform TVET into a robust mechanism for job creation, poverty reduction, and national growth. Success will require coordinated efforts among government, private sector, and communities, coupled with a long-term vision for human capital development.

TVET holds immense potential to drive Fiji's sustainable development by creating a skilled and adaptable workforce aligned with the nation's economic priorities. By fostering industry partnerships, enhancing accessibility, modernizing curricula, and leveraging technology, Fiji can transform its TVET system into a powerful tool for economic growth and social equity. Success will depend on a coordinated effort by policymakers, educators, industries, and communities, working together to ensure that TVET becomes a cornerstone of Fiji's development strategy. With the right investments and strategic planning, TVET can not only address current workforce demands but also empower Fijians to thrive in an ever-evolving global economy.

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