



Kiribati

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1. Background

Public Service Office

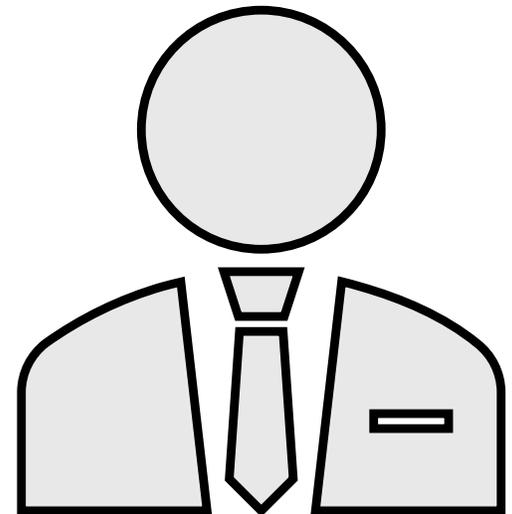
administer the National Condition of Service Section K, the HRD Policy and Procedures Manual guiding the national human resource development

responsible for the national HRD plan which includes developing of the national priorities (HRD activities) that embraces the private sector and civil society (NGOs)

coordinates all HRD activities

responsible for developing the national workforce plan, analyzing of workforce data and identifying of skill gaps in the public service

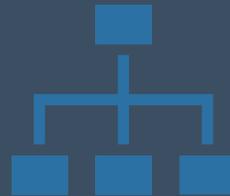
responsible in awarding salary increment in recognition of qualification



2. National Skills Development Framework



Approving Authority ; The National Human Planning Committee (HRPC) chaired by Sec to Cabinet

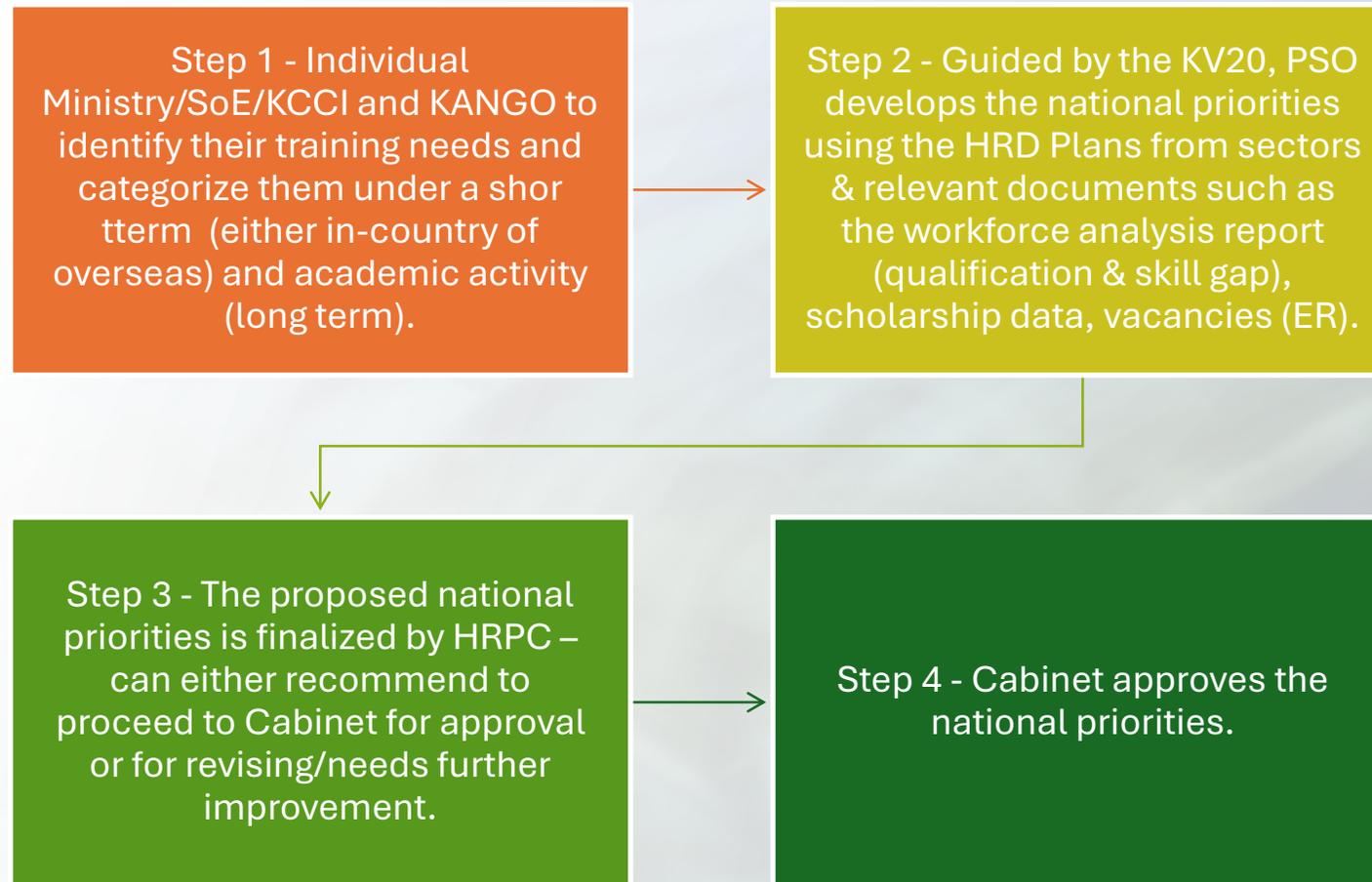


PSO: Secretariat to the HRPC



National HRD Plan Process

National HRD Plan Process



Priorities

To strengthen integration of HR data in order to obtain accurate data on skill gap (to work together with sectors under human capital – MoE and MEHR).

To expand the WFP to other sectors such as SoE's, the private sector, the civil society.



Challenges

- Fragmented HR data
 - to work together in future with sectors under Human Capital (MoE and MEHR)
- Lack the tools and skill
 - have the skill but there is increase in outflow of qualified staff and change of interest
 - lack in financial support (perhaps not of priority)



KAM RABWA

