

## Brief Organisation History

- ❖ First organized in August 2015.
- ❖ Registered with VFSC, MoIA, VANGO
- ❖ .MOU with MIA and MoET



Human Capacity Development Int  
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**1. Vision Statement:** Building human capacity through learning, working and growing together

**2. Goal Statement:** HCD-I is a charitable association, devoted to serving the people of Vanuatu by contributing to the development of human capacity in the country. HCD-I seeks to create projects and opportunities in 3 areas:

1. Development and Humanitarian Aid
2. Public Administration and Participatory Governance
3. Special Areas, Research, and Projects

**3. Rationale:**

HCDI recognises the commitment of the government and peoples of Vanuatu to creating "a nation that is stable, sustainable and prosperous, so that all people have a just and equal opportunity to be well educated, health and wealthy"<sup>1</sup>.

Through a variety of collaborative strategies, HCDI seeks to attract, coordinate, organize, and make available a wide variety of human and material resources to meet the urgent needs for human resource development in the country. HCDI works to facilitate the development of a skilled, educated and motivated gender-balanced labor force and generate new opportunities for individual and community social and economic development projects.

HCD-I operates in an optimally sustainable fashion, balancing the social, human and economic interests of all stakeholders. Its work promotes the advancement of society, the oneness of humanity, the quality of all human life, and the self-sufficiency and self-reliance of the people.

**4. HCDI's approach is one of:**

- *Accompaniment* – we walk with individuals and communities to find a way to realize their vision and develop their capacity
- *Collaboration and consultation* – growing, learning and reflecting together
- *Grassroots foundation*- our projects are based on grassroots needs and vision, we develop local potential and capacity, and promote self-sufficiency, self-reliance, and community growth

## Summary of HCDI Projects & Activities September 2015-September 2019

### 1. Capacity Development -Women's Groups/Women Leaders

HCDI works on capacity development , coaching and accompaniment of women's groups and individual women in leadership positions, reflecting its special interest in promoting women's equality. Specific examples included the following:

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<sup>1</sup> Vanuatu 2030

- ❖ *Strategic Planning, Organisation, and Grant Writing:* Worked with among others, WACC, Port Vila Floaoa and Plant Asosiesen (VFPA), VPride, and Women's Associations in Port Vila and assorted other small CSOs to develop their capacities in the areas of organisational structure and management, proper registration, develop strategic plan development and grant writing



- ❖ *Individual Leadership Development:* Worked with a number of individual women leaders on Efate and Santo to develop strategic capacity in education, computer skills, public speaking and more.

- ❖ *16 Days of Activism:* Worked with the Department of Women's Affairs, and a number of other government agencies, NGOs, community organizations, and donors to organize, fund and deliver programming for the global 16 Days of Activism campaign to combat violence against women and girls (2015-2019)

- ❖ *Women's Peace Table:* Collaborating with WACC in 2016 and 2017, HCDI supported the funding, organisation and implementation of the 1st and 2nd Women's Peace Table held in the Pacific. Vanuatu was one of only 20 countries around the world to host a Women's Peace Table, an initiative designed to promote women's right to equal participation in all decision making, in line with UN Resolution Council 1325



## ii. Education and Training

- ❖ *Community conference participation:*

HCDI has actively participated in training sessions, conferences and association meetings, including:



- Transparency International's anti-corruption conference
- UN Women's Conference on Eliminating Violence against Women
- VANGO and VEPAC meetings
- Istanbul 7 meeting in Thailand (attendance sponsored by PIANGO)
- Assorted Women's Rights and Human Rights conferences, forums and consultations from UN, OHCHR and others
- HCDI sponsored advanced education programs for Board members and employees.

- ❖ *Academic Presentations:*

HCDI actively participates in the academic discourse on development and capacity building. This included an HCDI paper on "*School blong yumi: A grassroots approach to community-based cultural education*" at the 43rd Annual OCIES Conference: Strengthening Educational Relationships within Oceania and Beyond, held USP campus Emalus Campus, Port Vila on November 3-6, 2015.



❖ *Professional Skills Training:*

Professional skills training is a special area of need in Vanuatu. HCDI has designed a series of training programs in such areas as train-the-trainer, presentation skills, improving teaching effectiveness, basic finance skills, project-based education, strategic planning, grant writing, customer service, teambuilding, conflict management, CSO development and more. Pilot workshops have generated great interest from individuals, local schools, businesses, government, and NGOs. A number of programs have been successfully delivered, including a grant writing workshop hosted at APTC, CSO development trainings, and teacher trainings.

❖ *Social and Economic Development Training Sessions:*



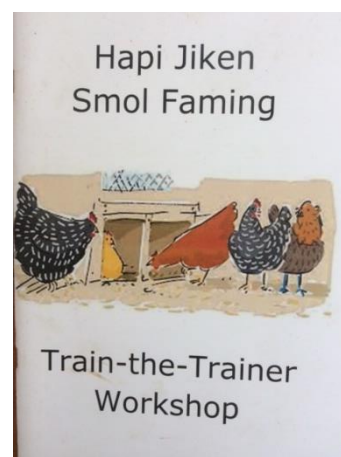
HCDI has designed and implemented workshops on the promotion of sustainable development practices, implemented at the local level and using a variety of sources. In these workshops, participants discuss and examine key principles of sustainable development, examine the implementation of these principles within their local contexts, research examples of successful initiatives across the globe, and begin a planning and development process for their own locally based projects

**iii. Applied Projects:**

❖ *Happy Chicken:*

HCDI has collaborated with Fiji-based Corals for Conservation to offer "Happy Chicken"(Hapi Jiken), a sustainable and eco-based approach to poultry farming. Offered without charge to local communities, Hapi Jiken supports the development of small, productive, and locally owned egg and poultry businesses.

- o Through collaboration with SPC, KfW, and the Vanuatu Department of Livestock training a training manual in Bislama was developed and training was delivered to livestock officers and community representatives.
- o Training includes new breeding techniques to develop a more resilient and productive breed of fowl, care and management strategies for breeding chickens and protecting small chicks, utilizing commonly available local resources for feed, and basic finance training. Trainings have been delivered in a number of communities on Efate, Tanna, and Santo. HCDI has also supported the development of a model Hapi Jiken farm on Efate.
- Through support from the LDS Social Welfare Department, free supply of building materials and chicks has been included in the program
- The training is designed to be community owned, through developing training skills to be passed on to other community members



❖ *Youth@Work:*

SPC contracted HCDI to ensure the effective implementation of its first Youth@Work program in Vanuatu. HCDI worked with all program aspects, including internship organisation and accompaniment, training design and implementation, youth mentoring, young people's establishment of business initiatives, and more.





- ❖ *Sewing Machine Repair Project:* HCDI worked with a Ni-Van sewing machine repair specialist to organize a workshop for local women to develop capacity in the area of sewing machine maintenance and repair.
- ❖ *Tourism project:* HCDI worked with a local community on Santo to develop and implement a Ni-Van owned and operated tourism project. The first pilot offering was successfully implemented in July 2017.

❖ *Solar Electrification:* HCDI collaborated with IUCN and Panla Boar association in the acquisition, delivery and installation of 57 30W PV solar kits for use within the Penoru conservation area, along with training in solar kit repair skills

#### **iv. Specialty Consultancies**

❖ HCDI offers capacity building consultancy services to organisations, including strategic capacity assessment, program review, and M&E support for Farm Support Association, a new HRM system design and Corporate Plan for the Vanuatu National Audit Office, HRM/Finance/Board governance systems design for the Vanuatu Society of People with Disabilities, Midterm Strategic Review and long term capacity and business development of Oxfam in Vanuatu, full CSO development support for VPride, conference support for National Disability Advocacy Network, strategic planning for Vanuatu Climate Action Network, organisational development for Luganville International School, support in policy development and review for the MIA's NGO desk, and policy review for the Prime Minister's Office.

#### **❖ School Principal Mentoring Program**

HCDI is collaborating with the Ministry of Education, the Church of Latter-Day Saints, and Pacific Assist to design and implement a pilot program for mentoring school principals, focused on attaining the established government standards for principals.



#### **❖ VANGO/PIANGO Code Committee**



HCDI has been actively engaged in the development of a voluntary code to promote transparency and accountability among Vanuatu Civil Society Organisations (CSOs), an initiative grounded in the Istanbul Principles. To date, the committee has successfully drafted a Code, translated into Bislama. HCDI has designed and implemented training in the Code, and has also developed an action plan for committee outreach, funding, and Code launching.

## **Conclusion**

In reflecting on its 4 years of operation, HCDI's board feels encouraged by the success it has achieved, as well as by the groundwork it has laid for future projects and initiatives. HCDI looks forward to continuing this work in Vanuatu, supporting and building the capacity of local communities to become empowered and self-sustaining.

## **Report Addendum for NGO Desk of the Ministry of Internal Affairs:**

In response to the NGO desks request regarding employment, HCDI would like to share the following information:

1. *Full-time staff:* HCDI has only 1 full-time staff member, which is its Executive Director, Dr. Astrid Kersten. Dr. Kersten is USA national and a Vanuatu resident. Her responsibilities include grant writing, project design and administration, and specialty consultancies.
2. *Volunteers:* Currently, HCDI has one full-time volunteer, Dr. Hashmat Sidky, who is also a USA national and a Vanuatu resident. Dr. Sidky is responsible for all research conducted by HCDI as part of project design, planning and implementation. Up until May 2019, Turan Sidky also served as an HCDI volunteer responsible for Santo projects.
3. *Interns:* HCDI has had one intern – Florence Taga- through APTC's community development training program
4. *Project Staff.* Because HCDI work is on a project basis, all other staff are engaged as part of project implementation. This has included the following people, all of whom are Vanuatu citizens:
  - Ray Ler September 2018 to present
  - Marguerite Wadhewe Motoutorua September 2017 to present
  - Marie Jo Frank August 2019 to present
  - Alesana Faleono Motoutorua 2017- 2018
  - Carren Bough 2017 to presents
  - Steve Bough August 2019 to Present
  - Iopil Lous 2017
  - Joel Thompson 2017
  - Davina Tevanu 2018
  - Morris Otto 2016-2017

In engaging staff, HCDI has committed to and has implemented extensive staff training and development programs to ensure staff capacity building.

5. It should be noted that all of HCDI's work focuses on building capacity in Ni-Vanuatu people. Employment, therefore, while important, is only a miniscule portion of the work accomplished by HCDI. Additional important measures include the number of people trained through Hapi Jiken and other development projects, and the learning and development attained in the organisations that HCDI has helped to build.