



**MINISTRY OF YOUTH DEVELOPMENT
AND SPORTS
GOVERNMENT OF VANUATU**



**CORPORATE PLAN
2024 – 2028**



MoYDS CORPORATE PLAN 2024 - 2028

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2. Executive Summary

The Ministry of Youth Development and Sports is generally taking shape after few years of setbacks and downturn. The key measurable indicators emanating from the seven key goals in the Youth Sector Strategy is somewhat captured in this three years Corporate Plan 2024 – 2026. These indicators are turned into objectives and activities in this plan, covering youth in arts and culture; youth in unformal education; youth in employment; youth in sports; youth in disaster response; youth in volunteer services; and youth in child protection.

The vision of the Ministry is for “Young people who are fully empowered to play a positive role in contributing to the socioeconomic development of Vanuatu.” These is further realized through the mission to “providing leadership through the development of strategic opportunities with youths, sports and training programs.” We value youth centred development; partnership and cooperation; professionalism; accountability and predictability; fairness; equity and respect.

While limited resources are acknowledged, we see these challenges not as barriers, but as opportunities for resourcefulness and creativity. In line with this mindset, this plan is presented as a Roadmap that will guide us towards a future of empowerment and holistic development for youths in Vanuatu. The key focus is on youth empowerment and development of the future leaders of this nation. Therefore, we are committed to the MoYDS Corporate Plan for 2024-2026, which will guide priority actions and activities. By working collaboratively, fostering open dialogue, and thinking beyond traditional boundaries, we can leverage our unique skills to achieve our ambitious goals.

Thank you to all past and present senior officials, particularly the outgoing Director for much dedicated efforts and inputs into the Ministry and the department level. We are determined to continue with these legacies.

For a better and stronger youths of tomorrow.

Russel Taviri TAMATA
Director General
Ministry of Youth Development and Sports



3. Establishment, Roles, and Functions of the Ministry.

The Ministry of Youth Development and Sports (MoYDS) was established through The Council of Ministers (the COM) Decision No.206 of 2021, to combine the Social Development Department with the Youth and Sports Development Ministry to encompass additional portfolios.

With the implementation of this decision, we are committed to forming partnerships with the individuals we serve and other stakeholders. Our aim is to utilize the entrusted resources efficiently, effectively, and innovatively to address the Government's priorities. Transparency and accountability are crucial in our decision-making processes, actions, and overall performance. Furthermore, we actively promote the sharing of knowledge and exchange of expertise with other departments and the broader welfare sector while remaining open to learning from them. As we carry out our duties, we will uphold the Constitution of the Republic of Vanuatu, adhere to the laws governing the public service, and follow the Code of Conduct for the Public Service.

Since the MoYDS is no longer amalgamated with the Department of Women's Affairs, COM Decision No. 206 of 2021 remains key in guiding our operations. We will work towards ensuring the smooth transition and operations of the Ministry while upholding our commitment to service excellence and adherence to regulations.

Our ministry's primary objectives are to establish the supportive environment that cherishes and caters to the following:

- a) Empowering the youth socioeconomically by providing them with skills, training, and opportunities for economic growth and independence.
- b) Promoting sports development by investing in infrastructure, training programs, and sporting events to foster a healthy and competitive environment.
- c) Embracing Integral Human Development, the values of culture and heritage by organizing festivals, exhibitions, and educational programs to raise awareness, appreciation, and preservation of our unique and diverse traditions.
- d) Mutual collaboration with relevant stakeholders and development partners, we aim to enhance unity among the people of Vanuatu and instill a sense of pride in our rich cultural heritage.

The Ministry carries out its mandate with a primary focus on the following core functions but is not limited to them:

- 3.1.1 Our ministry endeavours to promote sportsmanship and sportswomanship by encouraging fair play, ethical behaviour, and respect for others in the field of sports. Additionally, we strive to foster a culture of recreation and leisure activities that enhance physical and mental well-being among the people of Vanuatu.
- 3.1.2 Our ministry is dedicated to promoting and nurturing the arts, music, and cultural heritage of our nation. We aim to highlight the richness and diversity of our artistic

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- expressions and traditions, supporting artists and musicians while ensuring that our cultural heritage is preserved and celebrated for future generations.
- 3.1.3 Our ministry is committed to empowering children, youth, women, and individuals with special needs, ensuring their active participation and involvement in decision-making processes. We recognize the importance of inclusive practices that give these groups a voice, allowing them to contribute their unique perspectives and ideas to shape the policies and programs that affect them. By promoting their empowerment, we aim to create a society that values and respects the rights and contributions of all its members.
- 3.1.4 Our ministry is committed to promoting equity and ensuring freedom from discrimination for all individuals. We recognize the importance of creating a society that values and respects the rights and dignity of every person, regardless of their background, gender, age, or abilities. Through various initiatives and programs, we strive to address systemic barriers and prejudices, promoting equal opportunities and inclusion for everyone. By fostering a culture of acceptance and understanding, we aim to create a society where discrimination is eradicated, and every individual can thrive and contribute to their fullest potential.
- 3.1.5 Our ministry is dedicated to promoting and upholding human rights in all their forms. We recognize that every individual is entitled to fundamental freedoms, dignity, and equal opportunities. Through our programs and initiatives, we strive to raise awareness about human rights issues, advocate for their protection, and ensure their fulfillment in all aspects of society. By actively promoting and upholding human rights, we aim to create a society that respects, values, and protects the rights and well-being of every person, fostering a culture of justice, equality, and inclusion.
- 3.1.6 Promote inclusivity for individuals with special needs.

4. Key core objectives

Our key core objectives will focus on:

- 4.1 Ensuring the enhancement of livelihood opportunities and quality of life for children, youth, and women.
- 4.2 Developing sport competitiveness through strategic planning, training programs, and the creation of opportunities for athletes to compete at local, national, and international levels.
- 4.3 Promoting and preserving cultural diversity and heritage through various initiatives such as organizing cultural events, festivals, exhibitions, and educational programs to enhance awareness and appreciation of local traditions and customs. Additionally, support the development of cultural and creative industries to foster economic growth and sustainability.
- 4.4 Prioritizing the needs and well-being of women, girls, and children, and actively engage in efforts to improve their conditions and enhance their opportunities for growth and development. This can be achieved through various means, such as implementing policies that promote gender equality, providing access to quality education and healthcare services, and creating safe and inclusive environments that foster their empowerment and protect their rights.
- 4.5 Assuring impacted families, a voice and providing a platform for collaborative approach regarding mental health and Special Needs

5. Statement of Vision, Mission, Objectives, Values & Strategic 7 Goals

Overview of the Ministry's Youth Development Agenda

The MoYDS Youth Sectoral Strategic Plan serves as a 10-year roadmap for Integral Youth Development, integrating the goals outlined in the National Sustainable Development Plan, Vanuatu 2030. In pursuit of the national vision, the Ministry has established a vision for youth development by 2033.

VISION



Young people who are fully empowered to play a positive role in contributing to the socioeconomic development of Vanuatu.

Mission



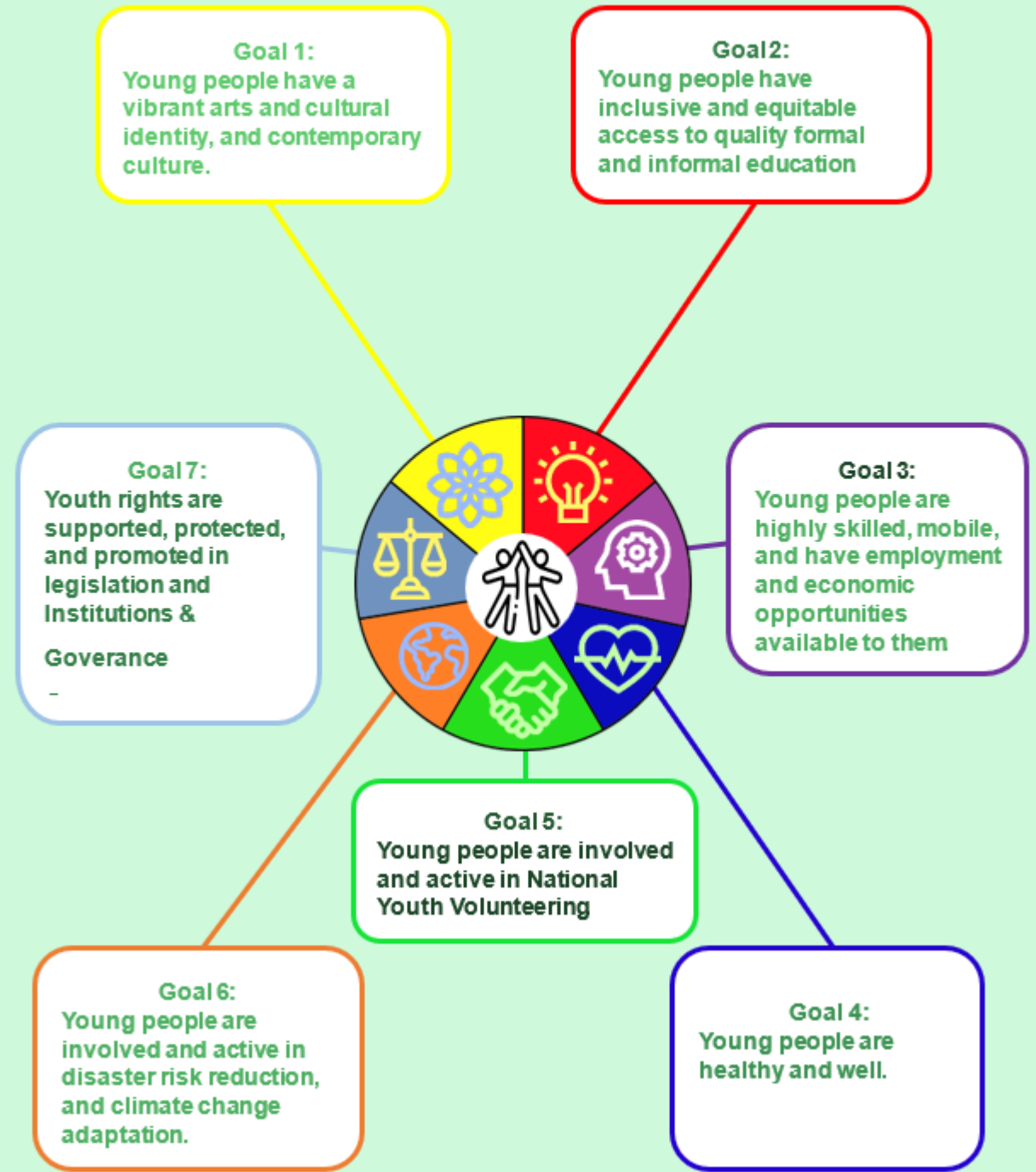
Providing leadership through the development of strategic opportunities with youth, sport, and training programs and address issues.

Values



- **Holistic, youth-centred development**
 - **Transparency, fairness, equity, and respect**
 - **Professionalism, accountability, and result-focused**
- Teamwork, partnership and cooperation**

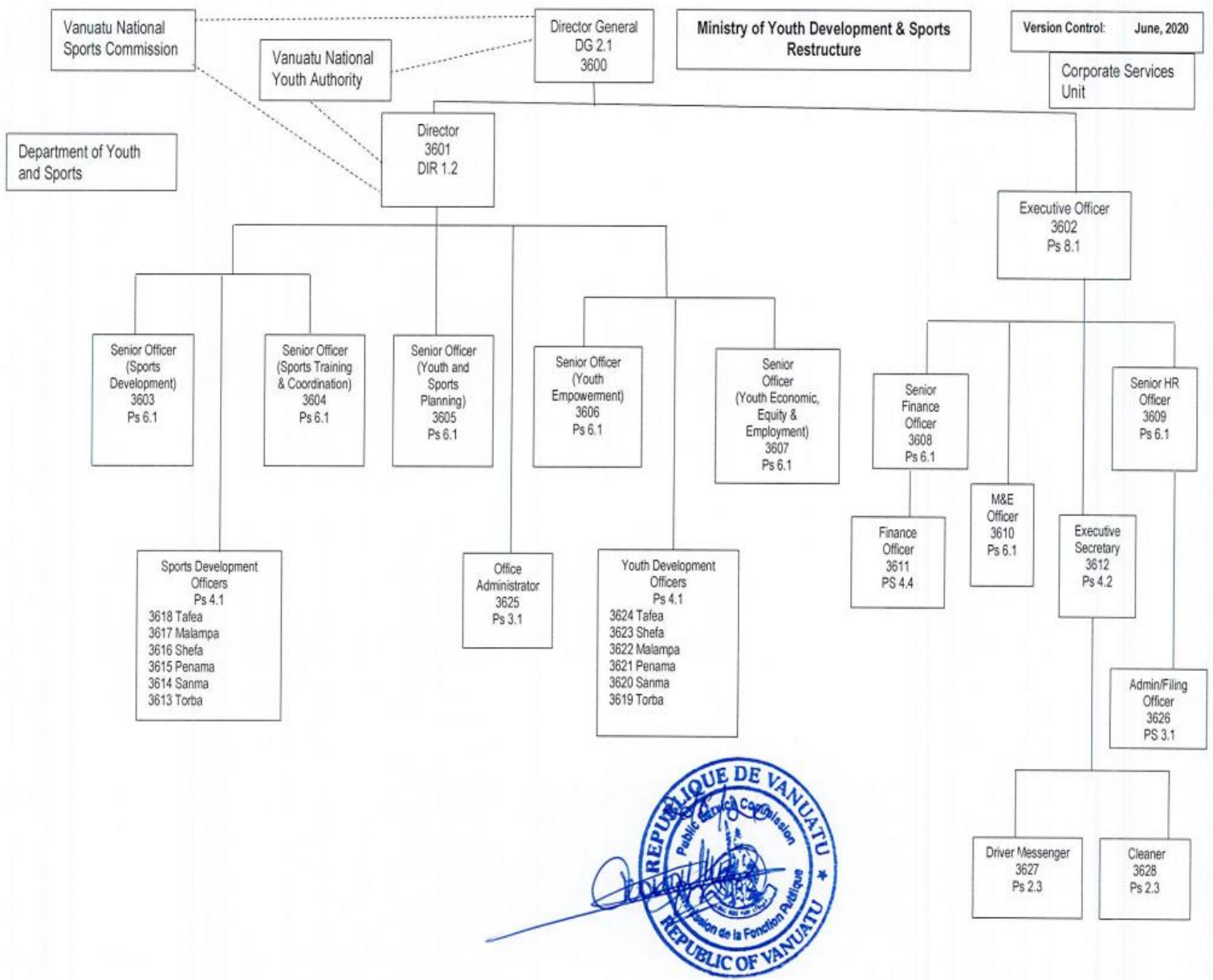
Strategic Goals



6. The structure of the Ministry

The Ministry of Youth Development and Sports of Vanuatu unveiled its restructured organization chart in 2020, following approval by the Public Service Commission. The newly approved structure, as officially documented and published, includes the affiliation of State-Owned Enterprises (SOEs) and Statutory Authorities. Notably, the organizational chart illustrates dotted lines connecting the Ministry to the two statutory bodies, emphasizing a collaborative and interconnected approach. This integration allows for seamless coordination and communication between the Ministry and the statutory bodies, ensuring a unified effort in promoting youth development and sports in Vanuatu. The strategic alignment of these entities under the Ministry's leadership sets the stage for greater synergy and impact in serving the needs of the youth and sports community.

Figure 1: Current organizational Structure of 2020



7. Partners & Clients

The Ministry of Youth Development and Sports is pleased to present a comprehensive list of our current partners and clients who have been instrumental in supporting the development of youths and sports in Vanuatu. From line ministries to development partners, CSOs/NGOs, and private sector partners, our collaborations have helped us make significant strides in empowering the youth and promoting sports in our nation.

While we are grateful for the support we have received thus far, we also recognize the need for additional development partners to further enhance our efforts. We welcome organizations and individuals who share our vision and are committed to investing in the future of our youth and the advancement of sports in Vanuatu.

<i>The Line Ministries</i>	<i>Development Partners</i>	<i>CSOs/NGOs</i>	<i>Private Sector Partners</i>
<i>MALFFB</i> <i>MCT & Business</i> <i>MFEM</i> <i>MoCC</i> <i>MoET</i> <i>MoFA</i> <i>MoH:</i> <ul style="list-style-type: none"> • <i>MoIA: Area Councils</i> • <i>Local traditional Authorises</i> • <i>Municipal</i> <i>Provincial</i> <i>MTTIC</i> <i>PMO</i>	DFAT German Consul JICA Korean Consul MFAT MSG Peace Corp Peoples Republic of China Philippines Honorary Consul PNG Honorary Consul SPC Turkeys Consul General UNDP UNFPA UNICEF United Liberal Movement for West Papua (ULMWP) VSO WHO	JICA Live & Learn Malvatumauri National Federations (NF) OXFAM Para-Athletic Save the Children Vanuatu Disability Promotional and Advocacy Association (VDPA) Vanuatu National Youth Council (VNYC) Vanuatu Society for People with Disability (VSPD) Vanuatu Youth Challenge VCC & Faith Base Organisation VNCW Wan SmolBag Women Crisis Centre Youth Challenge Vanuatu	Air Vanuatu Business Houses VCCI VTO

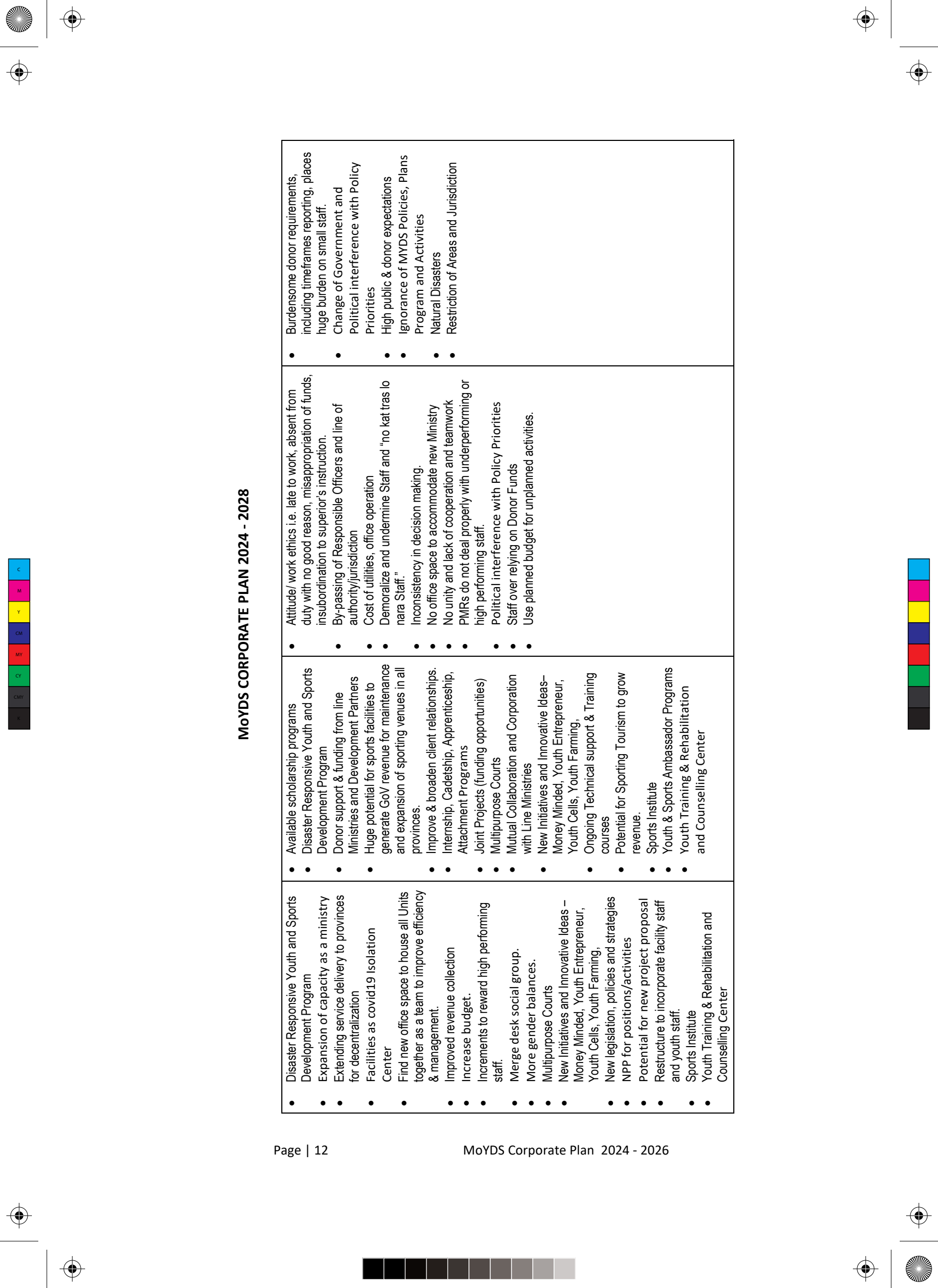
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8. SWOT Analysis

STRENGTHS		WEAKNESSES	
INTERNAL	EXTERNAL	INTERNAL	EXTERNAL
<ul style="list-style-type: none"> Approved Structure Accommodating 2 Provincial Offices: Youth Development & Sports Development Officers. Biggest population is Youth. Facilities in place MYDS Annual Business Plan MYDS Policies: National Sports Policy, National Youth Policy, Sports Grant National Youth Council Network Officers in all provinces Strong network through Vanuatu VNSC Act Youth Authority Act No.6 2018 	<ul style="list-style-type: none"> MOU signed with Relevant Partners NSDP provides strategic planning direction. Sports Facilities Improvement in the Provinces Strong partnership with Provincial Governments Strong support & collaboration from donor partners and NGOs/CSOs Vanuatu public embrace Sport and will support new initiatives to improve delivery. Youth Development Programs implemented by Partners and Stakeholders. 	<ul style="list-style-type: none"> Ad hoc based programs, unplanned activities not budgeted for in the Annual Business Plan Activities Duplication of Roles, Functions and Distinctions between the MYDS Sections and Statutory Institutions Duplications of Job Descriptions, Roles and Functions Lack of Leadership and Discipline No Communication Strategic Plan – Websites, Social Media Platforms, Staffing + Media Policy No HR Development Plan No Internal Operational Policies and Procedures of Statutory Bodies. No proper reporting in a timely manner (Financial Reports, Acquittals, Program/Activity Reports) Ownership of provincial sporting fields needs clear legal status. Program Budget Narrative not implemented accordingly as planned. Staff over committed on Donor Funds. Staff Welfare not taken care of 	<ul style="list-style-type: none"> Change of Government and Political interference with Policy Priorities Interaction of Sportsman and Young People with the Ministry. Lack of cooperation & trust between Directorate VASANOC/NFs, CSO/NGO etc. No Proper Coordination of Youth and Sports Programs No proper database system to track Y&S Programs No reporting and implementation of Y&S Program No Sports Institute and Curriculum No Young Entrepreneurs Institution Youth & Sports Activities or programs implemented in isolation.
← Committed staff →		← Lack of Coordination →	
OPPORTUNITIES		THREATS	
INTERNAL	EXTERNAL	INTERNAL	EXTERNAL

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<ul style="list-style-type: none"> Disaster Responsive Youth and Sports Development Program Expansion of capacity as a ministry Extending service delivery to provinces for decentralization Facilities as covid-19 Isolation Center Find new office space to house all Units together as a team to improve efficiency & management. Improved revenue collection Increase budget. Increments to reward high performing staff. Merge desk social group. More gender balances. Multipurpose Courts New Initiatives and Innovative Ideas – Money Minded, Youth Entrepreneur, Youth Cells, Youth Farming, New legislation, policies and strategies NPP for positions/activities Potential for new project proposal Restructure to incorporate facility staff and youth staff. Sports Institute Youth Training & Rehabilitation and Counselling Center 	<ul style="list-style-type: none"> Available scholarship programs Disaster Responsive Youth and Sports Development Program Donor support & funding from line Ministries and Development Partners Huge potential for sports facilities to generate GoV revenue for maintenance and expansion of sporting venues in all provinces. Improve & broaden client relationships. Internship, Cadetship, Apprenticeship, Attachment Programs Joint Projects (funding opportunities) Multipurpose Courts Mutual Collaboration and Corporation with Line Ministries New Initiatives and Innovative Ideas– Money Minded, Youth Entrepreneur, Youth Cells, Youth Farming, Ongoing Technical support & Training courses Potential for Sporting Tourism to grow revenue. Sports Institute Youth & Sports Ambassador Programs Youth Training & Rehabilitation and Counselling Center 	<ul style="list-style-type: none"> Attitude/ work ethics i.e. late to work, absent from duty with no good reason, misappropriation of funds, insubordination to superior's instruction. By-passing of Responsible Officers and line of authority/jurisdiction Cost of utilities, office operation Demoralize and undermine Staff and "no kat tras lo nara Staff." Inconsistency in decision making. No office space to accommodate new Ministry No unity and lack of cooperation and teamwork PMRs do not deal properly with underperforming or high performing staff. Political interference with Policy Priorities Staff over relying on Donor Funds Use planned budget for unplanned activities. 	<ul style="list-style-type: none"> Burdensome donor requirements, including timeframes reporting, places huge burden on small staff. Change of Government and Political interference with Policy Priorities High public & donor expectations Ignorance of MYDS Policies, Plans Program and Activities Natural Disasters Restriction of Areas and Jurisdiction
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9. Strategic Goals.
9.1 Corporate Service Unit

FIGURE 1: CORPORATE PLAN MATRIX (Corporate Service Unit)			
NSDP Target	Society Pillar:	Ministry Policy	Goal # 7
	<p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups, and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>	<p>The Revised PSC Staff Manual 2008</p> <p>The 10 years Youth Sectoral Strategic Plan 2023-2033</p>	<p>1. Institutional Governance strengthening.</p>
			Restructured & Strengthened the Organizational structure at the national and provincial Level.
			In Compliance with 210921 PFEM Regulations Briefing for FMs, creation of compliance Unit, Policy and Planning Unit, Information System Unit
Key Activities	Output or Service Target	Agencies Responsible.	Time Frame for Delivery
<p>1.1 Creation of New Units/Positions and get approval from the PSC (Public Service Commission).</p> <p>1.2 Align VNYA and VNYC roles</p>	<p>1.1.1 Ministry structure reviewed</p> <p>1.1.2 Number of positions filed</p> <p>1.2.1 Board meeting held</p> <p>1.2.2 Board decision acted upon</p>	<p>1.1 MYSSD Corporate Division SFO, (SHRO, EO, DG, Directors, Planner)</p> <p>1.2 MYSSD Corporate Division SFO, (SHRO, EO, DG, Directors, Planner)</p>	<p>1.1 2024-2026</p> <p>1.2 2024-2025</p>
			<p>Delivery Risk Assessment and Mitigation Measures</p> <p>Get approval from the Management team, PSC and Funds needed,</p>

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FIGURE 2: CORPORATE PLAN MATRIX (Corporate Service Unit)			
NSDP Target	Society Pillar: Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups, and the elderly are supported, protected, and promoted in our legislation and our institutions. Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu	Ministry Policy The Revised PSC Staff Manual 2008 The 10 years Youth Sectoral Strategic Plan 2023-2033	Goal # 7 2. Institutional infrastructure upgrading
Objectives	Construct new Building in provinces and renovating a national building		
Outcome	To host MoYDS under one roof for cost benefits, efficient, effectiveness of good working Environment and effective communication.		
Key Activities	Output or Service Target	Agencies Responsible:	Time Frame for Delivery
2.1 Renovate national office space for MoYDS staffs and built new office space for provincial officers	2.1.1 MoYDS office space renovated to host MoYDS staff at the national level. 2.1.2 The number of office space built to host officers in the 6 provinces.	2.1.1 DG, Directors, HR Coord, Planner & EO 2.1.2 DG, Directors, HR Coord, Planner & EO	2.1.1 -2024 – 2026 2.1.2 – 2024-2026
			Delivery Risk Assessment and Mitigation Measures Funding needed

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FIGURE 3: CORPORATE PLAN MATRIX (Corporate Service Unit)

NSDP Target	Society Pillar Society 1: A nation based on traditional governance and Christian principles, which underpin our culture and continue to bestow life skills and knowledge to future generations. Society 2: An inclusive and equitable quality education system with life-long learning for all Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being		
Ministry Policy	<ol style="list-style-type: none"> Youth and Sports Policy 2019-2024 The 10 years Youth Sectoral Strategic Plan 2023-2033 National Youth Authority Act No. 6 of 2018 		
Goal # 1 & 7	3. Arts, Culture, Music, Leisure & Spiritual Wellbeing		
Objectives	Young people fully engaged in arts, culture, music, leisure & spiritual wellbeing through the power of Volunteerism (Overall Policy)		
Outcome	Establish of Volunteer scheme with policy and legislation		
Key Activities	Output or Service Target	Agencies Responsible.	Time Frame for Delivery
<ol style="list-style-type: none"> Develop Volunteerism policy Establish the National Volunteer Scheme. 	<ol style="list-style-type: none"> Volunteerism policy produced guidelines for employees engage in volunteer activities. Legislation of National Volunteer mandated recruit, place, and manage volunteer in the country. 	<ol style="list-style-type: none"> CSD, PSC, VIPAM, NYC, NSC, VNWC, DWA, Directors, Corporate Division. CSD, PSC, VIPAM, NYC, NSC, VNWC, DWA, Directors, Corporate Division. 	<ol style="list-style-type: none"> 2024-2026 2024-2026
			Delivery Risk Assessment and Mitigation Measures Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes

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9.2 Youth Division (Department of Youth Development and Sports)

FIGURE 1. CORPORATE PLAN MATRIX (Youth Division)

NSDP Target	Society Pillar		
	Society 2. An inclusive and equitable quality education system with life-long learning all. Society 5. A society where rule of Law is consistently upheld, an access to timely justice is available to everyone.		
Ministry Policy	<ol style="list-style-type: none"> Youth and Sports Policy 2019-2024 The 10 years Youth Sectoral Strategic Plan 2023-2033 National Youth Authority Act No. 6 of 2018 		
Goal # 2	1. Provide Youth Education & training, Counselling, and support youths for employment opportunities.		
Objectives	Youth training and Policies are developed to Discipline and provide job orientation or job opportunity		
Outcome	Provide Job opportunity, counselling, and training programs to better shape youth behaviour and wellbeing		
Key sub-Activities	Output or Service Target	Agencies Responsible.	Timeframe for Delivery
1.1. Develop a non-formal Education training Policy	1.1 Non-Formal/In-Formal Education Training Policy to ensure young people adapted to literacy skills, basic skills, and job skills.	1.1 DYS, MOET (SOE)	1.1 - 2024-2025
1.2 Support job counselling and awareness.	1.2 Number of Youths provided with job counselling and awareness.	1.2 DYS	1.2 - 2024-2026
1.3 Develop Partnership with MOIA (VPF and VMF) to train grade 10-14 students.	1.3 Number of Youths provided with physical training through any partnership institutions or agencies.	1.3 DYS, VPF & VMF	1.3 - 2024-2026
1.4 Revive girls' and boys' scout programs.	1.4 Scout programs improved boys' and girls' life skills and behavior.	1.4 DYS & Civic Society	1.4 - 2024-2026
			Delivery Risk Assessment and Mitigation Measures
			1.1 Shortfall of Funding, lack of technical experts to develop the policy.
			1.2 Lack of funding, no proper venue to conduct counselling,
			1.3 No training manual, MOIA (VPF and VMF) may not accept the Concept) No funding.
			1.4 Lack of funding, No trainers,

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FIGURE 2: CORPORATE PLAN MATRIX (Youth Division)				
NSDP Target	Society Pillar	Ministry Policy	Goal # 4	Objective
	Society 3. A Healthily Population that enjoys a highly quality of physical, mental, Spiritual, and social being.	1. Youth and Sports Policy 2019-2024 2. The 10 years Youth Sectoral Strategic Plan 2023-2033 3. National Youth Authority Act No. 6 of 2018	2. Youth Health and well Being	Access Youth Health and Well-Being by addressing different issues affecting youth mental and physical health.
				Improved youth health and wellbeing mentally, emotionally, and physically
Key Activities	Output or Service Target	Agencies Responsible.	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
2.1 Support youths to access health services through physical exercise	2.1 Physical exercise enhanced or supported physical fitness and overall health. Also combatted NCD and other health issues.	2.1 DYS, MOH, CIVIC Society	2.1 - 2024-2026	Funding may require.
2.2 Support IEC and Behavior Change communication (BCC) initiatives.	2.2 IEC and BCC program produced healthy lifestyle with positive health behavior.	2.2 DYS, MOH, CIVIC Society	2.2 - 2024-2026	
2.3 Support health services in recreating physical activities	2.3 Physical activities resulted in a healthy lifestyle and healthy behavior for young people.	2.3 DYS, MOH, CIVIC Society	2.3 - 2024-2026	
2.4 Promote health services in churches.	2.4 Church youths developed positive mindset on health services and physical health practices.	2.4 DYS, Faith Base Organisation, CIVIC Society	2.4 - 2024-2026	

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FIGURE 3: CORPORATE PLAN MATRIX (Youth Division)			
NSDP Target	Society Pillar Society 2: An inclusive and equitable quality education system with life-long learning for all Society 6. A Dynamic public sector with good governance principles and strong institutions s delivering the support. and services expected by all citizens of Vanuatu. Society 5: A society where rule of law is consistently upheld, and access to timely justice is available to everyone.		
Ministry Policy	1. Youth and Sports Policy 2019-2024 2. The 10 years Youth Sectoral Strategic Plan 2023-2033 3. National Youth Authority Act No. 6 of 2018		
Goal # 7	3. Youth Sector Strengthening		
Objective	VNVA, VNVC, VNYC develop their own internal operational policies and process, develop strategic plans respectively		
Outcome	Proper development of policies and plans resulted in better operational of the organisation		
Key Activities	Output or Service Target	Agencies Responsible.	Time Frame for Delivery
3.1 Strengthen the Organizational Capacity through SOP (Standard of Operating Procedures)	3.1 SOP Operational procedure completed tasks in accordance with organization regulations.	3.1 CSD, NYA, NYC, NSC, VNWC	3.1 - 2024
3.2 Support Youth Registration Data System	3.2 Registration data system recorded the number of youths with their identity.	3.2. CSD, NYA, NYC, NSC, VNWC	3.2 - 2024-2025
3.3. Support the implementation of the Programs of Youth Authority	3.3 Proper registration procedure created with process and Directory.	3.3. CSD, NYA, NYC, NSC, VNWC	3.3 - 2024-2025
3.4 Develop Provincial Programs and Provincial Program	3.4 Provincial plans and program strategy developed and strengthened youth activities in the 6 provinces.	3.4. CSD, NYA, NYC, NSC, VNWC, MIA, CSO	3.4 - 2024-2025
			Delivery Risk Assessment and Mitigation Measures Funding may require and Tas are needed to assist.

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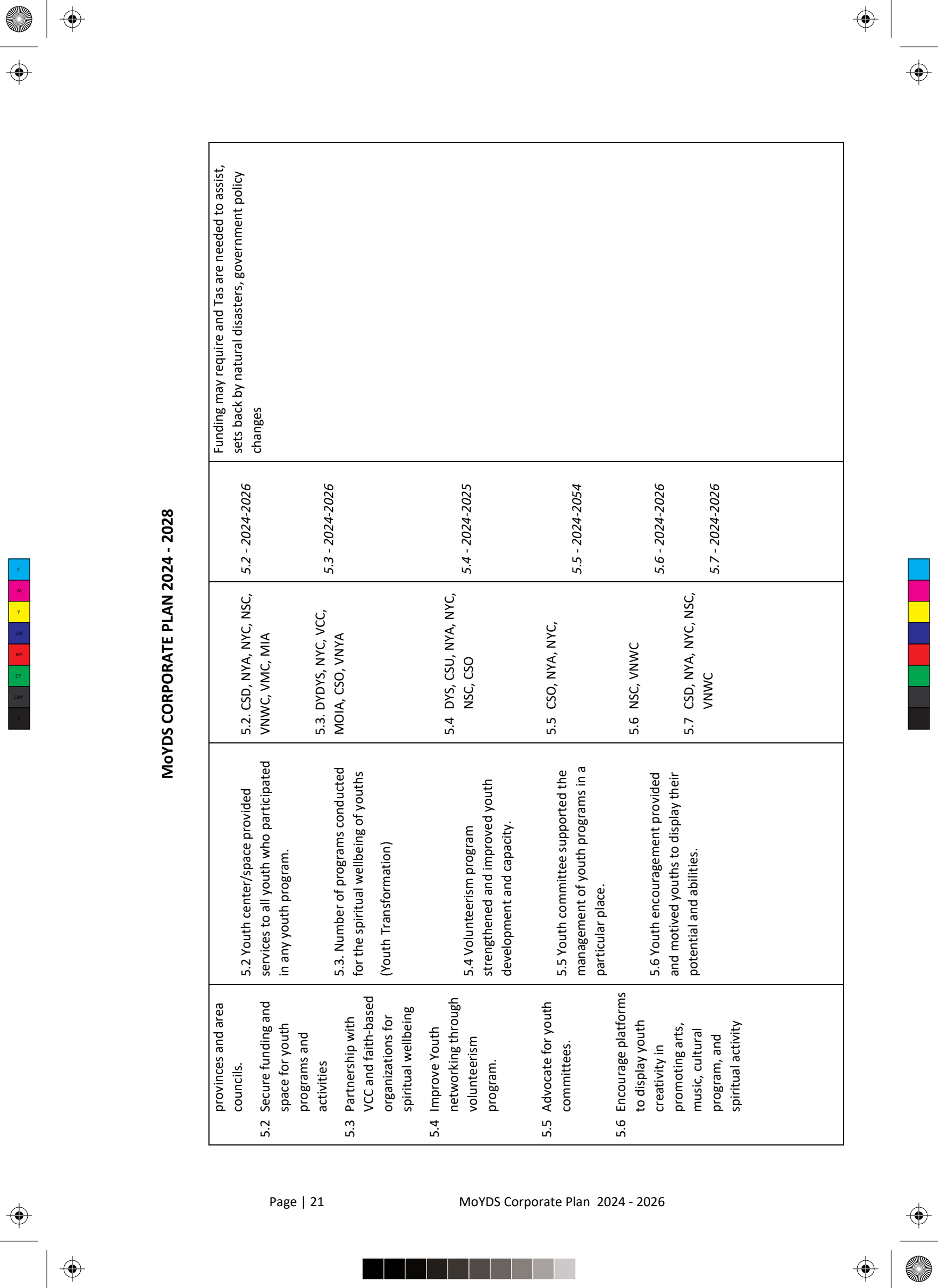
<p>Strategy in partnership with Area Council plans</p> <p>3.5 Support Youth Sector by conducting research and assessment</p> <p>3.6 Develop internal Quality Assurance and Management system (QMS).</p> <p>3.7 Strengthen the informational management system (IMS)</p>	<p>3.5 The youth sector identified overall youth needs and issues.</p> <p>3.6 QMS coordinated and directed youth activities to meet regulatory requirements and continuously improved its effectiveness and efficiency.</p> <p>3.7 IMS managed and facilitated the collection, storage, organization, and distribution of youth information.</p>	<p>3.5. CSD, NYA, NYC, NSC, VNWC, MIA</p> <p>3.6. CSD, NYA, NYC, NSC, VNWC</p> <p>3.7. CSD, NYA, NYC, NSC, VNWC</p>	<p>3.5 - 2024-2025</p> <p>3.6 - 2024-2025</p> <p>3.7 - 2024-2025</p>	
<p>FIGURE 4: CORPORATE PLAN MATRIX (Youth Division)</p>				
<p>NSDP Target</p>	<p>Society Pillar</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions.</p>			
<p>Ministry Policy</p>	<p>1. Youth and Sports Policy 2019-2024</p> <p>2. The 10 years Youth Sectoral Strategic Plan 2023-2033</p> <p>3. National Youth Authority Act No. 6 of 2018</p>			
<p>Goal # 1</p>	<p>4. Civic Engagement</p>			
<p>Objective</p>	<p>VNYA, VNWC, VVYC develop their own internal operational plans to engage youth in some developed program and skills</p>			
<p>Outcome</p>	<p>Improved the youth skills and capacity through leadership trainings</p>			
<p>Key Activities</p>	<p>Output or Service Target</p>	<p>Agencies Responsible.</p>	<p>Time Frame for Delivery</p>	<p>Delivery Risk Assessment and Mitigation Measures</p> <p>Funding may require and Tas are needed to assist.</p>

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4.1 Support and improve the process of Civic Education Training (CET)	4.1 CET developed leadership knowledge, skills, and commitments for youth to interact effectively with others in their communities.	4.1 CSD, NYA, NYC, NSC, VNWC, CSO	4.1 - 2024-2026
3.3 Involve youth in disaster respond and recovery programs	4.2 Youth participated in physical workforce in the recovery process of any disaster	4.2. CSD, NYA, NYC, NSC, VNWC, VMC	4.2 - 2024-2026
4.3 Develop Youth capacity and leadership program	4.3 Development leadership boosted individual engagement, increased youth ability and skills to deal with gaps, issues, and other matters.	4.3. DYDYS, NYC, NDMO, MOIA, VNCM, CSO	4.3 - 2024-2026
FIGURE 5: CORPORATE PLAN MATRIX			
NSDP Target	Society Pillar	Society 1: A nation based on traditional governance and Christian principles, which underpin our culture and continue to bestow life skills and knowledge to future generations. Society 2: An inclusive and equitable quality education system with life-long learning for all Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being	
Ministry Policy	1 Youth and Sports Policy 2019-2024 2 The 10 years Youth Sectoral Strategic Plan 2023-2033 3 National Youth Authority Act No. 6 of 2018		
Goal # 1	4. Arts, Culture, Music, Leisure & Spiritual Wellbeing		
Objective	Ensure young people fully engaged in arts, culture, music, leisure & spiritual wellbeing		
Outcome	Young people display their skills and talent through arts, culture, music, and others		
Key Activities	Output or Service Target	Agencies Responsible.	Time Frame for Delivery
5.1 Increase resources to support youth in	5.1 Number of resources allocated to support youth program in all provinces	5.1 CSD, NYA, NYC, NSC, VNWC	5.1 - 2024-2026
			Delivery Risk Assessment and Mitigation Measures

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<p>provinces and area councils.</p> <p>5.2 Secure funding and space for youth programs and activities</p> <p>5.3 Partnership with VCC and faith-based organizations for spiritual wellbeing</p> <p>5.4 Improve Youth networking through volunteerism program.</p> <p>5.5 Advocate for youth committees.</p> <p>5.6 Encourage platforms to display youth creativity in promoting arts, music, cultural program, and spiritual activity</p>	<p>5.2 Youth center/space provided services to all youth who participated in any youth program.</p> <p>5.3. Number of programs conducted for the spiritual wellbeing of youths (Youth Transformation)</p> <p>5.4 Volunteerism program strengthened and improved youth development and capacity.</p> <p>5.5 Youth committee supported the management of youth programs in a particular place.</p> <p>5.6 Youth encouragement provided and motivated youths to display their potential and abilities.</p>	<p>5.2. CSD, NYA, NYC, NSC, VNWC, VMC, MIA</p> <p>5.3. DYDYS, NYC, VCC, MOIA, CSO, VNVA</p> <p>5.4 DYS, CSU, NYA, NYC, NSC, CSO</p> <p>5.5 CSO, NYA, NYC,</p> <p>5.6 NSC, VNWC</p> <p>5.7 CSD, NYA, NYC, NSC, VNWC</p>	<p>5.2 - 2024-2026</p> <p>5.3 - 2024-2026</p> <p>5.4 - 2024-2025</p> <p>5.5 - 2024-2054</p> <p>5.6 - 2024-2026</p> <p>5.7 - 2024-2026</p>	<p>Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes</p>
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FIGURE 6: CORPORATE PLAN MATRIX (Youth Division)			
NSDP Target	Society Pillar Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being. Society 5: A society where rule of law is consistently upheld, and access to timely justice is available to everyone		
Ministry Policy	<ol style="list-style-type: none"> 1. Youth and Sports Policy 2019-2024 2. The 10 years Youth Sectoral Strategic Plan 2023-2033 3. National Youth Authority Act No. 6 of 2018 		
Goal # 2	6. Youth Rehabilitation and the overall Wellbeing		
Programme	Established Rehabilitation center and programs to address drugs abuses		
Outcome	Reduced mental and emotional effect of drugs through laws, counselling, and mentoring program		
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery Delivery Risk Assessment and Mitigation Measures
6.1 Support and make awareness about Law enforcement agency	6.1 Law enforcement awareness motivated young people to reduce abusive behavior	6.1 VPF, NYA, NYC, VNWC, MINICIPAL, MOIA	6.1 - 2024-2026 Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes
6.2 Provide counselling and mentoring Services to Psychologically affected young people with drugs	6.2 Youth counselling and mentoring program provided information on mental and emotional effect of drugs.	6.2 VPF, NYA, NYC, VNWC, MINICIPAL, MOIA, MOET	6.2 - 2024-2026

FIGURE 7: CORPORATE PLAN MATRIX (Youth Division)	
NSDP Target	Society Pillar Economy Pillar 1: A stable and prosperous economy, encouraging trade, investment and providing economic opportunities for all members of society through Vanuatu.

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	<p>Economy Pillar 3: A strong rural economy that increases opportunities, enables the development of rural communities & increasingly contributes to national prosperity.</p> <p>Economy Pillar 4: An enabling business environment, creating opportunities and employment for indigenous and foreign entrepreneurs throughout Vanuatu</p>			
Ministry Policy	<ol style="list-style-type: none"> Youth and Sports Policy 2019-2024 The 10 years Youth Sectoral Strategic Plan 2023-2033 National Youth Authority Act No. 6 of 2018 			
Goal # 3	7. Support and Increase Youth Economic Empowerment			
Objective	Mobilized and encouraged young people to involve in productive sectors			
Outcome	Youth to involved in productive sector and established their own business or project and increase the economic standard in the country.			
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
7.1 Support and promote apprenticeship and government employment programs	7.1 Employment programs developed more internship and job opportunity for young people.	7.1 MALF, MFOM, MDCT, MIA, CSO	7.1 - 2024-2026	Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes
7.2 Support and encourage economic initiatives.	7.2 Economic initiatives provided encouragement for youth to develop their own project or business.	7.2 MALF, MFOM, MDCT, MIA, CSO	7.2 - 2024-2026	
7.3 Support, encourage and promote policy of productive sector and regulatory environment.	7.3.1 Productive sector policy produced an opportunity for youths to use natural resources to develop economic empowerment strategic plan. 7.3.2 This productive sector trained youths to become young	MALF, MFOM, MDCT 7.3.1 MALF, MFOM, MDCT, MIA, CSO 7.3.2 MALF, MFOM, MDCT, MIA, CSO 7.4 MALF, MFOM, MDCT, MIA, CSO	7.3.1 - 2024-2026 7.3.1 – 2024-2026	

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7.4 Enable Youth access to land for economic Activity.	entrepreneurs in the economic sector. 7.4 Economic space provided for youth to display and market their product.		7.4 - 2024-2026	
FIGURE 8: CORPORATE PLAN MATRIX (Youth Division)				
NSDP Target	<p>Society Pillar</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups, and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 5: A society where rule of law is consistently upheld, and access to timely justice is available to everyone</p>			
Ministry Policy	<ol style="list-style-type: none"> 1. Youth and Sports Policy 2019-2024 2. The 10 years Youth Sectoral Strategic Plan 2023-2033 3. National Youth Authority Act No. 6 of 2018 			
Goal # 6 & 7	8. Protection of children and youth Rights			
Objective	Safeguarding children and Youth rights.			
Outcome	Laws and Legislation put in place to safeguard the right of children and youth			
<p>Key Activities</p> <p>8.1 Partnership with child desk and other line agency to advocate for children's and youth rights</p> <p>8.2 Liaise with law enforcement</p>	<p>Output or Service Target</p> <p>8.1 Legislative frameworks supported through awareness to safeguard the rights of children and youth.</p> <p>8.2.1 Law enforcement agencies supported the protection of children and youth from abuse by</p>	<p>Agencies Responsible</p> <p>8.1 DYSDS, DWA, CSO's, NGO's, Malvatumauri, VNCW, MOH</p> <p>8.2.1 DYSDS, DWA, CSO's, NGO's, Malvatumauri, VNCW, MOH</p>	<p>Time Frame for Delivery</p> <p>8.1 - 2024-2026</p> <p>8.2.1 – 2024-2026</p> <p>8.2.2 – 2024-2026</p>	<p>Delivery Risk Assessment and Mitigation Measures</p> <p>Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes.</p>



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agencies to support the protection of children and youth from abuse by advocating for the strengthening of necessary legislation	advocating for the strengthening of necessary legislation. 8.2.2 Law enforcement emphasized awareness to protect children and youth from abuse	8.2.2 DYSDS, DWA, CSO's, NGO's, Malvatumauri, VNCW, MOH	
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9.3 Sport Division (Department of Youth Development and Sport)

FIGURE 1: CORPORATE PLAN MATRIX (Sports Division)

NSDP Target	Society Pillar Economy Pillar 1: A stable and prosperous economy, encouraging trade, investment and providing economic opportunities for all members of society through Vanuatu Economy Pillar 3: A strong rural economy that increases opportunities, enables the development of rural communities & increasingly contributes to national prosperity. Economy Pillar 4: An enabling business environment, creating opportunities and employment for indigenous and foreign entrepreneurs throughout Vanuatu
Ministry Policy	<ol style="list-style-type: none"> Youth and Sports Policy 2019-2024 The 10 years Youth Sectoral Strategic Plan 2023-2033 Vanuatu Sports Grant Policy 2019
Goal # 4	1. Sport program in Education Sector
Objective	Support stakeholders and organization to improved Sports participation and involvement in schools
Outcome	School to participate in provincial and national sport activities and advance career pathway for young people in the future



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Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
1.1 Improve the participation of students in sports and physical activities	1.1 Sport activity provided opportunity for student to participate.	1.1 MoET, SOE, MoYDS, VQA, USP, NUV	1.1 - 2024-2026	Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes
1.2 Support National/Provincial & Municipal Games	1.2 Equal opportunity for youth population to participated in sport & physical activities in NSG.	1.2 MoET, SOE, MoYDS, VQA, USP, NUV	1.2 - 2024-2026	
1.3 Support and improve National & Provincial school games	1.3 Equal opportunity for the youth population to participate in sport & physical activities in PSG.	1.3 MoET, SOE, MoYDS, VQA, USP, NUV	1.3 - 2024-2026	
1.4 Advance Career pathways in sports programs	1.4 Lifelong career pathways developed opportunities in school, academic, sport institutions & industry	1.4 MoET, SOE, MoYDS, VQA, USP, NUV	1.4- 2024-2026	
1.5 Support and improve Partnership with ministry of Education	1.5 Curriculum linkage for sports & physical activity in school by the Ministry of education.	1.5 MoET, SOE, MoYDS, VQA, USP, NUV	1.5 - 2024-2026	
1.6 Develop Regional and International Games in partnership with VASANOC & other	1.6 Sport Federations engaged youths in international Games.		1.6 - 2024-2026	

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<p>1.7 In conjunction with Minister and MPs to establish sport facilities</p> <p>1.8 Ensure the Development of Sport Facilities management and maintenance Policies and Procedures produced by VNSC.</p>	<p>1.7 Minister and MPs established sports facilities for sports activities.</p> <p>1.8 Maintenance Policy safeguarded sport facilities in a proper way.</p>	<p>1.7 - 2024-2026</p> <p>1.8 - 2024-2026</p>
FIGURE 2: CORPORATE PLAN MATRIX (Sports Division)		
NSDP Target	Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being	
Ministry Policy	<ol style="list-style-type: none"> 1. Youth and Sports Policy 2019-2024 2. The 10 years Youth Sectoral Strategic Plan 2023-2033 3. Vanuatu Sports Grant Policy 2019 	
Goal # 4	2. Health Program in Sport	
Objective	Support the MOH to increase participation at all levels of society in sport, physical education & physical activities.	
Outcome	In partnership with MOH to promote physical health activities	
Key Activities	Output or Service Target	Agencies Responsible
2.1 Liaise and promote physical activities in partnership with Stakeholders and the Ministry of Health	2.1 Physical activity improved healthy lifestyle in societies with positive mindsets to combat different health issues.	2.1 DYSSD, MOET, MOIA, MOH, NGO 2.2 DYSSD, MOET, MOIA, MOH, NGO
	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
	2.1 - 2024-2026 2.2 - 2024-2026	Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes

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2.2 Support for development advocacy and awareness in sport nutrition	2.2 Nutrition awareness in Sport to improve the program of nutrition's, medicine, psychology, biomechanics, physiology, pharmacy, & sports science & medicine.			
FIGURE 3: CORPORATE PLAN MATRIX (Sports Division)				
NSDP Target	Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being. Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions			
Ministry Policy	<ol style="list-style-type: none"> 1 Youth and Sports Policy 2019-2024 2 Vanuatu National Sport Commission Act No. 14 of 2014.3 3 Vanuatu Sports Grant Policy 2019 4 The 10 years Youth Sectoral Strategic Plan 2023-2033 			
Goal # 4	2. Woman in Sports			
Objective	Improve access and participation of woman in sport in all levels			
Outcome	Increase the accessibility of women in provincial and national level of sport			
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
3.1 Encourage participation of woman and girls in Sports	3.1 Awareness program improved the participation of women and girls in sport activities.	3.1 DYSSD, MOET, MOIA, MOH, CSO, VNWC, VASANOC	3.1 - 2024-2026	Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes
3.2 Support Change champions of women in sport.	3.2 Change Champion developed women capacity building in sport.	3.2 DYSSD, MOET, MOIA, MOH, CSO, NF, VASANOC	3.2.- 2024-2026	
3.3 Promote woman and girls' leadership in sport	3.3 Woman leadership & management improved women's role in sport.		3.3 - 2024-2026	

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3.4 Strengthen women and girls in sport through IMS	3.4 IMS kept record of women and girls' information in sport.	3.3 DYSSD, MOET, MOIA, MOH, CSO, NF, VASANOC	3.4 - 2024-2026
FIGURE 4: CORPORATE PLAN MATRIX (Sports Division)			
<p>NSDP Target</p> <p>Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being.</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>			
<p>Ministry Policy</p> <ol style="list-style-type: none"> 1 Youth and Sports Policy 2019-2024 2 Vanuatu National Sport Commission Act No. 14 of 2014. 3 The 10 years Youth Sectoral Strategic Plan 2023-2033 			
<p>Goal # 4 & 7</p> <p>4 Disability in Sport (Para-athletic)</p>			
<p>Objective</p> <p>Formal and informal participation and inclusive, equitable involvement for people living with an impairment in sport</p>			
<p>Outcome</p> <p>Increase the participation people with special need in sport</p>			
<p>Key Activities</p>			
<p>4.1 Strengthen para-athletic program and outreach in sport and physical activity program in partnership with development partners.</p> <p>4.2 Increase financial and technical support</p>	<p>4.1 Inclusive Support developed more resourceful program for inclusive sport.</p> <p>4.2 Financial and technical support improved the standard of sports, especially for people with impairment.</p>	<p>Agencies Responsible:</p> <p>4.1 DYSSD, MOET, MOIA, VNSC, NF, DOS, CSO, VSPD</p> <p>4.2 DYSSD, MOET, MOIA, VNSC, NF, DOS, CSO, VSPD</p>	<p>Time Frame for Delivery</p> <p>4.1 - 2024-2026</p> <p>4.2 - 2024-2026</p>
			<p>Delivery Risk Assessment and Mitigation Measures</p> <p>Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes</p>

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4.3 Upgrade Sport Facilities accessible to all	4.3 Accessible facilities improved para-athletic participants.	4.3 DYSSD, MOET, MOIA, VNISC, NF, DOS, CSO, VSPD	4.3 - 2024-2026
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FIGURE 5: CORPORATE PLAN MATRIX (Sports Division)

NSDP Target	<p>Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being.</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>		
Ministry Policy	<ol style="list-style-type: none"> Youth and Sports Policy 2019-2024 Vanuatu National Sport Commission Act No. 14 of 2014. The 10 years Youth Sectoral Strategic Plan 2023-2033 		
Goal # 3	5 Tourism in Sport		
Objective	Involve young people in sport tourism program		
Outcome	Young people boosted in sport to foster economy revenue		
Key Activities	Output or Service Target	Agencies Responsible.	Time Frame for Delivery
5.1 Strengthen sport tourism program and outreach to stimulate the national tourism sector & foster Economy revenue.	5.1 Sport in tourism program boosted the participation of people in sport to foster economy revenue in the country	5.1 DYSSD, DOT, MOIA, VTO, VCCI, AIR VANUATU, MOFET	5.1 - 2024-2026
5.2 Coordinate NFS planning for international events in Vanuatu.	5.2 NFS plans developed inclusive standard of international sports events in Vanuatu.	5.2 DYSSD, DOT, MOIA, VTO, VCCI, AIR VANUATU, MOFET	5.2 - 2024-2026
			Delivery Risk Assessment and Mitigation Measures
			Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes

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FIGURE 6: CORPORATE PLAN MATRIX (Sports Division)

NSDP Target	<p>Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being.</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>		
Ministry Policy	<ol style="list-style-type: none"> 1 Youth and Sports Policy 2019-2024 2 Vanuatu National Sport Commission Act No. 14 of 2014. 3 The 10 years Youth Sectoral Strategic Plan 2023-2033 		
Goal # 3 & 4	6 Diplomacy Management in Sports.		
Objective	Improve diplomatic ties through partnership of agencies managing sports team to participate in international level		
Outcome	Improve sport participation in national and international level		
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery Delivery Risk Assessment and Mitigation Measures
6.1 Liaise with internal and external agencies to create sport opportunities.	6.1.1 Sports opportunity coordinated by agencies Sports ambassador programs 6.1.2 Partnership with sport teams/discipline managed the travelling of those representing Vanuatu overseas.	6.1.1 DYSSD, MOFAT, MOIA, NGOS 6.1.2 DYSSD, MOFAT, MOIA, NGOS	Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes

FIGURE 7: CORPORATE PLAN MATRIX (Sports Division)

NSDP Target	<p>Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being.</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups, and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>		
Ministry Policy	<ol style="list-style-type: none"> 1 Youth and Sports Policy 2019-2024 2 Vanuatu National Sport Commission Act No. 14 of 2014. 3 The 10 years Youth Sectoral Strategic Plan 2023-2033 		

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Goal # 1 & 4	7 Sports and Culture			
Objective	Identify support and encourage participation in traditional sports and games			
Outcome	Promote traditional sports activities in national sport program			
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
7.1 Strengthen the Partnership with MOIA (VCCI, Malvatumauri, Cultural center) to promote indigenous sports	7.1.1 A strong partnership with these agencies provided ways to preserved indigenous sport program.	7.1 DYSSD, VCC, VNCC, MOIA, NGOS,	7.1 - 2024-2026	Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes
FIGURE 8: CORPORATE PLAN MATRIX (Sports Division)				
NSDP Target	<p>Society 2 An inclusive and equitable quality education system with lifelong learning for all</p> <p>Society 2.4 Increase higher education opportunities, including vocational and technical education, training, and skills.</p> <p>Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being.</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>			
Ministry Policy	<ol style="list-style-type: none"> 1 Youth and Sports Policy 2019-2024 2 Vanuatu National Sport Commission Act No. 14 of 2014. 3 The 10 years Youth Sectoral Strategic Plan 2023-2033 			
Goal # 4	8 High-Performance data in Sport			
Objective	Improve sport performance in all levels			
Outcome	Increase participation, improve planning, resourcing & involvement to achieve sporting excellence			

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Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
8.1 Support high performances pathways	8.1 High performance pathway promoted and supported across six provinces and 4 municipalities.	8.1 DYSSD, MOET, VASANOC, MOIA, VPC, NGOS	8.1 - 2024-2026	Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes
8.2 Strengthen and promote sports participation.	8.2 Good participation and high performance through national & international sports events.	8.2 DYSSD, MOET, VASANOC, MOIA, VPC, NGOS	8.2 - 2024-2026	
8.3 Strengthen and support NFS organizations capacity, governance, resourcing, reporting & elite programs through the DYS and VNSC	8.3 DYS and VNSC programs developed guidelines/standards/registrati on process for NFs to better manage the NFS organization.	8.3 DYSSD, MOET, VASANOC, MOIA, VPC, NGOS	8.3 - 2024-2026	
FIGURE 9: CORPORATE PLAN MATRIX (Sports Division)				
NSDP Target	<p>Society: A nation based on traditional governance and Christian principles, which underpin our culture and continue to bestow life skills and knowledge to future generations</p> <p>Society 2: An inclusive and equitable quality education system with life-long learning for all</p> <p>Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being.</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu.</p>			
Ministry Policy	<ol style="list-style-type: none"> 1 Youth and Sports Policy 2019-2024 2 Vanuatu National Sport Commission Act No. 14 of 2014. 3 The 10 years Youth Sectoral Strategic Plan 2023-2033 			
Goal # 4 & 7	9 Sports Infrastructure Development and Maintenance			
Objective	Improving and maintaining sport infrastructure in all six provinces			

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Outcome	Maintain sports buildings and assets in all provinces			
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
9.1 Develop partnership with VNSC to coordinate mandate objectives under VNSC Act	9.1 VNSC Mandate objectives preserved and maintained sport assets in all Provinces.	9.1 DYYSD, VNSC, VASANOC, MOIA, NGOS	9.1 - 2024-2026	Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes
9.2 Request funding to support NFS facilities	9.2 Accessible design & maintenance programs preserved sports facilities and asserts.	9.2 DYYSD, VNSC, VASANOC, MOIA, NGOS	9.2 - 2024-2026	
9.3 Support inclusive, accessible, design, maintenance, and disaster resilient facilities. (Evacuation centre)	9.3 Sports building provided inclusive accessibility in terms of disaster rescue centre or evacuation centre.	9.3 DYSSD, VNSC, VASANOC, MOIA, NGOS	9.3 - 2024-2026	
FIGURE 10: CORPORATE PLAN MATRIX (Sports Division)				
NSDP Target	<p>Society 1: A nation based on traditional governance and Christian principles, which underpin our culture and continue to bestow life skills and knowledge to future generations.</p> <p>Society 2: An inclusive and equitable quality education system with life-long learning for all</p> <p>Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being.</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>			
Ministry Policy	<ol style="list-style-type: none"> Youth and Sports Policy 2019-2024 Vanuatu National Sport Commission Act No. 14 of 2014. The 10 years Youth Sectoral Strategic Plan 2023-2033 			
Goal # 2 & 4	10 Sports and Capacity development in career pathway			
Objective	Capacity development in sports to improve training & Capacity building for athletes, Administrator, coaches & officials			

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Outcome	Improved capacity and career pathway for athletes, administrators, coaches and officials		
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery
10.1 Liaise and establish ongoing sport programs	10.1 Continuously developed sports program to maintained sport capacity and career pathway.	10.1 DYSSD, VNSC, VASANOC, MOIA, NGOS, VIPAM, MOET	10.1 - 2024-2026
10.2 Identify opportunities for training development	10.2 Sport opportunities provided through Scholarship, professional development, exchange programs, peer mentoring improved the standard in the country.	10.2 DYSSD, VNSC, VASANOC, MOIA, NGOS, VIPAM, MOET	10.2 - 2024-2026
FIGURE 11: CORPORATE PLAN MATRIX (Sports Division)			
NSDP Target	<p>Society Pillar:</p> <p>Society 1: A nation based on traditional governance and Christian principles, which underpin our culture and continue to bestow life skills and knowledge to future generations.</p> <p>Society 2: An inclusive and equitable quality education system with life-long learning for all</p> <p>Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being.</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups, and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>		
Ministry Policy	<ol style="list-style-type: none"> Youth and Sports Policy 2019-2024 Vanuatu National Sport Commission Act No. 14 of 2014. The 10 years Youth Sectoral Strategic Plan 2023-2033 		
Goal # 7	11 Sports Administration & Management		
Objective	Support NFS & key sporting bodies to improved Management, Administration, compliance & Governance		
Outcome	Increase the standard of sports administration and management		

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Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
11.1 Support and strengthen the NF organizational capacity.	11.1 NF developed institutional policy and procedures, and effectively managed compliance of NFS/agencies/bodies under VNSC Act.	11.1 DYSSD, VNSC, VASANOC, MOIA, DSPPAC, VPC	11.1 (2024-2026)	Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes
11.2 Make awareness on good management practices programs with the support of partnership agencies	11.2 Good management skills promoted each agency's capacity to better manage their organization and improve the standard of sport.	11.2 DYSSD, VNSC, VASANOC, MOIA, DSPPAC, VPC, TVET	11.2 (2024-2026)	
11.3 Liaise with VASANOC and Vanuatu Paralympic Committee to improve & harmonized planning & reporting to avoid duplication reporting	11.3 VASANOC and Vanuatu Paralympic developed consistent planning and report them.	11.3 DYSSD, VNSC, VASANOC, MOIA, DSPPAC, VPC	11.3 (2024-2026)	

FIGURE 12: CORPORATE PLAN MATRIX (Sports Division)

NSDP Target	Society Pillar:
	<p>Society 1: A nation based on traditional governance and Christian principles, which underpin our culture and continue to bestow life skills and knowledge to future generations.</p> <p>Society 2: An inclusive and equitable quality education system with life-long learning for all</p> <p>Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being.</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups, and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>
Ministry Policy	<ol style="list-style-type: none"> Youth and Sports Policy 2019-2024 Vanuatu National Sport Commission Act No. 14 of 2014.

MoYDS CORPORATE PLAN 2024 - 2028

Goal # 3 & 4	3 The 10 years Youth Sectoral Strategic Plan 2023-2033			
12 Sports Investment & Sponsorship				
Objective	Improve relationship between sporting bodies & potential investors to improve partnership for growth			
Outcome	Sponsor and invest in some training to upgrade sports program			
<p>Key Activities</p> <p>12.1 Maintain Partnership with private sector/sports bodies/NFS.</p> <p>12.2 Liaise and help VCCI through awareness and coordination of the program</p> <p>12.3 Identify successful investment models</p> <p>12.4 Training in sports marketing and private section engagement</p> <p>12.5 Develop annual budget plans and funding request</p> <p>12.6 Support Sports ambassador</p>	<p>Output or Service Target</p> <p>12.1 Cooperation between these sectors improved the standard of sport program.</p> <p>12.2 Cooperation maintained between public and private sector to promote the coordination of sport program</p> <p>12.3 Better partnership & sponsorship in the corporate world invested more income in sport program.</p> <p>12.4 Partnership with cooperate world to participated in training</p> <p>12.5 Financial resources invested to support sports organizations & bodies.</p> <p>12.6 Training from corporate sponsor improved sport ambassador skills and knowledge</p>	<p>Agencies Responsible</p> <p>12.1 DYSSD, VNSC, VASANOC, MOIA, NGOs</p> <p>12.2 DYSSD, VNSC, VASANOC, MOIA, NGOs</p> <p>12.3 DYSSD, VNSC, VASANOC, MOIA, NGOs</p> <p>12.4 DYSSD, VNSC, VASANOC, MOIA, VPC</p> <p>12.5 DYSSD, VNSC, VASANOC, MOIA, VPC</p> <p>12.6 DYSSD, VNSC, VASANOC, MOIA, DSPPPAC, VPC</p>	<p>Time Frame for Delivery</p> <p>12.1 - 2024-2026</p> <p>12.2 - 2024-2026</p> <p>12.3 - 2024-2026</p> <p>12.4 - 2024-2026</p> <p>12.5 - 2024-2026</p> <p>12.6 - 2024-2026</p>	<p>Delivery Risk Assessment and Mitigation Measures</p> <p>Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes</p>
FIGURE 13: CORPORATE PLAN MATRIX (Sports Division)				

MoYDS CORPORATE PLAN 2024 - 2028

NSDP Target	<p>Society Pillar:</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>		
Ministry Policy	<ol style="list-style-type: none"> 1 Youth and Sports Policy 2019-2024 2 Vanuatu National Sport Commission Act No. 14 of 2014. 3 The 10 years Youth Sectoral Strategic Plan 2023-2033 		
Goal # 4 & 7	<p>13 Sports & Enabling Frameworks</p>		
Objective	<p>Establish an enabling framework of policy, legislation, charters, MOU, Planning, reporting & budget allocations to support transparent, equitable development in Sports</p>		
Outcome	<p>Guidelines and plans directed the implementation of sports activities</p>		
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery
13.1 Develop strategy plans for sport	13.1.10 Strategy plan develop sport structure and programs as guidelines for the implementation of sports activities.	10.1 DYSSD, MYDS, VNSC, VASANOC, MOIA, NGOS	13.1 - 2024-2026
<p>Delivery Risk Assessment and Mitigation Measures</p> <p>Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes</p>			
<p>FIGURE 14: CORPORATE PLAN MATRIX</p>			
NSDP Target	<p>Society Pillar:</p> <p>Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being.</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>		
Ministry Policy	<ol style="list-style-type: none"> 1 Youth and Sports Policy 2019-2024 2 Vanuatu National Sport Commission Act No. 14 of 2014. 3 The 10 years Youth Sectoral Strategic Plan 2023-2033 		
Goal # 3 # 4	<p>14 Youth Involvement in Sport</p>		
Objective	<p>Recognized Cross sectoral role & potential powerhouse of Youth in driving sports in the lives of all Ni- Vanuatu</p>		

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Outcome	Youth councils and committee establish to deal with youth matters in sport		
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery
14.1 Coordinate youth councils in provinces/area councils to deliver sports events.	14.1 Youth council and area councils in provinces successfully delivered sport events	14.1 DYSSD, VNSC, VASANOC, MOIA, NGOs	14.1 - 2024-2026
14.2 strengthen partnership with youth boards & committee to support sports program. (Youth Pathway)	14.2 Partnership between youth and sport improved the participation of youth in sports programs.	14.2 DYSSD, VNSC, VASANOC, MOIA, NGOs	14.2 - 2024-2026
			Delivery Risk Assessment and Mitigation Measures Funding may require and Tas are needed to assist, sets back by natural disasters; government policy changes

9.4 Vanuatu National Youth Authority

FIGURE 1: CORPORATE PLAN MATRIX (VNVA)

NSDP Target	Society Pillar: Society 1: A nation based on traditional governance and Christian principles, which underpin our culture and continue to bestow life skills and knowledge to future generations. Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions. Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu
Ministry Policy	<ol style="list-style-type: none"> National Youth Authority Act No.6 of 2018 The 10 years Youth Sectoral Strategic Plan 2023-2033 VANUATU NATIONAL YOUTH DEVELOPMENT POLICY 2012-2022
Goal # 7	1. Youth Committees & Youth sub-committees
Objective	Provide for the establishment, functions, powers, meetings & sitting allowances

MoYDS CORPORATE PLAN 2024 - 2028

Outcome	Policies crafted to support youth priorities in all levels of youth program		
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery
1.1 Establish Provincial Youth Committees and Municipal Youth committees in 6 provinces	1.1 Youth Committees, Sub committees, and municipal committees crafted policies that support youth priorities in collaboration with VNYC.	1.1 VNYA, VNYC, MOIA CSO	1.1 - 2024-2026
1.2 Establish Ward & Area ward subcommittees	1.2 Youth ward & area ward sub-committee developed plans, initiatives, and regulations according to the requirement of ward.	1.2 VNYA, VNYC, MOIA CSO	2.1 - 2024-2026
			Delivery Risk Assessment and Mitigation Measures Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes.

FIGURE 2: CORPORATE PLAN MATRIX (VNYA)

NSDP Target	Society Pillar: Society 3: A healthy population that enjoys a high quality of physical, mental, spiritual, and social well-being. Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions. Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu
Ministry Policy	1 National Youth Authority Act No.6 of 2018 2 The 10 years Youth Sectoral Strategic Plan 2023-2033 3 VANUATU NATIONAL YOUTH DEVELOPMENT POLICY 2012-2022
Goal # 7	2 Funds of the National council, Youth Committees & Youth Sub-committees
Objective	Provide establishment, functions, powers, meetings & sitting allowances for youth committees
Outcome	Accessibility of funding and reliable performance in national, municipal and sub committees

MOYDS CORPORATE PLAN 2024 - 2028

Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
2.1 Establish National council & Youth Committees	2.1 National council and youth committees implemented youth activities in the ground.	2.1 VNVA, VNVC, MVSSD, MIA, CSO	2.1 - 2024-2026	Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes
2.2 Funds of national youth council & Youth committees	2.2 Audit funding & reporting according to the performance of the National & youth council is secured and in compliance with the PFEM Act.	2.2 VNVA, VNVA, MOFEM, CSO	2.2 -2024-2026	
2.3 National Council, Youth Committees & Youth subcommittees	2.3 NC/YC/YSC is successfully complied with recording keeping and report manual.	2.3 VNVA, VNVA, MOFEM, CSO	2.3 - 2024-2026	

FIGURE 3: CORPORATE PLAN MATRIX (VNVA)

NSDP Target	Society Pillar:
	<p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>
Ministry Policy	<ol style="list-style-type: none"> National Youth Authority Act No.6 of 2018 The 10 years Youth Sectoral Strategic Plan 2023-2033 VANUATU NATIONAL YOUTH DEVELOPMENT POLICY 2012-2022
	3 Youth Workers Association
	Overall management and operation of Youth Workers Association
Objective	Upgrade the capacity building and performance in managing all levels of youth groups
Outcome	

MoYDS CORPORATE PLAN 2024 - 2028

Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
3.1 Establish of Youth Workers Association.	3.1 Youth workers Association developed training and guidelines.	3.1 VNVA, VNVC, MYSSD, CSO, MOIA	3.1 - 2024-2026	Funding may require and Tas are needed to assist, sets back by natural disasters; government policy changes
3.2 Develop Registration of youth workers.	3.2 Registration of youth workers association recorded young people's works and jobs details	3.2 VNVA, VNVA, MOFEM, CSO, MOIA	3.2 - 2024-2026	
3.3. Establish national standards and procedures with Youth membership terms/condition & fees.	3.3 Youth workers association improved membership fees through terms & conditions, and internal policies.	3.3 VNVA, VNVA, MOIA, CSO	3.3 – 2024-2026	
3.4 Establish Operations policies & Procedures	3.4 Operational policies & procedures developed rules and conditions	3.4 VNVA, VNVA, MOFEM, CSO, MOI A	3.4 - 2024-2026	

FIGURE 4: CORPORATE PLAN MATRIX (VNVA)

NSDP Target	Society Pillar: Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu
Ministry Policy	1. National Youth Authority Act No.6 of 2018 2. The 10 years Youth Sectoral Strategic Plan 2023-2033 3. VANUATU NATIONAL YOUTH DEVELOPMENT POLICY 2012-2022
Goal # 7	4 Establish /strengthen of Governance and management of VNVA
Objective	Ensure develop structure, and internal Management system in place to provide operational guidance, establish protocols of Youth Organizational Registration and standard to establish Youth organizations.
Outcome	Better management through standard operation of VNVA organization

MoYDS CORPORATE PLAN 2024 - 2028

Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
4.1 Secretariat strengthening.	<p>4.1.1 VNYA's internal policies and procedures are developed.</p> <p>4.1.2 Structure is developed.</p> <p>4.1.3 Staff manual is developed.</p> <p>4.1.4 HRM & Development policy and guideline are developed.</p> <p>4.1.5 Monetary management system policy and procedures are developed.</p> <p>4.1.6 National Youth Associations Registration standards are developed.</p> <p>4.1.7 Non-Formal Training Policy developed procedure to improve youth skills in the organization.</p> <p>4.1.8 Procurement and Assets management Policy produced guidelines and procedures for the management of the operation.</p>	VNYA, VNYC, MYSSD, CSO for every activity	4.1.1 - 2024	Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes
4.2 Support alignment of youth agencies roles	4.2 Board meeting held and sorted out the respective roles of each youth agencies.			

MoYDS CORPORATE PLAN 2024 - 2028

9.5 Vanuatu National Sports Commission

FIGURE 1: CORPORATE PLAN MATRIX (VNSC)

NSDP Target	Society Pillar: Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu		
Ministry Policy	<ol style="list-style-type: none"> 1. Vanuatu National Sports Commission Act No 14 of 2014 2. Youth and Sports Policy 2019-2024 3. The 10 years Youth Sectoral Strategic Plan 2023-2033 		
Goal # 7	1. Strengthen of Governance and management of VNSC		
Objective	Ensure develop structure, and internal Management system in place to provide operational guidance, establish protocols of Youth Organizational Registration and standard to establish Youth organizations.		
Outcome	Improved the internal structure and management system for a better operation of youth organizations		
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery
1.1 Strengthen Secretariat administration and coordination.	<p>1.1.1 VNSC's internal policies and procedures are developed.</p> <p>1.1.2 Structure is developed.</p> <p>1.1.3 Staff manual is developed.</p> <p>1.1.4 HRM & Development policy and guideline are developed.</p> <p>1.1.5 Financial management system policy and procedures are developed.</p> <p>1.1.6 NF & Leagues Registration standards are developed.</p>	VNSC, VNYC, MYSSD, CSO, VASANOC, NFS	1.1.1 - 2024
			Delivery Risk Assessment and Mitigation Measures Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes

MoYDS CORPORATE PLAN 2024 - 2028

	1.1.8 Procurement and Assets management Policy and procedures are developed.		
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FIGURE 2: CORPORATE PLAN MATRIX

NSDP Target	Society Pillar: Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu		
Ministry Policy	1. VANUATU NATIONAL SPORTS COMMISSION ACT NO. 14 OF 2014 2. The 10 years Youth Sectoral Strategic Plan 2023-2033		
Goal # 7	2. Sport & Enable Frameworks		
Objective	Sports & Enabling Frameworks Coordinate sports framework through partnership approach at all levels of participation		
Outcome	Clear and manageable frameworks to guide and enhance the delivery of sports programmes		
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery Delivery Risk Assessment and Mitigation Measures
2.1 Promote Sports development information's.	2.1.1 All matters in relation to sports developed are well advised to the Minister. 2.1.2 Sports development activity improved the coordination of sports program	2.1.2 VNSC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS 2.1.2 VNSC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS	2.1.1 - 2024 – 2026 Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes
	2.2.1 Sport research development expanded through knowledge and skills		

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2.2 Facilitate research.	on sports development and spread that information.	2.2.1 VNSC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS	2.2.2 - 2024 – 2026
2.3 Assist & funding.	2.2.2 Sport Research developed facilitation program. 2.3 The organisation and funding of community sports development programmes are well assisted.	2.2.2 VNSC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS 2.3 VNSC, MYSSD, MOET, VASANOC, VYA, MIOA, & NGOs	

FIGURE 3: CORPORATE PLAN MATRIX

NSDP Target	Society Pillar: Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups and the elderly are supported, protected, and promoted in our legislation and our institutions. Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu		
Ministry Policy	1. VANUATU NATIONAL SPORTS COMMISSION ACT NO. 14 OF 2014 2. The 10 years Youth Sectoral Strategic Plan 2023-2033		
Goal # 7	3. Sports Infrastructure Development and Maintenance		
Objective	Coordinate and manage the facilities of sport		
Outcome	Maintained the management of sports facilities and assets		
Key Activities 3.1 Developed recreation facilities of facilities	Output or Service Target 3.1 Coordination, direction, and support for facilities for sports and recreation are provided.	Agencies Responsible.	Time Frame for Delivery
		Delivery Risk Assessment and Mitigation Measures	

MoYDS CORPORATE PLAN 2024 - 2028

<p>3.2 Support Sport facilities in rural and urban areas</p> <p>3.3 Strengthen Sport facilities.</p>	<p>3.2 coordination of sport facilities provided in urban and rural areas.</p> <p>3.3 Sports facilities maintained properly.</p>	<p>3.1 VNESC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS</p> <p>3.2 VNESC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS</p> <p>3.3 VNESC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS</p>	<p>3.1 - 2024 – 2026</p> <p>3.2 - 2024 – 2026</p> <p>3.3 - 2024 - 2026</p>	<p>Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes</p>
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FIGURE 4: CORPORATE PLAN MATRIX

<p>NSDP Target</p>	<p>Society Pillar:</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups, and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>	<p>1. VANUATU NATIONAL SPORTS COMMISSION ACT NO. 14 OF 2014</p> <p>2. The 10 years Youth Sectoral Strategic Plan 2023-2033</p>	<p>Delivery Risk Assessment and Mitigation Measures</p> <p>Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes</p>
<p>Ministry Policy</p>	<p>4. High Performance in Sport</p>		
<p>Goal # 4 & 7</p>	<p>Establish higher standards of excellent in all levels of sport</p>		
<p>Objective</p>	<p>Improve sport level to a professional standard</p>		
<p>Outcome</p>	<p>Output or Service Target</p> <p>4.1 Athletes promoted to professional levels in their respective National Federations.</p>	<p>Agencies Responsible.</p>	<p>Time Frame for Delivery</p> <p>- 2024-2026</p>

MoYDS CORPORATE PLAN 2024 - 2028

<p>4.2 Improve Sport Competition</p>	<p>4.2 Sports competition level upgraded.</p>	<p>VNSC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS</p>
<p>4.3 Support Work with NFS</p>	<p>4.3.1 National Federations specialised sports programmes are provided through partnership put in place.</p> <p>4.3.2 National Federations development is endorsed.</p>	

FIGURE 5: CORPORATE PLAN MATRIX

<p>NSDP Target</p>	<p>Society Pillar: Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups, and the elderly are supported, protected, and promoted in our legislation and our institutions. Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>
<p>Ministry Policy</p>	<p>1. VANUATU NATIONAL SPORTS COMMISSION ACT NO. 14 OF 2014 2. The 10 years Youth Sectoral Strategic Plan 2023-2033</p>
<p>Goal # 4 & 7</p>	<p>5. Improve participation in structured physical activity at all levels of participation</p>
<p>Objective</p>	<p>Sport framework to guide & Enhance delivery of Sports programs</p>
<p>Outcome</p>	<p>Inclusive participation of sport and physical activities in educational level</p>
<p>Key Activities</p>	<p>Output or Service Target</p>
<p>5.1 Assist Ministry of Education</p>	<p>3.1 Program developed for physical activities and sports in schools through the assistant of the Ministry of Education.</p>
<p></p>	<p>Agencies Responsible</p>
<p></p>	<p>5.1 VNSC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS</p>
<p></p>	<p>Time Frame for Delivery</p>
<p></p>	<p>5.1 - 2024-2026</p>
<p></p>	<p>Delivery Risk Assessment and Mitigation Measures</p>
<p></p>	<p>Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes</p>

MoYDS CORPORATE PLAN 2024 - 2028

<p>5.2 Promote disability in sport.</p> <p>5.3 Support other Sport organisations especially their planning, administration, and development</p>	<p>3.2 Disability sports programs are promoted through sports opportunities and provision of relevant equipment.</p> <p>5.3.1 Management of other sport agencies improved their skills and knowledge of the organization's administration and operation.</p> <p>5.3.2 National and international sport foster an environment that is free from the unsanctioned use of performance enhancing drugs and doping methods through their cooperation.</p>	<p>5.2 VNSC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS</p> <p>5.3.1 VNSC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS</p> <p>5.3.2 VNSC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS</p>	<p>5.2 - 2024-2026</p> <p>5.3.1 - 2024-2026</p> <p>5.3.2 - 2024-2026</p>	
<p>FIGURE 6: CORPORATE PLAN MATRIX</p>				
<p>NSDP Target</p>	<p>Society Pillar:</p> <p>Society 4: An inclusive society that upholds human dignity and where the rights of all Ni-Vanuatu, including women, youth, vulnerable groups, and the elderly are supported, protected, and promoted in our legislation and our institutions.</p> <p>Society 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu</p>			
<p>Ministry Policy</p>	<p>1. VANUATU NATIONAL SPORTS COMMISSION ACT NO. 14 OF 2014</p> <p>2. The 10 years Youth Sectoral Strategic Plan 2023-2033</p>			

MoYDS CORPORATE PLAN 2024 - 2028

Goal # 4 & 7	6. Support and encourage excellence in the performance of athletes and coaches by developing sports science and encouraging research in high performance of athletes.			
Objectives	Sport framework to guide & Enhance delivery of Sports programs			
Outcome	Upgrade the standard of policies, implementation, and program			
Key Activities	Output or Service Target	Agencies Responsible	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
6.1 Establish a Sport standard	6.1 All sports levels are upgraded to develop sports standards.	6.1 VNSC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS	6.1 - 2024-2026	Funding may require and Tas are needed to assist, sets back by natural disasters, government policy changes
6.2 Develop Sport policy	6.2 Sport Policies guided the implementation of sports programs.	6.2 VNSC, MYSSD, MOET, VASANOC, VYA, MOIA & NGOS	6.2 – 2024-2026	

MoYDS CORPORATE PLAN 2024 - 2028

4. Business Continuity Plan (BCP)

MoYDS business continuity plan (BCP) pinpoints the most important parts of your business, identifies potential risks to these critical pieces and prepares the ministry to recover as quickly and easy as possible. Contingency planning is a crucial part of continuity planning — it means having a backup if your original plan no longer works or original plan is workable.

This BCP should not be limited to what to do Pre and post natural disaster. It should cover any risks or threats that could disrupt your most important business activities so activate the BCP plan accordingly.

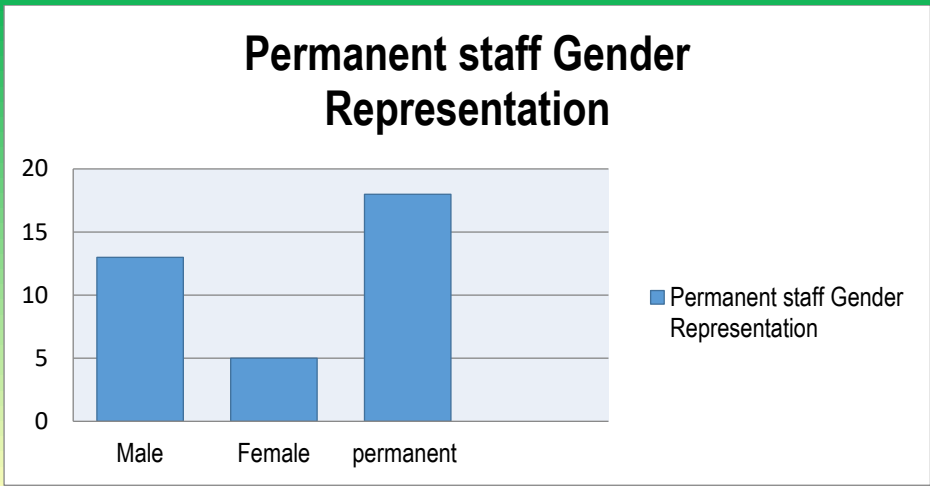
5. Human Resource Operational Plan

Below is a summary of the key actions required during the year in terms of human resource management.

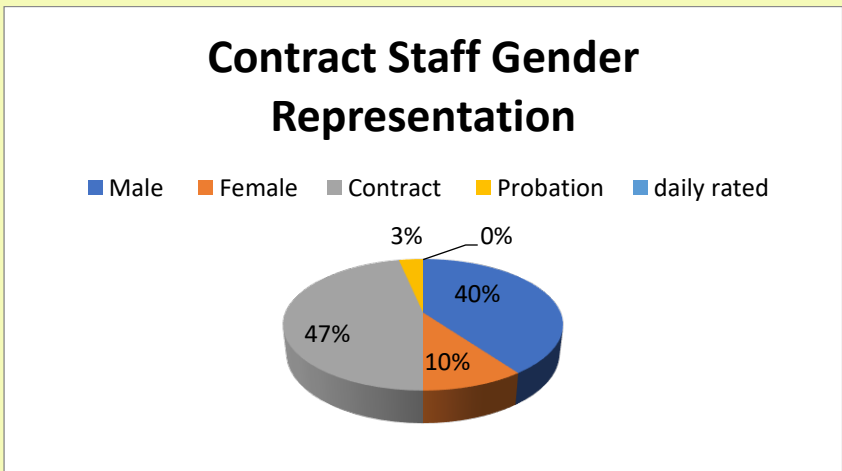
All the indicators below should correspond to data contained (in more detail) to the overall Ministry Human Resource Development Plan.

8 .1 Youth and Sports Department and corporate Unit inclusive.

Staffing	Total	Priority Vacant Posts in OPSC Approved Structure to be advertised	Position #	Scale	Salary	Allowances
Total staff in PSC approved structure	29	Senior Youth Employment Officer	3610	PS 6.1	1,906,500	228,000
<i>Permanent</i>	17	Senior Officer (Sports Training & Coordination)	3604	PS 6.1	1,906,500	228,000
<i>Probation</i>	1	Provincial Youth Development Officer (x6)	3619-3624	PS 4.1	1,195,500	228,000 x 6 = 1,368,000
<i>Contract</i>	2	Admin/Filing Officer	3626	PS 3.1	1,001,300	228,000
<i>Daily Rated</i>	0					
<i>Vacant</i>	9					
Total staff in Acting Positions	0					
Retirement	Total	Key training to be delivered	Cost	Duration		
Severance to be paid during the year	0	General Training conducted by VIPAM	No required cost	1- 2 weeks		
Accrued leave estimate for retiring staff	0	Officers on scholarship	Name	Salary	Allowances	Area of scholarship
		none				



Male dominated.



6. Budget Resources

12.1. MYDS Five-year forecast budget

Ministry of Youth & Sports Development

Five Year Projected Budget 2022 to 2026

Code	Cost Centre Name	2022 Annual Budget Allocation as baseline			Year 2023			Year 2024			Year 2025			Year 2026		
		Payroll	Operations	Total	Payroll	Operations	Total	Payroll	Operations	Total	Payroll	Operations	Total	Operations	Total	
59AA	Cabinet Operations	68,856,538	9,030,000	77,886,538	70,000,000	10,000,000	80,000,000	75,000,000	11,000,000	86,000,000	80,000,000	12,000,000	92,000,000	80,000,000	13,000,000	93,000,000
59AB	Cabinet Contribution Fund		3,060,000	3,060,000		4,000,000	4,000,000		5,000,000	5,000,000		6,000,000	6,000,000		10,000,000	10,000,000
58AA	Office of the Director General	22,317,812	5,350,000	27,667,812	8,000,000	6,000,000	14,000,000	22,317,812	7,000,000	29,317,812	22,317,812	8,000,000	30,317,812	22,317,812	9,000,000	31,317,812
58AB	Executive management & General Admin	0	9,920,000	9,920,000	17,500,000	10,000,000	27,500,000	19,000,000	11,000,000	30,000,000	22,000,000	12,000,000	34,000,000	25,000,000	13,000,000	38,000,000
58DA	Youth & Sports Development-TORBA	3,025,435	3,300,000	6,325,435	5,000,000	5,000,000	10,000,000	5,000,000	10,000,000	15,000,000	5,000,000	20,000,000	25,000,000	9,000,000	25,000,000	34,000,000
58DB	Youth & Sports Development-SANMA	3,059,280	3,500,000	6,559,280	5,000,000	5,000,000	10,000,000	5,000,000	10,000,000	15,000,000	5,000,000	20,000,000	25,000,000	9,000,000	25,000,000	34,000,000
58DC	Youth & Sports Development-MALAMPA	2,944,560	3,500,000	6,444,560	5,000,000	5,000,000	10,000,000	5,000,000	10,000,000	15,000,000	5,000,000	20,000,000	25,000,000	9,000,000	25,000,000	34,000,000
58DD	Youth & Sports Development-PENAMA	2,944,560	3,450,000	6,394,560	5,000,000	5,000,000	10,000,000	5,000,000	10,000,000	15,000,000	5,000,000	20,000,000	25,000,000	9,000,000	25,000,000	34,000,000
58DE	Youth & Sports Development-SHEFA	2,994,376	3,500,000	6,494,376	5,000,000	5,000,000	10,000,000	5,000,000	10,000,000	15,000,000	5,000,000	20,000,000	25,000,000	9,000,000	25,000,000	34,000,000
58DF	Youth & Sports Development-TAFEA	2,925,437	3,500,000	6,425,437	5,000,000	5,000,000	10,000,000	5,000,000	10,000,000	15,000,000	5,000,000	20,000,000	25,000,000	9,000,000	25,000,000	34,000,000
58DG	Director DYDS & Admin	11,645,272	37,614,600	49,259,872	11,645,272	50,000,000	61,645,272	11,645,272	50,000,000	61,645,272	11,645,272	50,000,000	61,645,272	11,645,272	50,000,000	61,645,272
58DH	Planning & Programming	2,212,680	500,000	2,712,680	2,500,000	2,500,000	5,000,000	5,000,000	3,500,000	8,500,000	5,000,000	5,000,000	10,000,000	5,000,000	7,000,000	12,000,000
58DI	Sports Development Initiatives Facilitation	2,383,504	500,000	2,883,504	2,500,000	2,500,000	5,000,000	5,000,000	3,500,000	8,500,000	5,000,000	5,000,000	10,000,000	5,000,000	7,000,000	12,000,000
58DJ	Sports Training & Coordination Execution (Vacant)	2,212,680	500,000	2,712,680	2,500,000	2,500,000	5,000,000	5,000,000	3,500,000	8,500,000	5,000,000	5,000,000	10,000,000	5,000,000	7,000,000	12,000,000
58DK	Youth Empowerment Opportunities	2,212,680	500,000	2,712,680	2,500,000	2,500,000	5,000,000	5,000,000	3,500,000	8,500,000	5,000,000	5,000,000	10,000,000	5,000,000	7,000,000	12,000,000

MoYDS CORPORATE PLAN 2024 - 2028

	2,212,680	500,000	2,712,680	2,500,000	2,500,000	5,000,000	5,000,000	3,500,000	8,500,000	5,000,000	5,000,000	10,000,000	5,000,000	7,000,000	12,000,000
58DL Youth Economic Equity & Empowerment	2,212,680	500,000	2,712,680	2,500,000	2,500,000	5,000,000	5,000,000	3,500,000	8,500,000	5,000,000	5,000,000	10,000,000	5,000,000	7,000,000	12,000,000
58EA Vanuatu National Sports Commission Grant	31,528,278	45,228,580	76,756,858	31,528,278	65,000,000	31,528,278	31,528,278	75,000,000	106,528,278	31,528,278	31,528,278	116,528,278	31,528,278	100,000,000	131,528,278
58EB Vanuatu National Youth Council Grant	0	9,000,000	9,000,000	0	0	0	0	0	0	0	0	0	0	0	0
58EC Vanuatu National Youth Authority	10,000,000	21,000,000	31,000,000	15,000,000	30,000,000	45,000,000	20,000,000	40,000,000	60,000,000	30,000,000	50,000,000	80,000,000	50,000,000	70,000,000	120,000,000
Total	173,475,172	163,453,180	336,928,952	196,173,550	217,500,000	413,673,550	234,491,362	276,500,000	510,991,362	252,491,362	368,000,000	620,491,362	299,491,362	450,000,000	749,491,362
Reconciliations	336,928,952														
Forecast increase budget annually should not exceed 25%	76,744,598														
Percentage of Annually Increase	23%														
	109,500,000														
	21%														
	21%														

1. Forward

I, Honourable Tomker Netvunei NALING MP (Member for Tafea Outer Islands), proudly present the Ministry of Youth Development and Sports Corporate Plan for 2024 to 2026. It is a plan that encapsulates a transformative journey of change for the betterment of youth in this country, and I am ready to embark on.

Firstly, I want to acknowledge all officials who have put in their time and effort to put this document together. My sincere thanks to the Director General, the Acting Director, the Corporate Service Unit of the Ministry, and both Chief Executive Officers of the Vanuatu National Sports Council and the Vanuatu National Youth Authority. I also extend my sincere thanks to the Provincial Youth and Sports Officers throughout the country for including provincial priorities in this Corporate Plan.

As Minister for Youth and Sports, I am excited to announce few key themes captured in this plan: the uplifting of the Ministry profile, as the key agency to addressing some of the challenges faced by youths in Vanuatu. Youth unemployment stands out as one of the major challenges and this plan responds to that challenge through laying of some groundwork towards having a greater impact in youth empowerment and personal development i.e. the youth in business; youth in tourism; youth in agriculture; youth in sports, are but a few focus areas that the Ministry will pursue throughout these three years, engaging youths with the natural resources that can be made available for use in the productive sector. I call on us all to embrace a mindset of creativity, collaboration, and productivity as we work towards harnessing every opportunity, no matter how small, to generate the revenue we need for transformative projects.

With this passion, the Ministry is fully committed to secure the National Convention Centre as the main complex for youth activities. This is a tangible goal that demands support across sector policies and plans. Together, we have the power to make this dream a reality and create a lasting impact on the lives of our youth. I call upon each staff member to personally take ownership of this project. Let us unit our talents, creativity, and ingenuity to overcome any obstacles that may come our way. This is our opportunity to shape the future of this Ministry, to uplift its profile, and to demonstrate the unwavering dedication to the betterment of our youths.

Lastly, I am committed to the major shift in the governance framework of sports in Vanuatu, through the legislative reforms made by parliament. From now on, government will have closer collaboration with all Sports Federations, through the Vanuatu National Sports Commission, to ensuring a more robust and dedicated coordination by enabling registrations of sports disciplines and personnel, and standardization of sports facilities in Vanuatu. Through partnerships and collaboration, we aim to strengthen relations together.

Thank you and may we all find great inspiration and motivation throughout this transformative journey.



The Honourable Tomker Netvunei NALING, MP.
Minister of Youth Development and Sports

