

Vanuatu Initiative to Improving Nursing Education (VIINE)

Phase 3: Review of Education Curriculum and Development of Teaching and Clinical Guides (CS2417)

Brief 3: Visit to Port Vila, Vanuatu 27 to 30 October 2025

Background

The Vanuatu College of Nursing Education (VCNE), under the Vanuatu Ministry of Health, is working towards registration and accreditation of undergraduate degrees in nursing. VCNE's key priority for this work is to review and implement the Bachelor of Nursing (BN) (Conversion) and review and upgrade the existing Diploma of Nursing to a BN. This includes the development of teaching and clinical guides and ensuring both curriculums meet the national qualification standards.

Phase 1, commencing in 2018, involved the design, development and submission for the accreditation of the BN (Conversion) and the delivery of the BN (Conversion) course to the first cohort of 20 VCNE tutors and Vila Central Hospital (VCH) senior clinical nurses who graduated in 2020.

Phase 2 focused on the preparation and development of subject components for the



Dr Jan Forber with workshop participants / VCNE educators.

proposed three-year BN course, and submission of associated accreditation documentation to the Vanuatu Qualifications Authority (VQA). Mentoring of VCNE staff throughout this process was included as part of faculty development.



Prof Di Brown mentoring participants during a small group activity.

Building on the previous phases of the project, Phase 3 commenced in April 2025 to review existing courses to comply with accreditation requirements. This includes revising and upgrading the BN (Conversion) curriculum, review of the three year BN curriculum and expanding this into a four-year accredited course with teaching and clinical guides for semesters 2 to 8. The team from the WHO Collaborating Centre for Nursing, Midwifery and Health Development at the University of Technology Sydney (WHO CCNM UTS) are providing ongoing technical support to VCNE staff and other workshop participants.

Purpose

This brief provides an update on in-country activities of the Vanuatu Initiative for Improving

Nursing Education (VIINE) during October 2025, following the signing of the contract in April 2025.



Workshop participants from Vanuatu and Tonga in discussion during a group activity.

Professor Di Brown, Dr Jan Forber and Ms Amanda Neill from WHO CCNM UTS visited Vanuatu on 27th to 30th October 2025. The purpose of the visit was to deliver a workshop focusing on improving teaching and learning as part of the Fast Track Program for VCNE educators who will be supporting students in the Advanced Diploma of Nursing and also meet with and update key partners and stakeholders on the project progress and developments to date.

Fast Track Program Teaching & Learning Workshop

Workshop overview

This workshop aimed to build on existing skills and knowledge to enable the participants to improve the quality of teaching and learning within their local subjects and courses.

Course objectives include to:

1. Appraise contemporary theories and approaches to adult learning, critically applying knowledge to their own teaching practices;
2. Critically analyse a contemporary curriculum and evaluate its utility for preparing graduates to work in the modern health care system;
3. Explain and analyse how students approach learning tasks and how teachers can design learning to foster a deep approach in students;
4. Analyse a current course / unit / program they are currently teaching and identify areas for improvement;

5. Apply research evidence to improve teaching and learning;
6. Evaluate assessment strategies in current teaching programs and consider the likely learning outcomes;
7. Integrate theoretical and practical knowledge about teaching and learning to real problems within the work setting and develop a plan for improvement.

The workshop was attended by thirteen (13) health educators (9 females 4 males). The group included 11 educators from the VCNE, and two visiting educators from the School of Nursing in Tonga (funded by DFAT's Partnerships for a Healthy Region (PHR) Program).



VCNE Principal Evelyn Emile with one of the VCNE educators

This three and a half day workshop aimed to strengthen participants' skills in curriculum development by considering contemporary approaches to curriculum design, teaching and learning, and assessment.

The workshop opened with participants considering their 'vision' for the future nurse and their perspectives on the International Council of Nurses (ICN) 2025 renewed definitions of 'nurse' and 'nursing'. Feedback also identified emerging challenges and drivers shaping curriculum renewal, such as workforce demands, interdisciplinary collaboration, and role of evolving healthcare technologies.

Participants explored the principles of Backwards Design and Constructive Alignment to developing

strong links between learning outcomes, assessment and teaching and learning strategies. Through discussion and worked examples, participants examined approaches to foster deep rather than surface learning and to promote student centred activities.



Workshop participants including VCNE Principal Evelyn Emile, with Prof. Di Brown.

Using existing curricula, the group explored the process and role of scaffolding techniques to create linkage between subjects, course outcomes, and nursing competencies. The example of nursing documentation was mapped across the three years of a nursing program. They also examined how well assessment tasks align with outcomes and support the development of lifelong learning habits. The workshop concluded with the development of a stepwise model for curriculum renewal. Participants articulated a clear process for reviewing, redesigning, and evaluating nursing curricula informed by the application of research evidence.

Following the workshop participants will utilise a Learning Contract to develop an aspect of their own teaching or assessment to a more student-centred format. Together, these outcomes represent a shared understanding of the role of curriculum design in preparing nurses equipped to meet the challenges of future healthcare.

Meetings and consultations

Vanuatu Health Partnership (VAHP)

Prof. Di and Amanda met with Mr Sjoerd Postma, Director of the VAHP on Tuesday 27th October for

an update and discussion of current activities and developments in relation to the project and VAHP to date.

Meetings with VCNE

An initial informal meeting was held with the VCNE Principal Evelyn Emile to plan and agree on the program for the visit. Amanda then met with Ms Keliza Maialong (Quality Assurance Coordinator). Other informal meetings were held with various VCNE staff and workshop participants throughout the week, with the WHOCCNM UTS team providing advice and support wherever possible.

DFAT Vanuatu Health Planning Design Team

The team undertaking Vanuatu Health Planning Design for DFAT met with Prof. Di and Amanda at the Australian High Commission on Wednesday 29th October.

The Design Team were interested to hear about the work being undertaken by the WHO CCNM UTS in Vanuatu, under the Partnerships for a Healthy Region (PHR) Strengthening Health Workforce in the Pacific (SHWP) and the Vanuatu Initiative to Improve Nursing Education (VIINE). They were also keen to hear their views on the future directions for nursing education and VCNE in Vanuatu, that may impact health planning over the next 4 to 8 years.



Prof. Di Brown with PNO Harriet Sam and VCNE Principal Evelyn Emile



Workshop participants from Vanuatu and Tonga with Prof. Di Brown, Dr Jan Forber and Ms Amanda Neill from WHO CCNM UTS.

Meetings with Ms Harriet Sam, Principal Nursing Officer (PNO)

Prof. Di Brown met twice during the week with the PNO to update her on the project activities to date, and to discuss and plan current and future program activities.

Monitoring, evaluation, research and learning (MERL)

Initial feedback indicated that the workshop was very well received. Participants reported that they found the content and teaching and learning processes interesting and useful. Evaluations at the end of the workshop indicated a need for similar workshops in the future.

Interviews and meetings were held with various key respondents including Mrs Evelyne Emile (VCNE Principal), and Ms Keliza Maialong (Quality Assurance Coordinator) to gain feedback on progress to project outcomes and associated issues to date.

Next steps

As the BN (Conversion) was submitted to the Vanuatu Nursing Council and Vanuatu Qualifications Authority (VQA) for approval in August, it is hoped that a positive decision will be made by the end of the year, in time for the program to commence delivery in early 2026.

WHO CCNM UTS will continue to work with the educators at VCNE to further develop the subjects in the revised Advanced Diploma of Nursing program.

A further visit will occur in December 2025 to deliver another workshop as part of the Fast Track program and to further assist in the BN (Conversion) development process including subject development, and support of the Fast Track participants in completing the learning modules and assessment pieces.