

## **Vanuatu Initiative to Improving Nursing Education (VIINE)**

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

**Brief 4: Visit to Port Vila, Vanuatu 1 – 4 December 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.



*Ms Christabel Millar with workshop participants / VCNE educators.*

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



*Participants during a small group presentation 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 December 2025.



*Dr Carolyn Hayes with participants during a group activity.*

Dr Jan Forber, Dr Carolyn Hayes and Ms Christabel Millar from WHO CCNM UTS visited Vanuatu on 1 – 4<sup>th</sup> December 2025. The purpose of the visit was to deliver a workshop focusing on a collaborative review of subjects developed for a BN (Conversion) program. In addition, updates were provided on the progression of the Fast Track Program for VCNE educators who will be supporting students in the Advanced Diploma of Nursing.

### **Fast Track Program Teaching & Learning Workshop: BN Conversion Course Focus**

#### Workshop overview

This workshop aimed to build on existing skills and knowledge to enable participants to improve the quality of teaching and learning specifically in the delivery of the BN Conversion Program.

Course objectives included:

1. To further develop and formalise the partnership between the VCNE, School of Nursing & Midwifery and WHO CCNM UTS.
2. Review the purpose, content, and assessment requirements of the conversion program subjects, demonstrating clarity around learning contracts, curriculum expectations, and the integration of subject outlines across the program.
3. Collaboratively conceptualise, plan, and refine curriculum components—such as learning activities, daily structures, and subject alignment—using group discussions, sample activities, and practical exercises (e.g., bridge-building, Plan - Do - Study - Act (PDSA) Cycle activities).
4. Engage with simulation theory, and sample teaching activities to design and deliver authentic, learner-centred educational experiences, including managing challenges such as limited equipment or manikins.
5. Review and critique assessment items (e.g., viva, disaster simulation), design simulation-based learning experiences, and compare teaching approaches with suggested strategies, demonstrating improved alignment between learning, teaching, and assessment.



*Dr Jan Forber presenting on building bridges for professional collaboration.*

The workshop was attended by thirteen (13) health educators (10 females 3 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). The main focus of the three-and-a-half-day workshop was to work collaboratively with participants and share the work to-date for the ongoing development of subjects (components) in the Bachelor of Nursing Conversion program.

The workshop commenced with several interactive activities and discussions exploring the different expectations between diploma- and degree-level qualified nurses. The necessary 'shifts' in terms of knowledge, skills and critical thinking for both student and educators, including reflection on how teaching practices must evolve were also discussed.

The main core of the workshop focused on sharing and orienting participants to the conceptualisation, purpose, and development thus far of the proposed structure of the conversion program and for the four conversion subjects. These are:

- Using Health Data to Improve Healthcare Practices
- Quality, Safety, Clinical Leadership and Governance
- Responding to Emergencies and Disasters
- Comprehensive Physical and Psychological Assessment

A detailed exploration of curriculum alignment for program learning outcomes, graduate abilities, subjects learning outcomes and subject content coherence across all four the subjects was undertaken. This enabled participants to appreciate the BN conversion as a whole and its articulation with the prior education and experience of potential students.

A combination of collaborative discussions, group work and presentations explored effective teaching and learning strategies for incorporation into the BN Conversion program. These sessions involve whole-subject overviews, activity structuring, and introduction to the Teaching

Toolkit, a resource developed to support the development of a wide range of student-centred teaching and learning experiences.

An assessment mapping activity was used to review all assessment tasks to ensure constructive alignment of measurable learning outcomes across all subjects.

The workshop concluded with reflective dialogue, evaluation activities, and an exploration of barriers and enablers associated with delivering a high-quality conversion program.

Fast track activities continued from previous workshops with the submission and review of Module 1 and the distribution and setting of expectations for Module 2 and the initial assessment tasks.



*Workshop participants with Dr Carolyn Hayes & Dr Jan Forber.*

## **Meetings and consultations**

### Meetings with VCNE

Informal meetings were held each day with VCNE Principal Evelyn Emil to monitor and agree on the program across the visit.

Other informal meetings were held with various VCNE staff and workshop participants throughout the week, with the WHO CCNM UTS team providing advice and support wherever possible. Dr Carolyn Hayes and Ms Christabel Millar met with VCNE staff to tour the clinical teaching

facilities at the College which were well-resourced to facilitate optimal simulated learning experiences. This informs the ongoing development of the BN Conversion subjects, in particular the clinically-focused subjects Comprehensive Physical and Psychological Assessment and Responding to Emergencies and Disasters.

#### Meetings with Ms Beverlyn Tosiro Acting Principal Nursing Officer (PNO)

The WHO CCNM UTS team met with the Acting PNO to update her on the BN Conversion development to date, and to discuss future activities. The program components were reviewed and a summary of the workshop activities was provided.

#### **Monitoring, evaluation, research and learning (MERL)**

Initial feedback from participants via the workshop evaluation form indicated that the workshop was well received. Participants reported that they

found the activities valuable for their understanding of the conversion program, especially the mapping of outcomes and alignment of content. This complemented the curriculum that has been developed in previous Fast Track workshops.

#### **Next steps**

The BN (Conversion) was submitted to the Vanuatu Nursing Council and Vanuatu Qualifications Authority (VQA) for approval in August, and VCNE Principal Evelyn Emile reported that the outcome from the VQA remains pending.

WHO CCNM UTS will continue to work with the educators at VCNE to further develop the subjects in the BN (Conversion) program and continue to deliver the Fast Track program.

A further visit is planned for January 2026 to deliver another workshop as part of the Fast Track program and support of the Fast Track participants in completing the learning modules and assessment pieces.



*VCNE Principal Mrs Evelyn Emile with the team from the WHO CCNM UTS (front row), and educators from VCNE and Tonga who participated in the workshop*