

VSA Assignment Description

Assignment title	English Language Trainer
Country	Kiribati
Location	Tarawa
Partner organisation	Marine Training Centre (MTC)
Duration	One year



Sustainable Development Goals

41180

1. Assignment goal

The Marine Training Centre (MTC) and Kiribati Institute of Technology (KIT) teachers are supported to improve the English language abilities of both students and staff.

2. Assignment outcomes

Outcome 1

Improve achievement of English language competency using the **Common European Framework of Reference** for learning, teaching and assessment

Outputs

- Assess existing competencies of MTC and KIT through lesson observations to gauge skills of team teaching, mentoring, lesson planning.
- Assist with development of new resources and materials, and run workshops to upskill staff to utilise these resources
- Deliver example lessons and run workshops focusing on different aspects of ESOL teaching.
- Improve the co-ordination and collaboration for the delivery of ESOL delivery between KIT and MTC.
- Oversee improved lesson delivery for the MTC ESOL programme
- Assist with improved student administrative process, record keeping and student progress

Outcome 2

Work with MTC staff to improve English assessment processes, materials and outcomes.

Outputs

- Assist MYC staff to review existing and development new assessment
- Facilitate peer moderation of new assessment materials
- Implement and provide training for the monitoring of assessment process

As needs on the ground may change over time, the volunteer is encouraged to review and update the assignment description on arrival in consultation with the partner organisation and VSA programme manager.

3. Reporting and working relationships



The volunteer will report directly to the Head of Deck Department and be accountable to the MTC Captain Superintendent. The volunteer will work most closely with the English Instructor and the Head of Deck Department.

The volunteer and the Marine Training Centre (MTC) will have an ongoing relationship with the VSA programme manager in terms of assignment monitoring, reporting, professional advice and personal support.

4. Capacity building

The volunteer will work alongside the MTC instructors and KIT tutors on a day-to-day basis to provide training, mentoring, and modelling of good teaching practice in the classroom. The group of teachers and tutors that are part of the training, mentoring and modelling will provide a level of expertise than can be shared with teachers and tutors in both institutions. This will result in higher academic results for students in MTC

5. Person specifications (professional)

Essential

- Experience in teaching English as a second language
- Experience in mentoring and professional development of staff □ Experience in assessment and moderation processes.
- Proficiency in Microsoft Word

Desirable

- Experience in vocational training
- Knowledge of maritime matters
- Driver's license
- Experience delivering Common European Framework of Reference (CEFR)

6. Person specifications (personal)

Essential

- Strong interpersonal skills with the ability to communicate effectively with people at all levels □ Good team player
- Creativity
- Culturally sensitive
- Adaptable & flexible
- Ability to work in a small team of teachers with varying levels of experience
- Ability to work with limited resources and be creative with locally produced materials

Additional information

Residency status

VSA volunteers must be New Zealand citizens or have New Zealand permanent residency status, and currently living in NZ.

Partner organisation

The volunteer's partner organisation will be the Marine Training Centre (MTC).

Pre-departure briefing

As part of the volunteer's contract, successful candidates will be required to take part in a pre-departure briefing course run by VSA in Wellington and complete all required pre-reading.



Final appointment

Final appointment will be subject to satisfactory medical and immigration clearances (costs covered by VSA), partner organisation acceptance, and successful completion of the pre-departure briefing course.

Family status

VSA supports partners to accompany volunteers on assignments of six months or longer. However, volunteers with accompanying dependents will not be considered for this assignment.

Fundraising

Volunteers are encouraged to fundraise at least \$1,000 with the support of VSA's fundraising team. Accompanying partners are encouraged to raise the same amount. All funds raised will help VSA keep its programmes in action and support future volunteers.

Vaccination requirements

Potential volunteers are advised that VSA's insurers require volunteers to be inoculated, prior to departure, in accordance with the instructions of VSA's medical adviser. VSA covers the cost of any required vaccinations.

Volunteer package

The volunteer's package includes the following:

□ Reimbursements and grants

1. Volunteers will receive an establishment grant of NZ\$750 to help them set up in their country of assignment. For volunteers with an accompanying partner (whether or not that partner is also a VSA volunteer), VSA will pay an establishment grant of NZ\$1,100 per couple.
2. A resettlement grant of NZ\$200 will be paid for each month the volunteer is on assignment. This is payable on completion of the assignment.
3. The volunteer will receive a monthly living allowance of AUD\$1,080.
4. A location grant of NZD\$2000 will be paid after each four months of service. For this assignment this will be paid at four and eight months.

□ Accommodation

Basic, comfortable and furnished accommodation will be sourced by VSA. In some circumstances volunteers may be asked to share accommodation.

□ Airfares and baggage allowance

VSA will provide the volunteer with economy airfares to and from New Zealand for their assignment, plus a baggage allowance.

□ Insurance

VSA will provide travel insurance to cover baggage and personal property, and non-routine medical expenses for the duration of the assignment. Further details of the insurance cover will be provided during the volunteer pre-departure briefing.

□ Utilities

VSA will reimburse volunteers reasonable expenses for household utilities while on assignment.

Final terms and conditions relating to the specific volunteer assignment will be confirmed in a personalised volunteer contract prior to departure.

Attachments Appendix 1: Background to the assignment Appendix 2: Living situation

Appendix 3: Kiribati

Appendix 1: Background to the Assignment

Assignment focus



MTC trains seafarers for employment on foreign-going merchant ships and fishing ships. English is the working language on-board these ships and good English communication skills are crucial for all seafarers.

Feedback from shipping recruiting agencies reveals a lack of competency in both spoken and written English. In order to improve English communication skills, the volunteer will primarily assist and work closely with the Head of Deck Department to improve the curriculum, analyse teaching methods used currently and work with the students to improve their English communication skills. The shipping industries find graduates very shy when communicating with foreigners, therefore the volunteer will also work directly with the students to improve conversational English.

The assignment will contribute towards achievement of the organisation's purpose and long-term goals via direct or indirect involvement in the following:

- Developing and improving communication skills that facilitate safe employment for I-Kiribati working on board foreign-going merchant vessels
- Improved communication skills that lead to increased personal safety, as operational manuals and instructions are understood by the seafarer
- Improved communication skills that enable seafarers to understand their employment contract with its rights and obligations, enhancing self-determination

The current English curriculum was introduced in 2010.

The Marine Training Centre (MTC)

The Marine Training Centre (MTC) is a government education institution that sits under the Ministry of Labour and Human Resource Development (MLHRD) and provides training to young I-Kiribati to become qualified seafarers. MTC is managed by an Academic Board and a Captain Superintendent as head of school.

MTC's mission is to train young I-Kiribati from all islands in the country to become professional seamen on foreign ships. MTC is funded by the Kiribati Government, and receives additional financial support from AUSAID, the New Zealand Aid programme and the European Union.

MTC was first established in 1967 to train seamen for employment on German merchant ships. In 1969, a group of German ship-owners collectively invested to train Kiribati locals as seafarers for employment on German merchant vessels.

The Institute has been in operation for 50 years, with the standard of training changing over time to keep pace with the complex shipping industry. As such, all courses are regularly reviewed ensuring they meet the International Maritime Organization (IMO) regulations.

More than 4,500 trainees have graduated from MTC since 1967. Over 6000 of those graduates have been employed by six German Shipping Companies on container, bulk and gas carrier ships.

The courses offered meet the Standard Training Certification, Watch-Keeping (STCW2010) standards. MTC offers two 18-month Inter-Departmental Flexibility (IDF) training courses to 75 trainees, in line with the requirements for STCW 2010. The courses are delivered by qualified and experienced instructors, properly certified as per IMO regulations.

The course includes deck-work, engineering, steering, mooring, survival, ship handling and catering skills. Upon completion of training, the graduates are recruited for employment aboard overseas merchant vessels as 'ordinary seafarers' for work in the engine room or in the deck department.

Graduates also have the option to undergo upgrading courses, including: able seafarer for deck or engine, qualified steward, cook, fitter and SURC (Safety and Upgrading Refreshment Course). Seafarers regularly return to the MTC for further training to enhance their capacity in the complex and rapidly changing shipping industry.



After independence, seafaring has presented the best overseas employment opportunity for I-Kiribati. The Government of Kiribati recognises the important role of labour migration in: addressing the lack of employment opportunities, promoting economic and social development, alleviating poverty and adapting to climate change. Labour migration will become an increasingly important strategy for permanent migration and population control according to the government's "Migration with Dignity" Policy, which articulates the importance of training I-Kiribati to take up skilled labour migration opportunities in response to climate change threats to livelihoods at home.

(Information from the Kiribati National Labour Migration Policy)

See the MTC website for further information <http://www.mtc-tarawa.edu.ki>

Three previous VSA volunteers have been assigned to MTC as English language trainers, two from 2011-13 and one in 2014-15.

Working situation

MTC is a modern training institute based in Betio, South Tarawa. There are 170 boarding students and approximately 70 staff. The NZ Aid programme funded new buildings and facilities, including the establishment of a medical clinic beginning in 2009. The centre has a cafeteria, an air-conditioned office, a library and classrooms.

The volunteer will have internet access from the MTC office only and is required to bring their own laptop.

MTC provides transport for staff to and from work, which the volunteer is welcome to use. Lunch is available at MTC's cafeteria.

Working hours are Monday to Friday 07:45 to 16:00. Lunch is from 12:00 to 13:00. There are breaks from 10:15 to 10:30 and 15:00 to 15:15.

Currently there are 130 students training to become seafarers on merchant ships, 50 students training to become seafarers on fishing vessels and 50 students training to become ship stewards and hospitality workers in the hotel industry. Each class has from 18 to 26 students and all undergo English lessons to a varying extent. Basic English lessons are covered by lecturers from MTC's 'sister institute', Kiribati Institute of Technology (KIT). These lessons focus on basic English skills in speaking, including grammar and vocabulary, to attain the level reached in secondary school. Other language lessons are delivered by MTC's sole English instructor. These lessons focus on fluency in speaking and listening, but also look at reading and writing. This is done through role-play, transferring information, listening to various scenarios typical for seafarers such as airports, hotels, applying for a visa and working on board ship. Students also read fiction books of different levels.

Appendix 2: Living Situation

South Tarawa

Tarawa Atoll in the Gilbert group is the administrative centre of Kiribati. It is divided into North and South Tarawa, with the majority of services and population located in the south. South Tarawa is very densely populated, with 6,000 people per square kilometre. The area consists of small islets, from Betio in the west, to Bonriki in the east, connected by causeways along the South Tarawa road.

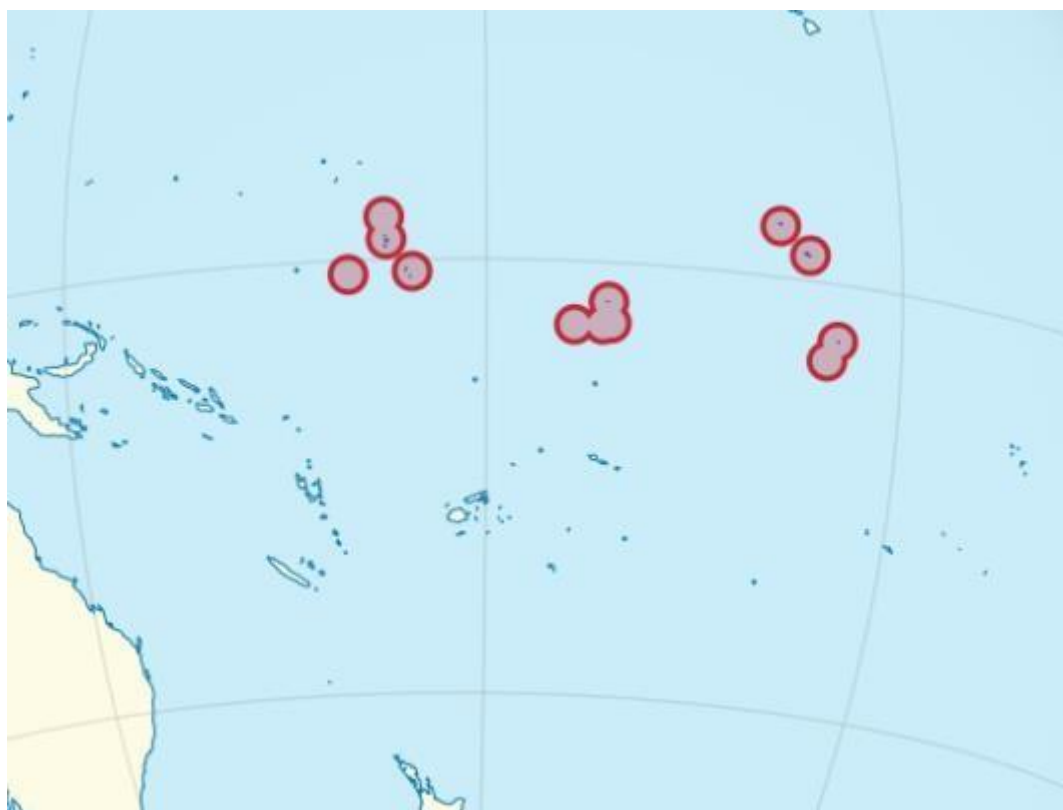
Tarawa has two hospitals, the Tungaru Central Hospital and Betio Hospital, a few health clinics and a medical clinic at the Marine Training Centre (MTC) which volunteers can access. There are a number of supermarkets but supplies of foreign goods are dependent on irregular shipping services and infrequent airfreight for fresh produce. Computer, internet and e-mail services are available at local internet cafés and motels. Kiribati uses the Australian Dollar and long-term volunteers usually open an account with ANZ Kiribati.



Life is generally relaxed but the density of people in Betio can mean a buzz of noise and activity. Kava bars and a few 'nightclubs' tend to be very loud. Music and dance are important aspects of Kiribati culture. Limited space in South Tarawa means limited room to play sports but football, volleyball and basketball as well as traditional I-Kiribati games are played.

The weather in South Tarawa is hot and humid all year round. It has high average rainfalls that can sometimes be unpredictable and can mean many months with almost no rain during the dry season. South Tarawa is prone to flooding and this is often exacerbated by poor irrigation and infrastructure. While outside the cyclone belt, Tarawa can still experience the tail-end effects of cyclones.

Appendix 3: Kiribati



Map courtesy of Wikipedia.org

The Republic of Kiribati (pronounced “kee-ree-bus”) became independent in 1979. It has the largest sea-to-land ratio in the world with only 810 square kilometres of land spread over a staggering 3.5 million square kilometres of the Pacific. With a population of approximately 105,711 (2015 estimate), population density is extremely high with 137 people per square kilometre compared to around 45 worldwide.

Traditionally, power in Kiribati was exercised by the councils of older men, or the *unimwane*. They remain a powerful force and continue to exert a significant influence on the selection of parliamentary candidates. This can place pressure on elected representatives to put local interests ahead of national interests.

The role of women in Kiribati is still very much influenced by tradition with limited participation in political activities. Women continue to do all domestic work. Although girls comprise 78% of primary school enrolments, they only account for 47% for secondary enrolments. Within the public sector, only 9.5% of senior administrative positions are held by women. Furthermore, whilst women represent 60% of the country’s teaching force, only 3% of school principals are women.

Relationships are the core of Kiribati culture and the family is the central point for education and learning – ranging from techniques for fishing and house building, weaving, cooking and preserving food, traditional medicine, black magic and land management. In most households, there will be resident children who are not born of the parents of the household, but who have come to live with them for one of a range of practical reasons. Children in Kiribati are the community’s responsibility, and it is not uncommon for the closest adult to admonish a child for misbehaviour.

Because the communal extended family is the foundation of Kiribati society, the concept of privacy differs greatly from Western society. I-Kiribati are not used to people preferring to spend some time alone, and they may consider that if you are living by yourself you must be lonely and in need of company.



The *maneaba* (community house) is traditionally the centre of community life in Kiribati and still plays an important part in today's society. This is where community discussions, council meetings and celebrations take place, and where important decisions are made.

The majority of the population of Kiribati live in traditional village settings. Village life is strongly orientated around the extended family and the *unimane* and *unaine* (old women), who continue to play a prominent role in society. Eating, singing and traditional dancing are an important part of I-Kiribati culture and nearly every village has a *maneaba* where people gather for a *botaki* (party). I-Kiribati are generally friendly and courteous to foreigners and are likely to extend invitations to weddings and birthdays.

Although health indicators have improved in recent years Kiribati continues to see the highest infant mortality rate in the Pacific, low life expectancy and a high incidence of nutrition related non-communicable diseases. Tuberculosis is a serious health problem and there are regular outbreaks of dengue fever and occasional cases of leprosy and typhoid.

Forty percent of the population of Kiribati is under the age of 15. As in other Pacific nations, Kiribati has begun to see adolescent reproductive health issues, substance abuse, juvenile offences and increased cases of youth suicide.

Kiribati is in the category of least developed countries. It has few natural resources, with the majority of its economy based on the subsistence lifestyle of its people. Eighty per cent of the population survives through fishing. A feature of the Kiribati economy is the large divergence between the balance of trade and the balance of payments. Although exports account for 25% of the cost of imports, the balance of payments is favourable due to transfers on accounts of overseas investments, repatriation of earnings and fishing license fees.

Religion plays a very important part in the everyday lives of the I-Kiribati and the church is very active in education and social issues. I-Kiribati contribute a large amount of money (especially considering their small income) to religious causes. Each village has one or more churches and villagers are expected to attend church and other church related activities.

For more information on Kiribati, see:

Government tourism website: <http://kiribatitourism.gov.ki/>

Economic overview: <http://data.worldbank.org/country/kiribati>

New Zealand Aid in Kiribati: <https://www.mfat.govt.nz/en/aid-and-development/our-work-in-the-pacific/kiribati/>

General Security

Volunteers are required to be security conscious and adhere to the advice of their partner organisations, VSA and the NZ Embassy in Tarawa on security matters. If there is a major emergency or should security deteriorate, VSA has established evacuation procedures and volunteers will be fully supported by staff in Wellington. VSA staff will go through security measures with the volunteer and develop an individual security plan.

