HARNESSING YOUTHS THROUGH CADET AND SKILLS SCHEME TO CREATE EMPLOYMENT AND SUPPORT RURAL INDUSTRIES

Presentation by: Mr Wilson Thompson ML, President of the HFSA
Introduction

various Government Interventions from 2002 to 2022 has not resulted in significant increase in agriculture production and exports figures including impact on SME sector due to lack of coordination, proper extension and training support services.

Inform on opportunities available to create employment immediately to contain the unemployment figures in the interim and to develop skilling and practical work experience for formal employment and self-employment positions.

Note the Government currently has the National Employment Services and the National Apprenticeship Board under the Department of Labour and Employment and National Youth Service and National Volunteer Service under Ministry of Community, Youth & Religion that should have the available job applicants that can be sourced to the industries and into government programs.
Seek government support to utilize the National Apprenticeship Board to cater for all trade course graduates from TVET and Technical Colleges and all other graduates into the National Employment Service to feed the employment needs in government and industry and those exiting before Grade 10 and 12 education with National Youth Service.

to establish National Cadet and Skills Scheme to direct volunteer work including practical experience for new graduates in local communities but under the National Volunteer Services to create employment opportunities in the rural area to address unemployment and rural urban migration and law and order issues.

to establish the National Agriculture Extension and Management Services Agency as a multiple purpose State Agency to coordinate rehabilitation of existing agriculture plantations and blocks and to provide coordinated support to extension and training services and to identify appropriate management models and to facilitate investment through partnership arrangements on nucleus estate and appropriate Public Private Partnership model.

Provide likely cost to establish the National Cadet Scheme and to establish the Project Advisory Committee and National Economic Management & Extension Services Agency Working Committee.
BACKGROUND

1) In PNG, 97 percent of land is under customary ownership and 85 percent of people live in remote areas and garden exclusively for subsistence and 4.5 percent work exclusively in modern cash-based farming. Smallholders produce 96 percent of all agricultural produce, almost all the food and 75 percent of coffee, 65 percent of cocoa, 66 percent of copra and 35 percent of oil palm (Currey, 1993:90-91). In PNG, smallholder farming systems produce increasing supplies of food to support the growing population even though some land has been permanently allocated to cash crops (Currey, 1993: 93).

2) The agriculture sector is very important as it provides the highest rate of employment (29 percent), caters for sustenance to 85 percent of population and contributes over 20 percent of Gross Domestic Production and contributes about 13 percent of total exports (Orlegge, 2010). The agriculture sector remains subsistence oriented with almost all rural families engaged in production of both staple food crops as well as cash crops (World Bank, 1991:60).

3) Agriculture cannot be isolated, from the country’s experience as almost everybody is directly or indirectly dependent for income and sustenance and it relates to changes in environment, changes in production system and social and political changes (Denoon and Snowden, 1981:1). Agriculture production is usually the basis of a country’s economic and social reality, that is, in the value of Gross National Product, in value of exports or in way of life of the great majority of people or in all three (Donaldson and Good 1988:1). Agriculture is the catalyst for any other business or economic ventures in the country.
4) The ADB was critical about the need to support other sectors (non-extractive resources) of the economy, particularly the availability and adequacy of financial services that would require restructuring the National Development Bank, rescheduling of the plantation sector debt (which affected production as well as capacity to survive) to the banking system, and introducing of new micro-credit schemes for private sector (Asian Development Bank, 1995:17)

5) The government has initiated programs such as the Business and Land Incorporation Acts; Plantations Redistribution Scheme of the 1970’s; 20-hectare coffee and cocoa blocks of the 1980’s. It was a success initially but when the State withdraw some assistance such as Plantation Management Training Program; removed National Plantation Management Agency and reduced funding to Rural Development Bank and created many commodity boards and decentralized extension services, problems began appearing. Some were caused by external issues such as closure of Bougainville mine, shocks of fluctuations in world commodity market price and costs of imports due to exchange rate fluctuations (Orlegge, 2008; 2010).

6) The major policy objective and frameworks are contained in Export Driven Economic Recovery Policy (2002), Vision 2050; PNGSDP 2010-30; MTDS 3, NADP 2007-2016; White Paper on Agriculture; Rice Policy; Food Security Policy; and SME Policy. For example, in PNGSDP 2030, coffee and meat production target are set at 6 million bags and 400 metric tonnes. After going past 2015, production has not gone over half or one third of target despite so many interventions and funding in the sector.
7) In PNG, 3 percent of land is alienated by the State, which equates to about 600,000 hectares of alienated land, which is divided as follows: -

- 30,000 hectares in freehold (citizens only)
- 60,000 hectares for public purpose
- 200,000 hectares leased to private organizations (stakeholders)
- 310,000 hectares has little information about status and use.

8) Most land was leased for plantations – copra, cocoa, and rubber and for grazing. By 1981, most literature on land indicated that 3 percent comprise alienated land; but to date there has not been any surveys to indicate that the actual 3 percent is still available, whether the state land is located in Goilala (Central) or Marawaka (EHP) or Jimi (WHP) or whole of Milne Bay or Madang and available for leasing (Orlegge, 2008).

9) There have been arguments whether land in customary custody (97 percent) is productive, or the small percentage of alienated land is more useful to the economy. Many argue that customary land is not utilised fully to enable economic development. Similarly, it is argued that the 3 percent alienated State land is the most arable, accessible and fertile but the State has in many cases lost control and cannot enable successful utilisation (Orlegge, 2008:76).
10) The government established land settlement schemes in WNBP – Hoskins (oil palm), Jiwaka – Kindeng and Avi (coffee), Gulf – Murua, Central – Upulima and Cape Rodney and East Sepik - Gavien (rubber) and EHP – Arona and Madang – Dumpu and Morobe - Markham (cattle) but tensions between the settlers and their descendants and those from the area makes it difficult to establish new resettlement schemes, but the crops requires rehabilitation and production needs to be increased so that the benefits can enable more land to be released for blocks etc.

11) Agriculture contributes significantly to GDP but deteriorating conditions for roads, wharves, bridges and airstrips are a matter of extreme concern to encourage increased planting and also purchase of the crops to motivate farmers to keep producing. PNG should adopt policies that should enable growth in agriculture and the main challenge for the Government is to organize and provide sufficient technical and financial support to develop the following activities viz: -

(a) assist plantations and farmers’ organizations capable of receiving and disseminating extension messages among individual farmers,

(b) coordinating the marketing of produce and the supply of inputs,

(c) undertaking small- scale communal investments for irrigation, Agro- processing or storage.

(d) providing mechanism for channelling investment resources into local communities, either through the banks or under the credit schemes or various micro- credit schemes
DECLINING CULTIVATION OF COMMODITY CROPS AND DECREASING PRODUCTION FIGURES

Despite the various policies such as Export Driven Economic Recovery (Somare – National Alliance Government, 2002 and 2007), Growing the Economy in Alotau Accord 1 and 2 (O’Neill – Peoples National Congress Government, 2012 and 2017) and budgetary support and external support such as the World Bank funded Public-Private Partnership in Agriculture Program (PPAP) from 2010 to 2019, agriculture production has not increased significantly nor reached projected targets outlined in the Medium Term Development 2 and even MTDS 3 and PNG Strategic Development Plan 2010-2030 and Vision 2050.

To identify the challenges related to stagnated agriculture production output and to identify strategies to assist in expanding and increasing production and exports over the next 5-10, statistics and information are very important for policy formulation and also in planning in allocating resources.
REALITIES IN UNDERSTANDING AGRICULTURE SECTOR IN PNG

1. In colonial era, Planters, Graziers, Farmers, Settlers and Growers were in full or part time farming of tea, coffee, cocoa, rubber, tobacco, copra or running poultry, piggery and cattle ranches. The colonial government and even the Farmers and Settlers Association in the 1950-70’s proposed that indigenous persons should be encouraged to plant sizable plots of say coffee that is to supply the expatriate plantations and factories (McWilliams, 2003).

2. The next best approach to encourage indigenous to become fulltime farmers was through the Land Resettlement Program of 1960-70’s to move people from highly populated areas to Agriculture Resettlement Schemes. A family was given up to 3-5 hectares of land to plant commercial crops such as rubber (Murua, Gavien), oil palm (Hoskins), coffee (Kindeng), cocoa (Vunapalading) and use the 1 hectare for food garden and residential area.

3. Today, agriculture production is not based on the needs of the market but what they perceive as necessary to be sold and the land area, family labour input capacity to afford farming inputs such as chemicals and fertilisers and feeds. The people do not grow fruit and vegetable or livestock as commercial ventures but to raise funds to pay for school fees, head pays, bride price and mortuary feasts. When certain amount of funds is earned and the person/s have made their contribution to these events, farming activity is reduced or not undertaken at all.
4. We can talk about supply chain; value chain; food security and improved nutrition or import substitution policy but the question is whether that matters to the person who has cultural and social obligations to fulfil. We cannot force people unless there are motivations and support to make to fully engaged in their farming work.

5. In PNG, outdated farming practices and methods is still encouraged through the use of grass knives, axes, spades and bow saws for farmers to work. This is the method of framing from 1800-1900’s Instead of using tractors and mobile rotary hoes to plough the 3 hectares in 5 hours, a farmer is spending two weeks with a spade digging whilst grass is growing on the other side.

6. The World Bank funded Private Public Arrangement Program in Agriculture from 2009-2019 has spent over K100 million. This program is still promoting the 1800’s farming style by giving bush knives and bow saws to clear and prune 2 hectares of 50-year-old coffee and cocoa trees. It could be taking four weeks, but a mechanised sprayer and chainsaw could do the grass clearing and pruning in a day. Despite that, the annual coffee production figure has not gone over 800,000 bags whilst in cocoa it’s still at 400 metric tonnes.

7. From 1950-60’s, Kup Ogut and Sinake Giregire airfreighted fresh vegetables out from Hagen to Madang and from Goroka to Port Moresby. From 1970-1990’s, Kabiufa High School airfreighted fruit and vegetables from Goroka right around the country. It was not affordable for the ordinary people, and it was basically to service the mining projects, hotels and the expatriate supermarkets. Today, we are telling the people of Kikori and Goilala to grow vegetables where the Kikori farmers would pay K1, 200 one way on plane fare plus freight to Port Moresby or pay K400 passenger fee plus freight to Port Moresby. The Kikori and Goilala farmers are selling 10 potatoes for K50 whilst the Highlanders are selling theirs at K10 at Gordons Market.
8. The 1995 Provincial Government Reforms has detached the provincial Commerce, Agriculture, Culture and Tourism, Fisheries, Forestry, Lands Divisions from the national parent bodies. Further, the establishment of NARI, NAQIA, LDC, and Spice Board from DAL had moved control away. Prior to 1995, a single DAL/DPI Officer could go to a village and deal with coffee, species, fish, vegetable and livestock matters. At present, a single person has a vegetable garden, cultivates coffee and spice and has five goats and has inland fish farm. That one person is visited by FPDA, CIC, Spice Board, Livestock Development Corporation, DPI –Fisheries and NAQIA – Veterinary in six different vehicles in six different days.

9. The steady decline of the Plantation and Blocks has created a severe social imbalance in the once vibrant industry that provided employment and income earning opportunities in the rural areas that have declined so significantly resulting in massive urban drift with its own set of issues.

10. Many factors contributed to the decline and stagnation in production as well as the demise of the plantation sector. Amongst them is lack of management support to the plantations, mostly owned by foreigners prior to independence. The government introduced a policy on Plantations Compulsory Acquisition Scheme which was used to acquire plantations from foreigners who were leaving the country.

11. Despite the 1995 Provincial Reforms, DAL Structural Reforms in separating functions and strengthening commodity boards, various Government Interventions (Green Revolution, NADP 2009-2016; Alotau Accord 1 and 2 and PPAP in Agriculture 2010-2019), Table 1 indicates the declining production from 2008 to 2015. There has not been any significant increase till to 2019.
Table 1: Summary Export Volumes and Export Kina Values -2008-2015

<table>
<thead>
<tr>
<th>Year</th>
<th>Coffee</th>
<th>Cocoa</th>
<th>Oil Palm</th>
<th>Copra</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Vol. ('000 Tonnes)</td>
<td>Value (K'm)</td>
<td>Vol. ('000 Tonnes)</td>
<td>Value (K'm)</td>
</tr>
<tr>
<td>2008</td>
<td>67.0</td>
<td>520.2</td>
<td>53.3</td>
<td>345.6</td>
</tr>
<tr>
<td>2009</td>
<td>62.2</td>
<td>460.3</td>
<td>48.2</td>
<td>337.3</td>
</tr>
<tr>
<td>2010</td>
<td>55.9</td>
<td>521.0</td>
<td>41.3</td>
<td>347.6</td>
</tr>
<tr>
<td>2011</td>
<td>73.5</td>
<td>927.4</td>
<td>47.4</td>
<td>320.3</td>
</tr>
<tr>
<td>2012</td>
<td>55.5</td>
<td>478.5</td>
<td>38.1</td>
<td>182.6</td>
</tr>
<tr>
<td>2013</td>
<td>48.5</td>
<td>336.7</td>
<td>38.7</td>
<td>206.0</td>
</tr>
<tr>
<td>2014</td>
<td>48.4</td>
<td>450.3</td>
<td>36.6</td>
<td>243.1</td>
</tr>
<tr>
<td>2015</td>
<td>42.8</td>
<td>393.5</td>
<td>30.9</td>
<td>393.5</td>
</tr>
<tr>
<td>Total</td>
<td>453.8</td>
<td>4,087.9</td>
<td>334.5</td>
<td>2,376.0</td>
</tr>
</tbody>
</table>

- NB: 2015 Figures are Provisional.
12. The people know the various issues affecting them such as climate change, deteriorating communication and transport infrastructures, price discrepancy due to high cost of doing business including corruption and bureaucratic red tape, lack of or absence of technical, advisory, extension and training services in agriculture sector (caused by 1995 Provincial Reforms and establishment of various commodity and statutory authorities), poor access to and coordination in marketing of produce, high costs of farm supply inputs, absence or lack of financial and credit services and non-acceptance of state lease or even customary land as collateral, lack of support by government to businesses involved in the remote or rural area.

13. The government realized that there was lack of capacity and management skills in managing the plantations (What do we do with Plantations, NRI Report, 1981) and established the National Plantations Management Agency (NPMA), tasked to manage export crops plantations including coffee, cocoa, copra and rubber. It was also tasked to train plantation managers. NPMA was financed from management fees charged on plantations and blocks.

14. The downturn of the economy caused by Bougainville Crisis in 1991 and the fluctuation commodity prices saw the agriculture sector defaulting on loans and the inability to pay management fees also caused demise of NPMA. Other factors that resulted in the decline of profitability of plantations included poor road conditions and escalating law and order issues including landowner problems.
15. The demise of the National Plantation Management Agency in the early-1990s, the decentralisation of national functions in 1995 and the agriculture sector reform in creating research and biosecurity agencies and transfer of extension and advisory services has affected the coordination and better networking to achieve various Government Objectives. The vacuum in expert management in plantations and blocks and extension services to smallholders has obviously resulted in a marked decrease in PNG’s annual agriculture and livestock production and export volumes.
MISMATCH IN THE PERSONS COMING OUT OF EDUCATION SYSTEM AND EMPLOYMENT OPPORTUNITIES

1. The education system in PNG turns out 40,000 Grade Ten (10) and 30,000 Grade Twelve (12) students every year. Only 8,000 from the 30,000 advances to tertiary studies and 5,000 enter TVET and around 2,000 enter formal employment.

2. Up to 30,000 people are pushed out every year from Grade 8, 10, 12, TVET, Technical and Business College and Universities that do not find employment. This 30,000 minus those who died or got employment are adding every year.

3. There is an increasing number of youths aged between 17 to 27 years that are not trained or skilled who return to their homes. Most are often restless and could not fit into any formal farming system or SME activities and often engage in drugs (marijuana) and homebrew and illicit brewing often wasting away any good opportunities.
4. There is need to establish a Scheme / Project is to harness the females and youth (persons) labour and literacy or education and encourage them to develop within their societal setting in utilizing scarce land and to engage in agriculture, eco cultural projects in arts and crafts activities to provide skills training and knowledge transfer.

5. Under the Scheme/ Project, these persons will be provided opportunities to develop new skills to engage in formal employment or in self-income earning opportunities and to alleviate poverty.

6. Those who graduate from colleges or TVET will utilize their education and training to engage in agriculture activities and those from Garde 12 and 10 will be directed back to TVET and National Compulsory Service Program.
AGENCIES RESPONSIBLE FOR RECORDING SKILLING AND EMPLOYMENT OPPORTUNITIES IN PNG

1. The Government has many options and opportunities available to create employment immediately to contain the unemployment figures in the interim and also use the baseline data to develop new skilling and employment and self-employment positions.

2. The Government currently has the National Employment Services and the National Apprenticeship Board under the Department of Labour and Employment and National Youth Service and National Volunteer Service under Ministry of Community, Youth & Religion that should have the available job applicants that can be sourced to the industries and into government programs.

3. If PNG had done our jobs correctly, the National Apprenticeship Board would have all list all graduates from trade courses from TVET and Technical Colleges and all other graduates recorded into the National Employment Service and feed into government and industry.
4. Those who have not entered or completed post Grade 10 and 12 education and training institutions should be dealt with by National Youth Service by identifying short- or long-term training and skilling and then submitted into the NATTB and NES for employment opportunities.

5. The National Volunteer Service is good vehicle to direct volunteer work including practical experience for new graduates in local communities but must leave after their engagements.
DIRECT EMPLOYMENT OPPORTUNITIES AVAILABLE TO UTILISE

1. The government is pressured about actual jobs created and that is very difficult as statistics and data collection is poor, so we do not have data for actual new person engaged in the public service and so as private sector. There are actual funded positions as required by various legislations that are available include

<table>
<thead>
<tr>
<th>Positions</th>
<th>Education level</th>
<th>Ward</th>
<th>LLG</th>
<th>District</th>
<th>Province</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ward Recorder</td>
<td>Gr 12/College</td>
<td>0</td>
<td>6,80</td>
<td>389</td>
<td>96</td>
</tr>
<tr>
<td>Village Court Clerk</td>
<td>Gr 10/TVE T</td>
<td>6,800</td>
<td>0</td>
<td>96</td>
<td>0</td>
</tr>
<tr>
<td>Auditor</td>
<td>College</td>
<td>0</td>
<td>0</td>
<td>96</td>
<td>22</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>00</strong></td>
<td><strong>13,600</strong></td>
<td><strong>389</strong></td>
<td><strong>288</strong></td>
</tr>
</tbody>
</table>
6. There are total of 14,321 public funded, permanent positions that could be immediately filled by Department of Provincial & Local Level Affairs and Department of Justice & Attorney General.

7. With emphasis and funding to agriculture sector, there is a need for nursery for all commodities (rubber, coffee, cocoa and coconut) in all LLG area to increase planting and replanting to increase agriculture production. This will provide further practical skills opportunity for those to return to their own communities and engage in self-employment.

8. The temporary positions for 3 years that will be created under National Cadet and Skills Scheme and employed under National Volunteer Service include –
<table>
<thead>
<tr>
<th>Positions</th>
<th>Education level</th>
<th>Ward</th>
<th>LLG</th>
<th>District</th>
<th>Province</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rubber</td>
<td>TVET/College</td>
<td>112 wards x 3 person is 336</td>
<td>34</td>
<td>18 (Vanimo, Angoram, Ambunti, Worsera, Nawae, Finshaffen, Usino Bundi, Sohe, Alotau, Abau, Kairiku, Rigo, Kerema, Kikori, Middle Fly, North Fly, Manus, Kavieng)</td>
<td>11</td>
</tr>
<tr>
<td>Spice (Vanilla, Cardamom, Chilly)</td>
<td>Gr 10/TVET</td>
<td>162 x 3 person is 286</td>
<td>54</td>
<td>18</td>
<td>5 (ESP, WSP, Morobe, Madang, EHP)</td>
</tr>
<tr>
<td>Coffee</td>
<td>College</td>
<td>426 wards x 3 persons is 1,278</td>
<td>162</td>
<td>54</td>
<td>18</td>
</tr>
<tr>
<td>Cocoa</td>
<td></td>
<td>378 x 3 is 1,134</td>
<td>126</td>
<td>42</td>
<td>14</td>
</tr>
<tr>
<td>Coconut</td>
<td></td>
<td>378 x 3 is 1,134</td>
<td>126</td>
<td>42</td>
<td>14</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>4,168</strong></td>
<td><strong>502</strong></td>
<td><strong>174</strong></td>
<td><strong>62</strong></td>
</tr>
<tr>
<td><strong>Wages</strong></td>
<td></td>
<td><strong>4,168 x K200 x 26 fn is K21,673,600</strong></td>
<td><strong>502 x K250 x 26 fn is K3,263,000</strong></td>
<td><strong>174 x K300 x 26 fn is K1,357,200</strong></td>
<td><strong>62 x K350 x 26 fn is K564,200</strong></td>
</tr>
</tbody>
</table>
9. There are total of 4,906 TVET and Agriculture and Carpentry graduates can be recruited under the National Volunteer Service to be based in Wards, LLG and District and Province. The funding for these positions is all below K350 per fortnight including University or College graduates. The total funding required is K26,858,000.

10. Provision of nursery materials and seeds is responsibility of the commodity boards and should not exceed K500 for each ward area and local materials such as kunai and pitpit grass should be provided by local communities. This can also be done through private public partnership with exporters and processors providing transport and planting materials.

11. In the livestock industry, there is urgent need for breeding program and distribution including need for awareness on nutrition. More emphasis will be on training and awareness and encouraging farmers to utilize own stock for breeding and multiplication. Those engaged would be able to develop skills across livestock industry and be able to engage in self-employment after the volunteer service.

12. The temporary positions for 3 years for the Livestock sector that will be created under National Cadet and Skills Scheme and employed under National Volunteer Service include –
<table>
<thead>
<tr>
<th>Positions</th>
<th>Education level</th>
<th>Ward</th>
<th>LLG</th>
<th>District</th>
<th>Province</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cattle</td>
<td>TVET/College</td>
<td>297 wards</td>
<td>99</td>
<td>33</td>
<td>11</td>
</tr>
<tr>
<td>Sheep and Goats</td>
<td>TVET/College</td>
<td>251 persons</td>
<td>87</td>
<td>29</td>
<td>5 Simbu, Central, Morobe, Madang, EHP</td>
</tr>
<tr>
<td>Piggery</td>
<td>TVET/College</td>
<td>426</td>
<td>162</td>
<td>54</td>
<td>18</td>
</tr>
<tr>
<td>Beekeeping</td>
<td></td>
<td>378</td>
<td>126</td>
<td>42</td>
<td>14</td>
</tr>
<tr>
<td>Poultry and Ducks</td>
<td></td>
<td>1,000</td>
<td>285 (exc LLG in Lae/NCD)</td>
<td>97</td>
<td>22</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>2,352</strong></td>
<td><strong>759</strong></td>
<td><strong>255</strong></td>
<td><strong>70</strong></td>
</tr>
<tr>
<td><strong>Wages</strong></td>
<td></td>
<td><strong>2,352 x K200 x 26 fn is K12,230,400</strong></td>
<td><strong>759 x K250 x 26 fn is K4,933,500</strong></td>
<td><strong>255 x K300 x 26 fn is K1,989,000</strong></td>
<td><strong>70 x K350 x 26 fn is K637,000</strong></td>
</tr>
</tbody>
</table>
1. There are total of 3,436 TVET and Agriculture, Livestock and Carpentry graduates can be recruited under the National Volunteer Service to be based in Wards, LLG and District and Province. The funding for these positions is all below K350 per fortnight including University or College graduates. The total funding required is K19,789,900.

2. Provision of training manuals and nutrition materials is responsibility of the Ministry of Livestock and Livestock Development Corporation and Department of Agriculture & Livestock and should not exceed K500 for each ward area. Construction of poultry and livestock sheds should be encouraged using local materials such as kunai and pitpit grass. Training and development materials can be done through private public partnership with industry players such as Zenag Chicken and Tablebirds.
1. The government has emphasized Small Business development including use of local materials in timber, fisheries and arts, culture and tourism and artisanal activities. People will be encouraged to use local materials such as timber in local construction, agriculture and livestock and building of guest houses and residence and shelters around PNG.

2. Those engaged in this group will cover 3 to 4 wards whilst focus on Forestry that will encourage nursery development and reafforestation and planting of introduced tree species for housing materials and planting on trees, both fruit on hillsides.

3. The temporary positions for 3 years for the Fisheries, Forestry, Arts, Culture and Tourism will be created under National Cadet and Skills Scheme and employed under National Volunteer Service include –
<table>
<thead>
<tr>
<th>Positions</th>
<th>Education level</th>
<th>Ward</th>
<th>LLG</th>
<th>District</th>
<th>Province</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fisheries (Inland and coastal)</td>
<td>TVET/College</td>
<td>500 wards</td>
<td>291</td>
<td>97</td>
<td>22</td>
</tr>
<tr>
<td>Arts</td>
<td>TVET/College</td>
<td>250</td>
<td>291</td>
<td>97</td>
<td>22</td>
</tr>
<tr>
<td>Culture</td>
<td>TVET/College</td>
<td>500</td>
<td>291</td>
<td>97</td>
<td>22</td>
</tr>
<tr>
<td>Tourism</td>
<td>TVET/College</td>
<td>250</td>
<td>126</td>
<td>42</td>
<td>14</td>
</tr>
<tr>
<td>Forestry</td>
<td>TVET/College</td>
<td>2,910</td>
<td>291</td>
<td>97</td>
<td>22</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>4,410</td>
<td>1,290</td>
<td>430</td>
<td>102</td>
</tr>
<tr>
<td>Wages</td>
<td></td>
<td>4,410 x K200 x 26 fn is K22,932,000</td>
<td>1,290 x K250 x 26 fn is K8,383,000</td>
<td>430 x K300 x 26 fn is K3,354,000</td>
<td>102 x K350 x 26 fn is K928,200</td>
</tr>
</tbody>
</table>
1. There are total of 6,232 TVET and Agriculture, Forestry and Fisheries graduates can be recruited under the National Volunteer Service to be based in Wards, LLG and District and Province. The funding for these positions is all below K350 per fortnight including University or College graduates. The total funding required is K35,597,200.

2. Provision of training manuals and nutrition materials is responsibility of the National Fisheries Authority and Ministry of Arts, Culture and Tourism and its agencies. The National Forestry Authority will be responsible for nursery development and seeds and should not exceed K500 for each ward area. Construction of nursery should be using local materials.

3. The total manpower that will undergo skills development and practical work engagement in Agriculture is 4,906, Livestock is 3,436 and Fisheries, Forestry, Arts, Culture and Tourism is 6,232 so total per annum is 14,574 persons costing Agriculture is K26,858,000, Livestock is K19,789,900 and Forestry, Fisheries and Culture is K35,597,200 that is K82,245,100.
FUNDING FOR THE NATIONAL CADET AND SKILLS SCHEME AND PERMANENT EMPLOYMENT OPPORTUNITIES

1. There is so much funding under different programs and activities that can be shifted to fund this Program. In 2023, there is funding of K65 million to assist families, K10 million fuel subsides, K200 million SME Credit Fund, K100 million for Agriculture Commercialization Fund, K30 million each for Coffee, Oil Palm, Livestock and Price Subsidy Scheme or K120 million.

2. We can create 15,000 positions that will upskill and provide practical experience to TVET and College graduates to contain the 30,000 persons that we have coming out of the education system. This will create opportunities in the rural areas whilst the remaining 15,000 can be absorbed by the disciplinary forces, teachers and health workers and remaining 5,000 can go back into the education system.

3. The focus of the government should be in creating new industries so that these people are absorbed in the long term.

4. Further, the proposed National Extension and Management Agency will be developed to create permanent employment in the plantations and commercial agriculture and agro processing industries. The proposed Agency will liaise with and sign Management Agreement with the Coffee, Cocoa, Coconut and Rubber Plantations and Blocks, whereby unskilled and trained labour will be provided to agriculture and livestock sector on long term basis.
Expected Outcomes from the National Cadet and Skills Scheme & National Volunteer Service & National Extension and Management Agency

1. The objective of this Scheme is to utilize the inherent traditional knowledge, skills, environment and the ecological setting to encourage disadvantaged females and youths.

2. Those engaged will appreciate the environment, culture and engage with local and international visitors to earn income but also learn from them and eventually encourage income earning opportunities and employment to assist in poverty alleviation and in improving lifestyle of the; local communities as per the PNG Strategic Plan, Vision 2050 etc.

3. The persons who go through the Cadet Scheme will have skills gained and income earned that would enable the participants to be empowered economically where they could now use money to seek permanent employment via placement through the National Apprenticeship and Trade Board, National Extension and Management Agency or the National Employment Services.
4. Others would use the income and skills and work experience to access to land to engage in farming, fishing and timber and artisanal activities and expand into Small Medium Enterprise.

5. In the medium and long term, the Cadet Scheme is to harness and upskill the persons who are disadvantaged by capital access and land ownership to utilize their new skills in agriculture, livestock, eco-tourism, forestry and fisheries and tourism. They can use the skills and training and income to improve in education and training and go through Apprenticeship Scheme and also contribute to the community through community economic activities.

6. People can develop within their societal setting in utilizing culture, environment and diversity to alleviate poverty, create employment and income earning opportunities and to motivate others to engage in these activities and pass these down to next outputs from the education system.

7. The Project can be piloted in Morobe, EHP, Central and ENBP as these provinces have access to national departments and agencies and number of tertiary institutions to build up awareness and community mobilization and appreciation of the project and roll out in next 4 provinces and so forth until all provinces are reached.

8. This will be followed with networking with relevant government agencies and LLG so that they also appreciate the Project and understand the intentions and expected outcomes. As this will be spread between different villages and wards, it fosters community cooperation and networking and open up to community appreciation, participation including supporting it as they could become beneficiaries of the economic spinoffs.
Proposed management and extension services agency model

1. It is critical to materially improve the production and quality of PNG agriculture commodity crops as soon as practicable. As the plantations and blocks are now virtually not delivering their produce to the factory, the NPMA approach with fees to be charged would not work in the immediate restructure efforts.

2. To effectively address landowner related issues, ownership structures and issues of re-organisation of plantations and blocks either as tenant farming delivering produce to the factory model or production sharing between landowner/shareholder and the company or any other models and the actual rehabilitation process and focus on production volumes and quality would require a Government Public Service Model through clear set of KPI and Targets and Reporting Timelines.

3. The immediate task of the Office or Agency would be to coordinate with DAL, DCI, PNGFA, NFA, all commodity boards and agencies to identify all plantations and blocks and their status to date. This would include details of ownership and structure, land and assets holdings and area under cultivation and area in production, road access and physical and financial status of the entity.
4. The Office will then identify individual rescue package as to restructuring of ownership, type of business, facilities on hand and in use or lack of machinery and plant and how each plantation or block would be brought back into production.

5. The Office will then look at coordination of a centralized Extension, Advisory and Training Support for all commodity crops, and also both introduced and traditional crops.

6. The recommended model is to establish the public funded Office that would initially deal with review into rehabilitation of Plantations and Blocks and then would then also coordinate all Extension work and would be called the National Agriculture Management and Extension Services Agency (NEMSA) Agency.

7. It will coordinate and facilitate dialogue and consultation with relevant government department and agencies and the Departments of Agriculture and Livestock ad Department of Commerce and Industry and all statutory bodies and commodity boards on rehabilitation and reorganisation and restructure of plantations and blocks and also to disseminate research, policy, training, and advisory and support services. For example, the NEMSA in the first few years of operation would schedule and ensure all vehicle and resources are specialists’ officers are able to attend extension visits and that training it facilities would have specialist from the commodity boards and agencies to deliver training models etc.
1. The NEMSA would work with all government agencies and departments, business sector, NGO and CBO and landowners to ensure accessibility to land, plantations and also delivery of management, extension, advisory and training services.

2. The NEMSA Working Committee would focus on operations and administration that would:

a. prepare an Organisational Structure and Funding Requirements of the Office that would operate in all Provinces and Districts utilising existing structures.

b. Locate its initial Coordination and Liaison Officers at DAL and DCI HQ and Regional Offices and in all HQ of commodity boards and HATI

c. coordinate all data on plantations and blocks in PNG

d. Establish the staff strength of DAL, Commodity Boards and Statutory Agencies PNGFA, NFA and MACT in each province and determine their specialist.
e. Establish the office facilities, research stations, breeding stations, model farms, extension farms and training college, schools and facilities in all provinces, districts and LLG area.

f. Extract the Training and Extension Programs of all Agencies and Collate into a National Training and Extension Program by Province and District

g. Liaise with DAL and DHERST to use the former National Arts School and HATI for the Planation Management Training Program, Skills Development and capacity Building of all Plantation and blocks in PNG.
Roles and functions of National Volunteers Services (NVS)

1. The NVS will coordinate and manage National Cadet and Skills Scheme and will offload to the National Apprenticeship and Trade Testing Board (TVET and Technical College graduates), National Extension and Management Agency (Agriculture, Livestock, Forestry, Fisheries College Graduates) and National Employment Services (arts, culture, tourism, business college graduates).

2. The NVS will coordinate with all Departments, Statutory Agencies and Commodity Boards to provide training and extension services on proper agronomic and general cash crop husbandry practices, financial management including budgeting to block-holders and small-holders.

3. The NVS will work with all research institutions, peak industry bodies, NGO and CBO engaged in training and marketing or skills development and will coordinate the private partners to facilitate an effective work program around the country.
4. The NVS will also work with the commodity boards and private partners to improve logistical efficiencies including transportation of produce from remote areas and also solicit partnerships including for finance and exchange of technical expertise.

5. The NVS will implement the National cadet and Skills Scheme from the Central Government Offices and connected from the four DAL Regional Offices and from Provincial and District Headquarters.

6. There may be increase in additional administration staff for the NVS that could be through using unattached serving public servants seconded from the National Departments.
Roles of provincial governments and District Development Authorities

1. All Provincial Governments, DDA and LLG will be asked to provide working commitment and support to all Volunteers under the National Cadet and Skills Scheme. All affected Provincial Governments and District Development Authorities and LLG will assist in facilitation and liaison through their DPI and PPO with the community.

2. All Provincial and Local Governments and DDA will be asked to provide office space and training facilities in all PHQ and DHQ for extension and training services.
Establishment of Advisory Committee and NEMSA Working Committee

1. To facilitate implementation and close collaboration and to achieve Government Policy Objectives, there will be an Advisory Committee to provide policy and strategic oversight on the National Cadet and Skills Scheme and the establishment and the operations of NEMSA and work with Department of Labour and Employment in reviewing the National Apprenticeship and Trade Testing Board and National Employer Service to be fully functional and coordinating with the industry, government departments and other employing entities.

2. The Advisory Committee will comprise the Secretary or Deputy Secretary from Department of National Planning, DPM & NEC, DPM, Department of Labour and Employment, DAL, Commerce & Industry, Ministry of Arts Culture & Tourism, Department of Community Development, Youth and Religion, PNGFA, NFA, National Development Bank and DPLLGA, National Volunteer Service and three industry or community representations.
1. The Advisory Committee and Director General of NVS will meet quarterly and include representative from selected commodity boards, private partner, landowners, concerned provincial administration, and concerned District Development Authority, NGO and peak industry bodies.

2. The NEMSA Working Committee will work on the establishment of the NEMSA and explore potential models such as the Nucleus Estate/Smallholder Scheme to work with smallholder growers and out-grower arrangements and peak industry bodies where the Cadets would be employed exclusively to plantations and commercial agriculture and agro processing companies.

3. The NEMSA Working Committee will comprise the Deputy Secretary from Department of National Planning, DPM, Department of Labour and Employment, DAL, Department of Commerce & Industry, Ministry of Arts Culture & Tourism, Department of Community Development, Youth and Religion, PNGFA, NFA, and DPLLGA and President of Farmers and Settlers Association, Poultry Industry Association, PNG Growers Association and Fishing Industry Association and Forestry Industry Association.
OPTIONS FOR GOVERNMENT

• The Prime Minister has emphasized for going back to the land with the full understanding that Government needs to put resources into the primary industries sector from the extractive sector and that an entity resourced adequately with appropriately qualified personnel to manage this process of growing the renewable sector, most importantly, the agriculture and livestock sector.

• The Project will cost K100 million being K83 million for wages, K10 million for materials and seeds, K3 million for National Cadet and Skills Scheme Advisory Committee and NEMSA Working Committee and K4 million for administration and logistics for the execution of the Project.

• Funding can be sourced from unused appropriation for Family Support, Fuel Subsidies, K30 million PIP for various agriculture commodity and the Agricultural Commercialization Equity Fund to support the Project.

• The Project will utilise existing public servants that are about to retire, retrench or are unattached and are on payroll.
• The Project will not generate funds directly, but its impact will be assessed by the increase in agriculture, livestock, fisheries and forestry outputs and in tourism revenue.

• It has huge political implications as far as support for Government at all levels is concerned as school leavers are skilled and trained with practical exposure and people become involved in planting program and in rehabilitating run-down plantations and with unified and coordinated single Extension and Training Services Agency.

• The Project will utilize existing government institutions and agencies and any legal issues raised will be dealt with during the Project scoping phase through the State Solicitors Office and the Department of Attorney General and Justice.

• The NATTB, NES and proposed NEMSA will work all Departments and Statutory Agencies’ and Commodity Boards, Provincial Governments and DDA and also with the private sector and landowners, peak industry associations and NGO and CBO in the initial planning and negotiation stages so that no partner is left behind.
CONCLUSION

• In conclusion, ensuring the use of the population for better social and economic opportunities reduces stress on law and order and justice sector including threats to national security.

• There are options to maintain the population via youth schne targeting employment and income earning opportunities. The government has the vision and target and can utilise available employment options.

• These includes -
  1. Tasking the Department of Provincial & Local Level Affairs and Department of Justice & Attorney General to verify and recruit Ward Recorders, Village Court Clerks and Land Mediation Clerks for all Local Level Government and two (2) Auditors to be based in each province totaling 14,321 public funded, permanent positions.

  2. the establishment of National Cadet and Skills Scheme as a Project within the Department of National Planning and Monitoring to oversee employment opportunities through skilled and on the job training for over 15,000 school leavers,
3. the establishment of the National Cadet and Skills Scheme Advisory Committee comprising economic agencies and human services such as Department of Community Development, Youth and Religion, DPLLGA, National Volunteer Service and Youth Service to provide policy and strategic oversight on the National Cadet and Skills Scheme and the establishment and the operations of National Extension and Management Services Agency (NEMSA)

4. the National Cadet and Skills Scheme be implemented through the National Volunteer Service by engaging 15,000 school leavers as volunteer to be skilled and to gain practical experience to to create employment opportunities in the rural area to address unemployment and rural urban migration and law and order issues and economic production and productivity issues.

5. the Advisory Committee to work with Department of Labour and Employment in reviewing the National Apprenticeship and Trade Testing Board and National Employment Service to be fully functional to coordinate and supply workforce required by the industry, government departments and other employing entities

6. the Advisory Committee and Board and Director General of National Volunteer Service to meet quarterly and include representative from selected commodity boards, private partner, landowners, selected provincial administration and District Development Authority and Local Level Governments, NGO and peak industry bodies to assess the implementation.

7. the establishment of the National Extension and Management Services Agency (NEMSA) Working Committee to comprise the Deputy Secretary from Department of National Planning, DPM, Department of Labour and Employment, Department of Provincial and Local Government Affairs, Department of Agriculture and Livestock, Department of Commerce & Industry, Ministry of Arts Culture & Tourism, Department of Community Development, Youth and Religion, PNG Forest Authority, National Fisheries Authority and Presidents of the Farmers and Settlers Association, Poultry Industry Association, PNG Growers Association and Fishing Industry Association and Forestry Industry Association
8. the NEMSA Working Committee to work on the establishment of the National Extension and management Services Agency as a multiple purpose State Agency to coordinate employment and rehabilitation of existing agriculture plantations and blocks and to provide coordinated support to extension and training services and to identify appropriate management models and to facilitate investment through partnership arrangements on nucleus estate and appropriate Public Private Partnership model.

9. support the National Youth Development Agency to establish a database of Grade 8, 10 and 12 school leavers under its National Youth Service for National Compulsory Service with the disciplinary forces.

10. Support the National Cadet and Skills Scheme to engage TVET and Primary Industry and Technical and Business College graduates under the National Volunteers Service to undergo skills development and practical work engagement comprising 4,906 person in Agriculture, 3,436 person on Livestock and 6,232 person in Fisheries, Forestry, Arts, Culture and Tourism totaling 14,574 persons.
11. Seek funding through Department of Treasury and Department of National Planning and Monitoring to source K100 million in unused funds to finance the National Cadet and Skills Scheme Project costing Agriculture (K26,858,000), Livestock (K19,789,900 ) and Forestry, Fisheries and Culture ( K35,597,200 ) K82,245,100 and Materials and seeds , K10 million, K4 million for Advisory Committee and NEMSA Working Committee and K4 million for logistics and administration of the Project-.

12. the National Cadet and Skills Scheme to provide list of successful outputs under the National Volunteer Service to National Apprenticeship and Trade Testing Board (trades graduates), National Extension and Management Services Agency (primary industry graduates) and National Employment Service (business, tourism and hospitality and others) for education, training and skills matching and deployment to employing entities.