Expression of Interest

Pacific Australia Skills – Technical Skills Panel

Call for Pacific and Timor-Leste Training Organisations

An opportunity to be part of a panel of organisations and consultants providing skills training, strengthening and advice on the Australian Government's Pacific Australia Skills program in the Pacific, operating in the Pacific and Timor-Leste.

About Pacific Australia Skills

Pacific Australia Skills is the Australian Government's regional skills and training program (2025-2029) supporting quality skills for employment in the Pacific and Timor-Leste.

The program is guided by national priorities of each country and works alongside government, training providers, employers, industry and community partners to strengthen skills systems, support demand-driven training, and expand pathways to work and livelihoods.

Pacific Australia Skills builds on the successes and partnerships of the previous regional skills program, the Australia Pacific Training Coalition (APTC), which supported skills development across the Pacific from 2007 to 2025.

Pacific Australia Skills is working with partners across three main outcome areas:

1. Strengthening skills systems;
2. Training for employment; and
3. Regional and cross-country linkages.

The program also has a strong focus on inclusion and accessibility, supporting women, young people, people with disabilities and communities facing barriers to education and employment. Pacific Australia Skills also supports skills systems strengthening and training linked to resilience, sustainability and industries that are adapting to climate change and environmental challenges.

In addition, Pacific Australia Skills places locally led development (LLD) at the centre of its approach, supporting Pacific and Timor-Leste partners to lead decision-making, shape priorities, and drive sustainable skills system reform"

About the Technical Skills Panel

The aim of the Technical Skills Panel (TSP) is to deliver skills, training, systems strengthening and relevant sector expertise from providers operating in Pacific Island countries, Timor-Leste and Australia.

The TSP is intended to be a flexible and on-demand mechanism to respond to planned and emerging needs in skills and systems strengthening over the life of the Pacific Australia Skills program. Successful delivery of Pacific Australia Skills requires a broad skill set and experience, which is supported through the TSP.

The TSP allows Pacific Australia Skills to support workforce readiness through targeted and responsive vocational training delivered through a network of quality training providers. It is the central delivery mechanism for supporting training for employment through the program. The TSP contributes to skills development and system strengthening through facilitating capability development and enabling regional and cross country-linkages through peer learning and twinning arrangements.

Panel Categories

The Technical Skills Panel will have five categories of providers:

A. Pacific and Timor-Leste Training Providers

B. Australian Registered Training Organisations

C. Australian Registered Training Providers – First Nations

D. Consultants and Non-Registered Training Providers

E. Consultants and Non-Registered Training Providers- First Nations

This call is for categories:

A. Pacific and Timor-Leste Training Providers

Pacific Australia Skills may select up to ten Pacific and Timor-Leste Training Providers for the TSP in this round, as the TSP is established and training and strengthening needs are confirmed across the region. The total number of organisations selected will be at the discretion of Pacific Australia Skills.

Engagement & Remuneration

Successful candidates will be placed on the panel managed by DT Global and contracted through a Deed of Standing Offer. Opportunities will be made available to members on an as-needed basis, and panel members will be invited to quote for opportunities (depending on the requirements of the task). Each time a member of the Panel is offered an assignment, a service order will be signed outlining the terms of the assignment.

Please note that being on the Panel does not guarantee work.

Eligibility Criteria

This EOI is open only to training providers that are registered with National Quality Assurance Agency (NQAA) and domiciled in a Pacific island country or Timor-Leste where Pacific Australia Skills operates.

Training providers must hold a valid NQAA registration in their country of operations and be in good standing with the NQAA. Where the relevant NQAA has been operating for five years or more, training providers must demonstrate at least five years of registration. Where the NQAA has been established for less than five years, training providers must demonstrate registration for the period available and provide evidence of an equivalent track record in compliant skills training delivery. Special consideration will be given on this requirement for training providers based in the Solomon Islands and Timor Leste

Membership model — Full and Provisional Membership

The Technical Skills Panel operates a two-stage membership model. Providers who meet all entry criteria at admission are admitted as Full Members. Providers who meet the core compliance and integrity requirements but have one or more capacity gaps that can be closed through an onboarding plan may be admitted as Provisional Members.

Where capacity gaps are identified, Pacific Australia Skills will work with providers to develop tailored onboarding and capacity development plans. Support may include leadership coaching, technical assistance through external support or peer learning, other forms of systems strengthening, and Community of Practice engagement.

Provisional Members may be admitted to the TSP, subject to agreed capacity-strengthening actions, before becoming eligible to be awarded work through the TSP. This means providers who do not yet meet every due-diligence requirement at the time of application (for example, insurance coverage) may still be considered for admission as Provisional Members.

How to Apply

We welcome your interest in joining the Pacific Australia Skills Technical Skills Panel. Applications must include the following:

1. **Key Selection Criteria for the Technical Skills Panel - refer to Annex 1** (of no more than 4 A4 pages) addressing all of the selection criteria.

2. **Indicative management fee structure:** Applicants must provide their proposed scalable management fee as a percentage of the total contract value, excluding taxes if applicable. The fee should be provided for the following contract value bands:

   Up to AUD 50,000

   AUD 50,001 to AUD 100,000

   AUD 100,001 to AUD 500,000

   AUD 500,001 to AUD 1,000,000

   AUD 1,000,000 and above

   The proposed management fee should cover administrative, contract management, coordination, reporting and other overhead costs associated with delivering assignments under the Panel. Applicants should clearly state any exclusions or assumptions.

3. **Completed TSP Expression of Interest Form – refer to Annex 5**
4. **Completed Preliminary Due Diligence Assessment refer to Annex 6–** to the extent possible

   Organisations/providers that have recently completed a Due Diligence Assessment with Pacific Australia Skills are not required to complete this assessment again.

Submissions

Please submit your Expression of Interest with the above inclusions via email to:tenders@pacificaustraliaskills.org quoting “EOI Technical Skills Panel” in the email subject line.

Please note the deadline for all submissions is Friday 18th Dec 2026 11.59PM Fiji time

Closing date and time	**Friday 18th December 2026 11.59 pm Fiji time**
Registration for briefings, information package and updates	To register for online briefings and to receive updates and an information package please email: tenders@pacificaustraliaskills.org Any updates to the tender documents or answers to questions will be sent to all registered bidders.
Questions	The cut-off date for questions about this EOI is seven (7) days before the tender close date. You may submit questions by email to tenders@pacificaustraliaskills.org By **11th December 2026 11.59PM Fiji time**
EOI Proposal Validity	EOIs will be valid for at least 90 days after the closing time.

Contact

For any questions about this EOI, please contact tenders@pacificaustraliaskills.org quoting "Technical Skills Panel" in the email subject line before **Friday 11th Dec at 11:59 pm Fiji time.**

Other Information

DT Global Asia Pacific Pty Ltd is committed to child protection and safeguarding the welfare of children in the delivery of our international development programs. Evaluation and contracting procedures reflect this commitment. We are committed to safety and the prevention of sexual abuse and harassment, child protection and bribery prevention.

We want to engage with the right people to deliver our client programs. As part of our approach, your organisation will be subjected to formal background screening, criminal record checks, employment verification, and periodic compliance checks. All our contractors receive safety, compliance and safeguards training and are responsible for contributing to a safer working culture.

About DT Global

DT Global is shaping a future where sustainable development and innovation empower individuals, communities, and nations. We work in partnership with local stakeholders to foster inclusive prosperity, social equity, and environmental stewardship. Our global team of 2,500 staff and experts work in over 90 countries to solve complex problems in the peacebuilding, governance, economic development, environment, and human development sectors. With a track record of technical excellence and more than 60 years of international development experience and relationships, we deliver innovative solutions that transform lives.

For more information, please see www.dt-global.com

Due to the high volume of applications expected, kindly note only shortlisted applicants will be notified

Privacy, Disclosure and Confidentiality

1. DT Global will treat as confidential any information provided by the Tenderer prior to the award of a contract (other than information in the public domain).
2. DT Global may enter into contract negotiations with the preferred tenderer following evaluation. The preferred tenderer must ensure their participation in contract negotiations and the conduct of the RFT process itself, remain confidential. Award of the contract will be subject to the negotiation of a mutually acceptable contract. No publicity or media statements should be made by the preferred tenderer during this process.
3. Once a contract has been awarded to the Preferred Tenderer, DT Global will not keep information provided by that Tenderer as confidential unless:
    a) The Preferred Tenderer requests specific information which it considers should be kept confidential;
    b) The specific information is by its nature confidential or is personal information under the Privacy Act 1988 (Cth) or subject to statutory secrecy provisions; and
    c) DT Global agrees to that request or is otherwise bound by law not to disclose the information.

4. Determination of confidentiality will follow the ‘confidentiality test’ outlined in the Australian Government guidance at https://www.finance.gov.au/confidentiality-throughout-procurement-cycle.

5. In considering a request for confidentiality, DT Global will assess:

a) Whether disclosure would cause detriment to the Preferred Tenderer or a third party;

b) Whether confidentiality is supported by the underpinning principles of Commonwealth procurement such as value for money, accountability and transparency.

5. Tenderers acknowledge that DT Global operates under Australian Government accountability and transparency requirements. Accordingly:

a) DT Global may disclose tender submissions, confidential information provided as part of the tendering process, and/or procurement information to it’s client, the Parliament of Australia, its committees, or other Commonwealth of Australia entities where it serves legitimate interests such as policy development, research, compliance, regulatory and other non-commercial purposes;

b) DT Global may grant the Australian National Audit Office (ANAO) access to contractors’ records and premises for audit purposes; and

c) Requests for confidentiality post-award will be considered on a case-by-case basis and agreed only where appropriate.

6. Where confidential information must be disclosed (e.g., in response to a parliamentary committee request), DT Global will provide reasonable written notice to the originating party before disclosure.

Annex 1 – Key Selection Criteria for the Technical Skills Panel

1. Pacific and/or Timor-Leste based

Pacific and/or Timor-Leste based training provider with operations in one of the Pacific Australia Skills countries of operation.

2. Track record delivering quality accredited training within the region

Demonstrated track record in delivering quality training safely with regard to student and staff welfare and well-being

3. Appropriate NQAA registration and program accreditation

Training providers must hold a valid NQAA registration, in good standing, with the Agency in the country of operation. Where the relevant Agency has been operating for five years or more, training providers must demonstrate at least five years of registration. Where the Agency has been established for less than five years, training providers must demonstrate registration for the period available and provide evidence of an equivalent track record in compliant skills training delivery.

In the Solomon Islands consideration will be given to providers undergoing registration with SITESA. In Timor Leste consideration will be given to training providers currently operating in Timor Leste that meet all other eligibility requirements.

Training providers must hold current accreditation to deliver the nominated skills and qualifications in the country of registration. Where operating outside the country of origin, hold registration with the NQAA in the nominated country or countries of operation, intend to seek registration where required, or be willing to operate under Pacific Australia Skills registration where this applies (see Annex 3).

4. Capacity to deliver in priority areas

Demonstrated capability to deliver accredited courses in the nominated jurisdiction(s) that align with Pacific Australia Skills priority sectors.

5. Development principles

Demonstrate understanding of key development principles - particularly gender equality, disability and social inclusion (GEDSI), climate change and disaster resilience (CCDR), and locally-led development (LLD) in Pacific and Timor Lese operating contexts.

Annex 2 - Priority sectors for Pacific Australia Skills

Pacific Australia Skills is seeking suitably qualified and experienced Australian Registered Training Organisations that can deliver training and services in the following sectors:

Information & Communication Technology (ICT)	Sub-sectors: Digital skills and digital literacy;
Construction & Trades	Sub-sectors: Carpentry and joinery; Plumbing and water systems; Electrical work; Civil construction and infrastructure; Building maintenance and repair; Workplace health and safety; Facilities management and building maintenance.
Meatworks	Sub-sectors: meat processing and abattoirs, slaughtering, butchery, boning, meat safety and meat retailing.
Tourism & Hospitality	Sub-sectors: Hotel and accommodation management; Food and beverage services; Front-of-house and customer service; Tour guiding and tourism management; Event management
Agriculture & Fisheries	Sub-sectors: Sustainable farming and crop production; Aquaculture and fish farming; Post-harvest management and food safety; Agricultural business management; Fisheries management and sustainability
Maritime	Sub-sectors: Deck operations and navigation, vessel operations, navigation and watchkeeping, Master and coxswain, ship handling and safety management, maritime logistics and port services, commercial vessel operations and marine engineering
Renewable Energy & Climate Resilience	Sub-sectors: Solar installation and maintenance; Wind energy systems; Energy efficiency; Climate adaptation and resilience; Environmental management; Disaster risk reduction; Water and Health
Business & Financial Services	Sub-sectors: Accounting and bookkeeping; Entrepreneurship and business management; Financial literacy and services; Supply chain and logistics; Human resources management
Healthcare and community services	Sub-sectors: Early childhood education, Disability support services; Community health and wellness; Mental health and psychosocial support including counselling.
Education & Training	Sub-sectors: Teacher and trainer training and qualification; Curriculum development; Assessment and competency-based training; Educational leadership and management; Trainer the trainer programs; Quality assurance in the skills and training sector

Foundation Skills and Training	Language, literacy numeracy and digital skills expertise, particularly relevant to vocational training delivery such as workplace based LLND, supporting trainers in embedding LLND and customising LLND assessment tools, customising and adapting training to meet diverse needs including youth and low literacy and numeracy groups
Capacity and Systems Strengthening	Capacity and systems strengthening for training institutions, national quality assurance agencies and government agencies eg DACUM and other analysis techniques for competency-based curriculum development, pedagogical training in TVET, recognition of prior learning systems and processes, professional development for trainers, regulators and organisational staff, coaching and mentoring. Inclusive practices including sign language, sign language interpreting, and undertaking accessibility audits, and inclusive practices relevant to vocational training delivery such as approaches to reasonable adjustments in both training and assessment, and cultural responsiveness training adapted to Pacific contexts.

Expressions of Interest should indicate which sectors the applicant has experience and delivery capability and accredited or non-accredited training as part of the application.

Geographic Scope

Initial Priority Countries (10 countries): Fiji, Samoa, Solomon Islands, Tonga, Vanuatu, Kiribati, Timor-Leste, Naoero (formerly Nauru), Tuvalu, Papua New Guinea.

Annex 3 – Registration requirements per priority country

Below is a summary of country specific training provider registration requirements for Pacific and Timor-Leste jurisdictions where Pacific Australia Skills operates as at July 2026.

National Quality Assurance Agency (NQAA) requirements per country

Country	NQAA	Registration requirement
PNG	Department of Higher Education, Research, Science and Technology (DHERST)	• TSP members are required to submit individual registration applications to DHERST, indicating that they will deliver training under the Pacific Australia Skills umbrella.
Fiji	Higher Education Commission of Fiji (HECF)	• Training will be delivered under the Pacific Australia Skills registration, and TSP members are not required to obtain separate registration
Samoa	Samoa Qualifications Authority (SQA)	
Tonga	Tonga National Qualifications and Accreditation Board (TNQAB)	
Solomon Islands	Solomon Islands Tertiary Education and Skills Authority (SITESA)	• Training will be delivered under the Pacific Australia Skills, and TSP members are not required to obtain separate registration with SITESA
Timor-Leste	National Institute of Workforce Development (INDMO)	• Neither Pacific Australia Skills nor TSP members are required to register with INDMO to deliver accredited training.
Vanuatu	Vanuatu Qualifications Authority (VQA)	• TSP providers need to register with VQA through a Memorandum of Understanding with a registered national training provider

		• The registered national training provider will be responsible for VQA reporting and notification requirements
Kiribati **Naoero** **Tuvalu**	Kiribati – in the process of establishing the Kiribati Qualifications Authority (KQA) and currently the Ministry of Education has the NQAA oversight with EQAP's support.	• Delivery of accredited training programmes may proceed without any additional registration requirements. • Pacific Australia Skills will liaise closely with member countries before trainings are delivered.
	Naoero - No formal NQAA, oversight is through the Department of Vocational Training & Professional Development	
	Tuvalu - No formal NQAA, oversight is through the Ministry of Education & Human Resources Development with EQAP's support.	

Annex 4 – Obligations and Requirements

Mandatory Requirements

To be eligible for TSP membership, RTOs must:

Regulatory Compliance

- Pacific Training Providers: Be registered with the relevant NQAA in country of operation and original registration for a minimum of five years.
- Those RTOs that are currently delivering programs in Pacific Australia Skills priority countries without the appropriate registrations ***will not be eligible to be TSP members***.

Deed of Standing Offer

- Sign and agree to the standard Deed of Standing Offer (provided in the Information Package)
- Comply with all terms and conditions outlined in the Deed

Due Diligence

- Undergo DT Global due diligence assessment process (the due diligence requirements are included in the Information Package)
- Provide required documentation and authorisations

Insurance

- Public Liability (AUD 50 million per event, unlimited in aggregate) and or the maximum limit available in your country
- Property Damage (AUD 20 million per event, AUD 20 million in aggregate) and or the maximum limit available in your country
- Professional indemnity (AUD 20 million per event, AUD 40 million in aggregate) and or the maximum limit available in your country
- Workers compensation as required by law

Safeguarding & Child Protection

- Adopt or provide comprehensive safeguarding and child protection policies
- Commit to completing DFAT/DT Global safeguards training

Inclusion Commitment

- Demonstrate or commit to implementing gender equality, disability equity and rights, and social inclusion practices
- Support women, people with disabilities, and underrepresented groups in training

Data Sharing & Confidentiality

- Manage learner data securely aligned with privacy legislation

Annex 5 - TSP Expression of Interest form

TSP Expression of Interest

Australian and First Nations Registered Training Organisations

Organisation name	
ASQA Registration No.	
Key contact personnel names	
Contact details	
Business/company registration address	
Business / Company ABN/ACN	

1. Please indicate the countries your organisation is interested in working in:

☐ Fiji ☐ Kiribati ☐ Naoero (Nauru) ☐ Papua New Guinea ☐ Samoa ☐ Solomon Islands	☐ Timor-Leste ☐ Tonga ☐ Tuvalu ☐ Vanuatu ☐ Australia ☐ Other (please specify) ☐

2. Please indicate which types of activities your organisation is interested in:

☐ Australian accredited full qualifications ☐ Australian accredited short courses ☐ Micro credentials ☐ National non-accredited courses ☐ National accredited short courses ☐ National accredited full qualifications	☐ Student placements ☐ National government staff placements ☐ National training staff placements ☐ Course and curriculum development ☐ Professional development activities ☐ Systems strengthening /support ☐ Twinning arrangements

3. Please list relevant Australian accredited training your organisation is proposing to deliver: *(please add more lines as required)*

Qualification//Skill Set/UoC code	**Qualification//Skill Set/UoC name**

4. Please list any relevant training accredited in the Pacific or Timor-Leste that your organisation is proposing to deliver *(please add more lines as required*)

Country of accreditation	

Course/training code	**Course / training name**

5. Non-accredited training and courses

Country where offered	

Course/Training name	**Brief description**

6. Please list skills and systems strengthening areas of expertise

Area of expertise	**Brief description of experience**

Annex 6 – Preliminary Due Diligence Assessment

Instructions

Please provide the relevant documentation (as attachments) outlined in the below form **to the best of your ability**. The assessment is not intended to preclude providers; rather it is used to identify gaps in a provider's ability to either deliver on the scope or to meet policy requirements. Gaps may be closed through the use of controls, additional contract/grant agreement clauses, adjustments to scope of work/grant proposal and basis of payment, performance guarantees, commitments to adopt policy, or additional resources.

Details

Name of organisation or Individual	

Assessment for organisations:

Due Diligence Criteria and Questions	Proposed Provider Response	
	Yes/No	**List of evidence that may be checked if notified as preferred provider; or a brief statement if required**
Entity Details		
The proposed partner confirms it is a legal entity.	Choose an item.	e.g. registration certificate and number; legal entity structure; board minutes; bank details.
Past Performance		
The proposed provider can demonstrate relevant past performance with good performance outcomes.	Choose an item.	e.g. list of previous relevant projects; annual reports; client performance assessment reports. It is expected the supplier will include comprehensive information in their proposal, so only brief information is required here.
Fraud Control/Anti-Corruption		
The proposed provider confirms it has measures in place to deal with the risk of fraud, bribery and corruption.	Choose an item.	e.g. fraud/ant-corruption policies, procedures and tools; financial policies; induction and training programs; conflict of interest policies and/or registers.
The proposed provider confirms it is willing to adhere to DT Global's fraud and anti-bribery policies.	Choose an item.	Note these can be made available upon request.
The proposed provider confirms it is not currently, nor has been over the last two years, the subject of a fraud or corruption related investigation by external parties (external parties may include national authorities including police, multilateral organisations and other donors or implementing partners).	Choose an item.	If the subject of a recent such investigation, include a brief statement on details.
Sanctions List/Counter-Terrorism		
The proposed provider confirms it (or any subsidiary or parent entity), nor any of its personnel, are not included on any national or international sanctions list (including but not limited to UKPTO; World Bank List; ADB Sanctions List; Australian National Security website; DFAT's consolidated list; UK's Proscribed Terrorist Organisations).	Choose an item.	If Yes to any, include a brief statement on details.
Integrity Systems		
The proposed provider confirms it has integrity systems in place to recruit/procure staff and suppliers that are qualified and of good character. This includes undertaking due diligence of its suppliers/contractors.	Choose an item.	e.g. recruitment and procurement policies and procedures; conflict of interest policies, criminal record checks.

Due Diligence Criteria and Questions	Proposed Provider Response	
	Yes/No	List of evidence that may be checked if notified as preferred provider; or a brief statement if required
The proposed provider confirms it has processes in place to ensure staff and any proposed providers are appropriately trained and performance managed.	Choose an item.	e.g. Code of Conduct; training programs; performance management policies and procedures; grievance procedure; whistle-blower policy.
Child Protection		
The proposed provider confirms it has policies and procedures in place to deal with the risk of child exploitation and abuse.	Choose an item.	e.g. child protection policy and procedures; Code of Conduct; child protection risk assessments.
The proposed provider confirms it is willing to adhere to DT Global's Child Protection Policy and Procedures.	Choose an item.	Note these can be made available upon request.
Safeguarding, including Preventing Sexual Exploitation, Abuse and Harassment		
The proposed provider confirms it has policies and procedures in place to deal with the risk of sexual exploitation, abuse and harassment.	Choose an item.	e.g. preventing sexual exploitation, abuse and harassment policy and procedures; Code of Conduct; sexual exploitation risk assessments.
The proposed provider confirms it is willing to adhere to DT Global's Preventing Sexual Exploitation, Abuse and Harassment Policy and Procedures.	Choose an item.	Note these can be made available upon request.
Security Arrangements		
The proposed provider confirms it has policies and procedures in place to manage security risks associated with its operations and will be responsible for the security arrangements of staff and suppliers/sub grantees within its control.	Choose an item.	e.g. security plan or procedures; subscriptions to travel/security provider/alerts.
The proposed provider confirms it is willing to adhere to DT Global's security policies, procedures and directions relevant to the activity.	Choose an item.	Note these can be made available upon request.
Work Health and Safety		
The proposed provider confirms it has policies and procedures in place to manage the health and safety risks associated with its operations and will be responsible for the health and safety of its staff and suppliers/sub grantees within its control.	Choose an item.	e.g. health and safety policies and procedures; relevant risk assessments; health and safety plans; workers compensation insurance policy; travel/medical insurance policies.
The proposed provider confirms it complies with the health and safety laws in the jurisdiction it is working in, and will comply with all relevant health and safety laws in the jurisdiction of this activity.	Choose an item.	e.g. Legal register; workers compensation policy.
The proposed provider confirms it is willing to adhere to DT Global's health and safety policies and procedures and will provide all reasonable assistance in any health and safety review or investigation.	Choose an item.	Note these can be made available upon request.
The proposed provider confirms it will take out all relevant insurances to cover its obligations if it is the preferred provider.	Choose an item.	e.g. certificates of currency for professional indemnity, public liability, workers compensation insurance, travel/medical insurance.

Declaration

I _____ [print name] _____ [print position title] declare the following:

I am duly authorised to provide this information on behalf of _____ [print organisation name] and the information provided is true and correct.

Name and Position	Signature	Date