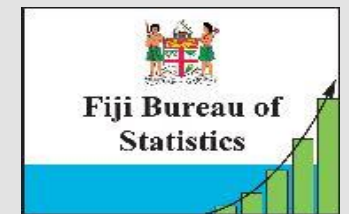


National Skills Gap Assessment Survey Findings

Holiday Inn

07th May, 2026



Overview

1. Survey Brief
2. Business Frame
3. Study Objectives
4. Methodology
5. Survey Findings

National Skills Gap Assessment Brief

- ❑ The National Skills Gap Assessment Survey was conducted to assess the composition of employment in Fiji's labour market, providing insights into occupational structures and sectoral distribution
- ❑ As a preliminary effort, this study constitutes the first national survey designed to assess skills loss in the country.
- ❑ This study on labour market skills gaps was conducted in collaboration with;
 - ❑ Fiji Commerce & Employers Federation
 - ❑ Higher Education Commission Fiji
 - ❑ Fiji Human Resource Institute
 - ❑ Ministry of Strategic Planning, National Development and Statistics

National Skills Gap Assessment Brief

- ❑ Agencies that were also part of the Technical Working Committee (TWC) included,
 - ❑ International Labour Organization (ILO)
 - ❑ International Organization for Migration (IOM)
 - ❑ World Bank
 - ❑ Pacific-Australia Skills
 - ❑ Fiji Hotel & Tourism Association (FHTA)

- ❑ The Fiji Bureau of Statistics was tasked to conduct the survey on the listed businesses, ensuring that the data collected provides an accurate picture of employment composition and skills gaps in the labour market

Business in Survey

- ❑ The study includes business registered the following umbrella body;
 - ❑ Fiji Commerce & Employers Federation
 - ❑ Fiji Hotels and Tourism Association
 - ❑ Fiji Human Resource Institute
 - ❑ Labasa Chamber of Commerce
 - ❑ The Government of Fiji
- ❑ There were a total of 410 business that was interview of which 374 business responded

Study Objectives

- ❑ The main objectives of the surveys were to;
 - ❑ Identify Priority Training Needs – Pinpoint sectors and occupations where skill shortages are most acute, ensuring resources are directed to areas with the highest impact on national development.
 - ❑ Forecast Future Skill Demands – Use labour market trends, demographic shifts, and industry growth projections to anticipate future skill requirements.
 - ❑ Support Human Capital Planning – Provide evidence-based insights for ministries, training institutions, and employers to align education and training programs with labour market needs.

Survey Methodology

- ❑ The survey was conducted using a three reference year to capture a snapshot to employment characteristics;
 - ❑ 31 December, 2022
 - ❑ 31 December, 2024
 - ❑ 31 August, 2025

Total Employees

□ Below is the total number of employees captured during the survey, providing a snapshot of workforce size across the surveyed periods;

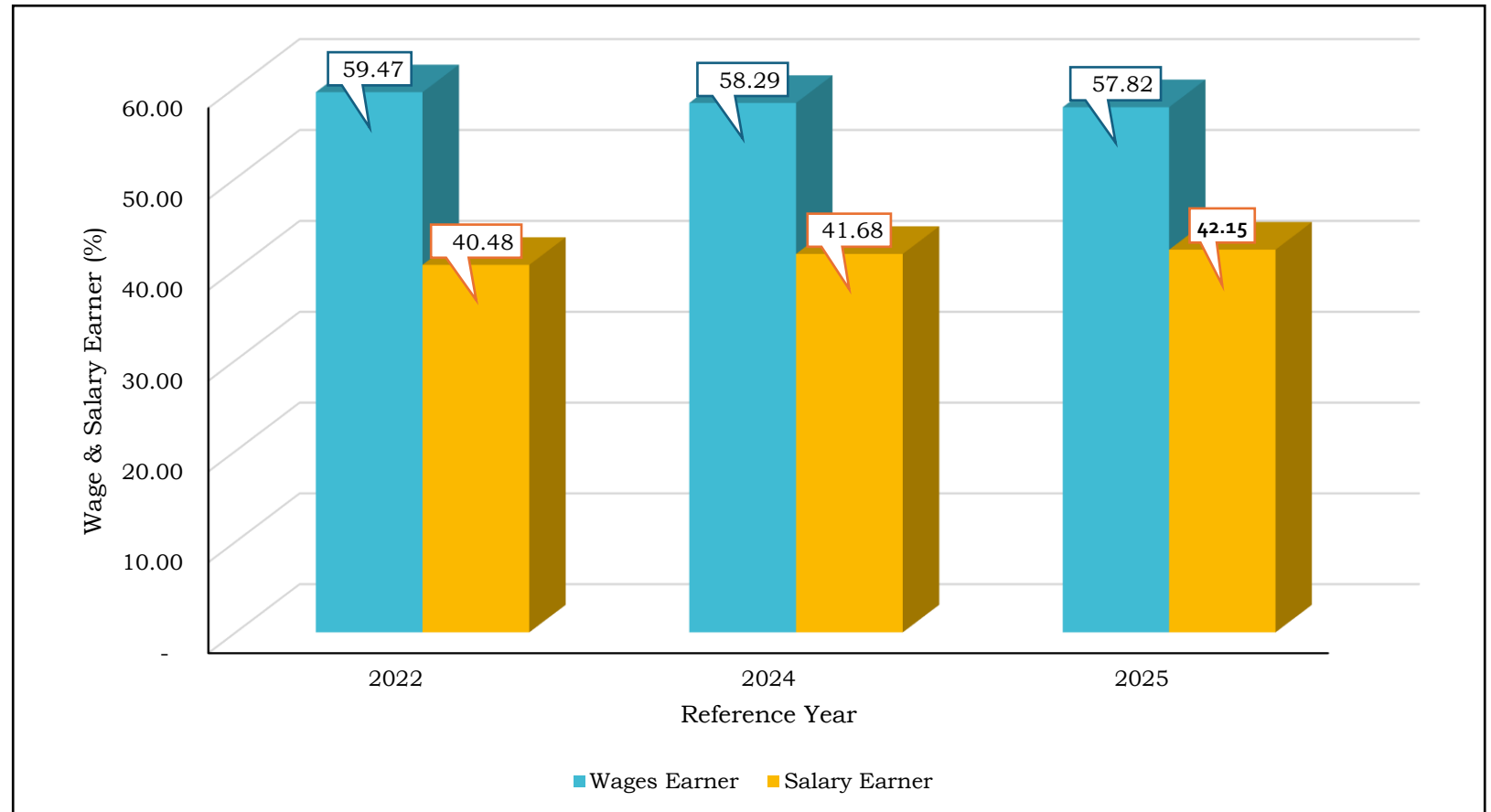
| | 31-Dec-22 | 31-Dec-24 | 31-Aug-25 |
|----------------------|------------------|------------------|------------------|
| Total Workers | 91,338 | 99,393 | 101,729 |

□ In comparison with the 2023 – 24 Employment and Unemployment Survey, this study records a 33.4% employed recorded in 2025

Wages vs Salary

Wages earner – Short term or casual employment

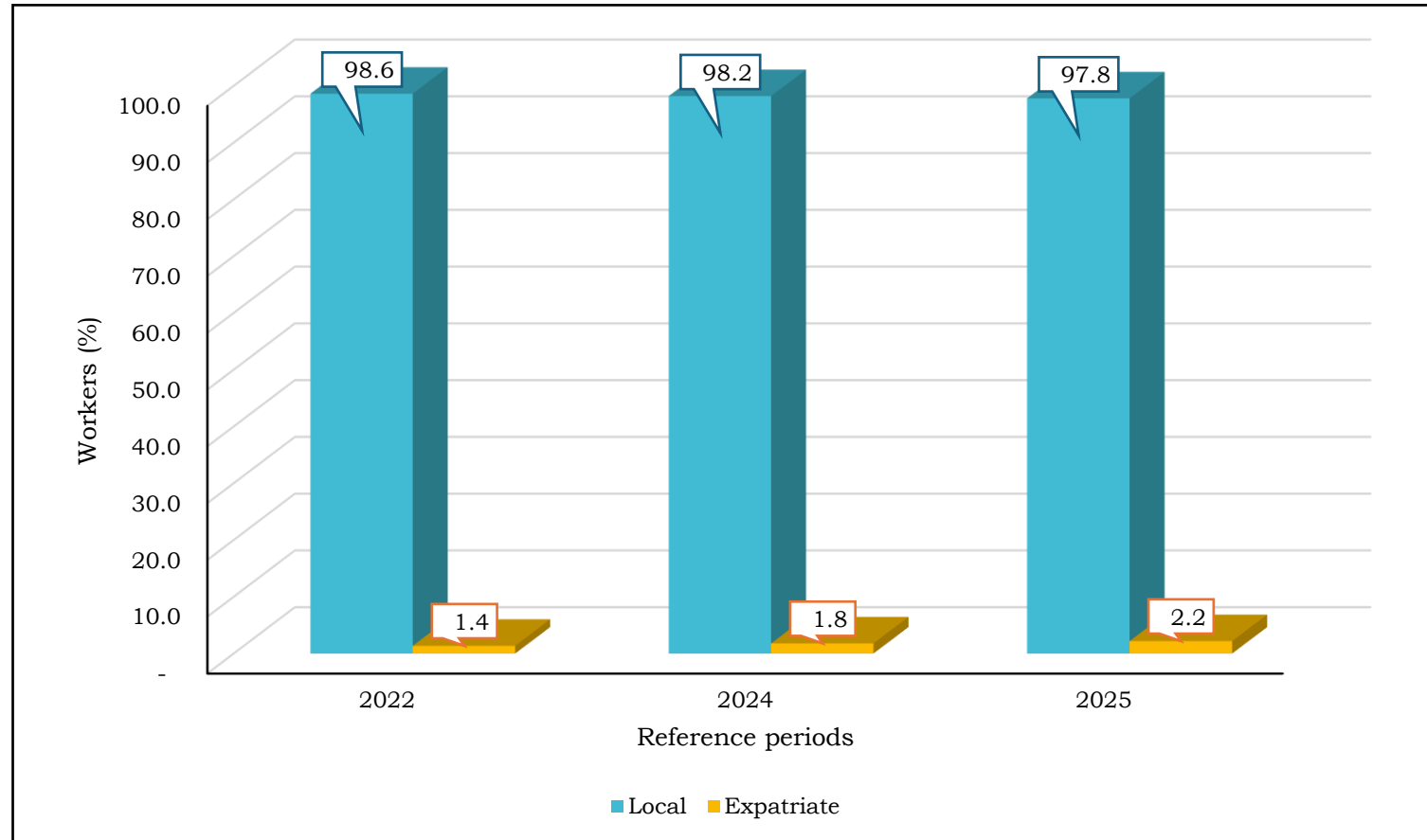
Salary earner – Long term or permanent employment



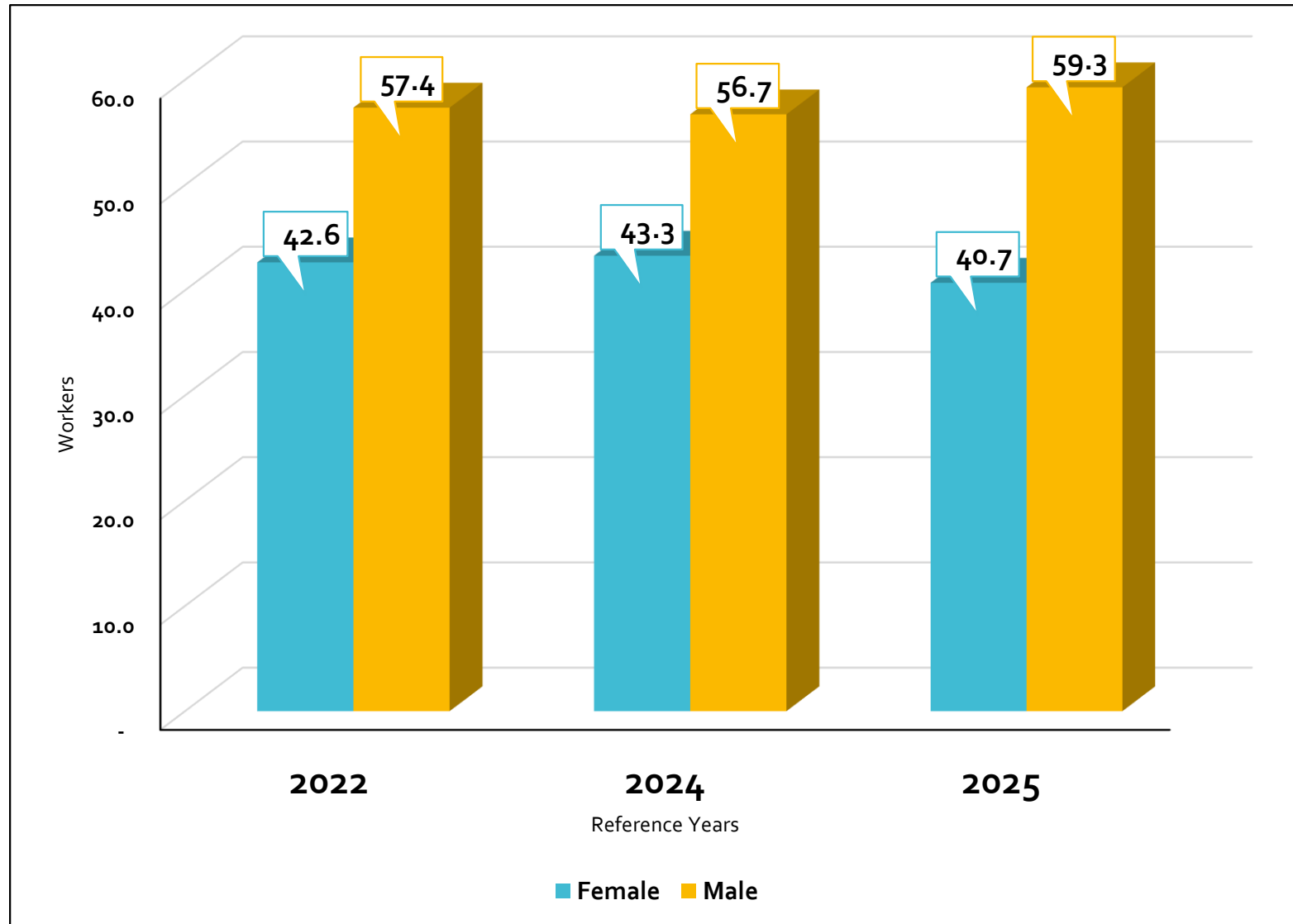
Worker's Residency Status

Local workers – a decline trend

Expatriate – a consistent increase trend

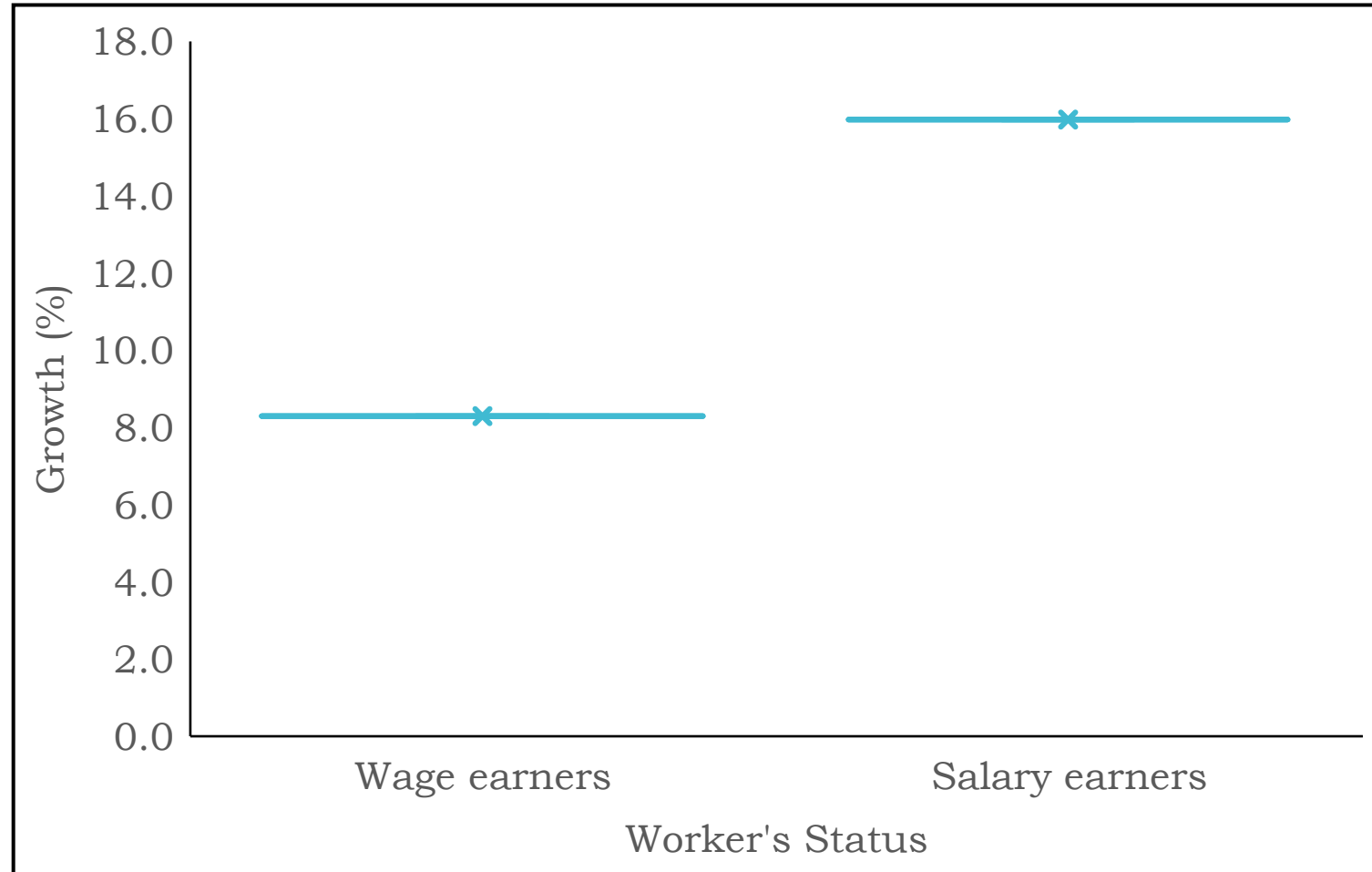


Worker's by Sex



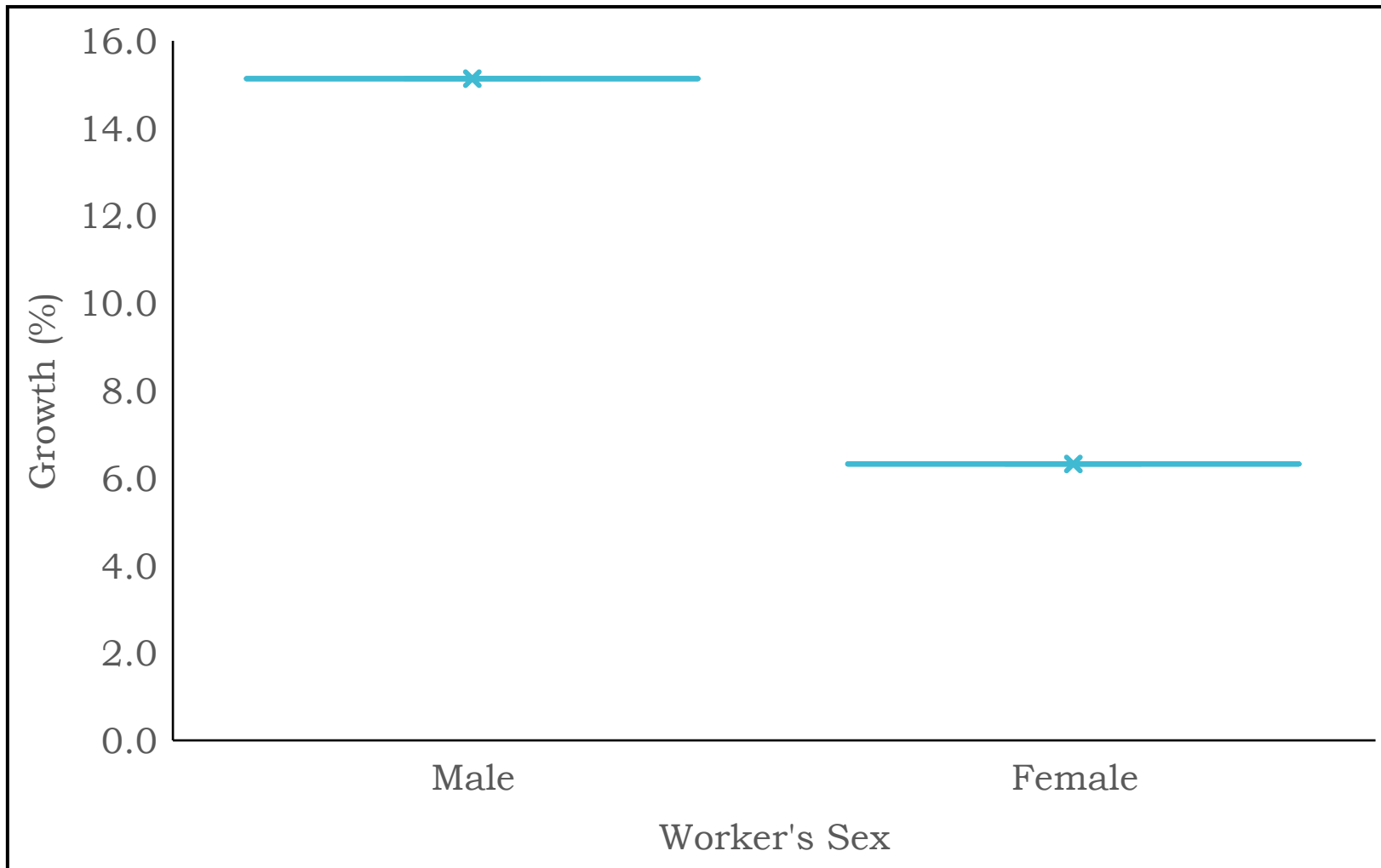
Wages & Salary Growth

Using year 2022 as a base year



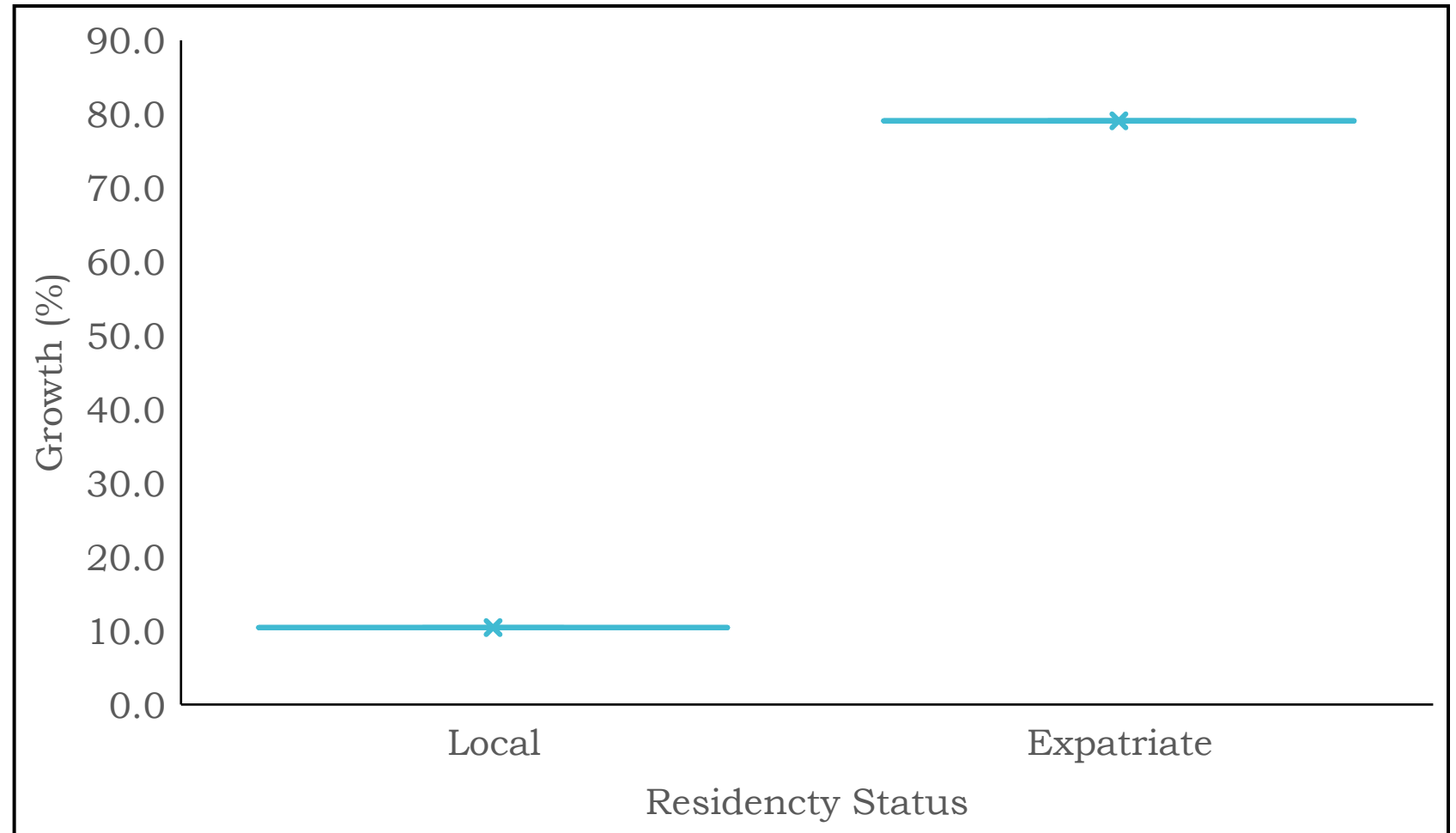
Worker's Sex Growth

Using year 2022 as a base year



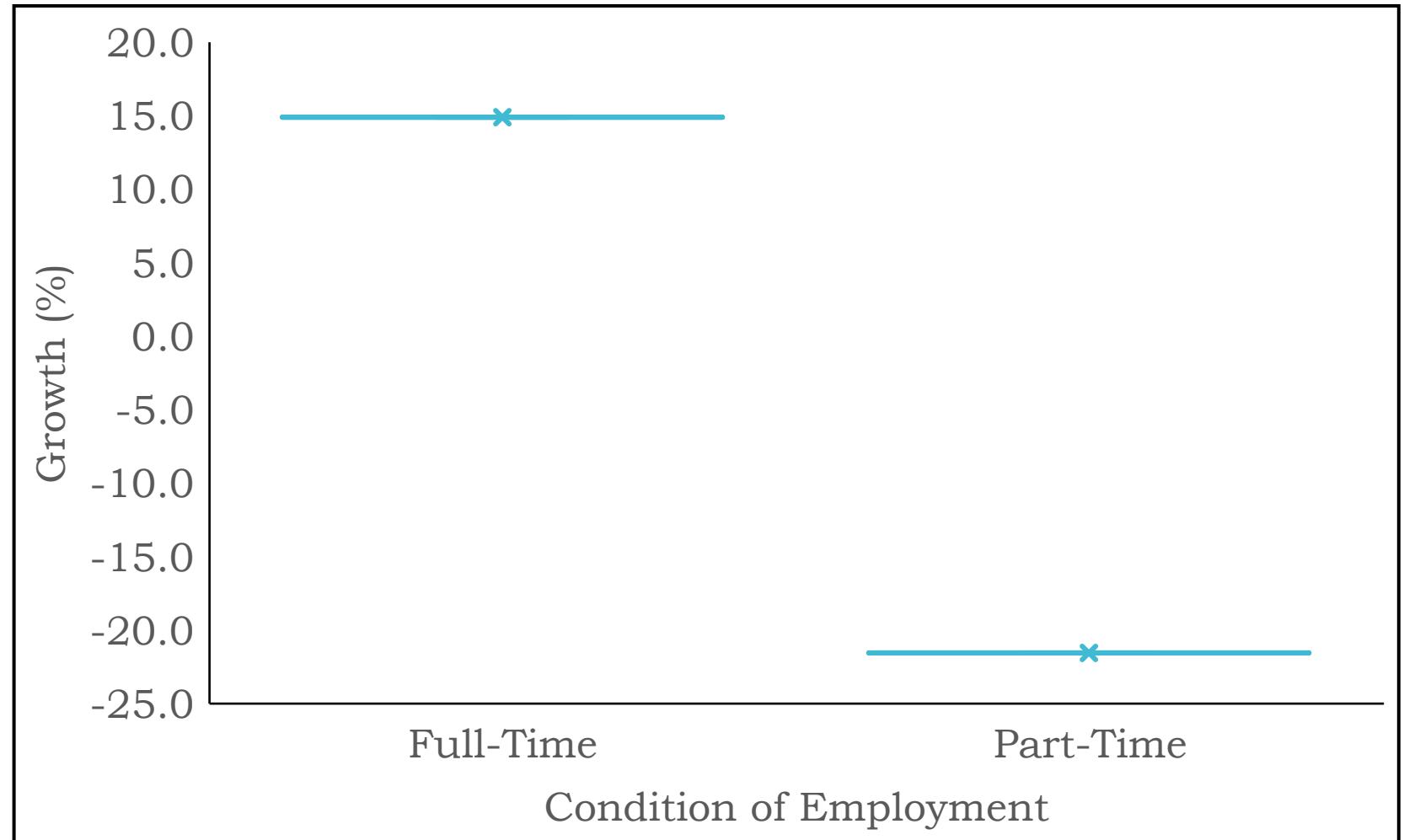
Worker's Residency Status Growth

Using year 2022 as a base year



Worker's Residency Status Growth

Using year 2022 as a base year



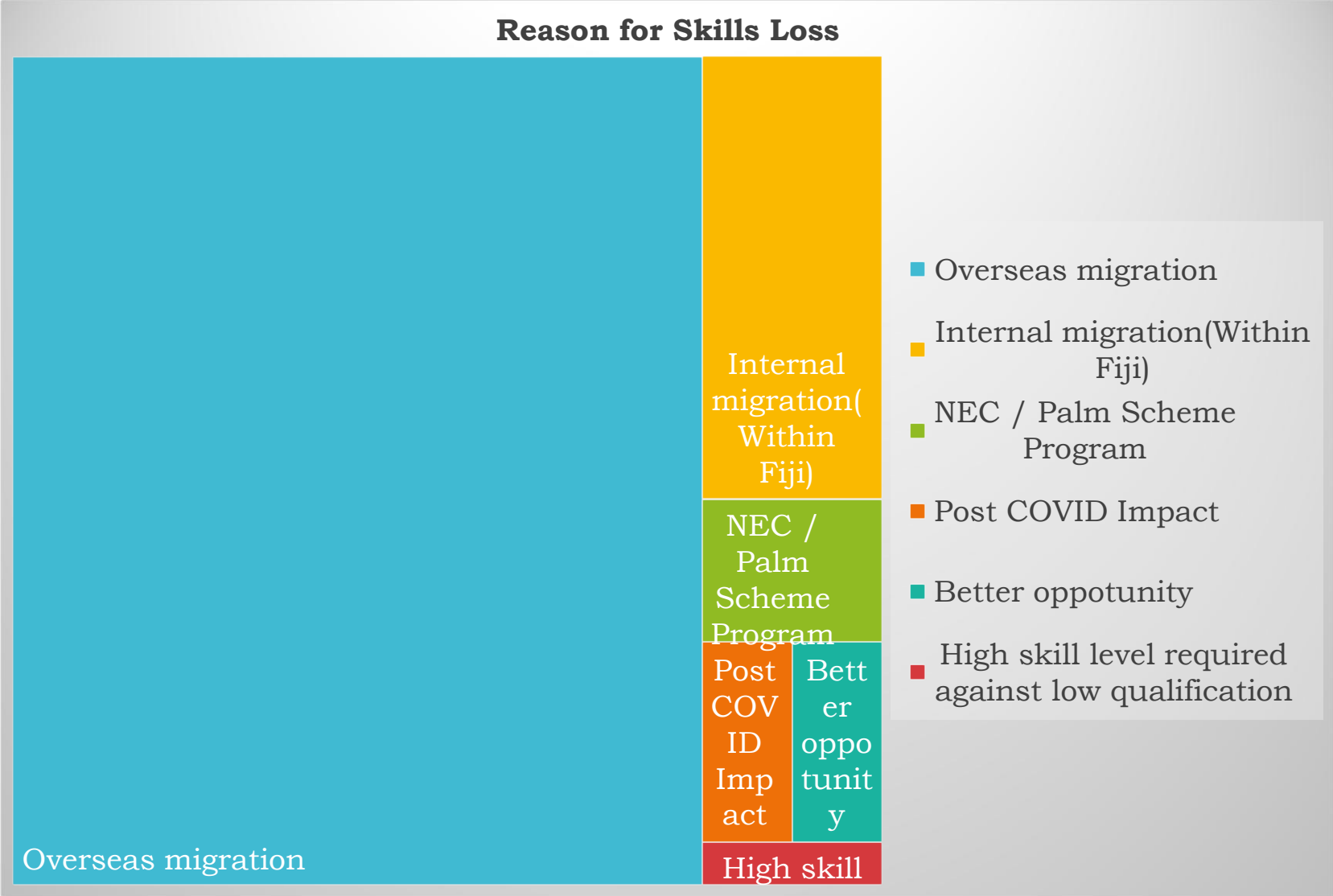
Skills Loss

From the survey; 687 responses with 91 different skills identified loss by employers

| Top 10 Identified Skills Loss | | percent |
|-------------------------------|-----------------------------------|---------|
| 1 | Chefs | 7.6 |
| 2 | IT Technician | 6.0 |
| 3 | Accountants | 5.8 |
| 4 | Electricians | 5.0 |
| 5 | Machine Operators | 4.8 |
| 6 | Admin Officer | 4.2 |
| 7 | Joinery and Carpentry | 4.1 |
| 8 | Senior & Management Officials | 3.6 |
| 9 | Engineers | 3.4 |
| 10 | Logistics and Heavy Goods Drivers | 3.4 |

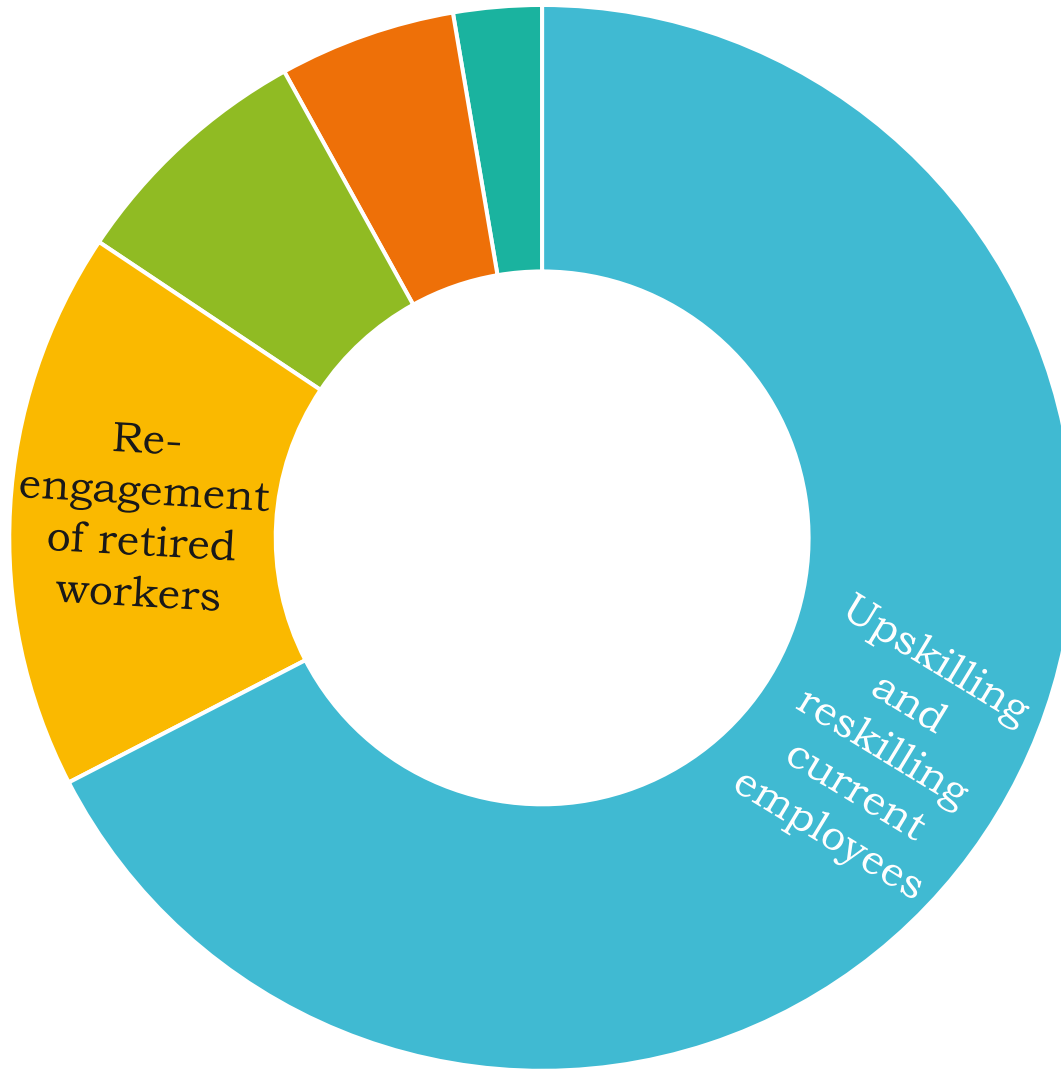
Reason identified by employers for skills loss

Reason for Skill Loss



Ways to Maintain Skill

Ways recommended by employers to maintain skills



- Upskilling and reskilling current employees
- Re-engagement of retired workers
- Recruiting local workers
- Recruiting workers from overseas
- Hiring students for apprentice / work attachment program

KEY MESSAGES



Supply Challenges.

Address supply side challenges with effective labour market policies or programmes urgently needed.

- The skills gaps are across all educational levels (high school, TVET, Academia) and industries.
- While there has been a 11% growth in Fiji's labour force, the proportion of foreign workers grew by 79%.
- Widening gender gap of 16% + Youth NEET 26.6% (EUS, 2025)
- Majority of the skills losses are through overseas migration, including seasonal work programme.
- Need to prioritise local labour market first, then overseas.

1% FNU Levy

Employers need to access 100% of their 1% FNU levy (\$25m) to attract and retain local workers

- Employers are investing in and prioritising local workers – recruiting foreign workers is their 4th choice.
- Employers currently can only access 10% of the 1% FNU Levy = \$7.00 per worker

Efficient and Safe

Recruitment of foreign workers – continue to see upward trend - need to sustain business operations

- Bilateral agreements with Bangladesh, India, Solomon Islands, PNG and Tonga
- Improve efficiency of work permit processing
- Allow spouses of expatriate staff to work
- Allow regional students certain hours to work

**Thank you for
Listening**

