



INTERNATIONAL BUSINESS & TECHNICAL COLLEGE
Strategic Development Plan
(2024 - 2029)

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**COLLEGE THAT
CHANGES LIVES!**



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(IT Job Training Center)

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ACKNOWLEDGEMENTS

We, the IBT College wish to recognize and thank all the partners and individual contributions to the development of this plan, in particular we would like to acknowledge:

Department of Higher Education, Research, Science and Technology

PNG Hydro Development Limited

AG Investment Limited

Advanced Electric Apparatus & Const. Co

POM Packaging Limited

PNG Customs Service

The Board of IBT College

The Academic Committee of IBT College

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ACRONYMS AND ABBREVIATION

SDP	Strategic Development Plan
IBT COLLEGE	International Business & Technical College
ITJTC	IT Job Training Center
PNGNQF	PNG National Qualification Framework
NTC	National Training Council
DHERST	Department of Higher Education, Research, Science and Technology
KPI	Key Performance Indicator
AC	Academic Committee
QAC	Quality Assurance Committee
PNGHDL	PNG Hydro Development Limited
ETC	Edevu Training Camp
M&E	Monitoring and Evaluation

1. THE HISTORY OF INTERNATIONAL BUSINESS & TECHNICAL COLLEGE

The ITJTC legacy starts since 1999, it began as an Internet café/Instant office service provider known as e-Business Center. In response to the growing demand for Information and Technology training, we evolved in 2008, incorporating IT Job Training Center based on the foundation of the e-business center. Our institution is registered under the National Training Council with NTC number 157.

The establishment of ITJTC in 1999 coincided with the promotion and implementation of PNGNQF in Papua New Guinea. In alignment with the government’s emphasis on long-term research and investigation, we actively responded, conduct various of consult, research, study and training, and

also, we forming a strategic partnership with TAFE Academies in Australia, specifically the Southern Queensland Institute of TAFE. Our all-positive reactions aimed to ensure that our courses meet the stringent requirements of PNGNQF standards, covering key areas such as business management, human resource management, IT, and accounting etc.

Following the recommendations of the DHERST Audit team in July 2023, the



International Business & Technical College (IBT College) underwent a rebranding initiative, transitioning from its previous identity as IT Job Training Center (ITJTC). The institution successfully re-registered with the Investment Promotion Authority (IPA) in October 2023. The official launch of IBT College took place on the 8th of December 2023.

Notably, ITJTC successfully renewed its registration in 2017, underscoring our commitment to providing quality education. This renewal signifies that all six courses introduced by our institution are accredited by the PNG National Training Council, reinforcing our dedication to meeting and exceeding industry standards.

The operational landscape of ITJTC has been significantly impacted by the unprecedented challenges posed by the Covid-19

pandemic. In response to the evolving situation, the institution made the difficult decision to downsize its operations and restrict enrolments, aligning with government regulations aimed at ensuring public safety. This measure, unfortunately, extended to the postponement of the registration renewal process, a necessary step taken to navigate these turbulent times. The institution remains resilient and looks forward to a resumption of normalcy once the borders reopen in 2022.

ITJTC stands as a steadfast pillar in the educational tapestry of Papua New Guinea, committed to the delivery of exceptional training services. Over the past 15 years, ITJTC has proudly contributed to the PNG workforce, producing over 20,000 skilled professionals who have become valuable assets to the nation. Additionally, we have successfully trained more than 10,000 employees, addressing skill gaps for various corporate clients, and extended our services to benefit the surrounding communities, including the esteemed police force. Our unwavering dedication to excellence continues to shape a brighter future for individuals, industries, and communities across Papua New Guinea.



2. THE METHODOLOGY FOR THIS STRATEGIC PLANNING

2.1 THE CONTEXT

As we approach 2023, IBT College is on the brink of a transformative journey, marked by a comprehensive audit by the Department of Higher Education, Research, Science, and Technology (DHERST). This initiative signals a profound shift in our institutional identity, envisioning ITJTC's evolution into IBT College—a well-established, innovative, and professionally managed higher education provider.

Our strategic vision unfolds through a multi-faceted approach, intending to enhance the educational experience for students and stakeholders. Embracing the challenges of the DHERST audit, our goal is not just compliance but excellence. We aspire to align our mission and vision with contemporary educational paradigms and industry requisites, positioning IBT College as a beacon of educational innovation for a dynamic and progressive future.

In navigating this transformative period, our central objective is to extend the benefits of our high-quality, effective, and affordable training services to a broader spectrum of Papua New Guineans. Rooted in a commitment to inclusivity and accessibility, we aim to ensure the transformative power of education reaches diverse communities in PNG.

Additionally, our journey entails a strategic pivot from a decade and a half of specialized training expertise towards the establishment of a standardized higher education program. This evolution signifies not just a change in approach but a holistic commitment to providing a comprehensive and globally competitive educational experience.

Within the pages that follow, we present a meticulous 5-year plan outlining objectives, strategies, and actions that will shape IBT College's trajectory. Crafted with dedication to excellence, innovation, and responsiveness, this roadmap addresses the dynamic needs of students, industry partners, and the broader PNG community. As we embark on this transformative odyssey, we invite all stakeholders to join us in shaping a future where education becomes a catalyst for positive change, empowerment, and collective progress.

Recognizing the unique landscape of private higher education, the IBT College Strategic Planning Task Force has considered pivotal factors in the context of contemporary PNG higher education. First, acknowledging that today's students differ from previous generations, we must adapt to their evolving needs and preferences. The demographics of our student population are more diverse, representing a variety of backgrounds and learning styles, notably through technology. Second, in response to the rapid changes in societal dynamics, we must match the pace of this evolution. Third, recognizing the financial challenges faced by public agencies, we understand the need to adapt to a changing funding model for higher education. Private institutions must not only survive but also demonstrate adaptability, creativity, and innovation. Embracing a strategic approach that involves external outreach and internal collaboration, we aim to attract talents and funds, swiftly enhancing the college's capabilities within a short timeframe.



2.2 PROCESS

The comprehensive development of the five-year plan was meticulously carried out by a dedicated Task Force start from August 2023. Throughout this intricate process, we meticulously reviewed the content and execution of the preceding five-year plan. Additionally, we proactively sought and carefully considered the perspectives of diverse stakeholders to ensure the plan's robustness, reliability, and feasibility. This inclusive approach aimed to incorporate a wide array of insights, fostering a well-rounded and implementable strategy.

2.3 PARTICIPANTS

The SDP Task Force at IBT College was led by Yunyang Sun and comprised 7 members, serving as representatives from various segments of the college community. This diverse group included students, teaching and research faculty, administrative and professional faculty, alumni/community, and at-large constituents.

To facilitate a thorough examination of key themes and align with the strategic goals, two subgroups were established. These subgroups focused on two central themes, with additional attention given to refining the institutional mission, vision, and core values. These subgroups brought together students, faculty, staff, alumni, and community members with expertise and keen interest in the specific areas under consideration. In total,



approximately 20 individuals from the IBT College community actively participated in the strategic planning process.

2.4 TIMELINE

The Task Force and subgroups commenced their work in August 2023, and each subgroup diligently formulated recommendations. These recommendations were presented to the Task Force, fostering open communication and seeking broader feedback. President Sunny Sun actively engaged with the subgroups, holding regular individual meetings to monitor progress and offer guidance.

In January 2024, the Task Force thoroughly reviewed and accepted the comprehensive set of recommendations. Subsequently, a dedicated writing team initiated the development of a preliminary draft for the strategic plan. The writing process extended over the following months, culminating in a draft plan presented to the Board in mid-April 2024.

Taking into account feedback from the



Board, the final draft was refined and officially approved on April 26, 2024, marking a significant milestone in the strategic planning process at IBT College.

2.5 IDENTIFICATION OF GOALS AND STRATEGIES

Development of the institutional goals and strategies took several stages: data collection, analysis, selection and consensus. Each subgroup collected data from a variety of internal and external sources and benchmarked them against peer institutions both in and out of state. Prior work on major planning efforts was also considered based on the last 15-year operation's Strategic Plan, to identify what the college is doing now, where the college should go and what is needed to accomplish its desired new goals.

New goals and strategies were selected in light of the data analysis to not only address the area themes but also to boost enrollment, reach new markets and increase revenues.

To ensure consistency in the process and allow for objective review of proposed goals and strategies, the task force entered specific information into a common planning template. The template includes accountability measures of key performance indicators, targets, timelines for completion of strategies and responsible personnel. A recommended budget/business plan was also submitted to identify what additional resources would be necessary to carry out the recommended goals and strategies.

Based on the Task Force's collective agreement on which goals and strategies should be adopted, a writing team of two faculty and staff converted the approved planning templates into the summarized plan that is presented within the pages of this document.

2.5 TRANSPARENCY AND ACCOUNTABILITY

The planning process has been transparent in order for all members of the campus community and the general public to remain informed of the Task Force's progress. Publicly can access express views through website, providing general information about the membership of the Task Force, scheduled meetings, rosters and reports of each subgroup, relevant planning resources and contact information. Students, faculty, staff, administrators and board members were provided updates on the status of the strategic planning activities through information provided in various settings, including scheduled meetings and open forums.



3. VISION AND MISSION

3.1 INTRODUCTION

The SDP 2024-2029 reflects a commitment to redefining ITJTC's vision and mission. Through this plan, we aspire to expand our reach and provide affordable, effective, and high-quality training services to a broader audience in PNG. Simultaneously, our goal is to transition 15 years of training expertise into a standardized higher education program.



3.2 VISION

VISION

Our vision is to be a beacon of innovation and excellence in the fields of business and technology education, where learners are equipped with not only practical skills but also the adaptability and resilience to thrive in a dynamic world. We aspire to continuously advance our offerings, promoting lifelong learning and higher education, and to be recognized as a catalyst for personal growth, professional success, and positive societal impact.

3.3 MISSION

MISSION

At IBT College, building upon our legacy as ITJTC, we are steadfast in our mission to promote innovative and effective learning methods with a focus on competency, practical and technical utility. Our dedication to fostering employable skills, encouraging independence, and delivering comprehensive training remains unwavering. Moreover, we are resolutely committed to the pursuit of higher education standards, enhancing our offerings to empower every one of our trainees with the knowledge and capabilities needed to shape a brighter future for themselves and their communities, now and in the pursuit of advanced academic achievements.

3.4 CORE VALUES

- **Student Empowerment and Success** — We engage and support our students in the discovery and pursuit of their own unique paths.
- **Excellence** — We expect our community to strive for the highest standards.
- **Inclusiveness** — We are committed to a spirit of cooperation and collaboration, embracing and honoring the diversity of our community.
- **Community** — We foster relationships and a culture of service within and beyond our university community.
- **Intellectual Freedom** — We encourage and defend a fearless exploration of knowledge in all its forms.
- **Innovation** — We inspire and support creativity in research, scholarship, pedagogy and service.
- **Sustainability** — We are committed to integrating sustainable practices into all aspects of our operations and engage students across the curriculum to learn, discover and contribute to positive current and future environmental solutions

3.5 MOTTO

MOTTO

**Make
higher
education
affordable and
accessible for
every one in
PNG**

4. GOALS AND STRATEGIES

4.1 COMPLETE DHERST COMPLIANCE AND ACCREDITATION

- Collaborate closely with DHERST, address all the recommendations outlined on the 2023 audit report, to ensure compliance with accreditation standards and requirements.
- Engage in proactive communication with regulatory bodies to address any concerns and seek guidance.
- Strive for accreditation that reflects our commitment to quality education and compliance with national standards.

Implementation Strategy:

- Establish a dedicated task force for each objective, comprising experts in education, administration, and industry representation.
- Regularly assess progress through key performance indicators (KPIs) and adjust strategies accordingly.
- Encourage feedback from students, faculty, and stakeholders for continuous improvement.
- Prioritize sustainability, inclusivity, and social responsibility in all development initiatives.



4.2 STRUCTURAL RESTRUCTURING

- Redefine the organizational structure to enhance efficiency, transparency, and accountability.
- Attract a diverse range of majors and investors by showcasing a robust and adaptable administrative framework.
- Implement governance models that encourage collaborative decision-making and strategic planning.

Implementation Strategy:

Conduct Organizational Audit:

- Initiate a comprehensive organizational audit to identify inefficiencies and redundancies within the current structure.
- Engage external consultants to provide an objective assessment and recommendations for improvement.

Develop Restructuring Plan:

- Based on the findings of the audit, create a detailed plan outlining the necessary changes to enhance efficiency, transparency, and accountability.
- Clearly define roles, responsibilities, and reporting lines to eliminate ambiguity.

Communicate Changes Effectively:

- Implement a communication strategy to keep all stakeholders informed about the restructuring process.
- Address concerns and uncertainties through regular updates, town hall meetings, and transparent communication channels.

Enhance Administrative Framework:

- Showcase the revamped administrative framework to potential investors and majors.
- Highlight the adaptability of the new structure to accommodate growth, diversification, and emerging industry trends.

Diversity and Inclusivity Initiatives:

- Introduce initiatives to attract a diverse range of majors and investors, emphasizing the college's commitment to inclusivity.
- Collaborate with industry partners and organizations to foster connections and attract investment.

Implement Collaborative Governance Models:

- Establish governance models that encourage collaborative decision-making and strategic planning.

- Introduce cross-functional teams to address key challenges and opportunities, ensuring diverse perspectives are considered.

Training and Development:

- Provide training programs for staff to adapt to the new organizational structure and roles.
- Offer leadership development programs to equip key personnel with the skills needed for effective governance.

Performance Metrics and Monitoring:

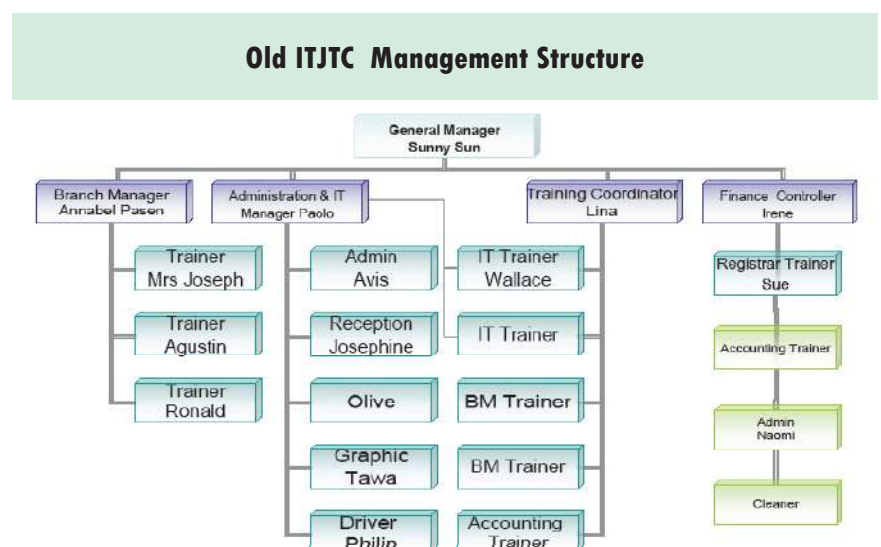
- Define clear performance metrics aligned with the goals of the structural restructuring.
- Implement regular monitoring and evaluation processes to assess the effectiveness of the new organizational framework.

Continuous Improvement:

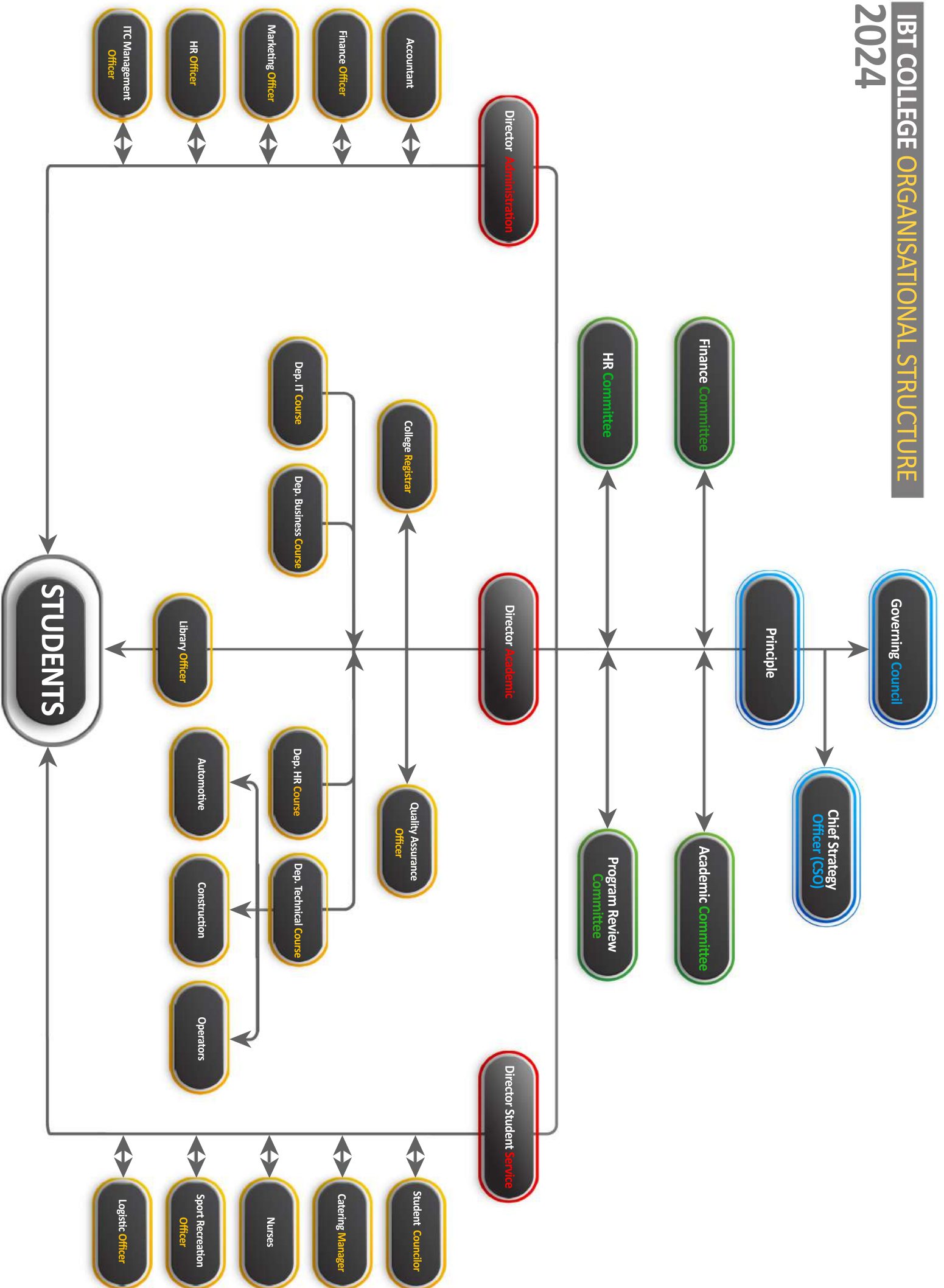
- Foster a culture of continuous improvement by soliciting feedback from staff, students, and stakeholders.
- Regularly review and refine the organizational structure based on emerging needs and industry changes.

Legal and Compliance Considerations:

- Ensure that the restructuring aligns with legal and regulatory requirements.
- Seek legal counsel to navigate any potential challenges and ensure compliance throughout the process.



IBT COLLEGE ORGANISATIONAL STRUCTURE 2024



4.3 STAKEHOLDERS DEVELOPMENT AND RESTRUCTURE

Attract professionals and investors who have shown interest to join the shareholders and use their expertise and funds to jointly build the infrastructure of the college and strengthen the faculty and management capacity of the college



Implementation Strategy:

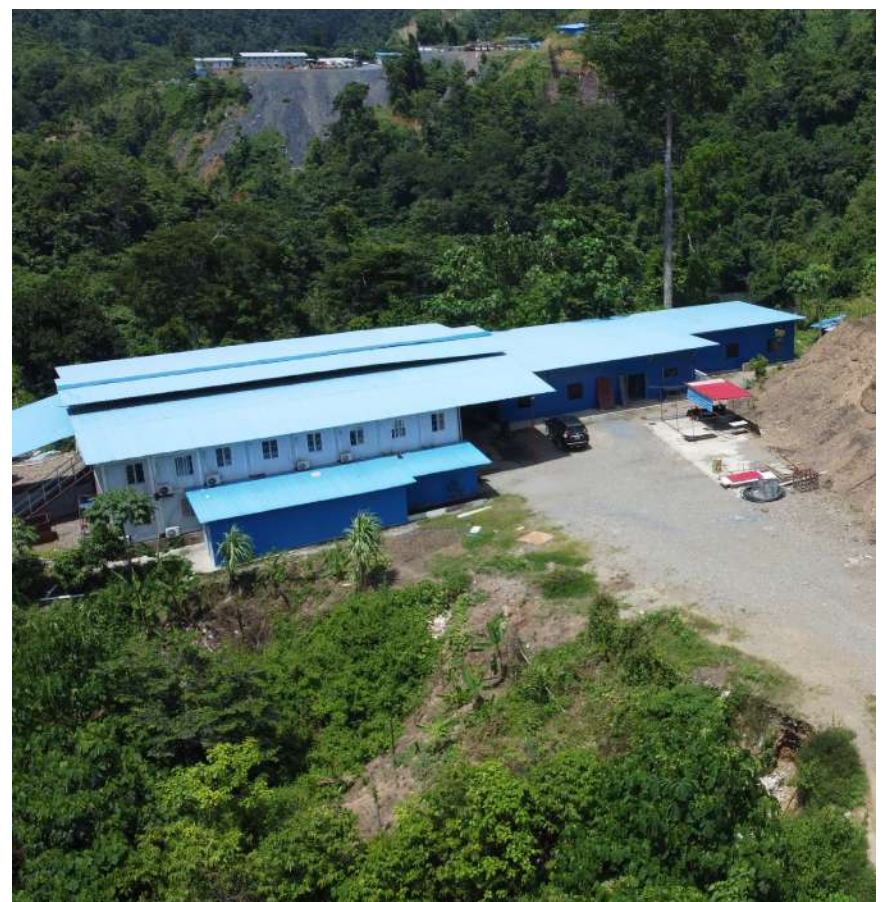
- Identify and conduct various discussion and negotiation with interested professionals and investors: **AG investment, PNG Hydro Development LTD, and Advanced Electric Apparatus & Const. Co. China CRCE Construction**
- Present clear investment opportunities aligned with college goals.
- Create personalized investment packages based on stakeholder expertise.
- Propose joint projects and seek input for college expansion.
- Design programs demonstrating how investments enhance faculty and management.
- Conduct due diligence for legal and financial

confidence.

- Involve stakeholders in key decisions for a collaborative environment.
- Recognize contributions and offer incentives for involvement.
- Organize regular forums for interaction, feedback, and updates.
- Focus on building lasting relationships for continued collaboration.

4.4 FACILITY AND INFRASTRUCTURE DEVELOPMENT

- Undertake extensive improvements in school building construction to create a modern and conducive learning environment.
- Upgrade teaching aids and resources to align with industry standards and technological advancements.
- Invest in state-of-the-art laboratories, libraries, and recreational spaces to enrich the overall student experience.



Implementation Strategy

- Conduct expansion of Six Mile Campus building expansion
- Rebuild class rooms at Brown River Technical Training Camp
- Reequip all the necessary faculty at Brown River Camp include Student cafeteria, canteen, emergency room, internet access.
- Purchase and arrange all the necessary technical training equipment for the Brown River workshop, so that it can meet the course requirements of all the technical training we need.

4.5 DESIGN AND DEVELOP NEW TECHNICAL TRAINING PROGRAM

- Conduct a comprehensive review of existing curricula to ensure relevance and compliance with industry standards.
- Introduce new programs and majors that cater to emerging market demands and technological advancements.
- Establish partnerships with industry leaders for curriculum development and real-world applicability.

Implementation Strategy

- Form a technical program development team with diverse expertise.
- Collaborate with industry leaders to understand market demands and trends.
- Explore emerging technologies and incorporate them into new program offerings.
- Establish advisory boards with industry experts for ongoing input.
- Develop a process for continuous curriculum evaluation and updates.
- Ensure alignment with accreditation standards and regulatory requirements.
- Provide professional development opportunities for

faculty to stay updated.

- Regularly assess program outcomes and adjust curricula accordingly.
- Foster partnerships with industries for internships, projects, and guest lectures.
- Implement a phased approach for introducing new programs and majors.
- Monitor enrolment trends and adjust offerings based on student demand.
- Periodically review and update program offerings to reflect changing needs.

4.6 QUALITY TEACHING MANAGEMENT

- Implement a robust quality assurance system to monitor and enhance teaching quality.
- Conduct regular training programs for faculty members to stay updated on the latest educational methodologies.
- Establish mentorship programs to foster professional development among teaching staff.

Implement Strategy

- *Faculty Training Programs:*
 - Design regular training sessions on the latest educational methodologies.
 - Encourage attendance at external workshops and conferences.
 - Establish an accessible resource bank for continuous self-directed learning.
- *Mentorship Programs:*
 - Create a mentorship framework pairing experienced educators with newer faculty.
 - Facilitate regular knowledge-sharing sessions and collaborative lesson planning.
 - Monitor and assess the effectiveness of mentorship programs through feedback.

- *Continuous Improvement:*
 - Instill a culture of continuous improvement by recognizing outstanding teaching.
 - Implement peer-review processes for ongoing assessment and feedback.
 - Provide avenues for faculty to propose and implement innovative teaching strategies.
- *Monitoring and Evaluation:*
 - Regularly monitor faculty workload for balance and prevent burnout.
 - Collect and analyze student input on learning experiences for improvements.
 - Conduct periodic reviews of teaching strategies with data-driven decision-making.
- *Professional Development:*
 - Offer structured opportunities for faculty to pursue advanced degrees and certifications.
 - Foster a collaborative environment for sharing best practices.
 - Align professional development with institutional goals and individual career aspirations.
- *Technology Integration:*
 - Explore and introduce technology tools enhancing teaching and learning.
 - Provide targeted training on the effective use of educational technology.
 - Evaluate the impact of technology integration on teaching outcomes through assessments and feedback.

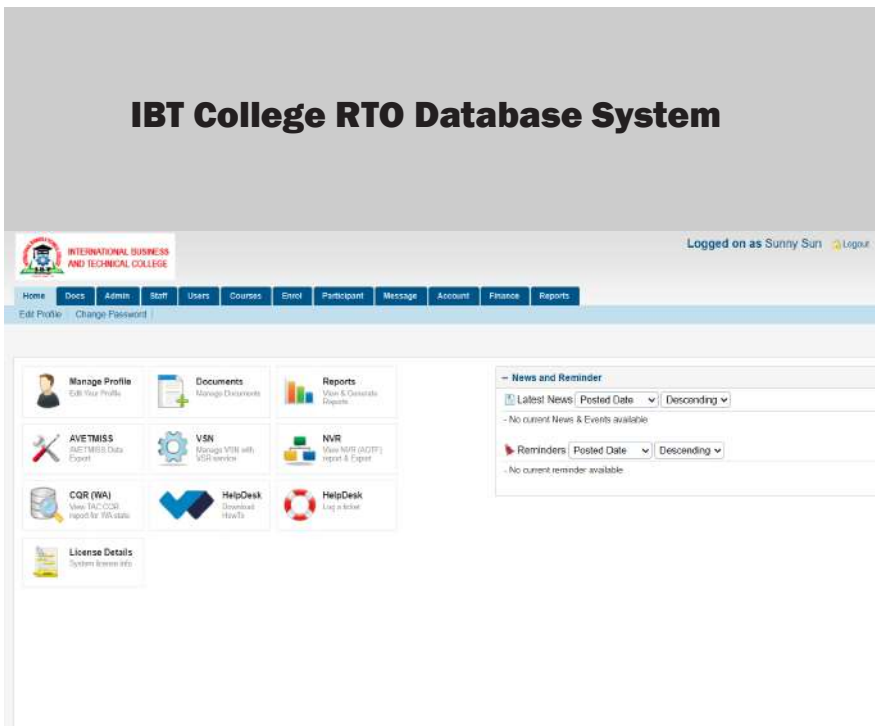
4.7 DEVELOP STABLE TRANSPARENT FINANCIAL SYSTEM

Ensuring a stable and transparent financial system is pivotal for the sustainable growth and success of ITJTC. A robust financial infrastructure forms the backbone of effective resource allocation, strategic decision-making, and overall institutional resilience. This commitment to financial stability and transparency aligns with ITJTC's

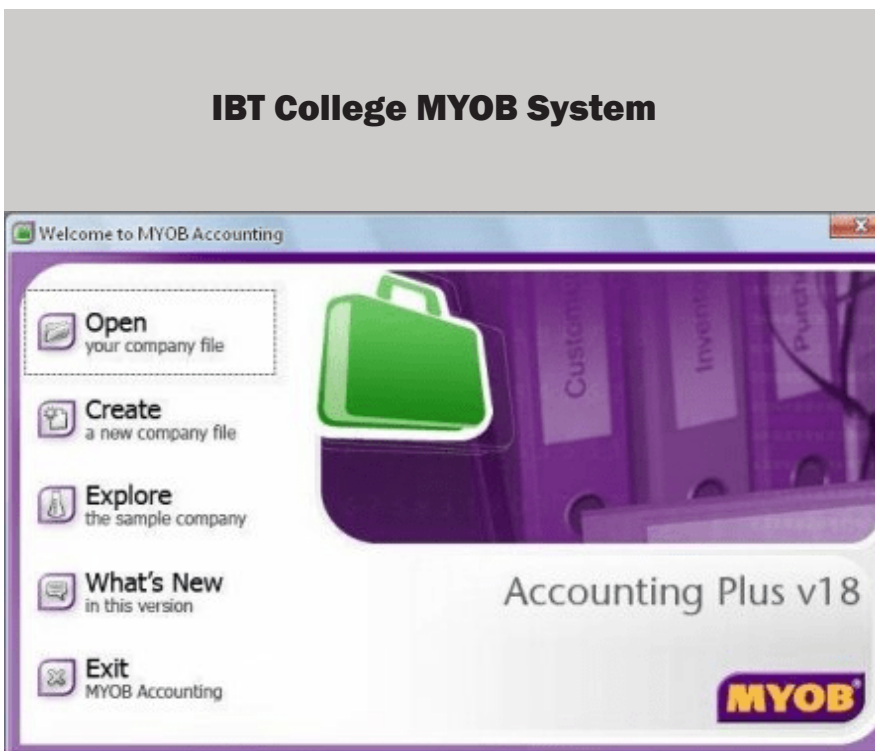
mission to provide quality education and services. The implementation of a sound financial system will enhance accountability, foster trust among stakeholders, and contribute to the institution's long-term viability.

Implement Strategy:

- *Financial System Assessment:*
 - Engage professional accounting firm to conduct a thorough assessment of the existing financial system to identify strengths, weaknesses, and areas for improvement.
 - Engage financial experts to provide insights into industry best practices and compliance standards.
- *Policy Development:*
 - Formulate and document clear financial policies and procedures that encompass budgeting, expenditure control, revenue generation, and reporting.
 - Ensure alignment with regulatory requirements and international financial standards.
- *Technology Integration:*
 - Continue develop current MYOB system so that capture more feature of the operation needed
 - Continue develop the current RTO Manager system.
 - processes, reduce manual errors, and enhance data accuracy.
 - Provide training to staff for seamless integration and optimal utilization of the new financial technology.
- *Internal Controls and Audits:*
 - Implement robust internal control mechanisms to safeguard against financial irregularities and ensure compliance with policies.
 - Schedule regular internal audits to assess adherence to financial procedures and identify areas for refinement.



- **Capacity Building:**
 - Conduct training sessions for finance and administrative staff to enhance their skills in financial management, reporting, and compliance.
 - Encourage continuous professional development to stay abreast of evolving financial regulations.
- **Budget Planning and Monitoring:**
 - Develop a comprehensive budgeting framework that aligns with ITJTC's strategic goals and priorities.
 - Implement a systematic monitoring process to track budget performance against predefined metrics.



- **Risk Management:**
 - Identify potential financial risks and implement strategies to mitigate them effectively.
 - Establish a risk management committee to proactively address financial challenges and uncertainties.
- **Stakeholder Engagement:**
 - Engage stakeholders, including faculty, staff, students, and external partners, in the financial decision-making process.
 - Solicit feedback on financial policies and practices to ensure inclusivity and transparency.

- **Transparency Measures:**
 - Engage external public accounting firm to manage college tax return and financial report and audit etc.
 - Institute transparent financial reporting practices, providing stakeholders with regular updates on budget allocations, expenditures, and revenue streams.
 - Establish a user-friendly platform for accessing financial information, fostering a culture of openness and accountability.

- **Continuous Improvement:**
 - Foster a culture of continuous improvement by regularly reviewing and updating financial policies and procedures.
 - Encourage feedback loops and lessons learned sessions to adapt to changing institutional needs.

By implementing this strategy, ITJTC will fortify its financial foundation, instilling confidence in stakeholders and facilitating sustainable growth and development.

4.8 DEVELOP INTERNAL EXPANTION

- Further strengthen cooperation with Australia Complete Street & Off-Road Car
- Continue to discuss and cooperate with Qingdao Technician Training Institute in China

Implement Strategy

- Strengthen and expand cooperative training for apprentices based on prior successful collaborations.
- Strive to transition hired apprentices into Australian apprenticeships through dedicated efforts.
- Continue the development of joint training initiatives with Qingdao Technician College, utilizing online platforms.
- Implement the agreed project to introduce sets of technical training facility from China into PNG in support our college

4.9 STRATEGIC ENROLLMENT GROWTH

- The successful accreditation by DHERST is anticipated to significantly enhance our enrolments figures for the year 2025. Building upon this momentum and expanding our Technical Training Department, along with the construction of a new training camp, we aspire to achieve a substantial increase in enrolments, reaching 400 students in 2025, with a targeted annual growth rate of 15% in the subsequent years.
- In addition to student enrolments, our goal includes facilitating the training of 200 employees for our corporate clients in the year 2025. We aim to sustain a growth rate of 20% per year over the next five years.

Implementation Strategy:

- **DHERST Accreditation:** Actively pursue and successfully secure accreditation from DHERST, ensuring alignment with national education standards.
- **Technical Training Department Expansion:** Extend the capabilities and offerings of our Technical Training Department to attract a diverse range of students interested in technical programs.

- **Training Camp Construction:** Develop and establish a modern training camp, providing an ideal environment for immersive learning experiences and hands-on training.

- **Enrolment Campaigns:** Launch targeted marketing and awareness campaigns to promote the expanded programs, emphasizing the benefits and opportunities available at IBT College.

- **Corporate Training Partnerships:** Strengthen existing and establish new partnerships with corporate clients, offering tailored training programs to enhance the skills of their employees.

- **Continuous Evaluation:** Implement regular assessments and evaluations of enrollment strategies, adjusting the approach as needed to meet evolving demands and market trends.

- **Monitoring and Adjustment:** Establish a monitoring system to track enrollment growth and corporate training participation, allowing for real-time adjustments to strategies based on performance indicators.

- **Industry Collaboration:** Collaborate with industry leaders and organizations to understand emerging trends and align training programs with the evolving needs of the job market.

By strategically implementing these measures, IBT College aims to not only achieve its enrollment targets but also to provide quality education that meets the demands of both students and corporate clients, contributing to the overall growth and development of Papua New Guinea.

4.10 ACADEMIC EXCELLENCE

At IBT College, we recognize that achieving academic excellence hinges on the trifecta of top-tier trainers, cutting-edge and peWWWWrtinent programs, and a robust quality assurance system.

Implement Strategy

- *Trainer Selection Committee:*
 - Rigorous selection process to identify and enlist highly qualified trainers.
 - Implementation of improved conditions to foster trainer stability and commitment.

- **Program Review Committee:**
 - Ongoing evaluation to ensure program content remains relevant and stays abreast of industry updates.
- **Training Delivery Partnerships:**
 - Cultivation of diverse partnerships to involve industry professionals in program delivery.
 - Engagement of qualified individuals to provide expertise and deliver specific program units.
- **Quality Assurance Committee:**
 - Preliminary screening and assessment of trainer qualifications and capabilities.
 - Rigorous evaluation to verify the fulfillment of skill requirements outlined in unit competency criteria.

Our commitment to academic excellence is fortified through these strategic measures, ensuring a dynamic and responsive learning environment at IBT College.

4.11 BRAND IDENTITY

- **Rebranding Initiative:**
 - Undertake a comprehensive rebranding strategy to align with the institution's renewed vision and mission.
 - Incorporate stakeholder input to ensure resonance with the wider community.



- **Visual Identity Enhancement:**
 - Redesign the website, incorporating modern elements that symbolize progress and innovation.
 - Develop a consistent visual language across all communication channels.
- **Communication Strategy:**
 - Formulate a cohesive communication plan to introduce the rebranded identity to internal and external stakeholders.
 - Utilize various channels, including social media and traditional platforms, for effective brand dissemination.
- **Brand Guidelines:**
 - Establish clear brand guidelines outlining the proper use of the new identity.
 - Disseminate guidelines to all staff and stakeholders to ensure consistent brand representation.
- **Community Engagement:**
 - Organize events and campaigns to engage the community in the rebranding process.
 - Seek feedback and involve stakeholders in building a positive perception of the new brand.

The rebranding of ITJTC is a strategic initiative aimed at fostering a refreshed brand identity, reflecting the institution's evolution and commitment to excellence.

4.12 DEVELOP COMMUNITY PARTNERSHIP TO SUPPORT STUDENT SUCCESS

We recognize that students' success extends beyond academic achievements and encompasses their post-education pathways and employability.

Implement Strategy:

- **Comprehensive Success Programs:**
 - Develop programs that extend beyond academic achievement to encompass post-education pathways and employment readiness.

- *Career Guidance Services:*
 - Enhance career counselling services to guide students in making informed decisions about their future.
- *Industry Partnerships:*
 - Foster collaborations with industries to provide students with insights into real-world applications and potential career opportunities.
- *Alumni Network Strengthening:*
 - Build and strengthen an alumni network to facilitate mentorship and support for current students.
- *Skill Enhancement Programs:*
 - Introduce skill development programs that align with market demands, increasing students' competitiveness in the job market.

This strategy aims to ensure that student success is holistically addressed, considering not just academic achievements but also their preparedness for the professional landscape.



4.13 DEVELOP SCHOLSHIP GIVING AND ALUMNI ENGAGEMENT

Recognizing the vital role of financial support and continued engagement, ITJTC aims to develop a robust strategy for scholarship giving and alumni engagement. This initiative focuses on fostering a strong sense of community, providing financial assistance to deserving students, and building lasting connections with our alumni. By implementing targeted programs and initiatives, we strive to create a supportive environment that encourages both current students and graduates to actively participate in the college community and contribute to the success of future generations.

Implement Strategy

- Establish a scholarship program to support deserving students financially.
- Cultivate strong connections with alumni to foster engagement and participation.
- Implement initiatives to encourage alumni to contribute to the scholarship fund.
- Organize events and activities to facilitate networking and collaboration between alumni and current students.
- Create a platform for alumni to share their experiences and insights with the current student body.
- Develop communication channels to keep alumni informed about the college's developments and achievements.
- Recognize and appreciate the contributions of alumni through various acknowledgment programs.
- Collaborate with external partners to enhance scholarship opportunities for students.
- Regularly assess and enhance strategies to promote scholarship giving and alumni involvement.



5. KEY PERFORMANCE INDICATORS

Key Performance Indicator / Goals	Baseline	Target	Timeline	Responsible Party
<p>4.1 Complete DHERST Compliance and Accreditation</p> <p>Collaborate closely with DHERS, address all the recommendation outlined on the 2023 audit report, to ensure compliance with accreditation standards and requirements.</p> <p>Engage in proactive communication with regulatory bodies to address any concerns and seek guidance.</p> <p>Strive for accreditation that reflects our commitment to quality education and compliance with national standards.</p> <p>Number of DHERST recommendations addressed</p> <ul style="list-style-type: none"> - Accreditation status achieved 	<p>2023 July conducted DHERST audit, an audit report was given in Oct 2023,</p> <p>A letter from DHERST inform 6-month time line to submit a recommendation implement report for post audit</p>	<p>Address all the 10 Audit report improvement recommendations. Get college DHERST registration and accreditation.</p>	<p>1st April 2024 complete the report.</p> <p>May 2024 post audit</p> <p>Jun to July complete college registration and accreditation</p>	<p>Work committee</p>
<p>4.2 Structural Restructuring</p> <p>Redefine the organizational structure to enhance efficiency, transparency, and accountability.</p> <p>Attract a diverse range of majors and investors by showcasing a robust and adaptable administrative framework.</p> <p>Implement governance models that encourage collaborative decision-making and strategic planning.</p> <ul style="list-style-type: none"> - Implementation of restructuring plan - Stakeholder satisfaction with changes 	<p>Current work-force up grade</p>	<p>Define the needs, created new management structure, conduct training according job description.,</p>	<p>Start from April 2024, the new management structure should be implemented.</p>	<p>Work Committee</p>
<p>4.3 Stakeholds development and restructure</p> <p>Attract professionals and investors who have shown interest to join the shareholders and use their expertise and funds to jointly build the infrastructure of the college and strengthen the faculty and management capacity of the college</p> <ul style="list-style-type: none"> - Successful negotiation and agreement completion 	<p>2 Organisation and 1 individual already show there interesting in contribute in PNG higher education sector.</p>	<p>Sign agreement with each party.</p>	<p>Fall in 2024 to conduct meeting and discussion with related party, at July 2024 sign the agreements</p>	<p>Negotiation Team</p>
<p>4.4 Facility and Infrastructure Development</p>		<p>[Completion date]</p>	<p>[Timeline]</p>	<p>Negotiation Team</p>

Key Performance Indicator / Goals	Baseline	Target	Timeline	Responsible Party
Completion of Six Mile Campus expansion	Completed	Automotive workshop / Hall construction	Completed in 2023	
Rebuilding of Brown River Technical Training Camp classrooms	New initiative	Reequip all the necessary faculty at Brown River Camp include Student cafeteria, cafeteria, emergency room, internet access.	Finalize legal documents in May, work complete in August 2024	Negotiation Team
Equipping Brown River Camp facilities	New initiative	Purchase and arrange all the necessary technical training equipment for the Brown River workshop, so that it can meet the course requirements of all the technical training we need.	Finalize legal documents in May, work complete in August 2024	Contractor Managing Director
4.5 Design and Develop New Technical Training Program				
List of new technical course introduced	New initiative	Present a list of new technical course to the market.	List complete in April 2024.	Technical Program Development Team
Industry partnerships established	New initiative	Sign the student's employment support agreement with 2 industry partners.	May 2024 and continue development and implementation with annual progress through 2029	Managing Director
4.6 Quality Teaching Management				
Implement a robust quality assurance system to monitor and enhance teaching quality.		Create related policy and quality review tools	Fall 2024 development and implementation with annual progress through 2029	Quality Assurance Committee
Conduct regular training programs for faculty members to stay updated on the latest educational methodologies.				
Establish mentorship programs to foster professional development among teaching staff.				
Integration of technology in teaching	Utilize current online training platform	Face to face blend with online training to give all students access to online training platform	Fall 2024 development and implementation with annual progress through 2029	IT Team
4.7 Develop Stable Transparent Financial System				
- Internal audit completion	New initiative	Conduct review and audit for past years financial practice	To be complete at April 2024	Finance Committee

Key Performance Indicator / Goals	Baseline	Target	Timeline	Responsible Party
- Successful implementation of financial policies	New initiative	Implement all financial policies, conduct staff training	Fall 2024 development and implementation with annual progress through 2029	Finance Committee
Conduct inhouse staff training for MYOB software and financial policies.	New initiative	Continue develop current MYOB system so that capture more feature of the operation needed	To be complete at April 2024	Finance Committee
Conduct inhouse staff training for RTO Manager Application and policies.	New initiative	Continue develop the current RTO Manager system. processes, reduce manual errors, and enhance data accuracy.	To be complete at April 2024	Finance Committee
Engage external public accounting firm to manage college tax return and financial report and audit etc.	Keyrocco Accountants have been appointed	Institute transparent financial reporting practices, providing stakeholders with regular updates on budget allocations, expenditures, and revenue streams.	Appointed Keyrocco Accountants for financial matter since Dec. 2023 and continue development and implementation with annual progress through 2029	Managing Director
- Stakeholder satisfaction with financial transparency	New initiative	[Improved feedback]	[Timeline]	Governing Board
4.8 Develop International Expansion				
- Strengthened cooperation with Australia Complete Street & Off-Road Car	MOU in place	Sign a training engagement agreement	April 2024 and continue development and implementation with annual progress through 2029	Managing Director
- Progress in cooperation with Qingdao Technician Training Institute	MOU in place	Sign an online training co-provider agreement. expend the training from Automotive to other units.	Jun 2024 and continue development and implementation with annual progress through 2029	Managing Director
4.9 STRATEGIC ENROLLMENT GROWTH				

Key Performance Indicator / Goals	Baseline	Target	Timeline	Responsible Party
<p>The successful accreditation by DHERST is anticipated to significantly enhance our enrollments figures for the year 2025. Building upon this momentum and expanding our Technical Training Department, along with the construction of a new training camp, we aspire to achieve a substantial increase in enrollments, reaching 400 students in 2025, with a targeted annual growth rate of 15% in the subsequent years.</p> <p>In addition to student enrollments, our goal includes facilitating the training of 200 employees for our corporate clients in the year 2025. We aim to sustain a growth rate of 20% per year over the next five years.</p>		<p>General Enrollments</p> <p>2025 400 2026 460 2027 530 2028 600 2029 650</p> <p>Corporate Training</p> <p>2025 200 2026 240 2027 280 2028 340 2029 400</p>	Fall 2025, and continue development and implementation with annual progress through 2029	IBT College Team
4.10 Academic Excellence				
Trainer selection effectiveness	New initiative	Conduct trainer interview by HR committee to ensure every trainer engaged according to the policy and criteria.	Fall 2024 development and implementation with annual progress through 2029	HR Committee
Program relevance and updates	New initiative	Update training program, make sure they are relevant and meet the industry needs.	Fall 2024 development and implementation with annual progress through 2029	Academy Committee
Conduct evaluation, session observation, unit delivery evaluation for every unit.	New initiative	Ensuring a dynamic and responsive learning environment	Fall 2024 development and implementation with annual progress through 2029	Quality Assurance Committee
4.11 Brand Identity				
Successful completion of rebranding initiative	Website currently published	New brand registration	2023 Register	Rebranding Team
Create new website and promotion		Boost the visibility of our new website	Fall 2024 development and implementation with annual progress through 2029	Communication Team

Key Performance Indicator / Goals	Baseline	Target	Timeline	Responsible Party
Organize events and campaigns to engage the community in the rebranding process.	New initiative	Increase the visibility of the school through a wide range of marketing campaigns. Newspaper Ad X 2 Every month TV Ad X 2 Every Month Outdoor Marketing Camping X4	Fall 2024 development and implementation with annual progress through 2029	
4.12 Develop Community Partnership to Support Students Success				
We recognize that students' success extends beyond academic achievements and encompasses their post-education pathways and employability.	6 current organisations in our net work used to accept our students for OJT.	To Sign 20 Students On Job training or pre-employment MOU with current and new developed industry partner net work. Conduct 3 campus students career expo.	July 2024 Oct 2024 December 2024 and continue development and implementation with annual progress through 2029	Student Support Team
Work towards to send 2 students work in Australia successfully	Employment offers already granted by the employer to the students	Assist students get their visa	Oct 2024	Moresby South TVET
4.13 Develop Scholarship Giving and Alumni Engagement				
Recognizing the vital role of financial support and continued engagement, ITJTC aims to develop a robust strategy for scholarship giving and alumni engagement. This initiative focuses on fostering a strong sense of community, providing financial assistance to deserving students.	New initiative	Create a Scholarship Policy	Complete in Jun 2024 and continue development and implementation with annual progress through 2029	Scholarship Team
Building lasting connections with our alumni	New initiative	Register IBT College Alumni Association Open a page for registration and association social communication	Aug 2024, and continue development and implementation with annual progress through 2029	Alumni Engagement Team

6. RESOURCE ALLOCATION

Budget Allocation for Different Initiatives:

6.1 MARKETING INITIATIVES

- Allocate K30,000 annually for digital marketing campaigns targeting prospective students.
- Set aside K10,000 for participation in education fairs and events to increase brand awareness.

6.2 IT INFRASTRUCTURE

- Invest K50,000 in upgrading and maintaining IT infrastructure to facilitate seamless online training.
- Allocate an additional K20,000 for cybersecurity measures to ensure data protection.

6.3 CURRICULUM DEVELOPMENT

- Devote K100,000 to the development of new programs aligned with industry standards.
- Allocate K30,000 for continuous improvement of existing courses based on feedback and industry trends.

6.4 HUMAN RESOURCES AND INFRASTRUCTURE REQUIREMENTS

- **Professional Development:**
 - Invest K80,000 in faculty development programs, including workshops and certifications.
 - Allocate K20,000 for faculty attendance at industry conferences to stay abreast of educational methodologies.
- **Recruitment:**
 - Allocate K120,000 annually for recruiting experienced trainers in high-demand fields.
 - Set aside K30,000 for recruitment drives and talent acquisition efforts.

6.5 INFRASTRUCTURE IMPROVEMENTS

- Prioritize K250,000 for classroom renovations, technology upgrades, and facility maintenance.
- Invest an additional K70,000 in creating modern and well-equipped labs for practical training.

This financial plan outlines a detailed breakdown of budget allocations, ensuring a strategic distribution of resources to support key initiatives crucial for the institution's growth and competitiveness in the education sector.



7.FINANCIAL PROJECTION

5-YEAR PROFIT AND LOSS PROJECTION

5 YEAR PROFIT AND

INTERNETIONAL BUSINESS & TECHNICAL COLLEGE

PROFIT AND LOSS ASSUMPTION

	Year 1	Year 2	Year 3	Year 4	Year 5
Annual cumulative price (revenue) increase	0.00%	5.00%	5.00%	10.00%	15.00%
Annual cumulative inflation (expense) increase	0.00%	10.00%	10.00%	15.00%	15.00%

INCOME

	Year 1	Year 2	Year 3	Year 4	Year 5
Revenue					
Individual General Training	2,925,000.00	3,071,250.00	3,224,812.50	3,547,293.75	4,079,387.81
Coporate Group Training	700,000.00	735,000.00	771,750.00	848,925.00	976,263.75
Accomodation Facilities	900,000.00	945,000.00	992,250.00	1,091,475.00	1,255,196.25
Others (Canteen, Staionery Services etc)	450,000.00	472,500.00	496,125.00	545,737.50	627,598.13
Total revenue	4,975,000.00	5,223,750.00	5,484,937.50	6,033,431.25	6,938,445.94

EXPENSES

Operating expenses					
Sales and marketing	240,000.00	264,000.00	290,400.00	333,960.00	384,054.00
Depreciation	12,000.00	14,000.00	15,000.00	16,000.00	17,000.00
Insurance, Security	150,000.00	165,000.00	181,500.00	208,725.00	240,033.75
Payroll and Payroll Tax	1,200,000.00	1,320,000.00	1,452,000.00	1,669,800.00	1,920,270.00
Property, Development	900,000.00	990,000.00	600,000.00	800,000.00	900,000.00
Maintenance, repair, and overhaul	350,000.00	380,000.00	420,000.00	450,000.00	480,000.00
Utilities and Canteen Service Supplies	380,000.00	418,000.00	459,800.00	528,770.00	608,085.50
Administrative fees	450,000.00	495,000.00	544,500.00	626,175.00	720,101.25
Interest expense on long-term debt	20,000.00	15,000.00	120,000.00	10,000.00	10,000.00
Other	150,000.00	165,000.00	181,500.00	208,725.00	240,033.75
Total operating expenses	3,852,000.00	4,226,000.00	4,264,700.00	4,852,155.00	5,519,578.25

Infrastructure Investment					
Facilities	400,000.00	200,000.00	350,000.00	250,000.00	380,000.00
Equipments	150,000.00	200,000.00	200,000.00	200,000.00	250,000.00
Total Infrastructure investment	550,000.00	400,000.00	550,000.00	450,000.00	630,000.00
TOTAL EXPENSES	4,402,000.00	4,626,000.00	4,814,700.00	5,302,155.00	6,149,578.25
TAXES					
Wages Tax	65,450.00	65,000.00	69,600.00	75,654.00	79,650.00
Other Tax (specify)	28,000.00	21,000.00	23,000.00	24,000.00	22,000.00
TOTAL TAXES	93,450.00	86,000.00	92,600.00	99,654.00	101,650.00
NET PROFIT	479,550.00	511,750.00	577,637.50	631,622.25	687,217.69

8. SOURCE INVESTMENT

In our pursuit of transformative goals outlined in this plan, a substantial investment of approximately K500,000.00 is crucial to realizing our vision. To secure this funding, we are reaching out to potential investors, philanthropic organizations, and socially responsible partners who share our commitment to educational advancement.

By inviting collaboration with these key stakeholders, we aim to forge impactful alliances that contribute not only to the success of our institution but also to the broader growth and development of Papua New Guinea. Together, we can empower the future professionals of this nation through the delivery of quality education. We are exploring diverse avenues for funding assistance, which may include partnering with:

8.1 GOVERNMENT GRANTS AND FUNDING PROGRAMS

- Explore available government grants and funding programs specifically designed to support education and training institutions.
- Collaborate with relevant government agencies in Papua New Guinea that allocate funds for educational initiatives.

8.2 INTERNATIONAL AID AND DEVELOPMENT ORGANISATIONS

- Investigate opportunities for partnership with international aid organizations that focus on education and skill development.
- Align IBT College's goals with the objectives of these organizations to secure funding for specific projects or initiatives.

8.3 PRIVATE SECTOR PARTNERSHIPS

- Seek partnerships with private companies, especially those in the technology and training sectors, for potential investment.
- Present IBT College's business plan and the benefits of supporting education and skill development in PNG.

8.4 PHILANTHROPIC FOUNDATION

- Research philanthropic foundations that support educational initiatives in developing countries.

- Prepare proposals highlighting IBT College's impact on the community and its commitment to providing quality education.

8.5 INTERNATIONAL EDUCATION FUND

- Explore funds provided by international organizations or countries that aim to support educational institutions in developing nations.
- Showcase IBT College's contribution to the development of skills and knowledge in the region.

8.6 PARTICIPATION IN GOVERNMENT PROGRAMS

- Explore initiatives launched by the PNG government to encourage private sector involvement in education.
- Align IBT College objectives with these programs to access funding and support.

Through these collaborative efforts, we aspire to create a positive and lasting impact on the educational landscape, fostering a future where education serves as a catalyst for progress and prosperity in Papua New Guinea

9. MONITORING AND EVALUATION

In the dynamic landscape of our strategic plan, the meticulous process of Monitoring and Evaluation (M&E) stands as a cornerstone. This vital component ensures that our initiatives align with the envisioned outcomes, allowing us to adapt and refine strategies as needed. By systematically assessing our progress, we can maintain a responsive and agile approach to the evolving needs of our institution.

Key Objectives:

9.1 PROGRESS ASSESSMENT

- Quarterly review key performance indicators (KPIs) to gauge the advancement of each strategic goal.
- Employ data-driven methodologies to objectively measure the impact of implemented strategies.

9.2 STAKEHOLDER FEEDBACK

- Engage stakeholders Quarterly, including students, faculty, staff, and external partners, in the M&E process.
- Encourage open communication channels to gather valuable insights and perspectives.

9.3 ADAPTATION STRATEGIES

- Utilize M&E findings to identify areas of success and challenges within our strategic initiatives.
- Implement adaptive strategies, ensuring flexibility to overcome unforeseen obstacles.

9.4 QUALITY ASSURANCE

- Establish mechanisms for quality assurance in program delivery, resource allocation, and administrative functions.
- Monitor adherence to established standards and policies, making necessary adjustments for continuous improvement

9.5 ALIGNMENT WITH INSTITUTIONAL GOALS

- Continuously assess the alignment of our activities with the overall mission and vision of the institution.
- Ensure that strategic goals contribute to the overarching success of the institution.

9.6 DOCUMENTATION AND REPORTING

- Maintain comprehensive documentation of M&E processes and outcomes.
- Prepare regular reports summarizing progress, challenges, and recommendations for further action.

9.7 CONTINUOUS IMPROVEMENT CULTURE

- Foster a culture of continuous improvement by encouraging feedback loops and learning sessions.
- Institutionalize a proactive approach to refining strategies based on empirical evidence.

Monitoring and Evaluation is not merely a process of scrutiny but a dynamic tool that empowers our institution to evolve, learn, and thrive. Through this systematic approach, we aim to consistently elevate the quality and impact of our initiatives, ensuring the enduring success of our strategic plan.

10. CHALLENGES AND OPPORTUNITIES

10.1 CHALLENGES

10.1.1 DHERST Accreditation Complexity: The process of securing accreditation from DHERST may pose administrative and procedural challenges, requiring meticulous attention to detail and adherence to national education standards.

10.1.2 Technical Training Department Expansion: Expanding the Technical Training Department brings challenges in terms of resource allocation, curriculum development, and faculty recruitment, requiring careful planning to ensure effectiveness.

10.1.3 Construction Timelines: The construction of a new training camp introduces challenges related to project timelines, budget management, and potential unforeseen obstacles that may impact the scheduled completion.

10.1.4 Enrolments Competition: The higher education landscape is competitive, and attracting students in a crowded market may require innovative marketing strategies and a unique value proposition.

10.2 OPPORTUNITIES

10.2.1 Enhanced Institutional Reputation: DHERST accreditation presents an opportunity to elevate the institutional reputation, attracting more students and industry recognition.

10.2.2 Technical Program Diversity: Expanding the Technical Training Department allows for a diverse range of program offerings, catering to the evolving needs of students interested in technical education

10.2.3 The esteemed reputation that IT Job Training Center (ITJTC) has cultivated over the years is widely recognized by numerous individuals and organizations. This established goodwill presents a valuable asset as it encourages prospective students to enroll, particularly

when they understand that IBT College is the evolved and updated version of ITJTC. The positive legacy of ITJTC serves as a compelling endorsement for individuals seeking a trusted and reputable educational institution.

10.2.4 State-of-the-Art Training Camp: The construction of a modern training camp creates an opportunity to provide students with cutting-edge facilities, enhancing the overall learning experience.

10.2.5 Market Growth: The expected increase in enrollments presents an opportunity to tap into a growing market demand for quality education and technical skills.

10.2.6 Corporate Training Partnerships: Collaborating with corporate clients for employee training opens avenues for revenue generation and strengthens relationships with industry partners.

10.2.7 Industry-Relevant Curriculum: Developing programs aligned with industry needs positions IBT College as a leader in providing education that directly translates to career opportunities.

10.2.8 Employability Skills: Focusing on practical skills in technical programs enhances graduates' employability, creating a unique selling point in the competitive job market.

10.2.9 Adaptability to Market Trends: Regular evaluation and adjustments allow IBT College to stay responsive to market trends, ensuring that programs remain relevant and in-demand.

11. RISK MANAGEMENT PLAN

11.1 DHERST COMPLIANCE AND ACCREDITATION

- **Risk:** Complexities and challenges in the DHERST accreditation process.
- **Mitigation Strategies:** Engage expert consultants, ensure compliance, and prioritize transparent communication with regulatory bodies.
- **Opportunity:** Successful accreditation enhances institutional reputation and credibility.

11.2 TECHNICAL TRAINING DEPARTMENT EXPANSION

- **Risk:** Logistical and resource challenges in expanding the Technical Training Department

- **Mitigation Strategies:** Implement a phased expansion approach, prioritize quality, and monitor resource allocation.
- **Opportunity:** Diversification of technical programs and increased enrollment opportunities.

11.3 CONSTRUCTION AND INFRASTRUCTURE DEVELOPMENT

- **Risk:** Delays in construction timelines for the training camp and infrastructure development.
- **Mitigation Strategies:** Employ robust project management practices, monitor progress, and address issues promptly.
- **Opportunity:** Timely completion enhances educational infrastructure, contributing to a conducive learning environment.

11.4 ENROLMENTS COMPETITION

- **Risk:** Facing competition for student enrollments in the higher education landscape.
- **Mitigation Strategies:** Develop unique marketing strategies, offer competitive pricing, and focus on program diversity.
- **Opportunity:** Capture a growing market share, establishing a competitive edge.

11.5 FINANCIAL SYSTEM STABILITY

- **Risk:** Challenges in establishing a stable and transparent financial system.
- **Mitigation Strategies:** Conduct thorough financial assessments, develop clear policies, integrate technology, and prioritize internal controls.
- **Opportunity:** A stable financial system enhances accountability, fosters trust, and contributes to long-term institutional viability.

This Risk Management Plan outlines strategies to navigate potential challenges, ensuring the successful implementation of the strategic plan while maximizing opportunities for growth and development.

CONCLUSION

This Strategic Development Plan represent our commitment to fostering positive change within formal ITJTC. By aligning our institution with international standards, embracing innovation, and prioritizing the needs of our students and industry partners, we aim to create a higher education institution that not only meets but exceeds expectations. Through strategic development, we are confident in our ability to contribute significantly to the educational landscape of Papua New Guinea and empower the next generation of professionals.



TRAINING THAT WORKS!



