



Pacific Immigration Development Community

2022 Regular Annual Meeting

8 – 10 August, Nadi, Fiji

Agenda item 20: Panel Session: Capacity Building and Training Activities

Recommendations

The PIDC Regular Annual Meeting is invited to:

- a) **note** and **welcome** the PIDC capacity building programme discussion and **encourage** the Secretariat to continue working with members and partner agencies in providing capacity strengthening programmes across the membership.
-

Purpose

This session intends to discuss the training programmes provided or coordinated by the Pacific Immigration Development Community (PIDC) for its Members during the 2021/22 Financial Year and capacity building initiatives being developed to enable Members to sustain their national training programmes.

Background

2. The PIDC plays a lead role in coordinating the delivery of immigration and border control related training programmes in the Pacific and works closely with Donors and partner agencies. Members continue to place a high priority on training programmes provided through PIDC and the recent bilateral discussions and ongoing bilateral capacity building projects especially around training curriculum development reflected on Members' needs and how the organisation and Secretariat could better work with Members to develop its training programme. As such, the PIDC training programme continues to be a core part of the Secretariat's work plan, including coordinating regional training programmes and seeking new training opportunities for Members.

3. During the 2021/22 reporting period, the Secretariat continued to coordinate the delivery of capacity building programmes and training initiatives. PIDC delivered a number of major regional capacity building activities that were targeted to strengthen members national training programmes including: (i) the development of model training curriculum for Samoa and Kiribati; (ii) development of Standard Operating Procedures for Nauru, Fiji and the Marshall Islands; and (iii) development of Strategic plans for Palau, RMI and Tuvalu.

4. In the academic area, PIDC continued supporting its partnership with USP in the Postgraduate Diploma in Border Security programme. PIDC continued to financially support PIDC sponsored students through a scholarship programme for immigration officers across the region enrolled as students in the PIDC-USP Postgraduate Diploma on

Border Security programme. In addition, PIDC recently began delivering a series of online seminars as part of a regional PIDC Leadership Training Programme developed for Pacific Islands States. A bulk of this programme has been delayed to early 2023 due to the request of the provider due to delays caused in a large part by our PIDC Members through no fault of any of the parties. Apart from PIDC supported capacity building programmes, PIDC continued to support and advocate for Australia and New Zealand in the delivery of a number of regional training initiatives coordinated through the Australian Border Force and Immigration New Zealand's Hakili Matagi programme.

USP Postgraduate Diploma on Border Management

5. The online Postgraduate Certificate and Diploma in Border Security, is a joint collaboration between PIDC and USP, and commenced in January 2020 with over 60 students from across the region enrolling as pioneer students. The course was developed by PIDC and USP to strengthen Pacific Island critical thinking about border security and to:

- a) develop PIDC Pacific officers' ability to function within a regional border security and management context;
- b) build a body of knowledge to enhance critical thinking and analysis regarding common migration issues facing the region; and
- c) promote knowledge transfer to facilitate border security practices informed by understanding of local, regional and international theories, philosophies and principles.

6. The first group of 60 students enrolled in the University of the South Pacific (USP) Postgraduate Certificate in Border Security successfully completed their course graduating in September 2020. The increasing popularity of the course saw another 77 students enrolling at the beginning of the 2nd cohort. The USP-PIDC programme attained another significant milestone in April 2022 as another group of pioneer immigration students graduating with a full Postgraduate Diploma in Border Security.

7. The Secretariat continues to engage with USP in negotiating for the upgrading of the Programme to a full online Masters Programme. However, in the interim USP has agreed for students interested in pursuing Masters, to register for the Masters in Diplomacy and International Affairs (DIA), an existing USP Course. In addition, the Secretariat negotiated a Research Paper in Immigration and Border Security to be added to the DIA Masters to meet the objectives for Immigration Officers. Ultimately, the recommendation was accepted, and students interested in pursuing Masters in Diplomacy and International Affairs are now eligible to apply. It is an opportunity for those that have completed their post-graduate diploma.

PIDC Leadership Regional Training

8. The PIDC regional leadership training has been developed to assist PIDC Members strengthen national PIDC leadership and management by providing an online regional Leadership Programme specific to Pacific Islands States. The Programme is specifically aimed at training up Middle Managers earmarked for executive progression in addition to existing executive officers that may not have participated in leadership training

programmes. The training programme will strengthen participating Members' leadership capability within their organisations. The training is to be delivered by Queensland University of Technology and the Australia National University. Unfortunately the training will now only commence in early 2023 due to scheduling delays that were caused in part by PIDC Members impacting other areas of work the consultants were involved with.

9. The Secretariat has also begun delivering a series of online seminars as part of a regional PIDC Leadership Training Programme to strengthen intelligence management. The seminars will assist Members establish or strengthen national capacity to use law enforcement intelligence to improve border security and enforcement in the region as Members look to reopen borders.

10. The objective for this training is to strengthen PIDC Executives and Managers ability to understand what intelligence is and how it can be used by immigration organisations to support policy development and operations. Participants will learn: (a) What is law enforcement intelligence; (b) What are examples of national and regional immigration intelligence products and services; and (c) How can these products and services contribute to their agency's operations; in addition to being supported to set up a basic law enforcement intelligence function for their immigration agencies that will focus on the introduction of processes and systems to provide this functionality for PIDC Members. Interested Members will be provided expert support to establish a basic intelligence function as part of their national business operations.

PIDC Training Curriculum Nationalisation Programme

11. This programme builds on from the development of the PIDC model training curriculum and provides members the opportunity to develop in-house training curriculums that are aligned to the PIDC's model training curriculum and strengthens the agencies capacity to sustain its training programmes into the future without being vulnerable to the loss of experienced officers from the department. Support was provided to Kiribati and Samoa to develop national immigration training curriculum and module training manuals that: (a) are specific to members' operating environments; and (b) aligned to appropriate regional and international standards and best practices. Each Host Agency through their involvement in the programme are expected to strengthen their capacity by establishing an updated modern immigration training curriculum with training modules that are: (a) appropriate to their business needs; and (b) aligned to their legal, operational, staffing and remuneration frameworks.

12. Table 1 below provides a summary of the PIDC training curriculum nationalisation programme and where the respective countries assisted under PIDC's training programme are at. Three-member countries were scheduled for support in the 2021/22 financial period including Kiribati, Samoa and Fiji.

Table 1: Summary of PIDC training curriculum nationalisation programme project

Country		Training Curriculum Nationalisation Programme Update
Kiribati (2021/22)	Nationalisation of Training Curriculum	Completed and reviewing report recommendations to develop specialist or advanced level training modules.
Samoa (2021/22)	Nationalisation of Training Curriculum	Completed and reviewing report recommendations to develop specific advanced level training modules on intelligence and compliance.
Fiji (2021/22)	Nationalisation of Training Curriculum	Discussions with Fiji to determine start date of Fiji nationalisation programme based on Fiji's timeline.

HAKILI MATAGI – IMMIGRATION SUPPORT TO THE PACIFIC

13. The Ministry of Foreign Affairs and Trade (MFAT) funds Immigration New Zealand's Pacific Security Team to deliver a five-year immigration support programme, Hakili Matagi, to seven partner countries (Cook Islands, Fiji, Kiribati, Niue, Samoa, Tokelau, and Tonga). Each partner country has a partnership agreement that outlines what support is provided under Hakili Matagi in line with the partner's priorities.

14. Hakili Matagi agreements and activities include capacity development in:

- operationalising joint border activities
- compliance management
- intelligence gathering
- data capture and analysis
- profiling and risk assessment
- organisational management and professional development
- immigration legislation and policy development

15. As Pacific borders reopen, the team continues to engage with Australian Home Affairs and the Pacific Immigration Development Community to ensure work plans complement each other.

Australia Border Fundamentals Course Update

16. PIDC continues to support the delivery of Australia's regional International Border Cooperation Programme (IBCP) for this financial period. Where the Australian Border Force successfully coordinated their first Pacific online border fundamentals course with Tonga and Nauru. This specialist training was provided by Australia through its IBCP for immigration, customs and police officers in Tonga and Nauru working on border fundamental skills that will have direct relevance to their everyday border control work. The purpose of the course was to reinforce basic skills required as front-line border security officers and industry, whilst building and strengthening relationships domestically and internationally.