



Pacific Immigration Directors' Conference
2018 Regular Annual Meeting
June 26 – 28, Nadi, Fiji

Agenda item 22: Update Report – Development of PIDC Training Curriculum and Proposed Activities

Recommendation

The PIDC Regular Annual Meeting is invited to:

- 1) **note** the outcomes of the PIDC Sub-Regional Training Curriculum Workshop (the “Training Workshop”) and **thank** all Members and partner organisations that supported this important activity;
- 2) **welcome** the proposal by the University of the South Pacific (USP) for the development of immigration specific accredited academic courses and **task** the Secretariat to continue engagement with USP to advance this crucial work;
- 3) **task** the Secretariat to continue to work with Members and partner organisations such as Papua New Guinea, UNODC and Bali Process RSO to secure appropriate training modules that can be adapted by Members for use according to their national circumstances;
- 4) **strongly encourage** Members and partner organisations that are able to provide intermediate and advanced immigration and law enforcement training in the region for PIDC Members to continue to do so to enhance overall regional security;
- 5) **welcome** existing training activities being provided through PRIIP and IBCP as well as by UNODC and UNHCR and support their continuation; and
- 6) **consider** the recommendations provided by the Training Curriculum Workshop participants including: (i) establishing a regional coordinating body to guide strategic discussions, coordinate initiatives, and complement activities of immigration training providers in the Pacific Islands Region; (ii) establishing a Pacific Islands Immigration Training Working Group made up of regional representatives to champion and develop training and identify local training gaps; and (iii) establishing an agreed PIDC training platform that would provide training content to all PIDC Members.

Purpose

To brief Members on the work undertaken to advance the development of a model training curriculum and associated training modules for possible adaptation by PIDC Members.

Background

2. Since its establishment in 1996, PIDC has been facilitating the delivery of capacity building programmes with donors and partner organisations for immigration agencies in the Pacific focusing on document examination, facial recognition, intelligence, and more recently executive leadership and management. In a training needs analysis undertaken by the Secretariat in 2016/17, it was identified that a significant number of PIDC Members did not have access to basic introductory training modules and that the majority used “On the Job

Training” skills training that was based on a ‘trial and error’ approach for many officers. Members noted that there was a need for intermediate and advanced training modules to boost a Member wide skills shortage at these levels. In addition, Members that did not have training structures noted the need for ‘train the trainer’ programmes to support their capacity building efforts.

3. As a result, Members at the 2017 Regular Annual Meeting: (a) tasked the Secretariat to review the Training Needs Analysis report recommendations with the view of establishing and implementing a targeted regional training programme; and (b) endorsed the development of a generic model PIDC immigration curriculum with basic introductory training modules for Members to adapt as required. To advance this important work, the Secretariat organised a sub-regional meeting for all immigration capacity building service providers operational in the region along with PIDC Members that either had formal training curriculums and modules or had identified the need to develop a training curriculum as one of its top three priorities to the Secretariat.

4. It was envisaged that the workshop would work to: (a) compile a model immigration training curriculum; (b) assist in developing basic introductory training modules; (c) map out key advanced skills required by immigration officers; (d) identify potential sources for these specialist trainings; and (e) review the potential for the development of a sustainable ‘Train the Trainer’ programme.

Regional Training Programme

5. In seeking to develop a Regional Training Programme or Strategy for PIDC, the Secretariat agreed that whatever was to be finalised needed to be relevant, sustainable, cost-effective, and appropriate to the needs and priorities of PIDC Members. As such, the Secretariat proposed that a PIDC Regional Training Programme should look to have these key components:

- a) a **model training curriculum** to guide the professional development of their officers:
 - the Secretariat would develop a model training curriculum for Members to adapt as required;
- b) **national induction and introductory training modules** that could be taught locally:
 - the Secretariat would engage with larger Members and partner organisations to seek access to any relevant basic or introductory training modules that could be adapted for use by the wider Membership;
- c) **Member access to intermediate and advanced training as prioritised**
 - the Secretariat would continue to engage with larger Members and partner organisations to seek the delivery of intermediate and advanced level training programmes for Members in areas such as facial recognition, investigations, intelligence and document examination; and
- d) **‘train the trainer’ and ‘centres of excellence’ programmes** with a focus on establishing national training expertise and structures that could be used to facilitate sustained training by Members into the future.

PIDC Training Curriculum Workshop

6. The PIDC Training Curriculum Workshop/ Meeting was held in Apia, Samoa from 30 April-2 May 2018 (Outcomes attached as Attachment One). The workshop was coordinated and facilitated by the PIDC Secretariat and was attended by 15 participants representing six

PIDC Members and partner organisations such as the Regional Support Office of the Bali Process (RSO), United Nations High Commissioner for Refugees (UNHCR), United Nations Office on Drugs and Crime (UNODC), and the University of the South Pacific (USP). The workshop objectives were to:

- a) Identify immigration topics related to national immigration responsibility in the Pacific;
- b) Discuss about the range of existing tools and sources on offer from PIDC Member immigration agencies, Pacific regional organisations and International organisations to assist with immigration training modules in the Pacific;
- c) Discuss national and regional best practices, lessons and gaps in the development of training curriculum programmes; and
- d) Discuss approaches to establishing an agreed regional training curriculum framework.

7. The Secretariat noted that the discussions were very informative, open, and frank with significant sharing of experiences and information by participants. Key outcomes from the workshop included:

- a) the submission of a proposal by USP for the development of immigration related academically accredited programmes for PIDC Members;
- b) agreement by participants to adopt a twinning arrangement on a tiered approach with the Bali Process RSO to look to provide training to implement the PIDC capacity building component;
- c) agreement to coordinate and share resources for training activities being provided in the region;
- d) a recommendation to establish a regional coordinating body that could potentially be made up of the workshop grouping to guide strategic discussions, coordinate initiatives, and complement activities of immigration training providers in the Pacific Islands Region;
- e) a recommendation to establish a Pacific Islands Immigration Training Technical Working Group made up of regional representatives to champion and develop training and identify local training gaps; and
- f) a recommendation to establish an agreed PIDC training platform that would provide training content to all PIDC Members.

8. Further details regarding the above activities will be provided through presentations from the Secretariat, USP and Bali Process RSO.