



Agenda item 8: Capacity Building

Recommendations:

Members are invited to **consider** recommendations proposed under each of the agenda sub-items discussed below.

Purpose

The purpose of this paper is to provide an update on the training programmes provided and coordinated by the Pacific Immigration Development Community (PIDC) for its Members during the 2020/21 Financial Year. Agenda items to be discussed include:

- a) USP and PIDC Academic Programme: USP Postgraduate Certificate & Diploma in Border Security Update; and
- b) PIDC Training Programme.

Agenda Item 8(a) - USP and PIDC Academic Programme: USP Postgraduate Certificate & Diploma in Border Security Update

2. The PIDC in partnership with the University of the South Pacific launched the Online Postgraduate Diploma in Border Security Programme in January 2020. This programme was launched in an effort to:

- a) Provide opportunities for PIDC officers to obtain academic training especially given the growing requirement in PICTs to recruit immigration executive officers with academic awards;
- b) Provide funding support for officers from all 21 Members to access the academic programme; and
- c) Build a body of academic knowledge on Pacific Islands migration issues that have input from the border security and immigration law enforcement community.

3. Since January 2020, in excess of 30 PIDC officers have enrolled in the Programme. For the first two trimesters in 2020 an average of 60 students from across the region were enrolled. In April of this year, the first group of pioneer students completed the programme with Ms. Terrence Naupa of Vanuatu being the first PIDC officer to officially graduate in a graduation ceremony. Other graduates were unable to graduate in an official ceremony due to COVID-19 restrictions.

4. In the current USP Trimester, USP advises that 41 students are enrolled in the Programme studying the PP-405 course in 'Ethical Issues in Leadership and Command'. Of these, 18 students are currently being considered for sponsorship by PIDC as outlined below:

	Country	PP-405	Potential PIDC Scholarships
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1	Fiji	21	4
2	Kiribati	1	1
3	Samoa	3	2
4	Solomon Islands	7	4
5	Vanuatu	2	
6	Tonga	5	5
7	Niue	2	2
	Total	41	18

5. In the current trimester, not all Members have nominated officers to attend the current course and PIDC's potential Scholarship officers currently exceed the 15 spots that PIDC is contractually obliged to provide support for to USP. The PIDC Board has previously agreed to fund more than one PIDC Officer from a jurisdiction when not all 21 Members had nominated an officer. The Secretariat is recommending that all 18 current PIDC students that have been successful in obtaining a position in USP be funded by PIDC.

6. The Secretariat notes that a number of PIDC Members are currently not utilising the study and scholarship opportunities being provided under the PIDC Programme. Currently, PIDC is sponsoring students from only seven Member countries reflected in the table above. Members are strongly recommended to encourage their staff to undertake these courses.

7. To conclude, the Secretariat has been in discussions with USP for the upgrading of the Programme to a full online Masters Programme. Academic modules to make this possible have been drafted with support of OCO and the Masters programme in Border Security may potentially commence in January 2022 should USP be able to undertake the necessary internal clearances.

Members are invited to:

- (a) **note** the update provided regarding the USP Academic Programme;
- (b) **congratulate** PIDC Officers that have completed the Postgraduate Diploma on Border Security;
- (c) **endorse** the proposal by the Secretariat for scholarships to be provided to the 18 enrolled PIDC Officers, to ensure the maximum amount of officers possible according to available funding can attend this important programme;
- (d) **strongly encourage** their staff to undertake these valuable academic courses; and
- (e) **task** the Secretariat to continue working with USP to upgrade the current Postgraduate Diploma to a full Masters Programme.

Agenda Item 8(b) - PIDC Training Programme

8. 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 a number of Donors and partner agencies. Members continue to place a high priority on training programmes provided through PIDC and the recent Training Needs Analysis (TNA) report developed by the Secretariat identifies Members' reliance on PIDC to meet their national capacity building needs. The TNA also provides specific recommendations on how the Membership and the Secretariat can better work together to develop PIDC's regional 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.

PIDC 2020/21 Training Programme Update

9. During the current reporting period; July 2020 – June 2021, the Secretariat:
 - a) Finalised and presented to the Board the PIDC Training Needs Analysis Report to strategically guide discussions on PIDC's short term and long term national and regional training plans for the Membership;
 - b) Delivered one major regional seminar on the development of Standard Operating Procedures in December 2020;
 - c) Supported the ongoing coordination and provision of technical expertise to finalise the development of Samoa's immigration regulations;
 - d) Continues to provide ongoing technical online support to three members (Fiji, Nauru & RMI) on the development of their draft Standard Operating Procedures (January 2021 to current date);
 - e) Supported training provided by partner organisations in particular the Australian Border Force (ABF) on the roll-out of the Small Craft App technology across the Pacific through a 5-week (2hr per session) training programme;
 - f) Supported the planning, development and coordination to deliver the joint Pacific Law Enforcement Cooperation Table Top Exercise on 25th February and 4th March 2021;
 - g) Supported the provision of scholarships for PIDC member sponsored cohort of students to undertake the USP Postgraduate Diploma Orientation Programme with the pioneer group of PIDC sponsored officers successfully completing the course and expected to graduate in September 2021;
 - h) Coordinated and delivered an orientation support seminar for all PIDC sponsored and privately enrolled students for the Postgraduate Diploma in Border Protection Course;
 - i) Advocated on the USP course with indications now showing an increasing interest and participation in the PIDC supported USP Postgraduate Diploma Border Protection Programme from Members and other border agency officials like Customs and Police throughout the region;
 - j) Has begun planning and coordinating a major online regional workshop to support National Contact Points and Profilers through an APAN and Intelligence Briefing Workshop now scheduled for early July 2021; and
 - k) Developed and is currently finalising the PIDC Training Curriculum and Training Modules for Members to consider adapting beginning in the new financial year.

10. The major piece of work the Secretariat has developed to guide the Members training programme is the PIDC Training Curriculum and Modules. This product should allow the Secretariat to provide training support for Members to establish their own national training programmes going forward, and to strategically guide members towards a highly trained and skilled workforce that will continue to raise the standards of Immigration agencies' professionalism and integrity.

11. In addition, a major capacity strengthening programme that PIDC has embarked on is its ongoing Member country support in the development of their respective Standard Operating Procedures (SOP). PIDC has long recognised that Members seeking to effectively regulate national cross-border migration and manage border controls need to develop modern and streamlined national policies, legal frameworks and procedures that are aligned

with international standards and best practices. As such, PIDC plays an active role in coordinating the provision of technical advice to support Members develop the necessary capacity to develop their respective SOPs.

12. The SOP seminar the Secretariat hosted in December 2020 allowed PIDC immigration expert participants to share experiences and best practices to build their capacity to problem solve common issues and challenges. The Participants were advised that the ultimate objective of the Seminar was to:

- a) Have all Members develop modern, streamlined and standardised SOPs where appropriate; and
- b) Build the capacity of PIDC Members to modify and improve SOPs in the future according to internal reviews, national circumstances and emerging priorities.

13. As a follow on from the regional SOP seminar, PIDC has been providing technical support to Fiji, Nauru and the Republic of the Marshall Islands to assist in the development of their respective SOPs using the Zoom online platform to deliver a series of online engagements since January 2021 to the current date. The SOP discussions are based around PIDC's Model SOP Guide with technical expertise provided through PIDC. The finalisation of the Draft SOP documents for these three member countries are expected to be completed by July or at the latest in September 2021.

Immigration New Zealand Hakili Matagi Programme and Australian IBCP

14. The New Zealand Hakili Matagi and Australian International Border Cooperation Programme (IBCP) are two core regional initiatives that support PIDC and its members.

(i) Hakili Matagi

15. The Hakili Matagi programme funded by New Zealand is a capacity and capability programme implemented by Immigration New Zealand (INZ) for seven participating PIDC member countries; Cook Islands, Niue, Tokelau, Fiji, Samoa, Tonga and Kiribati. The programme is based on the training and learning priorities of each participating country and is an ongoing bilateral training programme that is closely monitored and delivered by INZ.

(ii) Australian supported Pacific Small Craft Application and Border Fundamentals

16. Australia provides its regional training support through its International Border Cooperation Programme (IBCP). Australia annually delivers a number of border fundamentals courses and vessel search secondment programme opportunities which have been put on hold due to the current restrictive operational environment. However, Australia is in the planning stages of rolling out a revised online based Border Fundamentals Training Programme.

17. In late 2020, the Australian Border Force (ABF) began training on its Pacific Small Craft Application which is a new tool that has some significant implications for Members. The Australian Border Force has designed a Pacific Small Craft Application (PSCA) that has the potential to strengthen vessel clearance in Pacific Island Countries and Territories (PICTs). This application has been shared with PIDC Members as a number of Immigration agencies in the PIDC membership are involved in the inward and outbound clearance of international small craft, and a virtual training was provided by the ABF over the course of 5 weeks made up of

2-hour training sessions. This was the first of a series of training courses and initiatives relating to the PSCA to support the roll out of this technology within the Pacific.

Resource Implications

18. The 2021/22 Annual Work Plan has budgeted for capacity building programmes in a number of specific areas and platforms in light of the existing operational environment. The identified capacity building areas highlight the Secretariat's coordination role and partnerships with organisations that PIDC works with to deliver national and regional training programmes.

Members are invited to:

- (a) **note** the 2020/21 Training programme update; and
- (b) **encourage** the Secretariat to continue working with partner organisations in delivering capacity and capability development programmes for Members.