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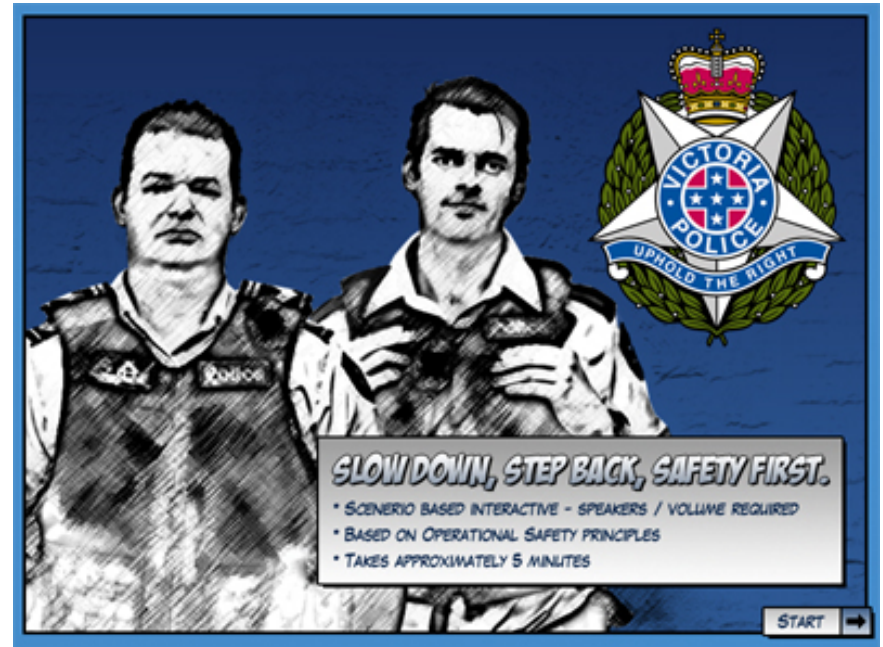
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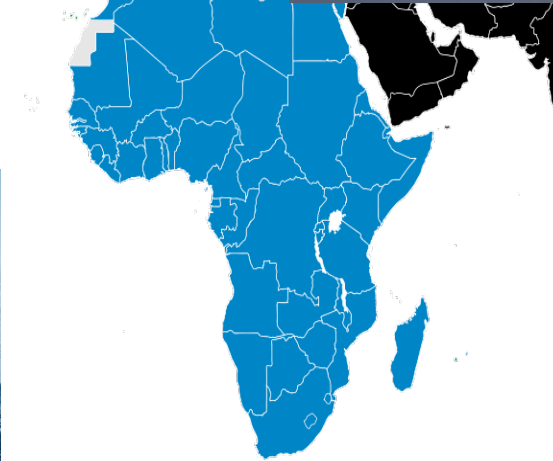
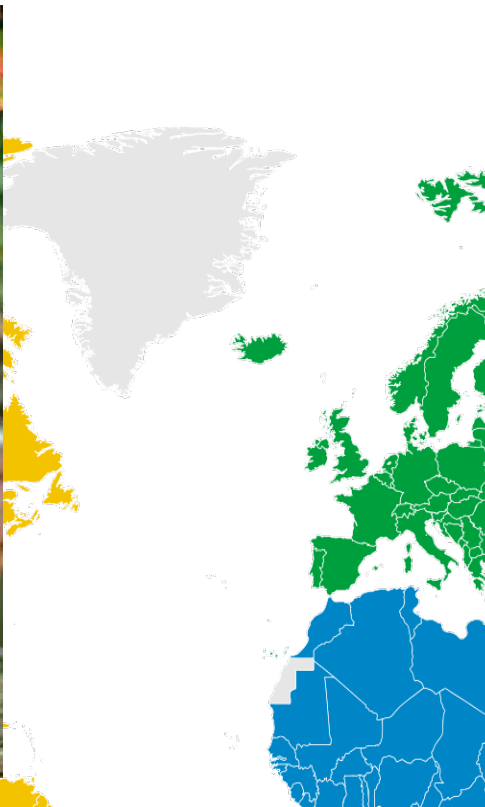
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Achieving Organisational Success Through Technology-Enhanced Education and Learning

Transformations in the
Victoria Police Workplace

Sergeant Andy McKee





Structure of Victoria Police

12,500+ members

33 week Police program

12 week PSO program

2 day biannual program –
skills / knowledge based

Other training courses (Entry
/ Forensic / Crime)



Project 1700/940



Matt video

What did this all mean for training?

Venue fatigue was approaching maximum

- Quality of instruction / consistency (Diploma)
- Capacity of instructors tested
- Training equipment maximised
- Facilities / Room maximised



Solutions????

- Focus - increase capacity and capability
- Build bigger facilities!!
- Train and develop more instructors!!
- Change the shape of training hours!!
- Move the training off site!!



eLearning?! Huh?!



Jo video

MOODLE

LAPTOP

LEARN



TOPIC HEADING

PARAMETERS

Aim: SIMPLE!!

- Provide quality theoretical work
- Meet internal / external stakeholders needs
- OTST consistent material / programs
- Use credible SME / resources
- Meet QA standards

Do that in  months.....

Management Buy In

Committed!!

Communication
strategies

Integrity of
programs

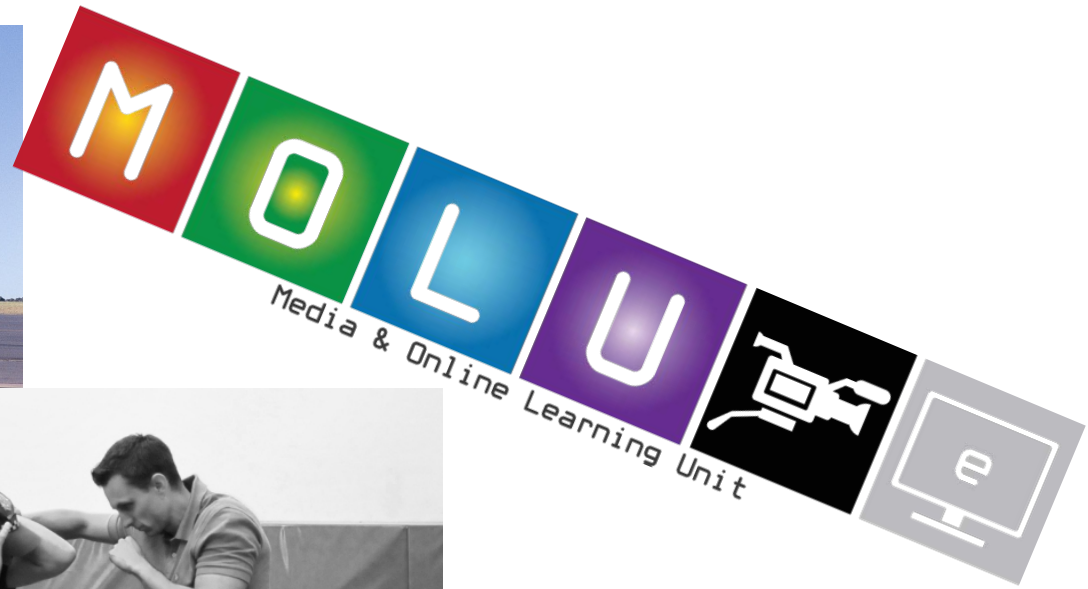
Enthusiastic!!

Embedded
Learning

Quality
Assurance



Content with the right message not just
financial – accountable!!



Know your student

All ranks from Chief to Trainee



12,000+ rising to 14,000+ students!

First Packages

Rolled out in 2012 after IT put in place

– Critical Incident Management

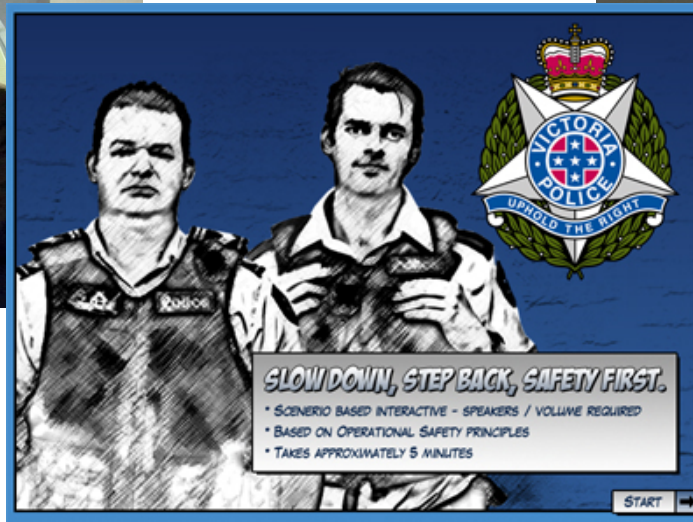
– Critical Incidents Involving the Mentally Ill

12,000 completions for each course



Dr Dan Lubman

Associate Professor and
Consultant Psychiatrist
Orygen Youth Health
University of Melbourne



Judge Jennifer Coate

State Coroner
Coroners Court of Victoria



Financial



“Looking After Our People”



VICTORIA
POLICE
BLUEPRINT
2012-15

YEAR 2 | 2013-14



Trainer Impacts



Vin Butera Video

Feedback and Time Management





Blended Training



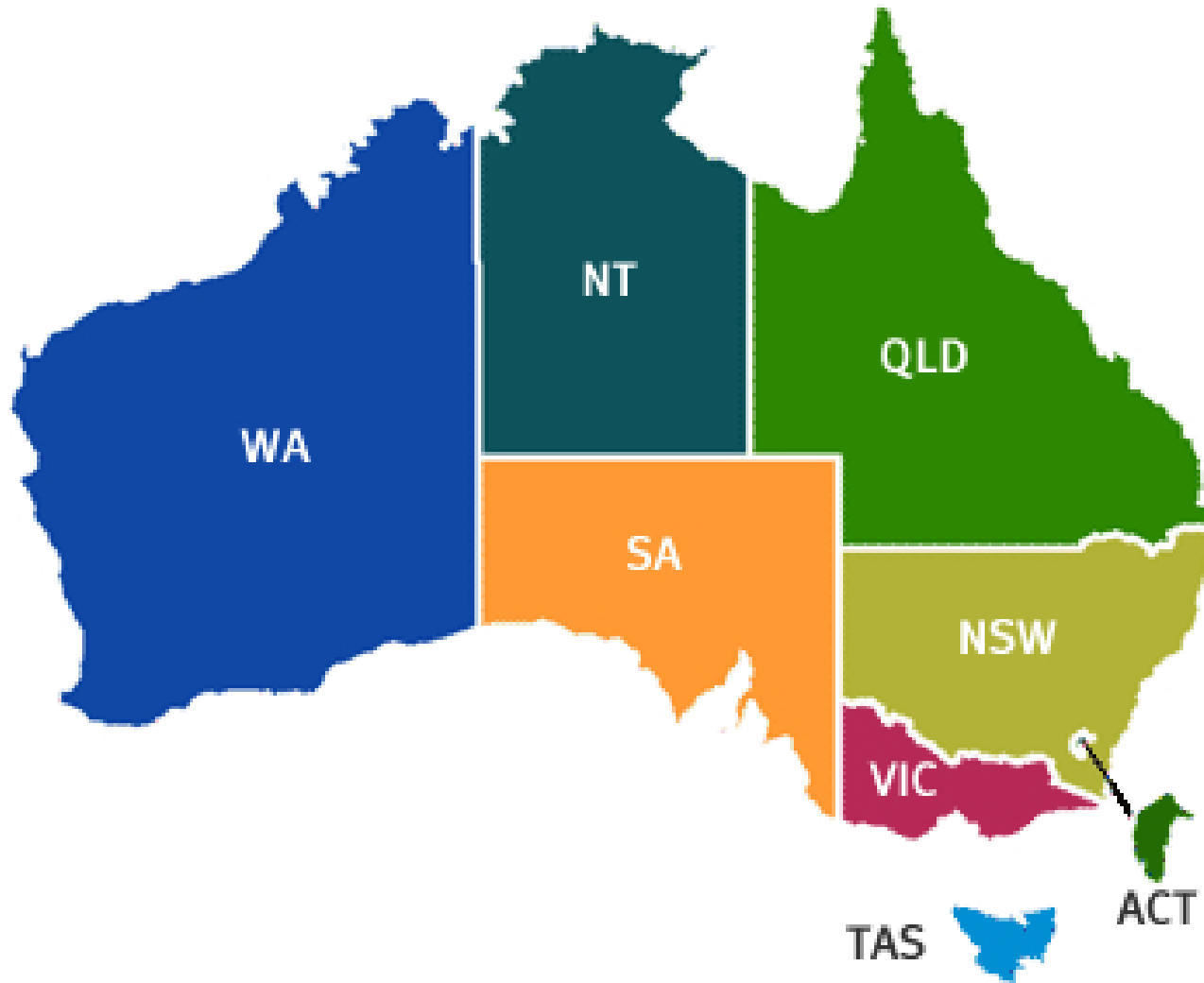
Equals =

Operational
Tactics
and
Safety
Knowledge
IN the
workplace!!

Shooting at Moving Vehicles



National Interest



Integrity of Programs

Triage



Simulation

Process and
Continuous Improvement



What if.....?

Emergency Services Victoria



EMERGENCY SERVICES FOUNDATION

**2013 Scholarships
for Volunteers**



Who seems to do this best?

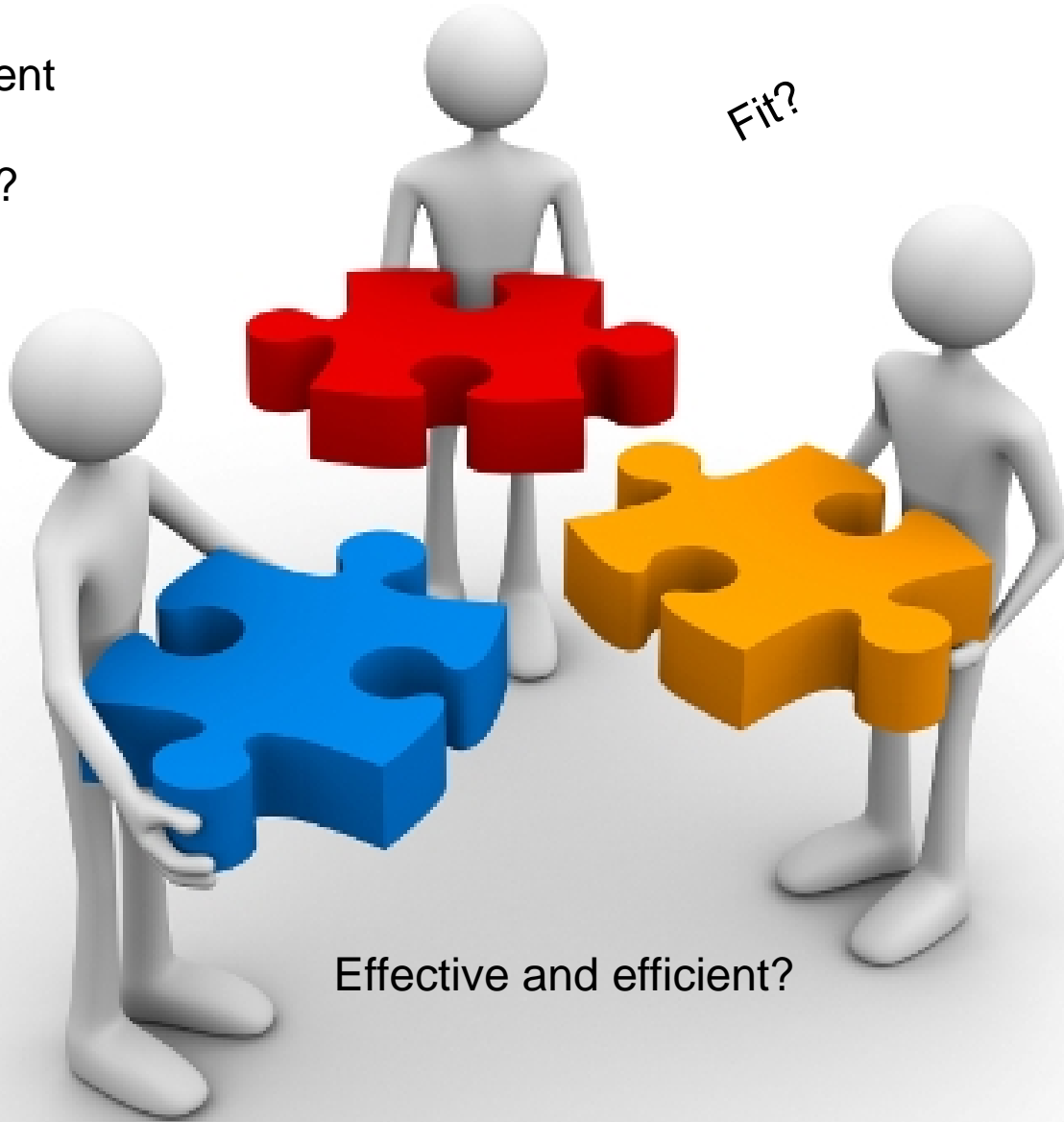


Staff management
and
development?

Fit?

Structure?

Considerations?

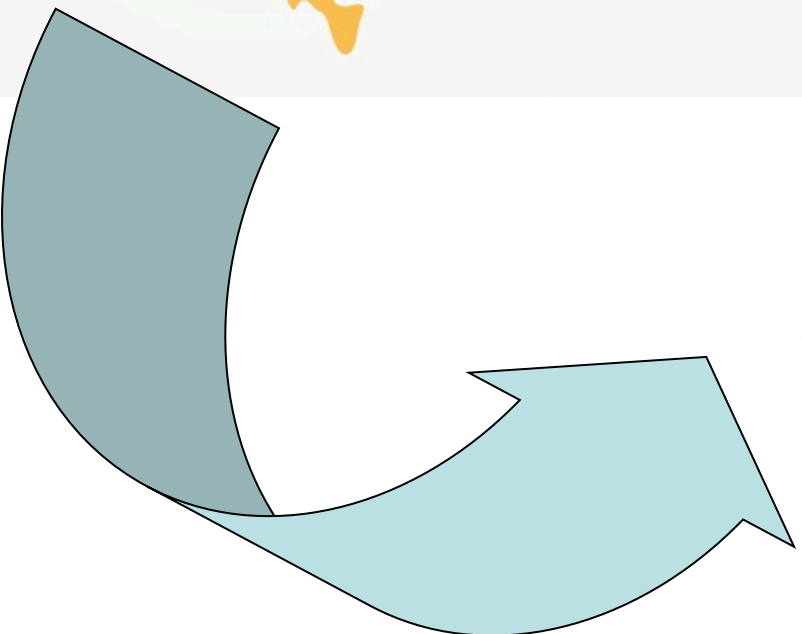


Process?

Effective and efficient?

Does it work for us?

QA



Where to?



Sound familiar.....?

“First, have a definite, clear practical ideal; a goal, an objective. Second, have the necessary means to achieve your ends; wisdom, money, materials, and methods. Third, adjust all your means to that end.”

Aristotle



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