

# 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

**MAXIMUM  
CAPACITY  
???? PEOPLE**

## 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



## 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!!

Integrity of programs

Embedded Learning



Communication strategies

Enthusiastic!!

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







Financial

## “Looking After Our People”





# 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



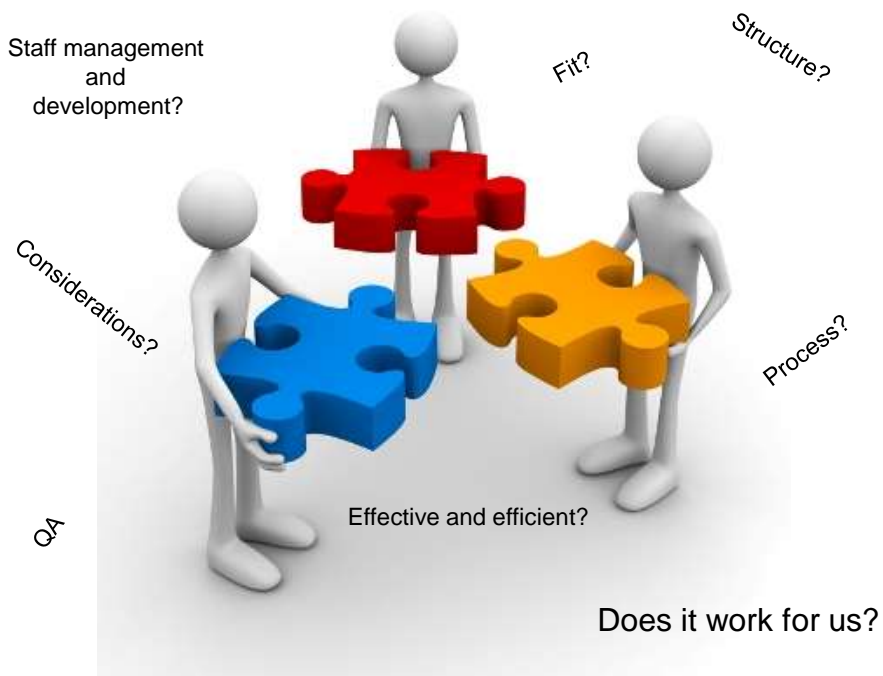
EMERGENCY SERVICES FOUNDATION

2013 Scholarships  
for Volunteers



Who seems to do this best?





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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