



Victoria Police Diversity Recruitment Program Community Update - June 2020

Welcome to our second edition of the Victoria Police Diversity Recruitment Program (VPDRP) community newsletter! This newsletter is designed to keep you informed on the progress of our Program, whether you might be interested in a career with Victoria Police or you may know someone in your network who would benefit from this initiative.

The impact of COVID-19

Although COVID-19 has had a significant impact on the community, the power of the internet has allowed us to continue with our participant support, including one on one and group Zoom meetings. While the recruitment process has slowed slightly due to the pandemic, Victoria Police are still recruiting. The recruitment process now includes changes at each stage to account for social distancing and safety measures. Our participants continue to study, train and practice their interview techniques.

To ensure we can deliver the best Program possible in our new environment, Round 4 of the Victoria Police Diversity Recruitment Program has been postponed until the end of June 2020 and Round 5 will now go ahead at the start of 2021.



60 active participants across
four rounds

Over 60 Participants are being supported as they complete the 15 week Course for Policing Recruitment Pathways at Victoria University and navigate the Victoria Police recruitment process with coaching from Jesuit Social Services.

Two VPDRP Participants joined the Victoria Police Academy in April 2020 in Police officer and Police Custody Officer roles! This is a fantastic achievement for both Participants and we look forward to bringing you more information on their journey in upcoming newsletters.

22 Participants from Round 3 recently graduated from the Course for Policing Recruitment Pathways in February 2020 and will be sitting their Victoria Police Entrance Exams over the coming months. 31 Participants across all three Program Rounds have now passed the Victoria Police Entrance Exam and are at various stages of the recruitment process.

Yusuf Husen (pictured left) being congratulated by Acting Commander Mark Porter during his Graduation from the Course in Policing Recruitment Pathways

Staying focused on her goal



Birty passed the Victoria Police entrance exam in February 2020

It can take approximately one year for our participants to successfully pass all recruitment components before being offered a place at the Victoria Police Academy. The journey is worth it, but there can be times when patience and resilience is needed. Birty joined the VPDRP as part of our Round 2 cohort and successfully completed the Course for Policing Recruitment Pathways before sitting the Victoria Police Entrance Exam in September 2019. While only a few marks off, unfortunately Birty didn't pass the exam on the first or second go. With a lot of hard work and persistence, Birty studied hard and didn't lose sight of her goal. Birty successfully passed the exam on the third attempt in February 2020 and is now proceeding through the remaining recruitment components. Great work Birty, the persistence definitely paid off!

The 'Stephen Mutton Report'

It has been a privilege to be involved in three courses now of the VPDRP and to witness a number of our participants develop significantly both academically and in their self-growth. With so many students having passed the police exams and continuing through the recruitment process, this has identified a number of challenges for our students but also provided course organisers an opportunity to continually modify the course in order to achieve success.

With two participants commencing at the Victoria Police Academy in April 2020, the VPDRP has proven to provide a solid foundation for participants to enter the Victoria Police recruitment process with confidence and support. As I keep in regular contact with these two participants, they continually reference how important this Program has been to their development. Hopefully mid-year another participant will enter the Victoria Police Academy after being offered a Protective Service Officer position.

I am really looking forward to Round 4 commencing in late June 2020 and assisting our participants to achieve their ambitions of working for Victoria Police in the future.

- Stephen Mutton APM

Alternative employment pathways

Participants develop personal, communication and technical skills during their time on the VPDRP and this has increased their employability and job readiness for roles with Victoria Police and a range of other employment sectors. In particular, there are strong transferrable skills for the transport industry, with Participants being referred to customer service, enforcement and Authorisation Officer positions. There are also foundation literacy and numeracy skill courses available through Victoria University for eligible Program applicants and participants who may need development in certain areas before considering a career with Victoria Police.

A comprehensive approach to supporting your career with Victoria Police!

A reminder that given the generous support of Jobs Victoria and the Victorian Department of Education and Training, we are able to deliver this Program at no cost to Participants. The Course for Policing Recruitment Pathways, delivered by Victoria University, provides the knowledge and skills required to navigate the Victoria Police recruitment process, including:



Swimming and fitness classes with instructors and personal development plans



Certified First Aid training and recognition of First Aid skills



Entrance exam preparation classes, including practice exams



Victoria Police guest speakers, real life case studies and role play

For additional information on applications for Round 5, please contact us by email vicpol.diversity@jss.org.au or phone 9415 8700. Victoria Police is excited and ready for you!