**Police Training at the People’s Police of Vietnam**

**in Responding to the Demand of International Integration**

**and ASEAN Community Establishment**

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It is true that the international integration and globalization have bring about new opportunities of development but also poses challenges for the law enforcement of the country in the process of maintaining the social order and public safety, providing sustainable development for the country. At the same time, the differences in the system and the level of experience in solving the non-traditional security threats has challenged the international law enforcement community, at the same time, exploited by the international organized crimes.

One of the important solutions for the above issue, which has been identified by some countries including Vietnam, is the enhancement of the education and training systems in order to develop the better generation of police officers, capable for the fulfilment of the changing international policing environment. After giving brief introduction about the national police and police training system of the country, this paper presents the three strategic areas that the People’s Police Academy is focusing in the process of enhancing its capacity in the police education and training career. In the conclusion, the paper highly the importance of utilizing suitable form and content of international cooperation in police training for countries.

The national police system of Vietnam is organized in the centralized model. Under the direction and overall management of the Minister of Public Security, the police agencies are organized at the central level, and local level, which includes provincial, district and commune levels. At the central level, different areas of policing, including firefighters, traffic police and various areas of crime prevention and suppression are arranged as general departments, departments and bureaus. At the provincial level, the vertical system from central level are applied, under the overall command of the Provincial Public Security Directors. At the lower local levels, the vertical system is still applied but under the smaller scale and only for the main areas of crime prevention and suppression.

On the other hand, the police training system of Vietnam is organized mainly at the central level. There are police training centers located at the provincial level, under the management of the Provincial Public Security Directors but it acts mainly as the focal point of carrying out the police training courses provided by the central police training institution. Following the model of university police education system, there are various police training institutions including the People’s Police Academy, which is the largest one; the People’s Police University is the second largest one, and other various police training schools. These first two are assigned to provide tertiary training, which including undergraduate and graduate training programs together with other advance and supplementary training courses. The latter police schools could only provide preliminary and intermediate training on police career.

In recent years, the Vietnamese People’s Police Academy (VPPA) has developed rapidly in many different aspects. Being the largest police training institution of the country, the Academy sets the objective of being the best police training and researching of the country and the regional focal point of police training for other countries. This process is being developed adaptively with the country’s international integration and ASEAN Community formulation. By centering the police cadets and police teachers, the graduated police officers are to be adapted to the regional and international changing environment.

Taking the advantages of the model of university education system, in recent years, the VPPA focus their efforts in three major areas of its work including: enhancing the key policing majors such as criminal investigation, drug control, economic related crime; develop the new areas of police training such as environmental crime, hi-tech crime (or cybercrime); and strengthening the capacity of police teachers / instructors at the Academy. These issues are further described in the following sessions.

The first area of concern is to strengthen the work of training on the area of economic related crime, the Academy has updated the training contents of the curriculum and system of teaching materials to be fit with the changing environment of economic related crime in the international range. The emerging issues such as money laundering, banking crime, fraudulence, merchandise trafficking is especially focused, especially in the process of regional integration, so that the lessons are updated and fit with the actual situation. In addition, the Academy also pays attention to create more connections with other forces such as Customs and Taxation Agencies for the integration between lessons at schools and practical situation by various activities such as workshop, joint study, exchange of expertise between the departments and the faculties.

For the other key area such as drug-related crime, the Academy put more concern on strengthening tactical and technical training for the police cadets. The lessons are revised to be fit with the international drug situation so as to make the cadets understand deeply about drug and drug problem, at the same time of providing knowledge on fighting against drug related crime. To facilitate the training, the Academy also provides specialized equipment and tools supporting for teaching and learning. In addition, the Academy has created the strong relationship with the police departments on drug control of the Ministry of Public Security and the Ministry of Defense.

Together with those major areas of training, the People’s Police Academy has provided other supports for both teaching and learning environment. For the better teaching, the Academy has decided to complete the system of training materials at all other subject. This activities are included with the renovation of training and learning method, combined with inviting scholar / police specialists to work as experts or scholar at the Academy. At the same time, a special class has been formed to provide separate training for high-qualified students.

For the better learning, the Academy has put more efforts on creating more opportunities for the police cadets to enhance their study both in the field of theory and practical issues at the same time. The policy includes sending the students to localities for several purposes such as home stay and work for the local authorities for certain period to learn and understand the life of peoples in the rural areas; or to work at local police department as trainees to learn the practical lessons on the issues related to their lessons at the school.

For the newly recruited officers, the Academy sends them to various police agencies to work as practice officers for a certain period of time, ranging from 3 months to 2 years. During this period, the officers could learn how to work at the local police departments. At the same time, they learn the experience of local police officers and how to apply the knowledge effectively in the actual situation. At the same time, the Academy has created favorable conditions for both officers and students on modern learning such as the use of the E-library or the system of E-learning. The officers and students have also provided with the opportunities of leaning the other countries’ training course.

The second focus of effort of the People’s Police Academy has been put into the development of the new police training field, especially environment-related crime and high-tech (or cyber) crime.

For the environment-related crime, under the establishment of the police department on counter environment-related crime at the central and local levels, the Academy has assigned to provided training specialize in this field. Consequently, the Academy has established the specialized department to provide training on police of environment-related crime since 2011. The 4 year bachelor program including the basic knowledge of policing and the specialized knowledge on environment-related crime as well as police technique for criminal investigation.

To enhancing the learning and teaching at the department, the Academy has been working closely with the Police Department for environment-related crime in training, researching and propaganda of environmental issues. At the same time, the Academy’s Faculty on counter environment-related crime has been acting as one of the advisory agency for the government and other related functioning agency on environment policy.

Since the Police Department for counter high-tech crime has been established at the General Department of Police, the task of prevention and suppression of cybercrime or high-tech crime in general has been put special concern by the government. Therefore, the Minister of Public Security has assigned the People’s Police Academy to provide training program on high-tech crime since 2010. Then, the Academy has established the specialized Faculty to provide training on police of High-tech crime with the 4-year bachelor degree program.

The Faculty provides training program including various areas of knowledge such as police tactics and investigation skills; specialized knowledge on IT, computer and other related issues. To facilitate for study, the Academy has also provided with specialized equipment and tools for training. On the other hand, the Academy has created and maintain the close relationship with the Police Department for high-tech crime, so that the teachers and cadets are always updated with the situation and modus-operandi of the criminal in the sophisticated area.

The third area of concern for the PPA, which is to enhance the capacity of police teachers / instructors of the Academy. The higher quality of the teaching staff, the better education and training service the Academy can provide. Therefore, this task is considered as an important task for the development process of the Academy. This task is systematically carried out in different aspects including recruitment, training/building capacity strategy and evaluation process.

For the recruitment, the Academy has widened the rage of input, so that it has more chance to recruit the good ones. Recruitment could be taken from graduates with high academic results or graduates from other civilian universities with appropriate majors and capacity of long term service in the police force. The police officers from both central and local police agencies can also apply to be police lecturers at the PPA if they fulfill the requirements. To ensure the quality of teachers who are recruited, all the employed criteria, and procedures are applied and taken seriously and thoroughly. Aside from professional expertise, recruitment Board also looks at and consider and evaluate experienced professionals, other ancillary criteria are highly valued. Other related skills including capable of teaching, information technology, foreign language proficiency, appearance and so on.

After the recruitment, the process of training/building capacity for the teaching staff is applied. In order to have qualified teachers with high professional qualifications, the People's Police Academy provides priority policies for facilitating all the police teachers to have equal chance in having further training. The policy support training of teachers in both domestic and oversea training programs. To link teaching with practical activities, the PPA requires that all teachers should have a specific period serving in local police agencies providing that it must be suitable with their teaching career. The practical time can range from 3 months to 2 years helping lecturers to get more knowledge, experience, and application, improving the quality of their teaching. In addition, the People's Police Academy signed the cooperation memorandum between the Faculties and local and central police agencies.

During the process of building / developing capacity for the teaching staff, the appropriate evaluation process is applied. To have an appropriate mechanism for evaluating the achieved results and recognizing the efforts of the lecturers, the PPA does the evaluate report for every teacher after each semester. An annual evaluation is also implemented. Thereby, the lecturers always consciously cultivate knowledge and effort to complete their tasks. At the same time, the PPA launches the competitive movements regularly. In addition, the People's Police Academy also organizes competitions called “Excellence Police Lecturers”. The contest is an opportunity for the lecturers of the Academy to demonstrate knowledge and talents in teaching career.

In conclusion, it is important to recognize that in the context of changing situation, the emerging of new types of crime, countries should be always be prepared to the regional and international integration. At the same time, the police force of should enhance the cooperation in order to cope with the regional problems. The changing international situation makes the police force of countries to be changed to be adapted with the new situation. Consequently, the police training process has to be changed to be fit the new context.

Despite of following different model of police training (police job training and police tertiary education), building the strong teaching staff is one of the important issues in each police training institution. In order to build the strong teaching staff, police training institutions have to develop appropriate scheme and learning from each other experience is very helpful for coming up with a best solution. Not only Vietnam but also other countries are now in need of cooperating with each other for better performance to ensure the regional security. INTERPA provides important forum for members to develop their police training institutions into international standard. Making the police force of the countries is capable of solving international problems. INTERPA is believed to be an active and helpful channel for the member to develop their institutions into international standard.

For recommendation, the People’s Police Academy of Vietnam would like to hereby raise three proposals:

Firstly, INTERPA Members is proposed to develop joint educational programs covers such area as specialized training courses or degree courses for both teachers / trainers and students;

Secondly, INTERPA should pay more attention and / or efforts in the field of increasing the management capacity of police training institutions for the members. This could be done by various ways such as training course, workshop, and seminar in member’s individual or joint collaboration programs.

Thirdly, INTERPA’s publication are more accessible to members so that magazines and any kinds of materials could be accessed through internet or ordered through the association’s priority channels so that the printed documents could be sent to various members.