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Australian-first recruitment program contributes to a more diverse Victoria Police: Jesuit Social Services

The Victorian Government's one-of-a-kind police diversity recruitment program is contributing to a more diverse police force that provides Victorians from multicultural backgrounds with skilled employment pathways, says Jesuit Social Services.

"The Policing Recruitment Pathway course has helped to break down the employment barriers faced by African-Australians who hope to work with Victoria Police, contributing to a police workforce that is more representative of the diverse community it serves," says Jesuit Social Services' Acting CEO Sally Parnell.

"This program provides Victorians from a wide range of cultural backgrounds the practical and personalised support they need to successfully negotiate the Victoria Police recruitment process and achieve their goal of working in a police force that is seeking to become more representative of Victoria's multifaceted communities."

Jesuit Social Services has supported the delivery of the Victorian Government's Policing Recruitment Pathway course since it began in 2019, providing community mentoring and guidance to African-Australian program participants as they complete a free 15-week policing foundation course delivered by Victoria University.

Participants who have passed Victoria Police Academy's entrance exam and are working in communities have said community members who are also from African-Australian backgrounds were pleased to see police officers from similar backgrounds.

"This program is making a real difference in improving the diversity of Victoria Police, and helping to create a strong, culturally diverse workforce where all people can flourish," says Ms Parnell.

The Policing Recruitment Pathway course has enrolled more than 110 students since 2019, with dozens of graduates supported into employment with Victoria Police. Jesuit Social Services is proud to partner with the Victorian Government to deliver this program alongside Africause, AMES Australia, Maurice Blackburn Lawyers and Matchworks, to give new opportunities to people who face barriers to employment.

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