

Portfolio 03:

Professional Police Education: People's Police Academy of Vietnam

Supporting national police education digital reform through partnership, practitioner expertise and sustainable capability development.



Client: Home Office
Modern Slavery Fund



Sustainable reform is achieved when knowledge becomes local capability.

Combining practitioner expertise, collaborative curriculum design and long-term partnership, we helped transform digital investigation from a specialist skill into an embedded element of national police education.

London Policing College

Capability Snapshot



Executive Summary

The People's Police Academy of Vietnam sought to strengthen its capability to investigate human trafficking and modern slavery by improving how investigators, supervisors and leaders identified, recovered and used digital evidence.

Working in partnership with the UK Home Office, the British Embassy and the Academy, London Policing College designed and delivered a sustainable capability development programme that combined curriculum reform, practitioner-led learning, train-the-trainer development and operational mentoring.

The programme has since become embedded within national police education and continues through an enduring partnership that now includes annual leadership development, international study visits and collaborative exploration of smart learning technologies.

ENGAGEMENT SNAPSHOT

A summary of the engagement, capability developed and lasting impact.



CLIENT

People's Police Academy of Vietnam



LOCATION

Hanoi, Vietnam



PROGRAMME DIRECTOR

Stuart Hyde QPM
Former Deputy Chief Constable



CAPABILITY

Digital Investigation, Electronic Evidence & Human Trafficking Investigation Digitalisation



METHODS

- ✓ Performance Needs Analysis
- ✓ Curriculum Co-design
- ✓ Train-the-Trainer
- ✓ Scenario-Based Learning
- ✓ Digital Investigation
- ✓ Human Rights Focus
- ✓ Evaluation & Capability Transfer



SCALE

- ✓ 500 Officers & Leaders
- ✓ 16 Courses Delivered
- ✓ 2 National Training Programmes
- ✓ Training Manual Produced
- ✓ Ministry Approved
- ✓ National Roll-out



OUTCOME

National capability developed for investigating human trafficking using digital evidence and modern investigative techniques.



LEGACY

Embedded within the People's Police Academy through accredited training materials, trained instructors and an enduring UK-Vietnam policing partnership.



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Why This Matters

Human trafficking investigations increasingly rely upon the effective identification, recovery and interpretation of digital evidence. Mobile phones, online communications, financial transactions and digital intelligence frequently provide the critical evidence needed to identify offenders, safeguard victims and dismantle organised criminal networks.

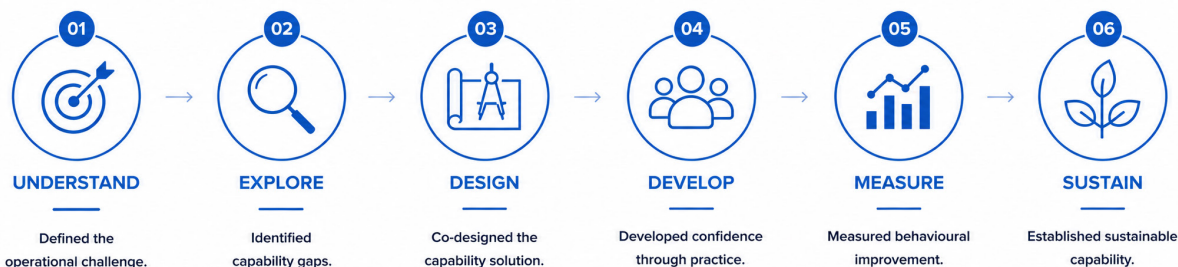
Developing this capability requires far more than technical instruction. Investigators must understand how digital evidence supports investigative decision-making, how it integrates with traditional investigative practice and how leaders create the organisational conditions for effective investigation.

By combining practitioner expertise, curriculum development and sustainable train-the-trainer approaches, the programme strengthened both operational capability and the long-term resilience of police education within Vietnam.

Challenge - Understanding the Operational Problem

The People's Police Academy recognised that human trafficking investigations were becoming increasingly dependent upon digital evidence, yet investigators had limited opportunities to develop structured investigative approaches that integrated technology, operational practice and leadership.

The challenge extended beyond delivering a course. The Academy required a nationally sustainable programme capable of developing instructors, producing locally owned learning materials and embedding modern investigative practice within recruit, investigator and leadership education. The programme also needed to reflect Vietnam's legal framework, operational environment and organisational culture whilst addressing issues directly relevant to UK-Vietnam cooperation in tackling organised immigration crime and human trafficking.



Discovery - Finding the Capability Gap

Working closely with the People's Police Academy (PPAV), the UK Home Office, the British Embassy and operational investigators, LPC undertook a comprehensive performance needs analysis to understand existing capability, organisational priorities and operational challenges.

This collaborative approach identified strong investigative commitment but highlighted opportunities to strengthen the structured use of digital evidence, investigative planning and the integration of technology within complex trafficking investigations. These insights enabled the programme to be designed around operational need rather than simply introducing new technology.

Design - Building the Right Solution

Using the LPC Operational Capability Framework, ADDIE methodology and evidence-based adult learning principles, the programme was co-designed with Vietnamese partners to ensure national ownership and long-term sustainability.

We embedded a training expert and SME in country for 4 weeks. They worked directly with the PPAV team, build strong relationships with the Embassy team and then for a further 4 weeks to work remotely. This ensured the local context our expert knowledge and the training focus were built in from the start.

The solution combined digital investigation, electronic evidence, investigative decision-making, scenario-based learning and train-the-trainer development within a comprehensive curriculum supported by lesson plans, instructor guides, practical exercises and operational manuals. Every element was designed to enable local instructors to confidently deliver and continually develop the programme following completion of the project.

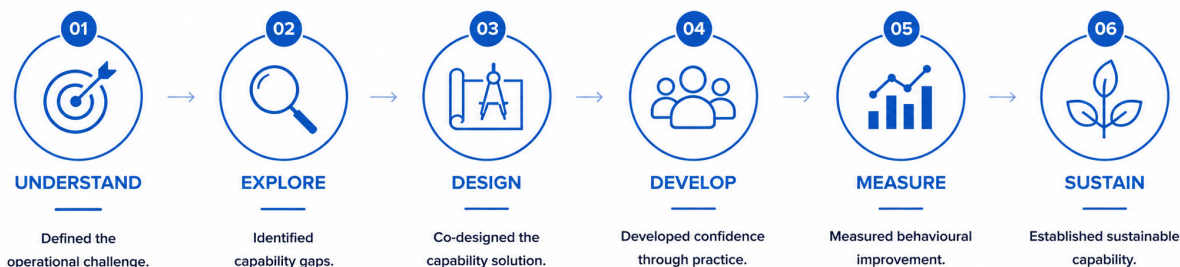
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	LOCATION Hanoi, Vietnam
	PROGRAMME DIRECTOR Stuart Hyde QPM <i>Former Deputy Chief Constable</i>
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	OUTCOME National capability developed for investigating human trafficking using digital evidence and modern investigative techniques.
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Delivery - Developing Confidence Through Practice

Delivery combined practitioner-led teaching, immersive scenarios, facilitated discussion and collaborative learning supported by experienced investigators from the United Kingdom and Vietnam.

Alongside direct delivery to investigators and supervisors, significant emphasis was placed upon developing Academy instructors, mentoring future trainers and supporting organisational implementation. This ensured capability was transferred rather than retained by external specialists, creating a sustainable model for future delivery.

Evaluation - Measuring Operational Change

Independent evaluation demonstrated measurable improvements in participant confidence, understanding and application of digital investigative techniques within human trafficking investigations.

Most importantly, the programme achieved organisational impact, with examples of real investigations carried out using the new techniques.

Training materials, instructor capability and curriculum content were adopted by the People's Police Academy and incorporated within recruit, investigator and leadership development programmes, providing a sustainable foundation for future capability development.

The programme subsequently delivered sixteen courses and supported approximately five hundred officers and leaders across Vietnam.

ENGAGEMENT SNAPSHOT

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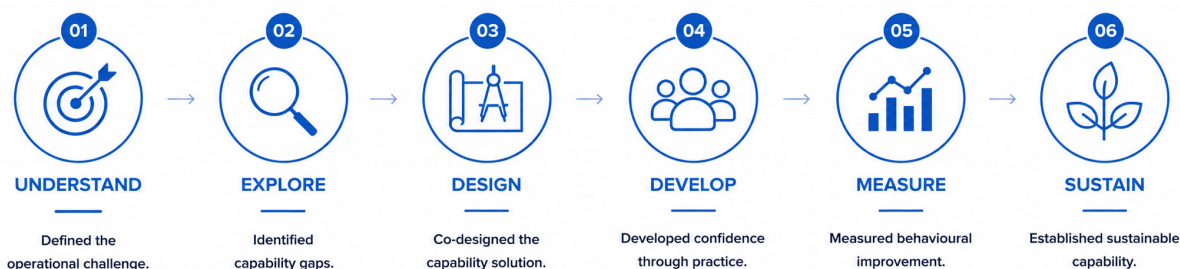
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Legacy - Building Sustainable Capability

The success of the programme established a trusted, long-term partnership between London Policing College and the People's Police Academy of Vietnam.

Each year the Academy now sends approximately twenty of its highest-performing cadets to London for an international summer school, providing exposure to contemporary policing, leadership and operational practice.

The Academy continues to engage LPC as a strategic partner and, this year, is using the organisation as a case study in the application of smart learning technologies and modern approaches to police education.

This enduring relationship demonstrates that the programme achieved far more than successful delivery—it created sustainable institutional capability, international collaboration and a shared commitment to the continuous improvement of professional policing.

Key Takeaways

- Co-design solutions with those who will own them.
- Develop people first; sustainable capability follows.
- Long-term partnerships deliver lasting operational impact.

"The greatest success of this programme was not the curriculum we developed or the training we delivered—it was the partnership we built. Throughout the project we were continually inspired by the professionalism, curiosity and genuine thirst for learning shown by the officers and instructors of the People's Police Academy. Together we created capability that continues to grow today, reflected in our enduring partnership, the Academy's annual visits to the UK and our ongoing work to shape the future of modern police education."

Stuart Hyde QPM

Former Chief Constable Cumbria Police

Director, London Policing College