

Police education and training in the Netherlands

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Presentation

- Police in the Netherlands
- Police Academy
- Innovation of Police education and training
- Authority
- Financing Police education
- Validation and accreditation
- Quality control



The Netherlands

- 16,8 Million inhabitants
- 52.000 police employees:
 - 42.000 executives
 - 10.000 civilians
- 25 forces (regions) +
1 national force



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One Police Academy:

- Basic education (7 locations)

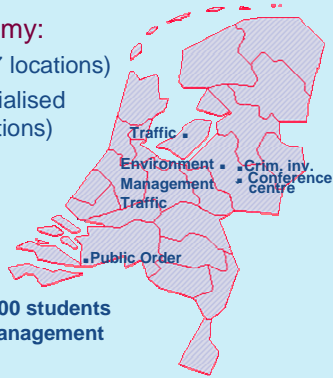


Every year 2000-2500 recruits

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One Police Academy:

- Basic education (7 locations)
- Advanced or specialised education (6 locations)

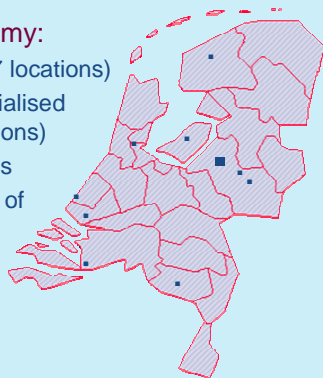


Every year about 15.000 students for specialised and management training programmes

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One Police Academy:

- Basic education (7 locations)
- Advanced or specialised education (5 locations)
- In total 12 locations
- Knowledge centre of Dutch police
- 1800 employees



The Goal of innovation

Competent police employees,
who are able to cope all kind of problems
they encounter in their work,
now and in the future

Why innovation?

- Attitude change in Dutch society
- Attitude change within police forces
- Suitable police training to satisfy these changes
- Police profession as an attractive job (with better career opportunities)

Innovation starting points

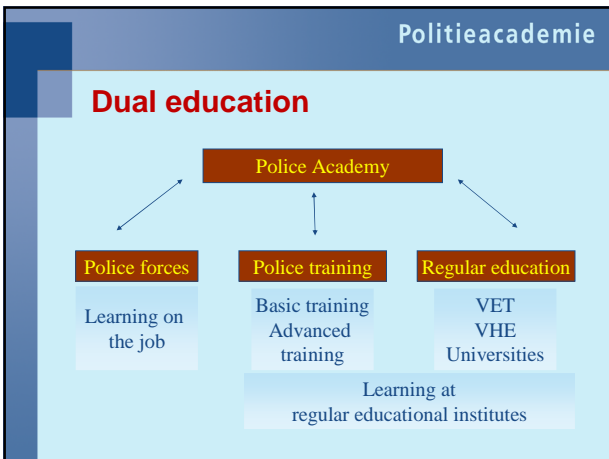
- Basing police training on professional profiles and core assignments of daily police practice (contextual)
- Assigning a central role to the acquisition of competences (Competence based)
- Equivalence with the Dutch standard professional education system

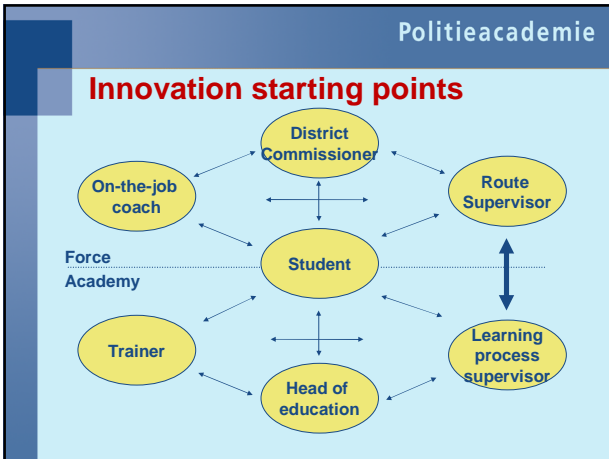
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An Overview

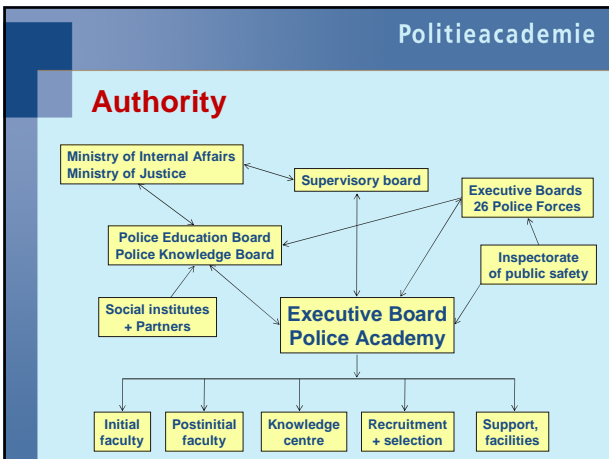
Level	Initial	Post-initial	
		Management	Specialist study
2	Assistant police officer		
3	Police officer		Key Assignments
4	All-round police officer	Operational manager	Criminal investigator - Detective Scene of crime officer Environmental police specialist Traffic police specialist Violence control specialist Immigration police specialist
5	Bachelor of policing	Executive master of tactical policing	Master of criminal investigation Environment policing specialist <i>master</i> Traffic policing specialist
6	Master of science in policing	Executive master of police management	

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- ### Innovation starting points
- Choosing the best places to learn (dual learning):
 - Learning on the job
 - Learning at the Academy
 - Learning at regular educational institutes
 - Making use of new information and communication technology (ICT)
 - Lifelong learning in a transparent and flexible coherent education system





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- ### Educational Development
1. Determining Job Profiles:
 - >5 initial levels and
 - >11 postinitial studies
 - >9-21 Key Assignments per initial level
 2. Analyzing Key Assignment in competences and development of Competence Tests



Financing Police education

Strength budget: Basic training: ± € 33 million → ± 2200 recruits

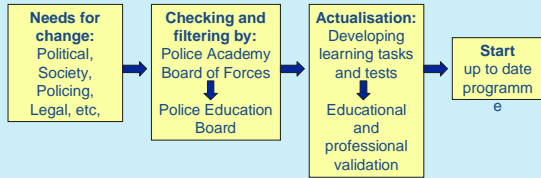
Career budget: Advanced training: ± 40 million → ± 1200 career courses ± 5000 small courses

Annotation:

- Virtual budget per police force (size – dependent)
- Keys: type of courses (costs, level, duration), N of students
- After inventory + analyses → division in POR
- Salary (wages) not included

Validation and accreditation (1)

Validation after requests for change:



Validation and accreditation (2)

Accreditation: (ex ante or ex post)

- Only higher education: bachelor and master programmes
- NVAO: Accreditation Organisation of the Netherlands and Flanders(member of ENQA)
- Accredited at Police Academy of the Netherlands:
 - o Bachelor of policing
 - o Master of science in policing
 - o Master of Criminal investigation
 - o Executive Master of Tactical policing
 - o Executive master of Police management (2009)

Quality control (External)

Police Education Counsel (POR: ex ante):

- contributing to the development and maintenance of the qualification structure for police education;
- contributing to an adequate match between police education and the needs of police forces,
- formulating competence based exit qualifications,
- ensuring diploma equivalence of police education in relation to regular vocational and higher education
- advising on quality criteria for dual education,
- advising on the financing of police education and training

Inspectorate of Public Safety (ex post)

- Results: Level of results and outcomes
- Education: Quality of Education, training and examination
- Policy and organisation: Facilitation of quality of education by policy and organisation
