

	NETHERLANDS	GERMANY	FINLAND	QUEBEC
	REFORM		REFORM	
When was the last reform of the police education and training system in your country?	all the education and training in 2002; bachelor in 2008/2009	Reform process started in 1998 and is still going on.	The last reform was just finished in this year 2008. Two previous institutions (National Police School and The Police College of Finland) were merged as the Police College of Finland. Police education and training centralized into a one institute. The School gave education to constables and the College to senior, commanding officers.	En 2000 - Refonte de la <i>Loi sur la police au Québec</i> .
Why was the police education and training system reformed? What was the cause of this reform? What were the most important problems?	Rapid change of attitudes in Dutch society; Change of attitude within police forces (more open to society, pro-active); An adequate police training to meet these changes; Police profession as an attractive job (with better career opportunities)	Background: Decision taken by the permanent conference of the Ministries of interior to develop the Police Staff College to a German Police University.	Increase effectiveness and efficiency; cut down management costs; increase coordination between different levels of police education and training; better use of resources (housing, classrooms, equipments, teachers etc.)	Pour assurer la convergence d'actions dans la formation policière québécoise pour palier au nombre important et en hausse des acteurs dans le domaine qui fonctionnaient en approche " silo ".
During this reform process, was there a discussion for adhesion to the European Higher education system as determined in Bologna? Why?	No, one of the reasons to change was equivalence in qualification with the Dutch standard professional education system including the Bachelor/Master (BaMa) education.	This decision was caused by the necessity to set up a new Master study course, which was corresponding to the Bologna criteria.	Yes. Currently the senior officers training is (B.A. in Police Command) is same as a B.A., lower university level training although; it is given in The Police College which is a vocational high school, a polytechnic. The next reform, the aim of the College is in future that basic police training will be transformed as BA-level training and senior officers training will then be transferred into a Master's level training (M.A. in Police Command). Currently M.A. degree which is needed in chief of police degree (for example a chief of one city police department) is given only in Universities, where those who have done B.A. in Police Command are able to apply. In Finnish education system some of the vocational high schools, a polytechnics are given possibility to give a vocational/professional M.A. (not "a traditional research/university" M.A.).	S. o.
Were there during these reform operations also structural reforms, e.g. creation of a national police academy, abolishment of existing schools?	In a certain way 'yes', although the Dutch Police Academy was already a national police academy. Caused by the reform old institutes joined more and more together and formed faculties.	The legal status and the organisation of the former college had to be changed to a university status and organisation to guarantee freedom of research and Study.	As told before. Furthermore, the next reform, the aim in future, that M.A. could be given from the Police College, is still open, we shall see what kind of changes are needed. Changes in basic constable level of training will be presumably larger than in higher level.	Création de l'École nationale de police du Québec qui succède à l'Institut de police du Québec. En tant que lieu privilégié de réflexion et d'intégration, la mission de l'École est d'assurer la pertinence, la qualité et la cohérence des activités relatives à la formation policière.
What was the political vision behind this reform operation (e.g. vision on education and training in general in the global safety and security sector)?	First it was an organic operation, later we structured it.	The vision was to improve the quality of senior police officers training which affects the quality of the maintenance of security and public order.	To centralize all police education and training into a one national education institute.	Un renforcement de la professionnalisation policière visant entre autres choses une amélioration de la formation offerte aux policiers et une restructuration de l'ensemble de ce système. Au centre d'un continuum de formation et avec la participation d'un important réseau de partenaires, l'École est devenue le carrefour de la formation policière au Québec : un lieu privilégié de réflexion et d'intégration.

	NETHERLANDS	GERMANY	FINLAND	QUEBEC
COMPETENT AUTHORITY AND INSTITUTIONALISATION		COMPETENT AUTHORITY AND INSTITUTIONALISATION		
What is the highest authority competent for police education and training?	Ministry of internal affairs and Ministry of Justice	The Ministries of interior of the federation and the federal states	Ministry of the Interior	Le ministre de la Sécurité publique du Québec.
What is the official body competent for the democratic testing of police education and training ?	Counsel of police education for the content and structure of police education	The board of governors of the federation and the federal states	Please define the meaning of "democratic testing of police education and training".	Le conseil d'administration de l'École nationale de police du Québec, composé de 15 membres, représentent le ministère de la Sécurité publique, la société civile, les corps de police, les syndicats policiers et les villes. Il exerce tous les droits et pouvoirs de l'École.
What are the central authorities that have their say in or exercise control or authority on police education and training ?	Inspectorate of public safety for controlling the results	The Ministers of interior of the federation and the federal states	Ministry of the Interior (Police department of the Ministry of the Interior), also Ministry of Education (in questions like, is it possible to give the B.A. title for the basic training of constables.	S. o.
FINANCING		FINANCING		
What authority finances police education and training?	Ministry of internal affairs for the regular basic and advanced training. Forces for additional training needs	The Ministries of interior of the federation and the federal states	State/Police Department of the Ministry of the Interior	
How is police education and training financed?	There is yearly about €33 million for basic training and about €40 million for advanced training. The money is virtually divided over the 26 police forces depending their size.	State tax revenue	Funds are taken from the police budget	32 % du financement provient des corps de police (1 % de la masse salariale du personnel policier de chaque corps de police du Québec); 46 % provient de clientèles reliées à la sécurité publique et parapublique ainsi que des revenus d'inscription et d'hébergement; 22 % du financement provient d'une subvention du gouvernement du Québec pour les infrastructures.
How are the institutions (schools) financed?	The yearly educational and training needs of the forces are translated to educational level, specialism, costs of specialised training and their virtual budget	They run their own budget	See above	
Is the number of students financed?	yes, yearly a range of 1800 to 2300 new students is financed without consequences for the academy.	The budget is not dependent on the number of students but is allocated to the institution	The number of students is agreed as part of the resource agreement between the Police Department of the Ministry of the Interior and the Police College of Finland.	Non. Décision du conseil d'administration.
Do the students receive a wages during the education and training period? If yes, paid by whom?	Students receive a wage of about €1150 montly; they get it from their police forces.	Yes, they receive their regular salaries from their home state on monthly basis as before	At the basic training they receive daily allowances and in the final part of the training wages. These are paid by the College. Other students (including the students of the B.A. in Police Command) receive wages, paid by their own units.	Non. L'étudiant doit assumer des frais de formation équivalents à 6 200 \$ CDN (4 028 euros) pour la formation de 15 semaines.

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	ACCREDITATION		ACCREDITATION	
Are the diplomas/certificates granted by the police education institutions recognized by the regular police education system?	we only have one national police educational system; diploma's and certificates are supplied by our Office of Examination; ou bachelor and master courses are accredited by regular higher education	Yes	Yes.	Oui. Certains cours et programmes ont des reconnaissances universitaires au Québec grâce à une entente de partenariat avec les universités.
By which authority/institution this accreditation is granted?	Alle learning tasks and examination are validated by an educational and a professional validation board; the accreditation of BaMa-education is done by the Dutch and Flemish accreditation board (NVAO).	By an external accreditation agency	Acredition is based on the law, which defines various legal competences (diplomas, degrees) for police positions.	L'École et/ou l'université concernée dans l'entente de partenariat.
Can a police officer with his diploma obtained during his police education track go to the regular job market?	yes, the police educational system is diploma equivalent to regular education	Yes	Yes (why would he not able to do it?)	Oui. Pour le niveau universitaire.
Can a police officer with his diploma obtained during his police education track follow other courses outside the police education institution, e.g. colleges and universities?	Yes about 12,5% of our education is intended to follow outside the police academy in colleges and universities; we realised a partnership	Yes	Yes. Whether he gets any additional credits from his police education depends completely on the field that and the institution where he is studying. As police education and training is specialized field; available only at the police education and training institutions the credit can not be used in very many academic or educational fields.	Oui. Cela est prévu dans l'entente de partenariat avec le réseau universitaire du Québec, dans le cadre du baccalauréat en sécurité publique (1er cycle universitaire).
Can a police officer with his diploma obtained during his police education track join into an existing Bachelor or Master?	Partly; only when we have a partnership with the other institutes	Basically yes; the vision is to join parts of the studies either abroad or in other institutions.	As told before, based on BA in Police Command (senior police officers training) a person can continue towards certain Masters Degrees at the Universities of Tampere and Turku. The students to these programs are selected by the appropriate universities. Other institutions and fields can accept the credits if they consider them fitting to their programs. Basic training without M.A. is not university level training thus it does not create university credits. The Police College is the only vocational high school, a polytechnic in Finland, where a student can continue into the university and when a student passes admission test, his/her credits from the College, the commanding courses (senior police officers training), are transformed to university credits and he or she is able to study M.A. in Police Command.	Oui. Cela est prévu dans l'entente de partenariat avec le réseau universitaire du Québec, dans le cadre du baccalauréat en sécurité publique (1er cycle universitaire).
Can students from police education and training institutes follow courses in other European institutions of the Higher Education system?	Yes we have a partnership with the Canterbury Christ University. They take care of about 50% of our master education.	Yes, they can	Depends completely on the rules and procedures of those other countries.	S. o.
Can students from police education and training institutes do a teaching practice outside the police organisation?	No	Yes	Yes if the receiving institution is willing to take them for such activity.	Il n'y a pas de stage en alternance dans nos programmes.

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	QUALITY CONTROL		QUALITY CONTROL	
Is there a control body inside the police organisation that controls the quality of police education and training (learning objectives, courses, lecturers, etc.) ?	There are two control bodies. 1) Apriori: all intentions to change content, actualisations are validated by the Dutch Police educational counsel. 2) Aposteriori: the Inspectorate of public safety controls objectives, courses, outcoumes, etc.	We have set up an internal quality assurance system and an evaluation system, which is controlled by a committee of the academic senat	Yes	Oui. L'École dispose d'une Direction du soutien pédagogique et de la recherche qui a la responsabilité de contrôle de la qualité et de validation des programmes.
Who is in this control body? What is the procedure?	Apriori: Police Educational Counsel; yearly all suggestions for change and actualisation are checked by the counsel. There is a need for approval by the the police board. Aposteriori: The inspectorate announces yearly which part of the organsation they will inspect.	It is a mixed system; members represent either the board of governors, the lecturers, the students, police chiefs or independant external experts.	Management Board of the College and the Police Department of the Ministry of the Interios (2 controlling bodies). Based on the proposal of the Police College the study plans of the programs are approved first by the Management Board of the College and finally (final approval) by the Police Department of the Ministry of the Interior.	Une équipe d'experts-conseil et de conseillers pédagogiques sont impliqués dans le processus de validation du développement des activités de formation dans un mode de gestion de projet.
Is there a control body outside the police organisation that controls the quality of police education and training (learning objectives, courses, lecturers, etc.)?	Only our BaMa-education is accredited by the NVAO	No	Yes	Oui. Il est institué, au sein de l'École nationale de police du Québec, une Commission de formation et de recherche (CFR). La CFR donne son avis au conseil d'administration de l'École sur tout ce qui concerne la formation policière, et plus particulièrement sur : 1. l'organisation de la formation, notamment les programmes d'études, les activités de formation, les conditions d'admission des élèves, les exigences pédagogiques et les examens. 2. les procédures de reconnaissance de la formation. 3. les projets d'ententes entre l'École et d'autres établissements d'enseignement. 4. les activités de formation susceptibles d'être homologuées. 5. les échanges d'expertises avec des organismes étrangers. 6. l'évolution des besoins, des idées, des connaissances et des pratiques en matière de formation.
Who is in this control body? What is the procedure?	NVAO: accreditation, once every 6 year	No	Management board is composed of members from both police administration and other peer groups (Universities). There is also a body representing all polytechnic institutes (the College if one of them) which controls and tries to develop the quality of polytechnic education through the means of benchmarking and peer evaluation -- quality of polytechnic institutions is evaluated from time to time.	Les membres de la CFR sont : le directeur général de l'École, un directeur de la formation, 2 instructeurs de l'École, 11 représentants de la société civile choisis en raison de leur compétence.
Which authority whatches over the quality of police education and training?	Police educational board and Inspectorate	The public	Ministry of the Interior	Le conseil d'administration et le ministre de la Sécurité publique du Québec. Le président de la CFR est le directeur général de l'École.

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	PARTNERSHIP		PARTNERSHIP	
Are there partnerships/alliances between the police education institutions and:				Le baccalauréat en sécurité publique, programme universitaire de 1er cycle, est le résultat d'un partenariat unique entre l'Université du Québec à Trois-Rivières (UQTR) et l'École nationale de police du Québec (ENPQ), qui en sont les maîtres d'œuvre, et les universités francophones québécoises qui permettent une mise en commun des banques de programmes en assurant une offre de cours sur l'ensemble du territoire du Québec. Ce programme est un baccalauréat de perfectionnement.
Universities?	yes, of course with canterbury christ university, with 3 institutes for vocational higher education and also with some professors and departments	Yes	yes	
In which form?	co-education, guest colleges,	Cooperation agreements	There is a co-operation agreement between the Ministry of the Interior and Universities of Tampere and Turku. Through this agreement Ministry funds two Masters (and Doctoral) Programs designed for graduates of B.A. in Police Command. Main subject in Tampere is Administrative Science/Security Administration and in Turku Criminology and the Sociology of Law and Jurisprudence.	Celui-ci a pour objectif général de rehausser les compétences fondamentales des policiers dans les domaines de l'intervention policière, de l'enquête policière et de la gestion policière.
Colleges?	guest colleges	No	Police College is a college, if it is ment a vocational high school, a polytechnic. With other polytechnis there is not much co-operation.	Ce programme de formation a une structure inédite en raison du réseautage avec les universités francophones québécoises et l'ENPQ, permettant ainsi de profiter à la fois d'expertises particulières et des possibilités considérables qu'offre la mise en commun des banques de programmes et de cours des universités partenaires.
In which form?	divers			
Secondary education?	not with secudary education, but with 7 institutes for educational training (VET)	Yes	No	Non
In which form?	co-education	Permanent conference of the responsables for the further training institutions of all sectors of the federal government		S. o.
Training and education in the private safety and security sector?	only for car driving licenses	No partnership but operational cooperation and share of experience	Yes	Non. L'École joue un rôle conseil et de soutien à ce niveau.
In which form?	car driving		Occasional joint activities and exchange of students for some applicable courses (e.g. courses on general police management) have been made available for the students of polytechnical programs on private safety and security sector)	S. o.

Training and education of the judiciary (e.g. training of Public Prosecutors)	We invite them for guest colleges	They take part in our advanced training courses	Yes	La formation sur mesure offerte par l'École nationale de police du Québec donne accès à des services personnalisés de formation, en mettant à profit le concept pédagogique d'approche par compétences ainsi que l'expertise de spécialistes d'envergure. La clientèle de l'École à ce chapitre est constituée des organismes reliés à la sécurité des secteurs public et parapublic dont les domaines de compétences s'apparentent aux tâches que l'on retrouve en milieu policier. La formation sur mesure permet de répondre à un besoin particulier de développement de nouvelles compétences ou d'habiletés techniques ou de corriger une situation problématique déterminée, le tout dans un contexte de développement des ressources humaines. Des programmes d'intégration professionnelle, des programmes de perfectionnement professionnel et des conférences spécialisées sont au nombre des services offerts.
In which form?	guest colleges		Occasional joint seminars and meetings, exchange of lecturers, ideas, and visits	
Education and training of Firemen?	yes	No	Yes	L'École a eu l'occasion, entre autres, d'élaborer des cours et des programmes de formation pour les clientèles suivantes :
In which form?	co-education and a combined master programme		Occasional joint seminars and meetings, exchange of ideas, visits	Contrôle routier Québec; Agence des services frontaliers du Canada;
Education and training at Civil Defence?	co-education and combined programmes. MP's follow parts of there training at the police academy	Yes, cooperation and operational exercises with the German Civil Disaster Management Academy	(No such specialized institutions available)	Forces armées canadiennes; Hydro-Québec - Sécurité industrielle; Services correctionnels du Québec.
In which form?	co-education and combined training			