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
One Police Academy:
• Basic education (7 locations)
• Advanced or specialised education (6 locations)

Every year 2000-2500 recruits

Every year about 15,000 students for specialised and management training programmes

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
### An Overview

<table>
<thead>
<tr>
<th>Level</th>
<th>Initial</th>
<th>Post-initial Management</th>
<th>Specialist Study</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Assistant police officer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Police officer</td>
<td></td>
<td>Key Assignments</td>
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</tbody>
</table>
| 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 - Master Traffic policing specialist |
| 6     | Master of science in policing | Executive master of police-management |                  |

### 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

### Dual education

- **Police Academy**
- **Police forces**
  - Learning on the job
- **Police training**
  - Basic training
  - Advanced training
- **Regular education**
  - VET
  - VHE
  - Universities
  - Learning at regular educational institutes
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:

Needs for change: Political, Society, Policing, Legal, etc,
Checking and filtering by: Police Academy Board of Forces
Police Education Board
Actualisation: Developing learning tasks and tests
Educational and professional validation
Start up to date programm

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.