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# Effectiveness of Police Education for Senior Positions in the Finnish Police

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# Content of Presentation:

- Police Education in Finland in a Nutshell
- Pedagogical Dilemmas in Police Education at Master's Level
- The Effectiveness of Education as Emerging Accomplishment

# Police Education in Finland in a Nutshell

In 2018, the sole provider of police education, the **Police University College** (Polamk) –, within the **Ministry of the Interior** supervised by the **National Police Board** – celebrated the 100<sup>th</sup> Anniversary of Police Training.

Basic Police Education (about 400 new students annually)

- **Bachelor of Police Services** (180 credit, 3 years), qualifies to police duties at ground level (since 2014)

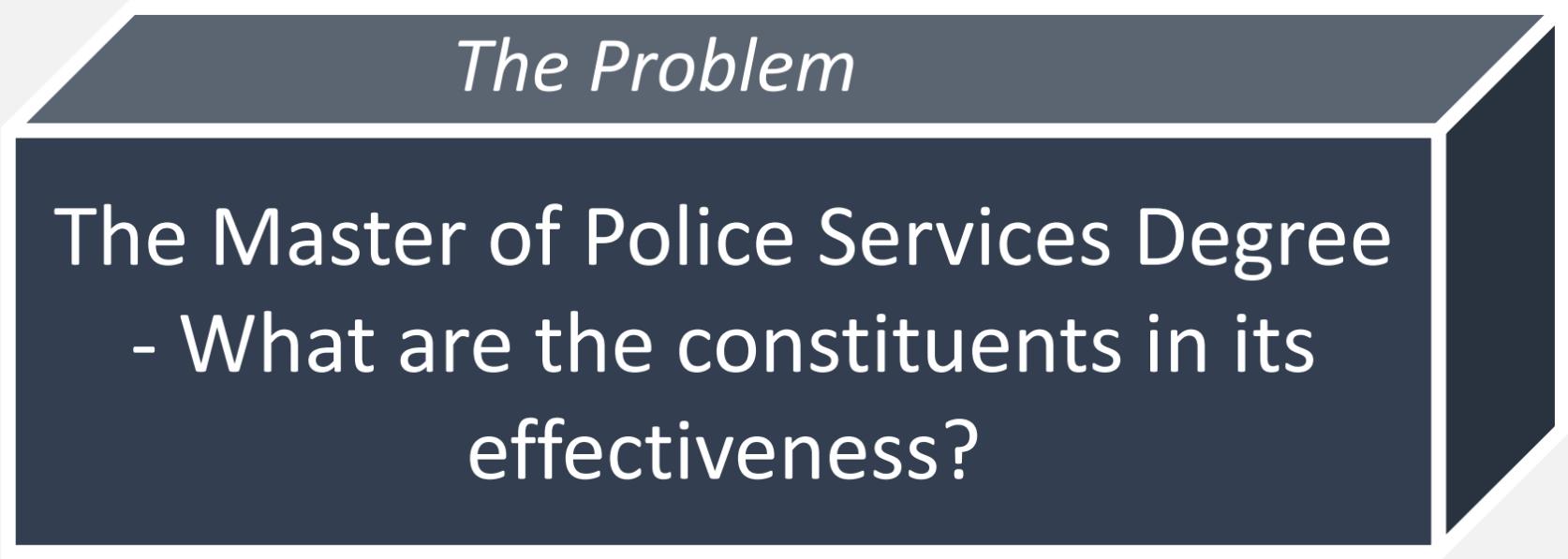
Post-Graduate Degree (about 25 new students annually)

- **Master of Police Services** (120 credits), qualifies to leadership/managerial positions in the police (upgraded in 2014)

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***Doctoral studies in policing/internal security (available at Universities only)***

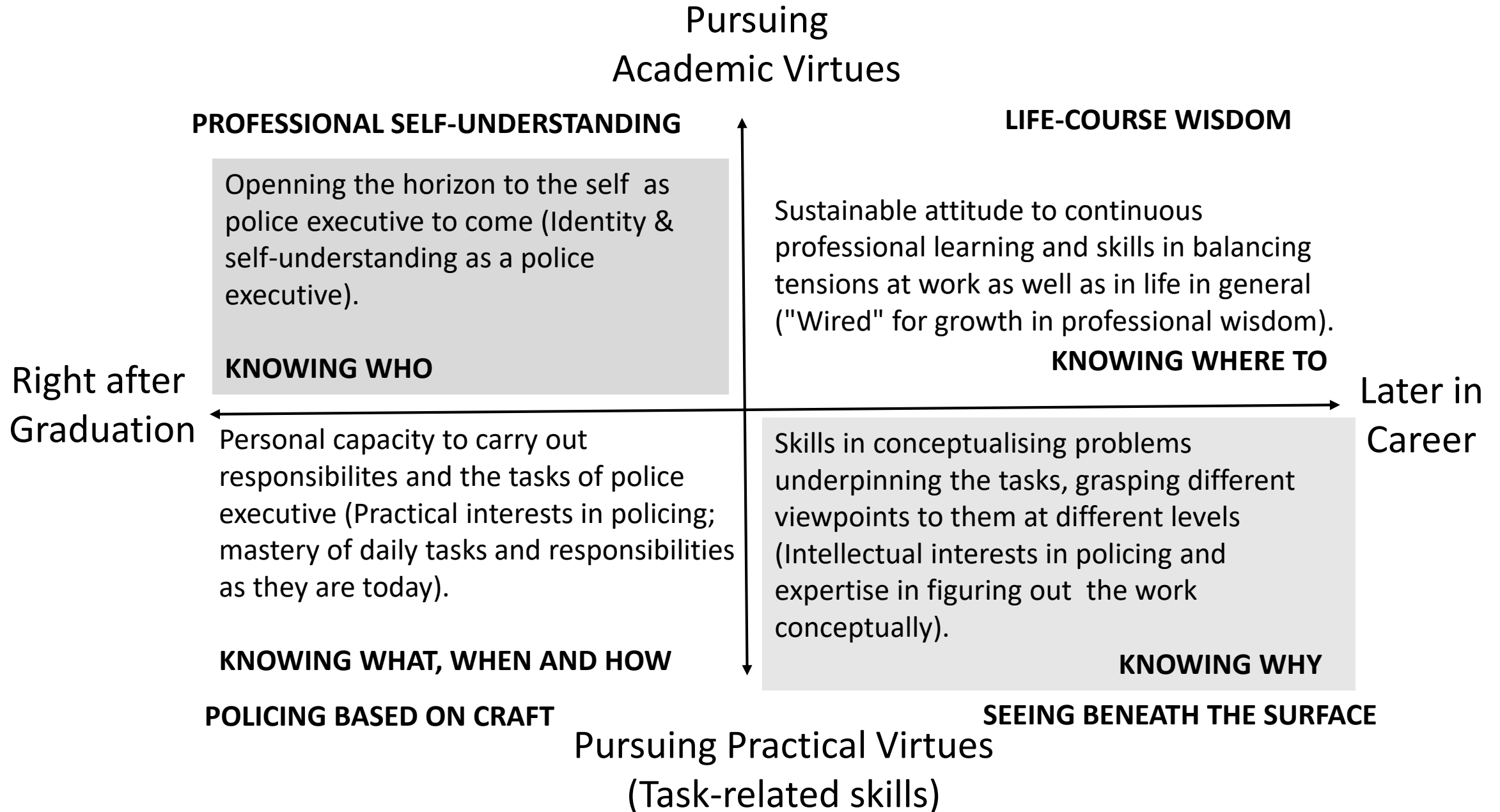
**Misfit:** Studies for supervisory positions in the Finnish police ("sergeants") provided by Polamk (about 50 new students annually).

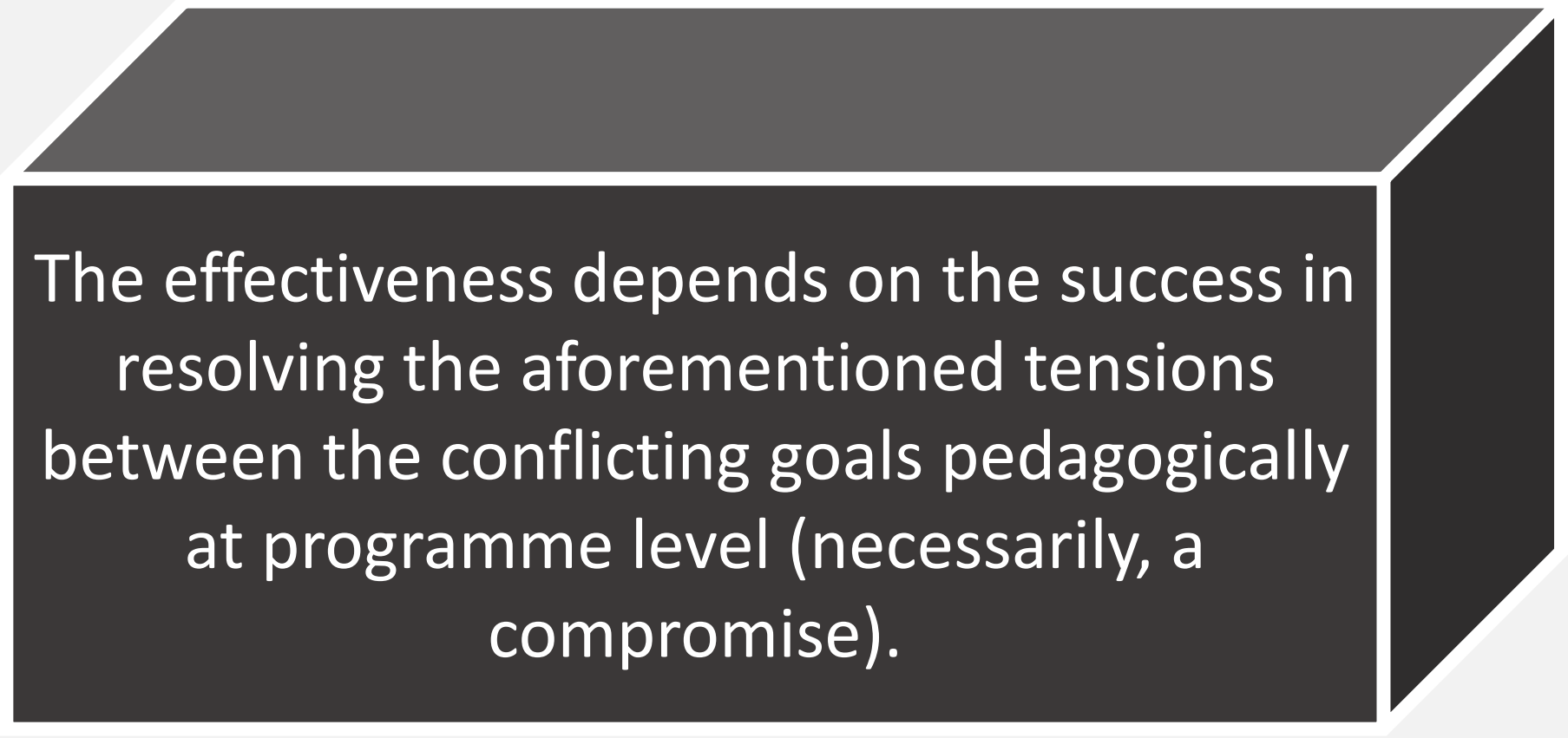


*The Problem*

The Master of Police Services Degree  
- What are the constituents in its  
effectiveness?

# The Dilemma: Pursuing different, perhaps conflicting, goals.

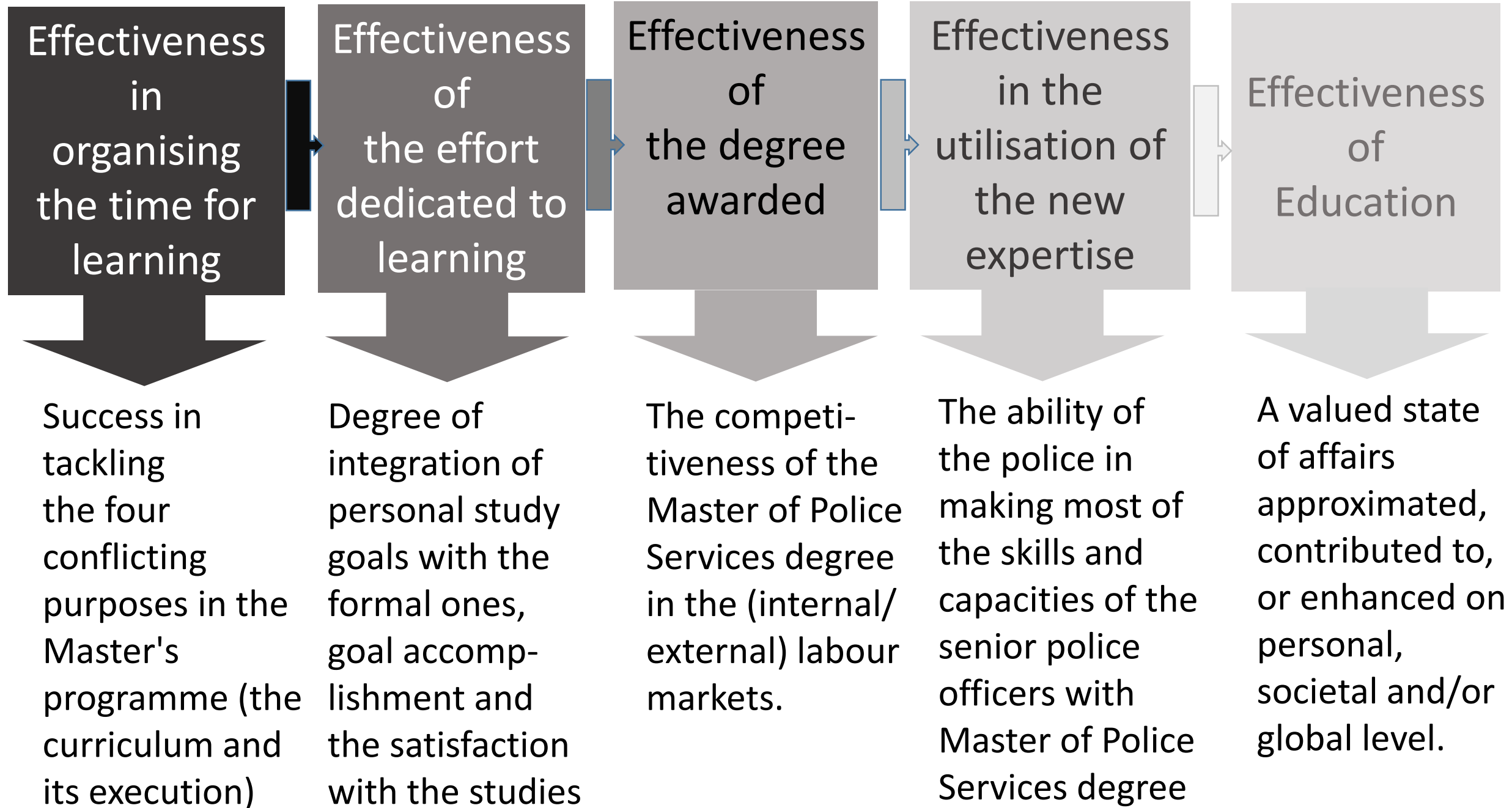




The effectiveness depends on the success in resolving the aforementioned tensions between the conflicting goals pedagogically at programme level (necessarily, a compromise).

However, there is more to the effectiveness of education than just the aforementioned!

- Effectiveness of education should be grasped as a continuous accomplishment, not a state of affairs.
- Our core interest is not in learning whether a programme is effective or not, but how to improve its effectiveness.
- Learning about the effectiveness of a programme does not necessarily help us in making it more effective and, as such, may not serve our very interest well (though it may trigger us to find ways to increase its effectiveness, but without any good map of it).
- For the latter, we would need to understand how the effectiveness of education emerges in the field of policing
- Improving the effectiveness of education calls for work in several fronts.



# In order to enhance the effectiveness of police education for the senior positions in the police, the Police University College should

DOMAIN OF EFFECTIVENESS	MEETING THE CHALLENGE BY	
The Master's Programme	Work continuously in improving the way the programme succeeds in resolving the conflicts between practical aims and virtuous goals.	<i>The staff buying in</i>
The Educational Experience from the Programme	Work in making the personal goals for the studies to meet with the formal ones, in appreciating all the goals, in providing feedback on personal progress in terms of all them (evaluation).	<i>The students buying in</i>
The Status of the Degree Awarded	Work in increasing the knowledge and appreciation of the competencies acquired in the programme, of the exquisite expertise of the staff in supporting their acquisition, and their continuous work in becoming better in the last mentioned task.	<i>The others buing in</i>
The Utilisation of Capacities within the Police	Work with the police administration in developing the capabilities of the police in making most of the skills and capacities of the senior officers in meeting the very purposes of the police in the society.	<i>The police organisation engaging in</i>

# My Conclusions

- The problem is not the effectiveness of executive police training as such, but in identifying the best ways to enhance its effectiveness and implementing the latter too.
- Most likely, we won't be able to measure the very end-states we aim at. Our goals simply reside far ahead in time or are too encompassing.
- However, we have a good understanding of the promising paths leading to - as well as of the paths leading away from - the purpose to proceed forward and avoid going backwards (regression).
- Overall, a very purpose of education is to contribute to the coming and formation of the future wanted. Effectiveness of education as an accomplishment calls for systematic pursuit in the aforementioned fronts.



Thank you!