



INSTITUT SUISSE DE POLICE ISTITUTO SVIZZERO DI POLIZIA SWISS POLICE INSTITUTE SCHWEIZERISCHES POLIZEI-INSTITUT 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 100th 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)

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.

Pursuing Academic Virtues

PROFESSIONAL SELF-UNDERSTANDING

Openning the horizon to the self as police executive to come (Identity & self-understanding as a police executive).

Right after Graduation

KNOWING WHO

Personal capacity to carry out responsibilites and the tasks of police executive (Practical interests in policing; mastery of daily tasks and responsibilities as they are today).

KNOWING WHAT, WHEN AND HOW

POLICING BASED ON CRAFT

LIFE-COURSE WISDOM

Sustainable attitude to continuous professional learning and skills in balancing tensions at work as well as in life in general ("Wired" for growth in professional wisdom).

KNOWING WHERE TO

Skills in conceptualising problems underpinning the tasks, grasping different viewpoints to them at different levels (Intellectual interests in policing and expertise in figuring out the work conceptually).

KNOWING WHY

SEEING BENEATH THE SURFACE

Pursuing Practical Virtues (Task-related skills)

Later in Career 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 organising the time for learning

of
the effort
dedicated to
learning

Effectiveness of the degree awarded

in the utilisation of the new expertise

Effectiveness of Education

Success in tackling the four conflicting purposes in the Master's programme (the curriculum and its execution)

Degree of integration of personal study goals with the formal ones, goal accomplishment and the satisfaction with the studies

The competitiveness of the Master of Police Services degree in the (internal/external) labour markets.

The ability of the police in making most of the skills and capacities of the senior police officers with Master of Police Services degree

A valued state of affairs approximated, contributed to, or enhanced on personal, societal and/or global level.

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.

The staff buying in

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).

The students buying in

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.

The others buing in

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.

The police organisation engaging in

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!