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www.policecollege.fi
A deep-running change

The past year at the Police College of Finland stood out, on the one hand, because of the exceptionally small number of students studying for a Diploma in Police Studies and, on the other, by the reform of the police education structure, which has advanced to the concrete planning stage.

Developments in the public economy are expected to lead to a situation in the coming years in which the number of police personnel will slightly decrease. The age at which police officers retire is now flexible, and the average age of retirement is expected to rise. We therefore have two factors that are simultaneously cutting back on police attrition, reducing the number of available new posts to which graduates of the Police College were expected to be hired. There has always been an aspiration to keep the unemployment rate among Police College graduates at a low level, and this is why a decision was made to sharply reduce the number of spots for new cadets. In 2012 only 100 new students began studies for a Diploma in Police Studies.

Unfortunately the sharply declining numbers of students means that there will be a clear weakening of many of the key gauges of performance at the Police College. The situation can be seen, for instance, in the economic and productivity figures of the Diploma in Police Studies training. Fortunately this is expected to be a temporary phenomenon; according to present forecasts, the number of students should go back to its normal level within two or three years. However, personnel have been left with more possibilities for the implementation of the extensive education reform because there has been less teaching work.

Established structures under evaluation

Polku, the project for planning a comprehensive reform of the degree structure, was completed in the early part of 2012. The project is based on police training strategies drafted already in the first decade of the 21st century. The most important policy lines of the Polku project involve standardisation with a structure compatible with the pan-European Bologna process, and the preservation of what has been seen as an excellent connection with working life.

The project report included a significant number of constructive statements, whose central content was included in a report that was published in June 2012. It was especially gratifying that the key policy lines of the project work were received positively almost without exception, even though several suggestions for improvements were put forward on some individual items. Partly on the basis of the proposals we noted that this is not just a reform of police degrees, but rather a deep-running comprehensive reform of police education. We have started to talk about a “education structure reform”. In connection with the planning of the new degrees, all of the established structures and workings of police training came under re-evaluation.

Development and improvement of productivity

The third reform of the administrative structure of the police, which began in the spring of 2012, the so-called PORA III project, outlines the future of the Police College in a way that requires actual cultural changes in the education institution. The reform of the police education structure is one of the main policy lines of the PORA project – the “quantum leap” in the development of police skills has, therefore, been seen as a key tool in the improvement of productivity.

In addition, the Police College, like the entire police administration, is obliged to cut staff by about ten percent. At the same time, there is a need to significantly increase services that are subject to a charge, such as security training offered to companies. There have also been proposals for a significant increase in training for police personnel, now that training on a national level that was formerly provided by the National Traffic Police will be the responsibility of the Police College. This means that the volume of demanding driving instruction and training for supervision of heavy vehicle traffic will increase considerably at the Police College.

At this writing, proposals from the government aimed at implementing the administrative structure reform are on their way to Parliamentary debate, and final decisions are expected. However, the proposed changes are so fundamental that in addition to psychological preparation, the concrete planning work, which requires extensive commitment on the part of Police College personnel, is in full swing.

Besides the police administration, the functional environment of the police is set to change along with changes in society, technology and public finances. One aim of the educational structure reform is to respond to these changing needs. The task is challenging, to say the least.

Kimmo Himberg
Director
1,300 applicants for police studies

The appeal of police studies is still at a high level. There were 13 applicants for each study place.

The applicants for the Diploma in Police Studies programme in the 2012 application period totalled 1,304, which was clearly less than in previous years. The drop in the popularity of applicants to police studies is probably due to the public debate on the worsening employment situation of police officers.

However, we can be satisfied about the total number of applicants during the year. The appeal of police studies is very good: there were 100 study places, i.e. one out of thirteen applicants were selected, says Senior Inspector Lotta Parjanen from the Police College’s student services.

The level of applicants has remained high. Applicants do not come to the Police College’s entrance exam to try their luck. The applicants really dream of police work and want to get in.

A total of 73 people applied for the Diploma in Police Studies taught in Swedish, and 16 of them were selected.

One of the minimum selection requirements for the training is a vocational qualification, completion of upper secondary school or a matriculation examination. The applicant must, in terms of health and other qualities, be suitable for carrying out police duties. Applicants must also have worked for at least one year.

The students are selected for the training on the basis of aptitude assessments and a three-stage entrance exam. The entrance exam involves a writing test, a language test (in the exam language), a physical fitness test and psychological assessments, a group assignment and an interview. A medical examination is also a part of the entrance exam.

No gender quotas are applied in police training. Women account for approximately 30 per cent of both applicants and those selected. The average age of the applicants and those starting training is about 24 years.

Police students come from many different backgrounds. Both 20- and 40-year-olds are selected to join the training. Among the people who started their studies in 2012, for example, there were people with Master’s degrees, nurses, business school graduates, an engineer, a community educator and people with security sector education.

Students to the Finnish Police Sergeant’s Examination and the Bachelor in Police Command programmes are selected in a two-stage entrance exam. The entrance exam involves, e.g. a writing test, an interview, a simulation test and a psychological assessment.

There were a total of 238 applicants for the Finnish Police Sergeant’s Examination programme of whom 60 were admitted. Of those selected, 17 started studies in the programme taught in Swedish. Women account for approximately 14 per cent of applicants and 6 per cent of those selected.

Students were not admitted to Bachelor in Police Command studies in 2012.

The applicants really dream of police work and want to get in.
Police College –  exclusive path to police work

All new Finnish police officers graduate from the Police College of Finland, located in Tampere. In addition to the Diploma in Police Studies, the institute offers training for the Finnish Police Sergeant’s Examination and the Bachelor in Police Command qualification, preparing students for supervisory duties. The Police College also organises professional further training.

The Diploma in Police Studies comprises basic studies and vocational studies. The diploma includes a study paper and two on-the-job learning periods lasting altogether about a year. The Diploma in Police Studies confers eligibility for the posts of Senior Constable, Senior Detective Constable and Detective.

Applicants for the Finnish Police Sergeant’s Examination must have at least two years of work experience as police officers after the completion of the Diploma in Police Studies. The programme is undertaken alongside work and it lasts for approximately one and a half years (45 credit points). The Finnish Police Sergeant’s Examination involves, e.g. legal studies for police officers, supervisory studies and supervisory training lasting for three months at the minimum. The graduates can work in the positions of Sergeants or Detective Sergeants.

The Bachelor in Police Command programme provides a polytechnic-level qualification in police training and is 180 credit points in scope. Those who have completed the Finnish Police Sergeant’s Examination and worked in the profession for at least three years can apply for the programme. A police officer with a Diploma in Police Studies and at least seven years of experience in police work may also be accepted to the programme.

– For the degree, students first complete Part A which lasts for a year and a half and is 126 credit points in scope. Those who complete Part A of the programme are eligible for the posts of Inspector, Detective Inspector and Chief Inspector with the Finnish Security Intelligence Service.

After Part A studies, students can continue their training and undertake studies to earn 54 credit points alongside work. The studies last for approximately three years, after which the students will have graduated from the polytechnic-level Bachelor of Police Command programme. Those who have successfully completed the studies are eligible for the posts of Chief Inspector, Detective Chief Inspector and Deputy Police Chief, along with other posts of senior command ing police officers.

The Specialist Studies are study programmes in the scope of 45 credit points to be undertaken alongside work and providing police officers the opportunity to supplement and deepen their professional competence.

Specialist Studies have been offered in an experiment capacity since 2005. During the trial period specialists have been trained in a range of police work sectors: Alternatives for major sub jects include drug-related crime investigation, technical inspection, information technology investiga tion, traffic and police dog operations.

A significant proportion of police administration personnel participate in training organised by the Police College every year. In 2012, the insti-

What studies are included in the degree programmes in police studies? View the degree programme diagrams online: www.policecollege.fi, click on Training.

Crime scene investigation and use of force, driver training and criminal law, general police studies and information systems – the Diploma in Police Studies programme incorporates various study topics.

The Diploma in Police Studies programme takes about two and a half years to complete, and it comprises 165 credit points. The Diploma in Police Studies training programme has five areas of training: field operations, traffic, crime prevention, communication and information systems, and the use of force.

– The training also involves professional sub jects in police training, such as police administration and criminal investigation. In addition, law and behavioural and communication sciences, such as psychology and language studies, are included in the syllabus, says Director of Training Petri Alkio ra.

The number of students starting the degree was 365 in 2010, 228 in 2011 and 102 in 2012.

<table>
<thead>
<tr>
<th>Number of students starting the degree</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
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<tbody>
<tr>
<td></td>
<td>365</td>
<td>228</td>
<td>102</td>
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Number of students starting the degree: 365 in 2010, 228 in 2011 and 102 in 2012.

<table>
<thead>
<tr>
<th>Training days (contact teaching)</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>81,523</td>
<td>83,000</td>
<td>44,971</td>
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</tbody>
</table>

Training days (contact teaching): 81,523 in 2010, 83,000 in 2011 and 44,971 in 2012.

<table>
<thead>
<tr>
<th>Work-year equivalents for work practice and fieldwork period</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>296</td>
<td>438</td>
<td>475</td>
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<table>
<thead>
<tr>
<th>Number of students completing the degree</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>269</td>
<td>165</td>
<td>290</td>
</tr>
</tbody>
</table>

Number of students completing the degree: 269 in 2010, 165 in 2011 and 290 in 2012.

Graduates with a Diploma in Police Studies take an ethical oath for police officers. When taking the ethical oath, police officers declare e.g. that they will preserve the dignity and respect the rights of all individuals and that they will act with honesty, courtesy and regard for the welfare of others.

Learning at work in police units is an integral part of the Diploma in Police Studies. For the duration of their fieldwork periods, students are appointed as Constables.

The Police College of Finland also participates in NORDCOP exchanges organised by the Nordic police institutes. Students studying for the Diploma in Police Studies can go on a three-week student exchange to Iceland, Norway, Sweden or Denmark.

International training cooperation focuses on the operations of the European Police College (CEPOL). CEPOL’s Finnish office is based in the Police College, and the Police College answers for the CEPOL expert exchange programme in Finland.

Use of Force

Studies on the use of force provide basic abilities for managing situations that require the use of force. The training includes police tactics and the use of physical force, as well as training on the use of force equipment and protective gear.

Main elements of the Diploma in Police Studies

Field Operations

Field operations training provides students with basic professional skills in common police surveillance and emergency operations. The studies involve, e.g. general police studies, police law, physical education, psychology and emergency first aid.

Traffic

Traffic teaching provides students with basic competence in traffic surveillance, traffic violation investigation and the use of a police car. Vehicle instruction incorporates, e.g. vehicle handling and driving in various environments and under special circumstances. Traffic teaching also involves legislation studies.

Crime Prevention

The aim of crime prevention studies is to provide students with basic competence for carrying out pre-trial investigations in common criminal offences cases. In addition to tactical and technical criminal investigation, the studies include criminal law, criminal procedural law, civil law, psychology and Finnish language studies.

Communication and Information Systems

Training in communication and information systems provides basic abilities for using the police data systems, the official radio network and terminals and police field software, as well as for handling daily police-related communications.

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New degree structure for police education

In the future, all new Police College graduates will have completed a bachelor’s degree. Police officers in police command will graduate with a master’s degree.

The police degree programme structure will be completely reformed. Basic education will become a polytechnic-level degree which means that after the reform every police officer will graduate with a bachelor’s degree in policing. The new 180 credit point qualification would qualify a person to the positions of police officer, such as a Senior Constable.

Police officers who want posts in the police command, i.e. Inspector or Chief Inspector will in the future complete a master’s degree in policing. The scope of the master’s degree will be 120 credit points. Once the reform becomes effective, in order to assume sergeant positions, such as that of a Sergeant, one should complete Specialist Studies in Management in the scope of 30 credit points.

The contents of police studies are also developed in the context of the reform of the degree programme. The duration of the basic education will be extended from two and a half years to three years. The reform does not mean that merely new content is added but we will totally review the curriculum in its entirety, says Petri Alkiore, the Police College’s Director of Training.

– The degree programme will feature more theory than before and e.g. thesis work will become more similar to those at other higher education institutions, but the education will still remain very practical. The basic education will continue to train skilled officers for fieldwork.

Police education will remain very practical and skilled officers will graduate from the Police College also going forward.

5 KEY POINTS

1. The reform requires amending the legislation and a parliamentary hearing. The intention is to have the new structure in place in 2014. The first students who will graduate from the new polytechnic degree programme will likely start their studies in August 2014.

2. After the reform the police degree programmes will be consistent with the qualifications structure of the general education system.

3. Applicants will not be interviewed at the police station in the future but the application can be submitted electronically. The suitability of applicants will be tested also in the future and the selection criteria will remain strict.

4. The eligibility given by current degrees will remain valid meaning that those who have completed the current Diploma in Police Studies will remain eligible to posts of senior constable. The old degrees can be updated with complementary studies.

5. The reform will affect the social benefits of students. Nowadays degree programme students receive e.g. free accommodation and meals during contact teaching. The students will no longer receive these benefits but will instead receive student financial aid like other higher education institution students.

www.polamk.fi/en/reform
The Police Dog Training Centre trains all police dog handlers in Finland and acquires the dogs for the Finnish Police. The Hämeenlinna-based Police Dog Training Centre is part of the Police College of Finland.

In 2012, 13 new police dog handlers completed their training. At the end of the year 230 dog handlers and police dogs conducted operative work.

The dogs used by the Finnish Police are multi-purpose dogs. In addition to basic training, patrol dogs receive training on an area of specialisation, to find narcotics, explosives, flammable liquids or cadavers.

In addition to patrol dogs, the Finnish Police also have special dogs that only work in their own specialty area, such as the search for explosives or narcotics. The latest specialty is search for money: five special narcotics dogs have also been trained in money searching.

– Money dogs help the police in investigating organised crime and the black economy. The dogs are trained in identifying the scent of bank notes and they search for money stashes in buildings and outdoors, says Chief Inspector Mikko Maunuksela from the Police Dog Training Centre.

Money search dogs are stationed in police departments all over Finland. In just over two years the dogs have found around 1.7 million euros, a large amount of other currencies and around 40 kilos and 2,000 pills of a range of narcotics.
Researched information on the Police sector

The Police College of Finland is the only higher education institution that specialises in police research in Finland.

Research provides scientific information about the operation and operating environment of the Police.
- Researched information has an even more central role in police operations. Information is required e.g. when anticipating changes in police operations or when developing the Police organisation, says Vesa Muttilainen, Director of Research.

Information provided by research also creates a foundation for police training. Researchers at the Police College of Finland participate in teaching and supervise Bachelor in Police Command students working on their theses.

The research activities are divided into three fields: Police Work and Organisation, Policing and Police in Society. Research themes in 2012 included hate crimes, illegal immigration, corruption, regional security cooperation and violence against children and youth.

In 2012 a total of 33 investigations, reports and articles were published. A total of 10 articles were published in international publications.

Cooperation with research institutions and universities is wide-ranging. Partners include the Emergency Services College, the Border and Coast Guard Academy and the University of Tampere School of Management.
- International research cooperation partners include the European Police College (CEPOL) and police and security research networks, says Vesa Muttilainen.

One significant form of collaboration is research projects with joint financing. In recent years, outside project financing has accounted for 30–50 per cent of the overall funding of research at the Police College of Finland. Funding for research is provided by e.g. the European Union and the Academy of Finland as well as ministries, municipalities, and a number of foundations.

Research Review

The English-language publication Research Review presents ongoing research projects. Information on the publications by the staff of The Police College of Finland is collected in the publication register.

Further information: www.policecollege.fi, click on Research.

Nearly 17,000 visitors at the Police museum

At the National Police Museum, guests can marvel at a bomb robot, look at an old forensic laboratory and sit on the bench of a paddy wagon.

The Museum provides information about the Finnish Police and their duties from the Middle Ages up to the present day. In 2012 the Museum had nearly 17,000 visitors.

Museum is open to everyone, free of charge.

The Museum’s basic exhibition 800 Years of Finnish Police, tells a story about the Police and its duties. In addition to the basic exhibition, the Museum has alternating special exhibitions. A special exhibition called From Ohrana to Supo – State Security Police in Finland was open until autumn 2012. The exhibition presented the development of the State security police forces and their duties.

Special exhibition Police in Fiction opened in April 2013 at the National Police Museum.
- The new exhibition shows how Finnish fictional literature, movies and tv productions have created the image of the Police and police work. The special exhibition features a number of police characters known to people in Finland, says the Museum’s Superintendent Aimo Altau.

Children are also catered for at the Museum: At the Pokela police station the children can put on a real police uniform and try out different police tasks. Pokela also has a jail cell with bars and a police car for children.

The Museum has 8,700 objects, 72,000 photos, 1,600 books and 1,600 films or multimedia presentations.

Further information: www.polisimuseo.fi, click on In English.
Highly educated staff

The Police College of Finland has more than 200 employees, about half of whom hold teaching positions. Almost 90 per cent of the staff are permanent employees.

Police officers account for approximately 40 per cent and women for about a third of the employees. The average age of the employees is approximately 48 years.

The personnel of the Police College are highly educated: over half of the staff have a university degree. About 70 per cent of the teachers have completed teacher’s pedagogical studies.

Staff by duty, 31 December 2012

<table>
<thead>
<tr>
<th>Staff Category</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching</td>
<td>111</td>
<td>53%</td>
</tr>
<tr>
<td>Teaching support</td>
<td>24</td>
<td>12%</td>
</tr>
<tr>
<td>Administration and support services</td>
<td>41</td>
<td>20%</td>
</tr>
<tr>
<td>Research and development</td>
<td>26</td>
<td>12%</td>
</tr>
<tr>
<td>Student recruitment and selection</td>
<td>6</td>
<td>3%</td>
</tr>
<tr>
<td>Total</td>
<td>208</td>
<td>100%</td>
</tr>
</tbody>
</table>

Total expenditure 25 million euros

The Police College receives its funding as State budget allocations, revenue from operations and funding for projects. In 2012, the total expenditure of the training institute was approximately EUR 24.8m. The expenditure of The Police College amounted to around three percent of total police expenditure.

In 2012 the price of a training day in the Diploma in Police Studies programme was EUR 296. In the training for the Finnish Police Sergeant’s Examination one training day cost an average of EUR 204 and in the training for the Bachelor in Police Command EUR 239. The price of a training day includes, e.g., accommodation and meals during classroom teaching.

Versatile training facilities

The campus area of the Police College of Finland is approximately 21 hectares in size.

The training facilities have been designed for studies where theory merges with practice. The campus has a driving practice track, a practice area and a command training centre, among others. The internationally unique training area has, for example, a police station and residences as well as a restaurant located in a street practice zone.

The command training centre can arrange realistic exercises where students undergoing advanced training learn to manage police operations.

There are a total of eight dormitories with accommodation for more than 750 students. Most of the students live on campus and spend their evenings at the Police College’s gym, indoor swimming pool or on the shooting range, for example.

Statute books and detective novels

The Police College has a library with a collection of more than 36,000 volumes and an extensive selection of electronic sources of information. Most of the material focuses on police work, training and management, but the shelves also contain detective novels and other literature. The Police College library has one of the best criminological collections in Finland.

The library serves not only students and staff at the Police College but all branches of police administration, as well. In 2012 the library had over 115,000 visits and 48,000 instances of material borrowed. The library team searches for answers to many kinds of information service questions and is in charge of teaching information retrieval at the Police College.