



POLITHØGSKOLEN

NORWEGIAN POLICE UNIVERSITY COLLEGE



Norwegian Police University College

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Main topics

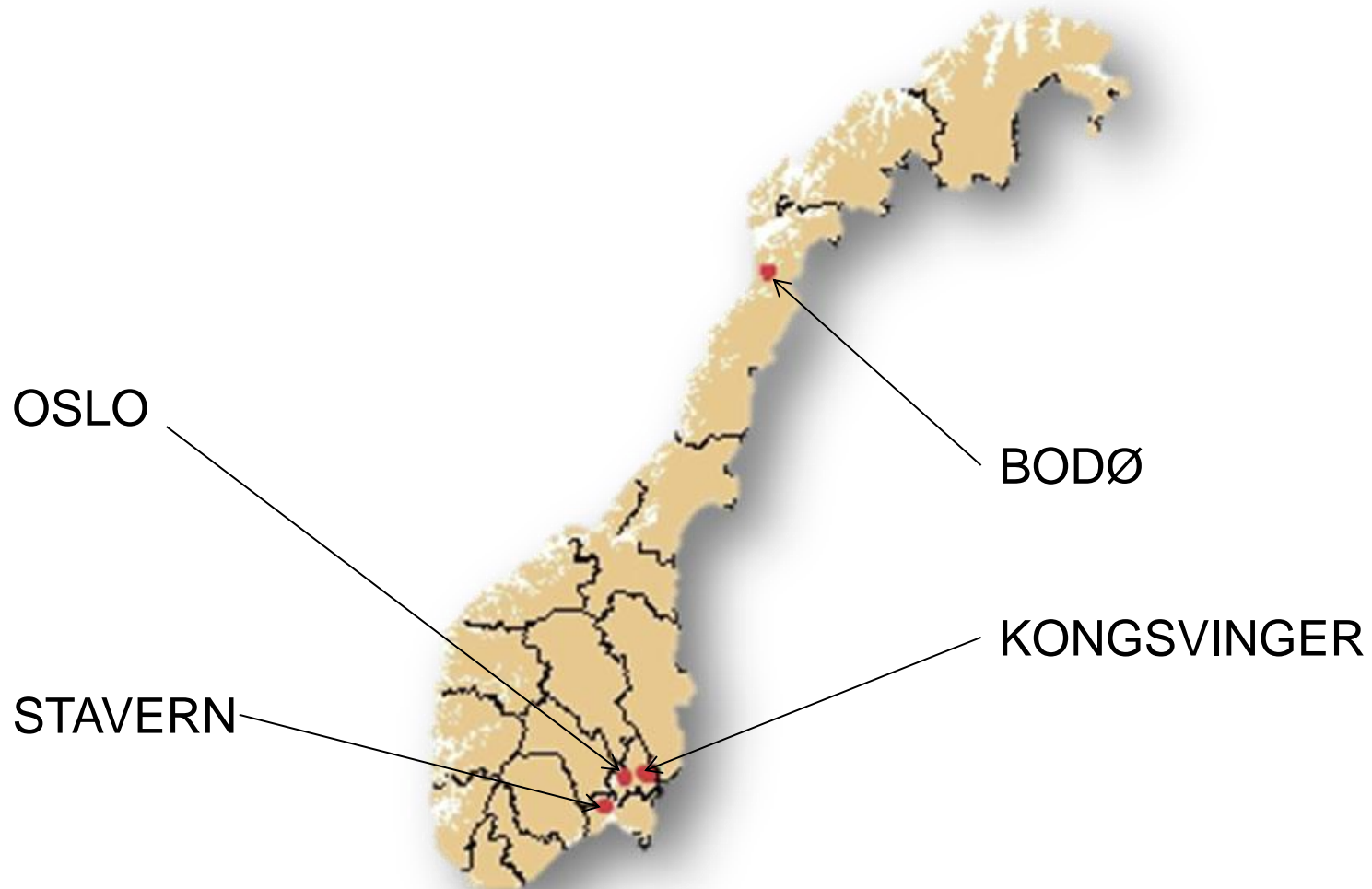
- The recruit process
- The basic training – Bachelor in police studies
- Postgraduate studies

The central educational institution for the Norwegian Police Service

- Founded 1992
 - Receiving college charter on 18th of June 2004
 - Provides: - basic training
 - postgraduate and specialist training in academic disciplines
 - Engages in: - research and development work
 - information activities in academic disciplines
 - Approx. 420 employees
 - Approx. 3700 students
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4 campuses:





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Who do we recruit and how?



Who do we recruit and how?

- Goals: ***Recruiting candidates who possess «personal aptness»***
- Diversity recruitment:
 - 40% women
 - 5% ethnic minorities
 - Geographical distribution
- How?
 - Recruitment /information events targeting desired groups
 - Social media – 10,200 like «Bli politi» on Facebook
 - Educational fairs

Admission requirements

- Higher Education Entrance Qualification
- Minimum age requirement 20 years
- Norwegian citizenship
- Class B driving license
- No criminal record / prior convictions / police record
- Medical examination
- Satisfactory physical fitness

- Evaluation by Admissions Board
 - Screening for personal aptitude

Key figures

- 3500-4000 persons apply for admission prior to March 1st each year
- After initial assessment 1500-1700 applicants are called up for physical trials and evaluation by the admissions board.
- 900-950 applicants satisfy all requirements and qualify for admission each year
- 720 students offered admission. Applicants ranked according to score based primarily on marks from secondary education.
 - (Same system as for all other universities and colleges in Norway)

«Personal aptness» – 6 competencies for future police

- **Interaction** – Co-operates well with others. Is supportive empathic, and communicates verbally and in writing in a clear & understandable manner.
- **Openness and inclusion** – Shows accommodation and respect towards people who have a different background, sexual orientation, gender, religion or skin color than her/himself. Is actively inclusive, explorative and gives everyone equal opportunities.
- **Maturity** – is aware of her/ his own strength, weakness and developmental potential. Shows motivation and engagement, and is seeking knowledge. Appears as secure, trustworthy and shows self-control in demanding situations.

6 competencies

- **Vigour** – appears as responsible and enterprising. Is structured and systematic in her/ his thinking. Makes independent evaluations, shows courage and decisiveness.
- **Integrity** – Appears as factual and impartial. Is capable of acting in line with ethical directives.
- **Analytic ability** – Shows learning capabilities and insight in complex questions. Is reflective and makes rational evaluations.

Selection of students and future police officers

- An **Assessment Center** evaluates the candidates through well documented methods:
 1. Day 1 – administration of 5 pc tests:
 1. Shapes basic personality test
 2. Norwegian language test
 3. 3 analytic ability tests – deductive / inductive thinking + reasoning of written text
 2. Day 2 – admission committee:
 1. A simulation exercise in a group, followed by a coded scoring manual. Measuring Interaction, Vigour and Maturity
 2. Interviewing on motivation and conduct (Integrity) through the candidates' police record
 3. A competency based interview on Openness and inclusion – with structured questions and a behavioral coding manual.
 4. Feedback on «Shapes basic» personality test - self-reporting on Maturity, Interaction & Vigour



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The basic training

Bachelor Program

- First and third year consist mainly of theoretical studies
 - During the second year the students are assigned to a Local police station or a Rural Police District
 - All Police districts are involved in the 2nd year of study
 - Each district has two supervisors responsible for the practical training of their students
 - Each student has a personal tutor
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Bachelor – Police Studies

- The bachelor's programme is based on the principle that newly educated police officers shall be generalists.
- The purpose of the bachelor's programme is to educate thoughtful and vigorous police officers who are able to prevent crime, enforce the law, and provide assistance in a manner which attends to the legal protection and safety of the citizens, as well as the interests of society at large.
- A foundation for further training and education, as well as specialisation

The Bachelor Program is divided in 5 main subjects

- Police and Society 31 credits (ECTS)
- Methods 12 credits
- Operative Duties 82 credits
- Preventive Duties 16 credits
- Investigation 33 credits

- Electives 6 credits

Total credits: 180



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**Postgraduate
studies**



Postgraduate studies

- The goal of further and continuing education is to develop important expertise for employees in the Norwegian Police Service.
- The educational programmes should cover areas where the need for new knowledge is greatest.
- The Police University College offers a Master's degree in Police Science. This is a 120 credit experience-based programme that satisfies the need for analysis and research expertise in the police

Postgraduate studies

- Postgraduate studies and training:
 - Civilian tasks studies
 - Crime prevention
 - Cultural awareness and diversity
 - Instructor/teacher training
 - Investigative techniques and crime scene management
 - Leadership and organisational development
 - Operational disciplines
 - Introduction courses for specialists without police training
- Master in Police Science
- Key figures:
 - Approx. 1300 students pr. year
 - Approx. 40 different studies/courses



Challenges

- 4 campuses
- Police focus in alle subjects – also the social sciences
- Trainingfacilities for operativ training is not available in Bodø and Oslo
- The second year of training – the on-the-job-training, should ideally be devided in shorter periodes, but that is impossible because of the Norwegian infrastructure



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The NPUC

- Provides basic training for entry to the Norwegian Police Service
- Provides postgraduate and specialist training
- Research & Development

Contributing to knowledge-based police work

