

JOINT REPORT BY THE EXPERTS ON THE INCLUSION OF A LICENSED STUDY
PROGRAMME ON THE ACCREDITATION FORM

LATVIAN STATE POLICE COLLEGE

STUDY FIELD

INTERNAL SECURITY AND CIVIL PROTECTION

STUDY PROGRAMME

Short-cycle professional higher education study programme

“Police work”

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Table of contents

I. Summary of the Assessment.....	3
II. Description of the study programme	4
1. Indicators describing the Study Programme	4
2. Topicality of the study programme.....	8
3. Resources and provision	11
4. Implementation of the recommendations received during the licensing of the study programme	21
III. Assessment of the study programme	22
IV. Recommendations.....	22

I. Summary of the Assessment

The study programme “Police work” was developed in accordance with the agreement to establish a Consortium Internal Security Academy (hereinafter – ISA) between, the LU, the RSU and the State Police College (hereinafter–the College) to develop and submit the new educational programmes of the Consortium ISA for licensing, so that on September 1, 2023 studies could be started within the Consortium ISA. The programme development derives from the fact that the Police organisation is in a transition process and expectation towards the College is to provide to the organisation universal police basic education to allow the graduates of the College to work in the organisation as basic universal first responders.

The short-cycle professional higher education study programme “Police work” of the College was licensed on February 10, 2021, and the licence No. 041028 was issued. In January 2023 the short-cycle professional higher education study programme “Police work” was submitted for inclusion in the study field accreditation form.

The study programme is of practical nature and directed to officers beginning their work at the State Police of Latvia. All students of the study programme are employed by the Police and are paid during their studies. The enrolment criteria to the study programme is either secondary education or completion of the relevant introductory programme.

During the site visit experts experienced dedicated and visionary management and staff of the College. At the same time the study programme has suffered rather low graduates’ numbers, even though the number of study places and number of applicants has been rising throughout the years. There are different objective reasons for the trend but also additional activities that the College might consider.

As the expectation towards the delivery of the College is high and rising, the experts elaborated with the staff of the College on possibilities to also support personnel development of the teaching staff to be able to face the modern challenges on a high level. Therefore, some recommendations in the report are also given in this regard.

II. Description of the study programme

1. Indicators describing the Study Programme

1.	Name of the higher education institution/college	State Police College
2.	Name of the study field corresponding to the study programme	Internal Security and Civil Protection
3.	Name of the study programme	Police work
4.	Code of the study programme in accordance with the Latvian Education Classification	41861
5.	Language of study programme implementation	Latvian
6.	Amount, duration, form and type of the study programme (also distance-learning)	2 years and 6 months full-time studies or 3 years part-time studies, 100 CP; 2 years full-time studies or 2 years and 6 months part-time studies, 80 CP
7.	Admission requirements	General secondary education (100 CP programme) or General secondary education and at least third-level vocational qualification (80 CP programme)
8.	Address of the study programme implementation, indicating whether the study programme is implemented in the branches of the higher education institution / college	State Police College, Ezermalas Street 10, Riga; Ezermalas Street 10A, Riga; Ezermalas Street 10B, Riga; Ezermalas Street 10C, Riga; Ezermalas Street 10D, Riga, LV-1014, Latvia
9.	Degree, professional qualification or degree and professional qualification to be awarded	Junior officer of State police
10.	Date of study programme licensing	10.02.2021
11.	Date of starting the implementation of the study programme	01.09.2021
12.	Accreditation term of the study field	31.12.2024.

Analysis

1. Compliance of the study programme with the study field.

College is an educational institution of the State Police (Ministry of the Interior) established by the Cabinet of Ministers (under the authority of No. 521). The Latvian Council of Higher Education on May 22, 2008 granted the College with indefinite accreditation as a higher education institution. The College follows the decision of the Cabinet of Ministers of July 11, 2006 in regulations No. 584 "Regulations of the State Police College".

According to Ministry of Education and Science study field accreditation sheet No. 31, the college implements the accredited study field "Internal security and civil defence" and one short-cycle professional higher education corresponding to the study field education programme "Police work", education classification code - 41 861, form of education: full-time attendance and part-time absenteeism, professional qualification to be obtained: "Junior officer of the State Police". This is the only study field realised by the College.

Compliance of the study programme is well-founded and aligned with the basic directions and tasks set forth in the regulations of the Ministry of Education and Science - the development and implementation of first-level professional higher education programs, aimed at preparing police officers for service in the State Police, the implementation of the educational process, promoting the personal development of police officer students and providing them with the opportunity to obtain first-level (short cycle) professional higher education and fourth-level professional qualification (Cabinet Regulations No. 584 "Regulations of the State Police College", 11 July 2006).

The aim of the study programme is to provide high-quality, law-based professional studies, based on jurisprudence and good practical experience in the police, the acquisition of which results in students obtaining the knowledge, skills, and competences necessary for the fourth-level professional qualification "Junior Officer of the State Police". This provides the opportunity to professionally fulfil their duties, including effectively and qualitatively implementing crime prevention, police response, investigation and protecting the rights and legitimate interests of individuals. In addition, the study programme has been developed to implement the strategic goals of the first-level (short cycle) professional higher education programme, as well as to improve the quality of higher education, by providing a study programme that meets the needs of individuals, police officers, the service, and the future of the State Police.

The objectives, tasks, and planned study outcomes of the study programme are interrelated, as evidenced by the experts' on-site visit interviews with lecturers and students, as well as document analysis. Still, the extensive amount of study outcomes of the programme has given experts some fruit for thought which will be elaborated in the next chapters.

2. Compliance between the title of the study programme, the degree to be awarded and the qualification (if applicable).

The nomenclature of the study programme conveys an expansive array of possibilities for specialisations in the realm of internal security, whilst simultaneously delimiting the degree and qualification that endows the recipient with the ability to execute the duties of a junior officer of State Police.

The study programme equips successful candidates with the opportunity to procure professional knowledge, skills, attitudes, and competencies (as outlined in the Report, pp. 5) that are indispensable for fulfilling the obligations of a junior officer of the State Police in accordance with the professional standard (Profession Standard "Junior Officer of State Police", profession code 3355 39) that was sanctioned by the Cabinet Regulation No. 264 of May 23, 2017, the

“Regulations on the Classifier of Professions and Basic Tasks corresponding to the Profession and Basic Qualification Requirements.”

The Report further explicates that the central objective of the study programme is to endow aspirants with first-level (short cycle) professional education grounded on the best practices of practical police work, which ultimately confers upon them the knowledge, skills, and competencies requisite for the fifth professional qualification level of a “Junior Officer of State Police”. This qualification level enables them to efficiently and effectively carry out professional responsibilities, including crime prevention, police response, and investigation, whilst ensuring the safeguarding of the rights and legitimate interests of individuals.

As provided by the field of study "Internal security and civil defence" education description of the "Police Work" study programme tasks of the study programme were: to prepare qualified police officers of the junior officers of the State Police, providing the practical preparation of learners for work in the profession in accordance with the requirements of the field of internal affairs, for the level of modern technological development, as well as demography, immigration, crime globalisation and other factors that also affect criminogenic processes and determine crime trends as well as to ensure the acquisition of the fourth level professional qualification according to the latest of the State Police to the standard of the officer profession.

The college study programme "Police work" corresponds to the study direction "Internal security and civil defence". Study programme has been prepared in accordance with the Cabinet of Ministers' 20.03.2001. to regulations No. 141 "Regulations on the state standard of first-level professional higher education" and the standard of the profession of the junior officer of the State Police (harmonised with the Vocational Education and at the meeting of the tripartite cooperation sub-council of employment on May 20, 2015, protocol No. 3).

Upon graduating from the study programme, the professional qualification - junior officer of the State Police is awarded. The study programme is coordinated with the graduate's employer - the State Police through various coordination mechanisms, including the College Board where representatives of both State Police and College are represented.

Getting acquainted with the professional standard and comparing it with the content of the courses, we can see that it is designed to ensure the professional standard of the junior officer of the State Police expected knowledge, skills and competences, as well as current affairs of the industry, which reflect the name of the study programme. General education studies the volume of courses corresponds to the state standard of first-level professional higher education.

3. Compliance of the study programme indicators (study programme code, amount, implementation duration) with the learning outcomes defined for it.

The College's first level (short cycle) professional higher education study programme "Police Work," which corresponds to the study field of "Internal Security and Civil Protection", is prepared in accordance with the Cabinet of Ministers' regulations of March 20, 2001, No. 141, "Regulations on the State Standard of Professional Higher Education of the First Level" and the

State Police's latest officer's profession standard (agreed upon by the Tripartite Cooperation Sub-Council for Vocational Education and Employment on May 20, 2015, Protocol No. 3).

Upon completion of the study programme, the professional qualification of "State Police Junior Officer" is awarded. The study programme is coordinated with the graduates' employer, the State Police. The study programme comprises 100 credit points (CP) of which 30 CP are general education courses, 15 CP are compulsory industry courses, 29 CP are specific professional courses, 2 CP are elective courses, 16 CP are practical training, and 8 CP are qualification work.

The programme is designed for high school graduates without previous professional training, and in this case, the study program's scope is larger - 100 CP. However, an 80 CP study programme variant is also available for police officers who want to pursue higher education. The programme includes courses such as "Commercial Law," "Document Management," "Professional Communication," and "Personnel Management and Employment Law," which altogether form a module for the development of entrepreneurial professional competencies of 6 credit points.

The experts are convinced that the study content is up-to-date and complies with industry trends and regulatory requirements. The study program's code corresponds to the requirements of the Latvian Education Classification and is 41861- Protection of persons and property.

Changes were supported conceptually in the College Council meeting on April 27, 2017, to reduce the study program's length from 112 to 80 credit points (by preparing and submitting a new education programme for licensing). At the same time, the solution was that the 80 credit point study programme would be implemented after completing the VET program "Police Work" (study length 2 years), and the study length for individuals immediately after obtaining secondary education would be different - 2.5 years. Based on the planned structural reforms, until now, 40 full-time and 100 students part-time have been planned to be admitted to the first level of professional higher education study program "Police Work" each year, considering the number of state-funded study places.

Conclusions, strengths and weaknesses

Conclusion can be made that the study programme complies with the study field as well as compliance has been identified between the title of the study programme, the degree to be awarded and the qualification. The following strengths and weaknesses could be identified:

Strengths:

- The expected competence and learning outcomes are well-defined and in line with these standards. Secondly, the design of the Study Programme is comprehensive and includes a range of disciplines, such as "Commercial Law," "Document Management," "Professional Communication," and "Personnel Management and Employment Law," which equip graduates with the necessary skills to effectively carry out professional duties.

- Specifically, the graduates are prepared to prevent and investigate crime, respond to emergencies, and protect the rights and interests of individuals.
- The College's affiliation with the Latvian State Government Police provides an opportunity for the employer to be actively involved in the Programme's development.

Weaknesses:

- Compliance of the study programme with the study field, compliance between the title of the study programme, the degree to be awarded and the qualification does not contain significant weaknesses.
- Still, the number of study outcomes defined for the programme is significantly high, raising a question if the quality of each and every one of them can really be achieved during the period of studies. Therefore it would be recommended to reconsider the number of study outcomes to make them really achievable and measurable.

2. Topicality of the study programme

Analysis

1. The topicality of the study programme and the compliance of the content with the tendencies of the industry (area), the changes made since the licensing of the study programme.

During the site visit in the interview with the management of the College it was emphasised that there are significant changes ongoing in the Police organisation which have also caused changes in the expectations towards the police work. Mainly, the expectation of the State Police is that the graduates of the College study programme would be universal police first responders instead of dividing the educational process into several police specific parallel workstreams. Similar trend towards universality of basic police education is followed also in other European countries, including neighbouring Estonia.

The study programme “Police work” was developed in accordance with the agreement to establish a Consortium between ISA, the LU, the RSU and the College to develop and submit the new educational programmes of the Consortium ISA for licensing, so that on September 1, 2023 studies could be started within the Consortium ISA. In the framework of the Consortium ISA, the Police College has been developing a short-cycle higher professional study programme “Police Work”, providing for the continuity of the study process in the first cycle higher professional study programme “Police Work” implemented by the RSU. As stated in the application by the College, the content of the study courses of the Programme are completely focused on the acquisition of police work competencies. From the materials and interviews with staff of the College it appears that the study programme was developed in accordance with the requirements of the State Police, defined in the professional standards and suitable for persons with secondary education. Based on the above agreement between the training institutions, the study programme is designed in a way that it creates an opportunity for students to continue their studies in the first cycle professional higher study programme “Police Work” at Riga Stradiņū University.

Understandably, contemporary society requires its state officials to be well prepared to face the modern world's challenges. Therefore, there can hardly be too much training and education for the officials. Bearing in mind that the Latvian Police College is a structural entity under the State Police of Latvia and as stated in the By-Laws of the College, the educational programmes of the College, including professional continuing education, professional development and adult formal education programmes for police officers, are developed in cooperation with the State Police following their professional standards. As it appears, the competences described in the professional standards are rather directly turned into study outcomes, resulting in a rather long list of study outcomes the programme is expected to help the participants to achieve. It is a common practice that the more learning outcomes there are, the more difficult it is to achieve these in a high quality during the study programme time. The more learning outcomes means also that the programme length might become unreasonably long for a short-cycle higher vocational study programme. When one can get a bachelor's degree from a public university at the same time, he/she might consider not to join the police because of the lengthy vocational training. At the site-visit interview with the staff of the College it was said that the outcomes were formulated in direct relation to the competences defined in the Professional Standard. The experts would still emphasise that the Professional Standard defines precise narrow competences, while the study outcomes should be defined in a broader comprehensive way with possibility to achieve and measure these.

As the Police organisation is in its transition, also the study programme is and will be in constant development process. Already for now, compared to the licensed study programme, several changes have been introduced into the evaluated study programme, mainly through merging various subjects and disciplines into more substantial subjects, allowing better usage of human resources of the College as well as allowing better integration of respective learning outcomes. It was assured during the meetings with the staff of the College that all changes into the programme have gone through approval from the Police and formally introduced through the College Council, where representatives of the Police, College staff and its students are represented.

At the site visit experts were made aware that the study programme is sufficiently covered with learning materials which is overseen by the College council. Also, necessary e-sources are available to the cadets to support their independent learning.

2. Dynamics of the student number and prospects of employment for graduates.

As of today, in the short-cycle higher professional education programme "Police work" an average of 213 cadets study in full-time on-site studies per year, while 265 students (State police officials with special rank) study the part-time correspondence studies per year. Following the number of state-funded study places, up to now it is planned to admit 150 full-time students and 100 part-time students every year for studies in the short-cycle higher professional study programme "Police Work". As reflected by the management of the College during the interview, the expectation of the State Police for the future volume of graduates of the Programme is high, meaning that they guarantee the graduates employment after completion of the study programme. It is worth mentioning that cadets enrolled to the Programme are already employed and their employment on return to the Police is guaranteed.

From the presented statistics it appears that the number of cadets enrolled in the short-cycle higher professional study *full-time on-site programme* in 2022 for the first time in recent history

exceeded the intake of part-time students (respectively 236 and 217 cadets). Also, the number of applicants to *part-time studies* has decreased more than double, compared 2022 to 2021 (respectively 43 and 92 applicants). The rise of on-site volumes has resulted also in significantly higher drop-out numbers which according to interviews with the staff of the College was initially caused by the COVID (as students were not able to study on-site) and other reasons not under their control. Still, when following the number of 2021 and 2022 full-time on-site graduates (respectively 32 and 34), one might argue that the cost of studies per one graduate could be significantly high. Police practical on-site training is traditionally already relatively expensive in unit costs, therefore optimal volumes of graduates might appear to be an issue to look into. Therefore, the experts encourage the College together with the State Police to work on improving the cadets recruitment process (so that more of those who are motivated to remain in the police would stay in the College) and providing tools to counsel those who fall into learning or motivational difficulties during the studies.

Conclusions, strengths and weaknesses

Conclusion can be made that the study programme is needed by the State Police and therefore by the society with its content being compliant with the tendencies of the State Police organisation (in transition). The following strengths and weaknesses could be identified:

Strengths:

- The study programme has been valued by both the State Police and by the students with whom the experts had a chance to exchange views during the site visit. Bearing in mind that the need for the study programme is based on the fact that the State Police is in transition, the scope of education of the universal first responder and of other jobs in the police will be evolving for at least next few years.
- The initiative of involving also different other educational institutions into Security Academy Consortium must definitely be considered as a strength and it allows involvement of different perspectives both into developing the current, but also future police educational programmes.
- The Consortium, if well established, would also allow the College a multidisciplinary approach to solving various police related challenges - exactly as it will be expected from the universal first responder.
- At the same time, closeness of the College to the State Police organisation guarantees that the outcome of the study programme, its graduates will have the competences really needed by the Police.

Weaknesses:

- One should keep in mind that the competition for force intensifies day by day and more attention should be paid also to the attractiveness of the study programme delivered by the College. Police work is definitely a work with a mission and many young people join the force to fulfil the mission, but there are more and more of those who are pragmatic in their career choices and would choose the option which gives them a wider career perspective.
- Even though a certain drop-out from the study programme is a positive sign of principality of the learning rules in the College, the share of graduates from those who

begin their studies might raise a question on the high unit cost of the study programme. Improved and more targeted recruitment process and counselling support system for those cadets who are on a verge to drop-out, might therefore help to normalise the number of drop-outs.

3. Resources and provision

Requirement [R1]: Compliance of the study base, science base (if applicable), information base (including library), material and technical base and financial base with the conditions for the implementation of the study programme and for ensuring the achievement of learning outcomes.

Analysis

The site visit of the experts was partially organised where one expert was present in person and the other remotely, but despite that, the experts had the opportunity to meet with representatives of the involved structural units and gain an insight into the available resources for the implementation of the study programme. Considering the Cabinet of Ministers Regulation No. 583 of July 11, 2006, "Regulations of the State Police College," other regulatory enactments related to the College's activities, as well as the information indicated in the study programme description, the highest governing body and official of the College are the council and the director.

According to the description of the study programme, the council is a collegiate decision-making institution in educational and research matters, operating in accordance with the College's regulations. The council is approved by the Chief of State Police, and its elections are organised by the College's director. Some council members are included without election in accordance with regulatory enactments. The council includes all three groups specified in the Higher Education Law - academic personnel, general personnel, and students. The College's director is the highest official whose competence is determined in accordance with the regulatory enactments. The Director of the College is appointed and dismissed from office by the Chief of State Police. In turn, the College's director has two deputies, one responsible for the study process, and the other - for administrative and service matters. Each deputy is also directly subordinate to the respective structural units, according to their areas of responsibility.

The College's deputies represent the College and organised the work of the structural units in accordance with their competence. The work of the structural units is organised and orders are given by the head of the respective structural unit. According to the description of the study programme, several structural units are involved in the implementation of the specific study programme. The implementation of the study programme involves four departments, which, in accordance with regulatory enactments, are the main structural units for educational and research work. The College has four departments - the Humanities Department, the Law Department, the Police Law Department, and the Sports Department. Each department plans, develops, organises, and ensures the study process within its responsibility, develops and updates the content of study courses, methodological tools, materials, and performs other

necessary tasks. Each department is composed of the head of the respective department, lecturers, assistant professors, senior specialists, and personnel training specialists.

As indicated in the study programme description by the College, personnel training specialists are not involved in the implementation of the study programme. The college's structural unit also includes the Latgale branch, which is intended to provide a part-time distance learning programme at the college's Latgale branch in Daugavpils. However, the branch is practically not operating because there are no students, and in the near future, it is planned to close the Latgale branch. In addition, the implementation of study programmes involves the education coordination department, personnel management department, financial management department, supply department, cadet department, canine department, professional development department, as well as a library, which, in accordance with the assigned tasks, provides effective organisation of study processes.

The student self-government operates at the college, which also participates in the consideration of organisational issues related to the study process in accordance with the regulatory enactments. The student self-government operates in accordance with the internal regulation No. 24 of December 21, 2016, "Regulations of the Student Self-Government." In addition, the college also operates an Ethics Committee, which considers applications regarding violations of ethical principles and conduct rules committed by college officials with special service ranks, as well as employees and cadets. The Ethics Committee operates in accordance with the internal regulations No. 35 of November 24, 2014, "Regulations of the Ethics Committee."

The description of the study programme indicates that the college has a library that provides students and educators with access to information resources and provides library services in accordance with international and national library standards.

The description of the study programme indicates that in order to digitise and automate formal and non-formal educational events (planning, organising, analysing, controlling, and monitoring the educational process and related events, as well as keeping records of pedagogical workload and providing distance learning), an educational process administration information system (IPAS) has been introduced at the college, and subscriptions to the databases "Lursoft" and "News.lv" have been made. The library has two permanent computer rooms available to users, and access levels are determined for students. IPAS is linked to the college's e-learning environment, which is created in the learning management system "Moodle." The e-learning environment is used in the study process. The practical application of the Moodle system has been approved by both teachers and students, and at the same time, the Moodle system can be improved and used more widely. The information systems of the State Police and the Ministry of the Interior Information Center can be used in the computer classes for testing and training purposes.

The college also uses its website as an information transfer platform for students, reflectants, and the general public. The website contains information related to the college as well as study programmes, necessary regulatory documents, reports, and other statistics. The information on

the website should be updated, and overall the website should be improved to promote the use of this platform.

The college's financial resources are allocated from the funding provided by the State Police. According to the college's management, this is sufficient to meet the college's needs. (Description of study programs - page 13).

During the visit, information was also provided about future development plans, including material and technical support, such as the creation of an outdoor sports field and the construction of new classrooms, with a total planned investment of 45,000,000 EUR. It was later reconfirmed in writing, that the building of new premises is planned for 2024-2025 with a total investment of 42,267,435 EUR, including new equipment.

Based on the description of the "Police work" programme, the study programme is implemented in the premises available to the State Education Development Agency (SEDA) in the administrative building (at 10 Ezermalas Street, Riga), the study building (at 10B Ezermalas Street, Riga), the lecture hall building (at 10A Ezermalas Street, Riga), the professional training ground ("laboratory" building, at 10D Ezermalas Street, Riga), as well as the conference hall building (at 10C Ezermalas Street, Riga). Meanwhile, the infrastructure and material-technical support of the State Police is used for carrying out qualification internships. Students studying at SEDA have access to a dormitories (at 8 Ezermalas Street, Riga) managed by the State Agency for the Security of the Ministry of the Interior. SEDA's Latgale branch has signed a lease agreement with the State Agency for the Security of the Ministry of the Interior for premises at 7 Komandanta Street and has reached an agreement on the lease of additional premises at 27 Vaļņu Street in Daugavpils. During the visit, experts were introduced to several classrooms equipped with multimedia devices, desktop computers, and additional screens for easier information perception in both Riga and Daugavpils. In Riga, experts visited SEDA's practical training rooms and sports halls and confirmed that the material-technical base is available to students and meets the needs of the program's implementation. It has been partially renovated, and major renovations have been done to the sports hall.

Overall, the college is making progress and renovations are progressing, but still there are a number of classrooms which are morally outdated, and little if any renovations have been carried out for at least ten years in these classes. Some rooms have visually damaged walls and ceilings. Cosmetic repairs would be necessary for several rooms in the future to improve the learning environment, which is an essential factor for students' satisfaction with the study program.

Conclusions, strengths and weaknesses

Conclusion can be made that the study base, information base (including library), material and technical base and financial base of the College comply with the conditions for the implementation of the study programme and for ensuring the achievement of learning outcomes with the following strengths and weaknesses:

Strengths:

- The study programme is implemented with a strong organisational structure, clearly defining the responsibilities of each unit involved in the programme.
- Close ties with the employer - the State Police - in providing, improving, and obtaining funding for the material and technical base.
- The use of various information platforms for communication with students, prospective applicants, and the public.
- Diversity of informational and methodological resources, including a variety of digital resources.

Weaknesses:

- Some of the College's premises and infrastructure are morally and physically outdated and only partially renovated, with limited opportunities for outdoor sports activities, although the College management indicated that a budget for construction and renovation has been approved until the completion of the project, this can be considered a weak point.

Evaluation of the requirement [R1]:

Requirement	Compliance			Justification
	Fully compliant	Partially compliant	Non-compliant	
Compliance of the study provision, science provision (if applicable), information provision (including library), material and technical provision and financial provision with the conditions for the implementation of the study programme and for ensuring the achievement of learning outcomes.	X			The resources available within the College, including the study base, scientific infrastructure, as well as material, technical, and financial support, are deemed adequate to facilitate the effective implementation of the study programme and enable the attainment of intended learning outcomes.

Requirement [R2]: Compliance of the qualification of the academic staff and visiting professors, visiting associate professors, visiting docents, visiting lecturers and visiting assistants with the

conditions for the implementation of the study programme and the requirements of the laws and regulations.

Analysis

As stated in the application by the College, the study programme is delivered by 46 representatives of the academic staff, who are employed on the basis of an employment contract, and 5 officials with special service ranks (2 docents and three lecturers). Of these 26 educators, 12 docents, 14 lecturers, 1 assistant are elected, 23 educators are appointed. Five teachers are employed in the Latgale branch of the College. Even though in the application document it was emphasised that eight academic staff positions are vacant, the College director assured that for today all positions are filled. According to the application, in addition to the academic staff of the College, one–two guest lecturers are involved in the implementation of studies. At the same time, it was emphasised during the site visit that because of the Security Academy Consortium, there is a plan to involve more personnel from other training institutions and also from the police fieldwork into the programme to guarantee the most state of the art knowledge to the cadets. Even though the Consortium opens possibilities for this kind of cooperation, a separate personnel development plan could be implemented to bridge the possible future gaps in personnel competences.

During the interview at the site visit, the management of the College emphasised that all positions related to delivering the Programme, are staffed by competent teaching personnel. Applicants to the positions of academic staff of the College are selected by holding an open competition in accordance with Law on Higher Education Institutions, or in certain cases they are appointed for up to two years without holding a competition, taking into account the applicant's compliance with the requirements necessary for the performance of professional duties. As reflected during the site visit, these are specific positions which would be unreasonable to fill though competition.

Comments on teaching personnel workload were answered by the College in written after the site visit and from the answers it appeared that the teaching workload at the College - up to 500 contact hours, allows personnel to also keep an operational position in the State Police while holding an elected teaching position at the College.

It has been stated in the application document that the level of education for all teaching staff of the College complies with the requirements specified in Law on Higher Education Institutions. Five representatives of the academic staff have a doctoral degree; 42 representatives of the academic staff have a master's degree. As also stated by the College in their application document, all teachers have professional work experience in the State Police, Prosecution Office and other law enforcement institutions. Still, as it appeared during the site-visit, there is no proper personnel development system available to support the teaching personnel to gain new competences necessary, especially pedagogical/andragogical knowledge.

Conclusions, strengths and weaknesses

Conclusion can be made that the qualification of the academic staff complies with the requirements for the implementation of the study programme and the requirements of the Latvian laws and regulations with the following strengths and weaknesses:

Strengths:

- Being now a part of the Security Academy Consortium, the College has opened to itself new possibilities to engage teaching personnel with alternative to police perspectives to society issues. This correlates well with the vision of the College director expressed at the site visit.

Weaknesses:

- Even though all vacancies of the College are filled for today, the new universal police model will also set new standards to the teaching personnel. Therefore, the experts would recommend taking into focus personnel development issues to be ready to deliver learning outcomes on a new level. Especially pedagogical skills development support to newly recruited teaching staff could significantly help to deliver the knowledge and raise the level of achieving the learning outcomes.

Evaluation of the requirement [R2]:

Requirement	Compliance			Justification
	Fully compliant	Partially compliant	Non-compliant	
Compliance of the qualification of the academic staff and visiting professors, visiting associate professors, visiting docents, visiting lecturers and visiting assistants with the conditions for the implementation of the study programme and the requirements of the laws and regulations.	X			In principle the College today complies with the requirement. Still, some more attention could be paid to personal development planning to ensure future quality of the programme

Requirement [R3]: The study programme for obtaining a master's or doctoral degree is based on the achievements and findings of the respective field of science or artistic creation (if applicable).

Analysis

Not applicable

Conclusions, strengths and weaknesses

Not applicable

Evaluation of the requirement [R3]:

Requirement	Compliance			Justification
	Fully compliant	Partially compliant	Non-compliant	
The study programme for obtaining a master's or doctoral degree is based on the achievements and findings of the				Not applicable.

respective field of science or artistic creation (if applicable).				
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Requirement [R4]: Compliance of the study programme with the requirements of the Law on Higher Education Institutions and other laws and regulations.

No.	Requirement	Fully compliant	Partially compliant	Non-compliant	Justification
1.	<p>The study programme complies with the State Academic Education Standard or the Professional Higher Education Standard, including the minimum requirements for the content of the compulsory civil protection course and the content of civil protection training for employees specified for the implementation of the study programme.</p> <p>The study courses of the professional study programmes include a module for the development of professional competence of entrepreneurship in the amount of at least 6 CP, if it has not been acquired in the previous professional study programme or is not included in the theoretical basic courses of the study programme branch (field of professional activity).</p>	X			Short-cycle higher vocational education programme “Police Work” annex: Study plan
2.	The study programme complies with a valid professional (occupational) standard, or with the requirements of professional qualification (if it is not necessary to develop a professional standard for the profession), if a professional qualification is awarded after acquisition of the study programme	X			Complies with the Junior Officer of the State police professions standard.

3.	The code of the study programme complies with the Cabinet regulations on the Latvian Education Classification	X			Code 41861 complies with the Junior officer of the State Police professional qualification and Cabinet of Ministers Regulation No 322 "Regulations on Latvian Classification of Education"
4.	The qualification of the teaching staff ¹ complies with the conditions and requirements set for the implementation of the study programme, which are specified in the regulatory enactments in the field of education including the participation in the implementation of an academic study programme of at least five professors and associate professors together who have been elected to academic positions in the respective higher education institution, except in the cases provided for in Section 55, Part two of the Law on Higher Education Institutions.	X			According to the included list of academic staff in the document package available for evaluation, and there are five professors and associate professors together being elected to academic positions in the College.
5.	Confirmation of the higher education institution/college that the teaching staff members to be involved in the implementation of the study programme have at least B2-level knowledge of a related foreign language, according to the European Language Proficiency Assessment levels (the division of levels is available on the website www.europass.lv), if the study programme or any part thereof is to be implemented in a foreign language or proficiency of the Latvian language at least on the B2				Not applicable

¹ As used in this document, the term "teaching staff" refers to the academic staff and visiting professors, visiting associate professors, visiting lecturers, visiting lecturers, and visiting assistants of the corresponding higher education institution / college.

	level, if the study programme or a part thereof is intended to be implemented in the Latvian language and the lecturer has not acquired secondary or higher education in the Latvian language.				
6.	The study programme, which is intended to be implemented in a foreign language, complies with the requirements of Section 56, Part three of the Law on Higher Education Institutions				Not applicable
7.	The sample of the study agreement complies with the mandatory provisions to be included in the study agreement (if applicable).				Information has not changed since the licensing
8.	The sample of the diploma to be issued for the acquisition of the study programme complies with the procedure by which state recognised documents of higher education are issued (if applicable).				Information has not changed since the licensing
9.	The higher education institution/ college has confirmed that it will provide the students with the options to continue the acquisition of education in another study programme or at another higher education institution/ college (a contract with another accredited higher education institution/ college), in case the implementation of the study programme is discontinued (if applicable).				Information has not changed since the licensing
10.	The higher education institution/ college has confirmed that it guarantees to the students a compensation for losses if the study programme is not accredited or the licence of the study programme is revoked due to the				Information has not changed since the licensing

	actions of the higher education institution/ college (actions or omissions) and the student does not wish to continue the studies in another study programme (if applicable).				
11.	At least five teaching staff members with a doctoral degree are among the academic staff of an academic doctoral study programme, at least three of which are experts approved by the Latvian Science Council in the respective field of science. At least five teaching staff members with a doctoral degree are among the academic staff of a professional doctoral study programme in arts (if applicable).				Not applicable
12.	The scientific and pedagogical qualification of doctors of science complies with the criteria specified in the regulatory enactments regarding the evaluation of the scientific and pedagogical qualification of a candidate for the position of a professor and an associate professor (if applicable).				Not applicable
13.	The joint study programme complies with the requirements prescribed in Section 55 ¹ , of the Law on the Higher Education Institutions (if applicable).				Not applicable

Evaluation of the requirement [R4]:

Requirement	Compliance			Justification
	Fully compliant	Partially compliant	Non-compliant	
Compliance of the study programme with the requirements of the Law on Higher Education Institutions and other laws and regulations.	X			Programme fully complies with the requirements of the Law on Higher Education Institutions and other laws and regulations.

4. Implementation of the recommendations received during the licensing of the study programme

Analysis

There were several short-term, more technical, recommendations given by the licensing experts and 4 more substantial long-term recommendations where the following implementation progress was followed by experts:

1. To reconsider the role of the Latgale branch of the State police college in the implementation of the study programme and in the system, strategically agreeing on its future development opportunities.

The College reports in its application document that at the meeting of the Board of the College on August 5, 2022, the issue of the prospects for the development of the Latgale branch was decided, as the study group will not be formed in the Latgale branch in the 2022/2023 academic year, as there are very few applications for studies that did not provide the minimum number of students in one study group. Taking into account the fact that the decision on structural reforms in the College is made by the chief of the State Police, the Board of the College decided to return to this issue in one of the 2023 meetings of the Board of the College. At the interview with the College management, it was assured that the Latgale centre will be closed during 2024 and no parts of the study programme are delivered there.

2. To update the information available on the website as an informational platform, to reflect on the perspectives of its improvement.

The College has reported in their feedback to licensing experts comments that a new website of the College was designed as part of the European Union project, taking into account the requirements set by the State Chancellery for the creation of websites for state institutions (<https://www.policijas.koledza.gov.lv/>). Still, it might be considered to translate at least a part of the site into foreign language to allow its international partners to understand the scope and activities of the College.

3. To supplement, as far as possible, the literature list of study course descriptions with sources in several foreign languages, taking into account the development of the necessary skills, competences and ability to communicate in at least two foreign languages, which are repeatedly indicated in the description of the study programme.

In their reply to the licensing experts the College emphasises that proposals for supplementing the library collections with the latest and most relevant literature in foreign languages have been made. The sources of literature and other information indicated in the study course descriptions have been updated in accordance with the established procedures.

4. To assess, as far as possible, the overhaul, energy efficiency, functionality of the existing premises of the College on Ezermalas Street, as well as look for solutions to ensure full-value opportunities for outdoor sports and tactical classes by building a stadium and tactical infrastructure.

The College reports that proposals for planning documents for future periods have been submitted, including participating in the implementation of point 18 of the Work plan 2021 of the Ministry of Internal Affairs - *developing an action plan for the development of professional education for officials with special service ranks of the institutions of the system of the Ministry of Internal Affairs for 2022-2025*. In the case of funding allocation, for the implementation of the measures foreseen in the National Development Plan for 2021 - 2027, to take measures to acquire funding. At the site visit the management of the College assured that the government has approved additional financing for the College allowing development of the new learning building of the College in the next 4 years. The latter was later also reconfirmed in writing by assuring that the investment in the amount of EUR 42,267,435 has been foreseen for the years 2024-2025.

Conclusions, strengths and weaknesses

Conclusion can be made that the previous recommendations were seriously taken into account and important results were achieved.

Strengths:

- There is a clear perspective for additional financing to further develop the learning facilities of the College which from 2024 will be concentrated in Riga campus.

Weaknesses:

- Bearing in mind the international aspect of police cooperation, the College might consider translating some parts of its public web page, similarly to the police main web page, into English to facilitate further cooperation with its foreign partners.

III. Assessment of the study programme

Excellent	<u>Good</u>	Average	Poor
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IV. Recommendations

Experts recommend including the licensed Short-cycle higher education professional study programme “Police work” in the Accreditation Form of the study field “Internal Security and Civil Protection” with the following recommendations:

Recommendations for the elimination of the deficiencies identified (on a short-term basis):

1. Introduce a College internal personnel development plan and link it with the future competence gaps in its current personnel with regard to the new universal police first responder education model. The plan should also cover pedagogical competencies provision to all teaching staff of the College.

Recommendations for the improvement of the study programme (on a long-term basis):

1. Consider redefining the professional standards-based study outcomes into a limited number (10-15) measurable/accessible key outcomes and dividing other competences between the relevant learning subjects.
2. Together with the State Police, consider redesigning the new cadets recruitment process in a way that more of those who really would fit and are motivated would find their way to College (more targeted recruitment). Also, student counselling system introduction could help control the drop-out figures.