

APPLICATION

Study field "Internal Security and Civil Protection" for assessment

Study field	<i>Internal Security and Civil Protection</i>
Title of the higher education institution	<i>Valsts policijas koledža</i>
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Self-evaluation report

Study field "Internal Security and Civil Protection"

State Police College

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1. Information on the Higher Education Institution/College

1.1. Basic information on the higher education institution/ college and its strategic development fields,.

The State Police College (hereinafter - the College) is an educational institution which started its work in 1991 as a Training Centre of the Police Department of the Ministry of the Interior, however in 2006 the College was founded as a higher education institution subordinate to the State Police by the Cabinet.

According to the Cabinet Regulation [No.819 of 19 December 2023 “By-laws of the State Police College”](#) (only in Latvian)(hereinafter - the By-laws of the College), the College is a higher vocational education institution founded by the Cabinet subordinate to the State Police, which performs its tasks in compliance with the regulations stipulated in the By-laws of the College, Law on Higher Education Institutions, Education Law, Vocational Education Law, as well as the requirements of the Cabinet Regulations issued pursuant to the delegation of these laws.

[The National Development Plan of Latvia for 2021-2027](#) defines the action direction “Security” as one of its priorities. Public safety is ensured by professional staff that meets modern safety requirements.

On 22 May 2008, the Council for Higher Education unanimously decided to grant the College indefinite accreditation as a higher education institution.

The strategic development priorities and directions of the College are related to the development of the State Police in relation to the public interest and the actual level of order and security, the crime situation and general social, economic, geopolitical and foreign policy risks, legal and other factors that also have an impact on criminogenic processes and determine crime tendencies.

Given the rapid development of technologies and the challenges of immigration, globalisation of crime and other challenges, including threats of cybercrime and cyberattacks, sufficient, motivated and professional staff play a significant role in the implementation of the development directions of the State Police. The College plays an important role in attracting, selecting of staff of the College (entrants), providing vocational training and further professional development of police officers.

The aim of the College is to ensure the acquisition of knowledge and skills necessary for practical police work, to promote further education and professional development, as well as to increase the level of interest and satisfaction of students with the chosen studies (training), chosen profession, as well as employers with the prepared specialists. The State Police needs professional, motivated and development-oriented employees.

The mission of the College is to prepare well-educated police officers for professional service in the State Police. The College is the only educational institution in Latvia that prepares and educates future police officers.

The College is a modern, prestigious and recognisable educational institution, which provides short-cycle higher vocational education in the work-based environment, in accordance with the Standard of Junior Officer of State Police, preparing graduates for work in the State Police and further studies.

The College systematically implements further education of police staff, providing knowledge and skills for effective police response, prevention of crime and qualitative investigation, contributing to the development of the State Police, public safety and the rule of law.

The College provides the opportunity for persons after the acquisition of secondary education, as well as for officials with special service ranks of the State Police, to acquire short-cycle higher vocational education and the fifth level of professional qualification.

Core policy directions of the College:

1. to develop and implement a short-cycle higher vocational education programme;
2. to implement the educational process, to promote the personal development of students in the short-cycle higher vocational education programme and to provide them with the opportunity to acquire short-cycle higher vocational education and the fifth level of professional qualification, as well as to issue a diploma regarding short-cycle higher vocational education in accordance with the procedures specified in regulatory enactments;
3. to provide students with the opportunity to prepare for the continuation of education to acquire first cycle higher vocational education and the sixth level of professional qualification;
4. to develop and implement vocational education and training programmes, including further vocational education and non-formal education;
5. to organise work-based studies and training and prepare students and learners of vocational education programmes for service in the State Police.

Vision of the College is that the College as a modern, competitive research and educational institution for the largest institution subordinate to the Ministry of the Interior – the State Police.

The mission of the College is to provide educational opportunities for employees of the State Police and other law enforcement authorities and to develop research activities in the field of national internal security.

The values of the College are integrity, justice, responsibility, loyalty, collegiality and development.

On 10 February 2022, the Cabinet adopted the Cabinet Order No. 83 “On the Conceptual Report on the Improvement of the Education System for Officials of Law Enforcement Authorities” (only in Latvian), which provides for the professional training of law enforcement personnel in the institutions of the Ministry of Interior and other law enforcement authorities of the Republic of Latvia in order to promote personnel renewal, provide quality lifelong learning services and develop scientific research in the field of internal security.

On October 25, 2022, the Ministry of the Interior, the University of Latvia (hereinafter – the LU), Riga Stradiņš University (hereinafter – the RSU) and the College concluded the agreement establishing the Consortium “Internal Security Academy” in order to provide for the implementation of the professional training of the officials of the system institutions of the Ministry of the Interior and other law enforcement authorities of the Republic of Latvia (hereinafter – law enforcement authorities), to promote the renewal of personnel, to provide the opportunity for quality lifelong learning and develop scientific research in the field of internal security.

The Consortium “Internal Security Academy” is an association of educational institutions working towards a common goal – by pooling resources, to prepare highly qualified specialists to work in Latvian law enforcement authorities. It is a form of cooperation between educational institutions, sharing the resources and academic staff of three institutions, but without creating a new legal entity - a higher education institution.

The development of the operation of the College is planned in several planning documents and self-evaluation documents - [Home Affairs Sector Strategy 2023 - 2027](#) (Only in Latvian), such as the Action Plan for the Development of Vocational Education for Officials with Special Service Ranks Working in Institutions of the System of the Ministry of the Interior for 2022-2025 approved by the

Order No.1-12/1450 of the Ministry of the Interior of October 28, 2022, [the State Police Development Concept approved by the Cabinet Order No.248 of April 6, 2016 \(only in Latvian\)](#), the State Police Operational Strategy 2023-2027 approved by the Order No.2926 of the Ministry of the Interior of May 31, 2023 (internal document), the Development Strategy of the College 2024-2027, as well as in the annual work plans (internal document) [and public reports of the Ministry of the Interior, the State Police and the College](#) (only in Latvian).

Each year the College draws up a public annual report, which includes a self-assessment of its performance in all the fields of its activities, including the provision of the study process and the results of the study programmes implemented by the College, as well as priorities and tasks for the next academic year.

[The report is published on the website of the College](#) (only in Latvian) Publikācijas, pārskati.

The main development objectives of the College are to strengthen the internal security of the Latvian state so that its graduates are able to quickly enter the labour market and perform their duties, as well as to provide innovative studies in a modern environment, aimed at a modern education system that meets the needs of the future labour market.

In accordance with the strategic objectives of the government, the Ministry of the Interior and the State Police, the aim of the study programme is to provide high-quality professional studies based on good practice of practical police work, as a result of which students acquire the knowledge, skills and competences required for the fifth-level professional qualification “Junior Officer of the State Police”, which enable them to perform their duties professionally, including the effective and high-quality prevention, police response and investigation of offences, combating crime and protecting the rights and lawful interests of persons.

1.1 Symbols of the State Police College

The motto of the College – “Our education for your safety!”

The logo



The rhythm of the Daugava stream and the Laima sign or Laima's whisk are used in the design of the logo. The rhythm of the Daugava symbolises movement and dynamism, moving forward, while the Laima whisk symbolises purity, which at the same time symbolises eternity and rhythm, good luck, blessing and happiness. The Daugava River and the Laima sign symbolise the ladder of light, the ladder to excellence. The symbol of three stars stands for the triumph of education of a modern policeman over the obscurantism of criminals. The three stars are as the crown of knowledge of young policemen. In addition to its symbolic meaning, the structure of the logo can also be seen graphically: at the top of the symbol under the stars is the letter “V”, one story below – “P”, and the stability at the very base is provided by “K”. These are the initials of the State Police College.

The emblem of the College



The emblem of the College is the insignia of affiliation on the left sleeve of the uniform. Its design is based on the design of the State Police insignia.

The College also has its own anthem, available here: [HIMNA](#)

The analysis of the dynamics of the number of students during the evaluation period is reflected in Annex No. 1.1

1.2. Description of the management structure of the higher education institution/ college, the main institutions involved in the decision-making process, their composition (percentage depending on the position, for instance, the academic staff, administrative staff members, students), and the powers of these institutions.

In the College officials with special ranks and staff employed under contract operate in a single hierarchical system, where one official has been subordinated to another official. The director is the highest ranking official of the College

In accordance with the procedures for organisation of work laid down in the College, the deputy

director (for study and training matters) of the College and the deputy director (for service and administrative matters) of the College are directly subordinate to the director of the College. The Investigator Training Centre, the Personnel Management Unit and the Financial Management Unit are under the direct authority of the director.

The Education Coordination Unit, the Department of Humanities, the Department of Police Law, the Department of Law and the Department of Sports are under the direct authority of the deputy director (for study and training matters).

The Cadet Unit, the Career Development and Professional Training Centre, Administrative Unit, Library and K-9 Unit are under the direct authority of the deputy director (for service and administrative matters).

The director of the College issues orders to officials / staff and heads of departments reporting directly to him / her. The director of the College may give direct orders to any official / staff member. The deputy director of the College organises the work of the departments reporting directly to him / her and may give orders to the officials / staff of the departments reporting to him / her. The head of the departments of the College manages the work of his / her department and issue orders to the officials / staff of his / her department. If an official has received a direct order from the director of the College, he / she shall inform his / her line manager thereof.

The work organisation at the College is determined by the internal laws and regulations issued by the director of the College, which are available on the website of the College (only in Latvian): available at <http://www.policijas.koledza.gov.lv/> under „Normatīvie akti” (Normatīvie akti | Valsts policijas koledža (koledza.gov.lv)). (only in Latvian)

The competences of officials / staff and departments and the verification of management decisions are laid down in the [Rules of Procedure of the College, Rules of Procedure of units and departments](#) (only in Latvian) and the job descriptions of officials / staff.

The study and examination procedures of the short-cycle higher vocational education programme “Police Work” are laid down in the [Study Regulations of the College](#).(only in Latvian)

The course description shall be prepared by the competent department of the College and approved by the Council.

Academic staff and students have the right to propose the updating of the curriculum and the introduction of new study courses, as well as to propose new curricula and initiate the implementation of new curricula.

The academic staff of the College currently consists of docents and lecturers. The College provides for 47 full-time positions of academic staff: 8 with special service ranks and 39 on the basis of an employment contract, of which: 11 docents and 28 lecturers.

Some teaching staff positions are divided, and one full-time position is occupied by two part-time teachers. This means that the number of teachers is higher than the number of staff positions.

The study programme is ensured by 51 representatives of the academic staff, who are employed on the basis of an employment contract, and five officials with special service ranks (3 docents and two lecturers).

Of these 25 educators are elected (13 docents and 12 lectures), 26 educators are appointed.

Ten members of the general staff of the College, in addition to their direct duties, carry out pedagogical work, providing learners with professional experience and competences acquired in the service of the State Police.

In addition to the academic staff of the College four visiting lecturers are involved in the implementation of studies, but the number varies based on the need to deliver the study course, for example, the study course “Basics of Forensic Medicine and Basics of Forensic Psychiatry” is provided with the help of visiting lecturers.

In accordance with the laws and regulations, 25 members of teaching staff are elected for 6 years.

The level of education for all teachers complies with the requirements specified in Law on Higher Education Institutions. Four representatives of the academic staff have a doctoral degree; 40 representatives of the academic staff have a master's degree. Teachers have not only the necessary education, but also professional work experience in the State Police, Prosecution Office and other law enforcement authorities. The qualification of teachers meets the requirements for the implementation of the study programme.

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: education in the relevant field, professional experience in the relevant field, knowledge of foreign languages and other criteria, in line with the requirements of laws and regulations. The academic staff ensures the implementation of the study programme in accordance with the professional duties provided for in their job descriptions, as well as in accordance with the study programme, the determined division of topics and teachers' workload, as well as in accordance with study regulations and other laws and regulations.

213 cadets are studying on average per year in short-cycle higher vocational education programme “Police Work” full time-studies, while 265 students (officers of the State Police with special service rank) are studying in part-time correspondence studies.

Decision-making at the College is the responsibility of the director and the College Council. The Council consists of 15 members.

The College Council consists of representatives of the management of the College management - 20%, academic staff - 53%, general staff - 7% and student self-government - 20%. The Council is a collegial management and decision-making body of the staff representatives of the College in educational and research matters. The Council approves the internal laws and regulations (rules, regulations) developed by the College, the composition of the Admissions Committee for each academic year, decides on the election or appointment to an academic position, considers and approves issues related to the study process (amendments to the study programme, amendments to the study plan), approves topics and supervisors of the qualification papers, approves researches and studies developed, considers and approves the public report of the College and performs other tasks delegated by the regulatory acts.

The director of the College approves the decisions of the College Council, approves applicants for inclusion in the list of students and excludes students and learners from the list of students, maintains cooperation with Latvian and foreign educational institutions and concludes cooperation agreements, in addition to other tasks.

1.3. Description of the mechanism for the implementation of the quality policy and the procedures for the assurance of the quality of higher education. Description of the stakeholders involved in the development and improvement of the quality assurance

system and their role in these processes.

Qualitative indicators of studies are measured using various instruments and tools, including statistical indicators related to enrolment, exclusion from studies, performance indicators of students in each study course, and surveys. The dynamics of the various qualitative data are analysed both at management level and within each unit (in departmental meetings and individually), thus ensuring prompt and adequate decision-making regarding the necessary actions to be taken to ensure that the overall quality and satisfaction level of the service is improved or maintained.

To ensure internal quality, the following principles are followed:

- Management commitment to achieving the required level of quality;
- Focus on the student, alumni and staff;
- Conscious participation of staff in quality development and continuous improvement;
- Staff involvement in research activities;
- Evidence-based process management and decision-making;
- Overall analysis of the field of study;
- Analysis and comparison of study programmes, including at international level;
- Evaluation of lecturers;
- Regular identification and analysis of the views and opinions of a student, alumni, staff and employer;
- Financial and resource planning at all levels of management;
- Evaluation of audit results and implementation of recommendations.

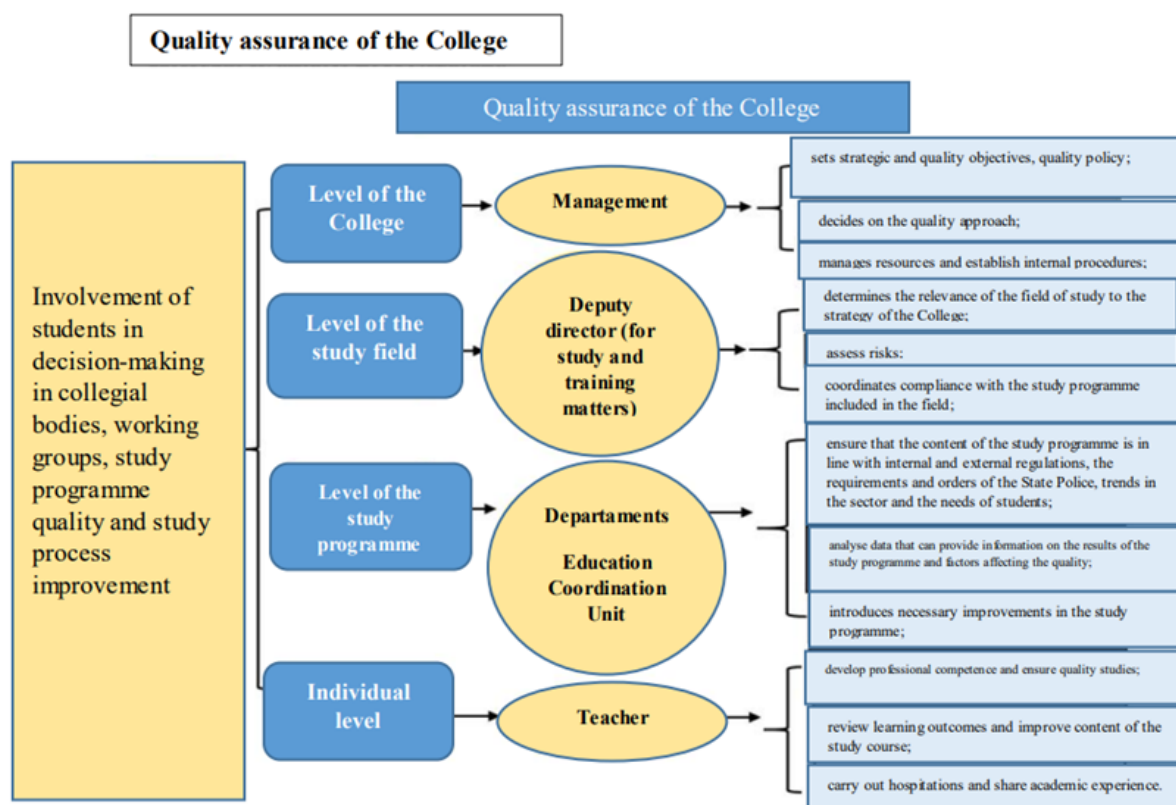
The College compiles all questionnaires conducted during the academic year and publish them on the website of the College www.policijas.koledza.gov.lv (Only in Latvian) by 30 November of each calendar year.

The College in its activities is linked with the State Police, a system institution of the Ministry of the Interior, to which it is subordinate, and within the framework of the implementation of the study programme it fulfils the orders of the State Police, including providing students with internship and workplaces during their studies and after graduation from the study programme, respectively. Consequently, six months after graduation from the study programme, the College, in accordance with Chapter V of the Internal Regulation of the College No.10 of 13 November 2020 "Regulations on Planning, Provision, Execution, Control and Questionnaire Survey of the Study (Training) Process at the State Police College", surveys employers – State Police units to ascertain the knowledge of the graduates of the College in practical work.

The College also annually compiles the results of the surveys from previous year and prepares a survey report. Information on the results of the questionnaires and a report on the results of the questionnaires shall be included in the public report on the activities of the College in the current year, and the report shall be sent to the employers – the State Police. The College conducts student and alumni surveys to ascertain opinions and recommendations on the quality of studies at the College, and the results of the surveys are reflected in a scale of 1 to 10 for teacher and course ratings, with "10" being the highest positive rating and "1" being the lowest rating.

In accordance with the requirement of the Cabinet Regulation No. 326 of 8 May 2012 "Regulations Regarding the Internal Control System in Institutions of Direct Administration", in order to ensure effective and compliant operation of the State Police College, the College has developed an internal control system approved by the Order of the College No. 200 of 20 February 2024 "On Description

of Internal Control System of the State Police College" (internal document) (only in Latvian).



1.4. Fill in the table on the compliance of the internal quality assurance system of the higher education institution/ college with the provisions of Section 5, Paragraph 2(1) of the Law on Higher Education Institutions by providing a justification for the given statement. In addition, it is also possible to refer to the respective chapter of the Self-Assessment Report, where the provided information serves as justification.

1.	The higher education institution/ college has established a policy and procedures for assuring the quality of higher education.	Internal quality assurance systems include the following elements: an internal regulation on the organisation of the study process, the selection and development of academic staff, and evaluation criteria. Regular professional qualification courses for academic staff are organised to improve their pedagogical and professional skills. Scientific research and innovations are supported, contributing to the development of academic staff and the improvement of the quality of higher education.
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2.	<p>A mechanism for the creation and internal approval of the study programmes of the higher education institution/ college, as well as the supervision of their performance and periodic inspection thereof, has been developed.</p>	<p>A working group is set up for development of the study programme, which included teachers from the departments of the College involved by the order. The study programme is harmonised with the employer - the State Police and approved by the College Council. The implementation of the study programme is the responsibility of the departments of the College, which implement the study courses in accordance with the study plan. The implementation of the study programme is supervised by the departments of the College and the Educational Coordination Unit of the College. The deputy director of the College for study and training matters also monitors the process. The Methodological Commission of the College shall make proposals for necessary changes to the study programme. The departments of the College carry out regular checks of the programmes and their compliance with the requirements of the laws and regulations.</p> <p>The departments of the College organise regular departmental meetings, during which teachers meet and communicate, sharing information on the implementation of the study programme.</p> <p>Teachers from College departments are also included in the Methodological Commission, which discusses evaluation criteria to ensure a coherent and integrated approach; in the Hospitation Commissions, which assess and analyse teachers' skills and abilities and make suggestions for improving these skills, during which teachers can use the peer evaluation and feedback process to give feedback on each other's work and improve their teaching practice. This can include formal assessment, such as peer assessment, as well as informal discussion and feedback.</p> <p>The College Council, which deals with issues related to the implementation of the study programme, also includes elected teachers from the departments of the College.</p> <p>The recommended topics for the qualification papers are jointly developed and various educational events (seminars, conference of the College) are organised. Teachers of the College jointly develop publications and teaching methodological materials, monographs. Cooperation between teachers is implemented in the use of interactive teaching methods, such as the use of XVR software in practical classes.</p>
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3.	The criteria, conditions, and procedures for the evaluation of students' results, which enable reassurance of the achievement of the intended learning outcomes, have been developed and made public.	<p>The learning requirements of the study course, which indicate what knowledge and skills students must acquire, are carried out in each study course. The grading scale in the College is based on a 10-point system and is determined by the Study Regulations.</p> <p>The evaluation criteria, the procedure for appeals and other study-related procedures are defined in the Study Regulations (https://www.policijas.koledza.gov.lv/lv/ieksejie-normativie-akti-n-olikumi) (Only in Latvian).</p>
4.	Internal procedures and mechanisms for assuring the qualifications of the academic staff and the work quality have been developed.	The qualifications and quality of the performance of academic staff are evaluated in evaluation (hospitation) sessions, which are organised at least once during the period of appointment or election. The Hospitation Commission and the Hospitation Guidelines are approved by the order document of the College for each academic year.
5.	The higher education institution/ college ensures the collection and analysis of the information on the study achievements of the students, employment of the graduates, satisfaction of the students with the study programme, efficiency of the work of the academic staff, the study funds available, and the disbursements thereof, as well as the key performance indicators of the higher education institution/ college.	Internal Regulation of the State Police College No.10 of 13 November 2020 "Regulations on Planning, Provision, Execution, Control and Conducting of Surveys of the Study (Training) Process at the State Police College"

6.	<p>The higher education institution/ college shall ensure continuous improvement, development, and efficient performance of the study field whilst implementing their quality assurance systems.</p>	<p>Given the political importance of the study field “Internal Security and Civil Protection” for both internal and external national security, where the College plays an important role in strengthening internal security, it has developed and improved its educational process in various aspects with the passing of time. On October 25, 2022, the Ministry of the Interior, the University of Latvia (hereinafter – the LU), Riga Stradiņš University (hereinafter – the RSU) and the College concluded the agreement establishing the Consortium “Internal Security Academy”, which stipulates that in order to provide for the implementation of the professional training of the officials of the system institutions of the Ministry of the Interior and other law enforcement authorities of the Republic, to promote the renewal of personnel, to provide the opportunity for quality lifelong learning and develop scientific research in the field of internal security, the parties confirm their joint determination to establish the consortium “Internal Security Academy” (hereinafter – the Consortium IDA). On September 1, 2023 the College started implementation of the short-cycle higher vocational education programme “Police Work” (LQF-5). According to the point 101 of the Paragraph 1 of the Vocational Education Law, short-cycle higher vocational education is a higher-level vocational education which provides the possibility to obtain the fifth level professional qualification, and short-cycle higher vocational education is part of the first-cycle higher vocational education. The College implements work-based learning. Already on August 14, 2020, the College concluded a cooperation agreement with the RSU, according to which both educational institutions undertake to compare study programmes and cooperate in improving the study courses of the professional bachelor's study programme “Police Work” of the RSU in order to ensure a high-quality continuation of the study process for graduates of the College who have acquired the short-cycle higher vocational education programme “Police Work”.</p>
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2.1. Management of the Study Field

2.1.1. Aims of the study field and their compliance with the scope of activities of the higher education institution/ college, the strategic development fields, as well as the

development needs of the society and the national economy. The assessment of the interrelation of the study field and the study programmes included in it.

After evaluating the resources available at the State Police College (hereinafter – the College) for implementation of the study direction “Internal Security and Civil Protection”, it can be concluded that the academic staff of the College, who are also leading professionals in the field of police work in Latvia, are involved by the College in the implementation of the study direction “Internal Security and Civil Protection”. When evaluating the status of academic staff involved in the implementation of the study direction, it can be concluded that a large part of the educators involved have acquired higher education at Latvian Police Academy and their professional experience is related to work in law enforcement institutions, including the police, as well as scientific research is related to criminal and police-related issues. Therefore, it can be concluded that the qualification of the educators involved in the implementation of the study direction meets the needs of the implementation of the study direction “Internal Security and Civil Protection”. The study direction of the College is implemented in the College, Ezermalas Street 10, Riga, which has premises and facilities available, including special premises for conducting classified study courses, for the implementation of the study direction “Internal Security and Civil Protection”. The Ministry of the Interior, the competence of which corresponds to the study direction, indicates that the opening of the study direction with the licensing and accreditation of the study programme conforms to the development planning documents of the field of internal affairs and the current developments in the preparation of junior officers of the State Police. Educating of the officers of the State Police at various levels of educational qualification has been taking place at the College since 2016.

Given the political importance of the study field “Internal Security and Civil Protection” for both internal and external national security, where the College plays an important role in strengthening internal security, it has developed and improved its educational process in various aspects with the passing of time. On October 25, 2022, the Ministry of the Interior, the University of Latvia (hereinafter – the LU), Riga Stradiņš University (hereinafter – the RSU) and the College concluded the agreement establishing the Consortium “Internal Security Academy”, which stipulates that in order to provide for the implementation of the professional training of the officials of the system institutions of the Ministry of the Interior and other law enforcement authorities of the Republic, to promote the renewal of personnel, to provide the opportunity for quality lifelong learning and develop scientific research in the field of internal security, the parties confirm their joint determination to establish the consortium “Internal Security Academy” (hereinafter – the Consortium IDA). On September 1, 2023 the College started implementation of the short-cycle higher vocational education programme “Police Work” (LQF-5). According to the point 101 of the Paragraph 1 of the Vocational Education Law, short-cycle higher vocational education is a higher-level vocational education which provides the possibility to obtain the fifth level professional qualification, and short-cycle higher vocational education is part of the first-cycle higher vocational education. The College implements work-based learning. Already on August 14, 2020, the College concluded a cooperation agreement with the RSU, according to which both educational institutions undertake to compare study programmes and cooperate in improving the study courses of the professional bachelor's study programme “Police Work” of the RSU in order to ensure a high-quality continuation of the study process for graduates of the College who have acquired the short-cycle higher vocational education programme “Police Work”.

The study field “Internal Security and Civil Protection” covers a wide range of topics, including the maintenance of public security, the safeguarding and protection of personal rights, the management of risk situations, and the activities of police authorities in protecting the public

against various threats. The study programme "Police work" is a specialised programme aimed at acquiring the knowledge, skills and competencies necessary for a police officer to ensure the performance of police tasks - these include responding to an incident, protecting personal rights, ensuring public order and upholding the rule of law. The study courses of the study programme are in line with the general academic objectives of the study field. The study programme meets the requirements of the labour market and professional standards in the field of internal security. The study programme "Police work" includes the study courses - Police assignments and response, Tactics of Professional Activity and Professional Physical Training, Prevention of crime, Criminology and investigation of criminal offences, which are essential for the understanding of the competence of police in the field of internal security. The study programme "Police Work" has been developed in close cooperation with the employer, the State Police, and complies with the professional standards of the sector and the requirements of police work. The programme provides students with the necessary knowledge and skills to successfully continue their service in the State Police, ensuring public safety and order. The teaching methods of the study programme "Police Work" are developed in line with the latest trends and technologies in the field of security.

2.1.2. SWOT analysis of the study field with regard to the set aims by providing explanations on how the higher education institution/ college expects to eliminate/ improve weaknesses, prevent threats, and avail themselves of the given opportunities, etc. The assessment of the plan for the development of the study field for the next six years and the procedure of the elaboration thereof. In case there is no development plan elaborated or the aims/ objectives are set for a shorter period of time, information on the elaboration of the plan for the development of the study field for the next assessment period shall be provided.

As part of the strategic planning, the College carried out a study and analysis of the current situation in order to ensure that the objectives set for the next strategic planning period are reasonable and well thought out.

The College has applied the strategic planning tool SWOT analysis, to define the external and internal factors that have the greatest impact on the activities and development of the College.

Strengths

Weaknesses

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. The head of the institution organises the planning and evaluation of the work of the stakeholders in a targeted manner to ensure a common understanding of the quality of education. 2. Close and regular cooperation with the State Police as the employer of alumni of the College. 3. Regular updating of development and performance objectives of the College in line with its performance in the previous year. 4. Continuous analysis and evaluation of the teaching/study process at the College. 5. Guaranteed employment after graduation. | <ol style="list-style-type: none"> 1. Insufficient infrastructure for practical training. 2. Ageing teaching staff, difficulties in attracting new staff. 3. No possibility to independently acquire and implement EU funds. |
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Opportunities

1. The College cooperates with state and local government institutions, as well as other educational institutions at both national and international level.
2. The College will continue to develop cooperation with its employer (the State Police) in order to identify development needs, emerging trends and strategic directions in time for the improvement and development of the educational process and its sustainability.
3. The College has a common vision for the long-term sustainability of the institution.
4. All parties are involved in the process of planning and development of the College – the State Police as an employer, teachers and students, making proposals for improving the quality of the activities of the College and introducing innovations.
5. To promote the development and attract professional educators on the basis of the Consortium “Internal Security Academy”.
6. By introducing innovative teaching methods and attracting professionals to the study process, it will ensure the acquisition of education and professional development opportunities in line with regional needs and international standards, will contribute to strengthening the positive image of the police at national level and motivate police officers for self-development.

Threats

1. Staff turnover due to low remuneration;
2. Insufficient physical fitness of young people to attract new recruits to the State Police.

The College's development strategy was developed by a working group consisting of the Deputy Principals, the Head of the Department of Law, the Head of the Education Coordination Unit, the Head of the Investigator Training Centre, the Head of the Administration Unit and the Lawyer, the

Head of the Financial Management Unit and the Head of the Human Resources Unit. The draft strategy was sent to all College departments for approval and was then sent to the National Police for approval. After receiving the approval from the State Police, it was approved by the order of the Principal of the College.

In order to strengthen the College's weaknesses in staff remuneration, the College writes a motivated application to the National Police every year to increase the remuneration of freelance staff. The salaries of the freelance staff are increased by 10% with effect from 1st January every year.

In order to increase physical fitness among young people, the College organises a large number of promotional events to promote the police profession and healthy lifestyles, and plans to establish a Young Police Officers School, which will include classes to introduce young people to the police profession and prepare them for the entrance examination, including physical training.

As regards the development of the College's infrastructure, the College is currently implementing an IDF project, the main objective of which is to provide modern infrastructure and educational content, in line with the operational and development strategy of the State Police, in cooperation with various European Union Member States and institutions, with the aim of promoting internal security, the project plans the following activities:

1. To develop a minimum construction plan (MBP) for the comprehensive development of the Internal Security Academy (hereinafter - ISA) with a 3D visualisation of the overall complex. The first phase of the IDA complex development will consist of the construction of an energy-efficient IDA practical training centre (training ground) with a mountaineering tower and a tactical vehicle training ground with an adjacent operational vehicle parking area.

The training centre will include separate stationary training ranges for simulation tasks, such as "Apartment", "Café", "Office", "Shop", "Labyrinth" and "Operational Control Centre", with realistic set-up of the respective training range environment (furniture, sanitary facilities, household appliances for the kitchen, bar-café, computer equipment, classrooms, temporary holding and temporary detention facilities, etc.).), ensuring that the training is as close as possible to the real environment for the participants.

Non-stationary training polygons are also planned - "Petrol Station", "Train Car Fragment", "Tunnel Fragment", "Cellar", "Railway Station Fragment" (with separate purchase of the necessary polygon simulation structures, e.g. train fragment, equipment and props, e.g. benches, mirror, cash register), which can be moved (mobile walls) as needed to create different simulation games for participants. A street intersection is also planned inside the training centre, where it is planned to carry out road accident clearance and simulation exercises with real vehicles entering/exiting/moving within the centre. Outside, an intervention training ground "Mountaineering Tower" is planned. The training area will be equipped with a video and audio playback system, with recording function to allow video recording and (local) recording during the training sessions. In order to improve tactical skills it is necessary to analyse the actions of police officers in different situations, to assess the correctness of actions, to look for better solutions in a given situation, so after the practical training video and audio recordings will be analysed under the guidance of a teacher-instructor.

The long-term vision of the IDA complex development also envisages the construction of a shooting range, however, in the meantime, for the purpose of providing shooting training and practice for the SP officers, the project envisages the purchase of a mobile container-type shooting range, which can be functionally placed on different types of surfaces and, as required or when a stationary shooting range is built, moved to any training site, ensuring sustainable use.

2. The idea of creating a modern practical training centre and incorporating the latest training trends in training ranges will be implemented by the research of the best practices of various foreign law enforcement authorities in 5 European Union countries by experts in the field of the NRC - by studying and analysing their practical training centres and standards, shooting ranges, mountaineering towers, technical equipment of ranges and training programmes. This will help to better develop the technical documentation for construction procurement and the practical training content for response force development through simulation exercises.

3. Taking into account the dynamic development of information and communication technologies, the increasing number of criminal offences in the cyber environment and the constantly changing situation in the international security environment and its impact on Latvia's internal security, as well as to promote a common understanding among police officers on how to respond to different types of crime, In order to promote the effective and efficient identification of crime types and to discuss new developments in the legal framework, it is envisaged to organise annual international conferences in the field of internal security, where the most up-to-date trends in the field of internal security would be discussed each year, inviting also foreign and Latvian experts in the field.

The College also plans to organise annual training cycles on "Improving Investigative Work" and "Challenges of Virtual Environments in Detecting Crimes" for State Police employees and representatives of other law enforcement agencies on the most topical issues of the time, inviting foreign lecturers and Latvian experts in the field.

4. With the participation of external experts from the Ministry of Interior, it is planned to conclude a cooperation agreement with the European Union Agency for Law Enforcement Training (hereinafter - CEPOL) on the engagement of independent foreign experts to evaluate IDA study programmes, to organise visits of CEPOL experts to IDA educational institutions and to provide CEPOL with all necessary information for the development of the evaluation of study programmes, which would analyse the quality of study organisation and content, quality of study results and compliance with study outcomes as an external expert independent of the licensing and accreditation process. The CEPOL assessment will help to ensure that the study programme meets global educational and professional standards, and that new opportunities for cooperation with other educational institutions and organisations in Europe are created, including exchange programmes, joint research initiatives and other cooperation projects, which in turn will contribute to the recognition and prestige of the study programme at both local and international level. In order to promote IDA study programmes and increase the number of students enrolled in the programmes, it is planned to develop a campaign concept and organise several IDA media campaigns (internal and external communication) during the project implementation, in line with the current trends and the target group, by involving IDA consortium partners and PI experts in internal communication.

5. In order to develop the competences and skills needed to strengthen reactivity, it is planned to develop scenarios for non-formal education programmes for educators, which will include guidelines with mandatory topics, options and descriptions of practical exercises, conditions and feedback, depending on the scope of the scenario, etc. In developing these scenarios (e.g. juvenile detention, petrol station robbery, domestic violence, etc.), the invited experts will also use the knowledge gained from the visit abroad to develop the training centre programmes, in addition to creating scenario equipment (e.g. cards or other props for role plays) and information for each scenario topic in the digital manual tool. Overall, the digital manual will be hosted and developed on the SPC Moodle platform, with the intention of providing visually clear information on the project's conference and training highlights and scenarios.

Once these scenarios are developed and the training centre's training ranges are fully equipped and ready for training, it is planned to conduct pilot exercises to test the new training ranges in

operation and to test the tasks of the scenarios developed. In addition, the pilot training will be captured on video and shown at the final conference of the project, further promoting the IDA and College study programmes and the versatility of the State Police in general.

2.1.3. The structure of the management of the study field and the relevant study programmes, and the analysis and assessment of the efficiency thereof, including the assessment of the role of the head of the study field and the heads of the study programmes, their responsibilities, and the cooperation with other heads of the study programmes, as well as the assessment of the support by the administrative and technical staff of the higher education institution/ college provided within the study field.

According to the point 3.1.1 of the Agreement establishing the Consortium "Internal Security Academy", the Strategic Supervisory Board of the Consortium "Internal Security Academy" is established with the competence to ensure sustainable development of the Consortium "Internal Security Academy", while the point 3.1.2 provides for the establishment of the Study Programme Council with the competence to develop, implement and improve study programmes, as well as internal quality assurance and coordination matters of the study process.

The progress, results and development perspectives of the study programme are also regularly reviewed by the Study Programme Council and the Strategic Supervisory Board of the Consortium "Internal Security Academy", which includes representatives of educational institutions, the Ministry of the Interior as a funding body of the study programme, potential employers of students and students.

The role of the programme manager at the College is played by the deputy director for study and training matters, who plans and supervises the work of the Education Coordination Unit and the Departments, makes proposals to the director of the College on improving working methods and the quality of work; organises, controls and supervises the study process; supervises the internal control system of the College in study and training matters; organises and ensures the preparation of the educational programmes of the College for licensing and accreditation, as well as the development of new educational programmes, organises their licensing and accreditation; promotes cooperation between the employees of the College and national or international educational institutions where vocational training is provided; participates in the development of the material and technical base.

2.1.4. Description and assessment of the requirements and the system for the admission of students by specifying, inter alia, the regulatory framework of the admission procedures and requirements. The assessment of options for the students to have their study period, professional experience, and the previously acquired formal and non-formal education recognised within the study field by providing specific examples of the application of these procedures.

Admission to the College is in accordance with the Admission Rules, which are approved for each academic year.

<https://www.policijas.koledza.gov.lv/lv/media/3807/download?attachment> (Only in Latvian)

Recognition of non-formal education is in accordance with the College's Regulation No 7 of 17 June 2019 "Recognition of education acquired outside formal education or professional experience competences and learning outcomes achieved in prior learning Regulations of the Recognition Committee"

<https://www.policijas.koledza.gov.lv/lv/media/1193/download?attachment> (only in Latvian)

2.1.5. Assessment of the methods and procedures for the evaluation of students' achievements, as well as the principles of their selection and the analysis of the compliance of the evaluation methods and procedures with the aims of the study programmes and the needs of the students.

Students of the State Police College can get acquainted with the criteria for grading their achievements, the conditions and the binding procedures in several ways. One of them is the IPAS (<https://e-studijas.vp.gov.lv>), which provides a fast and efficient circulation of information on many issues related to studies, and among them the IPAS provides information on the requirements of the educational programme and their individual results (grades, current assessments). The description of each study course indicates the number of examinations to be taken, with detailed information on the assessment criteria for each examination.

In the Regulation of the State Police College No.8 of 30 April 2024 "Regulations on Studies of the State Police College" it is stipulated that the study programme determines the educational criteria for achievement and assessment of study results, forms and procedures of examinations, successful completion of which enables a student to acquire appropriate education and a certain qualification. According to the Regulations, during the completion of each study course, a student shall take regular examinations in accordance with the course description. The examination shall be organised and conducted by the teacher of the study course.

The teacher of the study course evaluates the current examination and the final examination on a scale of 10 points, in accordance with the national Higher Education Standard (<https://likumi.lv/ta/id/342818-noteikumi-par-valsts-profesionalas-augstakas-izglitiba-standartu>) (Only in Latvian), and records its evaluation in the system (the IPAS) in accordance with the procedure established by the College.

The teacher of the study course shall explain the requirements of the study course in the introductory lectures and acquaint the students with the procedure and conditions of the current examinations. During the study process, tutorials are provided, during which it is also possible to obtain additional detailed information on the criteria for the assessment of performance. In case of doubt, students may also consult the heads of the departments.

2.1.6. Description and assessment of the academic integrity principles, the mechanisms for compliance with these principles, and the way in which the stakeholders are informed.

Specify the plagiarism detection tools used by providing examples of the use of these tools and mechanisms.

Academic staff, students and employees of the College are involved in the mechanism for upholding the principles of academic integrity. A detailed framework for informing the parties involved has been developed, as well as duties and rights are distributed among the collegial bodies of the College, such as the Ethics Commission, the Methodological Commission, the Commission for the Examination of Plagiarism, the Departments, the Education Coordination Unit. Overall, the mechanism for compliance with the principles of academic integrity is considered to be effective and comprehensive.

The principle of academic integrity is laid down in the Internal Regulation of the State Police College No. 11 of 18 May 2021 "Code of Ethics of the State Police College" (<https://www.policijas.koledza.gov.lv/lv/etikas-komisija>) (Only in Latvian). The Code of Ethics shall be presented to the student by the immediate supervisor on the first day of the performance of official duties.

In the Internal Regulation of the State Police College No.16 of 4 December 2023 "Procedures for the Development, Submission, Defence, Storage and Requirements of Single Presentation of Qualification Papers" (<https://www.policijas.koledza.gov.lv/lv/noteikumi>) (Only in Latvian) the duties of a supervisor of a qualification paper are stipulated, namely, "to instruct a student to eliminate plagiarism detected during the development of the qualification paper and report it to the head of the Department of the College if a student fails to eliminate it within the procedure and time limit specified by the supervisor of a qualification paper". At the same time, students are obliged to submit their qualification paper for quality control in the unified automated plagiarism control system of the College.

It is stated in the Regulation of the State Police College No. 8 of 30 April 2024 "Regulations on Studies of the State Police College" (<https://www.policijas.koledza.gov.lv/lv/ieksejie-normativie-akti-nolikumi>) (Only in Latvian) that "If plagiarism is detected in the student's qualification paper or independent work in clear handwriting that promotes quality learning (hereinafter - the independent work), the supervisor of the qualification paper, the reviewer, respectively, the state examination board or the teacher shall evaluate the independent work with the mark 1 "very, very poorly" and shall inform the deputy director of the College (for study and training matters) or the head of the Department of the College conducting the study course in writing, indicating the exact signs of plagiarism detected and the source with which the correspondence was found.

In accordance with the "Guidelines for the Assessment and Control of Academic Integrity and Plagiarism at the State Police College" (approved on 19 April 2024 by Decision No.5 of College Council; <https://www.policijas.koledza.gov.lv/lv/noteikumi> (Only in Latvian)), a teacher or employee of the College shall submit an application or report to the Ethics Commission of the College when a breach of academic integrity is detected.

In the Guidelines for the Assessment and Control of Academic Integrity and Plagiarism it is stated that the head of the Department, when appointing a supervisor of a qualification paper, shall inform academic staff of the commitment to academic integrity in the College. The supervisor of the qualification paper, when advising on the development of the qualification paper, shall inform the student of the inadmissibility of plagiarism in the qualification paper and warn that failure to cite references constitutes plagiarism.

If the supervisor of the qualification paper detects signs of plagiarism during the development of the qualification paper, he/she shall instruct the student to address it. If signs of plagiarism are repeatedly detected during the development of the qualification paper or if the student fails to address the plagiarism in the manner and within the time specified by the supervisor of the qualification paper, the supervisor of the qualification paper shall inform the head of the Department of the College thereof. The head of the Department of the College shall inform the head of the Education Coordination Unit in writing about possible plagiarism in the qualification paper.

The head of the Education Coordination Unit of the College shall appoint a member of staff to carry out a plagiarism check in the unified automated plagiarism control system. If similarities in the content of the submitted qualification paper with the software resources are found, the head of the relevant Department shall be informed and a written report shall be submitted to the deputy director of the College (for study and training matters) of the College with a request to convene the Commission for the Examination of Plagiarism. If plagiarism is found, the Commission for the Examination of Plagiarism shall inform the Ethics Commission.

The decision of the Ethics Commission of the College on a breach of academic integrity shall be placed in the personal file of an employee, student or learner.

2.2. Efficiency of the Internal Quality Assurance System

2.2.1. Assessment of the efficiency of the internal quality assurance system within the study field by specifying the measures undertaken to achieve the aims and outcomes of the study programmes and to ensure continuous improvement, development, and efficient performance of the study field and the relevant study programmes.

The achievements and shortcomings of the study programme are regularly analysed by conducting surveys of students, graduates and employers - questionnaires on the satisfaction of students, graduates and employers with the content and quality of the educational programme implemented by the College, the quality of the performance of teachers and the infrastructure of the College.

The internal quality assurance system of the College operates according to the following principles:

- Management commitment to achieving the required level of quality;
- Focus on a student, graduate and staff;
- Conscious participation of staff in quality development and continuous improvement;
- Staff involvement in research activities;
- Planned provision of professional development for staff
- Overall analysis of the field of study;
- Analysis and comparison of study programmes, including at international level;
- Updating the study programme, taking into account new developments in the legal framework and in the activities of the State Police;
- Evaluation of lecturers – organising of hospitation lessons;
- Regular identification and analysis of the views and opinions of students, graduates, staff and employers (surveys);
- Financial and resource planning at all levels of management;
- Evaluation of audit results and implementation of recommendations.

Targeted control measures in strategic management, personnel management, implementation of the study programme, integrated into daily activities such as approval of internal documents and processes, harmonisation, quality assessment, division of duties and responsibilities, etc., aimed at achieving the aim of the study programme have been introduced in the College.

In order to react in time to risks to the achievement of the objectives of the study programme, the internal quality control system at the College is ensured by collegial bodies, such as the Methodological Commission, the Ethics Commission, the Hospitation Commission, as well as the Commission for determining an additional coefficient for the application of modern technologies and innovative teaching methods in the study (teaching) process for the officials with special service rank and employees with an employment contract of the State Police College who hold the position of a teacher.

The aim of the study programme is to provide high-quality professional studies based on good practice of practical police work, as a result of which students acquire the knowledge, skills and competences required for the fifth-level professional qualification “Junior Officer of the State Police”, which enable them to perform their duties in the State Police professionally, including the effective and high-quality prevention, police response and investigation of offences, combating crime and protecting the rights and lawful interests of persons.

To achieve this aim, both general education study courses and field-specific study courses are included in the study content, providing knowledge, skills and competencies necessary for professional activity. In order to ensure the transfer of competencies and knowledge, the sector’s professionals are involved in the implementation of the study programme and staff development is continuously ensured, in accordance with the academic staff professional development implementation plan for the current academic year of the College (College Order No. 1041 of 27 December 2023 “On approval of the academic staff professional development implementation plan of the State Police College for the second semester of the academic/training year 2023/2024”) (Only in Latvian). At the same time, guest lectures are periodically provided within the framework of exchange programmes, they are delivered by foreign lecturers and the sector’s experts.

The development of study programmes is in line with changes in the organisation of police work. For example, the study programme no longer provides for a division into specialisations, as the employer has reorganised to a responsive policing model.

The study programme provides for an internship (qualification practice), which is carried out in the structural units of the State Police and the content of the qualification practice is developed in accordance with the professional standard for a junior officer of the State Police. The student shall regularly fill in the internship diary in the Educational Process Administration Information System of the College (www.e-studijas.vp.gov.lv) during the completion of the qualification practice tasks, and complete the internship report and self-assessment at the end of the qualification practice. The supervisor of the qualification practice evaluates the performance of the qualification tasks, the overall performance of the qualification practice and provides a description of the trainee in the Educational Process Administration Information System of the College (www.e-studijas.vp.gov.lv). Both the student and the supervisor of the qualification practice also provide suggestions for the improvement of the qualification practice process, which are taken into account in the implementation of the study programme.

In order to ensure the monitoring of the quality of studies, a review of the study field is carried out and prepared once a year, which includes the analysis of data related to studies, including the analysis of the success rate, the analysis of the results of the quality assessment of the implementation of the study courses, the analysis of the results of the teachers’ hospitation and other performance indicators.

The departments of the College, as study and educational research units within their competence, organise, plan and ensure the teaching and study process, carry out methodological and research work in formal and non-formal education programmes implemented by the College for the employees of the College and the State Police. One of the tasks of the departments of the College is to carry out an evaluation of the activities of the departments for each academic (training) year. The information on the results achieved is submitted by the departments in the Activity Report of the College for the given year.

The Hospitation Commission of the College evaluates the quality of study activities and teachers' performance, as well as professional skills and abilities, in accordance with the approved guidelines of the College for the hospitation of teachers. The hospitation guidelines "Guidelines for Hospitation at the State Police College have been approved and the permanent Hospitation Commission has been established (Order No. 255 of 4 March 2024 "On Hospitation of Teachers and the Establishment of the Permanent Hospitation Commission at the State Police College" (Only in Latvian) and Order No. 262 of 6 March 2024 "On Hospitation for the 2023/2024 academic and training year") (Only in Latvian).

Information on the results of the questionnaires and a report on the results of the questionnaires shall be included in the current year's public report on the activities of the College. The results of the questionnaire survey shall be included in the self-evaluation report of the field of study and in the report on the results of the questionnaire survey (Report No 1880-Report "Report on the results of the questionnaire survey 2023", dated 8 December 2023), (https://www.policijas.koledza.gov.lv/lv/publikacijas-parskati?utm_source=https%3A%2F%2Fwww.google.lv%2F) (Only in Latvian).

The existing control system ensures comprehensive monitoring of the quality of studies throughout the academic year and, in accordance with the results of the quality monitoring measures, the quality of studies is reviewed and measures are taken for the improvement, development and operational efficiency of the study programme.

In general, the internal quality assurance system of the College operates continuously at several levels, ensuring continuous improvement, development and operational efficiency of study programmes (Order of the College No. 200 of 20 February 2024 "On the description of the internal control system of the State Police College" (internal document) (Only in Latvian).

2.2.2. Analysis and assessment of the system and the procedures for the development and review of the study programmes by providing specific examples of the review of the study programmes, the aims, and regularity, as well as the stakeholders and their responsibilities. If, during the reporting period, new study programmes have been developed within the study field, describe the procedures of their development (including the process of the approval of study programmes).

In 2021, a new short-cycle higher vocational education programme "Police Work" was developed, the need for which was justified by the structural reforms in the State Police, introducing the model of a responding police officer into the activities of the State Police. The study programme was licensed on 10 February 2021 and licence No. 041028 was issued.

Taking into account the fact that the short-cycle higher vocational education programme "Police

Work” of the College has already been licensed in 2021 and was submitted in January 2023 for inclusion in the study field accreditation form, the admission requirements and internal quality control measures were stipulated there.

The study programme is implemented in accordance with the internal regulations of the College: “Regulations on Studies of the State Police College”

(<https://www.policijas.koledza.gov.lv/lv/ieksejie-normativie-akti-nolikumi>) (Only in Latvian), the internal regulations “Rules of Qualification Practice of the Short-Cycle Higher Vocational Education Programme “Police Work” of the State Police College”

(<https://www.policijas.koledza.gov.lv/lv/ieksejie-normativie-akti-nolikumi>) (Only in Latvian).

The deputy director of the College (for study and training matters), the Departments, the Education Coordination Unit are responsible for ensuring that the content of the study programme complies with internal and external regulatory enactments, the requirements and orders of the State Police, industry development trends and students’ needs, analysing data that can provide information on the results and factors affecting the quality of the study programme, and introducing necessary improvements to the study programme.

Teachers, heads of the departments of the College and students, as well as the Consortium “Internal Security Academy” Study Programme Council, which is a collegial decision-making body for the development, implementation and improvement of the Consortium’s IDA study programmes are involved in this process.

In the By-laws of the State Police College (Cabinet Regulation No.819 of 19 December 2023 “By-laws of the State Police College”) (Only in Latvian)

(<https://likumi.lv/ta/id/348675-valsts-policijas-koledzas-nolikums>) the tasks of the College are defined - to develop professional education programmes and organise their implementation in accordance with professional standards and national professional education standards in cooperation with the State Police; to provide informal and professional development education activities for officials of the State Police and other law enforcement authorities in accordance with the principle of lifelong learning and interdisciplinary approach to training.

In the Rules of Procedure of the State Police College

(<https://www.policijas.koledza.gov.lv/lv/reglamenti>) (Only in Latvian) it is stipulated that the deputy director of the College (for study and training matters) organises the work of the departments of the College under his/her direct authority and is responsible for matters relating to the educational process at the College.

The study programme of the College is updated as necessary, e.g. when the requirements of the external legal framework, the structure of the State Police or the tasks to be performed change, etc.

The development or updating of the study programme at the College is ensured by a working group approved by an internal order document (order), which includes the heads of the competent departments and teachers.

The content of the study programme is coordinated with the employer - the State Police. In the process of harmonisation, experts in the field assess the topics covered, the results to be achieved, the number of hours, etc. After the harmonisation with the State Police, the study programme is approved by the College Council.

In the By-Laws of the Council of the State Police College ([Valsts policijas koledžas domes nolikums](#)) (Only in Latvian) it is stated that the Council shall perform the tasks set out in the By-laws of the College, as well as other tasks in accordance with the requirements of the regulatory enactments governing the education sector

(<https://www.policijas.koledza.gov.lv/lv/ieksejie-normativie-akti-nolikumi>) (Only in Latvian).

Overall, all stakeholders are involved in the curriculum development process and it is sequenced and transparent.

The aim of the study field "Internal Security and Civil Protection" is to educate police officers in internal security and policing by providing the knowledge and skills necessary to maintain public security and order, including the skills to respond to various situations, riots and other threats to public security, providing the knowledge necessary to comply with laws and regulations, apply the rule of law and ensure the rule of law, identify and address potential security threats, promoting public safety and well-being, knowledge of the latest technologies and their application in civil protection and security, including the use of information systems, data analysis and other digital skills.

The aim of the study field is fully in line with the aim of the study programme of the College - to provide high quality professional studies based on good practice of practical police work, providing the necessary knowledge, skills and competencies to enable professional performance of duties, including effective and high quality crime prevention, police response and investigation of offences, combating crime and protecting the rights and legitimate interests of individuals, the needs of the community based on trust in public services that protect their rights and ensure their safety, and the strategic objectives of the State Police and the College.

2.2.3. Description of the procedures and/or systems according to which the students are expected to submit complaints and proposals (except for the surveys to be conducted among the students). Specify whether and how the students have access to the information on the possibilities to submit complaints and proposals and how the outcomes of the examination of the complaints and proposals and the improvements of the study field and the relevant study programmes are communicated by providing the respective examples.

At the beginning of their studies, students are provided with introductory lectures, during which they are given basic information about the course of study at the College.

There is a comprehensive complaints and proposal procedure established at the College. Students hold the position of a cadet, who is subordinate to the head of the Cadet Unit of the College. Students are entitled to discuss initial proposals with both the staff of the Cadet Unit and the teacher of the study course or the head of the department of the study course concerned. If the complaints or proposals are related to the study process, the head of department shall include the proposals or complaints received in the agenda of the departmental meeting. Where necessary, the Education Coordination Unit of the College and the deputy director of the College (for study and training matters), the Cadet Unit, shall be involved in the evaluation of the proposal or complaint. For example, there was a verbal complaint from students about the length of the lunch break, which was 30 minutes. The proposal was taken into account and the lunch break was extended to 1 hour. Also, in the questionnaire carried out after the internship, students pointed out the unreliability of providing them with special equipment during the internship. In cooperation with the State Police, a student is currently provided with required special equipment during the internship. A proposal was also received from the students to find a way to involve them in the execution of tasks during the evening hours (after 16.30), which was also taken into account. Currently, students are given an aggregated working hours during their internship.

The Student Self-Government (Board) has the right to make proposals to the governing bodies of the College and heads of departments for the improvement of the study process. The Student Self-Government (Board) operates in accordance with the Regulation No. 24 of 21 December 2016 "Regulation of the Student Self-Government (Board)" (<https://www.policijas.koledza.gov.lv/lv/media/2207/download?attachment>) (only in Latvian).

2.2.4. Provide information on the mechanism for collecting the statistical data, as developed by the higher education institution/ college. Specify the type of data to be collected, the regularity of collection, and the way the information is used to improve the study field. Describe the mechanism for obtaining and providing feedback, including with regard to the work with the students, graduates, and employers.

In order to ensure a qualitative study process at the College that meets the requirements of the State Police, to ensure the student's ability to perform service in the State Police after completing the study programme and to ensure the competitiveness of the employees, the College evaluates and improves study courses and processes related to their implementation, taking into account the results of satisfaction of students, graduates and employers, i.e. the results of questionnaires (surveys).

Improvement of the study process is planned and implemented to ensure the effectiveness, efficiency and flexibility of the processes to meet the needs of students and the State Police as fully as possible. The professional development, knowledge and skills of teachers in the professional field are assessed.

Qualitative indicators of studies are measured using various instruments and tools, including statistical indicators related to enrolment, dropouts, student success rates in each study course, and surveys. The dynamics of the various qualitative data are analysed both at management level and within each unit (in departmental meetings and individually), thus ensuring prompt and adequate decision-making regarding the necessary actions to be taken to ensure that the overall quality and satisfaction level of the service is improved or maintained.

The College compiles all questionnaires conducted during the academic year and publish them on the website of the College www.policijas.koledza.gov.lv (only in Latvian) by 30 November of each calendar year. A questionnaire of the teachers of the College is also made.

The College is closely linked in its activities with the institution of the system of the Ministry of the Interior - the State Police, to which the College is subordinate, and within the framework of the implementation of the study programme it fulfils the orders of the State Police, including providing students with internships and workplaces during their studies and after graduation from the study programme.

Consequently, six months after graduation from the study programme, the College conducts a questionnaire survey of employers - State Police officials - in order to ascertain the knowledge of the graduates of the College in practical work.

The results of the questionnaire of the previous year are also annually compiled by the College and a report on the results of the questionnaire is prepared. The results of the questionnaire shall be included in the public Activity report of the College of the current year, which shall be sent to the employers - the State Police.

The relevance of the knowledge and skills of the graduates to the necessary requirements was assessed through a survey of the graduates' employers. The questionnaire was designed to give an objective picture of the graduates' ability to integrate into the real working environment.

Graduates of the study programme were asked in the questionnaire both about the implementation of the study programme as a whole and about the quality of teaching of individual study courses. The survey data were collected from both full-time and part-time correspondence graduates.

The working group for the development of the study programme "Police Work" organised several meetings of representatives of the College and the State Police, during which the objectives of the study programme were conceptualised and their relevance to the strategic development directions of the College, development needs and trends of society and the economy was assessed. The study courses of the study programme "Police Work" are designed in accordance with the specifics of police work and the requirements stipulated by the laws and regulations. The content of the study courses is fully focused on the acquisition of competencies in police work.

In order to mitigate weaknesses, the College continuously cooperates with the employer (the State Police) in order to be able to identify development needs, emerging trends and strategic directions in time for the improvement and development of the study programme as well as for its sustainability.

The assessment of the objectives and the development process of the study programme shows that it has been developed in a logical sequence and succession. It is relevant, regular, systematic and contributes to the further development and improvement of the study programme.

2.2.5. Specify the websites (e.g., the homepage) on which the information on the study field and the relevant study programmes is published (in all languages in which the study programmes are implemented) by indicating the persons responsible for the compliance of the information available on the website with the information published in the official registers (State Education Information System (VIIS), E-platform).

All formal education programmes belonging to the study field are maintained in the Educational Process Administration Information System: <https://e-studijas.vp.gov.lv> (Only in Latvian).

Information about the study field and study programmes is publicly available on the website of the College <https://www.policijas.koledza.gov.lv/lv> (Only in Latvian).

The Education Coordination Unit of the College is responsible for uploading and maintaining information in both the registers of the College and the official registers of educational programmes.

2.3. Resources and Provision of the Study Field

2.3.1. Provide information on the system developed by the higher education institution/college for determining and redistribution of the financial resources required for the implementation of the study field and the relevant study programmes. Provide data on the available funding for the scientific research and/or artistic creation activities, its sources

and its use for the development of the study field.

The material and technical equipment necessary for the implementation of the study programme is updated and improved. The necessary material and technical support and financing are included in the purchase plans of the College for each calendar year. Financial resources are allocated from the funding granted to the State Police.

According to the informative report "On the Progress of Implementation of the Reform of the Education System for Law Enforcement Officials", 150 study places financed from the state budget are planned for the College each academic year until the end of 2026 in the short-cycle higher vocational education programme "Police Work" for full-time studies.

Taking into account the number of state-funded study places (students), it is planned to enrol 150 full-time students and 100 part-time correspondence students in the short-cycle higher vocational education programme "Police Work" each year.

In turn, 100 study places financed from the state budget are planned each academic year in the short-cycle higher vocational education programme "Police Work" for part-time correspondence studies.

All graduates of the College are guaranteed a position (a workplace) in the State Police. Social guarantees and salary are paid during the training and study period.

The College is financed from the state budget funds under sub-programme 06.01 "State Police" and does not depend financially on the provision of paid services or funding from foreign financial assistance for the implementation of its core functions. In 2024, a grant of EUR 6 978 701 has been allocated to the College under sub-programme 06.01 "State Police".

Research and development is one of the duties of the staff of the College (research is included in the teaching workload), which is financed from the state budget funds.

Additional funding from the Fund of the Proceeds of Crime from Confiscation is raised for the development of the College, e.g. in 2021 and 2022, the College set up simulation classrooms and digitised classrooms at a cost of EUR 215 068, and in the following year the College purchased a licence extension for the operation of the simulation classrooms at a cost of EUR 32 670 from state budget funds, in 2023 the College set up an innovation laboratory at a cost of EUR 276 633, in 2024 an application for additional hardware for the laboratory was submitted at a cost of EUR 104 491. This year the College is applying for the Internal Security Fund 2021-2027 planning period project "Strengthening the State Police Response Mobility and Counter-Terrorism Capacity through the Establishment of a Practical Training Centre", which will raise EUR 10.6 million. In 2025 it is planned to start the implementation of the project for the improvement of the infrastructure of the College (construction of a stadium, obstacle course, simulators) from the ERDF funds, which will raise almost EUR 9 million.

2.3.2. Provide information on the infrastructure and the material and technical provisions required for the implementation of the study field and the relevant study programmes. Specify whether the required provision is available to the higher education institution/ college, available to the students, and the teaching staff.

In order to ensure the study process the College uses its classrooms and computer classes, as well as specially equipped premises for practical classes – premises at the disposal of the College in the administrative building (Ezermalas Street 10, Riga), study building (Ezermalas Street 10B, Riga), lecture hall building (Ezermalas Street 10A, Riga), in the professional training ground (“laboratory” building, Ezermalas Street 10D, Riga), as well as in the conference hall building (Ezermalas Street 10C, Riga). The infrastructure and technical facilities of the State Police are used for the implementation of the internships. In the territory of the College, students have access to a dormitory (Ezermalas Street 8, Riga), which is managed by the Provision State Agency of the Ministry of the Interior.

For the implementation of the study programme, the College is equipped with four computer classes (25 work stations are fully equipped in each computer class), 19 classrooms (20 to 30 students per class), three lecture halls (100 to 120 students per lecture hall), conference hall (120 students), small conference hall (60 students) and other study or administrative premises, a total of 11 983.7 m². To ensure the study process the classrooms are equipped with the necessary material and technical equipment: audio (sound system compatible with a computer processor), video (large screen TVs or projectors connected to a computer processor computer), computer equipment (monitors, processors), interactive whiteboards, magnetic or classic blackboards, as well as other types of equipment required for the acquisition of the field-specific subjects. The students can access the information systems of the State Police and the Information Centre of the Ministry of the Interior (their test and learning environment) in the computer classes. Practical classes in some study courses or on particular topics are implemented in specially adapted classrooms or in the building provided to the College at Ezermalas Street 10D, Riga, where a vocational training ground (hereinafter – the training ground) has been established, which is gradually being improved. The training ground is used to prepare students for professional police tactical operations, including search of buildings and premises and detention of persons, detention of armed persons, use of weapons, special means, radio and other equipment, search, escort of detained persons and placement of detained persons in temporary places of detention, guarding and handling in emergency situations, situations of unmotivated aggression with human victims (Amok), in police work at the site of incident and in other situations frequently encountered in police work, in practical forensics, as well as in the use of service dogs. On the second floor of the training ground, several tactical module rooms have been established, in which a special iron door stand for tactical breaking-in has also been installed. The rooms are equipped with special opaque blinds, light and sound equipment with additional elements for stress resistance exercises. Movable modules - labyrinths – have been created: with the help of transformable screens, ropes and curtains, the premises can be transformed, creating different types of labyrinths. A training room has been established, equipped with a system unit (computer, monitor, sound amplifier, speakers), projector and video system. Video and sound recording systems have been installed in the hall of the second floor and in some rooms, as well as in the backup staircase, which are connected to the system block in the briefing and lesson management room, which allows one to observe students’ activities as they perform practical tasks, analyse their errors, thus improving the learning process. Various items of equipment have been purchased to improve the quality of training (simulation pistols, tactical belts, tactical protective clothing, face masks, etc.). Folding chairs for the briefing auditorium, wall cards, as well as a washing machine and tumble dryer have been purchased as well. A training environment for the use of service dogs has been set up on the first and second floors of the training ground. There is also a storage room on the second floor (for storage of materials, inventory). A simulation room of a temporary place of detention has been installed in the premises of the third floor of the training ground. There are rooms simulating public spaces and

living rooms (equipped kitchen, bar, study), where practical classes in forensic technology, tactics and methodology are implemented, developing students' skills in inspecting the site of incident, inspecting and removing objects, detecting and recording traces, as well as in other investigative actions. An interactive shooting range has been set up on the fourth floor of the training ground, where a shooting simulator software provides a video projection and allows students to play the situation "shoot / not shoot" using a laser pistol or Glock simulation weapons. The shooting simulator "Scatt" is also used in shooting training, which is located in the auditorium of the study building. The shooting range of the Health and Sport Centre of Ministry of the Interior at Klusā Street 12, Riga, is used for practical shooting training. Firearms, ammunition, non-lethal training ammunition (simulation) weapons, special means, radio stations and other technical means used in police work, as well as various tactical and protective equipment, including simulation protective suit sets, shoulder or helmet mounted cameras, close combat protective suits, audio systems, sound amplifiers, beacons, portable interlocking cover modules, dog training simulators that are at the disposal of the College are used in practical training. For first aid training appropriate equipment is used, including an infant manikin and adult resuscitation manikin with computer connection, training automatic external defibrillator, breathing masks and respiratory protective filters, motorcycle helmet, gauze bandages, bandages, elastic bandages, disposable gloves, fast-acting surface disinfectant and other necessary minimum medical materials and equipment for the provision of first aid training. Three marked and equipped cars are also used in practical classes, and other vehicles of the College are also used for some training scenarios. For practical classes in general and professional physical training, the College uses its sports complex, which includes a sports hall, two close combat halls, as well as a gym, a stadium with a football field and a 250-meter long running track. For professional physical training fitness equipment, weight balls, boxing bags and equipment, close combat mannequins and equipment, handcuffs, pistol and knife models, telescopic batons, kimonos, as well as sports equipment, etc. are used.

The infrastructure used for the implementation of study programmes is available to students and teachers. The material and technical equipment necessary for the implementation of the study programme is updated and improved. The necessary material and technical support and financing are included in the purchase plans of the College for each calendar year. Financial resources are allocated from the funding granted to the State Police. The armament necessary for the provision of the study process is received from the State Police and the Provision State Agency of the Ministry of the Interior in accordance with the established procedure and to the required extent. The study environment for practical classes is improved every year. In the territory of Ezermalas Street 10, Riga, where the College is located, an access pass regime determined by the Provision State Agency of the Ministry of the Interior has been established, while the College access pass regime and visitor reception procedure is ensured in accordance with the requirements of Internal Regulation No.1 of the College of January 23, 2015 "Regulation on the Access Pass Regime in the State Police College Building in Riga, Ezermalas Street 8a" and the Internal Regulation No.6 of the College of March 17, 2021 "Regulations on the Organisation of Work of Duty Officers of the State Police College". In addition, the College carries out video surveillance of both the outer perimeter and the interior to a certain extent.

2.3.3. Provide information on the system and procedures for the improvement and purchase of the methodological and informative provision. Description and assessment of the availability of the library and the databases to the students (including in digital environment) and their compliance with the needs of the study field by specifying whether the opening times of the library are appropriate for the students, as well as the number/area of the premises, their suitability for individual studies and research work, the

services provided by the library, the available literature for the implementation of the study field, the databases available for the students in the respective field, the statistical data on their use, the procedures for the replenishment of the library stock, as well as the procedures and possibilities for the subscription to the databases.

At the end of 2023 27 240 printed works were listed in the library collection of the library of the College. According to the specialisation of the College the main part of the collection consists of branches of science: legal sciences 17 352 (64%), police work 2 864 (19%), psychology, weapons and their types, K9, linguistics, sports. To 2022 all the most important monographs of the publishing house "Tiesu namu aģentūra" and the first publications on law of the largest Latvian publishing houses were acquired. In order to ensure fast and convenient search for the necessary publications not only on-site, but also by using the electronic catalogue, the classification of sectors has been improved and developed in accordance with the international standard. Recataloguing of printed works has been completed, including the entry of data into the electronic catalogue, achieving a 100% coverage of the content of the collection in the electronic system. E-borrowing options for printed works have been activated – each student, when registered in the library, receives a card indicating the access path to the authorised system "My Library" and an individual code for using the system. In 2023, subscriptions to the databases "Lursoft" and "News.lv" were acquired, two of the free databases of "Heinonline" are permanently available in the library: "Gun Regulation and Legislation in America", "Slavery in America and the World: History, Culture & Law Subscriptions". The library provides students with basic services (borrowing books and other information resources, access to publications in the reading room, using computers, the Internet, open access databases and electronic catalogue) and paid services (copying and printing). A new multifunctional device has been purchased, which provides a self-service option for storing information in a flash disk or sending it to e-mail. The special library provides access to the collection and services, and necessary procedures for the formation of special permits for access to official secret are carried out as well.

The library collection is carried out in accordance with the "Concept of Collection and Development of the Library of the State Police College 2022-2025" (hereinafter - the Concept) (only in Latvian), which defines the principles of collection formation and development and includes guidelines for current acquisition, assembly and reassembly.

Basic principles for collection completion:

- Funding is in accordance with the Cabinet Regulation No. 415 of 25 September 2001 "Regulations Regarding Funding Required for the Operation of Libraries" (only in Latvian);
- the collection is appropriate to the needs of users and contributes to the implementation of the study process and the provision of continuing education;
- measures are constantly taken to improve and develop the collection;
- periodic research and analysis of the collection.

The sources of collection (purchases, subscriptions, information resources published by the College, etc.), the criteria for selection of information resources (relevance to the implementation of studies and user needs, scientific and research relevance, long-term relevance, etc.), and language coverage are defined in the Concept. The Conspectus method recommended by IFLAS (International Federation of Library Associations and Institutions) is used for the collection of the branches, with certain indicators of the depth of collection.

Routine acquisition in the Library is carried out according to the annual financial planning of the College, five times a year. Priority is given to assembly of the collection with orders for information resources from academic staff and the latest professional publications.

Assembly is carried out five times a year, when the quality of the existing collection is assessed, identifying information resources to be replaced or renewed, the number of copies corresponding to requests, the most requested formats and topics, which are recorded in the "List of Refused Requests".

The Library has a contract with the National Library of Latvia to use the services of the International Library Subscription (ILS).

To support studies and research, the Library provides access to several electronic resources: subscription databases "Lursoft", "News.lv", the journal "Jurista Vārds", electronic publications of "iTiesības". There is a possibility created to learn about the world's leading resources for scientific databases through free trial periods: "EBSCO: Education Source Ultimate", "MLA International Bibliography with Full Text", "Bloomsbury Collection", "Central & Eastern European Academic Source""Belt and Road Initiative Reference Source" and "Taylor&Francis". In the academic year 2023/2024, subscriptions to 26 databases of HeinOnline, the world's largest legal research database, were made. To promote the use of e-resources, tutorials on how to use the databases are published in the Library section of the website of the College, and individual consultations on searching for information are provided.

The library collection is carried out in accordance with the "Concept of Collection and Development of the Library of the State Police College 2022-2025" (hereinafter - the Concept) (only in Latvian) (order of the State Police College of January 19, 2022 No. 26 "On the concept of collection and development of the State Police College Library collection 2022-2025. for the year", internal document) , which defines the principles of collection formation and development and includes guidelines for current acquisition, assembly and reassembly.

Basic principles for collection completion:

- Funding is in accordance with the Cabinet Regulation No. 415 of 25 September 2001 "Regulations Regarding Funding Required for the Operation of Libraries" (<https://likumi.lv/ta/id/54230-biblioteku-darbibai-nepieciesama-finansejuma-normativi>, only in Latvian);
- the collection is appropriate to the needs of users and contributes to the implementation of the study process and the provision of continuing education;
- measures are constantly taken to improve and develop the collection;
- periodic research and analysis of the collection.

The sources of collection (purchases, subscriptions, information resources published by the College, etc.), the criteria for selection of information resources (relevance to the implementation of studies and user needs, scientific and research relevance, long-term relevance, etc.), and language coverage are defined in the Concept. The Conspectus method recommended by IFLAS (International Federation of Library Associations and Institutions) is used for the collection of the branches, with certain indicators of the depth of collection.

Routine acquisition in the Library is carried out according to the annual financial planning of the College, five times a year. Priority is given to assembly of the collection with orders for information resources from academic staff and the latest professional publications.

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Library opening hours:

Monday - Friday 8.00-16.30

Saturday, Sunday - closed

On pre-holiday days 8.00-15.30

2.3.4. Provide a description and assessment of information and communication technology solutions used in the study process (e.g., MOODLE). If the study programmes within the study field are implemented in distance learning, the tools specially adapted for this form of study must also be indicated.

In order to digitise and automate the administration of formal and non-formal educational activities (planning, organisation, analysis, control and monitoring of educational processes and related activities, as well as accounting of pedagogical workload), the College has introduced an educational process administration information system (IPAS), which is available to students at a certain user access level. IPAS is linked to the e-learning environment of the College created in the learning management system "Moodle". E-learning environment is used in the study process.

2.3.5. Provide information on the procedures for attracting and/or employing the teaching staff (including the call for vacancies, employment, election procedure, etc.), and the assessment of their transparency.

The academic staff of the College currently consists of docents and lecturers. The College provides for 47 full-time positions of academic staff: 8 with special service ranks and 39 on the basis of an employment contract, of which: 11 docents and 28 lecturers. Some teaching staff positions are

divided, and one full-time position is occupied by two part-time teachers. This means that the number of teachers is higher than the number of staff positions. The study programme is ensured by 46 representatives of the academic staff, who are employed on the basis of an employment contract, and five officials with special service ranks (3 docents and two lecturers). Of these 25 educators are elected, 26 educators are appointed. Ten members of the general staff of the College, in addition to their direct duties, carry out pedagogical work, providing learners with professional experience and competences acquired in the service of the State Police. In addition to the academic staff of the College guest lecturers are involved in the implementation of studies in case of necessity.

The level of education for all teachers complies with the requirements specified in Law on Higher Education Institutions. Four representatives of the academic staff have a doctoral degree; 40 representatives of the academic staff have a master's degree. Teachers have not only the necessary education, but also professional work experience in the State Police, Prosecution Office and other law enforcement authorities. The qualification of teachers meets the requirements for the implementation of the study programme.

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: education in the relevant field, professional experience in the relevant field, knowledge of foreign languages and other criteria, in line with the requirements of laws and regulations. The academic staff ensures the implementation of the study programme in accordance with the professional duties provided for in their job descriptions, as well as in accordance with the study programme, the determined division of topics and teachers' workload, as well as in accordance with study regulations and other laws and regulations.

Persons holding academic posts are elected by open competition in accordance with the procedures laid down in the By-laws of the College (Cabinet Regulation No.819 of 19 December 2023).

The application and selection procedure for academic staff at the College is regulated by the Regulation of the College No. 9 of 30 April 2024 "Requirements of an applicant for an academic position at the State Police College and the procedure for election and appointment to an academic position" (<https://www.policijas.koledza.gov.lv/lv/ieksejie-normativie-akti-nolikumi>) (Only in Latvian)

The teachers of the College are provided with opportunities to improve their professional abilities, engage in scientific activities, and are motivated to introduce innovative teaching methods and new technologies in the study process.

The level of education for all teachers complies with the requirements specified in Law on Higher Education Institutions. Four representatives of the academic staff have a doctoral degree; 40 representatives of the academic staff have a master's degree.

Teachers have not only the necessary education, but also professional work experience in the State Police, Prosecution Office and other law enforcement authorities. The qualification of teachers meets the requirements for the implementation of the study programme.

Academic staff shall ensure the implementation of the study programme in accordance with their duties as stipulated in their job descriptions, as well as in accordance with the study programme, the prescribed distribution of topics and workload of teachers, as well as in accordance with the study regulations and other normative acts.

Qualification requirements and evaluation criteria for applicants for academic positions:

Requirements for the position of a docent (assistant professor):

- Doctoral degree (PhD) or higher education without a degree, provided that an applicant has at least seven years of practical experience in the field. Practical experience is defined as teaching work or previous professional experience in the field, relevant to the content of the study course to be taught;
- the non-formal education and professional qualifications required for the study course to be taught, as attested by certificates, licences, documents of professional development trainings, etc;
- scientific work relevant to the field of study, as attested by scientific publications or teaching materials published in the last six years;
- continuing professional education on innovations in the higher education system or in academic didactics or educational management.

Requirements for the position of a lecturer:

- Doctoral degree (PhD) or Master's degree, or higher education without a degree, provided that an applicant has at least five years of practical experience in the field. Practical experience is defined as teaching work or previous professional experience in the field, relevant to the content of the study course to be taught;
- the non-formal education and professional qualifications required for the study course to be taught, as attested by certificates, licences, documents of professional development trainings, etc;
- scientific work relevant to the field of study, as attested by scientific publications or teaching materials published in the last six years;
- continuing professional education on innovations in the higher education system or in academic didactics or educational management.

The qualification and conformity of applicants for an academic position shall be assessed on the following criteria:

- conformity of the acquired degree and vocational or academic education with the vacant academic position and the study course to be taught;
- conformity of non-formal education and professional qualification with the vacant academic position and the study course to be taught;
- the results of the assessment lesson;
- length of service or professional experience in public authorities and in the private sector, in accordance with the study field "Internal Security and Civil Protection", the vocational training programme and the professional development programme cluster "Police Work" of the College;
- results of scientific research work (publications) and methodological developments (e.g., teaching aids, programmes).

The requirements laid down in these regulations for an applicant for an academic position in terms of scientific publications or teaching materials published in the last six years, and continuing professional training in innovation in the system of higher education or in academic didactics or educational management, shall be considered as advantage in the competition, as well as individual experience and achievements in international projects or educational research projects shall be considered as an advantage.

The academic staff of the College, given their previous practical experience, have a broad and deep knowledge of their field. This knowledge enables them to deliver the study programme effectively, to use appropriate teaching methodologies that meet the objectives of the study programme and the needs of the students.

Appropriate pedagogical methods, interactive lessons and individual attention help students to better master the study programme.

The professional development of academic staff is also organised in accordance with the Cabinet Regulation No.569 of 11 September 2018 "Regulations on Education Required and Professional Qualification of Teachers and the Procedure for the Professional Competency Development of Teachers", which stipulates in Paragraph 16: "Teachers of higher education institutions and colleges shall, by the end of the term of their election to an academic position, have completed professional development programmes on innovations in the higher education system, academic didactics or educational management of 160 academic hours (including at least 60 contact hours)" and with professional development implementation plan for academic staff of the College for the current academic year approved by the State Police (the College Order No. 1041 of 27 December 2023 "On Approval of the Professional; Development Implementation Plan for Academic Staff of the State Police College for the Second Semester of the Academic Year 2023/2024").

Professional development may include international mobility relevant to the purpose of the professional development and participation in conferences and seminars, as attested by the documents submitted.

The competition for a vacant academic position shall be held in accordance with the Regulation of the College No. 9 of 30 April 2024 "Requirements of an Applicant for an Academic Position at the State Police College and the Procedure for Election and Appointment to an Academic Position" (<https://www.policijas.koledza.gov.lv/en/en/executive-normative-acts-regulations>) (only in Latvian), which stipulates that the Department of the College, having assessed the scope of study and teaching work in the educational programmes implemented by the College, shall decide on the necessity to announce an open competition for a vacant academic position and submit a report to the director of the College, stating: the department and the position for which the open competition is announced; the workload of the academic position (full-time or part-time teaching workload); the planned study (teaching) workload of the academic position in the educational programmes implemented by the College, indicating the study courses, subjects, modules, etc. to be taught. etc. (hereinafter – study (training) content; where appropriate, the specific educational and work experience requirements to be met by the applicant.

The Personnel Management Unit of the College announces the application for an academic position in the official publication "Latvijas Vēstnesis", on the website of the State Employment Agency, as well as on the Intranet of the College and the State Police.

The evaluation of candidates for an academic position in an advertised competition for an academic position shall take place in three stages: evaluation of the submitted documents by the Personnel Management Unit; evaluation of the candidate's education and professional skills, in accordance with the study courses to be taught, at the Department of the College and organisation and implementation of an evaluation session; election to an academic position.

2.3.6. Specify whether there are common procedures for ensuring the qualification of the academic staff members and the work quality in place and provide the respective

assessment thereof. Specify the options for all teaching staff members to improve their qualifications (including the information on the involvement of the teaching staff in different activities, the incentives for their involvement, etc.). Provide the respective examples and specify the way the added value of the possibilities used for the implementation of the study process and the improvement of the study quality is evaluated.

Teachers are hospitalised/evaluated every year and feedback is given. Teachers' performance is also evaluated by students in questionnaires and surveys, the results of which are discussed at departmental meetings.

Each year a teacher professional development plan is drawn up for professional further training. In accordance with the Cabinet Regulation No. 569 of 11 September 2018 "Regulations on the Education and Professional Qualifications of Teachers and the Procedure for Professional Development of Teachers", the College organises opportunities for academic staff to improve their qualifications, for example, to acquire professional development education programme in higher education didactics, to participate in events organised by other universities - conferences, seminars (participation in the conference of the University of Latvia, both as a listener and as a speaker and opportunity to publish is given), to acquire non-formal education programmes in the application of the latest technologies in the study process, to improve knowledge of foreign language (English). The teachers of the College also participate in programmes offered by the Academy of European Law (ERA), CEPOL.

2.3.7. Provide information on the number of the teaching staff members involved in the implementation of the relevant study programmes of the study field, as well as the analysis and assessment of the academic, administrative (if applicable) and research workload.

The academic staff of the College currently consists of docents and lecturers. The College provides for 47 full-time positions of academic staff: 8 with special service ranks and 39 on the basis of an employment contract, of which: 11 docents and 28 lecturers. Some teaching staff positions are divided, and one full-time position is occupied by two part-time teachers. This means that the number of teachers is higher than the number of staff positions. The study programme is ensured by 46 representatives of the academic staff, who are employed on the basis of an employment contract, and five officials with special service ranks (3 docents and two lecturers). Of these 25 educators are elected, 26 educators are appointed. Ten members of the general staff of the College, in addition to their direct duties, carry out pedagogical work, providing learners with professional experience and competences acquired in the service of the State Police. In addition to the academic staff of the College guest lecturers are involved in the implementation of studies in case of necessity.

The level of education for all teachers complies with the requirements specified in Law on Higher Education Institutions. Four representatives of the academic staff have a doctoral degree; 40 representatives of the academic staff have a master's degree. Teachers have not only the necessary education, but also professional work experience in the State Police, Prosecution Office and other law enforcement authorities. The qualification of teachers meets the requirements for the

implementation of the study programme.

Quantitative indicators of the College's teachers' research activities during the evaluation period are presented in Annexes 2.4.1, 2.4.2.

2.3.8. Assessment of the support available for the students, including the support provided during the study process, as well as career and psychological support by specifying the support to be provided to specific student groups (for instance, students from abroad, part-time students, distance-learning students, students with special needs, etc.).

Given that the students are state police officers with special ranks, they have access to all the support available to officers (psychological, medical, etc.)

Cabinet Regulation No.569 of 21 June 2010 “Regulations Regarding Receiving Paid Health Care Services by an Official with Special Service Rank of Institutions of the System of the Ministry of the Interior and the Prison Administration” (only in Latvian) <http://likumi.lv/doc.php?id=212445> .

Psychological assistance | Health and Sports Centre of the Ministry of the Interior (Only in Latvian) (<https://www.vsc.iem.gov.lv/lv/psihologiska-palidziba>)

Accidents and benefits | Health and Sports Centre of the Ministry of the Interior (Only in Latvian) (<https://www.vsc.iem.gov.lv/lv/nelaimes-gadijums-un-pabalsti>)

2.4. Scientific Research and Artistic Creation

2.4.1. Description and assessment of the fields of scientific research and/or artistic creation in the study field, their compliance with the aims of the higher education institution/ college and the study field, and the development level of scientific research and artistic creation (provide a separate description of the role of the doctoral study programmes, if applicable).

The College carries out study and applied research activities in line with its strategic areas of specialisation. The development of research is clearly facilitated by the establishment of the Internal Security Academy (hereinafter – the IDA), which brings together several institutions (the Ministry of the Interior, the State Police College, the RSU and the LU) to achieve a common goal – by pooling resources, to prepare highly qualified specialists to work in Latvian law enforcement authorities.

According to the Cabinet Regulation No.819 of 19 December 2023 “By-laws of the State Police College” (hereinafter - the By-laws of the College) (available only in Latvian: <https://likumi.lv/ta/id/348675-valsts-polijas-koledzas-nolikums>), one of the tasks is to promote the development of research work in the fields related to police activities.

In the conceptual report “On the Conceptual Report on the Improvement of the Education System for Officials of Law Enforcement Authorities” (available only in Latvian:

<https://likumi.lv/ta/id/329908-par-konceptualo-zinojumu-par-tiesibaizsardzibas-iestazu-amatpersonu-izglitibas-sistemas-pilnveidi>) it was pointed out that without a PhD, research work cannot be carried out to its full potential and high-quality studies cannot be provided. However, research is already an integral part of the study process at the College.

The department of the College is a study and educational research unit that plans, develops, organises and ensures the study and teaching process within the scope of its competence. In accordance with the competence of the department, the tasks of the department are to develop methodological materials (teaching methodological materials, methodological tools, teaching aids, textbooks, teaching aids, etc.), a list of recommended topics for qualification papers, to ensure their harmonisation and approval in accordance with the procedure laid down by the regulatory enactments, as well as to conduct research work.

In addition, one of the tasks of the College is to provide theoretical, practical and methodological assistance to the units of the State Police, as well as to participate in the performance of tasks delegated to the State Police in accordance with the procedure established by the chief of the State Police. Therefore, the research activities of the College are closely linked to the needs of the employer.

The performance of research work by a lecturer is provided for in the internal normative regulation (internal documents) - academic position description, which stipulates - to perform research work within the scope of one's competence, Internal Regulation of the Ministry of the Interior No. 1-10/2 of 13 February 2020 "Procedures for planning the workload and number of teachers", which stipulates - teaching workload consists of study work, methodological work, research work and other types of work). When planning the workload of teachers, it includes research work related to participation in conferences, seminars and other research events, as well as the task of conducting research and developing teaching materials.

Leading teachers of the College actively participate in scientific research, various international and national conferences, seminars and trainings, which shows that the College as a whole successfully promotes the development of teachers, as well as the College has a favourable and creative atmosphere for their professional development and research.

2.4.2. The relation between scientific research and/or artistic creation and the study process, including the description and assessment of the use of the outcomes in the study process.

The strategic objective of the study programme is to provide students with theoretical knowledge and research skills in the field of internal security, to ensure that graduates of the study programme are able to use information technologies in research, etc.

Some of the teachers of the College, at the same time as teaching at the College, hold a position in the State Police and are specialists in their field, while some teachers hold positions in prosecution offices, including Prosecutor General's Office. This facilitates the link between applied research and the study process in line with the needs and innovations of the field.

Lecturers widely apply the obtained scientific results in the study process: in preparing classes, developing methodological materials, teaching aids, defining the topics of qualification papers, developing the content of study courses and current examinations.

When developing the topics of qualification papers, the departments of the College take into account the topicality of the topic, the novelty of the study, the priority research directions set by the State Police, thus ensuring research with the study process.

2.4.3. Description and assessment of the international cooperation in the field of scientific research and/or artistic creation by specifying any joint projects, researches, etc. Specify those study programmes, which benefit from this cooperation. Specify the future plans for the development of international cooperation in the field of scientific research and/or artistic creation.

During the evaluation period, the College actively participates in international activities, as, for example, as in the European Union Erasmus+ Programme Key Action No.1 (KA 1) "Mobility for Staff in Higher Education Sector" project No.2019-1-LV01-KA103-060082 (Erasmus+ programme project), by implementing mobility activities:

- with the Estonian Academy of Security Sciences (3 participants);
- with the Police Academy in Szczytno (Poland) (6 participants);
- teaching mobility activities to Mikolas Romeris University in Vilnius (2 participants).

Within the Erasmus + programme the College ensured the activities within the Erasmus+ programme project No.2019-1-LT01-KA116-060328 "Development of Employees Qualification and Cadets Professional Skills through Practical Learning", in which 19 cadets and two teachers from Lithuanian Police School took part.

The College also provided the participation in the following events:

- Implementation of activities of the Erasmus+ project "Improvement of the skills of shooting instructors of the Mazovian Police" (14 participants);
- Thematic seminar "Erasmus+ Higher Education International Dimensions Baltic Info Days "2021", Tallinn, Estonia (1 participant);
- the conference "Law Enforcement Training - Good Practices of Bachelor and Master Level Education" (1 participant);
- the project "CALDER: CapAcity buiLding anD awarEness Rising to prevent and counter intolerance in Latvia", No. 963736-CALDER-REC-AG-2020/REC-RRAC-RACI-AG-2020/LU, LU No. ZD2021/21118;
- Project No. LT/2019/VSF/5.3.1.9 "Training in Bilateral and Multilateral Police Cooperation, Phase 2" in the activity "Cross-Border Hot Pursuit";
- Erasmus+ KA2 Project No. 2021-I-PT01-KA220-VET- 000028146 "Reducing Psychosocial Risks in Law Enforcement: Training as a means to Wellbeing – PROTECT";
- AEPC conference "Virtual Reality in Police Training" in Prague, Czech Republic;
- In an international conference within the European Year of Skills "The Planet of skills. Renewed Perspective on Networking Potential" organised by the Ministry of Education and Science, in cooperation with Skillman International, the European Training Foundation and Europea Latvia, in Riga, Latvia;
- Participation in the annual conferences "Criminalistics and forensic expertology: science, studies, practice" organised by Forensic Science Centre of Lithuania, Criminalistics Association of Lithuania and Masaryk University, Faculty of Law;
- Participation in the international scientific conference of the University of Latvia "Revisiting

the Limits of Freedom while Living under Threat”;

- In the project “Support for RTU international cooperation projects in research and innovation” (1.1.1.5/18/I/008) of Riga Technical University in the section “Ecosystem Innovation Project Management” of the Education Leaders Programme;
- Participation of the K-9 unit in the international project KYNOPOL, aimed at the development of a common training system for police K-9 services of several countries.

The College provides exchange visits, for example to the Massachusetts Institute of Technology (the USA) as part of the Education Leaders Programme jointly implemented by Riga Technical University and the Massachusetts Institute of Technology of the United States of America.

In the framework of the cooperation, information support was provided to a study on working time arrangements in the police conducted by the Austrian Police Academy, also comparing experiences from other countries.

Bilateral cooperation initiatives were implemented within the framework of the European Economic Area Financial Mechanism 2014-2021 programme “International Police Cooperation and Combating Crime”: an experience and knowledge exchange visit on the police education system between the College and Akureyri University (Iceland); an experience and knowledge exchange visit on the police education system to the Police University College (Oslo, Norway).

The College also organises international conferences, such as the thematic conference on topical issues in the field of law enforcement: “Response to Domestic Violence. Competence and Cooperation of Authorities Involved”, attended by experts from Latvia, Lithuania, Estonia, Poland, Norway and Iceland; the conference of the Association of European Police Colleges (AEPC) “Modern Study Process in Law Enforcement Staff Education: Innovations, Challenges and Opportunities”; the international conference “Criminal Justice in the Vortex of Time – Future Perspectives (Development Trends) in Latvia and in the World”, attended by experts in the field of criminal law – academics and practitioners from Latvia, Lithuania, Poland, Ukraine, Germany. Around 55 participants took part in person, around 150 remotely.

So far, the College has actively participated in CEPOL activities and events: in 2021, CEPOL has offered 81 training courses, both in person and online, as well as an additional 89 webinars on current topics (16 with participants from the College); in 2022, CEPOL has offered 98 face-to-face training courses, 17 online courses and an additional 78 online seminars on current topics. College staff participated in 22 activities; in 2023 CEPOL has offered 217 activities (12 with participants from the College).

The plans of the College to develop international cooperation in scientific research are outlined in cooperation with CEPOL. Transnational development prospects are also planned in cooperation with the Association of European Police Colleges (AEPC), where the College is a voting member.

2.4.4. Specify the way how the higher education institution/ college promotes the involvement of the teaching staff in scientific research and/or artistic creation. Provide the description and assessment of the activities carried out by the academic staff in the field of scientific research and/or artistic creation relevant to the study field by providing examples.

The academic staff of the College continues research on topical issues of the College and the State Police, including active development and publication of scientific articles, participation in

conferences and projects, such as:

- An educational material "Powers of Police" developed by author collective;
- A methodological material "Investigation of Hate Crimes";
- A methodological material "Hate Crimes. Articles 1";
- A methodological material "Training of State Police Officials in Shooting";
- A training material "Foreign Language (English) for Police Officers";

The lecturers of the College are provided with financial support for participation in various scientific events at national and international level, for example, the staff of the College is annually paid for participation in the International Scientific Conference of the Lithuanian Association of Forensic Scientists "Forensic Science and Forensic Expertise: Science, Training, Practice", as well as funding for the publication of articles in the conference proceedings. The publishing in a printing press of monographs/textbooks, for example, the textbook "Powers of Police" and "Criminal Intelligence", is also financed. Lecturers present papers at several conferences (international scientific-practical conference "Topical Issues of the Legal System in the Context of Centenary of Satversme (Constitution of the Republic of Latvia)" organised by Rīga Stradiņš University Faculty of Law; conference "Border Security and Management" of the State Border Guard College and Rezekne Academy of Technologies; conference of Rīga Stradiņš University Faculty of Law and the association "r.a. "Siltumnīca" "Police work in multicultural society: reducing stereotypes"; international scientific and practical conference "Challenges and Solutions for Strengthening the Security of Modern Society", Rīga Stradiņš University Faculty of Law; 17th international scientific conference "Society. Integration. Education"; international scientific conference of Criminalistics Association of Lithuania "Criminalistics and forensic expertology: science, studies, practice"; international scientific conference of the University of Latvia: "Revisiting the Limits of Freedom while Living under Threat"; conference series "Cultural Crossroads" of Latvian Academy of Culture; international conference of the College "Criminal Justice in the Vortex of Time – Future Perspectives (Development Trends) in Latvia and in the World";

- A study on the practice of using service firearms in the Baltic region and methods for training police officers in practical shooting has been conducted;
- Several articles have been prepared for publication in the journal "Jurista vārds".

2.4.5. Specify how the involvement of the students in scientific research and/ or applied research and/or artistic creation activities is promoted. Provide the assessment and description of the involvement of the students of all-level study programmes in the relevant study field in scientific research and/ or applied research and/or artistic creation activities by giving examples of the opportunities offered to and used by the students.

At the end of their studies, students develop their qualification paper. The qualification paper is the core part of the short-cycle higher vocational education programme "Police Work" and its defence is a part of the state examination –professional qualification examination.

The qualification paper is a creative work of a research character to be carried out independently, which helps to strengthen the connection between theoretical and practical knowledge of the student and confirms the student's readiness to perform professional duties. A qualification paper is an applied or methodological study, as a result of which the student independently develops conclusions on existing challenges and issues in police work, makes concrete proposals for the solution of the studied issues, and demonstrates his / her readiness to defend the proposed

solutions.

The requirements for the development of the qualification paper include the selection and approval of the topic and the presentation of the qualification paper, while the defence of the qualification paper includes the procedures for the management, pre-defence, quality control, defence and review of the qualification paper.

In addition to the rights stipulated in the agreement on the acquisition of education and service in institutions of the system of the Ministry of the Interior or the Prison Administration and in the laws and regulations regulating the study process, the student has the right to engage in scientific activity and research at the College in cooperation with teachers. Thus, some students, for example, demonstrate their interest in research by participating in the conferences of Latvian College Association, in the Human Rights Moot Court organised by the Ombudsman, by presenting papers during exchange programmes.

2.4.6. Provide a brief description and assessment of the forms of innovation (for instance, product, process, marketing, and organisational innovation) generally used in the higher education institution, especially in study field subject to the assessment, by giving the respective examples and assessing their impact on the study process.

The College is modernising its organisational processes by introducing innovations such as the IPAS. The IPAS provides e-journal functionality and recording of achievements, completion and control of the e-internship diary; recording and control of teachers' workload following the procedures for planning, recording and control of teacher workload of the College.

Modern facilities are used in the study process, i.e. e-learning environment, video lectures, video seminars and video teaching aids, as well as the XVR.

In addition, it should be noted that an innovative solution has also been introduced in the remuneration of teachers by providing in the internal regulations (Procedures on Determination of Number of Teachers, Planning the Workload, Accounting, Monitoring and Remuneration) an additional coefficient for the application of modern technologies and innovative teaching methods in the study process, thus motivating academic staff to improve pedagogical methods in line with modern possibilities.

A digital forensics research and innovation lab is being developed to build innovative solutions for crime prevention and for the implementation of innovative solutions to enhance the economic crime detection capacity of the College. Staff with information technology skills have been recruited to maintain the training infrastructure, and for research development, pilot technologies and innovative solutions have been introduced to improve crime prevention.

2.5. Cooperation and Internationalisation

2.5.1. Provide the assessment as to how the cooperation with different institutions from Latvia (higher education institutions/ colleges, employers, employers' organisations, municipalities, non-governmental organisations, scientific institutes, etc.) within the study field contributes to the achievement of the aims and learning outcomes of the study field.

Specify the criteria by which the cooperation partners for the study field and the relevant study programmes are selected and how the cooperation is organised by describing the cooperation with employers. In addition, specify the mechanism for the attraction of the cooperation partners.

Policing often involves knowledge and skills from different fields such as law, psychology, sociology and IT security. Cooperation with other universities specialising in these fields allows the students of the College to acquire a broader and more diverse education, which is essential in modern complex and dynamic society. By collaborating with other educational institutions, the students of the College and teachers can establish important professional contacts. The College plays an important role in the life of society. By working with educational institutions, it can promote social responsibility and involvement in various community projects such as safety campaigns, prevention programmes and other initiatives that improve the safety and well-being of society. Consequently, in order to improve the quality of education, gain more academic experience, attract academic staff, ensure the exchange of experience of both academic staff and students, promote research, and improve study programmes the College cooperates and has concluded several cooperation agreements with various higher education institutions both in Latvia and abroad.

In cooperation with the State Border Guard College and the Fire Safety and Civil Protection College joint practical trainings for students and cadets are conducted every year to promote cooperation and teamwork through simulations and mock situations to develop professional skills and experience in real-life scenarios. Each year, one of the colleges is responsible for organising the training, in accordance with the training arrangements. The content of the practical training is developed according to the areas of departmental competence.

The College also cooperates closely with the employer, the State Police, in the development of the curricula, the content of the qualification examination and the implementation of the internship. Cooperation with the employer ensures that the College delivers educational programmes in a work-based environment and that students have the opportunity to acquire practical skills and experience that are essential for their professional development.

The cooperation of the College with secondary schools can help build public trust in the police from an early age. By familiarising themselves with police work and education, pupils of secondary school can better understand and appreciate the role of police officers in society, which contributes to a more positive attitude towards law enforcement authorities. The College can also actively promote the attraction of young professionals to police work through cooperation with secondary schools. By informing pupils of secondary school about education and career opportunities in the police, the College can attract motivated and talented young people who will become competent police officers in the future, thus ensuring the number of students enrolled in the educational programmes of the College as set out in the planning documents. The College implements various activities to promote the profession and the College in general education institutions, in cooperation with the State Police, and actively participates in career days organised by municipalities.

In addition to the above-mentioned cooperation, the College actively cooperates with other Latvian institutions, such as the Prison Administration. Within the framework of the cooperation, the cadets of the College participate in tactical training organised by the Prison Administration, and the cadets of the College go on study tours. Cooperation also takes place with the Ombudsman's Office of the Republic of Latvia (hereinafter - the Ombudsman's Office). The Ombudsman's Office organises a moot court on human rights in order to promote public awareness and understanding of human rights. Since the beginning of this activity (2016), the cadet teams of the College have been

participating in these trials. Every year, representatives of the Ombudsman present the functions and tasks of the Ombudsman's Office in person at the College. This kind of cooperation is necessary and results from the tasks of the police. The Student Board cooperates with the Trade Union of the Latvian Interior Employees "LIDA". Cadets have joined the union and receive support from the union, e.g. in organising cadet events and the Christmas party. The union also gives guest lectures to inform the cadets about social guarantees, the course of service and other issues.

Cooperation partners are selected on the basis of their competence in the field of study pursued by the College, reputation in the educational or professional environment, potential for mutual benefit, commitment and responsiveness of the partner to the cooperation activities.

On October 25, 2022, the Ministry of the Interior, the University of Latvia (hereinafter – the LU), Riga Stradiņš University (hereinafter – the RSU) and the College concluded the agreement establishing the Consortium "Internal Security Academy", which stipulates that in order to provide for the implementation of the professional training of the officials of the system institutions of the Ministry of the Interior and other law enforcement authorities of the Republic of Latvia (hereinafter – law enforcement authorities), to promote the renewal of personnel, to provide the opportunity for quality lifelong learning and develop scientific research in the field of internal security the parties confirm their joint determination to establish the consortium "Internal Security Academy" (hereinafter – the IDA). According to point 2.3 of the Consortium IDA, higher education institutions by mutual agreement must develop and license six study programmes (funded from the state budget) and start their implementation from September 1, 2023. The competence of the College is to develop and license the short-cycle higher vocational study programme "Police work" (LQF-5). According to the point 101 of the Section 1 of the Vocational Education Law, short-cycle higher vocational education is a higher-level vocational education which provides the possibility to obtain the fifth level professional qualification, and short-cycle higher vocational education is part of the first-cycle higher vocational education. Taking into account the agreement concluded in the Consortium IDA, the LU, the RSU and the College started the development and submission of new educational programmes of the Consortium IDA for licensing, so that on September 1, 2023 studies could be started within the Consortium IDA. In the framework of the Consortium IDA, the College is developing a short-cycle higher vocational 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.

In order to ensure the fulfilment of the conditions of the Consortium "Internal Security Academy", in accordance with the decision of the 2nd session of the Strategic Supervisory Board, a working group on development of the draft of the short-cycle higher vocational study programme "Police work", which included representatives of both the employer – the State Police, and the RSU as the implementer of continuing study programme, was established by the Order No.958 of 29 December of the College.

2.5.2. Provide the assessment as to how the cooperation with different institutions from abroad (higher education institutions/ colleges, employers, employers' organisations, municipalities, non-governmental organisations, scientific institutes, etc.) within the study field contributes to the achievement of the aims and learning outcomes of the study field. Specify the criteria by which the cooperation partners suitable for the study field and the relevant study programmes are selected and how the cooperation is organised by describing the cooperation with employers. In addition, specify the mechanism for the

attraction of the cooperation partners.

In order to implement the international cooperation activities and events of the College, each year the College prepares and approves by an order the International Cooperation Development Plan of the College, which includes various activities aimed at strengthening and promoting international cooperation.

The choice of international cooperation partners, including international projects, is focused on educational institutions of similar profile, which implement related or relevant formal education programmes and provide non-formal adult education programmes. The main criteria for the selection of international cooperation partners are that the educational institution implements educational programmes and activities related to police work, as well as the possibility of organising joint activities for both teachers and students.

The College implements international cooperation within the Erasmus+ programme, implementing and providing both outgoing and incoming mobility activities for both lecturers and international students. On the basis of international cooperation agreements concluded not within the Erasmus+ programme, the cadets of the College participate in international student exchange weeks and events. Lecturers of the College participate in experience exchange visits, international trainings, international staff weeks, seminars and conferences. Lecturers of the College provide lectures to foreign students upon request.

The College is a member of the European Union Agency for Law Enforcement Training (CEPOL) and the Association of European Police Colleges (AEPC).

The College has international cooperation agreements and Erasmus+ cooperation agreements with the following foreign educational institutions:

1. Estonian Academy of Security Sciences (Estonia);
2. Police and Border Guard College of the Estonian Academy of Security of Sciences (Estonia);
3. Lithuanian Police School (Lithuania);
4. Mikolas Romeris University (Lithuania);
5. Police Academy in Szczytno (Poland);
6. University of Applied Police Sciences (Saxony, Federal Republic of Germany);
7. Police Academy of Lower Saxony (Federal Republic of Germany);
8. University of Applied Sciences for Public Administration, Police and Administration of Justice Mecklenburg-Vorpommern (Federal Republic of Germany);
9. Odesa State University of Internal Affairs (Ukraine);
10. University of Akureyri (Iceland);
11. Police University College (Norway) etc.

Events, initiatives, conferences, seminars:

Bilateral cooperation initiatives were implemented within the framework of the European Economic Area Financial Mechanism 2014-2021 programme "International Police Cooperation and Combating Crime":

- an experience and knowledge exchange visit on the police education system between the College and Akureyri University (Iceland);
- an experience and knowledge exchange visit on the police education system to the Police University College (Oslo, Norway);
- the thematic conference on current issues in law enforcement "Response to Domestic

Violence. Competence and Cooperation of Authorities Involved”, attended by experts from Latvia, Lithuania, Estonia, Poland, Norway and Iceland. 67 law enforcement officials participated in person and 460 participants from various institutions, including the State Police, municipal police, social services and orphanage courts, participated remotely.

- Norwegian Schengen evaluation visits in the areas of SIS and police cooperation in Oslo and Stavanger (Norway).
- Experience exchange visit and practical shooting training at the Police Academy of Lower Saxony, Hann Muenden (Germany); participation in a staff exchange week in Finland, Germany; participation in safe driving training in Germany, etc.
- Use of funds from the basic budget programme of the Ministry of Justice Fund of the Proceeds of Crime from Confiscation, budget programme / sub-programme 06.01. 00 “State Police” in the activity “Purchase of interactive training and forensic equipment for the State Police College for the establishment of a simulation training room and a digitised training room for the professional development of State Police officers in the field of economic crime investigation and training of teachers to work with the interactive equipment” supported by the Activity - Training of staff of the State Police College in Delft (the Netherlands), etc.
- With the support of the European Union Agency for Law Enforcement Training (CEPOL) the College organised the CEPOL course 4/2019 „Policing the impact of migration – Public order, hate crime, integration”), where 26 participants from 19 EU countries took part, as well as 8 lecturers from Greece, Latvia, Spain, Iceland, Austria and the European Border and Coast Guard Agency and OSCE/
- The College organised the conference of the Association of European Police Colleges (AEPC) “Modern Study Process in Law Enforcement Staff Education: Innovations, Challenges and Opportunities”. More than 60 professionals from 22 AEPC member states participated and provided personal experiences, raising the topics of a modern and up-to-date training process. Students from educational institutions also participated in the AEPC conference.
- The international conference “Response to Domestic Violence. Competence and Cooperation of Authorities Involved” was organised. Experts from Latvia, Lithuania, Estonia, Poland, Norway and Iceland delivered presentations.
- The College organised the international conference “Criminal Justice in the Vortex of Time – Future Perspectives (Development Trends) in Latvia and in the World”, attended by experts in the field of criminal law – academics and practitioners from Latvia, Lithuania, Poland, Ukraine, Germany and other activities.

Teachers of the College actively participated in various international conferences and events, both online and face-to-face, organised by international organisations and foreign institutions, e.g. the European Union Agency for Law Enforcement Training (CEPOL), Association of European Police Colleges (AEPC), Academy of European Law (ERA), etc.

In order to attract foreign cooperation partners, the College identifies needs. Based on existing cooperation, the College reaches out to partners and invites them to participate in events, speak at conferences, support the organisation of seminars and trainings, and organise joint events to strengthen cooperation.

2.5.3. Specify the system or mechanisms, which are used to attract the students and the teaching staff from abroad. Provide the assessment of the incoming and outgoing mobility of the teaching staff in the reporting period, the mobility dynamics, and the issues which

the higher education institution/ college faces with regard to the mobility of the teaching staff.

In 2021, the College was awarded the European Commission's Erasmus Charter for Higher Education 2021-2027, which enables the College to implement Erasmus+ activities in the higher education sector. According to the Erasmus Policy Statement submitted by the College, the College only implements and will implement staff mobility activities in the period 2021-2027, therefore there is no possibility for the cadets of the College to participate in Erasmus+ study or internship mobility activities, therefore there are no outgoing mobility activities for the cadets of the College.

The College does not implement or provide mobility activities for incoming students of foreign police higher education institutions, taking into account the specificity of the institution and the fact that study programmes in English are not offered yet, which might change in time.

The College has Erasmus+ inter-institutional agreements with the following higher education institutions abroad:

1. Estonian Academy of Security Sciences (Estonia);
2. Mikolas Romeris University (Lithuania);
3. Police Academy in Szczytno (Poland);
4. University of Applied Police Sciences (Saxony, Germany);
5. Police Academy of Lower Saxony (Germany);
6. University of Akureyri (Iceland);
7. Police University College (Norway).

During the evaluation period by participating in Erasmus+ staff mobility for teaching activities and staff mobility for training activities, the staff of the College improved their professional knowledge, gave lectures and shared their experience with foreign students and lecturers, improved their knowledge and skills in the field, learnt about good practices of the host higher education institution / structure in the relevant fields, analysed and made proposals to keep the content of the study programme at the College up-to-date, established contacts, improved foreign language skills, acquired experience in the field of education, digitisation and internationalisation.

During the evaluation period, in total, 15 mobility activities were implemented (7 staff mobility for teaching activities and 8 staff mobility for training activities) to higher education institutions in Estonia, Lithuania, Poland, and one staff mobility for training to Police Academy of Lower Saxony in Germany is also planned as part of the project of 2022.

In terms of dynamics, interest in Erasmus+ KA1 activities among the staff of College is growing. Taking into account the human resources of the College and capacity, the College indicates 3-4 mobility activities as desirable when submitting an Erasmus+ KA1 project application. Given the funding allocated, the College is implementing 4-5 mobility activities, both staff mobility for teaching activities and staff mobility for training activities. The staff of the College more often chooses to carry out mobility activities in Lithuanian, Estonian and Polish higher education institutions with which the College has concluded inter-institutional agreements, and less often staff goes on mobility activities to Germany. In 2025 one mobility activity is planned to Norway.

During the evaluation period, the College hosted 82 mobility activities (5 staff mobility for teaching activities, 77 staff mobility for training activities) from Poland, Lithuania and Germany within the Erasmus+ KA1 project. The number of participants of mobility activities of foreign educational

institutions is almost the same every year, which is explained by the fact that the number of taught studies is limited due to the specificity of the institution, while the number of participants of staff mobility for training activities is higher.

More detailed information on outgoing mobility of the staff of the College and incoming mobility of the staff from foreign educational institutions is presented in the Annex to Section 2 "Description of the field of study - 2.5 Cooperation and internationalisation".

The application and selection procedure for the Erasmus+ staff mobility activities of the staff of the College takes place once a year, in accordance with the internal regulation document and other external documents, such as the Erasmus+ guidelines.

The activity of the staff of the College to apply for staff mobility for teaching activities and staff mobility for training activities is influenced by their involvement in the implementation of other core and complementary tasks defined by the College, as well as by their English language skills (ability / inability to deliver lectures in a foreign language; to carry out exchange of experience). In order to improve foreign language skills, the College organises English language classes for staff every year. This increases the number of potential mobility participants. Due to the pandemic in 2020, no Erasmus+ KA1 activities took place and international cooperation was limited or temporarily interrupted on the ground.

Given the specific nature of the study programmes implemented by the College, the number of foreign partner institutions implementing related, relevant higher education programmes is limited. Foreign partner institutions are not always able to provide activities due to the specificity of the requested activity. In order to ensure a wider transfer of knowledge and competences in the sector, one of the priorities of the College is to increase the number of Erasmus+ partner institutions.

There are no major difficulties in the planning, implementation and reporting phases of Erasmus+ mobility activities.

Despite the fact that, according to the Erasmus Policy Statement, the cadets of the College do not participate in Erasmus+ KA1 mobility activities in the period from 2021 to 2027, they participate in cadet exchange events and trainings organised by foreign higher education institutions in Estonia, Germany and Spain. During the evaluation period, 48 cadets participated in such events.

The College organised International Cadet's Weeks, which were attended by a total of 27 students from police training institutions in Germany, Lithuania and Estonia, as well as a week-long international internship for 14 students from the Police Academy of Lower Saxony and an exchange event for 7 students from the Bavarian School of Public Administration and Justice, Germany.

The Erasmus+ European Union Framework Action 2 (KA 2) "Strategic Partnerships in the Vocational Education Sector" project 20116-1-LV01-KA202-022708 "Training and preparedness of the Baltic Sea region (LT, LV, EE, PL) police officers in usage of a single model of application of physical force" was implemented.

Support was provided for the implementation and ensuring of Erasmus+ and other projects:

in the project No LLI-228 "Strengthening the K9 Capacity of Latvian and Lithuanian Police in the Close-Border Areas of Latvia and Lithuania";

implementation of activities of the project of the regional headquarters of Radom police "Improvement of the skills of shooting instructors of the Mazovian Police";

in the Erasmus KA1 project No. 2019-1-LT01-KA116-060328 "Development of Employees Qualification and Cadets Professional Skills through Practical Learning";

in the project "CALDER: CapAcity buiLding anD awarEness Rising to prevent and counter intolerance in Latvia",

963736-CALDER-REC-AG-2020/REC-RRAC-RACI-AG-2020/LU, LU Nr. ZD2021/21118;

in the project No. LT/2019/VSF/5.3.1.9 "Training in Bilateral and Multilateral Police Cooperation, Phase 2" in the activity "Cross-Border Hot Pursuit";

in the Erasmus+ KA2 Project No. 2021-I-PT01-KA220-VET- 000028146 "Reducing Psychosocial Risks in Law Enforcement: Training as a means to Wellbeing – PROTECT"

2.6. Implementation of the Recommendations Received During the Previous Assessment Procedures

2.6.1. Assessment of the fulfilment of the plan regarding the implementation of the recommendations provided by the experts during the previous accreditation of the study field, as well as the assessment of the impact of the given recommendations on the study quality or the improvement of the study process within the study field and the relevant study programmes.

The last recommendations were received during the licensing of the study programme, and all recommendations were implemented.

The implementation of the recommendations did not affect the quality of the study programme; careless mistakes were corrected.

2.6.2. Implementation of the recommendations given by the experts during the evaluation of the changes to the study programmes in the respective study field or licensed study programmes over the reporting period or recommendations received during the procedure for the inclusion of the study programme on the accreditation form of the study field (if applicable).

The last recommendations were received during the licensing of the Stewardship programme, and all recommendations were implemented.

To implement the recommendations, a document/letter of guarantee on the indemnification of students was prepared and the admission rules were updated.

The recommendations were not related to the improvement of the study programme.

Annexes

I - Information on the Higher Education Institution/ College		
Information on the implementation of the study field in the branches of the higher education institution/ college (if applicable)		
List of the governing regulatory enactments and regulations of the higher education institution/ college	List_of_core_laws_and_regulations_of_State_Police_College.docx	Saraksts ar galvenajiem normatīvajiem aktiem Koledža-1.docx
The management structure of the higher education institution/ college	Structure_ENG.docx	struktura.docx
II - Description of the Study Field - 2.1. Management of the Study Field		
Plan for the development of the study field (if applicable)	Development_Strategy_State_police_college.docx	valsts-policijas-koledzas-attistibas-strategijas-2024.-2027 (1).docx
The management structure of the study field	Annex_2.1.3_Structure of the Management of the Study Field_corected.docx	pielikums 2.1.3_Studiju_virziena_pārvaldības_struktūra_labots.docx
A document certifying that the higher education institution or college will provide students with opportunities to continue their education in another study programme or another higher education institution/ college (agreement with another accredited higher education institution or college) if the implementation of the study programme is terminated.	sadarbibas_ligums_vpk_ucak.docx	sadarbibas_ligums_vpk_ucak.docx
A document certifying that the higher education institution or college guarantees compensation for losses to students if the study programme is not accredited or the study programme license is revoked due to actions (actions or omissions) of the higher education institution or college and the student does not wish to continue studies in another study programme.	Zaudejuma_apliecinajums_ENG.docx	apliecinājums par zaudējumu komensāciju studentiem_941.edoc
Standard sample of study agreement	AGREEMENT.docx	Līgums klātiešana cikls_100KP_06.10.2023.(aktuālais).docx
II - Description of the Study Field - 2.2. Efficiency of the Internal Quality Assurance System		
Analysis of the results of surveys of students, graduates and employers	Anketēšanas dati 2021- 2023_anglu_val.docx	Anketēšanas dati 2021- 2023.docx
II - Description of the Study Field - 2.3. Resources and Provision of the Study Field		
Basic information on the teaching staff involved in the implementation of the study field	2.3.7.pielikums_eng_labots.xlsx	2.3.7.pielikums_LV_labots.xlsx
Biographies of the teaching staff members (Curriculum Vitae in Europass format)	2.3.7.2.pielikums_VPK_pedagogu_CV_ENG_labots.zip	2.3.7.2_pielikums_VPK_pedagogu_CV_LV_labots.zip
A statement signed by the rector, director, head of the study programme or field that the knowledge of the state language of the teaching staff involved in the implementation of the study programmes within the study field complies with the regulations on the state language knowledge and state language proficiency test for professional and official duties.	Statement_labots.edoc	Apliecinājums.edoc
A statement of the higher education institution/ college on the respective foreign language skills of the teaching staff involved in the implementation of the study programme at least at B2 level according to the European Language Proficiency Assessment levels (level distribution is available on the website www.europass.lv, if the study programme or part thereof is implemented)		
II - Description of the Study Field - 2.4. Scientific Research and Artistic Creation		
Summary of quantitative data on scientific and/ or applied research and / or artistic creation activities corresponding to the study field in the reporting period.	Annex_2.4.1_corected.docx.docx	2.4.1. pielikums_labots.docx.docx
List of the publications, patents, and artistic creations of the teaching staff over the reporting period.	Annex Nr.2.4.2. corected.docx.docx	Pielikums Nr.2.4.2.docx
II - Description of the Study Field - 2.5. Cooperation and Internationalisation		
List of cooperation agreements, including the agreements for providing internship	Annex_2.5.1_corected.docx	2.5.1..pielikums_labots.docx
Statistical data on the teaching staff and the students from abroad	Annex_2.5.3_1_corected.docx	2.5.3_1.pielikums_labots.docx
Statistical data on the incoming and outgoing mobility of students (by specifying the study programmes)	Annex_2.5.3_2_eng_corected_students.docx	2.5.3_2_pielikums_labots_studejosie.docx
Statistical data on the incoming and outgoing mobility of the teaching staff	2.5.3_3_pielikums_labots_macibspeki.docx	2.5.3_3_pielikums_labots_macibspeki.docx
II - Description of the Study Field - 2.6. Implementation of the Recommendations Received During the Previous Assessment Procedures		
Report on the implementation of the recommendations received both in the previous accreditation and in the licensing and/ or change assessment procedures and/ or the procedures for the inclusion of the study programme on the accreditation form of the study field.	recomendations.docx	rekomendācijas.docx
An application for the evaluation of the study field signed with a secure electronic signature	iesniegums_Eng_labots_18_07.edoc	iesniegums_jauns.edoc
III - Description of the Study Programme - 3.1. Indicators Describing the Study Programme		
Sample of the diploma and its supplement to be issued for completing the study programme		
For academic study programmes - Opinion of the Council of Higher Education in accordance with Section 55, Paragraph two of the Law on Higher Education Institutions (if applicable)		
Compliance of the joint study programme with the provisions of the Law on Higher Education Institutions (table) (if applicable)		
Statistics on the students in the reporting period		
III - Description of the Study Programme - 3.2. The Content of Studies and Implementation Thereof		
Compliance with the study programme with the State Education Standard		
Compliance of the qualification to be acquired upon completion of the study programme with the professional standard or the requirements for professional qualification (if applicable)		

Compliance of the study programme with the specific regulatory framework applicable to the relevant field (if applicable)		
Mapping of the study courses/ modules for the achievement of the learning outcomes of the study programme		
The curriculum of the study programme (for each type and form of the implementation of the study programme)		
Descriptions of the study courses/ modules		
Description of the organisation of the internship of the students (if applicable)		
III - Description of the Study Programme - 3.4. Teaching Staff		
Confirmation that the academic staff of the doctoral study programme includes not less than five doctors, of which at least three are experts approved by the Latvian Council of Science in the branch or sub-branch of science in which the study programme intends to award a scientific degree (if applicable)		
Confirmation that the academic staff of the academic study programme complies with the requirements specified in Section 55, Paragraph one, Clause 3 of the Law on Higher Education Institutions (if applicable)		

Other annexes

Name of document	Document
hospitāciju vadlīnijas	hospitāciju vadlīnijas.edoc
komisija	pavēle par hospitācijas komisiju un veikšanu.edoc
kvalifikācijas celšanas plāns pedagogiem	akadēmiskā personāla prof.pilnveides plāns.edoc
VPK pavēle par kredītpunktu pāreju	VPK pavēle par kredītpunktu pāreju_529.edoc
Analīze par studējošo skaita dinamiku novērtēšanas periodā	1.1.Pielikums_Statistikas dati par studējošajiem.docx
The analysis of the dynamics of the number of students	Annex_1.1_Statistical data on students.docx
nolikums_nr7_17jun2019.pdfĀrpus formālās izglītības atzīšanas nolikums	nolikums_nr7_17jun2019.pdf
28.12.2022 Par darba grupas izveidošanu un īsā cikla darbs(1).docx	28.12.2022 Par darba grupas izveidošanu un īsā cikla darbs(1).docx
30.07.2024 On_amendments_in_the_order_of_State_police_college.docx	30.07.2024 On_amendments_in_the_order_of_State_police_college.docx
AIC jautājumi.docx	AIC jautājumi.docx
Akademiskais personāls_plans_ATSKAITE 2024.doc	Akademiskais personāls_plans_ATSKAITE 2024.doc
annex_for_point_2.docx	annex_for_point_2.docx
Annex_for_point_2-1.pdf	Annex_for_point_2-1.pdf
annex_for_point_2-3.pdf	annex_for_point_2-3.pdf
annex_for_point_4.xlsx	annex_for_point_4.xlsx
annex_for_point_6.docx	annex_for_point_6.docx
annex_for_point_6-2.docx	annex_for_point_6-2.docx
annex_for_point_8.doc	annex_for_point_8.doc
annex_for_point_9.docx	annex_for_point_9.docx
Annex_for_point_9_2.docx	Annex_for_point_9_2.docx
Compiled answers to the some of questions	annex.zip
16.11.2023 - 4-4.1e_23_3127 - Par studiju vietas bāzes izmaksām no 2024. gada (1).edoc	16.11.2023 - 4-4.1e_23_3127 - Par studiju vietas bāzes izmaksām no 2024. gada (1).edoc
30.11.2023_1-2_1555_vidējais skaits 2024.gads.edoc	30.11.2023_1-2_1555_vidējais skaits 2024.gads.edoc
6394.edoc	6394.edoc
akadēmiskā personāla prof.pilnveides plāns (1).edoc	akadēmiskā personāla prof.pilnveides plāns (1).edoc
hospitāciju vadlīnijas (1).edoc	hospitāciju vadlīnijas (1).edoc
iesniegums_Eng_labots_18_07.edoc	iesniegums_Eng_labots_18_07.edoc
pavēle par hospitācijas komisiju un veikšanu.edoc	pavēle par hospitācijas komisiju un veikšanu.edoc
Statement_labots (1).edoc	Statement_labots (1).edoc
VPK pavēle par kredītpunktu pāreju_529 (2).edoc	VPK pavēle par kredītpunktu pāreju_529 (2).edoc

Police work (41861)

Study field	<i>Internal Security and Civil Protection</i>
ProcedureStudyProgram.Name	<i>Police work</i>
Education classification code	<i>41861</i>
Type of the study programme	<i>First level professional higher education study programme</i>
Name of the study programme director	<i>Anita</i>
Surname of the study programme director	<i>Fišere</i>
E-mail of the study programme director	<i>anita.fisere@koledza.vp.gov.lv</i>
Title of the study programme director	<i>mg.sc.soc.</i>
Phone of the study programme director	<i>67209758</i>
Goal of the study programme	<i>The aim of the study programme is to provide high-quality professional education based on the good practice of practical police work, as a result of which students acquire the knowledge, skills and competences necessary for the fifth professional qualification level "Junior officer of State Police", which enables them to carry out professional duties, including to effectively and efficiently execute crime prevention, police response and crime investigation by combating crime and protecting the rights and legitimate interests of individuals.</i>

Tasks of the study programme	<ol style="list-style-type: none"> 1. To prepare qualified junior officers of State Police, ensuring practical training of students for work in the profession in accordance with the requirements of the sector of internal affairs, the technological development of current times, as well as demographics, immigration, globalisation of crime and other factors which affect the criminality and determine the crime trends. 2. To ensure the acquisition of the fifth professional qualification level in accordance with the professional standard of junior officer of State Police. 3. To optimise studies in accordance with the requirements of the State Police, perspectives of police development, contemporary requirements, as well as in line with the state standard for the short-cycle higher vocational education and the criteria of high-quality vocational education. 4. To introduce and implement a competency-based study programme suitable for both persons with secondary education and persons which have previously obtained vocational qualification in the field of police work. 5. To introduce new, high-quality curriculum and approaches to professional police education. To offer contemporary, high-quality and balanced studies to ensure the acquisition of theoretical, research and practical skills. To ensure effective and high-quality education. 6. To provide students with comprehensive knowledge, to develop analytical, presentation and argumentation skills and abilities necessary for police work, to improve communication and co-operation skills, self-assessment, independent action and decision-making, information acquisition and processing skills, the ability to think in a creative and critical manner and analyse the problems of the field, to promote the formation of attitudes and understanding of values, as well as to promote practical work skills necessary for the professional activity, growth and further education of junior officer of State police. 7. To increase the level of students' interest and satisfaction with the studies and the chosen profession, as well as the satisfaction of employers with the trained junior police officers. 8. To promote the comprehensive development and the formation of a socially responsible personality so that the knowledge, skills and attitudes acquired during the studies correspond to the basic principles of the quality of education and form a solid basis for further studies, professional development and research. 9. To strengthen the prestige of the educational institution and increase accessibility. 10. To stimulate excellence in studies and research.
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Results of the study programme	<p>1. Students have acquired the general and professional knowledge, skills, attitudes and competence required for the professional qualification requirements of the junior officer of State Police to promote security of society.</p> <p>2. Students are able to efficiently carry out the basic tasks and responsibilities of the professional activity corresponding to the profession of a police officer (positions assigned to junior officers of State Police), including:</p> <p>3. Knowledge and understanding:</p> <p>3.1 Understanding of international and national legislation governing policing;</p> <p>3.2 Knowledge of the police response to an offence and the initial procedural steps at the scene;</p> <p>3.3 Knowledge of public order and the prevention of various types of security threats.</p> <p>3.4 Understanding of the principles of public safety, response to and prevention of offences.</p> <p>4. Skills:</p> <p>4.1 To react quickly and solve problems:</p> <p>4.1.1 To respond to information about crimes and other offences and events that threaten personal or public safety;</p> <p>4.1.2. To act at the scene of criminal offences, administrative offences and other incidents, and execute official documents and other procedural actions;</p> <p>4.1.3. To prevent and stop offences, apprehend offenders, as well as persons who by their actions pose an obvious danger to themselves or others, and provide first aid to persons;</p> <p>4.2 Communication skills: the ability to communicate effectively with members of the public, including victims, witnesses, perpetrators, colleagues and other services.</p> <p>4.3 Conflict resolution: the ability to resolve conflicts and de-escalate tense situations calmly and professionally.</p> <p>4.4 Obtaining and preserving evidence: ability to obtain, record, remove and pack evidence and to execute procedural documents in accordance with the requirements laid down by law.</p> <p>5. Competencies:</p> <p>5.1 Crisis management: ability to act effectively and make the right decisions in crisis situations.</p> <p>5.2 Independence and initiative: ability to work independently and take initiative in problem solving and decision making.</p> <p>5.3 Ethics and professional discipline: to observe standards of ethics and professional discipline in the performance of police duties.</p> <p>5.4 Physical fitness: maintain an adequate level of physical fitness to be able to carry out duties effectively.</p> <p>5.5 Use of technologies: ability to use modern technologies, such as technical aids, communication devices and information systems, to be able to carry out duties effectively.</p> <p>6. A student is able to continue studies in the first-cycle higher vocational study programme "Police work" and obtain the professional qualification of a senior officer of State Police (sixth-level vocational qualification).</p>
Final examination upon the completion of the study programme	At the end of the College, students take a qualifying examination.

Study programme forms

Full time studies - 2 years, 6 months - latvian

Study type and form	<i>Full time studies</i>
Duration in full years	2
Duration in month	6
Language	<i>latvian</i>
Amount (CP)	150
Admission requirements (in English)	<i>Admission requirements: - Secondary education -Citizen of Latvia; - Not convicted of a deliberate criminal offence - irrespective of the expungement or removal of the criminal record, not convicted of a deliberate criminal offence, with exemption from punishment and not held criminally liable for the commission of a deliberate criminal offence, unless the official has been held criminally liable but the criminal proceedings against him/her were terminated on rehabilitative grounds (certificate from the Criminal Records Office); - Certificate of proficiency in the national language (level C1) (if secondary education completed before 2011 or abroad); - physical fitness and health condition meeting the requirements set by the Cabinet of Ministers, no criminal record, citizenship of the Republic of Lithuania (must meet the requirements set out in Articles 4 and 7 of the Law on the course of service of officials with special ranks in the system of the Ministry of the Interior and the Prison Administration). - pass the entrance examinations.</i>
Degree to be acquired or professional qualification, or degree to be acquired and professional qualification (in english)	-
Qualification to be obtained (in english)	<i>Junior National Police Officer</i>

Places of implementation

Place name	City	Address
State Police College	RĪGA	EZERMALAS IELA 10, ZIEMEĻU RAJONS, RĪGA, LV-1014

Part time extramural studies - 2 years, 6 months - latvian

Study type and form	<i>Part time extramural studies</i>
Duration in full years	2
Duration in month	6
Language	<i>latvian</i>
Amount (CP)	120
Admission requirements (in English)	<i>Law enforcement officials (Prison Administration and State Police).</i>
Degree to be acquired or professional qualification, or degree to be acquired and professional qualification (in english)	-
Qualification to be obtained (in english)	<i>junior national police officer</i>

Places of implementation

Place name	City	Address
State Police College	RĪGA	EZERMALAS IELA 10, ZIEMEĻU RAJONS, RĪGA, LV-1014

Full time studies - 2 years - latvian

Study type and form	<i>Full time studies</i>
Duration in full years	<i>2</i>
Duration in month	<i>0</i>
Language	<i>latvian</i>
Amount (CP)	<i>120</i>
Admission requirements (in English)	<i>Secondary education and professional qualification as a junior inspector (home affairs) in the national police</i>
Degree to be acquired or professional qualification, or degree to be acquired and professional qualification (in english)	-
Qualification to be obtained (in english)	<i>Junior National Police Officer</i>

Places of implementation

Place name	City	Address
State Police College	RĪGA	EZERMALAS IELA 10, ZIEMEĻU RAJONS, RĪGA, LV-1014

3.1. Indicators Describing the Study Programme

3.1.1. Description and analysis of changes in the parameters of the study programme made since the issuance of the previous accreditation form of the study field or issuance of the study programme license, if the study programme is not included on the accreditation form of the study field, including changes planned within the evaluation procedure of the study field evaluation procedure.

A transition to ECTS credit points was made. There are no other changes.

The transfer of credits is laid down in Order No 529 of the National Police College of 25 May 2024 "On the transfer of credits" (Annex).

In order to clarify the admission requirements, the National Police College has made it compulsory for applicants to pass entrance examinations and has also made it compulsory for full-time applicants to have the qualification "Junior Inspector of the National Police".

3.1.2. Analysis and assessment of the study programme compliance with the study field. Analysis of the interrelation between the code of the study programme, the degree, professional qualification/professional qualification requirements or the degree and professional qualification to be acquired, the aims, objectives, learning outcomes, and the admission requirements. Description of the duration and scope of the implementation of the study programme (including different options of the study programme implementation) and evaluation of its usefulness.

Study courses in the study programme "Police work" are designed in accordance with the specifics of police work and the requirements laid down in laws and regulations. The content of the study courses is completely focused on the acquisition of police work competencies. The study programme was developed in accordance with the requirements of the State Police, suitable for persons after the acquisition of secondary education, in conformity with the State vocational education standard, profession standard.

It should also be emphasized that the College implements not only the study programme, but also a vocational education programme, professional development and adult non-formal education programmes to prepare police officers for service in the State Police, including the fact that the College is closely related to the State Police in its activities, which is subject to and executes the order of the State police within the framework of study/education programme implementation, which significantly distinguishes the College from other state colleges in this respect.

In accordance with the basic directions of activity of the College specified in the By-Laws of the College, the educational programmes of the College, including professional continuing education, professional development and adult non-formal education programmes for police officers, are developed in cooperation with the State Police. In cooperation with the State Police the content and methods of the examination are developed, and qualification examinations for students are

organized. Practice takes place in the structural units of the State Police. In addition, one of the tasks of the College is to provide theoretical, practical and methodological assistance to the structural units of the State Police, as well as to participate in the performance of tasks delegated to the State Police in accordance with the procedures specified by the Chief of the State Police. Consequently, the operational strategy of the College is closely related to the activities and development directions of the State Police. The development of the operation of the College is planned in several planning documents, such as the Action Plan for the Development of Vocational Education for Officials with Special Service Ranks Working in Institutions of the System of the Ministry of the Interior for 2022-2025 (Order No.1-12/1450 of the Ministry of the Interior of October 28, 2022), the State Police Development Concept (Cabinet Order No.248 of April 16, 2016), the State Police Operational Strategy and other planning and self-assessment documents.

The study programme has been harmonized with the State Police (Letter No.20/352069 of the State Police of July 16, 2020 "On Harmonization of the Educational Programme"). As the College is a partner of the IDA consortium from 2022, the study programme for 2023 has been coordinated with the IDA Study Programme Board and the Strategic Oversight Board (including representatives of the PIs) and approved by the College Council.

In the short-cycle higher vocational education programme "Police work" an average of 225 cadets study in full-time on-site studies per year, while 150 students (State police officials with special rank) study the part-time extramural studies per year.

Taking into account 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 vocational education program "Police Work".

The study programme is intended to be implemented in full-time on-site and part-time correspondence studies. Full-time and part-time study programmes are identical in terms of the number, content and volume (credit points) of study courses.

The title of the programme is closely related to the qualification to be studied and is clearly understood. The programme code is assigned in accordance with the requirements of the national education system. The study programme is implemented in three study plans and in full-time full-time and part-time part-time non-curricular forms of study. The implementation plan of the study programme is implemented in accordance with the Cabinet of Ministers' Regulation No 305 of 13 June 2023 "Regulations on the State Standard for Vocational Higher Education". The study plan is designed to be accessible and feasible for students with different backgrounds, i.e. the 150-credit plan is intended for persons with secondary education without background in police work, while the 120-credit study plan is intended for persons and police officers with the qualification "Junior Inspector of the State Police". Each course description includes assessment criteria and descriptions of knowledge, skills and competences.

Given that the students at the College are State Police officers with a special service rank, they must meet all the requirements of the Law on the Course of Service, i.e. they must not have been convicted of a criminal offence, have a secondary education and meet the health requirements in accordance with the laws and regulations. The studies are free of charge. Full-time full-time students studying at the College receive wages, social guarantees and have the possibility to live in the dormitory of the State Security Agency during their studies. If a student's average grade is above 8 points, he/she receives a performance bonus on top of his/her salary. Students have access to a library, the Internet and a dining room. 100% of the traineeships are provided by the National Police.

3.1.3. Economic and/ or social substantiation of the study programme, analysis of graduates' employment.

The aim of the College is to ensure the acquisition of knowledge and skills necessary for practical police work, to promote further education and professional development, as well as to increase the level of interest and satisfaction of students with the chosen studies (training), chosen profession, as well as employers with the prepared specialists. The State Police needs professional, motivated and development-oriented employees.

All graduates of the College are guaranteed a position (a workplace) in the State Police. Social guarantees and salary are paid during the training and study period.

All graduates of the College are guaranteed a position (a workplace) in the State Police. Social guarantees and salary are paid during the training and study period.

The strategic objective of the study programme "Policing" is to train highly qualified, professionally competent and ethically responsible police officers who are able to respond effectively to the needs and challenges of public safety. The programme is designed to provide students with the necessary knowledge, skills and attitudes to enable them to perform their duties in accordance with the law and human rights.

The strategic objective includes:

The acquisition of theoretical knowledge:

To provide students with an in-depth knowledge of criminal law, criminal procedure and other legislation governing policing.

To train students to understand the theoretical foundations of community safety and the role of policing in this context.

Skills acquisition:

To develop students' practical skills necessary for everyday policing, including investigative techniques and methodologies, as well as conflict resolution and communication skills.

Provide opportunities for practical experience through placements in police institutions.

Developing ethics and professional responsibility:

To promote students' understanding of the importance and requirements of professional ethics in policing.

Develop the ability to make responsible and ethical decisions when faced with a variety of professional dilemmas.

Research activity:

To encourage students to engage in research related to improving the effectiveness of policing and public safety issues.

Provide opportunities to present research work at academic conferences and publications.

The Police Work study programme is both economically and socially relevant. Economically, it provides stable employment and economic security, and helps to reduce the costs of crime. Socially, it contributes to public security, justice and equity and social inclusion. The training of qualified and educated police officers is essential for the sustainable and safe development of society.

Graduates are assured of a job immediately after graduation thanks to a contract signed during their studies.

Police officers with higher education and experience can participate in international missions and organisations such as Interpol, Europol, UN peacekeeping missions, which provide the opportunity to gain experience and career development on a global scale. The National Police has a clear career development structure, which allows officers to progressively advance in their positions, acquire specialisations and additional training that contributes to their professional development.

Graduates can start their careers as rank-and-file police officers and eventually become heads of department, investigators or senior managers.

3.1.4. Statistical data on the students of the respective study programme, the dynamics of the number of the students, and the factors affecting the changes to the number of the students. The analysis shall be broken down into different study forms, types, and languages.

see attached student dynamics at the College during the elimination period.

3.1.5. Substantiation of the development of the joint study programme and description and evaluation of the choice of partner universities, including information on the development and implementation of the joint study programme (if applicable).

3.2. The Content of Studies and Implementation Thereof

3.2.1. Analysis of the content of the study programme. Assessment of the interrelation between the information included in the study courses/ modules, the intended learning outcomes, the set aims and other indicators with the aims of the study course/ module and the aims and intended outcomes of the study programme. Assessment of the relevance of the content of the study courses/ modules and compliance with the needs of the relevant industry, labour market and with the trends in science on how and whether the content of the study courses/ modules is updated in line with the development trends of the relevant industry, labour market, and science.

Aim: To train professional and competent police officers who are able to perform their duties effectively and contribute to public safety.

Students acquire the theoretical knowledge, practical skills and professional competences necessary for a successful career in policing.

Objectives of the study programme

To prepare qualified junior officers of State Police, ensuring practical training of students for work in the profession in accordance with the requirements of the sector of internal affairs, the technological development of current times, as well as demographics, immigration, globalisation of crime and other factors which affect the criminality and determine the crime trends.

1. To ensure the acquisition of the fifth professional qualification level in accordance with the professional standard of junior officer of State Police.
2. To optimise studies in accordance with the requirements of the State Police, perspectives of police development, contemporary requirements, as well as in line with the state standard for the short-cycle higher vocational education and the criteria of high-quality vocational education.
3. To introduce and implement a **competency**-based study programme suitable for both persons with secondary education and persons which have previously obtained vocational qualification in the field of police work.
4. To introduce new, high-quality curriculum and approaches to professional police education. To offer contemporary, high-quality and balanced studies to ensure the acquisition of theoretical, research and practical skills. To ensure effective and high-quality education.
5. To provide students with comprehensive knowledge, to develop analytical, presentation and argumentation skills and abilities necessary for police work, to improve communication and co-operation skills, self-assessment, independent action and decision-making, information acquisition and processing skills, the ability to think in a creative and critical manner and analyse the problems of the field, to promote the formation of attitudes and understanding of values, as well as to promote practical work skills necessary for the professional activity, growth and further education of junior officer of State police.
6. To increase the level of students' interest and satisfaction with the studies and the chosen profession, as well as the satisfaction of employers with the trained junior police officers.
7. To promote the comprehensive development and the formation of a socially responsible personality so that the knowledge, skills and attitudes acquired during the studies correspond to the basic principles of the quality of education and form a solid basis for further studies, professional development and research.
8. To strengthen the prestige of the educational institution and increase accessibility.
9. To stimulate excellence in studies and research.

Study outcomes to be achieved

Students have acquired the general and professional knowledge, skills, attitudes and competence required for the professional qualification requirements of the junior officer of State Police to promote security of society.

1. Students are able to efficiently carry out the basic tasks and responsibilities of the professional activity corresponding to the profession of a police officer (positions assigned to junior officers of State Police), including:
2. Knowledge and understanding:
 - 3.1 Understanding of international and national legislation governing policing;
 - 3.2 Knowledge of the police response to an offence and the initial procedural steps at the scene;
 - 3.3 Knowledge of public order and the prevention of various types of security threats.
 - 2.4 Understanding of the principles of public safety, response to and prevention of offences.
4. Skills:
 - 4.1 To react quickly and solve problems:

- 4.1.1 To respond to information about crimes and other offences and events that threaten personal or public safety;
- 4.1.2. To act at the scene of criminal offences, administrative offences and other incidents, and execute official documents and other procedural actions;
- 4.1.3. To prevent and stop offences, apprehend offenders, as well as persons who by their actions pose an obvious danger to themselves or others, and provide first aid to persons;
- 4.2 Communication skills: the ability to communicate effectively with members of the public, including victims, witnesses, perpetrators, colleagues and other services.
- 4.3 Conflict resolution: the ability to resolve conflicts and de-escalate tense situations calmly and professionally.
- 4.4 Obtaining and preserving evidence: ability to obtain, record, remove and pack evidence and to execute procedural documents in accordance with the requirements laid down by law.

5. Competencies:

- 5.1 Crisis management: ability to act effectively and make the right decisions in crisis situations.
- 5.2 Independence and initiative: ability to work independently and take initiative in problem solving and decision making.
- 5.3 Ethics and professional discipline: to observe standards of ethics and professional discipline in the performance of police duties.
- 5.4 Physical fitness: maintain an adequate level of physical fitness to be able to carry out duties effectively.
- 5.5 Use of technologies: ability to use modern technologies, such as technical aids, communication devices and information systems, to be able to carry out duties effectively.

- 6. A student is able to continue studies in the first-cycle higher vocational study programme "Police work" and obtain the professional qualification of a senior officer of State Police (sixth-level vocational qualification).

The list of courses and their descriptions are attached in the Annex.

More than 60% of the courses are practical and use simulations.

The theoretical basis of the courses corresponds to the standards of police work and legal norms.

The College has sufficient material and technical resources to ensure the quality of the courses.

Through role-playing and practical training at the training ground, students learn problem-solving techniques directly related to police work, as well as effective communication and conflict resolution skills.

They are provided with an understanding of ethical norms and professional attitudes in police work.

Courses meet the needs of the field, e.g. the latest investigative techniques, the use of technology in policing.

The content of the courses is updated in the light of the latest scientific knowledge and research in criminology, law and public safety, as well as new trends in crime investigation, according to the employer's request.

Students are introduced to the latest technologies and methods in policing, such as digital investigation, forensic innovations.

Course content is regularly reviewed and updated based on feedback from experts in the field, student evaluations and scientific developments.

The programme is developed in close cooperation with police officers and other representatives of

law enforcement agencies.

3.2.2. In the case of master's and doctoral study programmes, specify and provide the justification as to whether the degrees are awarded in view of the developments and findings in the field of science or artistic creation. In the case of a doctoral study programme, provide a description of the main research roadmaps and the impact of the study programme on research and other education levels (if applicable).

3.2.3. Assessment of the study programme including the study course/ module implementation methods by indicating what the methods are, and how they contribute to the achievement of the learning outcomes of the study courses and the aims of the study programme. In the case of a joint study programme, or in case the study programme is implemented in a foreign language or in the form of distance learning, describe in detail the methods used to deliver such a study programme. Provide an explanation of how the student-centred principles are taken into account in the implementation of the study process.

Evaluation of the implementation of the study programme, including the methods of delivery of courses/modules, is an essential step in ensuring the quality of education and the achievement of the set objectives. In this context, it is important to consider different teaching methods and their effectiveness in both traditional and innovative teaching approaches. This assessment should also be complemented by the adherence to the principles of student-centred learning and the methods used by departments to implement joint courses and distance learning programmes.

Teaching methods and their effectiveness

Lectures and Seminars

Lectures ensure the transfer of theoretical knowledge to a large group of students. In order to facilitate the achievement of the course learning outcomes, lectures are complemented by seminars, which provide a deeper understanding of the subject through discussions, group work and practical exercises that help to consolidate theoretical knowledge and develop analytical and critical thinking skills. The learning materials are stored in the College's e-learning environment. The e-learning environment is accessible to students at any time.

Practical lessons. Practical work gives students the opportunity to apply theoretical knowledge in practical situations. Practical lessons are implemented in various ways: in law study courses, in practical lessons various cases are solved, investigation and court practice and case law are analysed, skills in working with information systems are developed, the ability to qualitatively draw up procedural documents is developed. In the courses of study related to the development of shooting skills, practical classes are held at the shooting range, while practical classes in police tactics are held at the training ground.

Principles of student-centred education

Student-centred education is based on the active involvement of students in the learning process, adapting teaching methods and content to their individual needs and interests. To this end, the following approaches are used:

Personalised teaching: Tailored learning programmes and tasks that match students' individual abilities and learning pace.

Interactive methods: Active learning methods involving discussion, problem-solving and practical examples.

Feedback: Regular and constructive feedback that helps students understand their strengths and areas for improvement.

Self-assessment and reflection: Students are encouraged to regularly assess their achievements and set personal learning goals.

The combination of these methods and approaches contributes to the achievement of the course outcomes and the objectives of the study programme, providing students not only with theoretical knowledge but also with practical skills and competences that are essential for their future careers.

The 120 ECTS credit programme is intended either for National Police officers with experience of working for the National Police or for persons who have already completed the qualification "Junior National Police Instructor". The 150 ECTS credit programme is designed for persons with a secondary education, without experience in the police, and is systematically designed to enable secondary school graduates to study the programme to a sufficient quality, in line with their acquired knowledge, and to develop the understanding and practical skills to be able to successfully undertake an internship with the National Police under the guidance and supervision of an internship mentor and to successfully start a career with the National Police after graduation.

One ECTS credit is equivalent to 28 hours, consisting of 22 contact hours and 6 hours of self-directed work. The Credit Transfer Order Document is attached.

3.2.4. If the study programme envisages an internship, describe the internship opportunities offered to students, provision and work organization, including whether the higher education institution/ college helps students to find an internship place. If the study programme is implemented in a foreign language, provide information on how internship opportunities are provided in a foreign language, including for foreign students. To provide analysis and evaluation of the connection of the tasks set for students during the internship included in the study programme with the learning outcomes of the study programme (if applicable).

The qualification internship in the study programme is organised in two stages, each internship stage - 12 CP. The internship is carried out in the State Police structures. The Head of the internship (an official of the State Police), the coordinator of the internship (an employee of the State Police) and the place of the student's internship are determined by an order of the State Police. Practice supervisors are delegated from the State Police. The student is assigned to the practice tasks by an order from the State Police.

The aim of the first stage of the traineeship is to consolidate theoretical knowledge and acquire practical skills necessary for the service in the State Police, responding to incidents and offences threatening the safety of persons or the public, participating in the maintenance and control of

public order, traffic and road transport control, strengthening the level of physical fitness.

The aim of the second stage of the traineeship is to consolidate theoretical knowledge and acquire practical skills necessary for the service in the State Police, ensuring the performance of investigative activities in the process of administrative offences, preparing for and examining administrative offence cases. To strengthen knowledge and skills in conducting criminal investigations, obtaining and verifying evidence, as well as the necessary knowledge and skills in the application of criminal investigation tools.

At the end of the internship, the student completes a self-assessment of the internship, the supervisor provides a description of the student and an evaluation of the internship. Both the student and the supervisor can make suggestions for improving the tasks and the practice. At the end of the placement, the student defends the completion of the placement tasks in a placement defence.

The placement coordinator checks the completion of the placement tasks, communicates with the student and the placement supervisor, and provides support. Before the defence of the internship, the internship is evaluated with a mark.

The student shall be provided with the special and technical means necessary for the qualitative and successful performance of the practice tasks by the person responsible for the practice, i.e. the State Police.

Places of internship are determined by the State Police as the employer, however, as far as possible, at the request of the student, internships are organised in the State Police units whose place of deployment is close to the student's place of residence.

3.2.5. Evaluation and description of the promotion opportunities and the promotion process provided to the students of the doctoral study programme (if applicable).

3.2.6. Analysis and assessment of the topics of the final theses of the students, their relevance in the respective field, including the labour market, and the marks of the final theses.

During the completion of each course of study, the student shall take regular examinations in accordance with the course description. The examination shall be organised and conducted by the course teacher. At the end of the course of study, the student shall sit a final examination organised and conducted by the course teacher. A student who has fulfilled the requirements set out in the course of study shall be allowed to sit the final examination. The course teacher shall mark the current examination and the final examination on a scale of 10 points, and the mark shall be recorded in the System in accordance with the procedures laid down by the College.

The content and conduct of the final qualifying examination shall be determined by the normative acts regulating the procedure of the final qualifying examination.

The qualification examination shall be taken by students who have successfully mastered the content of the study programme and have obtained a final mark of not less than 4 - "almost

average" on a scale of 10 points in all study courses and qualification practice (hereinafter referred to as the examinee).

The qualification examination shall consist of two parts: the theoretical part and the defence of the qualification work. The qualification examination shall be conducted by a qualification examination board approved by order of the State Police (hereinafter - the Board). The Board shall be approved not later than one month before the first day of the qualification examination.

The content of the theory part of the qualification examination is derived from the content of the study programme.

Regarding the development of qualification theses - the College shall, by 1 March of each calendar year, coordinate with the State Police the directions of priority research in accordance with the functions performed by the State Police and the content of the short-cycle professional higher education programme "Police Work". On the basis of the priority research directions submitted by the State Police and in accordance with the content of the short-cycle vocational higher education programme "Police Work", the departments of the College shall develop the topics of qualification theses every academic year, nominate the supervisors of qualification theses and submit them to the College Council for approval. The College Council approves the topics of qualification papers and the recommended supervisors of qualification papers in the spring semester of the academic year.

The procedure of the qualification examination is determined by the College's Regulation No 33 of 18 December 2015 "Procedure of the State Final Examination - Qualification Examination in the First Level Professional Higher Education Programme "Police Work" of the State Police College". (only in Latvian) <https://www.policijas.koledza.gov.lv/lv/noteikumi>

3.3. Resources and Provision of the Study Programme

3.3.1. Assessment of the compliance of the resources and provision (study provision, scientific support (if applicable), informative provision (including libraries), material and technical provision, and financial provision) with the conditions for the implementation of the study programme and the learning outcomes to be achieved by providing the respective examples.

Study facilities: the study programme is fully equipped with the necessary teaching materials and infrastructure: adequate classrooms equipped with the latest technologies, allowing students to acquire theoretical knowledge and practical skills. For example, the classrooms are equipped with a touch screen, an XVR 3 D simulation classroom and a first aid training classroom.

Scientific facilities: Access to a wide range of scientific resources and databases is provided.

Information base: Libraries and digital resources provide students with access to a wide range of information. The library offers both print and digital materials, including books, journals, databases and other literature needed for the study process.

Facilities: The facilities are equipped with modern technology and equipment necessary for quality education - equipped with the latest computers, projectors and other technology to facilitate the study process.

3.3.2. Assessment of the study provision and scientific base support, including the resources provided within the framework of cooperation with other science institutes and higher education institutions (applicable to doctoral study programmes) (if applicable).

3.3.3. Indicate data on the available funding for the corresponding study programme, its funding sources and their use for the development of the study programme. Provide information on the costs per one student within this study programme, indicating the items included in the cost calculation and the percentage distribution of funding between the specified items. The minimum number of students in the study programme in order to ensure the profitability of the study programme (indicating separately the information on each language, type and form of the study programme implementation).

The material and technical equipment necessary for the implementation of the study programme is updated and improved. The necessary material and technical support and financing are included in the purchase plans of the College for each calendar year. Financial resources are allocated from the funding granted to the State Police.

According to the informative report "On the Progress of Implementation of the Reform of the Education System for Law Enforcement Officials", 150 study places financed from the state budget are planned for the College each academic year until the end of 2026 in the short-cycle higher vocational education programme "Police Work" for full-time studies.

Taking into account the number of state-funded study places (students), it is planned to enrol 150 full-time students and 100 part-time correspondence students in the short-cycle higher vocational education programme "Police Work" each year.

In turn, 100 study places financed from the state budget are planned each academic year in the short-cycle higher vocational education programme "Police Work" for part-time correspondence studies.

All graduates of the College are guaranteed a position (a workplace) in the State Police. Social guarantees and salary are paid during the training and study period.

The training of students is fully financed from the state budget, the College does not make a profit, it trains students within the allocated funding, the number of matriculated students is determined in accordance with the order of the Ministry of Interior (annex in Latvian only-30.11.2023.Order of the Ministry of Interior No 1-2 .1555, letter of 16.22.2023 "On the basic cost of a study place as of 1 January 2024" and Order of the State Police of 5 December 2023 No. 6394 "Calculation of the cost per trainee of the vocational training programme "Police work" (full-time full-time) at the State Police College".)

3.4. Teaching Staff

3.4.1. Assessment of the compliance of the qualification of the teaching staff members (academic staff members, visiting professors, visiting associate professors, visiting docents, visiting lecturers, and visiting assistants) involved in the implementation of the study programme with the conditions for the implementation of the study programme and the provisions set out in the respective regulatory enactments. Provide information on how the qualification of the teaching staff members contributes to the achievement of the learning outcomes.

Persons holding academic posts are elected by open competition in accordance with the procedures laid down in the By-laws of the College (Cabinet Regulation No.819 of 19 December 2023).

The application and selection procedure for academic staff at the College is regulated by the Regulation of the College No. 9 of 30 April 2024 "Requirements of an applicant for an academic position at the State Police College and the procedure for election and appointment to an academic position" (<https://www.policijas.koledza.gov.lv/lv/ieksejie-normative-akti-nolikumi>) (Only in Latvian).

The teachers of the College are provided with opportunities to improve their professional abilities, engage in scientific activities, and are motivated to introduce innovative teaching methods and new technologies in the study process.

The level of education for all teachers complies with the requirements specified in Law on Higher Education Institutions. Four representatives of the academic staff have a doctoral degree; 40 representatives of the academic staff have a master's degree.

Teachers have not only the necessary education, but also professional work experience in the State Police, Prosecution Office and other law enforcement authorities. The qualification of teachers meets the requirements for the implementation of the study programme.

Academic staff shall ensure the implementation of the study programme in accordance with their duties as stipulated in their job descriptions, as well as in accordance with the study programme, the prescribed distribution of topics and workload of teachers, as well as in accordance with the study regulations and other normative acts.

Qualification requirements and evaluation criteria for applicants for academic positions:

Requirements for the position of a docent (assistant professor):

- Doctoral degree (PhD) or higher education without a degree, provided that an applicant has at least seven years of practical experience in the field. Practical experience is defined as teaching work or previous professional experience in the field, relevant to the content of the study course to be taught;
- the non-formal education and professional qualifications required for the study course to be taught, as attested by certificates, licences, documents of professional development trainings, etc;
- scientific work relevant to the field of study, as attested by scientific publications or teaching materials published in the last six years;
- continuing professional education on innovations in the higher education system or in academic didactics or educational management.

Requirements for the position of a lecturer:

- Doctoral degree (PhD) or Master's degree, or higher education without a degree, provided that an applicant has at least five years of practical experience in the field. Practical experience is defined as teaching work or previous professional experience in the field, relevant to the content of the study course to be taught;
- the non-formal education and professional qualifications required for the study course to be taught, as attested by certificates, licences, documents of professional development trainings, etc;
- scientific work relevant to the field of study, as attested by scientific publications or teaching materials published in the last six years;
- continuing professional education on innovations in the higher education system or in academic didactics or educational management.

The qualification and conformity of applicants for an academic position shall be assessed on the following criteria:

- conformity of the acquired degree and vocational or academic education with the vacant academic position and the study course to be taught;
- conformity of non-formal education and professional qualification with the vacant academic position and the study course to be taught;
- the results of the assessment lesson;
- length of service or professional experience in public authorities and in the private sector, in accordance with the study field "Internal Security and Civil Protection", the vocational training programme and the professional development programme cluster "Police Work" of the College;
- results of scientific research work (publications) and methodological developments (e.g., teaching aids, programmes).

The requirements laid down in these regulations for an applicant for an academic position in terms of scientific publications or teaching materials published in the last six years, and continuing professional training in innovation in the system of higher education or in academic didactics or educational management, shall be considered as advantage in the competition, as well as individual experience and achievements in international projects or educational research projects shall be considered as an advantage.

The academic staff of the College, given their previous practical experience, have a broad and deep knowledge of their field. This knowledge enables them to deliver the study programme effectively, to use appropriate teaching methodologies that meet the objectives of the study programme and the needs of the students.

Appropriate pedagogical methods, interactive lessons and individual attention help students to better master the study programme.

The professional development of academic staff is also organised in accordance with the Cabinet Regulation No.569 of 11 September 2018 "Regulations on Education Required and Professional Qualification of Teachers and the Procedure for the Professional Competency Development of Teachers", which stipulates in Paragraph 16: "Teachers of higher education institutions and colleges shall, by the end of the term of their election to an academic position, have completed professional development programmes on innovations in the higher education system, academic didactics or educational management of 160 academic hours (including at least 60 contact hours)" and with professional development implementation plan for academic staff of the College for the

current academic year approved by the State Police (the College Order No. 1041 of 27 December 2023 “On Approval of the Professional; Development Implementation Plan for Academic Staff of the State Police College for the Second Semester of the Academic Year 2023/2024”).

Professional development may include international mobility relevant to the purpose of the professional development and participation in conferences and seminars, as attested by the documents submitted.

3.4.2. Analysis and assessment of the changes to the composition of the teaching staff over the reporting period and their impact on the study quality.

The academic staff of the College consists of docents, lecturers and assistants.

The College provides for 47 full-time positions of academic staff (8 with special service ranks and 39 on the basis of an employment contract), of which: 11 docents and 28 lecturers.

Some teaching staff positions are divided, and one full-time position is occupied by two part-time teachers. This means that the number of teachers is higher than the number of staff positions.

In total, the study programme is ensured by 51 representatives of the academic staff (both full-time and part-time), who are employed on the basis of an employment contract and five officials with special service ranks (3 docents and two lecturers).

Of these 25 educators are elected (13 docents, 12 lecturers), 26 educators are appointed.

Ten members of the general staff of the College, in addition to their direct duties, carry out pedagogical work, providing learners with professional experience and competences acquired in the service of the State Police.

In addition to the academic staff of the College four visiting lecturers are involved in the implementation of studies, but the number varies based on the need to deliver the study course, for example, the study course “Basics of Forensic Medicine and Basics of Forensic Psychiatry” is provided with the help of a visiting lecturer.

In accordance with the laws and regulations, 25 members of teaching staff are elected for 6 years.

During the reporting period, the following persons were elected or appointed to the academic staff of the College:

Year	Elected	Appointed
2024	1	1
2023.	3	10
2022	4	15
2021	6	0

2020	5	0
2019	2	0

The analysis of the information given in the table below shows that 3 officials with special service rank changed their place of service and were elected to an academic position in the College. During the reporting period, 29 new teachers joined the College and 22 teachers continued their job as a result of appointment or election.

All teachers have practical experience in the field.

The changing composition of the pedagogues at the College ensures a study process based on up-to-date practical knowledge, as all the lecturers involved in ensuring the study process have work experience in a particular field. Attracting new educators ensures the use of new pedagogical methods in the study process, the transfer of topical study content to students, and the exchange of experience between educators.

3.4.3. Information on the number of the scientific publications of the academic staff members, involved in the implementation of doctoral study programme, as published during the reporting period by listing the most significant publications published in Scopus or WoS CC indexed journals. As for the social sciences, humanitarian sciences, and the science of art, the scientific publications published in ERIH+ indexed journals or peer-reviewed monographs may be additionally specified. Information on the teaching staff included in the database of experts of the Latvian Council of Science in the relevant field of science (total number, name of the lecturer, field of science in which the teaching staff has the status of an expert and expiration date of the Latvian Council of Science expert) (if applicable).

3.4.4. Information on the participation of the academic staff, involved in the implementation of the doctoral study programme, in scientific projects as project managers or prime contractors/ subproject managers/ leading researchers by specifying the name of the relevant project, as well as the source and the amount of the funding. Provide information on the reporting period (if applicable).

3.4.5. Assessment of the cooperation between the teaching staff members by specifying the mechanisms used to promote the cooperation and ensure the interrelation between the study programme and study courses/ modules. Specify also the proportion of the number of the students and the teaching staff within the study programme (at the moment of the submission of the Self-Assessment Report).

Teachers of the College cooperate within and between departments. A working group was set up to develop the study programme, which included teachers from the departments of the College involved, so that common aims and objectives of the study programme were jointly defined, according to the needs of the students. The content of the study programme also includes study courses implemented by teachers from several departments.

The departments of the College organise regular departmental meetings during which teachers meet and communicate to share information on the implementation of the study programme.

Teachers from the departments of the College are also included in the methodological commission, which discusses assessment criteria to ensure a coherent and integrated approach; in the hospitation commissions, which assess and analyse teachers' skills and abilities and make suggestions for improving these skills, during which teachers can use the peer assessment and feedback process to give feedback to each other on their work and improve their teaching practice. This can include formal assessment, such as peer assessment, as well as informal discussion and feedback.

Teachers from departments of the College are also elected to the College Council, which deals with issues related to the implementation of the study programme.

The recommended topics for the qualification papers are developed jointly and various educational events (seminars, conference of the College) are organised. The teachers of the College jointly develop publications and teaching methodological materials. Collaboration between educators is implemented through the use of interactive teaching methods, such as the use of XVR software in practical sessions.

Number of teachers at the time of submission	Number of students within the study programme (to 12.04.2024.)
51	Full-time studies - 180
	Part-time correspondence studies 60

A total of 240 students study the programme full-time full-time and part-time part-time. The student-staff ratio within the study programme at the time of submission of the self-assessment report is 1:5.

Annexes

III - Description of the Study Programme - 3.1. Indicators Describing the Study Programme		
Sample of the diploma and its supplement to be issued for completing the study programme	diploma_2_3lpp.pdf	diploma_2_3lpp.pdf
For academic study programmes - Opinion of the Council of Higher Education in accordance with Section 55, Paragraph two of the Law on Higher Education Institutions (if applicable)		
Compliance of the joint study programme with the provisions of the Law on Higher Education Institutions (table) (if applicable)		
Statistics on the students in the reporting period	Annex_1.1_Statistical data on students.docx	studejoso_dinamika.docx
III - Description of the Study Programme - 3.2. The Content of Studies and Implementation Thereof		
Compliance with the study programme with the State Education Standard	atbilstiba_valsts_izglitiba_standartam_ENG.docx	2.pielikums_salidzinajums_ar_valsts_izglitiba_standartu.docx
Compliance of the qualification to be acquired upon completion of the study programme with the professional standard or the requirements for professional qualification (if applicable)	2.3.7.pielikums_eng_labots.xlsx	21_03_3.pielikums_salidzinajums_ar_prof_standartu.xlsx
Compliance of the study programme with the specific regulatory framework applicable to the relevant field (if applicable)	specifiskajam_normativajam_regulejumam.docx	Studiju_programmas_atbilstiba_atbilstošās_nozares_specifiskajam_normativajam_regulejumam.docx
Mapping of the study courses/ modules for the achievement of the learning outcomes of the study programme	Studiju_kursu_kartejums_labots_ENG.xlsx	Studiju_kursu_kartejums_labots_LV.xlsx
The curriculum of the study programme (for each type and form of the implementation of the study programme)	02_05_2024_Study_plans_K_N_KP_IDA_ENG.docx	Studiju_plaans.doc.docx
Descriptions of the study courses/ modules	study_course_IDA_ENG_corected.docx	studiju_kursu_apraksti_LV_IDA_uz_ECT_labots.docx
Description of the organisation of the internship of the students (if applicable)	study_course_description_traineeship_corected.docx	studiju_kursa_apraksti_prakses_labots.docx
III - Description of the Study Programme - 3.4. Teaching Staff		
Confirmation that the academic staff of the doctoral study programme includes not less than five doctors, of which at least three are experts approved by the Latvian Council of Science in the branch or sub-branch of science in which the study programme intends to award a scientific degree (if applicable)		
Confirmation that the academic staff of the academic study programme complies with the requirements specified in Section 55, Paragraph one, Clause 3 of the Law on Higher Education Institutions (if applicable)		