

Future Leaders

CEPOL Course

**A common strategic
theme for EU Police Chiefs is the
ongoing disjointedness between
policy, operations and training:
– fact or perception?**

*The knowledge is coming with the experience,
everything else is only information* Albert Einstein

IT Police Col.
Antonio MOLINARO

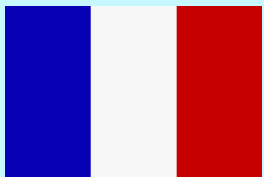
Hungarian National University of
Public Service – Budapest
29 November 2017

WORKING GROUP



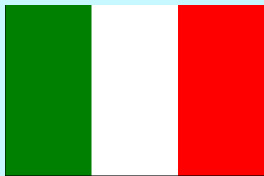
Colonel Günther HUMER, BA MA

Deputy leader Department of Strategy and Organization
Province Directorate Upper Austria



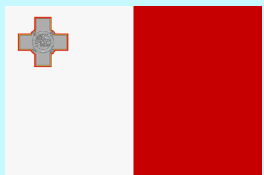
Senior Superintendent Céline GRASSEGGER

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Summary

- **METHODOLOGY**
- **STATE OF THE ART OF TRAINING**
 - Gap 1: Transfer of Training
 - Gap 2: Integration of work practice into trainings
 - Gap 3: From previous knowledge to learning and teaching
 - Gap 4: Application of competences
- **INTERVIEWS**
- **EXPERIENCES AND REFLECTIONS**
 - France
 - Italy
- **CONCLUSION AND RECOMMENDATIONS**

Methodology

ACCADEMIC RESEARCHES - STUDIES

INTERVIEWS e-mails, telephone calls...

DIRECT EXPERIENCES in some Countries



Accademic Researches

STATE OF THE ART OF TRAINING

Gap 1: Transfer of Training

Gap 2: Integration of work practice into trainings

Gap 3: From previous knowledge to learning and teaching

Gap 4: Application of competences



CRITERIA

- **Top-Down approach - Departmental**
- **Bottom-Up approach - Operational**
- **23 Police Officers Interviewed**
 - **13 Central / Department Level**
 - **10 Operational Levels**

INTERVIEWS

Questions



1. Do you feel that there is a gap between policy, operations and training? If yes, please specify which areas are concerned. Please give some specified examples, that you experienced yourself.
2. What do you think causes such a gap?
3. In case you feel that there is a gap between policy, operations and training did you take any measures to counteract this gap? If yes, which measures did you take?
4. What would you change if you had the opportunity in order to minimize the gap?
5. Which measures are taken in order to prevent the gap from developing?

Experiences and Reflections

FRANCE

ITALY

Conclusion and....

As the interviews with the experts in the mentioned countries prove that the

gap

between policy, training and operation is not just a perception....

it is a fact!

.....and Proposals...

A modern and more comprehensive approach should help to **reduce the gap** between policy, operations and training:

- part-time lecturers with high expert knowledge in basic trainings;
- experience between practitioners and lecturers:
- practice-orientated teaching;
- tutoring/mentoring for all levels of police officers in supporting the operational units on specific and large scale events.
- International police cooperation awareness must be part of the training for the executive and middle/high management levels.

.....role of CEPOL...

- leader in proposing **Common Curricula** for EU police officers
- pursue **Common Training** for police leaders and derive advantage from their expertise
- continuous **feed-back from EU Member States** as regards the “fine tuning” of police curricula
- **influence the political agenda** of the European Council to make concrete this common framework for the EU Police Chiefs and to reinforce the European structures such as Europol’s EMPACT project
- involve **other EU actors** (Europol, ESDC, FRONTEX) and other **international police organizations** (Interpol), as well as international institutions (UN, OSCE, AU) in the process of elaborating a common curriculum





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**FR Céline
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**MT Kenneth
HABER**

**IT Antonio
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**AT Günther
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Thank You!!!