



Employer/provider collaboration

Effective learner journeys in the delivery
of the police constable degree
apprenticeships

Why the move to degree apprenticeship

- Professionalisation of the Police Service
 - Neyroud (2011) *'Policing needs to move from acting professionally to becoming a profession'*
 - Recommended creation of Professional Body for Policing – College of Policing
- Policing vision 2025 – *'ambition to make transformative change across the whole of policing. The public and improving policing for them is at the heart of the vision'*
- Aligns the police to other service professions with degree entry
- Recognise the skills required to fulfil the role of Policing in the 21st Century
- Police Education Qualifications Framework (PEQF)
 - Graduate entry into the Police via 3 Initial Entry Routes (IER)
 - Pre-join degree
 - Degree Holder Entry Programme
 - **Degree Apprenticeship**

Content and delivery methodology

Requirements for delivery

- Police Constable Degree Apprenticeship Standard
- End Point Assessment
- College of Policing national curriculum
- Assessment Strategy
- Operational requirements
- College of Policing Licence and Approval

Challenges

- Transformational change to police education
- 20% off the job learning
- Educational V operational requirements
- Command and Control Culture

Opportunities

- Improve learning culture
- Higher level of education
- Service delivery
- Work integrated learning
- Collaboration for delivery



Collaboration benefits

- Knowledge of local context
- Enhanced learning material
- Force buy-in
- Force and HEI delivery are complementary
- Transparency around delivery challenges
- Opportunities for wider population of learners
- Enhanced agility and future proofing
- Address wider challenges such as diversity and talent spotting



Good Practice Examples

- Management Apprenticeship with local authority
- Operating Department Practitioner in Civil Service
- Leadership Apprenticeship in Rail Industry

BEST
PRACTICE



Discussion points

- Who should the collaboration stakeholders be?
- How do we meet wider learning needs outside of the apprenticeship standard?
- How do provide transparency around perceived benefits and challenges?



The Police Degree Apprenticeship Consortium (PCDA):

- a pioneering collaboration between a leading apprenticeship provider and
- a group of leading universities in policing programmes and criminology.

Our role:

- To provide UK Police Forces with a collaborative approach to the delivery of innovative and agile degree apprenticeships

