



Ministry of Internal Affairs
POLICE ACADEMY

ANNUAL CATALOGUE

ON CONTINUOUS TRAINING

Knowledge. Skills. Responsibility. Professionalism in
the service of citizens.



PROFESSIONAL DEVELOPMENT

Continuous
promotion of
knowledge and skills



GREATER SECURITY

Ready for
all challenges



ETHICS AND INTEGRITY

Standards that
build trust



CAREER AND ADVANCEMENT

Training is the path to
professional growth



“ Continuously
learning,
serving better ”

2026

PROFESSIONALISM - RESPONSIBILITY - DEDICATION



Ministry of Internal Affairs
POLICE ACADEMY

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CONTINUOUS TRAINING**

June 2026

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POLICE ACADEMY ACCREDITATION

The police academy is accredited through IADLEST (International Association of Law Enforcement Standards and Training Directors) with support from the ICITAP program, at the US Embassy in Skopje.



ACCREDITATION BENEFIT

Ensuring that the Police Academy adheres to the highest international standards in terms of police standards and training

Verification of standards and training at the Police Academy using an assessment conducted by an objective agency recognized as a world leader in these fields

Confirmation that the curricula and training of the Police Academy are aimed at meeting the needs of police officers by examining the method used to develop those trainings

The ultimate, greatest benefit is for the police officers and the communities they serve. Police officers' benefit since they receive high-quality, targeted training that helps them be successful both in their careers and in the community.

The community benefits by being confident that police officers have been trained to the highest level through training that includes exemplary practices and standards and was developed based on community expectations and the police mission.





Dear users,

It is a special honour and pleasure for me, by promoting this Continuous Training Catalogue, to highlight the work of our Police Academy – an institution that represents the foundation of security, discipline and professionalism in our society.

The police academy is not just an educational institution. It is a place where future guardians of public order and peace are created, where young people are trained to be responsible, honest, and prepared to serve citizens with dignity and integrity. Our academy is a symbol of trust and security, but also proof that the state is investing in quality personnel and a modern security culture.

Recently, the Academy has achieved significant results thanks to its dedicated teaching staff, contemporary curriculum, and practical training aligned with contemporary standards. The trainings we offer are aimed at professional development in several areas: criminology, public order and peace, traffic safety, tactical preparation, use of modern equipment, as well as training on human rights and professional ethics.

We are particularly proud of the fact that our Police Academy produces personnel who are immediately ready to respond to challenges in the field. Trained police officers demonstrate high discipline, professional maturity and responsibility in carrying out their tasks. They are prepared to act in a variety of situations — from everyday interventions to complex security challenges that require calm, speed, and expertise.

The success of the Academy is also seen through the constant improvement of teaching methods, the introduction of new technologies and simulation exercises, as well as through cooperation with other institutions and international partners. This allows us to keep pace with European and global standards for police education and provide quality that is competitive and recognized.

But the greatest success of our Police Academy are the people — the generations of young police officers who emerge from these classrooms and training grounds with a clear mission: to protect the state and its citizens. These are people who have not just chosen a profession but have chosen the service. A

service that requires courage, dedication and honour.

At a times when security challenges are increasingly complex, the role of the Police Academy is more important than ever. It continues to be a driver of quality change, to create stable and trained staff, and to build trust between institutions and citizens.

I would like to take this opportunity to express my gratitude to all the trainers, instructors, and employees who work hard every day to

ensure the Academy functions successfully. Thanks also to all candidates and students, who have proven the value of this institution with their discipline and desire for knowledge.

Our Police Academy is successful because it creates professionals!

It is successful because it builds character!

It is successful because it builds the future of security in our country!

With respect,

Vlatko Mitkovski, M.A.

Assistant Minister
Police Academy

“
**Continuous learning
is the foundation of the professional
excellence and public trust**
”





INTRODUCTION

As in every developed country, in our country as well, the police education, serves the purpose of preparing future police officers for competent performance of their professional tasks. Namely, paying special attention to the entirety of the security system practically creates that circle of basic education or training, which is then intertwined throughout everyday police work with the goal of a continuous system of upgrading and specialization at all levels. The goal is to be prepared to respond to all national security challenges, and especially to be one step ahead in preventing all possible forms of social deviations and be able to successfully deal with them.

Historically speaking, the first literacy courses were organized in a private house in the Chair neighbourhood in Skopje, for some of the partisans who, after the end of the WWII, were deployed by the army to the then militia, so that it was the first “police school” which launches the education of security personnel, and then, with their assistance, courses and seminars were organized for the personnel who were to manage departments, militia stations and certain sectors in the security service. And this continued throughout the following decades, during which the foundations of police education were laid.

In order to ensure a high-quality education system for security personnel, in 1971, regular education of police officers began for the first time, within the framework of the then general education system of targeted education, so that the Secondary School of Internal Affairs was opened in Idrizovo, as the first step towards further higher education in the field of security, with a four-year curriculum and full boarding accommodation and education of students, who upon completion became elementary-level police officers, but with acquired certificates that were valid only within the Ministry of Internal Affairs, so that the diploma of one who decided to leave the sector was not recognised equally to other high-school diplomas, which is, among others, one of the major weaknesses of that closed, self-sufficient system.

Hence, in June 1977, the Law on the Establishment of the Centre for the Education of Personnel for Security and Social Self-Protection was passed, with the possibility of organizing educational of all levels and organizing studies and acquiring higher scientific titles, so that in addition to the existing Secondary Police School, which only fit into this Law, the Faculty of Security was established to satisfy the educational needs of the whole security system of the entire country, then SFRY. After independence, the Faculty of Security was abolished with the Law on the Establishment of a Centre for Education of Personnel in the Field of Security in May 1995, which enabled organisation of the secondary vocational education for personnel for the needs of the Ministry of Internal Affairs, namely police personnel, but also firefighter personnel and personnel for institutions for the execution of criminal sanctions, with a four-

year duration - schooling and boarding accommodation, while implementing professional development and upgrading of the current Ministry employees.

The vacuum in the non-existence of education for police personnel at the managerial level, but above all the fact that in the country, as well as in its surroundings the transition process was underway due to the collapse of a social system, the mass criminalization, which threatened the security of the state and the property of citizens, their physical and moral integrity, and the war-affected year 2001, led to the establishment of the Police Academy with the Law on the Police Academy adopted in June 2003. This institution was founded to educate personnel for the needs of the Ministry of Internal Affairs, but also for other state bodies, and they acquired higher education and continuing education, which included basic training for a police officer, special and management training. Basic training for a police officer lasts 12 months, including three months of practical field training, instead of the previous four years filled with more theoretical knowledge and not much contact with practice.

The many ambiguities in the Law on the Police Academy, in which University education, is given a taxing legal advantage over basic training - the foundation, as well as the problems with its practical implementation in terms of favouring higher education at the expense of basic police training, have led to the search for the best solution. For these reasons, it could not respond to the needs of the Ministry of Internal Affairs, especially the main priority - the basic training of a police officer. The transformation of the Police Academy into two independent institutions, namely a Training Centre, as part of the Ministry of Interior, and a Faculty of Security, on the other hand, as a separate higher education institution, is legally set out in the Law Amending the Law on Internal Affairs, so that the Training Centre officially began operating on 01.08.2008.

With the new Law on Internal Affairs of 2009, a qualitative step forward was made in the process of implementing the Police and the Ministry reforms in line with the newly emerging trends. Namely, in addition to regulating internal affairs, it also created a legal basis for establishing the system of promotion of authorized officials in the Ministry and their evaluation, or the so-called career system, which takes into account the professional qualities and qualifications of the authorized official, his/her work abilities, completed training during the employment relationship and the manner of performing work duties, regardless of gender, race, skin colour, political and religious beliefs. In that sense, every Ministry employee has the right and duty to be trained in accordance with the needs of the Ministry, and the Training Centre has the legal authority to conduct training for the Ministry of Interior.

In 2007, the Training Centre implemented a new police education model, oriented towards core activities and based on competencies. The Training Centre supports appropriate learning and training environments for police officers, so that they are trained continuously, and return to training whenever necessary. Namely, this is exactly what continuous training of employees in the Ministry means - it is implemented for the purpose of successful task performance by the employee in the workplace, that is, for the purpose of ensuring efficient performance of the Ministry's function. The acquired competencies of the trainees are verified through competency measurement tests, so the trainee can practically demonstrate the competencies in a real situation or simulation.

The Training Centre will grow into a Police Academy in 2026 based on the new Law on Internal Affairs and the Law on the Secondary Police School, and thus the reintroduction of the Secondary Police School within the Police Academy.

The historical development of the Police Academy represents a significant segment in the development of the security system and the professionalization of the police service. Over time, the police education system has evolved from basic training to a modern model based on basic, continuous and international training, with a special emphasis on modern methods, practical teaching, competencies and analysis of real training needs.

Police education is not limited to basic pre-employment training, but rather represents a continuous process of improvement, specialization, and career development throughout the entire professional career. In conditions of constant social changes and contemporary security challenges, the continuous education and training of police officers is of essential importance.

Within its competences, the Police Academy, as an organizational unit of the Ministry responsible for conducting trainings, conducts the following trainings for workers in the organizational units for the needs of the Ministry and the Public Security Bureau, as well as for all domestic and foreign related institutions:

- Training of a junior employee who is initiating the employment relationship at the Ministry for the first time (intern training);
- Basic training for police officer;
- Training to enable an employee to independently perform tasks at a specific workplace;
- Continuous training and
- International trainings.



OUR MISSION



Provide high-quality training that strengthens the professionalism, safety and reputation of the police profession



Invest in knowledge – build a secure future.



ABOUT THE CATALOGUE

This catalogue contains programs for continuous education of employees in the Ministry of Internal Affairs, designed to improve the knowledge, skills and attitudes necessary for the efficient, legal and responsible performance of police tasks.

The production and promotion of the catalogue are supported by **OSCE Mission to Skopje**.

ORGANIZER	>	MINISTRY OF INTERNAL AFFAIRS POLICE ACADEMY
TARGET GROUP	>	EMPLOYEES IN THE MINISTRY OF INTERNAL AFFAIRS AND RELATED INSTITUTIONS
TRAINING FORM	>	ON SITE / ONLINE / HYBRID
PERIOD	>	CONTINUOUSLY DURING THE YEAR

AREAS

Public order and peace	Computer crime and forensics	Human resources
Traffic Management	Human rights	Administrative matters
Border Affairs and Migration	Securing persons, property and facilities	Legal affairs
Criminal Police	K9	Integrity
Forensic technique	Weapons	Management
Organized crime	General and common affairs	Finance



CONTINUOUS DEVELOPMENT - CONTINUOUS SAFETY

Trainings are carried out continuously throughout the year through various forms: auditory, practical, online and hybrid

CONTINUOUS TRAINING

- Operating a sound level meter, phonometer
- Using tire deflation device (spike strip)
- Trainers
- Protection against Harassment at the Workplace
- Combating trafficking in drugs and psychotropic substances
- Crime scene investigation I
- Protocol, Public Relations and Diplomacy
- Personal protection of designated individuals
- A handler of a service dog for search and detection of narcotic drugs, psychotropic substances and precursors
- Using E-Registry tool for office and archive work
- Community Policing
- First-level management
- Middle-level management
- Mentors
- Justice for children
- Acquisition of police powers
- Firefighting
- Effective policing of Roma and Sinti communities by respecting human rights
- Police officers trained on the method of using, managing and administering a special electronic system "Safe City"
- Evaluation of police officers – evaluators
- The role of the police during elections
- Stress management;
- Firearm handling and shooting
- Blueprint e-evidence subscriber tool;
- Operational-forensic intelligence analysis
- Forensic techniques for interviewing children and juveniles - victims, witnesses and perpetrators
- Procedure of police officers when inspecting a traffic accident
- Communication with the community
- Leadership in the police
- Blue Courage
- Police integrity
- Conducting interviews with vulnerable categories of victims



PREREQUISITES AND APPLICATION

The trainings are intended for active employees of the Ministry of Internal Affairs and related Law Enforcement Agencies. Registration is done through the relevant organizational unit or through the electronic training system.

A) Identification data	
Area: Public order and peace	Title of the continuing training: Operating a sound level meter, phonometer
Code (label): PA 01/23	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: The purpose of this training is to familiarize and train police officers with the necessary level of knowledge and develop the skills needed to operate and use a sound level meter (Bruel-Kjaer model 2240) to determine harmful noise in the residential areas.	
Specific learning objectives (work competencies): At the end of the training, we will produce police officers who: <ul style="list-style-type: none"> ■ know the technical characteristics of the sound level meter ■ know the procedure for using a sound level meter ■ use and perform measurements with a sound level meter ■ determine harmful noise; 	Key topics (or modules): <ol style="list-style-type: none"> 1. Function of the sound level meter 2. Key parts and mode of operation 3. Procedure for using the sound level meter
C) Organization of the training	
Target group: Police officers deployed to the units for protection of public order and peace	Duration (days or hours): The training will be implemented over a period of 8 + 4 hours or 2 working days of 6 hours each, with 8 hours for teaching and 4 hours for taking exams and assessing.
Group size: 20 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: <ul style="list-style-type: none"> ■ Police officers who are first deployed to the units for protection of public peace and order or units in the PS who have difficulty using the sound level meter 	Location: Police Academy
Certificate of training (according to the method of verification): Certificate for successfully completed training in using the Bruel-Kjaer sound level meter model 2240	Transfer (practice) of the acquired knowledge: Independent use of the Bruel-Kjaer model 2240 sound level meter to determine situations of "disturbance of the peace of citizens due to harmful noise"
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: ■ Out of pocket:

A) Identification data	
Area: Traffic/Border Affairs and Migration	Title of the continuing training: Use of tire deflation device (spike strip)
Code (label): SO-01/21	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: The goal of this training is to produce high-quality police officers who will acquire competencies and use the skills to select a place for control and stopping using forcible vehicle stopping methods (STINGER).	
Specific learning objectives (work competencies): At the end of the training, we will produce police officers who: <ul style="list-style-type: none"> know how to stop vehicles by using a means to impede the movement of wheeled vehicles (STINGER); know how to select a place for control, and be of high quality, professional and thorough in their selection; have good knowledge of the Law on Road Traffic Safety, the Vehicle Law and other applicable laws. 	Key topics (or modules): <ol style="list-style-type: none"> Legal regulations Stinger Features Application Practical use
C) Organization of the training	
Target group: Uniformed police officers deployed in traffic control and safety, border affairs... Group size: - 20 participants	Duration (days or hours): The training will be implemented over a period of 24 hours or 4 working days of 6 hours each. Format (course, workshop, seminar, ...): Training session
Selection criteria: <ul style="list-style-type: none"> Police officers who are first deployed to Road Traffic Safety or Border Surveillance/ Border Surveillance units 	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of successful training completion	Transfer (practice) of the acquired knowledge: Independent use of "Stinger" for the purpose of using a means to impede the movement of wheeled vehicles driven by a fugitive person/-s.
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> By the institution: Ministry of Internal Affairs Out of pocket:

A) Identification data	
Area: Human resources	Title of the continuing training: Training of trainers
Code (label): PA -12/13	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning goal:	
The goal of the training is to produce a competent, creative, independent lecturer - trainer.	
Specific learning objectives (work competencies):	Key topics (or modules):
At the end of the training, we will produce a police officer who knows/can: <ul style="list-style-type: none"> ▪ recognize and describe the competencies of the police jobs where involved as trainers ▪ describe the learning objectives to be designed and implemented ▪ assess the learning needs of the participants ▪ know how to prepare curricula and plans ▪ know the methods for drafting training plans and can participate in drafting thereof ▪ know and be able to prepare a learning task ▪ can evaluate the training ▪ can prepare test questions 	<ol style="list-style-type: none"> 1. Clear communication 2. Motivation 3. Safe environment 4. Teaching management 5. Moral attitudes 6. Teaching attitudes 7. Competency measurement tests 8. Learning tasks 9. Learning environments 10. Interactivity
C) Organization of the training	
Target group:	Duration (days or hours):
Employees of the Ministry of Internal Affairs/ Public Security Bureau	The training will be implemented over a period of 90 hours.
Group size: - 20 participants	Format (course, workshop, seminar, ...):
	Training session
Selection criteria:	Location:
<ul style="list-style-type: none"> ▪ Employees who have the desire and ability to transfer their knowledge in a specific area through training 	Police Academy
Certificate of training (according to the method of verification):	<ul style="list-style-type: none"> ▪ Transfer (practice) of the acquired knowledge:
Certificate of successful training completion	Independent training delivery
Institutional training provider:	Training costs (total price per participant according to payment method):
Police Academy	<ul style="list-style-type: none"> ▪ By the institution: Ministry of Internal Affairs ▪ Out of pocket:

A) Identification data	
Area: Human resources	Title of the continuing training: Protection against Harassment at the Workplace
Code (label): SO-06/21	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning goal: Familiarization with the provisions of the Law on Harassment at the Workplace to train workers for the legal and smooth implementation and completion of the mediation procedure.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ▪ Recognizes harassment at the workplace ▪ Knows the legal regulations ▪ Gathers information about the event ▪ Conducts the proceedings impartially and independently ▪ Assists in reaching an agreement among parties 	Key topics (or modules): Subject, purpose, application and concepts of the Law on Protection from Harassment at the Workplace; Procedure for protection against harassment in the workplace – theory; Procedure for protection against harassment in the workplace – practical application
C) Organization of the training	
Target group: Managers	Duration (days or hours): <ul style="list-style-type: none"> ▪ One day or 6 hours
Group size: Up to 20 participants	Format (course, workshop, seminar, ...): Training
Selection criteria: To be competent in carrying out employee assessments	Location: Police Academy
Certificate of training (according to the method of verification): certificate of participation	<ul style="list-style-type: none"> ▪ Transfer (practice) of the acquired knowledge:
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ▪ By the institution: Ministry of Internal Affairs ▪ Out of pocket:

A) Identification data	
Area: Organized crime Criminal police Forensic technique	Title of the continuing training: Combating trafficking in drugs and psychotropic substances
Code (designation): PA-10/05	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: The goal of this training is to increase the capacities and develop the knowledge and skills of police officers in dealing with the phenomenon of suppressing illicit trafficking in drugs and psychotropic substances.	
Specific learning objectives (work competencies): At the end of the training, we will produce police officers who: <ul style="list-style-type: none"> ■ act within the framework of the prescribed regulations that regulate the specific area ■ recognizes criminal offenses and applies police powers to detect, clarify and prove criminal offenses 	Key topics (or modules): 1. Suppression of illicit trafficking in drugs and psychotropic substances
C) Organization of the training	
Target group: Police officers	Duration (days or hours): The training will be implemented over a period of 6 teaching hours.
Group size: 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Police officers from the police stations	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation in training	Transfer (practice) of the acquired knowledge: Increasing professional standards among police officers in detecting and dealing with this crime
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): By the institution: Out of pocket:

A) Identification data	
Area: Forensic technique	Title of continuing training: Crime scene investigation I
Code (designation) PA-02/26	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning goal:	
<ul style="list-style-type: none"> ■ to obtain competent forensic technical workers who will know and be able to protect the crime scene and traces from contamination; ■ to obtain competent forensic technical workers who will know how to put on protective equipment for conducting inspections, ■ to obtain competent forensic technical workers who will know how to properly photograph the crime scene and perform the correct selection of the subject material. 	
Specific learning objectives (work competencies):	Key topics (or modules):
<ul style="list-style-type: none"> ■ Determining whether a crime or event exists, ■ Identification of the victim and perpetrator ■ Training and equipping criminalistic-technical personnel to conduct high-quality, teamwork-oriented, and organized crime scene investigations for various types of criminal offenses; 	<ol style="list-style-type: none"> 1. Taking photos of the crime scene; 2. Securing and handling biological traces from the crime scene; 3. Criminal-forensic registration; 4. Securing and Handling of Papillary Line Evidence (Fingerprints) at the Crime Scene.
C) ORGANIZATION OF TRAINING	
Target group: Employees in the Public Relations and Strategic Affairs Department	Duration (days or hours): <ul style="list-style-type: none"> ■ 1 working day – 6 hours
Group size: maximum 20 participants	Format (course, workshop, seminar, ...): training
Selection criteria: Employees in the Ministry of Internal Affairs who are responsible for criminal-forensic technical processing of crime scenes and forensic registration of individuals.	Location: Police Academy
Certificate of training (according to the method of verification): certificate of training completion	<ul style="list-style-type: none"> ■ Transfer (practice) of the acquired knowledge:
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: ■ Out of pocket:

A) Identification data	
Area: Human resources	Title of continuing training: Protocol, Public Relations and Diplomacy
Code (designation) PA- 02/25	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning goal:	
The goal of the training is to produce police officers who are professionally trained in the application of police powers, possessing the characteristics of professionalism, ethics, efficiency, self-initiative, dedication, analytical skills, tolerance and communication skills.	
Specific learning objectives (work competencies):	Key topics (or modules):
<ul style="list-style-type: none"> ■ Multiculturalism ■ Communication skills ■ The art of speaking 	<ol style="list-style-type: none"> 1. Foundations of protocol; 2. Contemporary diplomacy and challenges; 3. Etiquette, table manners, diplomatic protocol, multiculturalism, the art of speaking.
C) ORGANIZATION OF TRAINING	
Target group: Public relations employees, protocol, international cooperation	Duration (days or hours):
	<ul style="list-style-type: none"> ■ 3 working days – 18 hours
Group size: maximum 20 participants	Format (course, workshop, seminar, ...):
	Training session
Selection criteria:	Location: Police Academy
Public relations employees – key personnel	
Certificate of training (according to the method of verification): certificate of training completion	<ul style="list-style-type: none"> ■ Transfer (practice) of the acquired knowledge:
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method):
	<ul style="list-style-type: none"> ■ By the institution: ■ Out of pocket:

A) Identification data	
Area: Securing persons, property and facilities	Title of the continuing training: Personal protection of designated individuals
Code (label): PA-03/18	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Acquiring new competencies for acting when performing tasks related to personal security of certain individuals(VIP).	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ▪ Proper safety assessment ▪ Establishing a security zone by defining security parameters ▪ Establishing communication according to a pre-determined coded directory ▪ Deploy a close protection formation, according to the level of security 	Key topics (or modules): <ol style="list-style-type: none"> 1. Methods and ways of performing the work tasks of the close protection entourage; 2. Methods and ways of performing the work tasks of a reconnaissance; 3. Methods and ways of performing the work tasks of traffic security and close protection entourage.
C) Organization of the training	
Target group: Police officers	Duration (days or hours): The training will be implemented over a period of 30 hours or 5 working days.
Group size: 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: <ul style="list-style-type: none"> ▪ Police officers employed in a Department for Security of Specific Persons and Facilities 	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation in training	Transfer (practice) of the acquired knowledge: When performing personal security tasks, the police officers act competently, creatively, independently and responsibly
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ▪ By the institution: ▪ Out of pocket:

A) Identification data	
Area: Public order and peace/Criminal police	Title of continuing training A handler of a service dog for search and detection of narcotic drugs, psychotropic substances and precursors
Code (label): PA-04/22	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: A competent service dog handler who acts in accordance with legal regulations and implements the prescribed procedures and actions for the use of a service dog.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ Correctly and timely issued orders to the service dog ■ Correct voice intonation ■ Proper walk with the service dog ■ Knowledge of the sensory functions of the service dog 	Key topics (or modules): <ol style="list-style-type: none"> 1. Search and detection of narcotic drugs, psychotropic substances and precursors;
C) Organization of the training	
Target group: Police officers from a K9 Unit	Duration (days or hours): The training will be implemented over a period of 90 hours or 15 working days.
Group size: 4 participants	Format (course, workshop, seminar, ...)- Training
Selection criteria: <ul style="list-style-type: none"> ■ Police officers employed by a K9 Unit 	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation in training	Transfer (practice) of the acquired knowledge: When performing personal security tasks, the police officers act competently, creatively, independently and responsibly
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: ■ Out of pocket:

A) Identification data	
Area: General and common affairs	Title of the continuing training: Using E-Registry tool for office and archive work
Code (label): PA-01/26	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Increasing the capacities and developing the knowledge and skills of police officers in conducting office and archival work.	
Specific learning objectives (work competencies): - Analytical approach to conducting investigations - Establishing relevant facts from data and information - Proper recording of incoming, outgoing and internal documents.	Key topics (or modules): 2. Using E - Registry tool for office and archive work
C) Organization of the training	
Target group: Employees at the Ministry of Interior who use E-Registry on a daily basis.	Duration (days or hours): The training will be carried out over a period of 6 hours or 1 working day.
Group size: 4 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: ■ Employees at the Ministry of Interior who use E-Registry on a daily basis.	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation in training	Transfer (practice) of the acquired knowledge: Competent, independent and responsible police officers when using E-Registry.
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): ■ By the institution: ■ Out of pocket:

A) Identification data	
Area: Public order and peace	Title of the continuing training: Community Policing
Code (label): PA-05/25	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Develop and build on previously acquired knowledge and skills, crucial and important for community policing.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ▪ Creative and responsible policing through understanding community problems ▪ Increasing police legitimacy and integrity ▪ Strengthening citizen trust ▪ Understanding the concept of community partnership. 	Key topics (or modules): <ol style="list-style-type: none"> 1. Community Policing and Trust Building 2. Community Partnership 3. Communication and organizational support 4. Proactive policing
C) Organization of the training	
Target group: Police officers	Duration (days or hours): The training will be carried out over a period of 6 hours or 1 working day.
Group size: 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: <ul style="list-style-type: none"> ▪ Police officers 	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation in training	Transfer (practice) of the acquired knowledge: Competent, independent and responsible police officers in partnership with the community.
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ▪ By the institution: ▪ Out of pocket:

A) Identification data	
Area: Management/Human Resources	Title of the continuing training: First-level management
Code (label): PA-01/21	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: The goal of the training for first-level managers is to develop and improve knowledge, skills and competencies for more efficient management, organization and coordination of work processes and teams under their responsibilities.	
Specific learning objectives (work competencies): At the end of the training, we will have a manager who: <ul style="list-style-type: none"> ▪ knows the basic steps in the decision-making process ▪ prepares action plans for time management and acts on prioritized task lists; ▪ builds a team and participates in teamwork; ▪ knows how to delegate certain responsibilities and control them; ▪ recognizes unethical behaviour without integrity; ▪ recognizes and manages stress; ▪ plans tasks and implements them 	Key topics (or modules): <ol style="list-style-type: none"> 5. Decision making 6. Time management 7. Team building 8. Delegation 9. Problem solving 10. Ethics and integrity 11. Stress management 12. Planning 13. Motivation
C) Organization of the training	
Target group: Low-level managers	Duration (days or hours): The training will be implemented over a period of 42 hours or 7 working days of 6 hours each.
Group size: - 20 participants	Format (course, workshop, seminar...) – Training
Selection criteria: <ul style="list-style-type: none"> ▪ Police officers, first-level managers 	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of successful training completion	Transfer (practice) of the acquired knowledge: First-level managers who plan, coordinate, and manage work more effectively
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ▪ By the institution: Ministry of Internal Affairs ▪ Out of pocket:

A) Identification data	
Area: Management/Human Resources	Title of the continuing training: Middle-level management
Code (label): PA-01/21	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: The goal of the training of middle-level managers is to improve knowledge, skills and competencies for more efficient management, organization and coordination of work processes and teams within their responsibilities.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ▪ communicates effectively, organizes good briefing and debriefing sessions, and provides feedback ▪ coordinates information received from many sources, identifies, defines and analyses operational problems and situations and builds teamwork ▪ plans and implements tasks and prepare reports ▪ knows the delegation principles and steps ▪ prepares action plans for time management and acts on prioritized task lists 	Key topics (or modules): <ol style="list-style-type: none"> 1. Communication 2. Team building 3. Planning 4. Delegation 5. Time management 6. Problem solving 7. Decision making 8. Stress management
C) Organization of the training	
Target group: Middle-level managers	Duration (days or hours): The training will be implemented over a period of 30 hours or 5 working days
Group size: - 20 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: <ul style="list-style-type: none"> ▪ Middle-level managers... 	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of successful training completion	Transfer (practice) of the acquired knowledge: Middle-level managers who plan, coordinate, and manage work more effectively
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ▪ By the institution: Ministry of Internal Affairs ▪ Out of pocket:

A) Identification data	
Area: Human resources	Title of the continuing training: Mentors
Code (label): PA-12/09	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: The goal of mentor training is to build skills in developing a relationship between a more experienced or skilled individual and a less experienced individual who needs to develop the necessary competencies for a particular job.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ understand the role of a mentor in the MoI training process ■ train an employee who will be competent in conducting training by applying appropriate learning methods and tasks ■ knows the basic steps in the decision-making process 	Key topics (or modules): <ol style="list-style-type: none"> 1. Competency-based learning 2. Adult learning 3. Safe environment 4. Role and tasks of a mentor in training 5. Training methods 6. Evaluation
C) Organization of the training	
Target group: Experienced practitioners in the Ministry of Internal Affairs	Duration (days or hours): The training will be implemented over a period of 30 hours or 5 working days of 6 hours each.
Group size: - 20 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: <ul style="list-style-type: none"> ■ Experienced practitioners in the Ministry of Internal Affairs 	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of successful training completion	Transfer (practice) of the acquired knowledge: Training an experienced practitioner for methodical and unified transfer of knowledge and skills.
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: Ministry of Internal Affairs ■ Out of pocket:

A) Identification data	
Area: Human rights	Title of the continuing training: Children's justice – basic level
Code (label): PA-03/26	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: The aim of the training is to advance the knowledge of police officers in the field of justice for the effective implementation and use of international human rights standards relating to justice for children and the treatment of children involved in criminal proceedings.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ▪ become familiar with the Justice for Children concept ▪ identify the basic standards which are the foundation of the Justice for Children ▪ be able to implement newly acquired knowledge in everyday work activities. 	Key topics (or modules): <ol style="list-style-type: none"> 1. Justice for Children principles 2. Children at risk 3. Children in conflict with the law 4. Child victims and witnesses
C) Organization of the training	
Target group: Employees of the Ministry of Internal Affairs who work in the given area. Group size: - 20 participants	Duration (days or hours): The training will be implemented over a period of 6 hours or 1 working day. Format (course, workshop, seminar, ...): Training session
Selection criteria: <ul style="list-style-type: none"> ▪ Practitioners in the given field. 	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation	Transfer (practice) of the acquired knowledge: Training of an experienced practitioner.
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ▪ By the institution: Ministry of Internal Affairs ▪ Out of pocket:

A) Identification data	
Area: Public Order and Peace/Criminal police	Title of the continuing training: Acquisition of police authorisations
Code (label): PA-12/24	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: The goal of the training is to produce competent, creative, independent and responsible police officers, professionally applying the acquired competencies, skilfully transferring their knowledge and skills.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ Acts in accordance with the laws and bylaws of the Ministry of Interior that regulate the specific area and applies them correctly; ■ Effectively applies police authorisations in a process of gradual response, whereby any use of force is legal, necessary and proportionate; 	Key topics (or modules): <ol style="list-style-type: none"> 5. Basics of police authorisations 6. Defensive techniques 7. Firearm handling and shooting
C) Organization of the training	
Target group: Employees of the Ministry of Internal Affairs who are to acquire the status of police officer.	Duration (days or hours): The training will be carried out over a period of 120 hours or 20 (twenty) working days.
Group size: - 20 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: <ul style="list-style-type: none"> ■ Employees who need to acquire the status of police officer 	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation	Transfer (practice) of the acquired knowledge: professionally trained in the application of police authorisations
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: Ministry of Internal Affairs ■ Out of pocket:

A) Identification data	
Area: Criminal police	Title of the continuing training: Firefighting
Code (label): PA-07/25	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: The goal of the training is to produce competent, creative, independent and responsible police officers who will professionally apply the newly acquired competencies.	
Specific learning objectives (work competencies): The aim of the training is to increase the capacities and develop the knowledge and skills of police officers when dealing with fires: <ul style="list-style-type: none"> ▪ Timely detection of fire danger; ▪ Successfully fire treatment; ▪ Recognition of fire classes and proper use of extinguishing agents; ▪ Performing timely evacuation of endangered persons and objects; ▪ Timely notification to the competent authorities. 	Key topics (or modules): <ol style="list-style-type: none"> 1. Legal regulations for fires treatment; 2. Fire and firefighting; 3. Preventive fire protection.
C) Organization of the training	
Target group: Employees of the Ministry of Internal Affairs	Duration (days or hours): The training will be carried out over a period of 12 hours or 2 (two) working days
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: <ul style="list-style-type: none"> ▪ Employees of the Ministry of Internal Affairs 	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation	Transfer (practice) of the acquired knowledge: Applicability of the knowledge and skills of the police officer in dealing with fires
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ▪ By the institution: Ministry of Internal Affairs ▪ Out of pocket:

A) Identification data	
Area: Human rights	Title of the continuing training: Effective policing of Roma and Sinti communities in accordance with human rights
Code (label): PA-01/21	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: The goal of the training is to deepen the knowledge and understanding of police officers of the human rights-based approach, in order to contribute to increased effectiveness of police work towards Roma, by providing policing strategies that adequately respond to the needs of the people they serve.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ▪ effective policing strategies in the Roma community ▪ implementing procedures in accordance with human rights standards ▪ building trust between the police and the Roma community ▪ act without prejudice and stereotypes towards the Roma community 	Key topics (or modules): <ol style="list-style-type: none"> 1. Effective policing in the Roma community.
C) Organization of the training	
Target group: Employees of Ministry of Internal Affairs	Duration (days or hours): The training will be carried out over a period of 12 hours or 2 (two) working days
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: <ul style="list-style-type: none"> ▪ Employees of the Ministry of Internal Affairs 	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation	Transfer (practice) of the acquired knowledge: A human rights-based approach
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ▪ By the institution: Ministry of Internal Affairs ▪ Out of pocket:

A) Identification data	
Area: Traffic	Title of the continuing training: Training for Police Officers on the method of using, managing and administering the special electronic system, "Safe City"
Code (label): PA-01/21	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: The goal of the training is to train police officers in the legal, professional and efficient use, management and administration of the special electronic system "Safe City".	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ Functional knowledge and practical skills for using, managing and administering the special electronic system "Safe City" ■ Implementation of legal and by-laws related to traffic violations and processing of data on perpetrators 	Key topics (or modules): <ol style="list-style-type: none"> 1. The method of using, managing and administering a special electronic system, "Safe City"
C) Organization of the training	
Target group: Authorized police officers in the field of "Safe City"	Duration (days or hours): The training will be carried out over a period of 4 hours or 1 (one) working day
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Authorized police officers in the field of "Safe City"	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation	Transfer (practice) of the acquired knowledge: Application of acquired knowledge
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: Ministry of Internal Affairs ■ Out of pocket:

A) Identification data	
Area: Human resources	Title of the continuing training: Evaluation of police officers-evaluators
Code (label): PA-03/26	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Train police officers for objective, professional and standardized assessment of the knowledge, practical skills and competencies of police officers and candidates in the police training process.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ▪ understanding the role and responsibilities of the police officer-evaluator ▪ applying principles of objective and fair evaluation ▪ using clear evaluation criteria and standards 	Key topics (or modules): <ol style="list-style-type: none"> 1. Role of a field evaluator 2. Competency measurement tests
C) Organization of the training	
Target group: Police Station employees in the Ministry of Internal Affairs who will be trained by certified trainers	Duration (days or hours): The training will be carried out over a period of 6 hours or 1 (one) working day
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Police Station employees in the Ministry of Internal Affairs who will be trained by certified trainers	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation	Transfer (practice) of the acquired knowledge: Application of acquired knowledge
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ▪ By the institution: Ministry of Internal Affairs ▪ Out of pocket:

A) Identification data	
Area: Public order and peace/criminal police	Title of the continuing training: The role of the police during elections
Code (label): PA-03/24	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Become familiar with the legal and other theoretical foundations during the electoral process.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ knowledge of their powers and responsibilities during democratic and credible elections ■ manner, conditions and procedures during elections ■ assessment of security threats during the electoral process and voting in accordance with the Electoral Law and the Criminal Code 	Key topics (or modules): <ol style="list-style-type: none"> 1. Role and function of the police in the electoral process 2. Election campaign - securing rallies 3. Provision of security on Election Day 4. Role of the police after the voting is over
C) Organization of the training	
Target group: Police officers	Duration (days or hours): The training will be carried out over a period of 6 (six) hours or 1 (one) working day
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Police officers	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation	Transfer (practice) of the acquired knowledge: Application of acquired knowledge
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: Ministry of Internal Affairs ■ Out of pocket:

A) Identification data	
Area: Human resources	Title of the continuing training: Stress management
Code (label): PA-05/06	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: To become familiar with stress management techniques and stress recognition.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ Promoting personal and professional growth and development ■ Recognizing a person's emotional state ■ Stress development phases ■ Stress intensity 	Key topics (or modules): <ol style="list-style-type: none"> 1. Introduction to stress management 2. Identification of stressful situations 3. Developmental stages and causal effects related to stress 4. Stress management techniques through a value system
C) Organization of the training	
Target group: Mol employees	Duration (days or hours): The training will be carried out over a period of 6 (six) teaching hours or 1 (one) working day
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Employees of the Ministry of Internal Affairs	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of participation	Transfer (practice) of the acquired knowledge: Applying stress management techniques
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: Ministry of Internal Affairs ■ Out of pocket:

A) Identification data	
Area: Public order and peace	Title of the continuing training: Firearm handling and shooting
Code (label): PA-01/12	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Protection of life and control over disruption of the usual functioning of the society.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ Knowledge of the legal provisions for the use of firearms ■ Acting in accordance with the basics of using firearms 	Key topics (or modules): <ol style="list-style-type: none"> 1. Legal regulations on the use of firearms 2. Security measures 3. 9mm pistol 4. 7.62mm automatic rifle
C) Organization of the training	
Target group: Employees of the Ministry of Interior	Duration (days or hours): The training will be carried out over a period of 24 hours or 4 working days
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Employees of the Ministry of Internal Affairs	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of successful training completion	Transfer (practice) of the acquired knowledge: Police officers who act in accordance with the legal regulations on the use of firearms.
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: Ministry of Internal Affairs ■ Out of pocket:

A) Identification data	
Area: Criminal Police/Organized Crime	Title of the continuing training: Blueprint e-evidence supscriptor training
Code (label): PA-12/25	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Fast, precise and efficient police work in collecting, processing and analysing data related to investigations.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ Analytical approach to conducting investigations ■ Determining relevant facts from data and information ■ Establishing legal elements of criminal acts ■ Entering data into an electronic tool 	Key topics (or modules): <ol style="list-style-type: none"> 1. Using the supscriptor e-evidence tool
C) Organization of the training	
Target group: Police officers who work on crimes, investigations, and identification of perpetrators of crimes.	Duration (days or hours): The training will be carried out over a period of 12 (twelve) teaching hours or 2 (two) working days
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Police officers who work on crimes, investigations, and identification of perpetrators of crimes.	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of successful training completion	Transfer (practice) of the acquired knowledge: Entering data into an electronic tool
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: Ministry of Internal Affairs ■ Out of pocket:

A) Identification data	
Area: Organized crime/criminal police	Title of the continuing training: Operational-forensic intelligence analysis
Code (label): PA-01/21	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Developing an advanced system for collecting and analysing information to combat organized and serious crime.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ Defining criminal intelligence ■ Phases of the intelligence cycle ■ Application of the analytical cycle components ■ Analytical approach to conducting investigations and credibility 	Key topics (or modules): <ol style="list-style-type: none"> 2. Application of the analytical cycle and analytical techniques in the preparation of analytical products
C) Organization of the training	
Target group: Police officers who work on crimes, investigations, and identification of perpetrators of crimes.	Duration (days or hours): The training will be carried out over a period of 30 hours or 5 working days
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Police officers who work on crimes, investigations, and identification of perpetrators of crimes.	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of successful training completion	Transfer (practice) of the acquired knowledge: Use of contemporary methods in criminal intelligence
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: Ministry of Internal Affairs ■ Out of pocket:

A) Identification data	
Area: Forensic technique	Title of the continuing training: Forensic techniques for interviewing children and juveniles – victims, witnesses and perpetrators
Code (label): PA-03/26	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Strengthening professional capacities with the necessary knowledge and skills to improve the quality of collected evidence when interviewing children.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ Applying a standardized approach when interviewing children ■ Forensic approach to interviewing victims, witnesses and juvenile offenders 	Key topics (or modules): <ol style="list-style-type: none"> 1. Forensic techniques for interviewing children and juveniles - victims, witnesses and perpetrators
C) Organization of the training	
Target group: Police officers working with children and minors	Duration (days or hours): The training will be carried out over a period of 30 hours or 5 working days
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Police officers working with children and minors	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of successful training completion	Transfer (practice) of the acquired knowledge: Application of standards of scientifically based structured and non-suggestive interviewing techniques
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: Ministry of Internal Affairs ■ Out of pocket:

A) Identification data	
Area: Traffic	Title of the continuing training Procedure of police officers when inspecting a traffic accident
Code (designation): PA-11/22	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Strengthening capacities for professional and unified work when conducting traffic accident investigations.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ▪ Thorough and correct assessment when conducting inspections. ▪ Proper interpretation when collecting traces and objects from the traffic accident scene 	Key topics (or modules): <ol style="list-style-type: none"> 1. Traffic accident procedure for the police officers
C) Organization of the training	
Target group: Police officers from traffic accident inspections	Duration (days or hours): The training will be carried out over a period of 30 hours or 5 working days
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Police officers from traffic accident inspections	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of successful training completion	Transfer (practice) of the acquired knowledge: Effective application of acquired knowledge when conducting traffic accident investigations
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ▪ By the institution: Ministry of Internal Affairs ▪ Out of pocket:

A) Identification data	
Area: Public order and peace/Integrity	Title of the continuing training Communication with the community
Code (label): PA-01/22	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Identification of problems that community members consider important, with the aim of realizing their expectations.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ▪ Effective communication and collaboration with community members ▪ strengthening trust and relationships with local communities and the media ▪ strengthening the sense of security and effective partnerships with the community 	Key topics (or modules): <ol style="list-style-type: none"> 1. Leadership in the police 2. Professional standards in the police 3. Developing a professional image in the community
C) Organization of the training	
Target group: Police officers from traffic accident inspections	Duration (days or hours): The training will be carried out over a period of 30 hours or 5 working days
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Police officers from traffic accident inspections	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of successful training completion	Transfer (practice) of the acquired knowledge: Effective application of acquired knowledge when conducting traffic accident investigations
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ▪ By the institution: Ministry of Internal Affairs ▪ Out of pocket:

A) Identification data	
Area: Management/Integrity/Human Resources	Title of the continuing training Leadership in the police
Code (label): PA-10/24	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Development of leadership competencies in the Ministry of Interior.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ Strengthening leadership practice, individually and collectively ■ Raising awareness of results-oriented policing ■ Applying different leadership styles, depending on the situation and needs. 	Key topics (or modules): <ol style="list-style-type: none"> 1. The role of the police and the importance of leadership from an international perspective 2. Functional leadership in the police 3. Leadership through communication, leadership and motivation 4. Ethical leadership and challenges 5. Effective police leadership in change 6. Situational leadership and team dynamics 7. Leadership perspectives through styles, threats and ethical dilemmas 8. Decision-making and advancement of police leadership and organizational culture 9. Practical leadership and individual leadership development
C) Organization of the training	
Target group: Frontline and line leaders	Duration (days or hours): The training will be carried out over a period of 18 (eighteen) teaching hours or 3 (three) working days
Group size: - 24 participants	Format (course, workshop, seminar, ...) Training session
Selection criteria: High level leaders	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of successful training completion	Transfer (practice) of the acquired knowledge: Application of contemporary methods in leadership
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: Ministry of Internal Affairs ■ Out of pocket:

A) Identification data	
Area: Management/Integrity	Title of the continuing training Blue courage
Code (label): PA-01/21	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Increasing motivation for personal and professional development.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ Increasing resistance ■ Positive psychology ■ The nobility of policing ■ Practical wisdom 	Key topics (or modules): <ol style="list-style-type: none"> 1. Basics 2. Police culture 3. The nobility of policing 4. Dignity through respect 5. Resilience – hope 6. Positive psychology 7. Practical wisdom 8. The Immortal Policeman
C) Organization of the training	
Target group: Employees of the Ministry of Interior	Duration (days or hours): The training will be carried out over a period of 12 hours or 2 working days
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training/course
Selection criteria: Employees of the Ministry of Interior	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of training attendance	Transfer (practice) of the acquired knowledge: Increased resistance
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: Ministry of Internal Affairs ■ Out of pocket:

A) Identification data	
Area: Integrity	Title of the continuing training: Police integrity
Code (label): PA-01/24	Program level (basic, advanced, remedial): Basic
B) Display of the program:	
General learning objective: Introduction to police integrity and understanding its importance in police work.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ▪ Promotion of the principles of gender equality and non-discrimination ▪ Learning tools for solving ethical dilemmas ▪ Introduction to values and ways of behaving 	Key topics (or modules): <ul style="list-style-type: none"> 9. Defining integrity 10. Gender equality, non-discrimination and police integrity 11. Values, way of behaving and working, and ethical dilemmas
C) Organization of the training	
Target group: Police officers with 1 to 3 years of work experience in the Ministry of Interior	Duration (days or hours): The training will be carried out over a period of 12 hours or 2 working days
Group size: - 24 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Police officers with 1 to 3 years of work experience in the Ministry of Interior	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of training attendance	Transfer (practice) of the acquired knowledge: Raising awareness among ministry employees on working with integrity
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ▪ By the institution: Ministry of Internal Affairs ▪ Out of pocket:

A) Identification data	
Area: Forensic Police/Forensic Technique/Human Rights	Title of the continuing training: Conducting interviews with vulnerable categories of victims
Code (label): PA-11/25	Program level (basic, advanced, corrective): Basic
B) Display of the program:	
General learning objective: Strengthening the professional capacities and skills of police officers to conduct advanced interviews with vulnerable categories of victims to effectively exercise the victims' rights.	
Specific learning objectives (work competencies): <ul style="list-style-type: none"> ■ Recognizing types of traumas, traumatic events and reactions ■ Empathetic behaviour towards the victim ■ Introducing an approach guided by awareness of the experienced trauma ■ Use of appropriate communication techniques and methods ■ Preparing an appropriate submission 	Key topics (or modules): <ol style="list-style-type: none"> 1. Understanding victimization and vulnerable categories of victims 2. Assistance and protection of vulnerable categories of victims 3. International and national regulations regarding police treatment of vulnerable categories of victims 4. Interviewing and taking statements from vulnerable categories of victims
C) Organization of the training	
Target group: Inspectors from the organizational units for criminal police	Duration (days or hours): The training will be carried out over a period of 30 hours or 5 working days
Group size: - 18 participants	Format (course, workshop, seminar, ...): Training session
Selection criteria: Police officers working with vulnerable categories of victims	Location: Police Academy
Certificate of training (according to the method of verification): Certificate of successful training completion	Transfer (practice) of the acquired knowledge: Application of standards of scientifically based interviewing techniques
Institutional training provider: Police Academy	Training costs (total price per participant according to payment method): <ul style="list-style-type: none"> ■ By the institution: Ministry of Internal Affairs ■ Out of pocket:

INTERNATIONAL COOPERATION

The Police Academy, with its representatives, takes an active part in joint projects with several international organizations, thereby becoming part of the global network of institutions actively working to increase the capacities of the security system.

Through international cooperation, the academy develops contemporary curricula aligned with European and global standards, thereby creating the opportunity for practical application of modern methodologies in the areas of combating terrorism, organized crime, cybercrime, human trafficking, and financial crime.

The Police Academy is the initiator of the creation of a regional cooperation platform “Regional Association of Police Academies and Training Centres from Southeast Europe” (RAPATC SEE), whose founding conference was held in Skopje in cooperation with the partner organizations OSCE and EU4FAST and was attended by more than 50 foreign participants. The Declaration of Establishment has been signed by 8 members, and the Police Academy assumes the Presidency for the first year 2025/26.

The Association represents an excellent platform for cooperation that opens additional opportunities for advancement and cooperation in the field of police education.

Through continued partnership with international organizations, the Police Academy is positioning itself as a modern educational and security institution that actively contributes to regional and global security, preparing professional and competent police personnel capable of responding to contemporary security challenges.





