Police must always remain resilient and changeable to respond to environmental changes. The acquisition of new knowledge and skills is inevitable, and furthermore, it is very important to induce changes in the perception, values, attitudes and behavior of individual police officers in order to cope with environmental changes and execute necessary tasks through education and training.

Recently, police have been called on to deal effectively and actively with the situation of limiting material and human resources along with increasing quantity and quality of crime, increasing the people’s desire for safety and improving the expected level of police activities. At this point, the police should secure and train new police officers with professional and professional views to meet the expectations of the people.

More than 95 percent of the nation’s police officers are educated, trained at National Central Police Academy and assigned to practice. Most police officers working at the front line are being deployed through the education of the National Central Police Academy. Given this, we can see that the direction of education and its role of the National Central Police Academy are very important.

However, the current National Central Police Academy is operated on the basis of regulation on education and training of police officials, which poses a major problem in securing legal stability. In addition, despite the importance of education for newly recruited police officers and the aforementioned problems, the reality is that there is a lack of prior research related to this.

Therefore, prior studies were reviewed in this study to derive ways to improve the education system for Newly Recruited Police Officers. Through prior research review, the enactment of National Central Police Academy establishment act and the improvement of the police education system were proposed. First, the National Central Police Academy establishment act will have to be enacted. Second, the expert professor system will have to be established. Finally, field-oriented education should be activated.

[Keywords] Police, Education, Newly Recruited Police Officers, National Central Police Academy, Expert Professor System

1. Introduction

Along with the recent rise in security demand, it has called for the safety of the people and high-quality services. At this point, it is important for our police to secure and train new police officials who meet expectations. Accordingly, the government is announcing policies to secure social safety through the increase of police personnel[1].

Human resource management is one of the most important factors in modern organizations that determine success or failure. In other words, improvement in the physical environment of an organization, legal, institutional, and financial improvements and support may also be
important factors in the organization’s success or failure, but in fact, it is up to people to decide whether an organization will ultimately succeed or not[2].

Against this backdrop, discussions have emerged that individual police officers should strengthen their capabilities and expertise as one of the ways to enhance and enhance the effectiveness of various policing carried out by the police. To that end, the most fundamental step is to strengthen the capabilities of new police officers at the stage prior to the actual deployment of police officers, so the role of the National Central Police Academy, which is in charge of the education of new police officers, is more important than ever, and the education for newly recruited police officers at National Central Police Academy is directly related to the development of police organizations[1]. Therefore, many prior studies are discussing the importance of education for newly recruited police officers[3][4].

Police's patrol officer rank is in a face-to-face relationship that directly affects the lives of ordinary people as it is in a key position as a provider of front-line security services. Therefore, the role of a patrol officer in terms of how people feel in real life is very important[5].

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However, the current National Central Police Academy is operated on the basis of regulation on education and training of police officials, which poses a major problem in securing legal stability. In addition, despite the importance of education for newly recruited police officers and the aforementioned problems, the reality is that there is a lack of prior research related to this.

Therefore, in this study, I will review prior studies to come up with ways to improve the education system for Newly Recruited Police officers. Through the prior research review, I will propose the enactment of an independent law on the establishment of a National Central Police Academy and the improvement of the police education system.

2. Current Education for Newly Recruited Police Officers

2.1. Importance of education for newly recruited police officers

The term "police education and training" means training to develop and improve police officers' abilities so that they can contribute democratically and efficiently to achieving police purposes by acquiring knowledge and skills necessary for performing their duties. Education and training here also include activities to promote a developmental change in the attitude of police officers. In other words, education and training of police officers refers to the process of acquiring knowledge and skills necessary for their job performance, and of developing and supplementing their attitudes and values[7].

In particular, the police's performance of their duties is unpredictable and various tasks are combined together, requiring a relatively large discretion and high level of expertise from field managers compared to the performance of their duties in other public sectors, so the need for new education and training is greater. Not only are the duties of police officers quantitatively large, but they also require professional knowledge and experience in the field, and this knowledge is impossible to transfer and acquire in a short period of time, and will naturally be acquired through new education courses for a long period of time[8]. In other words, the importance of new education and training can be found in the cultivation of the quality as a
desirable police official, the main factors of police socialization, the securing of excellent police personnel, and the redefinition of the role of police as a provider of safety services[9].

In order for effective education and training to be possible, it is necessary to secure excellent instructors and to have sufficient educational equipment and practical equipment needed directly for education. Even if police officers want to receive education and training voluntarily and have motivation for education, effective education and training are impossible if the educational environment is not properly established[8]. In this regard, the National Central Police Academy dedicated to the education of new police officers is a basic educational institution for new appointment, which primarily educates new police officers in the process and principles of successfully performing their duties on the spot, and necessary knowledge and skills, so it must be a very important educational institution for the efficient performance of duties of police officers[2].

2.2. Current state of education for newly recruited police officers

Article 17 of Police Officials Act[10] and article 21 of regulation on education and training of police officials[11] stipulate education for newly recruited police officers. And as a result, a National Central Police Academy has been set up and operated. Established in 1987 in Suanbomyeon, Chungju, the National Central Police Academy is in charge of training new police officers. The concept of education is stated as follows. The National Central Police Academy was established to provide education and training for those who would be appointed as police officers under Article 17 of the Police Officials Act for the purpose of fostering on-site police officers in police organizations. Field police officers are the people's safety guards who should carry out the honorable police mission at the forefront to protect the freedom and rights of the people as the basis of the police organization and to maintain the well-being and order of society so that all citizens can enjoy a comfortable and happy life. In response, the National Central Police Academy has the concept of fostering police officers who are equipped with the skills and ability to fulfill police missions and devote themselves to the police spirit of patriotism, service, and justice[12].

In particular, from 2013, the government declared its educational vision of fostering on-site SMART police officers in order to foster new police officers who fulfill their responsibilities to the people. SMART police means a police officer who has a strong mentality with a sense of moral character and mission, has practical ability to handle various tasks well, and has information service ability and serves the people[2].

Also, Article 21 of the regulation on education and training of police officials stipulates the qualifications of instructors. The instructor shall be one of the following persons: First, a person who has more than three years of experience in working, research, or teaching related to the field to be handled as a police officer with more than an inspector. Second, a police officer above Inspector, or a person with a master's degree related to the area to be handled as a public officers in general services of Grade 6 or higher, or as a public officers in general services belonging to Senior Executive Service. Third, in the case of an instructor in charge of shooting, martial arts training, or life guidance, a person who has experience in practical affairs, research, or lectures related to the field to be handled as a police official[11].

2.3. Analysis of previous studies

Previous research on the National Central Police Academy generally points to problems such as the current curriculum and claims to improve it. First, Lee SY(2009) presented expansion period of education, reorganization of curriculum and improvement of public welfare material. In particular, he argued that there should be national interest in new students and support for the budget, and he saw securing the budget as a top priority among other things for extending
the education period, eliminating overcrowded classes, welfare for students and boosting morale[5].

And Min HK & Jung BS & Jung ER(2020) argued for a full review of Article 21 of the regulations on education and training for police officials, which stipulated the qualification criteria for instructors at the National Central Police Academy in connection with the development plan of the National Central Police Academy. The review suggested that the instructor qualification be modified to suit the current situation. It also proposed to have instructors at the National Central Police Academy as expert professor system and to transform them into intuitive educational facilities that can be linked to the site, along with strengthening human resources[2].

In addition, Park CH(2020) identified the pros and cons of the changed working-level education and proposed measures to enhance efficient working-level education. To that end, a survey and interview was conducted on trainees who have completed on-site training at the National Central Police Academy, internal and external professors, and working-level officials at police stations. Based on the data collected, the following results and suggestions were made. First, they argued for the introduction of the field training officer. The second proposed measures to improve the quality of instructors and to expand the assessment of lectures. Third, he decided that it would be desirable to provide a variety of education suitable for the recruitment methods. Fourth, they argued for a desirable direction for human rights education. Fifth, he insisted on providing disciplinary education to ensure the morality, ethics, and integrity that police officers should possess[6].

Lee JK(2018) also studied effective new police education methods for increasing the number of police officers. He argued that when returning to the previous normal curriculum after the police manpower increase, it is necessary to present a detailed action plan for the curriculum before the manpower increase, as it can be seen that there is a great direction to be improved to apply it to the current situation. Specifically, it proposed the improvement of the education system of the National Central Police Academy[1]. Finally, Park SJ(2019) claimed the following in terms of the analysis and implications of the school life of the trainees of the National Central Police Academy. First, he analyzed the awareness of the curriculum of the trainees of the National Central Police Academy, the awareness of the period of education of the trainees of the National Central Police Academy, and the awareness of the educational environment of the trainees of the National Central Police Academy. Based on this, he presented a policy direction for curriculum and educational environment that could be trained as professional police officers along with a professional career view of new police officers[8].

2.4. Problems of education for newly recruited police officers

As such, prior studies point to problems in the education system of the National Central Police Academy, suggesting various ways of improvement. Common problems presented by these prior studies are as follows.

2.4.1. Curriculum problems

First of all, the nonconformity of the curriculum and the educational period is problematic. The short training period for new education is not enough to learn all the knowledge and skills required in practice, and on the other hand, there are relatively too many educational contents to digest during the training period, so the effectiveness of education and training cannot be secured. In addition, such a short period of education, among other things, does not provide adequate physical time for hands-on education that should be harmonized with theoretical education, leading to the inability to train field-ready police personnel[5].

In addition, there is a problem that the quality curriculum cannot be operated in the event of an increase in manpower due to the lack of a model for the curriculum according to the
manpower supply plan. In addition, there is no systematic process throughout education by education experts, so there is a lack of curriculum that can efficiently handle both theory and practice.

2.4.2. Problem of status guarantee

It is characterized by a lack of consideration for instructors, who can be called actual producers of education and training. Lack of instructors inevitably adds to the burden of classes that instructors are in charge of. In addition, the absence of expert professor whose status is guaranteed leads to the absence of people who can concentrate on research other than education, slowing the development of new police education.

In addition, it can also be pointed out that students have poor legal grounds in education and training. The lack of a guarantee of status for trainees may act as a factor hindering the inflow of outstanding personnel into the police in connection with the position of police.

The above problems can be solved through various improvement directions. But most importantly, it could be done not through the operation of the education system under administrative rules but through the guarantee of the status of law-guaranteed educational organizations and professors. In other words, the operation of education for newly recruited police officers under administrative rules will be difficult to promote the stability of educational administration.

3. The Direction of Improvement of Education for Newly Recruited Police Officers

3.1. Enactment of independent national central police academy establishment act

It is thought that the ultimate measure is to improve the new police education system by enacting new police education-related laws. The above-mentioned discussions should be reflected in this legislation. The legal basis for the current operation of the National Central Police Academy is administrative rules. As a result, legal stability is not guaranteed in the curriculum and status. Therefore, it is proposed to enact the National Central Police Academy establishment act similar to Korea National Police University Establishment Act. The law should clarify the basis for installation under the law through the purpose regulations and specify the qualifications and curriculum of teachers. If it is difficult to enact such an independent law, the same purpose may be achieved through the revision of the current Police Officials Act.

3.2. Establishment of expert professor system

In order to solve the aforementioned problems, it is proposed to operate the expert professor system to guarantee the status of instructors. This expert professor system shall be stipulated in the National Central Police Academy establishment act to be enacted, and it shall be stated that the Presidential Decree shall prescribe matters concerning the qualification standards and qualification of teachers or persons who may become assistant teachers by applying Article 16 of the Higher Education Act.

In addition, matters concerning the National Central Police Academy will have to be added to Article 17-2 of the Police Officials Act. In addition, voluntary law should be changed to the form of imperative provision to enable stable operation of the National Central Police Academy. The new regulations will be as follows. The Commissioner General of the Korean National Police Agency or the Commissioner General of the Korea Coast Guard shall establish and operate the National Central Police Academy for the education and training of police officials.
Through this, the expert professor system that guarantees status, training and tenure will be operated. It will be able to attract people who can focus on research for the development of police education, and will also make it easier to secure excellent teachers.

3.3. Field-oriented education

Such legislation and securing excellent teachers will enable field-oriented education. Currently, on-site training at police stations after four months of training at the National Central Police Academy requires more preparation. In fact, clear education and training guidelines and managers are not specified separately in practice, causing various management problems. In addition, the sudden deployment of trainees without dedicated personnel or departments could lead to a lack of efficiency as the task must be managed and supervised and distributed to personnel managers. To overcome this, it is necessary to introduce a Field Training Officer (FTO) system for field-oriented education. Establishing a legal basis for these FTOs will enable more efficient and stable on-site practical training.

4. Conclusion

Police are a state-run agency that conducts the most basic and important tasks of protecting the lives, bodies and property of the people and maintaining the public peace. Police must always remain resilient and changeable to respond to environmental changes. The acquisition of new knowledge and skills is inevitable, and furthermore, it is very important to induce changes in the perception, values, attitudes and behavior of individual police officers in order to cope with environmental changes and execute necessary tasks through education and training[6].

More than 95 percent of the nation’s police officers are educated, trained at National Central Police Academy and assigned to practice. Most police officers working at the front line are being deployed through the education of the National Central Police Academy. Given this, we can see that the direction of education and its role of the National Central Police Academy are very important.

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Therefore, prior studies were reviewed in this study to derive ways to improve the education system for Newly Recruited Police officers. Through prior research review, the enactment of National Central Police Academy establishment act and the improvement of the police education system were proposed.

First, the National Central Police Academy establishment act will have to be enacted. The law should clarify the basis for installation under the law through the purpose regulations and specify the qualifications and curriculum of teachers. If it is difficult to enact such an independent law, the same purpose may be achieved through the revision of the current Police Officials Act.

Second, the expert professor system will have to be established. This expert professor system shall be stipulated in the National Central Police Academy establishment act to be enacted, and it shall be stated that the Presidential Decree shall prescribe matters concerning the qualification standards and qualification of teachers or persons who may become assistant teachers by applying Article 16 of the Higher Education Act. It will be able to attract people who can focus on research for the development of police education, and will also make it easier to secure excellent teachers.
Finally, field-oriented education should be activated. Such legislation and securing excellent teachers will enable field-oriented education. Field training instructor FTO for field-oriented education needs to be introduced. Establishing a statutory basis for this FTO will enable more efficient and reliable on-site practical. Resultingly, if the overall improvement of education system for Newly Recruited Police officers of National Central Police Academy is realized, it will be able to increase the efficient operation of police administration. The efficient operation of police administration could lead to an increase in the benefit of people. I hope that detailed measures will be made through follow-up research.

5. References

5.1. Journal articles


5.2. Thesis degree


5.3. Books


5.4. Additional references

6. Contribution

6.1. Authors contribution

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| KHB          | - Set of concepts ☑  
|              | - Design ☑  
|              | - Getting results ☑  
|              | - Analysis ☑  
|              | - Make a significant contribution to collection ☑  
|              | - Final approval of the paper ☑  
|              | - Corresponding ☑  
|              | - Play a decisive role in modification ☑  
|              | - Significant contributions to concepts, designs, practices, analysis and interpretation of data ☑  
|              | - Participants in Drafting and Revising Papers ☑  
|              | - Someone who can explain all aspects of the paper ☑  

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