Research on the Education and Training Mode of Special Police Talents in Chinese Public Security College

Fan ZHANG
Nanjing Forest Police College, Nanjing 210023, China

Keywords: Public security college, Special police talents, Training mode, Education mode.

Abstract. Special police, as an important force of prevention, control and disposal in public security departments, has been paid much attention. This paper mainly discusses the high quality training of special police. Faced with the current new situation of police law enforcement, the direction of training special police in police academies is how to become a leader in the special police force and how to develop better in the future. This paper holds that, in the new situation, facing the new challenges faced by the reform of recruitment system and law enforcement at the grass-roots level, the key to the training of special police in public security colleges is to build the trainees with core competitiveness facing the front line of public security. At the same time, abandon the shackles of the traditional training mode of special police, build a "one specialty and multi-abilities, two ends of development, three tracks go hand in hand, one plus five training" mode, and open up a new situation of innovative training of special police.

Introduction
With the continuous changes of criminal offence and social security situation in China, the role and position of the special police force is becoming more and more important. How to give full play to the advantages of Public Security Colleges and cultivate special police with strong professional ability, high professional level and excellent comprehensive quality is a major issue facing public Security Colleges in the new era. The training of special police in public security academies and the whole special police team have gone through the process from scratch, from spark to prairie fire. So far, more experience and lessons have been accumulated. In the new era of reform of police recruitment system, new crime situation and new changes in counter-terrorism situation, how to make special police specialty in public security academies? It is of great significance to cultivate talents and make them bigger and stronger.

Problems in the Current Training Model of Special Police
At the beginning of the 21st century, facing the needs of combating crime and maintaining public order in China, the public security organs urgently need a special kind of police who are familiar with public security business and whose business in the field of investigation and seizure is prominent and different from the armed police force [1]. In this context, in September 2000, Yunnan Public Security College opened the first special police class, followed by Hubei Police Officer College opened police skills and tactics specialty, Nanjing Forest Police College opened criminal investigation specialty (special police direction), Sichuan Police College opened police skills and tactics. These four schools are recruited after the re-selection of freshmen, so that our country has a more standardized and professional training specialty of riot police. With the "9.11" incident in the United States, China has also accelerated the training of anti-terrorism and riot police professionals. For example, Zhejiang Police College, Jiangsu Police College and Fujian Police College began to recruit police skills and tactics professionals in September 2005. At this stage, the training of special police is in the stage of exploration and accumulation [2]. By 2019, through nearly decades of exploration and development, local police academies across the country have begun to set up special police specialty (direction) schools, gradually giving play to their respective advantages (or relying on the close relationship
between local police academies and local public security, or cultivating a school-running model with characteristics), special police training has shown a flourishing situation. However, in the face of the deepening reform of police recruitment system in the new era, the renewal and expansion of the structure and functions of police personnel, as well as the increasingly changing law enforcement environment and law enforcement objects faced by special police in the new era, there are also some new problems and bottlenecks in the training mode of special police in public security colleges.

**Lagging behind the Development of Social Situation**

**Changes in Special Police Functions.** With the functional changes of the police force, the integration of functions among police categories and the rotation of police officers' participation in police categories have become normal. The existing training mode of special police lags behind the development of the new situation [3]. In addition to the continuous reform of the public security system, the trend of intersection of police categories and integration of functions is the mainstream. Many provinces have integrated special police and patrol police. Participation of special police in daily patrol and law enforcement has become the norm. The rotation and mobilization of members between police teams has become a new situation of talent flow and fresh blood supplement.

**Outdated Training Methods.** In the past, the training mode of special police focused on the training of students' physical fitness, skills and special forms of law enforcement, which made it difficult to adapt to the current situation of police law enforcement under the new situation. Anti-terrorism has become the focus of prevention and combat in various places, and the training of anti-terrorism professionals has put forward new requirements for the training of special police. Therefore, how to adapt to the new needs and requirements of law enforcement is the orientation of personnel training and the direction of personnel training mode adjustment.

**The Orientation of Training Objectives is not High**

**Biased Curriculum.** The training orientation of special police in public security colleges is not high, and the students' ability to develop in depth is insufficient. In the past, under the guidance of the traditional special police mode, the training goal of Police Academies was not high, and the students focused on the direction of low technical content such as police skills and physical fitness, and the allocation of public security specialized courses lacked the influence of core professional ability of public security and humanistic general knowledge.

**Lack of Career Planning.** The caliber of personnel training is too narrow, and the special police professional trainees are often matched with the special police team. Once the age increases or the position and position adjustments appear to be insufficient for the follow-up sustainable development, the core professional competence of public security is insufficient, and the potential for the later development of the trainees is insufficient.

**Insufficient Core Competence**

**Poor Cultivation of Core Ability.** The training mode of special police in Police Academies lacks in-depth demonstration, and its core competitiveness is not obvious compared with that of special police trained through other channels [4]. In the special police force, the special police trained by public security colleges are not scientific enough in curriculum setting, core competence cultivation and comprehensive strength cultivation, which leads to the lack of core competence compared with the special police trained through other channels.

**Irrational Training Mode.** The matching degree between the training goal and the orientation of special police professionals and the level of necessity needed for enrollment needs to be verified, and there is no obvious advantage in competition with military personnel or sports students in sports Colleges.
Strategies for Training Special Police Talents in Public Security Colleges

In the new era, the training of special police faces many challenges, and the goal of personnel training should be gradually advanced to a high-level and cutting-edge road. The training orientation of special police is the best among the police, which is the special police with professional characteristics. In curriculum setting and training process, strict requirements, high allocation, strong management and high standards are highlighted. In talent evaluation system, practical unit needs, core competitiveness of students and professional competence background considerations are added.

Training Path

In order to cultivate police talents in line with the characteristics of the new period, we should explore the strategies of constructing the training mode of Police Academies in the new period from six aspects, namely, training objectives, professional settings, curriculum system, training approaches, teachers and evaluation system [5]. Public security education must also adhere to market-oriented, attach importance to innovative personnel training, reform the existing education system and evaluation system, create excellent courses, and build a training model that conforms to the characteristics of public security education. At the same time, we should strengthen contacts with off-campus institutions, pay attention to the training methods of production, learning and research, strive to train high-quality "one specialty and multi-abilities" new reserve police officers, and strengthen the training of police physical skills and combat skills.

Talent Positioning

Specifically, in terms of the goal and orientation of personnel training in police academies, we should take the training of elite personnel in the police as our responsibility, so that the trainees can become applied police personnel with basic professional qualities of the police profession, be able to meet the requirements of grass-roots police law enforcement, have certain specialties and special skills, and be able to deal with the front-line law enforcement of public security [6]. Of course, responding to "social needs" and "dynamic adjustment" have become two key words to optimize the structure and layout of higher education. In terms of the relationship between the construction of characteristic specialties and the labor market, we need to solve the problems of the level of characteristic specialties and the matching between characteristic specialties and work. Therefore, in the professional direction, special police training should have a certain professional backing, with professional background and then develop special skills. Highlighting the background of the core business of public security and strengthening the training of the core competence of special police in the curriculum system. In addition, we should intensify our efforts in the teaching staff and practical training to promote the training of students' basic professional abilities and qualities through "double-qualified" teachers and practical training.

Implementing Path of Training Model for Special Police in Public Security Colleges

In view of the shortcomings of the current training of special police in police academies, the training of special police in the new era should be adjusted in terms of professional training ideas and paths. This kind of professional education mainly includes three aspects: First, the training objectives should be in line with the actual occupation, including the ability and core knowledge required by the relevant professional work; second, professional courses can support the achievement of training objectives, to maintain the consistency of curriculum objectives and professional goals; third, the achievement of goals should be evaluated regularly, including the feedback of students and society on the achievement of goals [7]. That is to say, in the training of special police, we should give full prominence to the cultivation of core competitiveness and demand orientation, take the training of students' abilities and the development of depth as the goal, train special police with professional background as the backing, police skills, tactics and expertise training as the grasp, and seize the two practical needs of high-end and low-end. This new training mode of special police can be summarized.
as "one specialty and multi-abilities, two ends of development, three tracks go hand in hand, one plus five training" mode.

One Specialty and Multi-abilities

In the orientation of personnel training, it is necessary to rely on specialty, and have a specialty in police skills and tactics. In order to cultivate versatile talents with special abilities, that is, in the face of the needs of the reform of public security recruitment system and grass-roots law enforcement team, special police trainees should be turned into applied talents with basic police professional ability, basic law enforcement posts at the grass-roots level, and certain police skills and tactics. "One specialty" means professional expertise, while "multi-ability" means familiarity with various police services at grass-roots level besides professional expertise, which requires both expertise and other skills to pave the way for special skills.

Two Ends of Development

High-end special police are the students who have a good foundation of cultural courses. Their training program is developing toward the top-notch direction, with fewer students enrolled and higher training objectives. The curriculum and training methods tend to the police elite training mode. Training high-end talents with both professional background and professional skills to fill the high-end market demand of special police makes students have higher core competitiveness in terms of employment and in-depth development, which is also a key research mode for public security undergraduate colleges [8]. Local Police Academies with a slightly inferior level of running schools can use specialized batches to recruit ordinary special police trainees to train them, retain the existing training mode of special police, train ordinary special police professionals, and meet the needs of law enforcement of city and county special police teams.

Three Tracks Go Hand in Hand

The training of special police in police academies should depend on a certain specialty, that is, investigation affiliated with the specialty of public security. Under the three majors of learning, public security, police command and tactics. Because the cases handled by the special police and their responsibilities can be summed up as criminal cases or public security cases, the ways, methods and plans of dealing with them are related to command and tactics. Therefore, under these three specialties, special police can enable special police trainees to expand their own business capabilities in these three areas, and also have a better promotion and paving the way for special police law enforcement.

One Plus Five Training

"One" is based on the background of "one major", which reflects the core competitiveness of police academy. Specifically, the special police training mode advocated is based on the long-term development of the trainees, and cultivates the police application talents with special expertise. The starting point is to have the basic professional ability of the grass-roots police, and at the same time be proficient in police skills and tactics and other special police operations. "Five" refers to the basic course module of law and public security, physical ability module, weapon use defense control module, special police skills module, command and tactics module. Physical fitness module is the basis of the foundation, but also the most basic requirements of police officers, it is compulsory. Weapon use and defense control module is the front of the special police skills [9]. The main content is the use of firearms and combat technology as well as the use of police weapons. The focus is to lay the groundwork for the next special police disposal and law enforcement. Special police skill module includes primary subjects, special shooting, driving, swimming, first aid, rope landing, search, indoor penetration, cooperation drill, etc. The police command and tactics module includes military attack, emergencies, counter-terrorism and the disposal of violent group incidents. The senior subjects include command and negotiation, security and other contents as support. In addition. In addition,
compulsory courses of public security, such as video surveillance, network surveillance, public security technology, intelligence and so on, should be selected in the course setting, and their professional qualities of public security should be improved through lectures.

**Summary**

In the new period, the training mode of special police in police academies should construct the mode of "one specialty and multi-abilities, two ends of development, three tracks go hand in hand, one plus five training", which is a new way to adapt to the new situation, and a powerful exploration to enhance the core competitiveness of special police cadets and their deep-seated development ability. Of course, the special police training mode and even the public security personnel training mode are constantly groping with the changes of social, political and economic situation. There is no absolutely correct way to solve all the problems. We also need to constantly learn from the new experiences and theories of other specialties and disciplines, and constantly improve the ways and means of personnel training in the discipline of public security, so as to make the cause of public security education reach a new peak.

**Acknowledgement**

This research was financially supported in part by the 13th Five-Year plan project of Jiangsu Education Science under Grant C-c/2018/01/11, in part by Jiangsu Qing Lan Project under Grant 2017, in part by Pre-research project of Nanjing Forest police College under Grant LGY201603, in part by Nanjing Forest police College Teaching Reform Project under Grant ZD18104, in part by the Project of the Fundamental Research Funds for the Central Universities under Grant LGZD201805, in part by Overseas Research and Study Project of Excellent Young and Middle-aged Teachers in Colleges of Jiangsu Province of 2018.

**References**

[1] B Zhou, Case Study and Practice on Training Model of High-quality Law Enforcement Combat Police Talents, Journal of Jiangsu Police Officer College. 3 (2014) 91-97.

[2] J.C Din, W.K Han, F Qin, Practices of Shanghai Police College’s Joining Hands with Courts to Cultivate Court Police and Its Consideration, Journal of Shanghai Public College. 2 (2014) 85-89.

[3] M.Y Ma, Research on the New Police Training Model to Improve the Training Level of Special Police Professionals, Journal of Public Security Education. 1 (2013) 60-63.

[4] J.H Zhao, C.Z Jia, B Zhou, Exploration and Practice of Training Model of Special Police Reserve Talents in Public Security Colleges, Chinese Vocational and Technical Education. 25 (2007) 33-34.

[5] P Wang, Exploration and Consideration of Practical Teaching in Public Security Colleges, Journal of Yunnan Police Officer Academy. 4 (2019) 67-72.

[6] C.X Xia, Practical Teaching Reform Based on Big Data in Police Academies: Connotation, Basis and Operation System, Journal of Jiangsu Police Officer College. 34 (2019) 5-12.

[7] L Wang, J.C Zhang, Reflections on the Training of Applied Police Talents at Undergraduate Level in Public Security Colleges, Journal of Sichuan Police College. 31 (2019) 102-108.

[8] Z Li, Thinking on the Construction of Featured Brand Specialty in Police College in the Background of Deepening Public Security Reform, Journal of Shanxi Police College. 26 (2018) 99-103.

[9] W.C He, Research and Practice of Actual Combat Teaching in Public Security Colleges, Journal of Yunnan Police Officer Academy. 5(2018) 10-13.