

Evaluation of the police constable degree apprenticeship

An evaluation to inform the implementation approach and identify lessons for forces introducing the apprenticeship at a later date.

Key details

Lead institution	College of Policing
Principal researcher(s)	Chris Price chris.price@college.police.uk
Police region	West Midlands
Level of research	Professional/work based
Project start date	August 2018

Research context

The evaluation will address the following two broad areas.

1. How is the [police constable degree apprenticeship \(PCDA\)](#) being implemented – what has worked well and where are the barriers/challenges?
2. What outcomes have been delivered by the PCDA?

Findings from the evaluation will be used to help refine the implementation approach as well as identify lessons for those forces introducing the apprenticeship at a later date.

What the evaluation will focus on

- Implementation of the PCDA, including exploration of different delivery models, facilitators and challenges.

- Whether the PCDA has led to a variation in the diversity of new recruits (including socio-economic background).
- Whether the attitudes and behaviours of PCDAs and those on the initial police learning and development programme (IPLDP) differ and change over time. For example, in relation to continuous professional development (CPD), evidence-based policing, and aspects of the curriculum such as procedural justice or vulnerability.
- Experiences of the programme from those on and involved with the PCDA.
- The comparative financial costs of the PCDA and initial police learning development programme (IPLDP).

Research methodology

The evaluation will be undertaken in a small number of early adopter forces and will involve a longitudinal (four-year) survey of new recruits, a series of in-depth interviews and documentary analysis.

Findings

This project was completed in October 2023. For more information on the findings, go to the [full report in the National Police Library](#).