

# YPOS 2024 FEEDBACK



# YPOS

*Dear friends,*

*IPA are committed to supporting the next generation of members and this will be achieved through our young members' projects. There are currently two projects, Young Police Officers Seminar (YPOS) and Strategic Young Members Conference (SYMC) aimed at Young members in the IPA.*

*The aim of these events are to strengthen young members in responsible positions within the International Police Association worldwide and strengthen bonds between the represented sections. They encourage exchange and meetings between International Young Police Officers, assist with the Recruitment and Retention of members and Identify promotion possibilities. It also provides an opportunity for exchange of knowledge and best practice between serving police officers.*

*From 29th July - 3rd August 2024, the Young Police officers Seminar and the Strategic Young Member's conference took place in conjunction with one another in Vienna Austria where 39 attendees from 26 sections were present.*

*The following feedback was noted during these events, and I feel it is fundamental to share the feedback of our young members with our sections to learn from our members and to better understand their needs. I hope you find this document useful and I encourage you to see if any of these suggestions can be implemented within your section.*

*Martin Hoffmann  
International President*

# SYMC

An overview of IPA was shared with participants and the structures of the National and Regional branches of each section. The roles and functions of the board were explained. This was largely new information for delegates, so we need to consider how we help our members understand the structure of our organisation and the responsible positions available.

# Professional Commission

- YPO's would like to understand the professional status and accreditations of the courses available and by whom they are delivered
- YPOs seek professional investigation courses which can be used for police duties in home police forces. These should be delivered by universities or accredited professionals
- Translation of courses would be desirable
- Financial costs of courses covered and police forces receiving reimbursement to send participants
- Certification that can be added to professional portfolio of participants as police officers in their home police forces
- YPOs feel the #SHEisIPA project is discriminatory in nature against men – They encourage the opportunity for more YPOs in National boards/ Regions and branches.
- More gatherings and regional events for young members to interact with IPA. Enhanced cooperation with police units and colleges
- On Patrol events are highly desired
- More YPO centric events – consider running YPOS more than once per year in more than one location i.e. Europe
- If SYMC remains as a part of the YPOS programme consider allocating more time and potentially extending SYMC by another day.
- Provide Opportunities for remote countries to attend YPOS even if this is for a shorter number of days or participation online. Possibility of attending SYMC only

# International Relations Commission

- Invite & Involve Young Members with the experienced members – enabling combined experience and new views
- Cross Border Crime co-operation – utilise contacts within IPA & appoint IPA officers as official points of contact to gather information quickly with agreed co-operations i.e intelligence co-operations if appropriate
- Appoint an IRC liaison officer specifically appointed to promote IPA. High visibility and promotion of this role to encourage co-operation in exchanging policing methods.

# Socio Cultural Commission

- IPA Games – Arrange local level events under the IPA Games umbrella
- E-sport –Implementation of more E-sports such as FIFA & Walk the World
- World Police & Fire Games – Participation in the world Police & Fire Games. Encourage training together and open it up to other Blue Light Services such as Ambulance
- IPA Travel – Develop a Global app that encompasses the Hosting Book and include pricing for each property. Consider a trust pilot rating and ensure all properties can be booked online. Consider a prize draw for houses as a lottery prize, open to all members.
- Events – Ensure visibility and invitation of national events with other international sections
- Art & Culture - Hold national competitions initially and send winners onto the worldwide event.
- Charity Led Events & Green IPA– Continue the tree planting initiatives and consider local area clean up
- World Football Tournament - Advertise the new project well in advance to increase participation

# Development

- Members App – A huge development for IPA will be the development of an IPA app. To have everything in one place will be hugely beneficial and accessibility of travel forms will be much easier
- Event E-Registration - As part of the app development, enable e-registration for all events. Make this simple to use and easy to navigate with searches available by section, region and event type
- Membership E-Registration - Once the app is downloaded and user is verified allow E-Registration for members
- E-Forms - Any forms should be available to complete as an e-form. Links in the app to smart forms for greater and easier reach
- Gifting – consider support for local products as gifts & tie in Green IPA initiative where possible.
- Sponsorship - Consider Local Sponsorships if appropriate
- Financial Costs – Costs of events like World Congress to be examined and consider making such events every 2 years if costs are prohibitive
- Efficiencies - Consider increasing costs of membership by €1; explain why – be transparent on costs, costs are rising and this should be reflected in the levy
- Data Sharing – Consider more sharing of information between sections. Cloud based storage to ensure secure keeping of membership figures etc

# Marketing / Promotion / Social Media

- Social Media – examination of policies where each Section conforms to an agreed global policy for all Social Media offerings
- Examination of the Corporate Identity of IPA to be included in every communication
- An agreed centralised Social Media strategy that is agreed by every Section
- Information dissemination – It is recognised that members are not receiving all information and national boards are not disseminating information accordingly. We need to look how we can improve this
- Media – Need for a general high end power point which can be used to impart the most important information about IPA in each Section
- Look at other options for information sharing as podcasts are considered out of date and young people do not listen to them
- Websites should conform to an agreed formulae - each Section should present in the same way
- Suggested platforms for examination are – DISCORD & SLACK
- Consider a standardised policy for instagram
- Short videos to be used across social media platforms
- Promotion – Standard templates which can be utilised for all sections to promote IPA. Short videos communicating benefits of IPA and promotion of events to be used and shared with sections to use.

# Mentor Programme

Delegates indicated that they would find a mentor programme of assistance to them and would welcome the opportunity to partake in such programme if this was available in their section. Section Ireland currently run this programme where each delegate receives a certificate in mentoring which is globally recognised as a requirement for police professionals going forward in mentoring roles with their probationary colleagues.



Georg Klages ( 26) IPA Germany  
Patrol Officer of the state Police of  
Schleswig-Holstein.

" It was an amazing opportunity to take part in this well organised and valuable event. I can only recommend it to every other member. Meeting so many colleagues from all over the world can really widen your horizon. I am happy for many new friendships and a lifelong, worldwide network"

GIANNOULAKIS Konstantinos (33),  
Greek section, Police Lieutenant,  
Police Station of CHERSONISOS Crete

"The seminar was absolutely perfect organised and gave the chance to learn about the austrian police and tactics. Furthermore new information about the structure of IPA, and how it operates, with seminars and training we did not know. It also gave the chance for a practical seminar and to tell our opinion for the future of IPA to have more members. The most crucial thing was the friendship that was crated between all of us."

Simeon COUGHLAN (32), Section UK,  
Sussex Police, Aviation Policing.

YPOS Vienna was an amazing opportunity, to not only meet colleagues from across the IPA, and learn about Policing in Austria. But to have the chance to help shape the future of the IPA. The Young Members Forum allowed us to present our ideas for how we can take the IPA forwards together. Giving us the opportunity to really feel listened to as Young Members.

Dominik Fartelj (29) IPA Slovenia  
Deputy Chief - Police Inspector at  
Ljubljana Police Station

"The Young Police Officers' Seminar in Vienna was an outstanding experience. The well-organised program provided an excellent mix of theoretical knowledge, practical training, and International networking. I was particularly impressed by the opportunity to connect with officers from around the world and exchange valuable insights. The friendships and knowledge I gained during the seminar are something I truly value and will carry with me throughout my career."

Robin Klee (26), IPA Germany, Federal Police,  
Riot Unit and Patrol Officer

Participating in YPOS 2024 was one of the best professional experiences I've had to this point. The opportunity to get to know that many young police officers from all over the world was just great and I'm sure to have found new friends in different countries. The Strategic Young Members Forum was an amazing way to get to know how the IPA is working and maybe to contribute a few of our own ideas to the future of the IPA.

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James GOODWIN (34), Section Australia,  
Australian Federal Police, Senior Constable

Just providing some feedback in relation to the Young Police Officers Seminar (YPOS). Having travelled so far to attend the event (I believe I travelled the furthest), I found the entire event to be an outstanding experience, with immense benefits in terms of professional development, networking and relationship building on a global scale. I found all sessions highly informative and provided insights not only in relation to IPA Austria, but the wider IPA organisation on an international level. The opportunity to interact with peers from different countries allowed for the exchange of experiences and fostered a sense of unity, regardless of language. I found it to be an incredibly enjoyable, meaningful and humbling experience. Young members are the future of the IPA, therefore to ensure the continued success and relevance of the YPOS, it is essential that the IPA, at all levels, continues to invest in its development. I commend IPA Austria for a very successful event and the IAC should be very proud of how this project was run. I have nothing but praise for the members involved. I look forward to any opportunities to be involved in the YPOS in the future, as well as the IPA more generally.

David Seiden (29), IPA Denmark,  
North Zealand Police Department,

Detective in internet related sexual crimes: I felt the Seminar was a great way to learn about policing in other countries, not only Austria, but also also from all the other participating nations, while making friends, go on a free trip and making new friends with colleagues from all over the globe.

Kristijan PANAJOTOVIKJ (27),  
IPA N.Macedonia, Junior inspector;  
Forensic science department,

A great experience that increased my circle of friendship and my knowledge by exchanging experiences with colleagues from all over the world. IPA Austria proved to be a good host for YPOS 2024. Thanks to the entire organization that was at our disposal at all times.

SERVO PER AMIKECO

Darko Dronić, (33) IPA section Serbia,  
police officer.

In my country, they say, you are as big a man as you have friends! After the "YPOS 2024" seminar, I have a lot of them! The beautiful country, the great hospitality and the great organization of the Austrian Section will remain in my memory forever. Trainings and lectures by the greatest experts in their fields, beautiful friendships with colleagues from all over the world, is something that a young police officer can never forget. Also those who knew little, now know much more about IPA itself, and now have the opportunity to spread their knowledge in their own countries. Finally, one big greeting is enough for everyone with our motto "Servo per Amikeco"

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Iosif Catalin (28), IPA Romania,  
National Police, officer;

As a member of the International Police Association, I have greatly benefited from the opportunity to connect with fellow officers worldwide. The association fosters a spirit of friendship and professional exchange, which has significantly enriched my experience and knowledge in law enforcement. I highly recommend it to any police officer looking to broaden their perspectives and develop their skills.

Laura Heikkinen, (32), IPA Finland/  
Uusimaa, senior detective constable.

Good experience, long days learning new things and getting to know colleagues. Austrian police work seems to be well-resourced and to have good quality of training, and other countries could learn from it. Seminar was organised well. I would recommend YPOS to everybody.

Piotr Kuliś (28). IPA Poland, Road Traffic Department of the  
Municipal Police Headquarters in Łódź, Poland

For me YPOS 2024 was something that will be in my memory For my whole life! People, experiences, participation itself was a great honor and i'm looking forward to be more involved in events like this! Wszystkiego dobrego oraz pozdrowienia z Polski ! Służyć poprzez przyjaźń!

Charles McPartland (27), IPA Ireland,  
An Garda Síochána, Detective Unit;

Attending YPOS 2024 was an unbelievable privilege and a genuine highlight of my policing career thus far. Making friends from around the world while participating in such an exciting programme epitomises what the IPA is truly about. The appreciation for the trust placed in the visitors (by taking us to such VIP areas like EKO Cobra and letting us do practical events like the shooting range) cannot be overstated enough. Hopefully Austrias YPOS will be used as an example to grow the IPA so the unique brotherhood that comes with policing can be expanded for future generations! Go raibh maith agat

Vetle T. Fosse (34), IPA Norway,  
Norwegian police, control room operator:

YPOS gave room for great insight into my own police force in comparison with the participants police authorities. The combination of common interests, IPA-progression work and networking was greatly beneficial not only on a private and personal level, but also within policing at home. It gives real perspective, and real motivation.

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Stoyan Tsekov (27), IPA - Bulgaria,  
Metropolitan Police, chief inspector -  
Economy police and cybercrime

First of all I would like to express the satisfaction I felt during the event, as well as the gratitude that I was part of YPOS 2024 - Austria! The organization of the event was perfect, and the program was complete and comprehensive! Each day of the event had diverse, interesting and rewarding activities that we took part in! Prerequisites were created for joint work and establishing contact with all participants, which is a kind of bridge between the establishment of some future fruitful collaborations! Everything from developing teamwork skills, developing speaking skills in front of a group of people and things of a purely competitive nature were on hand! The experience and contacts we managed to create are extremely useful! From the past event and the experience after active participation, I can say that encouraging activities that involve teamwork and collective thinking on solving a given problem are the most useful and bonding activity among all the other fun moments that occurred! Congratulations on the organization and effort IPA - Austria!

Piotr Kuliś (28). IPA Poland, Road Traffic  
Department of the Municipal Police  
Headquarters in Łódź, Poland

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Jekaterina Dubrovina (31), IPA Estonia,  
Estonian Police and Border Guard Board,  
North Prefecture, East Police Station,  
Patrol Officer

My experience with IPA Austria at YPOS 2024 was excellent. The event was organized very well, and we had busy but very interesting days. It was a pleasure to meet colleagues from different countries and also reconnect with some old friends from previous IPA events. I particularly enjoyed all the activities during these days, such as the dragon race, shooting, and spending a day with the Cobra unit. I highly recommend joining IPA and participating in such events. It is a unique opportunity that provides wonderful memories for a lifetime.

Sofia Niemonen (29), IPA Finland,  
crime investigation (child and youth team)

Absolutely brilliant experience to take part of Young Police Officers' Seminar in Austria. As a quite new member of IPA I learned a lot of IPA and the opportunities IPA offers to the members. The best part was to build new friendships with colleagues from all over the world.

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John Catterson (34) IPA Section UK - Region 2 - Northern Ireland, Police Service of Northern Ireland, Response Officer

I had an incredible week in Vienna at YPOS 2024. The programme of events was varied, interesting and engaging and the hospitality we received whilst guests of IPA Section Austria was second to none. I have come away from the conference with an increased cultural awareness of policing around the world, alongside gaining 38 new policing friends from all corners of the globe, from whom I've received a wonderful selection of police patches and challenge coins as a memento of this incredible experience and new friendships! I would wholeheartedly recommend taking part in the Young Police Officers' Seminar when it next occurs in 2026! I was extremely proud to wear the uniform of the Police Service of Northern Ireland and to represent our incredible organisation and country on the world stage. That's an honour and privilege that I'll proudly reflect on for many years to come!

Vilma Dudeniene (30), IPA Lithuania, investigator.

YPOS was my first international experience in police association activities. It was unreal! the people you meet are extremely friendly, kind, polite, the IPA Austria team is an example of activity and cooperation. It was an unforgettable week :) I liked everything about this seminar - from the participants, organizers, accommodation, organization to the "fun" parts :) However, the practical performances - such as the peculiarities of the work of Wega and Cobra officers - were really memorable. All seminars were interesting and informative. I will definitely share the acquired knowledge with my colleagues in Lithuania. :)

Fausto Vranckx (23), IPA Antwerp(Belgium), federal police, patrol officer

First of all I want to say a huge thank you to the organisation for organizing YPOS, I enjoyed being with police officers from around my age around the world, I liked how we brainstormed about IPA but also about our work and how we handle things in our work spaces. I enjoyed bonding with colleagues and having friends for life around the world.

James Aguirre (31), IPA Canada, Calgary Police Service, currently a Traffic Response Unit/Officer

I had a great time at the 2024 YPOS. I personally would like to see this event in the future being hosted by Canada. It was great to network with colleagues from different countries and compare police tactics and best practices. I hope I am able to experience something like this again. This comraderie is my favourite part of policing.

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