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Building Bridges

Lessons Learned About Training,
Technology, and Collaboration

Sandy Sweet
President & CEO
Canadian Police Knowledge Network

September 17, 2013



When it comes to training, many police services are faced with the same issues and challenges.

[Challenge: Demographics]

- Turnover of officers creates more training demand
- Gen Y-ers learn and process information differently.



[Challenge: Technology]



- Keeping pace with technology creates demands in terms of both learner expectations and cost of business.

[Challenge: Economics]

- In a fiscally-restrained environment, training budgets are often among the first casualties.



A technology-enhanced approach has long been recognized as a means to train frontline officers efficiently and effectively.



A 2000 HRDSC report on the state of policing in Canada is catalyst for the creation of PoliceLearn.com.



2000

Timeline



2002

Justice Knowledge Network

Holland College launches R&D initiative to design, develop and deliver e-learning products that meet the immediate needs of the Canadian law enforcement community.



Timeline



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CPKN Launched

- Partnership of JKN, NRC, and Canadian Police Community
- Not-for-profit model; collaborative, sector-based approach
- Founding -members included John Arnold, Graham Muir, Geoff Gruson, Edgar MacLeod

2004

Timeline

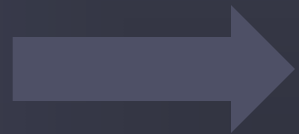




2006

CACP Endorsement

Timeline



National Advisory Committee



- Established to engage members of the police community
- Shares experience, insight and recommendations for TEL
- Identifies priority training needs in the sector.

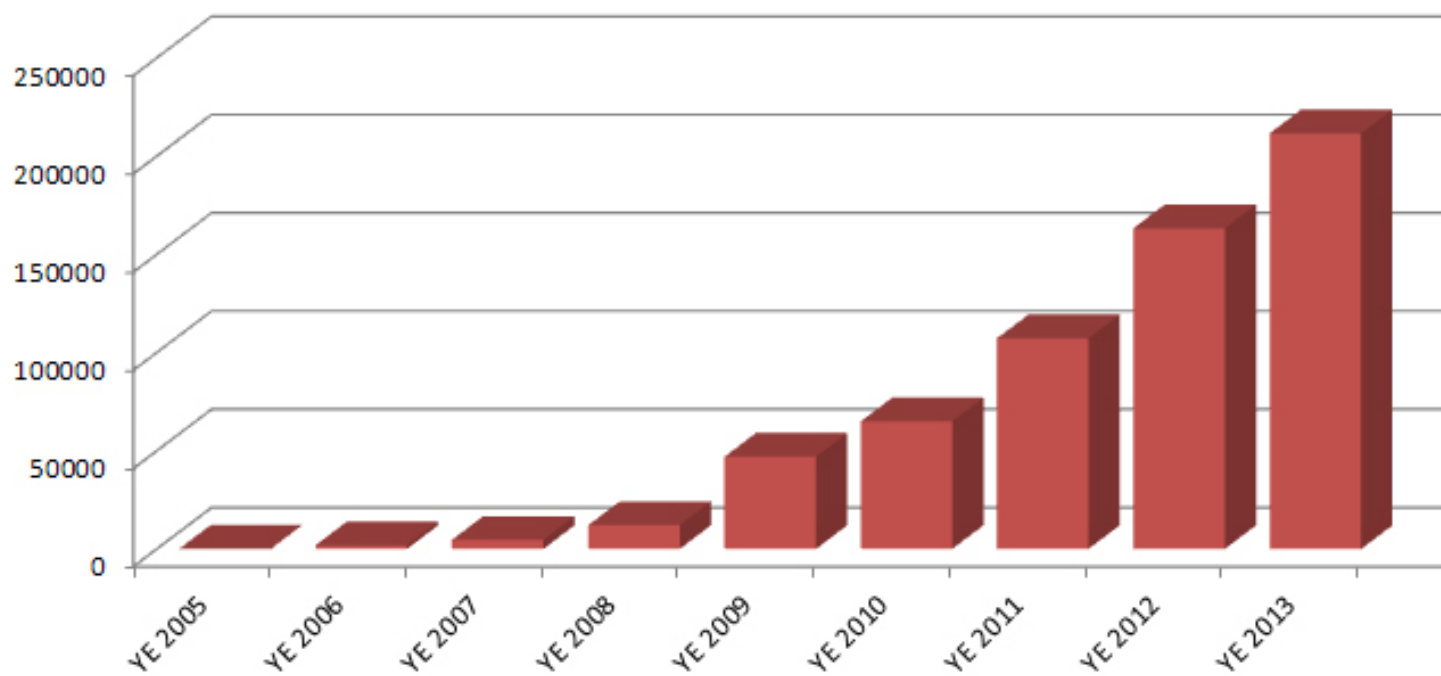
2007

Timeline



CPKN Course Completions

Cumulative Growth 2005 - 2013



2013

Timeline



Sector-wide collaboration is key to enhancing training efficiencies and effectiveness.



CPKN Board of Directors and National Advisory Committee



Content Providers and Partners

- More than 40 police services, academies, and related agencies have shared expert knowledge and best practices.

A Community of Partners



[What We've Learned]

1

TEL = ROI

- Evidence-based research and case studies support the value of online and blended learning within Canadian police services.



[What We've Learned]

Culture Club

2

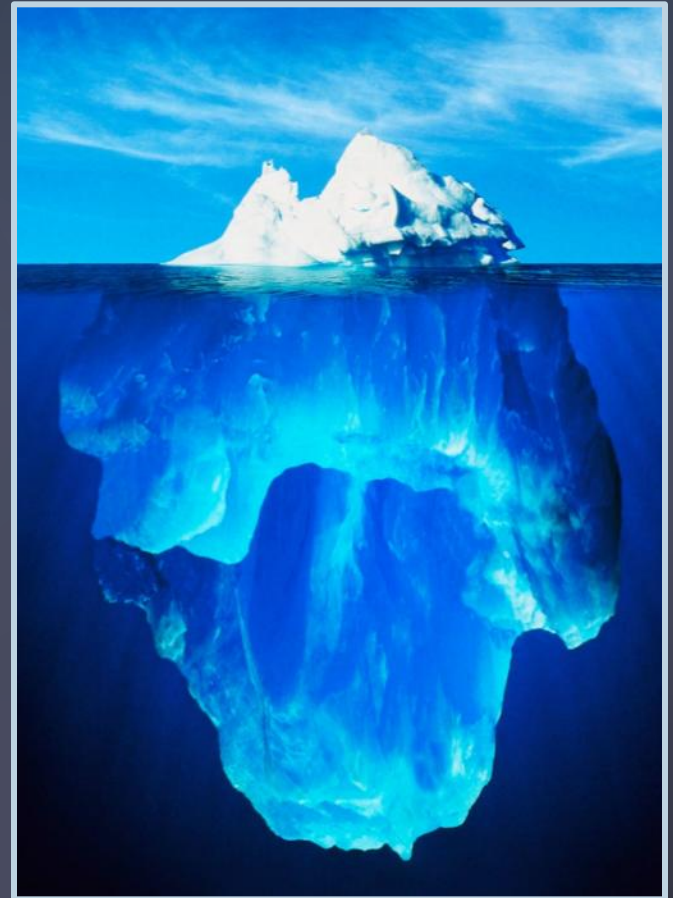


A 'status quo' culture remains the single largest barrier to building a sector-based approach to a nationally-relevant inventory of training resources.

[What We've Learned]

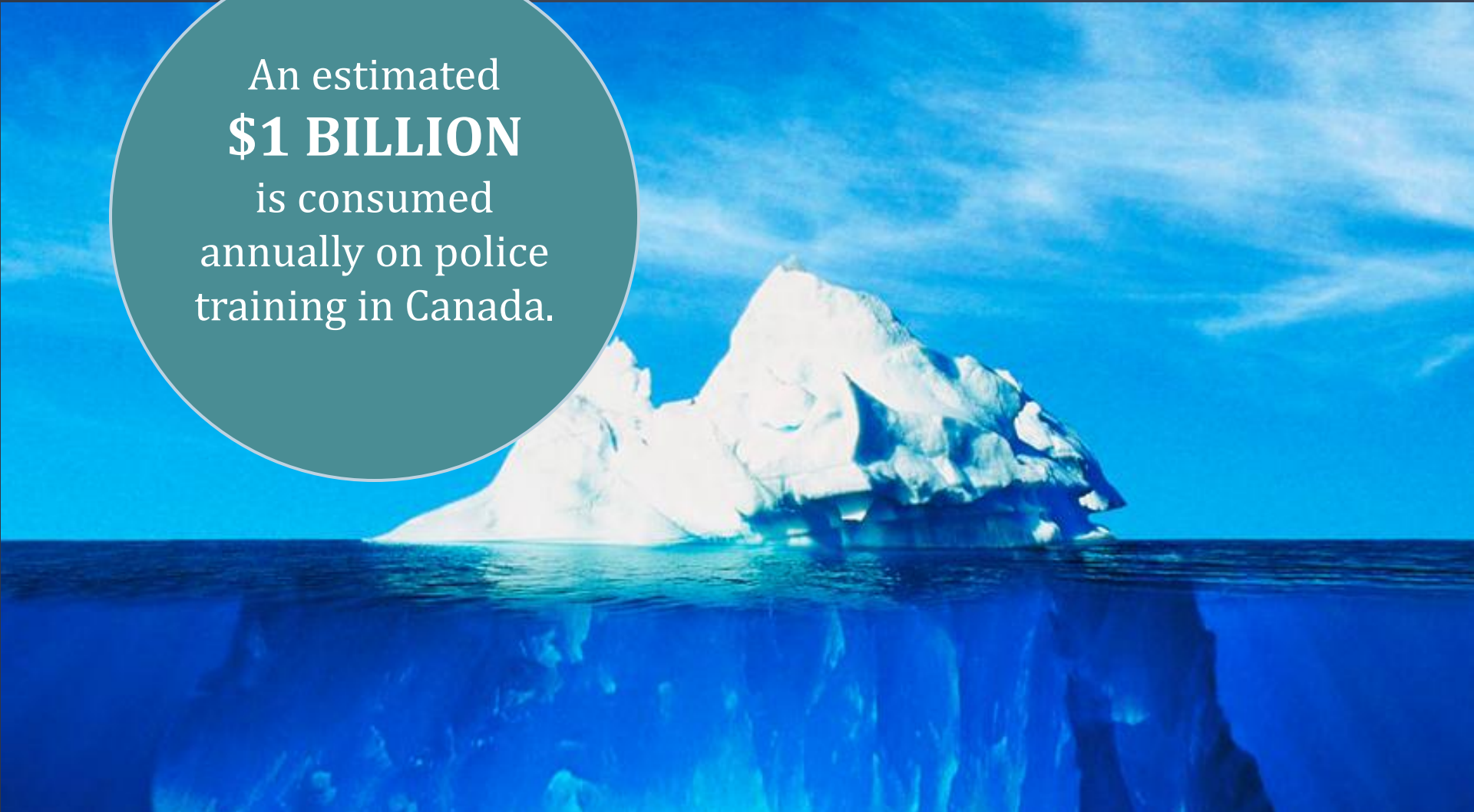
3 Tip of the Iceberg

Despite the growth to date, we're only utilizing a fraction of the potential that TEL represents.



[Tip of the Iceberg]

An estimated
\$1 BILLION
is consumed
annually on police
training in Canada.



[Tip of the Iceberg]

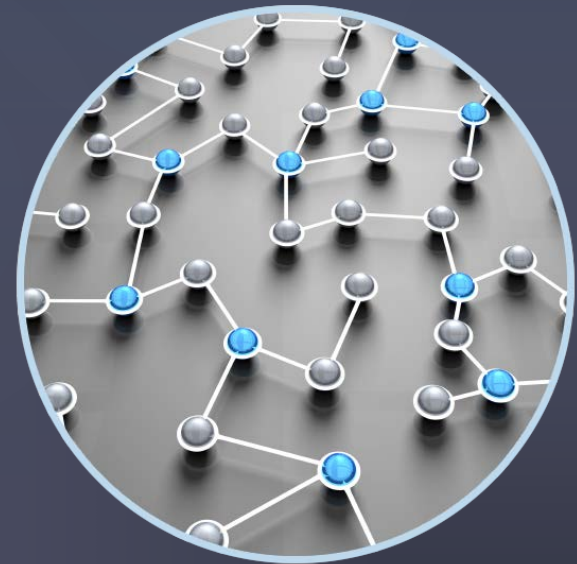
A photograph of a large iceberg floating in the ocean. The iceberg is white and jagged, with a significant portion submerged below the water's surface. The water is a deep blue, and the sky is a lighter blue with some wispy clouds. The iceberg's reflection is visible in the water.

With more collaboration and integration, as much as **\$300 MILLION** in resources might be reallocated to other areas of operation.

[Making Connections, Building Bridges]

Over the next two days we will work towards:

- Understanding the potential
- Identifying opportunities
- Finding new ways to collaborate on sector-based education and learning initiatives.



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