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Canada

Changing the Training Paradigm: Always applicable, but unique to each agency

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Deputy Chief Brent Shea

Through the years…

- 2004 / 2005: John Arnold and Sandy Sweet visit;

- Senior management listened, but no immediate plans to embrace e-learning;

- Your local / provincial environment influenced "urgency" to adopt (e.g. many services relied on the Ontario Police College for required training);

- adopting eLearning was not a high priority;

Through the years…

- Discussions tended to identify barriers towards eLearning rather than embracing potential value proposition;

- Required an internal champion to move forward;

- 2007 – attended the first Stanhope Conference (Stanhope conferences provided an excellent opportunity to learn of the positives and how barriers were being addressed;

Through the years…

- 2008 – OPC partnered with CPKN for the delivery of the Advanced Patrol Training (APT) Course and the General Investigation Training Course (GIT); Clear cost savings;

- GIT from 80hrs class to 40 + 16 online @ 20 per class = annual savings of $19,670

- APT from 40hrs class to 10 + 10.5 online @ 30 per class = annual savings of $23,973

- Coach Officer from 32hrs class to 10 + 2 online @ 30 per class = annual savings of $24,588

Through the years…

- 2009 LPS began to embrace more eLearning opportunities;

- Police Sector Council funded nationally relevant courses with a limited no cost registration period;

- Continually enhanced course calendar;

- No longer just an economic efficiency; but a learning outcome efficiency.

What worked for the LPS

- 100% embraced blended delivery for OPC applicable courses (hosted at LPS with neighboring Services sending candidates);

- Officer training availability now with greater flexibility;

- Some topics made mandatory for all members (e.g. Officer Involved Collisions; H&S; Personal Protection; Staged Collisions; Stolen Innocence).

Today…

- Courses directed to certain specialties (e.g. RADAR; Human Trafficking);

- Courses for remedial intervention (e.g. Ethics; Officer Involved Collisions; Workplace Harassment; SAP);

- Course re-imbursement program for self-initiated learning;

- 2011 – annual budget line item for eLearning;

- 2012 opening of a 24 computer classroom;

- 2013 – implementation of LPS Portal;

Tomorrow…

- Executive is fully supportive of eLearning / alternative learning options (e.g. webinars);

- Member demographic is totally comfortable with electronic learning;

- Need to overcome the challenge of budget line item increases vs. existing sunk personnel costs (e.g. SAP @ $21,600 vs. sunk personnel cost in classroom).

THANK YOU

QUESTIONS?