



ARCHIVED - Archiving Content

Archived Content

Information identified as archived is provided for reference, research or recordkeeping purposes. It is not subject to the Government of Canada Web Standards and has not been altered or updated since it was archived. Please contact us to request a format other than those available.

ARCHIVÉE - Contenu archivé

Contenu archivé

L'information dont il est indiqué qu'elle est archivée est fournie à des fins de référence, de recherche ou de tenue de documents. Elle n'est pas assujettie aux normes Web du gouvernement du Canada et elle n'a pas été modifiée ou mise à jour depuis son archivage. Pour obtenir cette information dans un autre format, veuillez communiquer avec nous.

This document is archival in nature and is intended for those who wish to consult archival documents made available from the collection of Public Safety Canada.

Some of these documents are available in only one official language. Translation, to be provided by Public Safety Canada, is available upon request.

Le présent document a une valeur archivistique et fait partie des documents d'archives rendus disponibles par Sécurité publique Canada à ceux qui souhaitent consulter ces documents issus de sa collection.

Certains de ces documents ne sont disponibles que dans une langue officielle. Sécurité publique Canada fournira une traduction sur demande.



OPPLearn

Lessons Learned and Future Direction



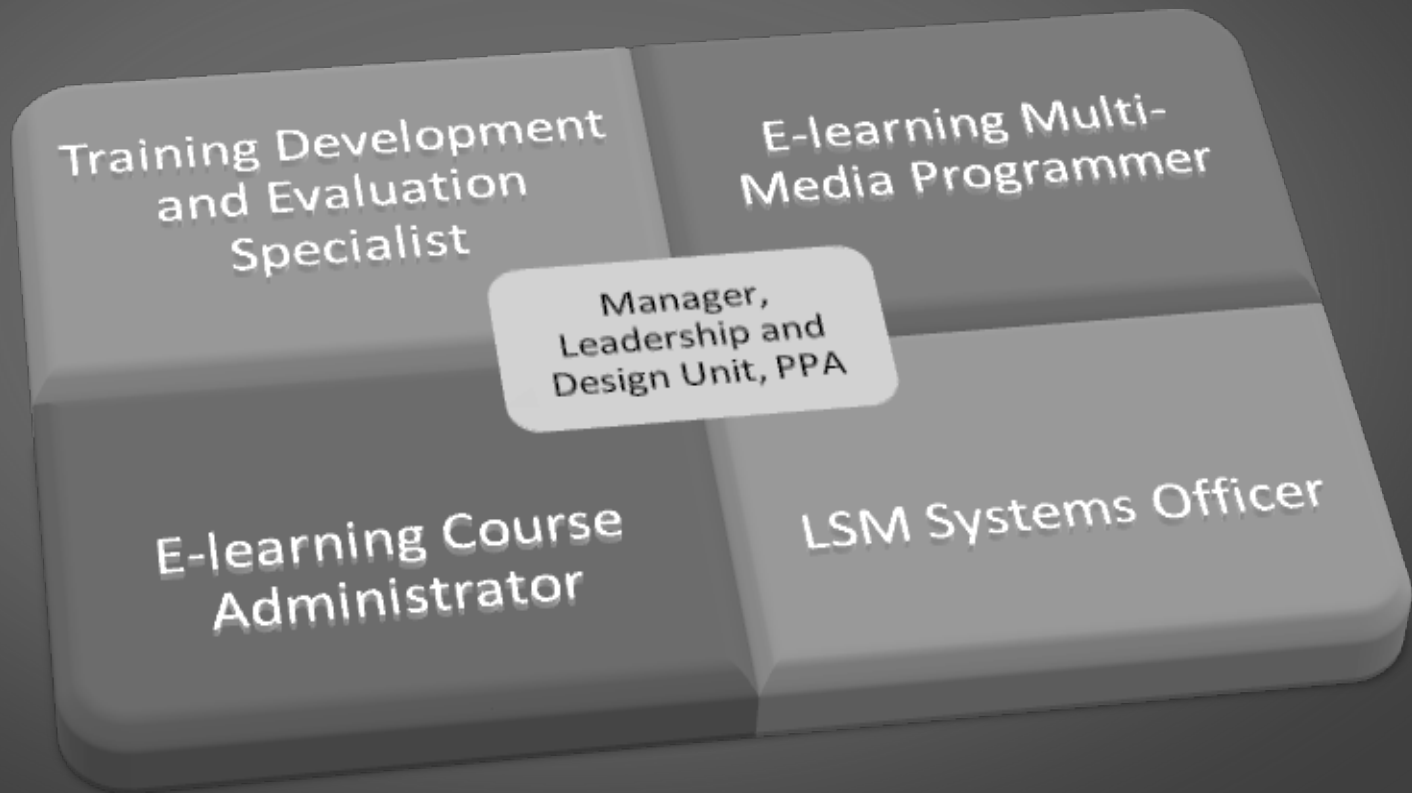


E-learning Program in the OPP

- The OPP LMS was introduced in 2007-2008 for the purposes of tracking OPP training records.
- Following the introduction of the OPP LMS, the OPP E-learning Program was launched in March, 2010 with the introduction of *OPPLearn*, the OPP E-learning platform.
- The OPP E-learning Unit consists of instructional design and multimedia programming specialists who report to the Manager & Chief Instructor, Leadership and Design Unit, PPA.



E-learning Organizational Structure





Performance Measures

- Since its introduction in March, 2010 the OPP E-learning program has recorded over 82,000 online course completions through *OPPLearn*.
- Course completions have been progressively increasing since 2010, with over 30,000 online courses completed through *OPPLearn* in the last 12 months.
- On average 3,000 unique users access *OPPLearn* on monthly basis contributing to approximately 5,000 total monthly visits.
- 140 training videos (OPP, OPVTA and others) are available via the *OPPLearn* portal to users across the Province.



E-learning and LMS Challenges

- Organizational acceptance
 - Is your organization ready for the shift? Is E-learning still seen as 2nd grade training in your institution? Do you get knowledge transfer?
 - Are there benefits to online delivery over conventional styles? Distance/travel savings, locations, deployment model.
 - Can you fit online learning into the shift/deployment schedule?
- Do you have the infrastructure in place to deliver training?
 - i.e. sufficient computer resources, quiet office space and network capabilities.



E-learning and LMS Challenges

- LMS implementation costs
 - Can you sustain the costs and will they lead to returns on investment? Can you afford the costs of customization to match your processes?
- LMS Servers and administration
 - Do you have the IT supports needed to maintain your database, web servers, development servers, including regular back-ups, recovery, troubleshooting
- Ongoing program support and maintenance
 - Do you have the staff to provide user support including course registrations, login issues etc.



E-learning and LMS Benefits

ACCESS TO E-LEARNING CONTENT

- E-learning course content available to all OPP personnel on demand
- Ability to view training video collections
- Course registration process with self enrolment options
- Ability and capacity for custom and rapid course development based on organizational needs
- Region/Bureau specific content delivery available based on built in detachment locations



E-learning and LMS Benefits

REAL TIME ACCESS TO TRAINING RECORDS

- Access to database with employee training records real-time
- Validated records dating back to approximately 1997
- Easy access to confirm employee training status, dates, etc.
- Option to allow designated Regional/Bureau personnel with ability to access data
- Training records consolidated for all Academy, OPC, CPC, and CFLL courses



E-learning and LMS Benefits

COMPLIANCE REPORTING AND AUDITS

- Annual PSA compliance reporting for IST
- Bi-weekly/Monthly reporting to Regions/Bureaus regarding current course completion progress
- Ability to design custom compliance reports as required, currently provided on quarterly basis
- Ability to provide access to data for other areas of the organization, i.e. CEW training/qualification status reports for weapon carry.



E-learning and LMS Benefits

INSTRUCTOR CAPABILITIES

- Instructor specific roles are available for both online and conventional courses
- Ability to access courses and update completion status
- Options to add/remove/edit student lists
- Access to CTS and supporting documentation
- Options to include forums and other teaching tools



E-learning and LMS Benefits

PERFORMANCE AND LEARNING PLANS

- Ability to move PDPs/PDLPs to an online format
- Flexible structure of steps/adaptable to current process
- Access to police course catalogues for training requests and learning plans
- E-mail reminders to complete/approve plans
- Reporting features re: completion rates, timeliness etc.



What's in the Future?

- Continued blending of conventional in-class courses, providing online pre-study modules where applicable.
- Design of E-learning modules that are engaging and interactive, focusing on developing effective judgment and decision-making skills through the use of branching scenarios.
- Addition of Performance Plans to OPPLearn.
- Provide students with online access to course requests and registrations.
- Addition of automated e-mail notifications re: course registrations, performance plan updates, etc.
- Enhancement of training and resource content on OPPLearn to provide a one-stop access to training resources.



What's in the Future?

- Addition of mobile (m) learning and mobile course apps to allow users to access learning content for mobile devices.
- Add a feedback loop to provide students with opportunities to provide course feedback and correct discrepancies in employee data.
- Increased use of webinars such as recent Native Awareness Seminar Series.
- Addition of forums for pre and post-course discussions and course resource distribution.
- Enhanced reporting capabilities for Region/Bureau administrators including real-time access to learning records and reports.