

# **Technology-Enabled Collaboration; Addressing Training, Costs and Staffing**

The CPKN Portal and Ontario Interagency Training Program

# Overview

State of Policing in 2022 for Ontario Legislative Pressures (CSPA)

Ontario Police Trainers-Community of Practice Group

Ontario Interagency Training Program

CPKN Portal solution

Lessons Learned/Future state

# Background

## 2022

- Heels of Covid
- Change in leadership-new staff sergeants
- Poor relationships across agencies
- Poor communication-Duplication of work and information sharing
- Everyone was struggling to achieve the same results and relying on traditional police practices (**more bodies-not enough staffing**)

# Ontario Police Agency Makeup

- 44 municipal police agencies (includes OPP)
- 9 First Nations police services
- Federal-RCMP

# Training Oversight Body-Ontario Police College

OPC is the primary  
provincially operated  
training institution

- BCT
- Senior Courses

(CPC is also source)

# State of Policing in Ontario 2022/2023

Staffing Crisis

Hiring Initiatives

Police legitimacy questioned/defund movement-budgets were heavily scrutinized

Members leaving organizations to go to other agencies (OPP)-“lack of opportunity”

# State of Training in 2022/2023

COVID aftermath

Existing Committees dissolved

OPC was at capacity (Recruits/Senior courses)

- Announced a fourth recruit class intake
- Senior courses were behind and lacked instructors to provide training out of OPC

Leadership/Interpersonal skill development emerging

- ABLE training Existing committees had dissolved

# Community Safety and Policing Act “CSPA” (April 1, 2024)

Significant Training implications in all areas (Practical skills, academic, Leadership)

## Active Attacker legislation

- Body Armour
- Carbine
- Breaching

## Special Constable Training

- 5 week program

## Mental Health Training

- VR training

## Senior Courses

- CIT
- Interviewing
- Search Warrant
- MCM/Homicide
- Front Line Super
- Coach Officer

# Academic Revisions- Senior Courses

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**Curriculum Control Shift** – OPC now controls previously autonomous courses including Coach Officer and Front Line Leadership

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**Accreditation Process** –available for some OPC courses with approval

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**Mandatory Training Requirements** – Previously “recommended” courses now required (Senior Investigator)

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## Senior Investigator

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OPC Criminal Investigative  
Training course

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OPC Interviewing course

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OPC Search Warrant course

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CLT is prerequisite for  
Interviewing and Search Warrant

# Seize Opportunities

When legislation dictates mandatory training,  
use it to provide opportunity for your members.  
CSPA was that an opportunity.

# Service Training Needs for Compliance

GIT 17

Search  
Warrant 31

Interviewing  
90

MCM 22

Sexual  
Assault 46

Homicide  
43

# How are we going to meet compliance?

## Staffing

- Already in a staffing crisis
- Training requirements impacting operations
  - 24 Annual BLOCK
  - 12 Carbine
  - 24 Senior courseX2

**100 people from operations**

## Cost

- OPC facilitated in house course costs \$900/person
- \$3000 at OPC
- Enough to fill a full course
- In-house T3 facilitated OPC course is \$65/person

## Trainers

- Not enough OPC qualified trainers in training branch-pull from operations
- Got members trained and they got promoted and transferred
- OPC didn't have enough trainers to facilitate courses

## Space

- Not enough classroom space to host 3-4 additional courses
- Online learning component added to recruit class
- 4 recruit classes vs 3

# Engagement with '22 CPKN Conference Delegates-Proposal

- Durham (Janine Doyle)
- Waterloo (Matt Whitely)
- Peel (Trevor Heck)
- Toronto (Jack Crowley)
- York (Jen Hodgkins, Josh McCue, Ricky Ho)
- Halton (Steve Siomra)
- London (2024 Learning Needs meeting York)
- Windsor (2024 Stanhope)



# COP Proposal

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## **Information Sharing Platform**

Develop centralized portal for inter-agency collaboration (TEAMS)

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Consolidate data on unit composition and trainer credentials

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Quarterly Meetings

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## **Unified Trainer Development**

Centralized requalification sessions for all trainers

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Annual 2-day trainer conference for knowledge exchange and alignment

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## **Interagency Training Program**

# Ontario Police Trainers

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- Resource for business planning projects (staffing increases, training challenges with OPC)
  - TEAMS
  - Collaborate on curriculum sharing for course accreditation
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- Interagency Training Program



# ITP Vision-Tackling the CSPA Together

## Staffing

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## Cost

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- Train the Trainer courses available for all Senior Inv Courses- none scheduled

## Space

- Not enough classroom space to host 3-4 additional courses
- Online learning component added to recruit class
- 4 recruit classes vs 3
- Varying space availability throughout services
- No OPC space

# ITP -Agencies within close proximity could tackle training challenges together

## Share Instructors

- All trained OPC Instructors can teach anywhere
- T3 program expanded
- cost is \$65/participant
- Ease pressure on instructors

## Seats

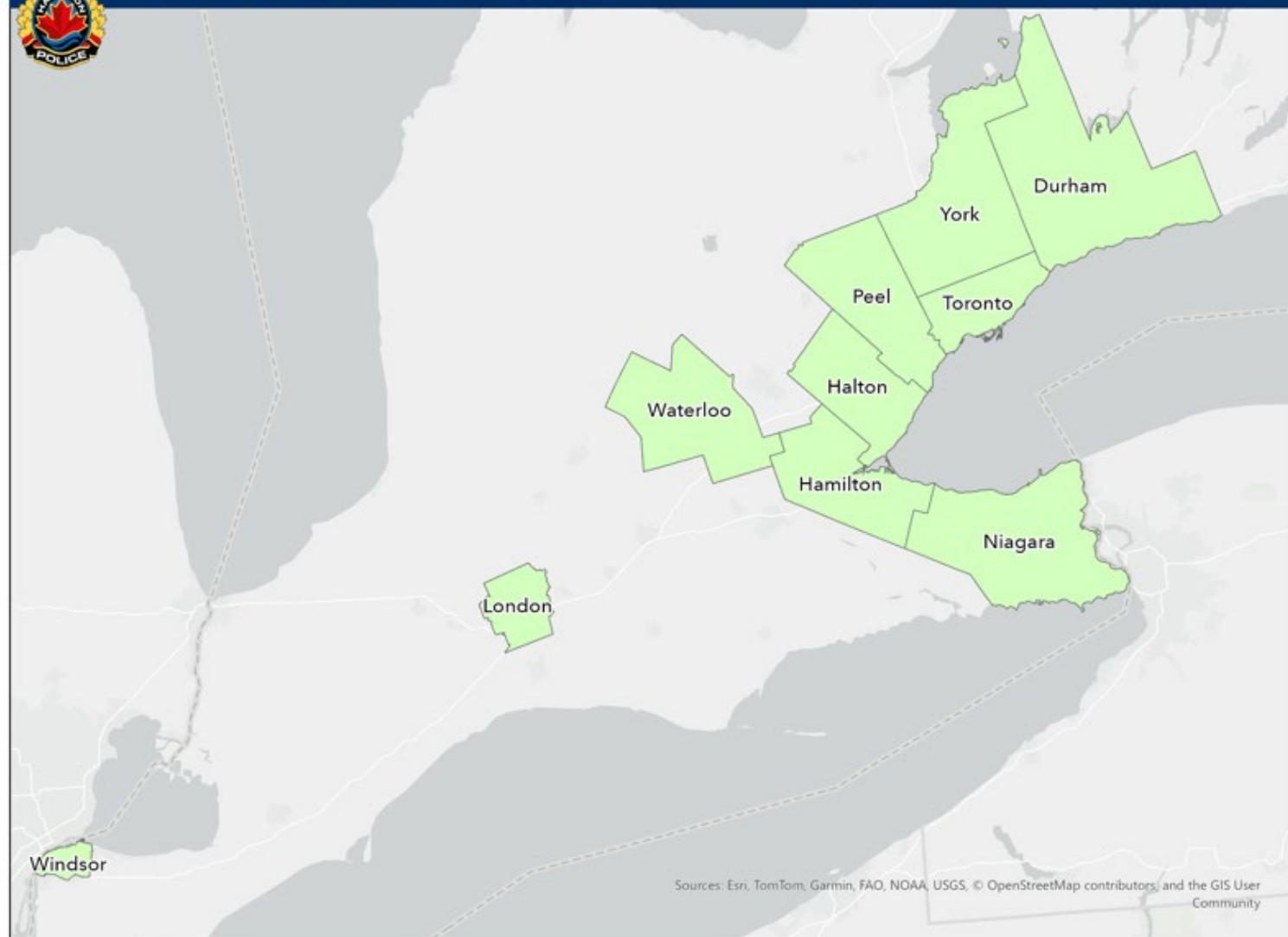
- Each agency would send 3-4 members to each course.
- Benefits-not wiping front line, can still get same members trained
- Avoid Homogenous course
- Would take longer to get members trained-miss deadline

## Classroom space

- can use other space if available
- Open occupancy for other courses



## Interagency Training Partners



# Example

## Interviewing Course

Host City	Niagara
Instructor	Hamilton/Halton
Location	Niagara
Participants	6 Halton
	6 Niagara
	6 Hamilton
	6 Peel

## Front Line Supervisor

Host City	Hamilton
Instructor	Peel
Location	Hamilton
Participants	6 Halton
	6 Niagara
	6 Hamilton
	6 Peel

# Problems and Solutions with ITP structure

High internal demand  
limits external  
collaboration

Agencies  
contributed in other  
ways

Better fit for Non-  
legislative courses

Geographic barriers  
prevent centralization

Hub model  
developed for  
shared course  
hosting

Leadership turnover  
disrupted  
coordination

Ensured consistency  
through Community  
of Practice

Lack of Visual into  
other agency course  
offerings

CPKN engagement  
to provide a solution

## **CPKN's Solution**

### **Approach:**

Enhanced  
Collaboration

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Built a portal specifically for the program

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Lists available course throughout the 9 agencies

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Ability to apply for the course

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Host service will accept registration

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Host will take care of registration with OPC

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Designed for T3 (Trained the Trainer OPC) but  
expanding to all courses

## CPKN Portal Demo-S/Sgt Ryan Million

**CANADIAN  
POLICE  
KNOWLEDGE  
NETWORK**



**RÉSEAU  
CANADIEN DU  
SAVOIR  
POLICIER**

# Ontario Interagency Training Program Folder

## Ontario Interagency Training Program Folder

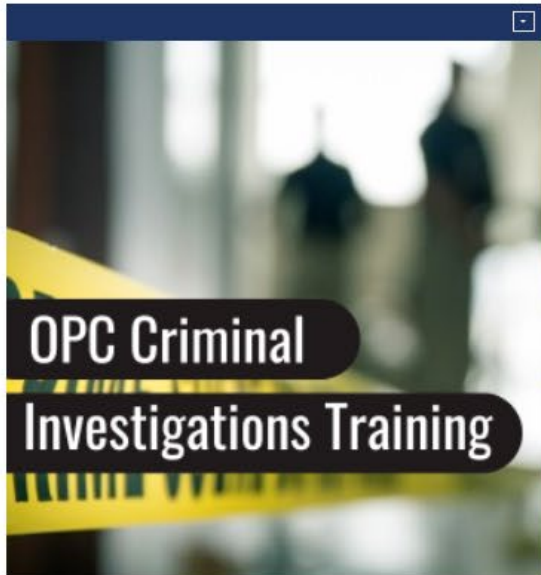
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 Ryan Million of the London Police Service serves as the portal administrator for new organizations joining the ITP Portal, providing support with onboarding, course setup, and user access; he can be reached at [rmillion@londonpolice.ca](mailto:rmillion@londonpolice.ca).



# Criminal Investigations Training

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## OPC Criminal Investigations Training Course

### Course Summary

This course replaces the former General Investigator Training (GIT) Course. The CIT course is designed to provide the new criminal investigator with the critical knowledge, skills and attitudes required to conduct investigations of volume crimes and meet the requirements of O. Reg. 3/99 Adequacy and Effectiveness of Police Services under the Police Services Act. The course is directed towards individuals who are in or will shortly be assigned full-time to a criminal investigation role. Course candidates must complete pre-course assignments and meet standard on written incoming and exit examinations. In addition, significant case work and assignments will be required throughout the course.

### Prerequisites

- Read Chapters 3, 10, 11 and 13 of Criminal Investigations: Forming Reasonable Grounds 6th Edition by Gino Arcaro.
- Complete CPKN Module "Court Testimony Skills".
- Students must be a first-class constable or receive written permission of the Chief Instructor to attend.
- Prior to attending the course registered CIT students must successfully complete the CIT Entry Exam. This exam is to be completed by the individual registered for the course and not in a group setting.

## Courses Available



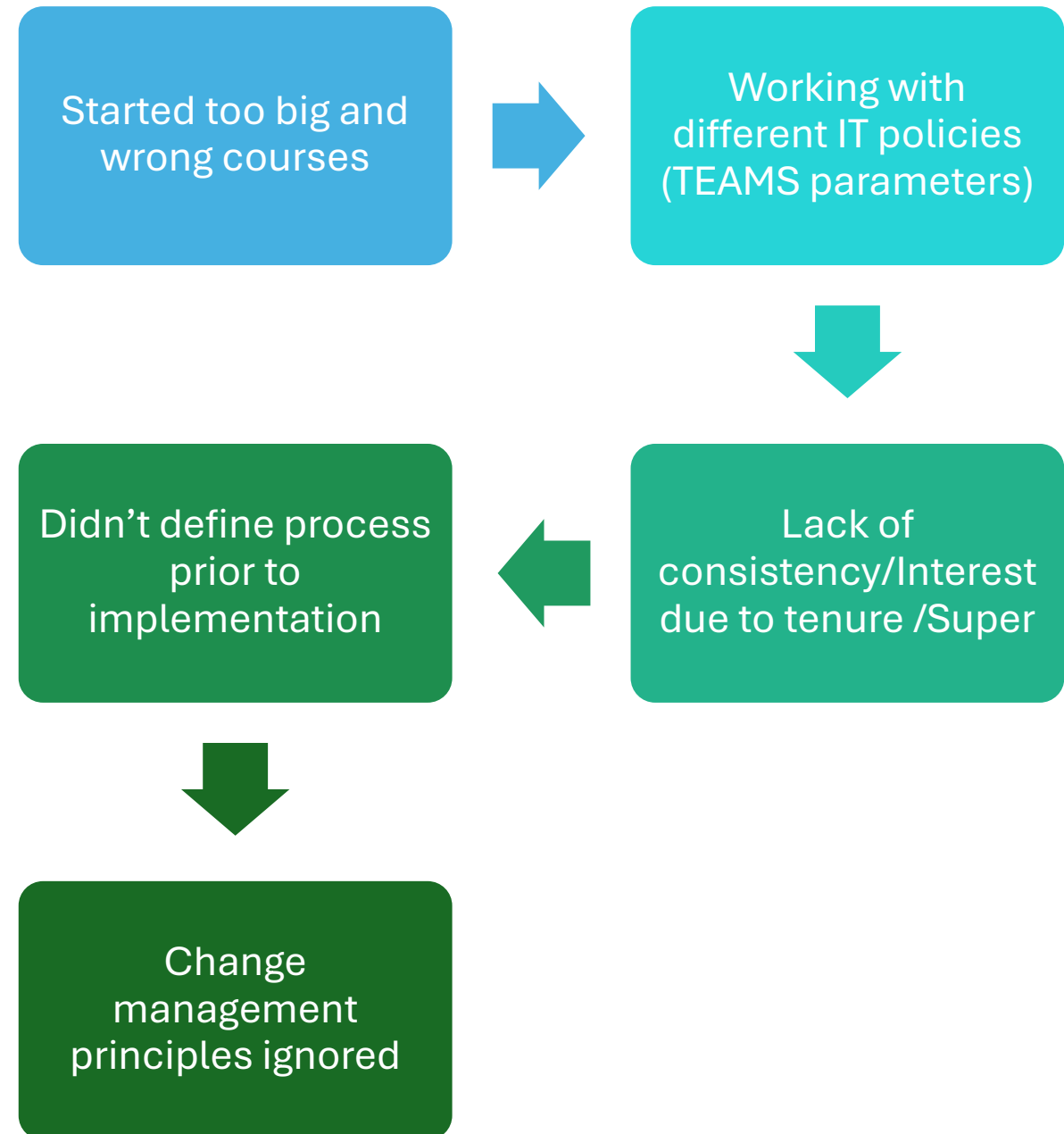
OPC Criminal Investigations Training - London Session

Registration: No Registration Possible

Course Dates: 24. Nov 2025 - 05. Dec 2025

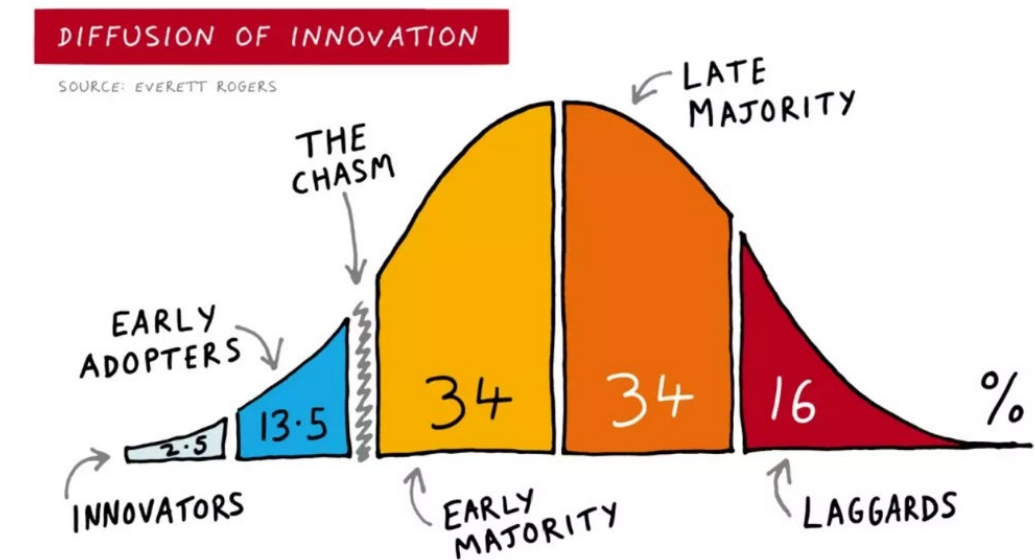
# TEAMS Demo –S/Sgt Ryan Million

# Program Review- Pitfalls



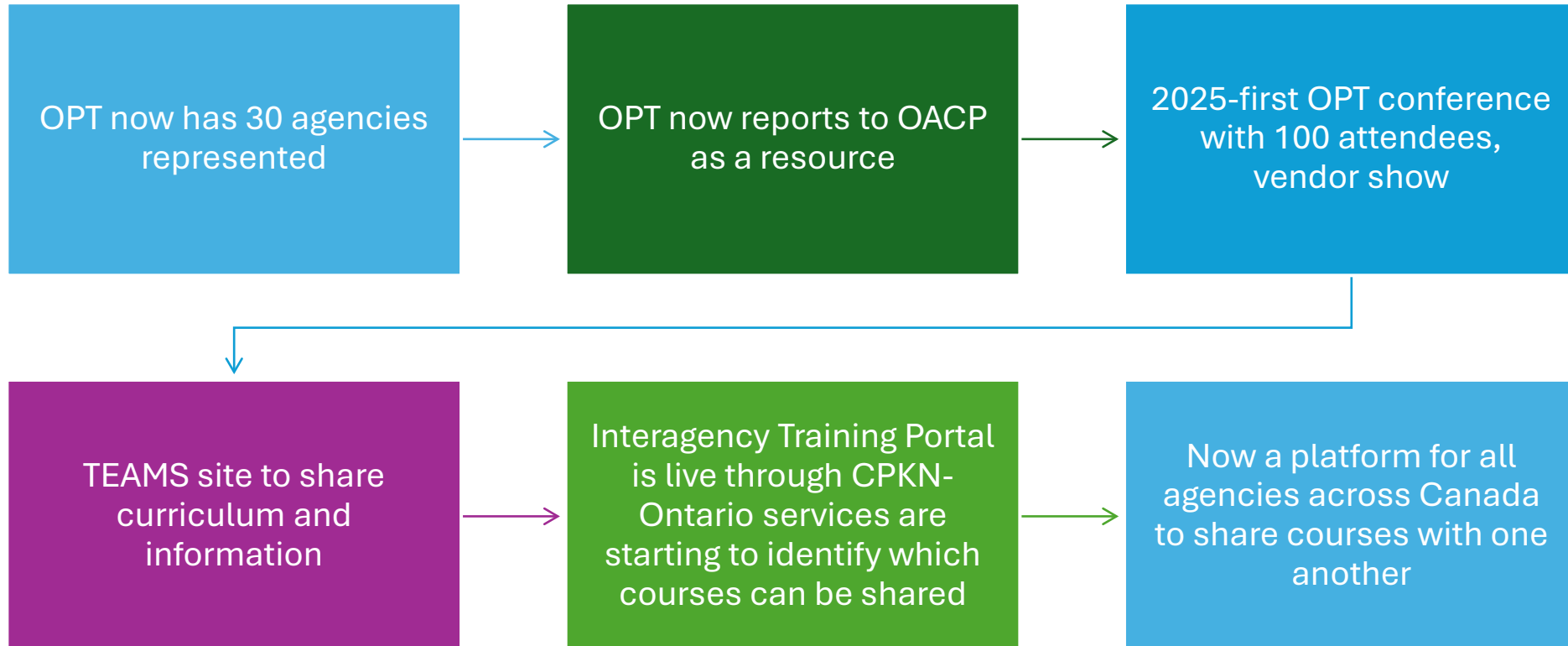
# Change Management

- Applying principles across organizations is even harder
- Training plan and Communication/Socialization Strategy



Diffusion Innovation Curve – image credits to [brandhopper](#)

# Successes



# Future Use Potential

Hamilton Case Study

Using Interagency Training Model

Can facilitate more

Use legislation to drive improvements

More opportunities for members

## Takeaways

- Evaluate System for efficiencies
- Use legislation to drive internal improvements
- Be strategic with Change
- Use Strategic Initiatives unit-business analysis, Project managers for all projects
- ITP suitability
- CPKN Portal can be available for all agencies
- Celebrate successes of every project

# Questions?

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