



Economics of Policing  
**Police Education  
& Learning Summit**



# Day 1 Recap

## Welcome/ Opening Remarks Economics of Policing

Minister Julian Fantino/  
Mark Potter: Public Safety Canada

**Part 1:** Awareness & Dialogue - To gain a shared understanding of the challenges and opportunities facing policing in Canada

- What is the economics of policing
- Canadian Public are increasingly aware and engaged on issues related to policing
- Increasingly diverse and complex nature of policing



**Part 2: Strategy & Actions** – To move forward in a focused and collaborative way on actions to strengthen the efficiency and effectiveness of policing and public safety in Canada

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- Governments and the police community are already pursuing opportunities to enhance efficiency and effectiveness
  - Momentum of change and innovation can benefit, in many areas, from a common strategy and action



## Lessons Learned: Overview of Canadian Police Training

Sandy Sweet CPKN President

### Challenges Ahead

- Demographics
- Technology
- Economics

Sector-wide collaboration is key to enhance training efficiencies and effectiveness

Community of Partners



### What We've Learned

- Evidence based research and case studies support the value of on-line and blended learning
- Status quo culture remains the single largest barrier to building a sector-based approach to a nationally-relevant inventory of training resources

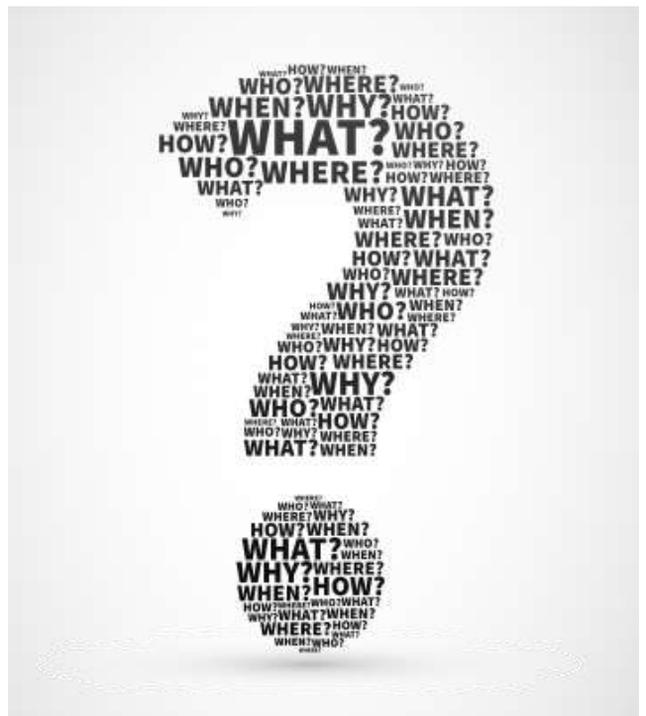
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- Estimated \$1 Billion spent annually on Police Training in Canada
  - With more collaboration and integration as much as \$300 million might be relocated to other areas of operation.



## Police Training Practices and Costs: What are the Essential Questions

Rachel Huggins, Public Safety Canada  
 Roger Chaffin, Calgary Police Service  
 Brent Shea, London Police Service  
 Bernie Pannell, Saskatoon Police Service

- Research to examine available data on the cost of police training and to suggest potential cost savings related to innovative education and learning approaches.
- Overview of Calgary Police Service technology enhanced learning initiatives
- London Police Service's transition to e-learning
- The cost of training and vision for future training for the Saskatoon Police Service

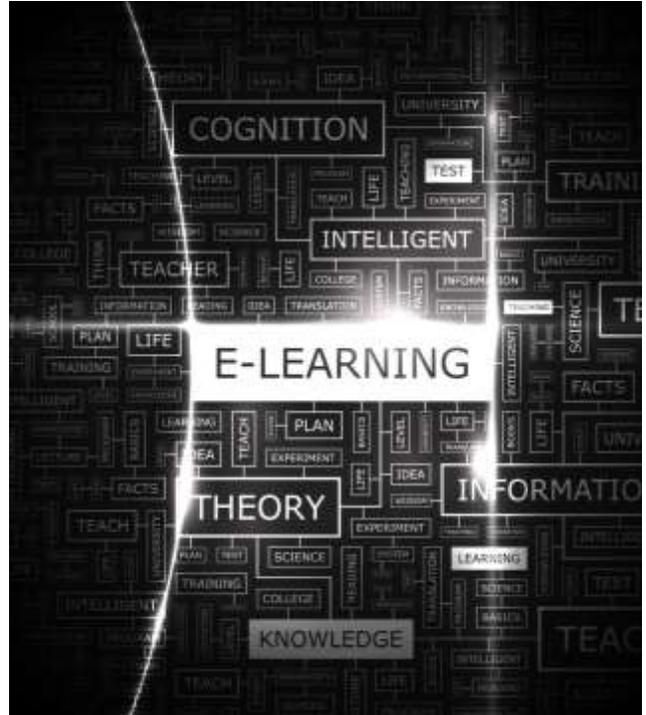




## E-learning

Aim: Simple

- Provide quality theoretical work
  - Meet internal & external stakeholders needs
  - Consistent material/ programs
  - Use credible SME/ resources
  - Meet Q/A standards
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- Management Buy In
  - Content with right message not just financial – accountable
  - Media & Online Learning Unit MOLU
  - Rolled out first package in 2012
  - 2 courses with 12 K completion for each course
  - Blended training
  - National Interest
  - Successful yet cognizant of future challenges



## State of the Nation – Challenges and Opportunities

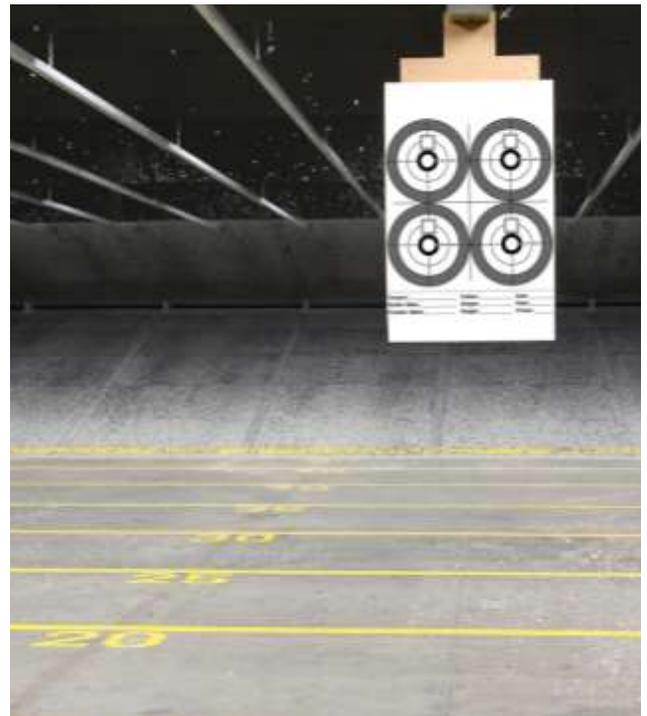
Tom Stamatakis, Canadian Police Association

Canada Spends less on training than the US  
and UK

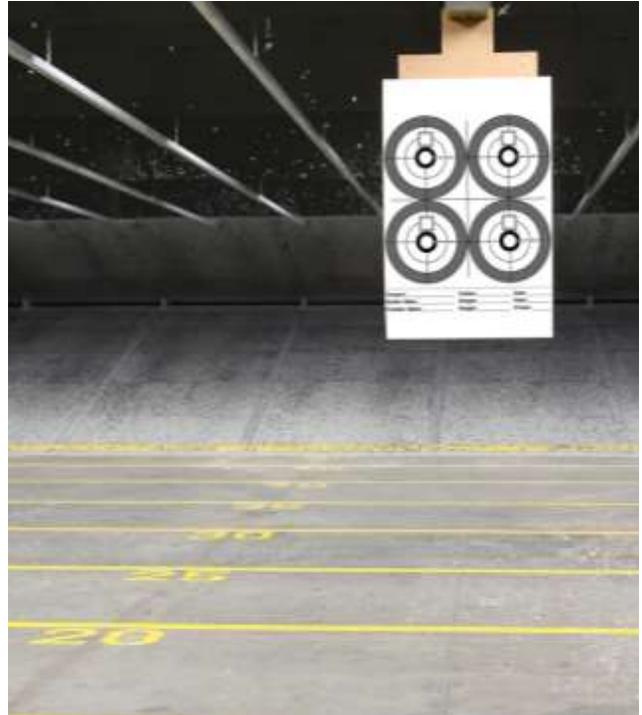
Cost of Training has to be contextualized  
Cost related to downloading from other areas  
New Crimes (Cyber)

Tracking time-expectations of officers to  
complete training – too high expectations of  
on-line learning time; wellness of officers

Evaluation Challenges- online classes  
Strategies must acknowledge different  
learning styles



- How do we go about making sure programs are effective
  - How do we ensure buy-in
  - Consider the role of colleges and universities in police education and training and the potential to access existing online education programs
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- Establish a national committee for police education and training composed of representatives from police services, government, and colleges and universities
  - Develop and evaluative framework
  - Consultation and collaborative partnerships and a commitment to excellence should provide the foundation for any initiatives going forward



## Building Efficiencies through Collaboration

Jon Schmidt, Ontario Police College  
 Jamie Glover, Edmonton Police Service

Front Line Supervisor - OPC & CPKN  
 collaboration

True blended course containing pre learning,  
 on-line and in-class components

Savings \$350.00



- Culture of Competence
- Challenge learners
- E-learning is another version of collaboration
- True collaboration is really hard- but achievable. (rules, MOU, governance)

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- Police are terrible partners (different missions)
  - If we accurately define what we need to achieve, true collaboration will occur
  - Learners want to be challenged



CANADIAN  
POLICE  
KNOWLEDGE  
NETWORK



RÉSEAU  
CANADIEN DU  
SAVOIR  
POLICIER

Canada

Economics of Policing

## Police Education & Learning Summit

### Today's Objectives:

- To understand learning needs and opportunities for Canadian police services
- To understand the need to align police training to competencies
- To prioritize current and future training needs for the Canadian police sector

