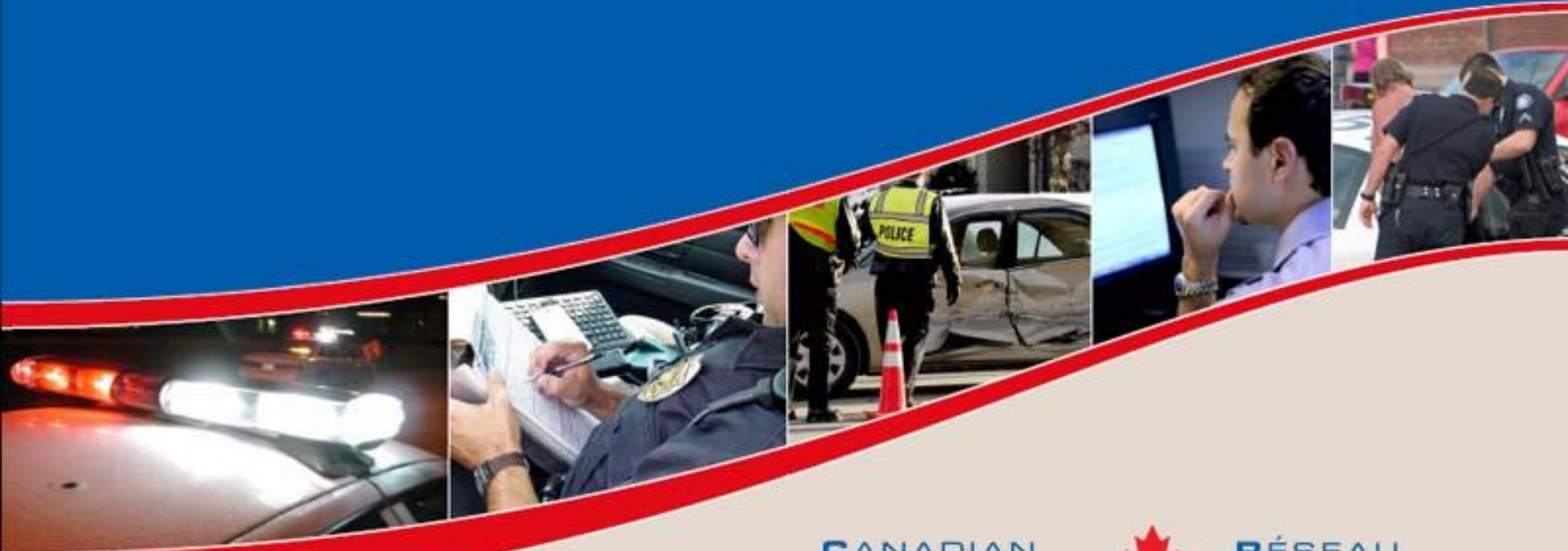


# The CPKN Mandate

## e-Learning in the Policing Sector



CANADIAN  
POLICE  
KNOWLEDGE  
NETWORK



RÉSEAU  
CANADIEN DU  
SAVOIR  
POLICIER

# CPKN Backgrounder

- **Created in 2004, now Canada's leading provider of e-learning for police**
- **A not-for-profit governed and guided by Canadian police representatives**
- **Based on a police-directed mandate for "Cops Teaching Cops Cop Stuff"**
- **Endorsed by the CACP**

# Board of Directors

- **Jeanette MacAulay** UPEI
- **Edgar MacLeod** Cape Breton Regional Police / APA
- **Ken Cenzura** Toronto Police Service (to Nov 2007)
- **Geoff Gruson** Police Sector Council
- **Shauna Sullivan Curley** Government of PEI
- **John Arnold** President, CPKN
- **Sandy Sweet** Vice President, CPKN

## **New Members:**

- **Darren Smith** Toronto Police Service
- **Graham Muir** RCMP
- **Julian Fantino** OPP
- **Dale Sheehan** RCMP

# Advisory Board

- **Steve Pilote**
  - **Bruce Herridge**
  - **Les Chipperfield**
  - **Rudy Gheysen**
  - **Dale Sheehan**
  - **Doug Storey**
- Winnipeg Police Service**  
**York Regional Police Service**  
**APA**  
**OPC**  
**RCMP**  
**Edmonton Police Service**

# The Problem

**In recent years, the police sector has identified several challenges that impact on the sector's ability to meet training needs.**

- **Significant Officer Turnover**
- **Constrained Training Resources**
- **Evolving Training Requirements**

# The Remedy

**In response to identified challenges, the police sector collaborated with various governmental, academic, and IT industry partners to create CPKN.**

# The Value of e-Learning



**Enhance Productivity**



**Implement Cost-Effective Training**



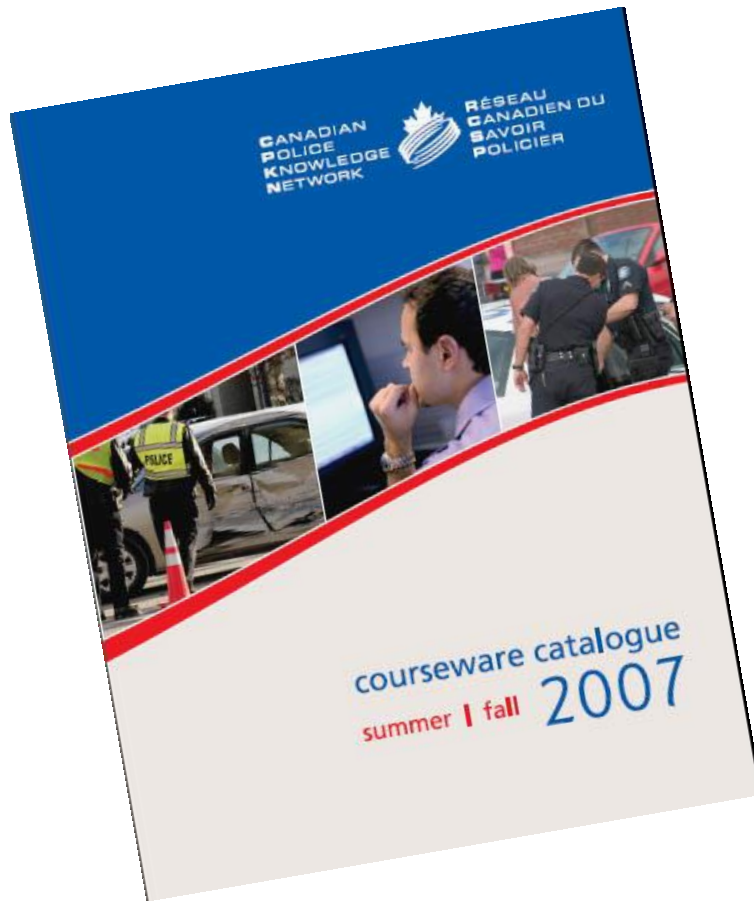
**Flexible Training Options**



**Access Training from the Experts**



# CPKN Products



- **CPKN's current course catalogue has 20+ e-learning options**
- **An additional 3 courses under development**
- **More than 30 job aids and support tools**



# CPKN Points of Contact



## E-Learning Advisory Network

- 45 ELAs in 50+ services

## CPKN Website

- Most current source of information about CPKN courses

## Point.Click.Learn. Newsletter

- Quarterly distribution to a growing list of subscribers

# The Complete CPKN Solution

- **Course Design and Development**
  - Merges adult learning principles with innovative teaching tools.
- **Technical Infrastructure**
- **Extended Technical Support Services**
- **LMS Registration, Authentication, Tracking, Reporting**

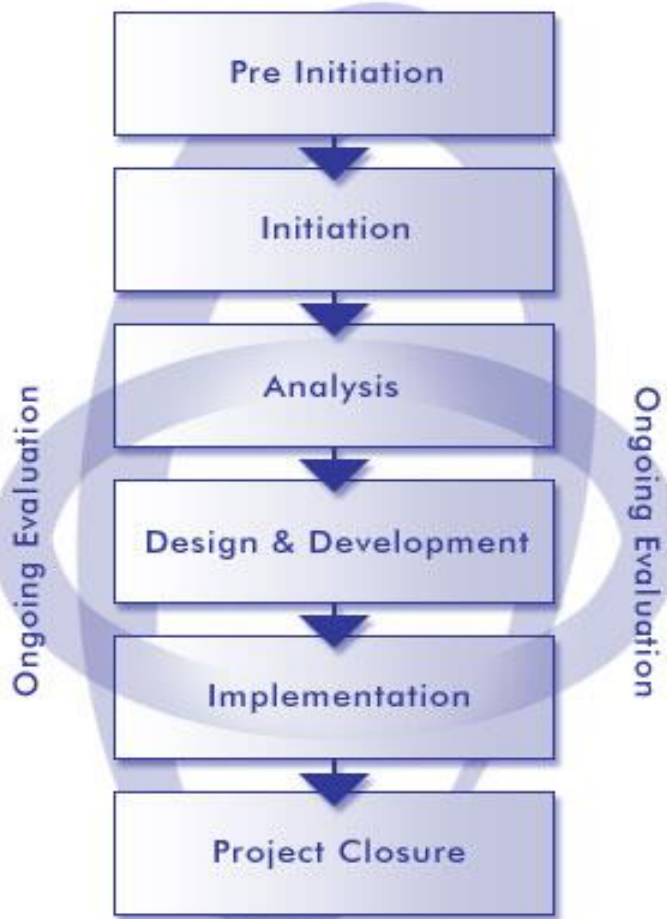
# Learner Feedback

- **Flexibility and accessibility are the greatest benefits of e-learning**
- **The structure, layout, and media treatments of CPKN courses enhance the learning experience**
- **The freedom to work at one's own pace and from any location (at work or at home) is highly appreciated**

# Hitting the Mark: Selecting Courses

- **CPKN's Advisory Board identifies priority training areas for course development.**
- **Re-fits of traditional training courses for online delivery**
- **Focus on courses with pan-Canadian application**

# The Development Process



# Knowledge-Sharing: Content Providers

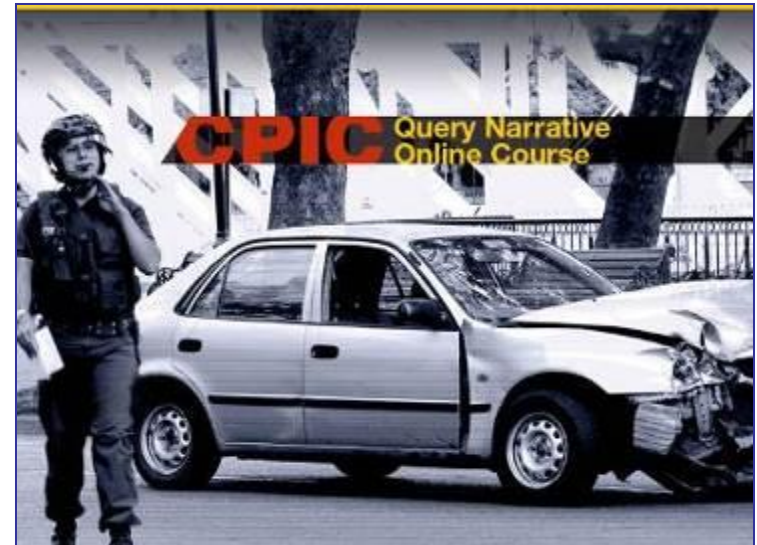
**CPKN has collaborated with numerous police services and training organizations to develop and promote courses to the sector at large.**

- RCMP
- Cape Breton Regional Police Service
- Toronto Police Service
- Winnipeg Police Service
- Edmonton Police Service
- Calgary Police Service
- Atlantic Police Academy
- Ontario Police College
- Active Canadian
- St. John Ambulance
- CEMC
- Magna Carta Training



# Example: CPIC Query/Narrative

- a component of a PSC–led initiative to examine e-learning solutions at a national level
- Content provided by CPIC
- cross-jurisdictional
- multi-sectorial
- will be evaluated to assess practicality of e-learning on a national scale, learner satisfaction, knowledge retention, skills transfer, etc.

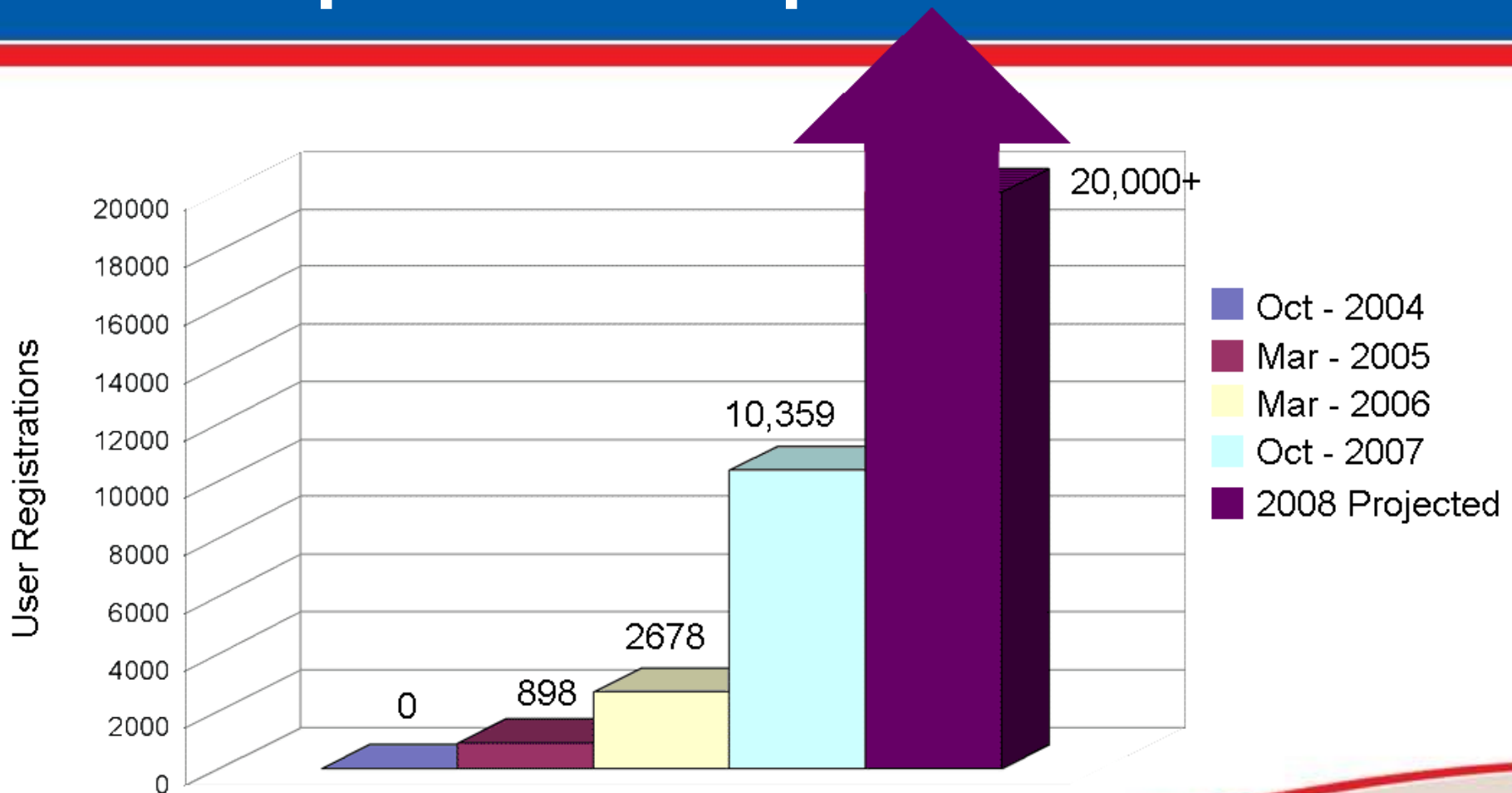




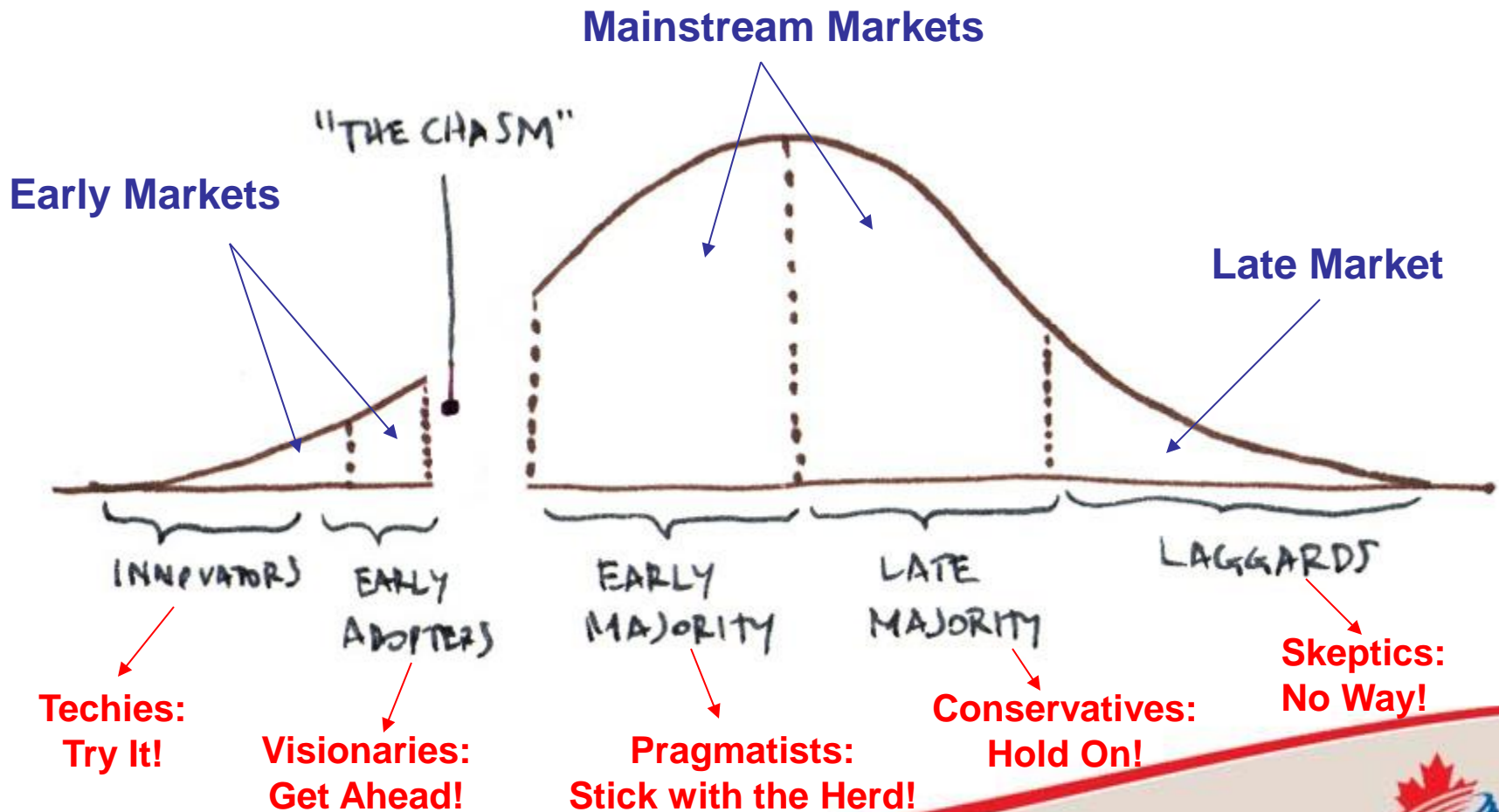
# Lessons Learned

- **Shorter courses are the easiest to develop and deliver – commitments from all parties are manageable**
- **It is more efficient to develop a course in collaboration with one police service/organization and make it available to the larger police community**
- **Knowledge-sharing between organizations and jurisdictions decreases duplication of effort**
- **Blended learning options meet specific service needs and regional requirements**

# CPKN: Uptake & Adoption



# Technology Adoption Lifecycle



# Barriers to Adoption

- **Cultural**

Integrating e-learning with existing training models

- **Technological**

Security and Technological Discrepancies

- **Financial**

Hard vs. Soft Costs and Procurement

# Truths about e-Learning for Police

- **CPKN builds and delivers effective products that provide real value to police.**
- **e-Learning is not a silver bullet for *all* training challenges.**
- **e-Learning is becoming an increasingly accepted method of training among police services.**
- **Police services and training organizations are becoming more open to sharing knowledge and expertise with the sector as a whole.**
- **CPKN can be the repository of training courses for the sector at large for streamlined delivery and administration**

# The Next Level

- **Not ours to answer**
- **CPKN is a product of the police community, for the police community**
- **This conference will be a significant step in moving CPKN forward to the next level**