

# Identifying Gaps in Police Training

## Group 1:

- E-Learning:
  - Lack of access to material and content
  - Infrastructure for small organizations
- Convincing Leadership that training is a priority
- Lack of accessible leadership content
- Lack of staff in training sections
- IT support issues

## Group 2:

- Perceived security issues
- Lack of IT support
- Resistance to Change (fear of unknown, communications, vested training interest)
- Evaluation Strategy (learning reaction transfer Impact)

## Group 3:

- Ability to meet the training needs within reasonable time frames
- Resource issues – adequate across Canada
- Lack of collaboration amongst organizations on common themes

## Group 4:

- Soft skills (aka career development) – leadership, succession planning, mentoring
- Civilian Supervisor training (management of budget, people, time)
- Instructor Certification
- Communication (marketing)
- Post Course Analysis (unmet needs, outcomes)
- Infrastructure (rooms/equipment)
- Inequity – demands without understanding consequences

## Group 5:

- Staffing – get them off the street
- Disseminating info -- getting the message out
- Reactive vs. Proactive
- Evaluation – no evaluation of learner level prior to training, not enough evaluation after training to ensure retention

---

**Group 6:**

- Communication (with other potential partners)
- Systematic Approach to Personal Growth
- Better balance between practice and theory
- Funding (operations take precedence)

**Group 7:**

- Links between academia and police training
- Financial resources
- Laissez-faire approach to planning
- Technical resources
- Communications within the sector
- Disconnect between applicants and employers
- Succession planning for training personnel

Credentials came out in discussion as being an important element:

*“If we are ever going to be a professional instead of a trade, we need credentials.”*  
(Darren Smith)

Discussion on credentials around instructors as well.

Key point:

*“If you can buy it at K-mart, you shouldn’t build it yourself.”* (Chuck Lawrence)

That is, focus your development resources on what isn’t out there. Rely on what is available out there from academia (for leadership training for example).

Note: Articulations agreements are in place in some locations (APA and UPEI/Cape Breton U)

**Group 8:**

- Specialized Areas – services with multi divisions, need better coordination organizationally, record keeping can be a problem
- Disconnected Training (succession planning connected to training)
- Knowledge transfer within training branches needs improvement
- Availability of instructors (recievability)
- Access to technology for officers in field
- Leadership management training
- Instructors Credentials