Break-Out Session: e-Learning and Police Training Curriculums
Facilitated by Lisa Gilliss

1. **Based on what you just heard on Competency Based Management, the recruit review and Investigator role and training review, what do you see as future opportunities for training with the use of technology?**

   - thinking outside of the box,
   - social networking applications – how to use the applications
   - map courses based on competencies through CPKN as per level of operation
   - classify courses to national competencies framework

2. **What training topic areas do you see as needed but that are not currently being addressed?**

   - leadership and performance management
   - address changes with technology
   - social media
   - community policing
   - updating refresher topics after absence from patrol
   - tech crime
   - amber alert
   - wandering registry

3. **What are some strategies for integrating more e-learning or blended learning into training curricula?**

   - Instructor Development
   - Pre and post determinations
   - Practical vs theoretical
   - Engagement and accountability for supervisors to ensure e-Learing is completed prior to arrival at classroom.
   - Prioritize appropriate scheduled time to complete e-Learning in the right environment (e-Learning rooms)
   - Supervisors educated on the importance of providing the appropriate time.
   - Recognize the difference between in-service and recruit training

4. **What technologies should CPKN be exploring?**

   - The use of interactive video
   - m-Learning
   - Gaming
   - Social Networking - Twitter

5. **What gaps are out there, that online courses could partially fill?**

    n/a

6. **What has changed in your environmental context, in the last few years, to make the adoption of e-learning easier or harder?   Please describe.**

    n/a

7. **What are your challenges to incorporating more e-learning into your training?**

    - Dedicated training branch very busy so e-learning would overwhelm the unit.
    - Size of organization and not having resources to engage in e-learning.
    - Cost of infrastructure and courses.
    - Institution bias not going for e-learning.
    - Lack of buy in by management (in particular junior mid-level to senior management)
    - Not sure what platform to use, IT people are also busy
    - Small organization, cost is too important. Need to assign priorities
    - Infrastructure is sometimes missing. Lack of effective process to integrate e-learning.
    - Role of core training difficult to match to course offerings.
    - Integrating to culture of the organisation.
    - E-learning does not always meet Ministry guidelines. Political issue. Conflict between national and provincial standards.
    - Lack of rules and regulations to deal with time spent on e-learning.
    - IT do not want to touch e-learning.

8. **Based on the technologies you have seen presented by your peers, what sparked your interest?**

    - Cost aspect of simulations.
    - Sustainable usability of Competency based standards.
    - Virtual range.
    - Next version of technology will use more and more simulator based learning
    - Bring learning to mobile devices
    - Mobile technology to support training.
    - E-learning vs policing speak different language and simulations, affordability.
    - Simulation technology

9. **What have you done to overcome some of the challenges related to incorporating e-learning into your organization?**

    n/a

10. Would your members/employees appreciate some of the technologies that you saw demonstrated yesterday?

n/a

11. What technologies would you recommend to your e-learning development team or to CPKN?

n/a

12. What would support the decision-makers in your organization to embrace the use of more e-learning (or other learning technologies)?

- Address the technical issues
    - Address practical IT matters (bridging opportunities)
- Demonstrate the return on investment
    - Cost savings
- Future relevance
- Interoperability for collaboration
- Plan for change management
    - Needed at all levels
    - Communication between stakeholders
- Bring the research
    - Show that it works
- Plan for long-term engagement
- Include the process for evaluation and re-evaluation

13. Where do you think course development efforts should be focused?

- Focus on competency-based learning
    - Continuous review to determine if you are following correct route

- Organizational needs analysis
    - Risk management
    - Frontline supervision

- Succession planning to meet needs at all levels

- Ethics to build public confidence
    - Must include all levels of the organization
    - Must include sworn members and civilians
    - Evidence-based

14. Is there research that you require in order to justify using technology to deliver training?

n/a

15. Based on what you just heard on Competency Based Management, the recruit review and Investigator role and training review, what do you see as future opportunities for training with the use of technology?

n/a