



POLICE SECTOR COUNCIL

Conseil sectoriel de la police

PSC PROGRESS REVIEW - 8 years in 8 minutes

What's been built and how is it being used



THIS

OR...



THAT





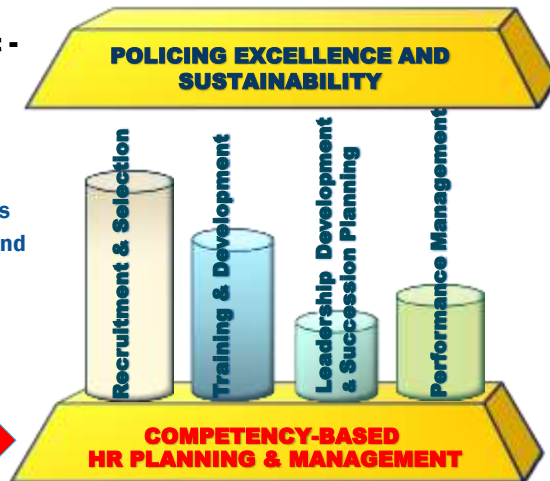
Research told us ...

Workforce management - "9 miles of bad road"

We need to:

- leverage good practices
- develop common HR tools
- modernize HR planning and management
- improve policing performance

WE NEEDED ... →



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National (Learning) Qualifications Framework

Competency-based

Basis for strategic planning of education/training

- framework for recognized or endorsed learning - formal and informal

Increases professionalism - benchmarks learning/development

Certification, accreditation means portability of qualifications

Clarifies the demands on learning providers

- learner perspective on pathways, quality and access to education and training
- identifies gaps in available training

INTEGRATES HR efforts across the sector

- implementation of national benchmarks - nationally validated framework
- more efficient succession planning and leadership development
- optimized use of police services' budget training dollars
- development of national training standards by educational organizations
- a national system of certification and accreditation

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Building the CBM Mgmt Framework

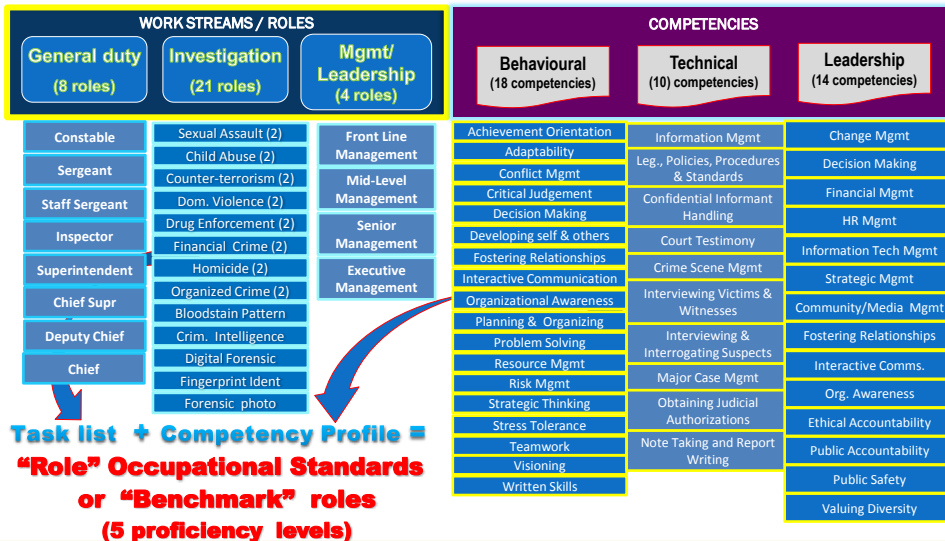
- Status** **implementation well-underway**
- Inputs** **\$5M Invested**
- 4 years of research
 - 3 continents – Canadian/int'l best practices
 - 90+ members of Steering/working Committees
 - 70 contributing police organizations
 - 900 SMEs validation process
- Outputs**
- 7 guides for managers
 - 40+ tools and templates



collaboration builds success



RESULTS - Competency-Based Management





CBM – What's material accessible?

An intro Guide

- describes explores the benefits of CBM
 - CBM theory/info - relevant research
 - step-by-step instructions/practical tips
- offers information and tools to support:
 - recruitment/selection; learning and development
 - performance mgmt; leadership and succession mgmt



7 other HR management Guides

1. Constable Selection - a best practice approach and research update
2. Executive Selection - a best practice approach for police boards
3. Leadership Development - development of essential leadership competencies
4. Succession Mgmt - developing potential successors for critical policing roles
5. Mentorship & Coaching - supporting leadership development
6. Police Leadership Education and Training - development courses and programs
7. Guide to Curriculum/Competency Mapping

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We have on the web-site ...

Over 40 tools and templates - customizable:

- competency dictionary
- competency resources by rank
- interview guides by rank
- reference check guides by rank
- learning plan template
- performance management template
- succession management template
- recommended additional readings reference
- catalogue of leadership development activities



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CBM – “implementation” pilots **launched**

Rothesay / Kentville Regional Police Service

- Mark Mander

Bridgewater Police Service

- John Collyer

Cape Breton Regional Police Service

- Al McCormick

York Regional Police Service

- Brian Bigras

Waterloo Regional Police Service

- Barry Zehr

Brandon Police Service

- Shane Corley

Regina Police Service

- Lauri Morin/Keith Malcolm



**and many others services
using parts or enhancing
their own ...**

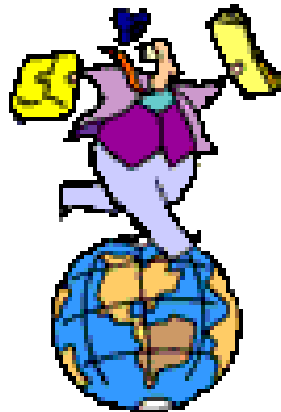
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A critical success factor...

THINK NATIONAL, ACT LOCAL!



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