

**CANADIAN  
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# Building Bridges

Lessons Learned About Training,  
Technology, and Collaboration

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When it comes to training, many police services are faced with the same issues and challenges.

# [ Challenge: Demographics ]

- Turnover of officers creates more training demand
- Gen Y-ers learn and process information differently.

# [ Challenge: Technology ]

- Keeping pace with technology creates demands in terms of both learner expectations and cost of business.

# [ Challenge: Economics ]

- In a fiscally-restrained environment, training budgets are often among the first casualties.

A technology-enhanced approach has long been recognized as a means to train frontline officers efficiently and effectively.

A 2000 HRDSC report on the state of policing in Canada is catalyst for the creation of PoliceLearn.com.

CANADIAN  
POLICE  
RESEARCH  
CENTRE



CENTRE  
CANADIEN DE  
RECHERCHES  
POLICIÈRES

2000

Timeline



2002

## Justice Knowledge Network

Holland College launches R&D initiative to design, develop and deliver e-learning products that meet the immediate needs of the Canadian law enforcement community.



Timeline





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## **CPKN Launched**

- Partnership of JKN, NRC, and Canadian Police Community
- Not-for-profit model; collaborative, sector-based approach
- Founding -members included John Arnold, Graham Muir, Geoff Gruson, Edgar MacLeod

**2004**

Timeline





2006

CACP Endorsement

Timeline



## National Advisory Committee

- Established to engage members of the police community
- Shares experience, insight and recommendations for TEL
- Identifies priority training needs in the sector.



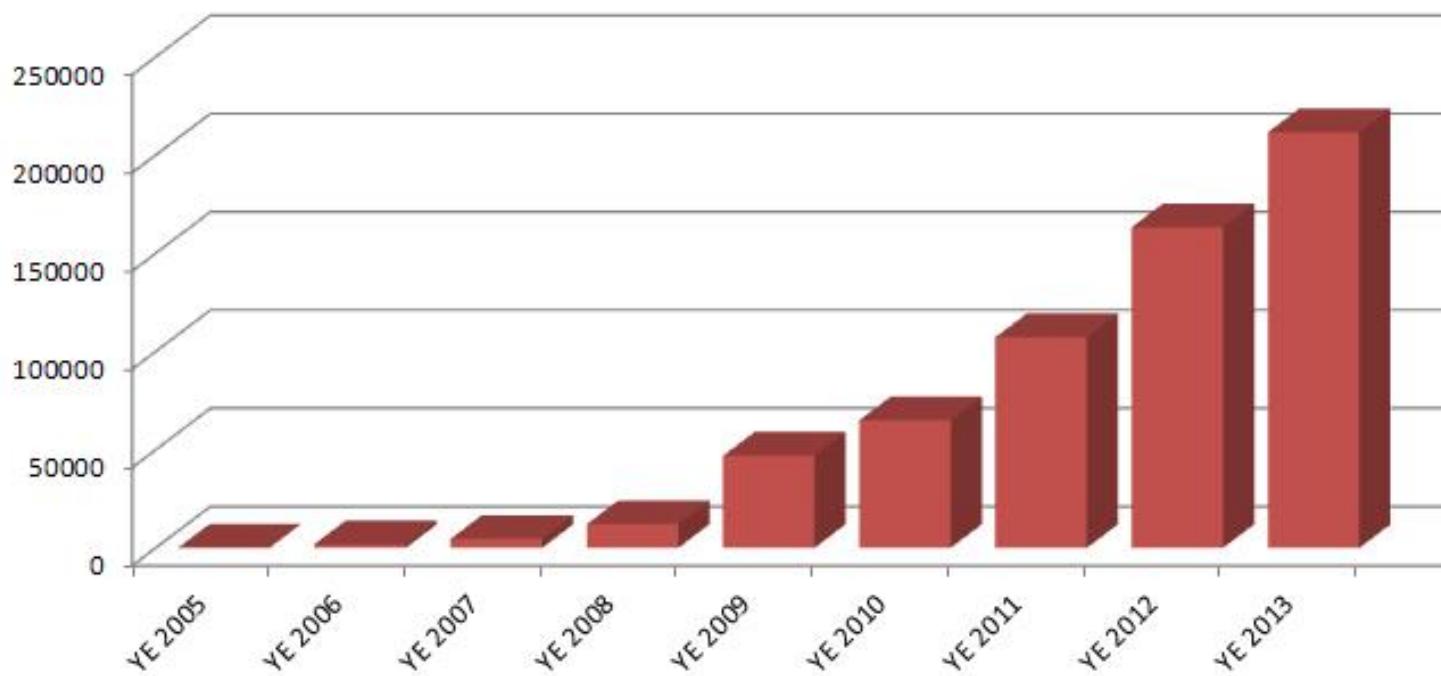
2007

Timeline



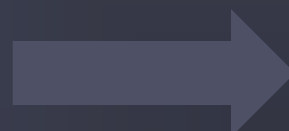
## CPKN Course Completions

Cumulative Growth 2005 - 2013



2013

Timeline



Sector-wide collaboration is key to enhancing training efficiencies and effectiveness.

CPKN Board of Directors and National Advisory Committee

Content Providers and Partners

- More than 40 police services, academies, and related agencies have shared expert knowledge and best practices.

# A Community of Partners



# [What We've Learned]

1

## TEL = ROI

- Evidence-based research and case studies support the value of online and blended learning within Canadian police services.

# [What We've Learned]

## Culture Club

2

A 'status quo' culture remains the single largest barrier to building a sector-based approach to a nationally-relevant inventory of training resources.



# [What We've Learned]

## 3 Tip of the Iceberg

Despite the growth to date, we're only utilizing a fraction of the potential that TEL represents.

# [ Tip of the Iceberg ]

An estimated  
**\$1 BILLION**  
is consumed  
annually on police  
training in Canada.

# [Tip of the Iceberg]

With more collaboration and integration, as much as **\$300 MILLION** in resources might be reallocated to other areas of operation.

# [ Making Connections, Building Bridges ]

Over the next two days we will work towards:

- Understanding the potential
- Identifying opportunities
- Finding new ways to collaborate on sector-based education and learning initiatives.

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[www.cpkn.ca](http://www.cpkn.ca)



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