



# CAPE Conference 2007 Chilliwack, British Columbia

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## Consolidated List of Suggestions

Tuesday, June 05, 2007

### **Instructor Certification Session**

Superintendent Steve Hibbard – Ontario Police College  
Sgt. Shirley Steele – RCMP Pacific Region Training Centre

List the reasons why certification is beneficial or necessary  
List the reasons why certification is NOT beneficial or necessary  
Identify barriers to implementing certification  
Next steps: Where to go from here and who is interested in becoming involved.

### ***Definition of certification:***

An activity concerned with determining, directly or indirectly, that relevant requirements of a standard or other set of criteria are fulfilled.

### **List the reasons why certification is beneficial or necessary**

- Consistency across all organizations: delivery and learning outcomes
- Risk management / Liability / Due diligence
- Auditable
- Accreditations
- Professionalism / Credibility of program / Relevance
- Facilitate academic credit
- Front line officers confident about what is taught
- Very feasible
- Transferable
- Setting a benchmark
- Establish standards
- Marketing to external organizations
- Recognition
- Organizational accountability
- Safety issues
- Retention
- Creates communities
- Evaluation
- Succession planning
- Standards – Quality assurance
- Cost – portability
- Advanced skill sets
- Good product with certified instructors
- Community confidence
- Keeping up with changes
- To uphold negotiations



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### List the reasons why certification is NOT beneficial or necessary

- Excludes people
- Bureaucratic
- Time consuming / Practical
- Resource dependent – Human & Financial
- Recertification requirements – Maintaining currency
- Diary date certification
- Narrows specific candidates
- Who sets the standards? Federal or Provincial
- Lack of regulatory body. Who certifies the certifier?
- Standardization does not necessarily improve training
- Already exists informally in some organizations and formally in others
- Effective presentation and expertise
- Issues with releasability
- If taught by certified instructors does the requirement continue for trainers?
- If not broken, why fix it?
- Stifles creativity / limits best practices
- Subject matter vs. ability to teach. Could disqualify good teachers
- No assurance of consistency
- False sense of security
- Is it necessary to certify in all areas?

### Identify barriers to implementing certification

- Timelines regarding instructional skills
- Certification not necessary for guest instructors
- Limits movement of personnel
- Jurisdictions: Departmental, Municipal, Provincial, Federal
- Who is the certifying body?
- Personnel differences: inconsistent standards
- Cost
- Time
- Human and financial resources
- Administration and tracking
- Legislation
- Police sub-culture
- Staff turnover
- Location of training / logistical issues
- Ownership: private sector competition
- Lack of buy-in from senior management
- History and culture
- Redundancy in retraining
- Non-compliance / resistance to change
- Outside experts



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- Full-time instructors?
- Potential loss of Subject Matter Experts
- "Silo mentality" (Territorial barriers)
- Cultural diversity
- False expectations
- Unfunded mandates
- Rob Peter to pay Paul

### **Next steps: Where to go from here and who is interested in becoming involved**

- Police Sector Council – National rule
- Develop ideal profile of "ideal instructor": occupational and instructional competencies
- Need to visit Australia
- Resolution/Motion to CACP to move to certification
- Group to discuss issues at National level: develop agreeable standards
- Timelines for recertification
- Look at models of certification and recertification
- Middle management from HR and training involvement
- Legal must be part to deal with defensibility
- Working relationships
- Pilots
- Best practices
- Partnerships
- Different levels of certification
- Is there a need?
- Define specific areas where certification is required
- Minimum standard must be derived