



# CAPE Conference 2007 Chilliwack, British Columbia

## Individual Responses by Group

Tuesday, June 05, 2007

### Instructor Certification Session ~ CAPE Conference

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

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

### Group #1 Mike Trump

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

- Credibility
- Manages risk and assumes liability
- Ensures consistency of delivery
- Consistency of learning outcomes
- Reliability of delivery
- Ensures minimum standards for instructors

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

Standardizing doesn't necessarily improve training  
Already exists informally in some organizations and formally in others

#### Identify barriers to implementing certification

- Who is the certifying body?
- Time investment
- Expensive
- Transfers
- Delays
- Re-certification
- Logistical issues
- Redundancy in retraining
- Standards of certification?
- Non-compliance
- Resistance to change
- Outside experts

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

Agree on certification standards  
Identify criteria



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### Group #2 Joanne Rigon

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

- To uphold negotiations
- Certified to meet provincial standards
- Meet required standards
- Due diligence / risk management
- Consistency
- Credibility
- Good product with certified instructor credits
- To protect against civil liability

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

##### Identify barriers to implementing certification

- Re-certification requirements
- Full-time
- Resources (financial)
- Time
- Potential loss of subject matter experts
- Buy in from senior management
- Determination of the national standards (PDs, OGDs, etc)

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

- Set the standard
- Determine the “certifying” organization
- Components to be certified (what to certify and what not to certify)
- Research what is out there now and who is doing this already?
- All levels of government should be involved and police departments (representative group)
- Prerequisites (order of certification): certification of instructor first, certification of specialty second



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### Group #3 Kristine Wolski

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

- Front line officers confident about what is taught
- Consistency – defined standard
- Reduce liability
- Same message in same manner
- Common understanding
- National similarities
- Community confidence
- Facilitate academic credit
- Standardization across public safety

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

- Who certifies or measures - Provincial or federal?
- Who certifies the certifier?
- If it's not broken, why fix it?
- Stifles creativity / limits best practices
- Subject matter vs. ability to teach
- No assurance of consistency
- What about geographical and cultural differences?
- Could disqualify good teachers
- Additional bureaucracy
- False sense of security
- Is it necessary to certify all areas?

#### Identify barriers to implementing certification

- Cost
- Personnel
- Redirection of resources from operations to training
- "silo mentality" (territorial barriers)
- Buy-in (agreement that it's a good thing)
- Who runs the show?
- Cultural diversity
- Technology
- Unfunded mandates
- False expectations
- Rob Peter to pay Paul
- Location / logistics
- Who will fund this and how?
- Never ending
- Best certification may not be practical (field of practice vs. theory)
- Who sells to whom? Is this a priority?



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

- Is there a need?
- Specific areas where certification is required
- Minimum standard – must be derived
- Flexible
- Value added due to short time in position

### **Group #4 Doug Smith**

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

- Defensibility of product
- Credibility / qualifications
- Competence
- Confidence and professionalism
- Consistency / common language
- Standards / Framework for evaluation
- Relevance
- Keeping up with changes
- Accountability
- Due diligence

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

- Organizational capacity
- Practical
- Time issues
- Financial
- Time limits on recertification
- Lack of regulatory body
- Who sets the standard?

#### **Identify barriers to implementing certification**

- Money
- Time
- Organizational transfers
- Staff turnover
- Ownership / private sector competition
- Lack of buy-in
- Organizational capacity
- Inconsistent standards / jurisdictional issues
- History and culture



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

Develop a profile of the ideal instructor – occupational and instructional competencies

Group to discuss issues at National level – develop agreeable standards

CAPE – resolution / motion to CACP to move it forward

Middle management from HR and training involved

Legal must be part to deal with defensibility

Timelines for recertification

Looking at models of certification and recertification, best practices, and benchmarking

### **Group #5 Ann Parks**

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

- Consistency across all organizations
- Risk management
- Auditable
- Accreditation
- Professionalism
- Very feasible
- Transferable
- Setting a benchmark
- Marketing to external organizations
- Recognition
- Organizational accountability
- Safety issues
- Retention
- Receive consistent outcomes
- Creates communities
- Evaluation

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

##### **Identify barriers to implementing certification**

- Costly
- Bureaucratic
- Excludes people
- Time consuming
- Resource dependant
- Recertification requirements
- Diary date certification
- Narrows specific candidates
- Limits movement of personnel
- Certification not necessary for guest instructors
- Timelines regarding instructional skills



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

Police Sector Council – National rule

Need to visit Australia

Move to certification

### **Group #6 Karen Adams**

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

- Succession planning
- Liability
- Standards – quality assurance
- Cost – portability
- Credibility
- Accountability
- Advanced skill sets

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

- Resources – human and financial
- Certification of standards
- Maintaining currency

#### **Identify barriers to implementing certification**

- Jurisdictions: municipal, provincial, federal
- Personnel differences
- Cost
- Administration and tracking
- Legislation
- Police sub-culture

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

- Working relationships
- Pilot projects
- Best practices
- Partnerships
- Different levels of certification