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2017 PAC Minutes, Police Foundations

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Present:

Bill Hibbert    Gerry Foster
Mark Hunter     Scott McCallum
Dana Raffa      Andre Reymer
Andrew Murray   Patti McPhail
Catherine Nanton Joe Czenze
Andrew Cowan    Jason Zambo

Regrets:

Darren Couling
Gloria Yu
Paul Landers

1.0 CALL TO ORDER

Andre Reymer called the meeting to order at 8:35 AM.

Andre welcomed the committee and began introductions of PAC meeting members.

2.0 APPROVAL OF AGENDA

Approved by all members of the committee.

3.0 REVIEW OF MINUTES FROM FALL PAC MEETING

Approved by all members of the committee.
4.0 SCHOOL OF PUBLIC SAFETY UPDATE

- We have a successful year and have launched 4 new programs in the School of Public Safety which is rather unprecedented.
- Overall enrolment growth of 25% in our School in two and half years which is tremendous.
- Advanced Law Enforcement, Investigations & Security program launching this fall.
- Thank you for all of your support and to our faculty team for your dedication – a lot of our programs have risen out of our policing areas.
- The portal and new assessment testing lab is operational and going well – it allows us the ability to offer fitness testing and prep mentoring courses.
- Next program we are looking at is to do with Corrections, both institutional and probation parole.
- In conversation with Fire Marshall’s office to better serve the fire community particularly in investigations, inspections and fire officer programming.
- Also looking at expanding Advanced EMS program delivery.
- In the middle of an office move – we are now located in F3001 for the time being.
- Mental Health Awareness Week is coming up.
- Hold Mommy’s Cigarette – a one woman play written, produced and acted by Shelley Marshall, is an insightful look into her journey with mental health.
- Hold Mommy’s Cigarette: Thursday, May 11, 2017 – RESCHEDULED: TBA
- Tickets are $20, doors open at 7:30 PM.
- This event is sponsored by the School and all ticket sales will go to the local chapter of Canadian Mental Health Association (CMHA).
- It is recommended for any first line responders as she details the impact first responders had on her experience when she attempted to take her own life.
• Catherine Nanton to email information - please distribute and promote to your community partners

5.0 PROGRAM REVIEW AND UPDATES - 2016-2017

• 275 first year students
• Current applications are at 270 and growing for next year
• 124 graduates currently – not certain if this is high or low
• Students are always looking for volunteer opportunities so if you are aware of any, please let us know – we want to assist our students with getting these hours in the community and help them build their resume
• Please contact Bill Hibbert or Jon Kunder with volunteer opportunities
• Sherry Jacklin is offering the Prep Mentoring Sessions – began in the last month
• Sherry offers very good mentoring sessions with not only the physical component of testing but also offers technical insight as how to improve/do it better
• The portal that we have has all of the prep equipment, including FITCO for corrections
• The information and session times can be found on our website – there is a cost involved
• $40 for 1 hour or $60 for 6 hours (six 1 hour sessions) – this is a good value compared to others
• Enrolment is ongoing
• Sherry is off for July and August – start-up again in the fall
• We held an OPP session in March – 104 females were interested in policing
• The majority of ladies were very fit but needed some assistance because they had not had a chance to try the prep equipment before which gave them an opportunity
• Please let students know it is available to them
• As the interest grows we will do our best to meet the demand
• Also, if you are qualified to instruct these tests we would love to hear from you
6.0 ADVANCED POLICE STUDIES UPDATE - 2016-2017

- 15 students in the program this year – all of which successfully completed the program
- 8 of which will be on the Honour Roll
- We are very pleased with this year’s group
- For 2017-2018, our applications remain constant with perhaps a little bit of growth
- 65 students to date have applied for the program
- After looking at post-admission requirements we will have roughly 16 students once again – this is the number we can facilitate with the amount of placements we currently have
- If any service or field has spots for placements or can accept additional students, we welcome this
- 6 applicants have received offers thus far
- Applicants – 35% will be female and 25% will be University graduates
- Call to PAC Members for any suggestions or trends for what we should consider for curriculum changes in the future? For example, de-escalation which has been a trending topic in the past few years
- Suggestion of Technology component – industry is looking for tech-savvy individuals
- Candidates need to be familiar with technology and how to use it – have to be high speed in report writing, keep up to date with trends, program updates and able to troubleshoot (example: cruiser is dispatched by mobile workstation)
- Also, familiarity with social media for tracking and investigations using IP addresses – possibility of introducing this into the curriculum
- Students currently have access to Niche and Intergraph versions of records management systems and using them regularly
- It is difficult to stay connected without social media in 2017 however, it is to be used with integrity and students should be taught to be smart and cautious about what is posted
- Social media is beneficial in that it is needed to stay connected and is used to recruit successfully
• In the Police Foundations and Advanced Police Studies program, Orientations students are addressed about creating an online persona and the image they would like to portray for themselves.

• Police Culminating Skills course (year 2 students) – second year running at London Campus.

• This course is all scenario based, with 6 active police officers who act out specific scenarios as well as 2 retired officers who assist in teaching the course.

• Students take turns as police officers in practical exercises (expected to write a Police Report or a Provincial Offence Notice for instance) with a lengthy debrief to follow.

• Some scenarios have been designed to include mental health awareness and teach students to recognize the signs and symptoms and that not every situation is an apprehension.

• This is incorporated to demonstrate learning through the program – great for measuring what students have learned and gives them practice for the field as well.

• This course also identifies gaps in teaching which allows instructors to review their course content – for example, gap identified in one-on-one interactions.

• Students take the course more seriously with the addition of the officers rather than with classmates alone – the officers also offer insight into situations they have experienced.

• Justice Mike McCullough – Report about the possibility of a regulatory body for police and the recommendations for all police services – are you marrying these recommendations to the program?

• The Report addresses a disconnect between the expectation of the public of what policing is and isn’t doing and how to get it back on track.

• This is where the focus for in-service training is going to go.

• Our Policing programs have yet to align with this Report.

• We have had success connecting with organizations who have software products you would like our students to have exposure to.

• Siemens Canada donated a $28 million in kind donation to our Advanced Ergonomic Studies Program.
• Intergraph Hexagon has also been very generous, donating our RMS and CAD system
• If there is a specific software you would like our students to have exposure to, we are open to those ideas and are willing to explore relationships with those vendors, for students to gain hands on experience with software they will use in the field
• ‘Health I Am’ being introduced in Stratford – may offer something for us at the college
• Catherine Nanton teaching Mental Health First Aid course – 12 hour program for the general population
• The course recognizes mental health issues and coping with first aid crisis as well as referring individuals for professional help
• This course is currently part of the Advanced Police Studies program and will become part of the Advanced Law Enforcement program
• This course is only taught with a maximum of 24 persons
• We would ideally like to roll this out to the Police Foundations students, however we do not have a lot of people trained in it

PAC RECOMMENDATION – a Mental Health First Aid course would be beneficial for students and members will suggest ways to broaden staffing, including funding for training

• R2MR training does not stick – we need to find ways to keep the information current in the minds of officers (ex. Electronic refreshers, group workshops)
• Question of if the Police Foundations program is exposing students to the awareness of drug recognition and Fentanyl - another big issue we are currently facing
• In the Police Foundations program, the Federal Statutes course addresses the drug laws and a DRE officer comes in to speak to students
• This is not currently addressed in the Advanced Police Studies program, but is definitely something we can explore
7.0 PUBLIC SAFETY LEADERSHIP PROGRAM UPDATE

- First year running this course, currently in third semester
- 7 students, 2 have withdrawn due to their workloads
- Thrilled about the calibre of faculty we have teaching in this program – Andrew Cowan, Jo-Ann Savoie, Ali Chaudhry, Bob Goodall and Chief EMS London Neal Roberts
- Students are doing very well in the program
- We have an officer from Hamilton Police Service, two EMO individuals from Fanshawe College, two from the Special Constable program at Fanshawe College and two military individuals
- Students spend 10-15 hours a week on course work, but have found it difficult to fit into schedules – able to find a balance by end of second semester
- Students are excited about the program and are recommending it to their colleagues
- Thrilled with the quality of the research report presentations they completed
- Next year – two semester research project with publication at the end which will increase credibility
- In process of inking agreement with Royal Roads – graduates, regardless of educational background can be accepted into the Royal Roads Masters program
- Gives those who are mid-career, without degrees the opportunity to go into a Masters program
- The biggest challenge is enrolment: how do we get the message out to the people that will recommend it, and how do we better promote this program?
- When the School of Public Safety began, Leadership Training was the number one most consistent request
- Currently promoted by social media, electronic documents sent to PAC, Associations (Fire, Paramedic and Police), OACP, Conferences and ongoing meetings with the military
- Suggestion of sending packages to Senior Executives and promotion of the program as self development rather than corporate development
• Suggestion that once the deal is made with Royal Roads, this will be a selling point for the program for those who are interested in a Masters program
• Andrew Cowan to speak with ROIC Training Executive Officer
• Suggestion of Catherine attending Area Zone Meetings – host agency has guest speakers, next meeting in October
• Full-time program, each course is delivered over a one month period, online with a residency portion at the end of each semester – total cost is about $6000 divided per semester – students have tax deduction benefit of a full-time program
• Catherine to forward documents electronically to PAC members for distribution to organizations

8.0 CHAIR SELECTION FOR PAC

• Andre Reymer is retiring
• Gerry Foster has volunteered to be appointed as the new Program Advisory Committee Chair

9.0 TRENDS IN POLICE HIRING FOR THE FUTURE

• Tech and web savvy individuals needed
• Mobile for Public Safety software program currently used
• Versadex – software is excellent, as well as scalable, buildable and interdepartmental, speaking to other software to work with (ex. Prime Niche)
• Police agencies are hiring younger than in previous years – age of hire used to be 26-27, hearing that the number is gradually dropping to 23-24
• Currently 24 ½ from 29 (Patti McPhail)
• Policing careers are on the decline as a desirable career opportunity for the general public
• RCMP looking to hire 1200 positions a year for the next three years
• Lowering standards as well – if an applicant has a University degree, they do not have to complete the entrance exams, no physical tests until DEPOT
• OPP standards have not changed – with signing of job offer waiver, you understand that you must pass the Ontario Fitness Pin Test before OPC
• Most services now offering “on time” retirement dates to allow for new recruitments
• Question to PAC members – when looking at a candidate, do you look at high school achievements in hiring? What would a suitable high school achievement look like? Ex. Grades, activities
• Do we currently have the proper admission requirements and progression requirements for Police Foundations?
• Some divisions look at completion of diploma rather than individual grades
• Given that not all secondary schools are equal, some are inclined to look more closely at post-secondary achievements
• OPP – look at high school transcripts and patterns of grades in high school and post secondary – most concerned with whether the candidate will pass OPC with a 75%
• Any proposed changes will be brought before the committee for approval before implementation
• The 18-24 demographic is shrinking at 1.5% per year – Fanshawe College is one of the most successful in Ontario with growth of 6% and largest enrolment this year to date
• Our Police Foundations applicants are in fact rising even as the 18-24 demographic is shrinking
• Question of how do we better serve the working officer – held conversation with King’s College about our ability to give current officers external credit and along with OPC the ability to finish their degree in a short period of time

10.0 OTHER BUSINESS ARISING

• CN police is hiring – any new officer coming onboard needs to have completed the Police Foundations program, hold a recognized certificate with no prior police service experience, Chief’s choice of college is OPC
• Must be experienced, otherwise not particularly interested at this time
• 12 candidates were put through OPC over four year span
• The Force is modeled after the RCMP
• Approval given to officially complete ride-alongs
• Top ten wage for officers, perks included (ex. shares, bonuses)
• Full-day Fentanyl Workshop being hosted at Western on Thursday, May 4, 2017 – most invites have gone out to partners in the area

11.0 DATE AND TIME OF NEXT MEETING

• Tuesday, October 17, 2017
• 8:30 AM-10:30 AM

12.0 ADJOURNMENT

Andre adjourned the meeting at 10:10 AM.