

Policing as a Career in Ontario



Presented to:

Hong Kong University Alumni Association
Spring Dinner
27th February 2005

**Deputy Director Bill Stephens
Ontario Police College**

What we'll talk about...

- Responsibility for policing
- Police Recruitment
 - *Constable Selection System*
- Working conditions
- Career Advancement
- The Ontario Police College
 - *Police Training*

Responsibility for Policing



Federal

Provincial

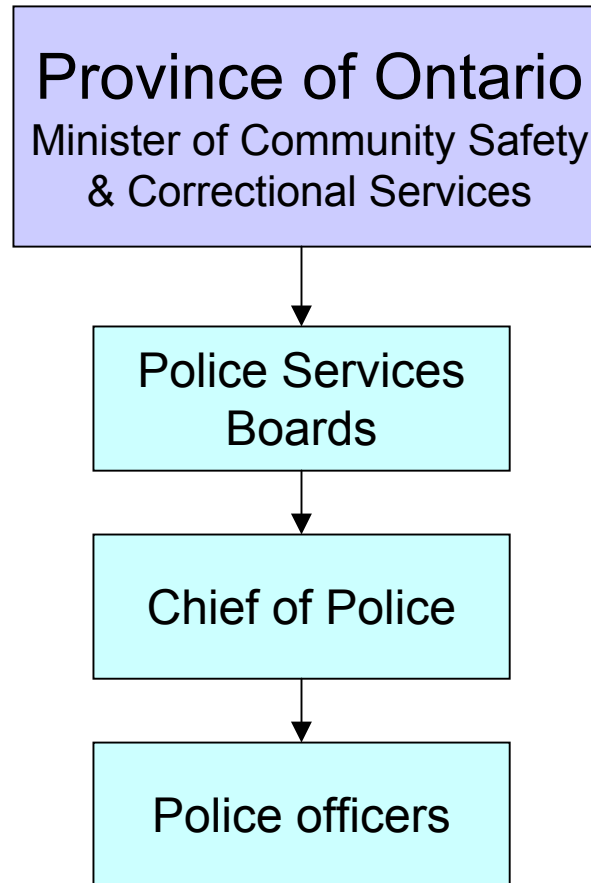
Municipal



Responsibility for Policing in Ontario

- Minister of Community Safety & Correctional Services (*The Honourable Monte Kwinter*)
- Province sets standards for police service delivery & training
- Police Services Boards responsible for delivery of adequate & effective police services
- Chief of Police selected by Police Services Board

Responsibility for Policing



Background

- Responsibility for policing
- **Police Recruitment**
 - *Constable Selection System*
- Working conditions
- Career Advancement
- The Ontario Police College
 - *Police Training*



Police Recruitment

Minimum Requirements:

- Canadian citizen or permanent resident of Canada
- At least 18 years of age
- Physically and mentally able to perform duties of a police officer
- Successful completion of at least 4 years of post-secondary education
- Be of good character

Police Recruitment

- Minimum Requirements (continued)
 - Possess a valid driver's license with no more than 6 demerit points
 - Current certification in CPR and First Aid by the time an offer of employment is made
 - Be able to pass a security clearance, background investigation, credit and reference check

Constable Selection System

- The Constable Selection Unit is part of the Ministry of Community Safety & Correctional Services
- Mandated to design and implement a new standardized system for Ontario Police Services to use in selecting candidates for the position of Constable
- Began in February 1998

Constable Selection System

- 41 police services using the Constable Selection System *(including 10 of the largest services)*
- Ministry grants licenses to OACP and private sector firms to use the system to assess police constable applicants
- Approximately 80% of all applicants in the province are selected using C.S.S. system

Constable Selection System

- System is designed to streamline the police selection process, and:
 - Prevent multiple applications by candidates which require costly assessments
 - Prevent inconsistent assessments by police services using different selection criteria
 - Prevent arbitrary selection processes not grounded on actual job requirements

Police recruits come in all shapes and sizes,
and from diverse ethnic backgrounds



What are they looking for ?

Essential Competencies:

- *Analytical thinking*
- *Self confidence*
- *Excellent communication skills*
- *Flexibility / valuing diversity*
- *Self control*
- *Relationship building*
- *Achievement orientation*
- *Medical and physical skills & abilities*

Policing as a Career

Police Officer duties:

- Preserve the peace
- Prevent crime
- Assist victims of crime
- Apprehend and charge offenders and execute warrants
- Refer people to appropriate community services & agencies
- Provide public education



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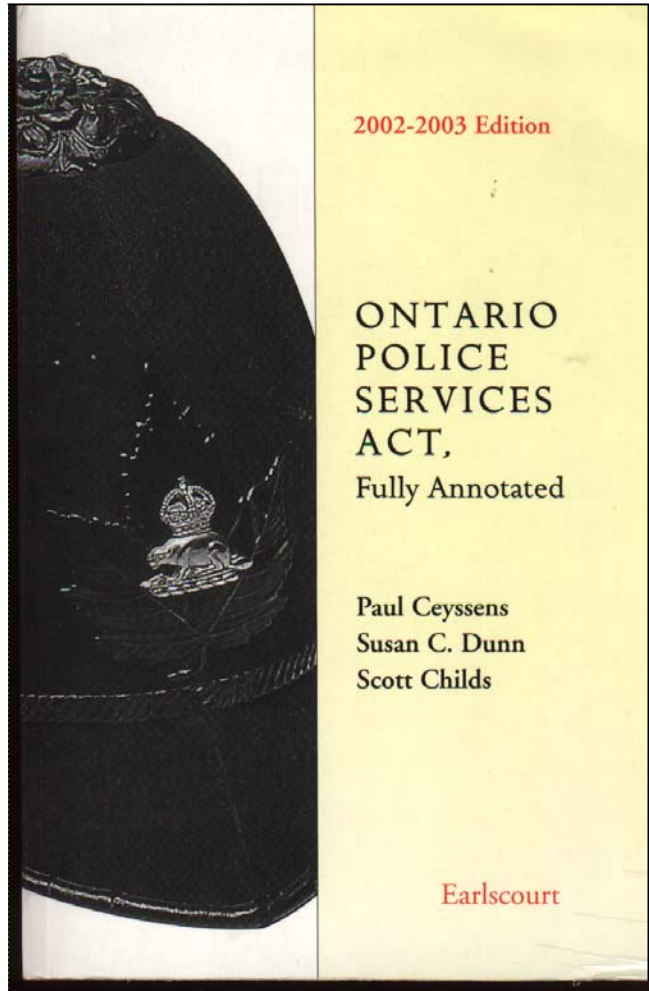
Policing as a Career

- Demanding duties
- Shift work (*days, afternoons & midnights*)
- Working many weekends & holidays
- Can involve high stress & danger

but...

- A job where you can make a big difference in your community

Code of Conduct



All Police Officers in Ontario are bound by a Code of Conduct set out in the Ontario Police Services Act



After a recruit graduates from
the Police College...



They will meet interesting people...





...and make
new friends



They may attend
civil protests



Photos from Organization of
American States Conference -
Windsor



Police serve in many



different ways





From collision
reconstruction

To Forensic Identification





Talking to people in the community...

Or driving around in
nice new cars ...



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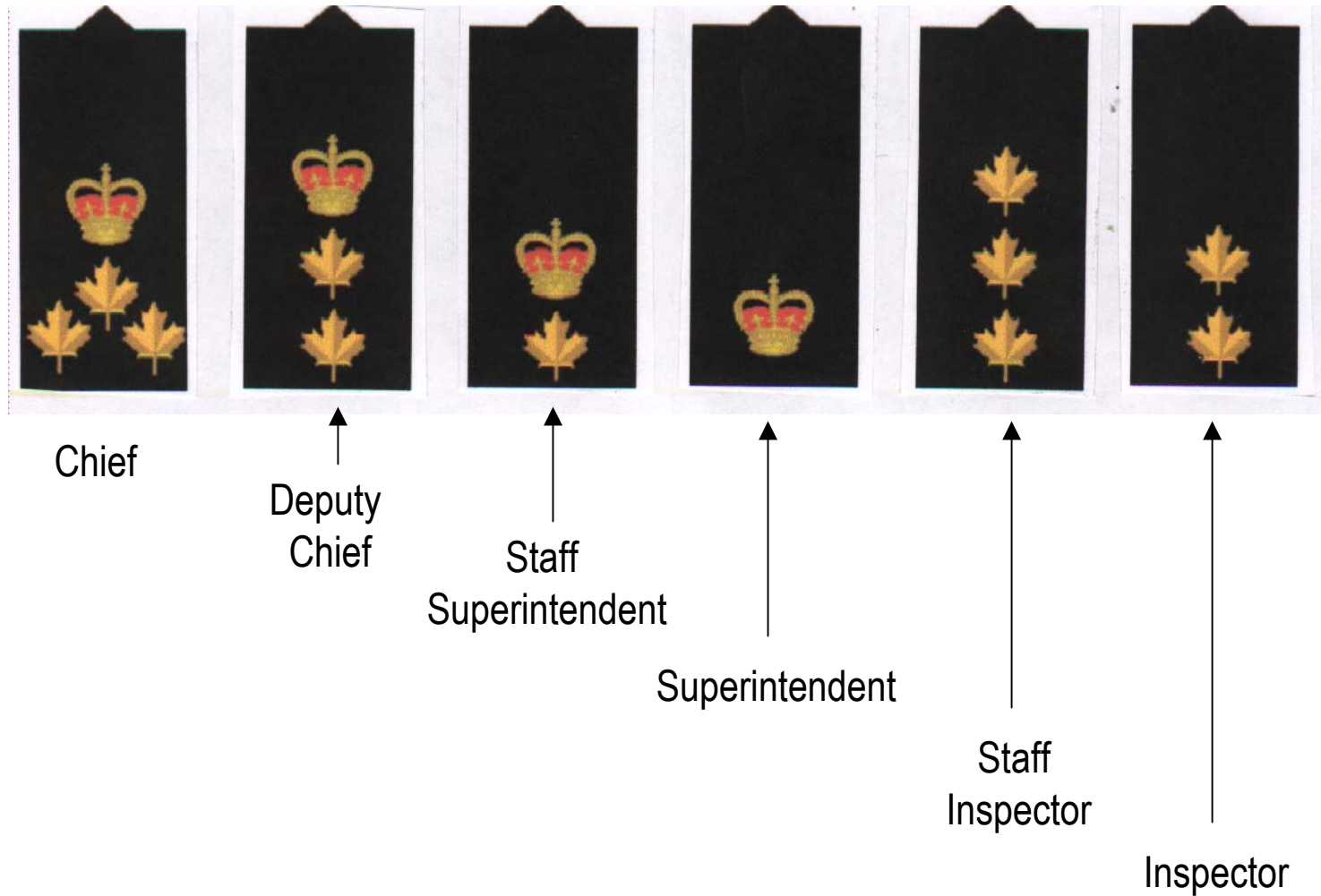


Police Rank Structure

- Staff Sergeant
- Sergeant
- Constable
 - First Class
 - Second Class
 - Third Class
 - Fourth Class
- Police Cadet (*civilian position*)



Senior Officer Rank Structure



Policing as a Career

Salary (approximate):

– Constable – 1 st Class	\$ 68,000.
– Sergeant	77,000.
– Staff Sergeant	85,000.
– Inspector	114,000.
– Superintendent	128,000.
– Deputy Chief	140,000. +
– Chief	165,000. +

Most contracts include lucrative benefit packages

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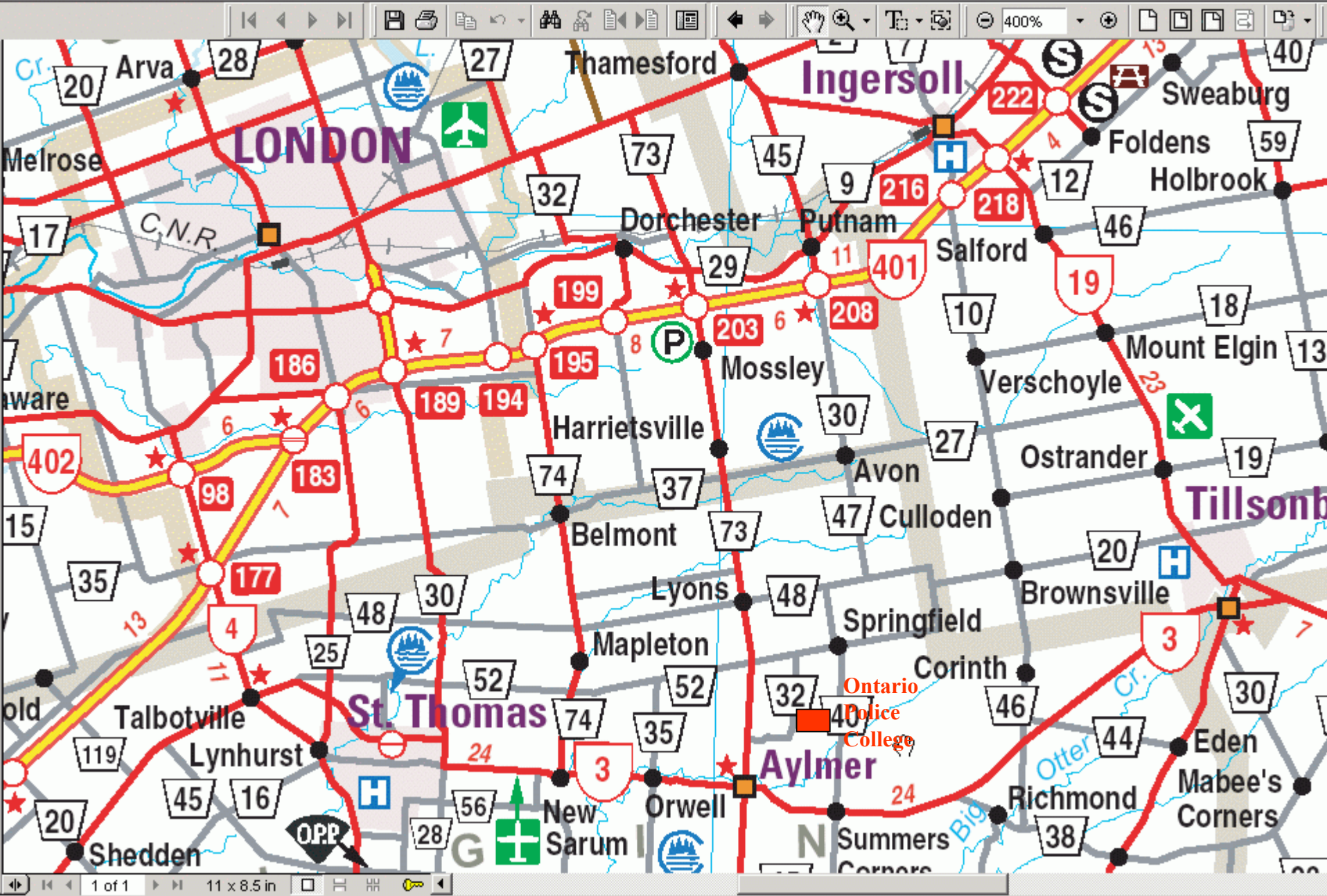




The Ontario Police College



**O.P.C. is situated on 121.5 hectares
of provincial government property**





A proud history...

- Ontario Police College opened in 1962 at former Royal Canadian Air Force Base – Aylmer
- Present facilities constructed – 1975
- 33,829 Recruits have graduated since the College opened
- Approximately 40,000 other students have taken OPC courses



Facilities...

- 539 student rooms
- 12 Instructor apartments
- 24 Instructor Suites
- 30 regular classrooms
- 3 portables
- *OPC is one of the largest residential police training facilities in North America*



Staff...

- 154 full & part-time staff members at O.P.C.
- Largest unit within Policing Services Division
- 49 Full-time Instructors
- 38 Seconded Instructors
- Services include Print shop, Food Services, Computer Support, Nursing staff, woodworking shop, mechanics & other support services

The police college will serve over 360,000 meals this year, and process more than 1 million pages of printed material.

The building covers 700,000 square feet – 13 acres under the roof

Client Base

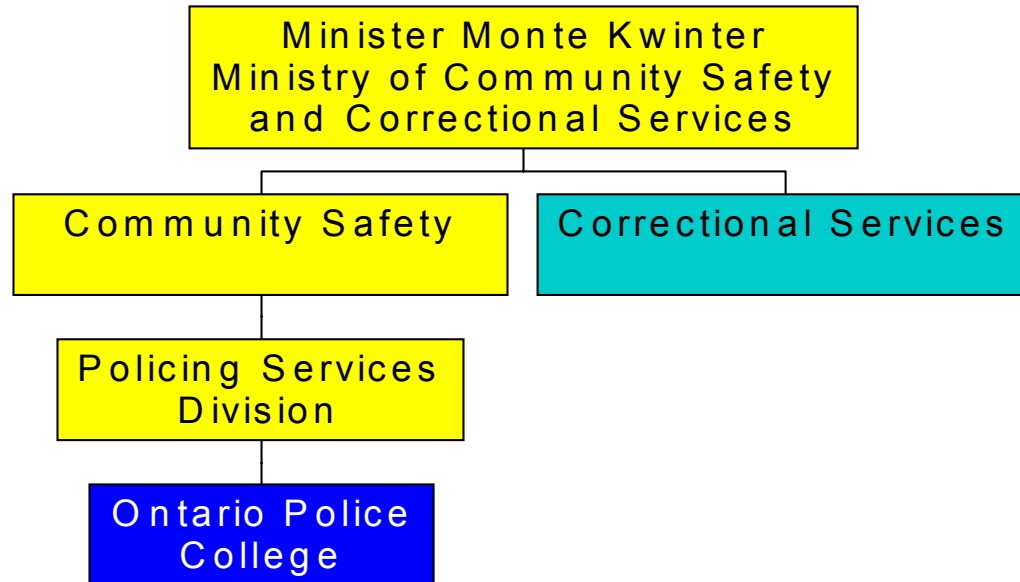


- Province of Ontario
 - 11,874,400 population
 - 1,076,395 square kilometers
 - 415, 628 square miles
 - Hudson's Bay on the North
 - Detroit at the southern border
 - **22,176** police officers
 - Provincial & Municipal police services



Organization

Ministry of Community Safety and Correctional Services





Police Agencies

- 61 police services
- Toronto Police Service & Ontario Provincial Police
 - 10,049 officers *(largest agencies)*
- West Grey Police Service
 - 5 police officers *(smallest agency)*



Outside Training Assistance

- *Students have attended O.P.C. from*
 - Every Canadian province
 - United States
 - West Indies
 - Bermuda
 - Africa
 - Middle East
 - Britain



F.B.I. Training Assistance

- March 2004 – OPC hosted Blood Spatter course in partnership with the U.S. Federal Bureau of Investigation
- Students from:
 - Federal Bureau of Investigation
 - Washington County Police – Oregon
 - Corpus Christi Police – Texas
 - Davenport Police – Iowa
 - Colorado Springs Police
 - Colorado Bureau of Investigation
 - New York State Police
 - Mississippi Crime Lab
 - Albuquerque Police – New Mexico
 - Oklahoma City Police



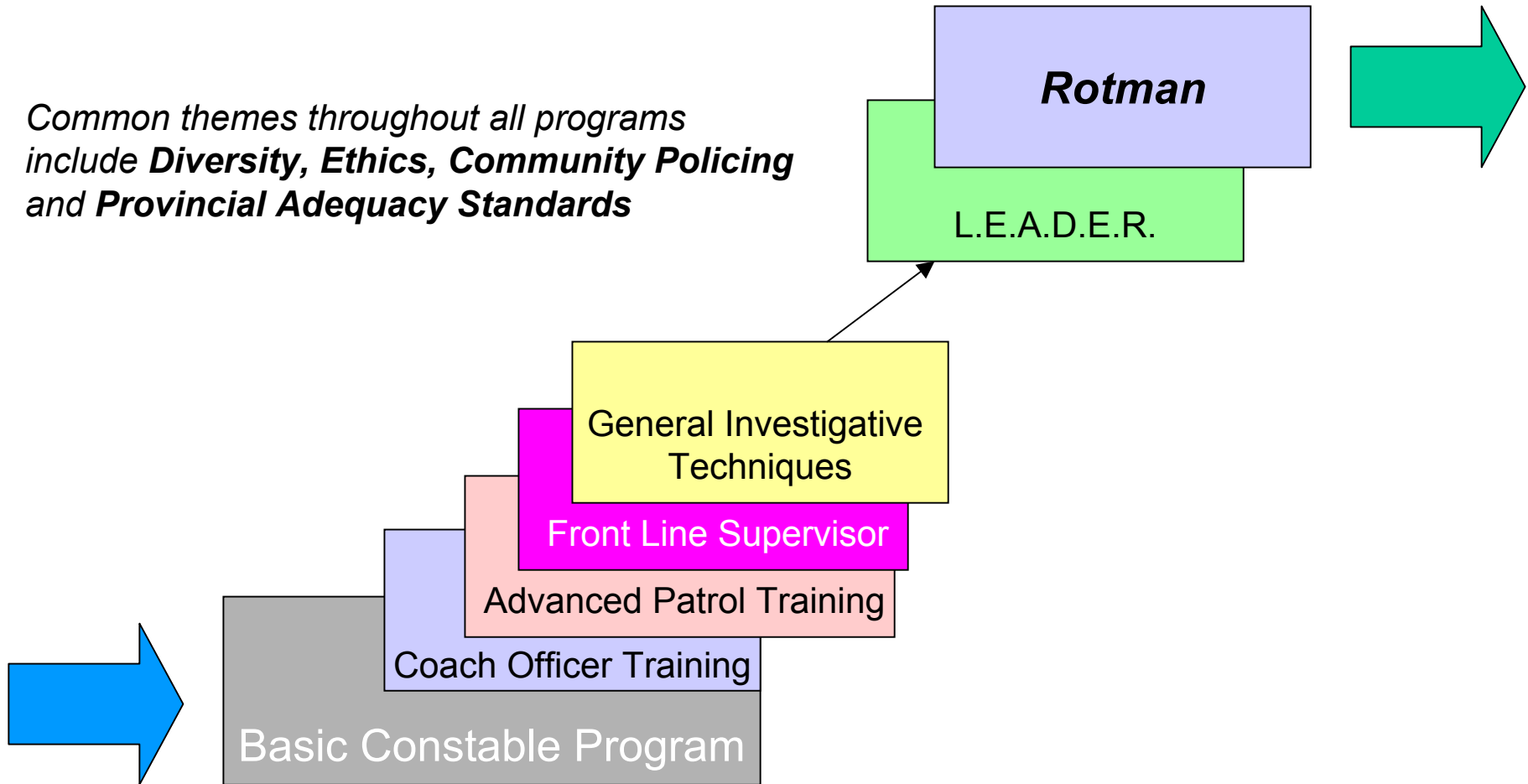


International Attention

- OPC has recently hosted delegations from:
 - *Police Service of Northern Ireland*
 - *People's Republic of China*
 - *Lithuania*
 - *Netherlands Forensic Institute*

A continuum of training...from Recruit to Chief

*Common themes throughout all programs include **Diversity, Ethics, Community Policing** and **Provincial Adequacy Standards***





Core Police Services

Ontario Police Services Act Sec.4(2)

- Crime Prevention
- Law Enforcement
- Assistance to victims of crime
- Public order maintenance
- Emergency response

COURSES OF TRAINING 2005



- BCT – 3 Intakes per year
- Advanced Patrol Training
- Coach Officer
- Front Line Supervisor
- CPIC (*Canadian Police Information Centre*)
- Criminal Investigation
- Forensic Identification
- Leadership
- Race Relations & Adult Education
- *Seminars & special courses*



Basic Constable Training

- 60 training-day residential program
- All recruits already employed by their Police Service
- Must achieve 75% to pass
- Certificate issued by Director of O.P.C. on completion



Basic Constable Training

- Courses of Study

- ③ *Applied Police Learning (Academic)*
- ③ *Defensive Tactics*
- ③ *Officer Safety*
- ③ *Firearms Training*
- ③ *Police Vehicle Operations*
- ③ *Physical Fitness*



Police Vehicle Operations

Recruits are taught -

- Reactive skills
- Patrol driving
- Emergency driving
- *Suspect Apprehension Pursuit* legislation
- Pursuit alternatives
- Pursuit termination
- Police driving review



O.P.C. Initiatives – Mental Health

- OPC Instructor as guest speaker
 - *Canadian National Committee for Police/ Mental Health liaison – Saskatoon, Saskatchewan*
- Partnership with *Centre for Addiction & Mental Health and Regional Health Care, London*
 - *Guide for front-line officers*
 - *Released for use province-wide*
- Instructor attended University of Sydney Faculty of Law as guest speaker –
 - *28th International Congress on Law & Mental Health*

March Past Ceremony





Senior & Special Courses

- OPC will train over 8000 experienced officers in addition to our Recruit program during 2005
- Courses offered in:
 - Criminal Investigation
 - Forensic Identification
 - Leadership
 - C.P.I.C. (*Canadian Police Information Centre*)
 - Race Relations/ Adult Education



Criminal Investigation

- General Investigations Training
- Sexual Assault Investigation
- Fraud Investigation
- Interview and Interrogation
- Major Case Management
- Drug Investigation Techniques
- Homicide Investigation



Criminal Investigation

- Major Case Management
 - *Integrated into all Criminal Investigation & Forensic courses*
 - *Completely updated courses*
- PowerCase
 - *Part of Major Case Management training*
 - *Government recently legislated use of system*
- Investigation of Offences against Children
 - *Partnership with Ontario Association of Children's Aid Societies*
- Drug Investigations
 - *Including Marijuana Grow operations*
 - *Clandestine Laboratory training with Canadian Police College*

Marijuana Grow Operation



 **THIS ADDRESS WAS RAIDED BY THE YORK REGIONAL POLICE DRUG SQUAD** 

If you have information about this incident or any other criminal offence, call police or **CRIME STOPPERS at 1-800-222-TIPS**





Forensic Identification

- Advanced Bloodstain Pattern Analysis
 - *Team Leader for F.B.I. Bloodstain program is a graduate of OPC course*
 - *Has expressed interest in sending more F.B.I. Agents to OPC*
 - *Netherlands Forensic Institute officials attending OPC for training*
 - *Western Australia Police Service inquiring about OPC bloodstain training*
- Advanced Footwear Analysis Course
- Applied Forensic Videography
- Basic Bloodstain Pattern Recognition Course



Forensic Identification

- Chemical Treatment & Fluorescent Techniques Course
- DNA Sample Collection Warrant Course
- Digital Imaging Course
- Video Editing Workshop
- Forensic Identification Course



Forensic Identification

- Collection & Recovery of Human Remains
 - *Partnership with the University of Windsor*
- Math & Physics Course
- Scenes of Crime Officer Course

Forensic Identification Team presented with 2004
Provincial *Ovation Award* for Dedication & Quality
Service



Leadership Training

- Hearing Officer Course
- Issues & Themes
- Leading a Learning Police Organization
- L.E.A.D.E.R. *Leadership Excellence Action & Development for Exceptional Results*
- Police Services Act, Police Complaints Resolution and Human Resources Management Course
- Team Building



Race Relations & Adult Education

History of Anti-Racism and Community Policing Training

- Race Relations & Adult Education Unit established
 - BCT Program extended to provide enhanced use-of - force training, including 3 days for race relations training
- 1997 Hate/bias motivated crimes session added
- 1997 Community Panel assignment added
- 2003 Bias-free policing initiatives (with OPP & Toronto PS)



Race Relations & Adult Education

Diversity & Race Relations Training

- Basic Constable Training Program – Anti Racism & Community Policing instruction
- Support to Instructional staff at O.P.C.
- Support to Police Services
- Current event response
- Diversity & Anti-discrimination workshop series
- Advisory members – Council of Police Against Racism
C.O.P.A.R



Promotional Examinations

- *Ontario Police College offers promotional examinations for Ontario police services:*
 - *Constable to Sergeant*
 - *Sergeant to Staff Sergeant*
 - *Staff Sergeant to Inspector*

“Streetscape”...our Dynamic Simulation Area



Opened - July 12, 2001



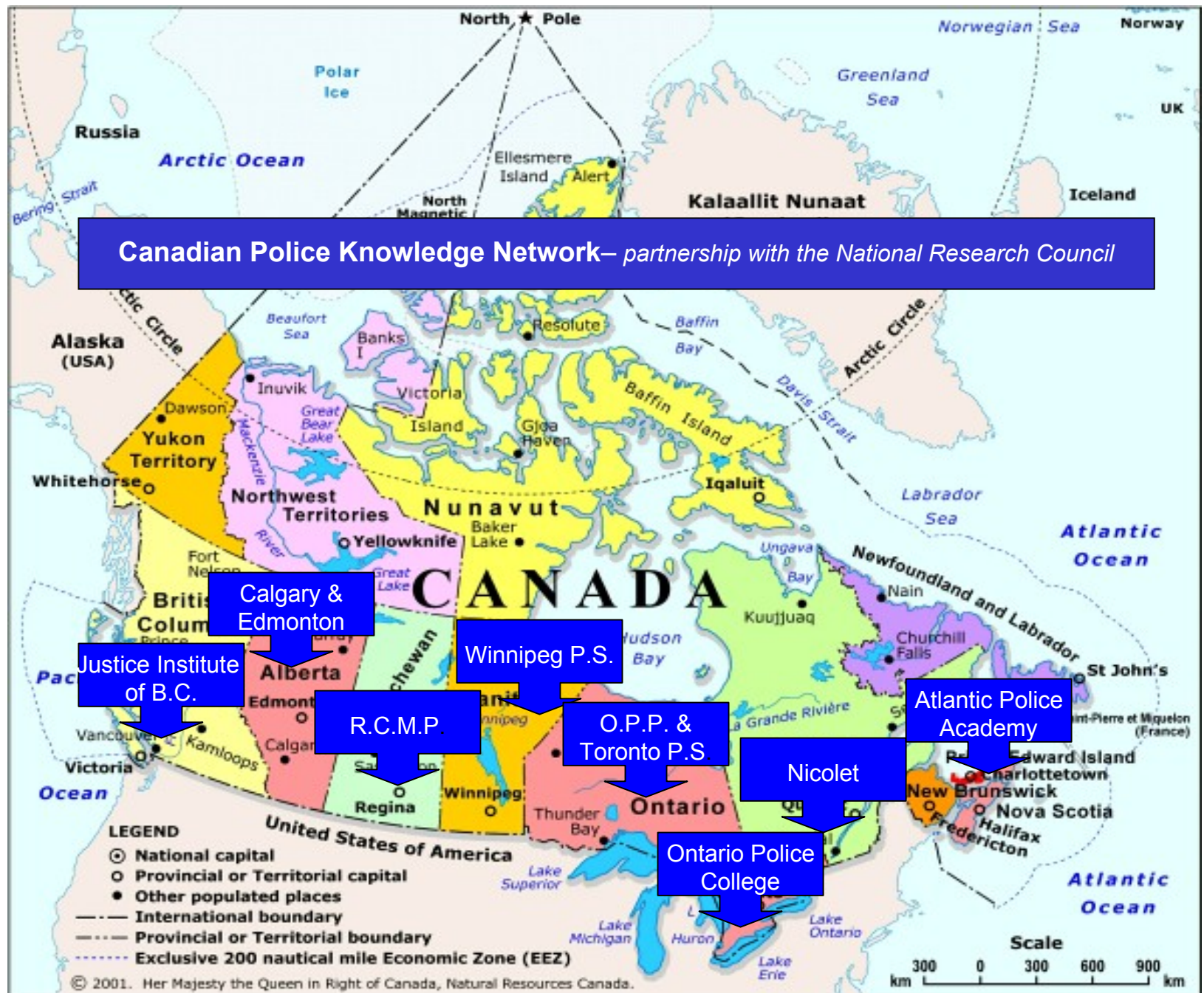
- Unique in North American police training community
- Allows for “hands-on” simulations
- Linked to classroom work *“learn it – try it”*



Future Directions...

- e-learning *will* become part of our training package
- Additional partners are required to offset the high costs associated with providing this type of training
- Presently working with *National Research Council* on a country-wide e-Learning initiative:
Canadian Police Knowledge Network

Canadian Police Knowledge Network— partnership with the National Research Council





Future Directions...

- Increasing interest from international students
- O.P.C. is building upon a world-wide reputation for police training excellence
- We're "*open for business*" and ready to review all inquiries about future training partnerships

Thank you for having us -



*Dr. Albert Yeung will now
continue the presentation*



Basic Student Demographic Profile 1999 - 2003

Who are our students?



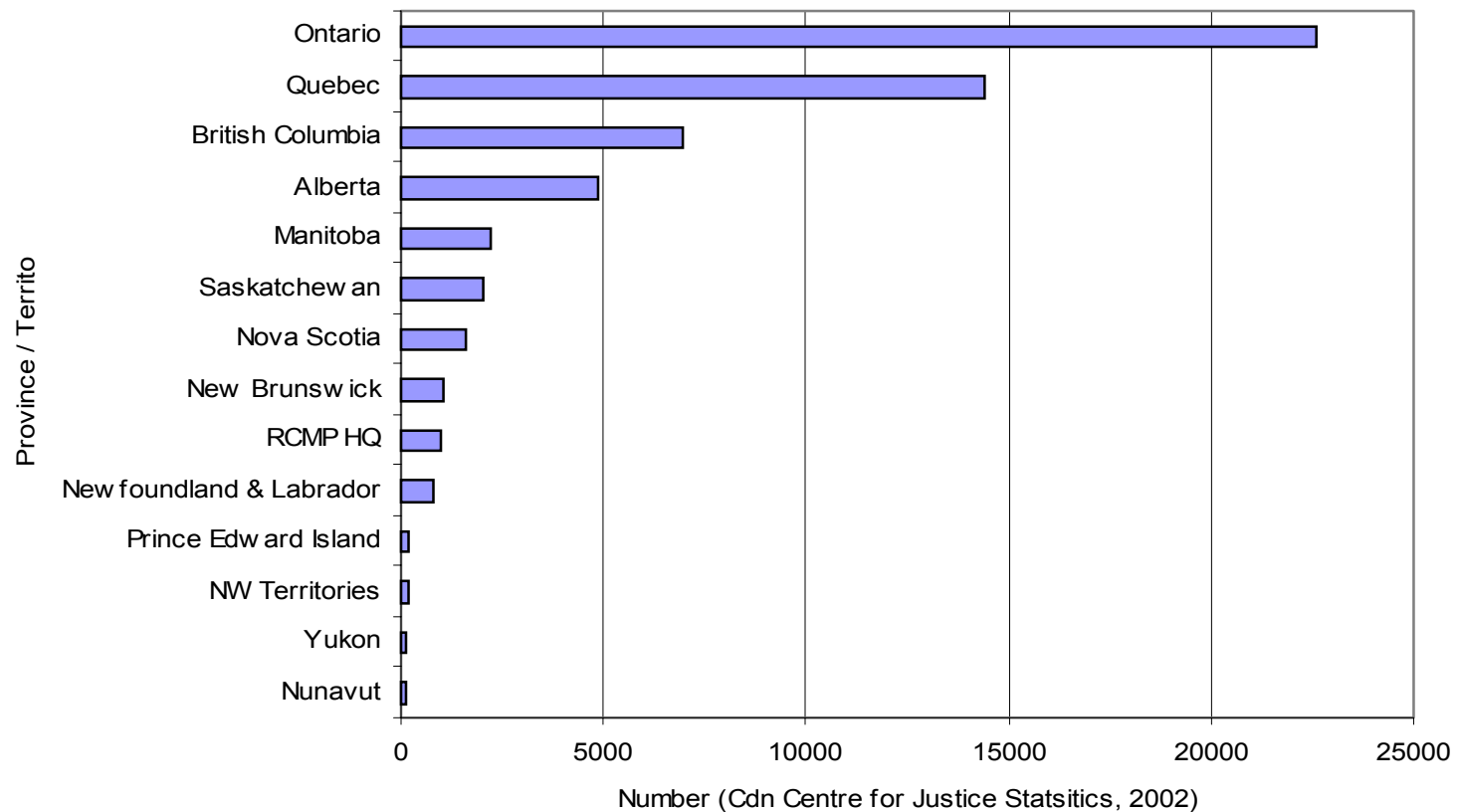
Basic Student Demographic Profile 1999 - 2003





Basic Student Demographic Profile 1999 - 2003

Police Officers by Provinces / Territories





Basic Student Demographic Profile 1999 - 2003

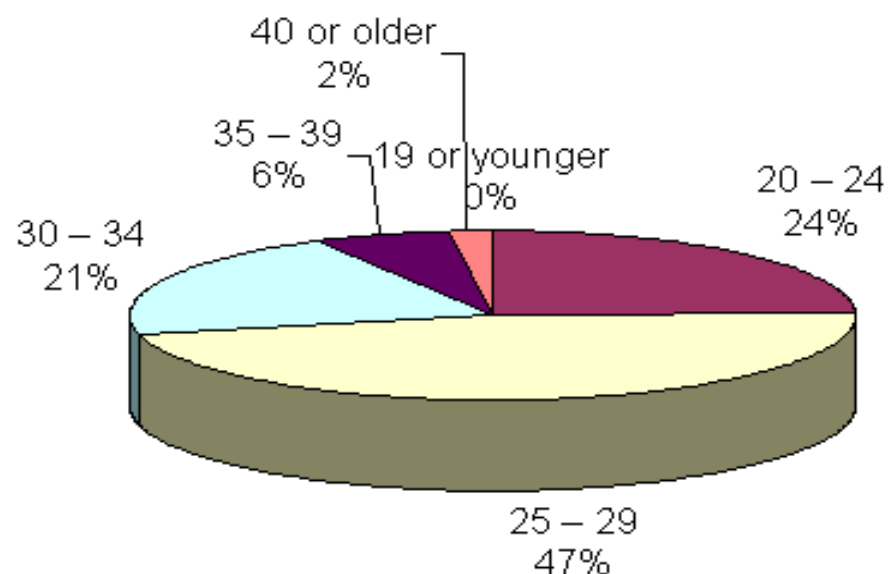
Police Officers by Provinces / Territories (2002)

Provinces / Territories	Number of Police Officers
Ontario	22627
Quebec	14428
British Columbia	6958
Alberta	4884
Manitoba	2219
Saskatchewan	2008
Nova Scotia	1592
New Brunswick	1036
RCMP HQ	1002
Newfoundland & Labrador	779
Prince Edward Island	214
NW Territories	160
Yukon	126
Nunavut	111
Canada	58414



Basic Student Demographic Profile 1999 - 2003

Age Group - OPC Recruits 1996 - 2003



19 or younger 20 - 24 25 - 29 30 - 34 35 - 39 40 or older

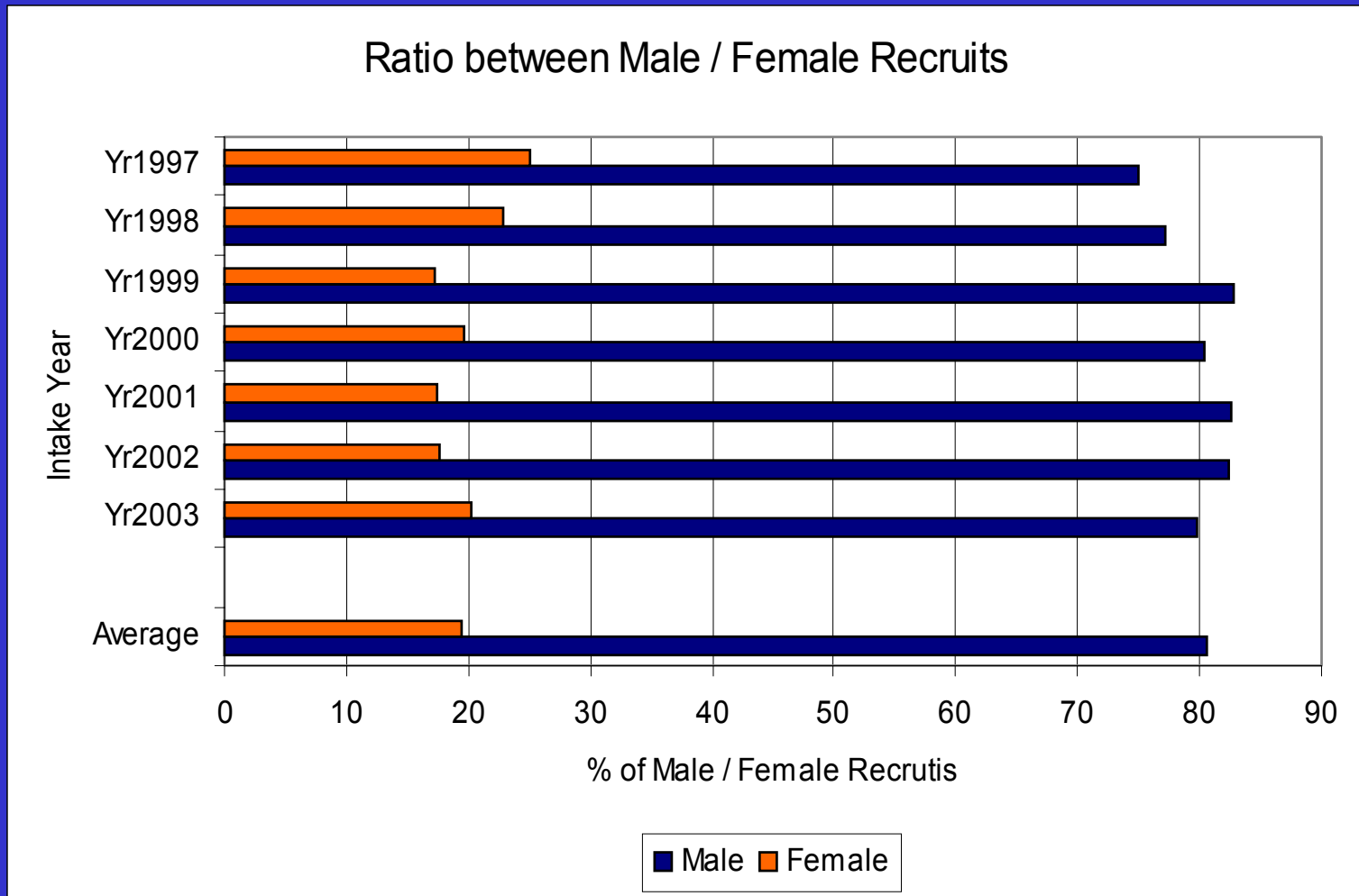


Basic Student Demographic Profile 1999 - 2003



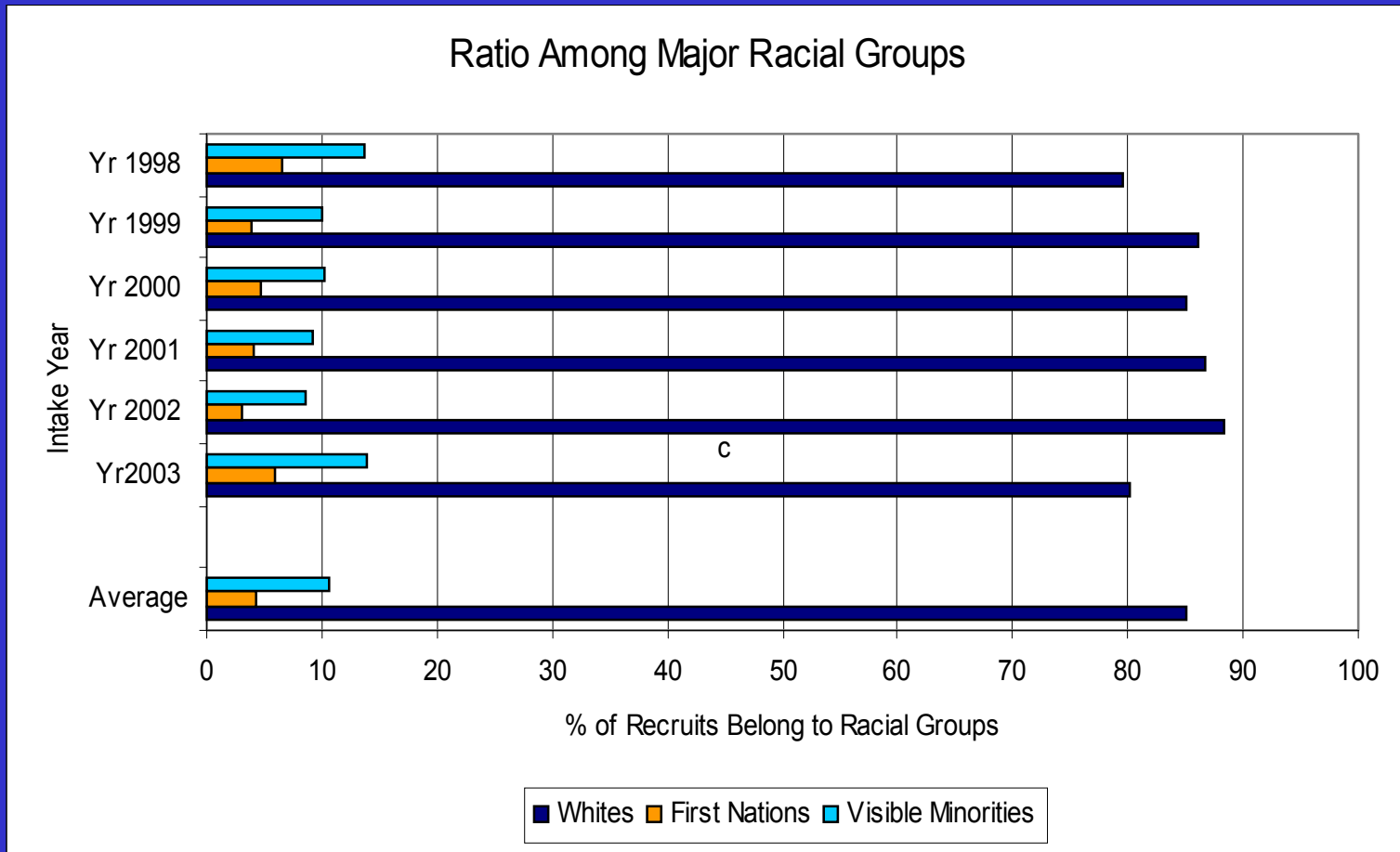


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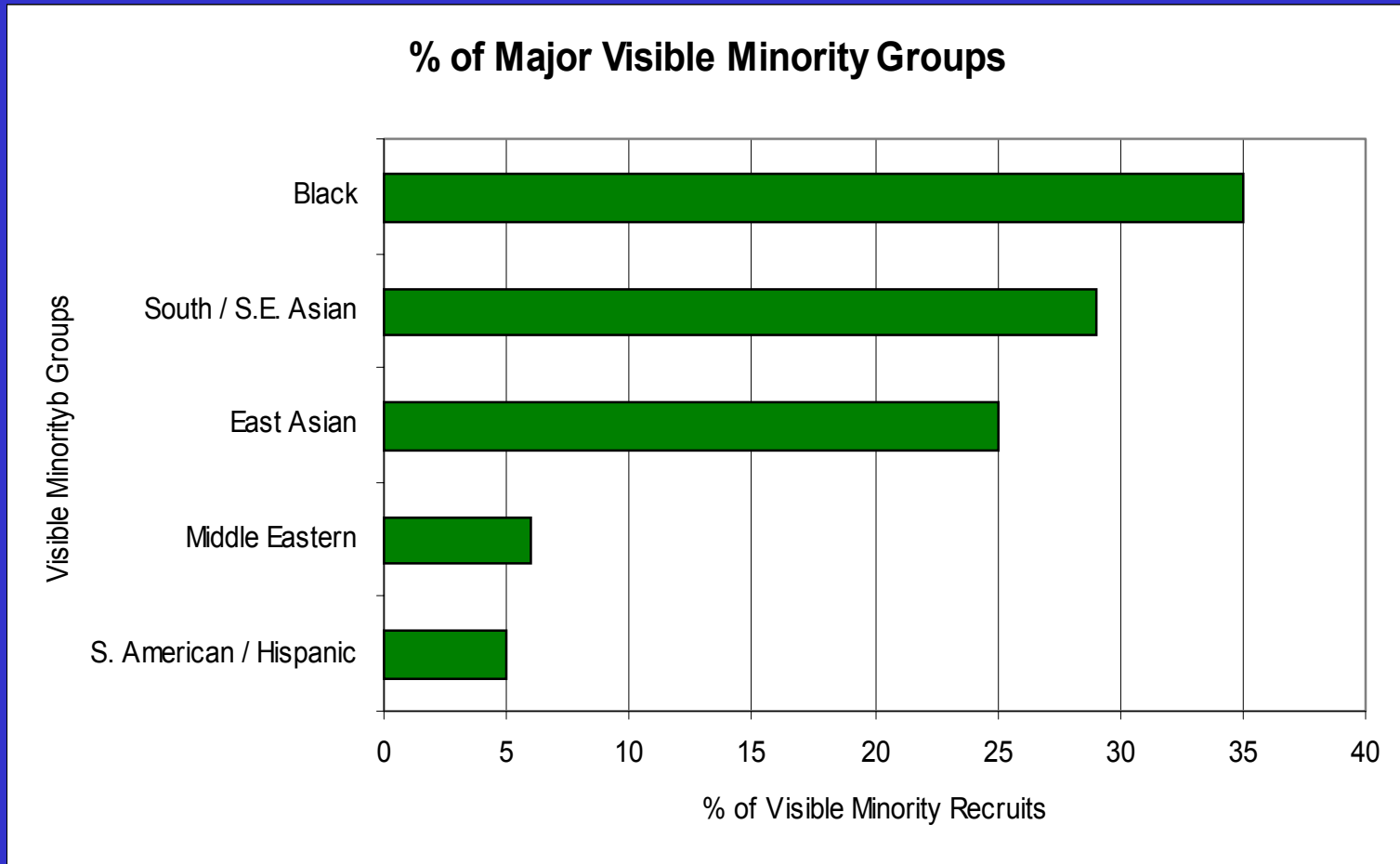


Basic Student Demographic Profile 1999 - 2003





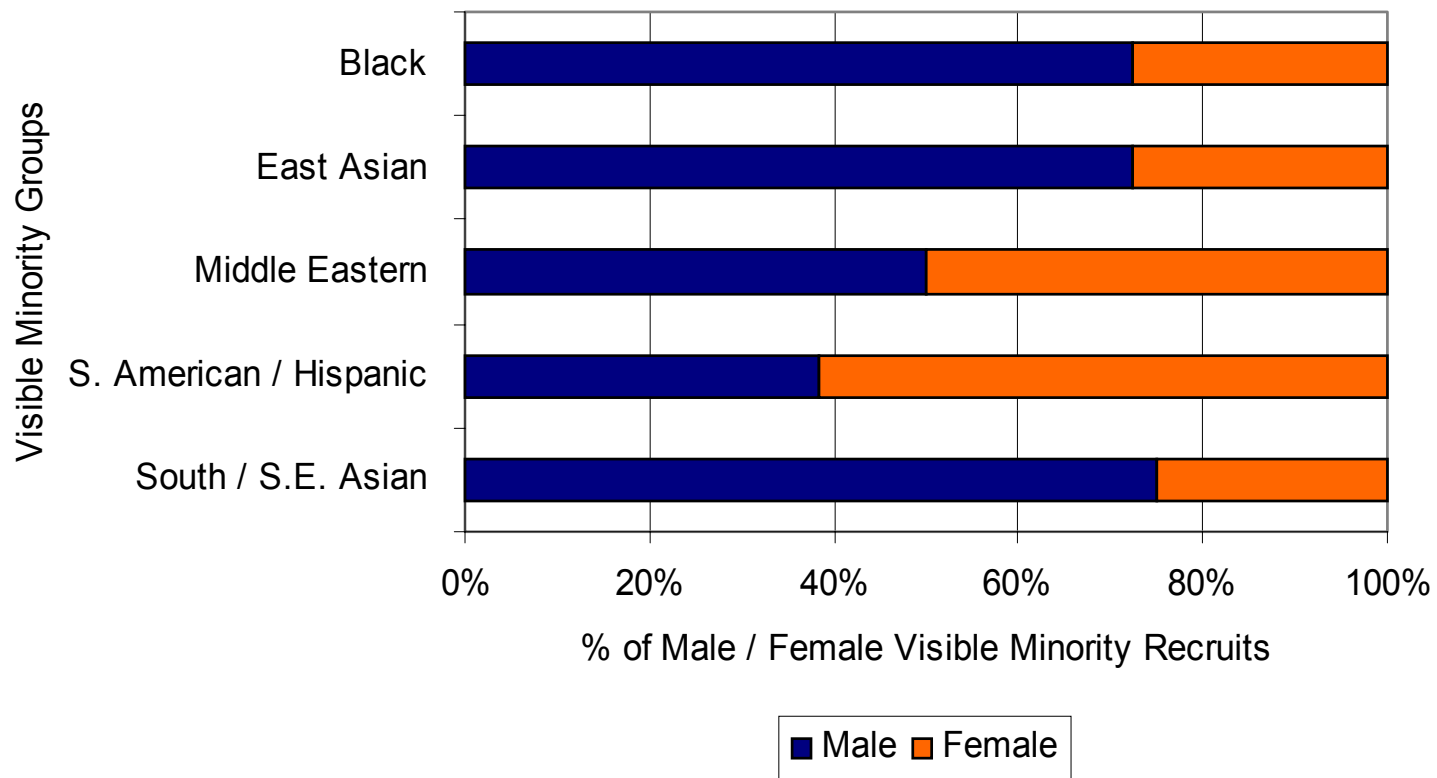
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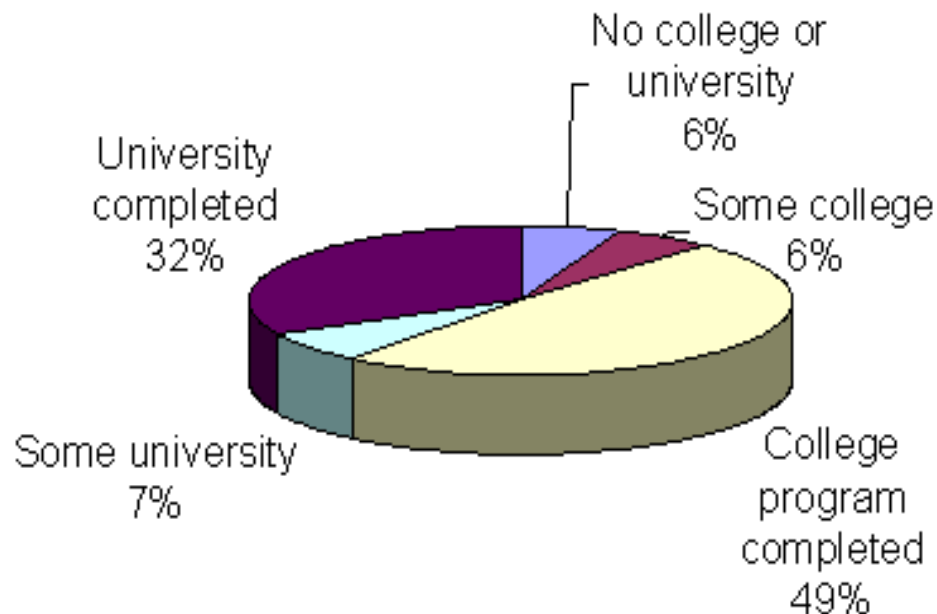
Ratio between Male / Female Visible Minority Recruits





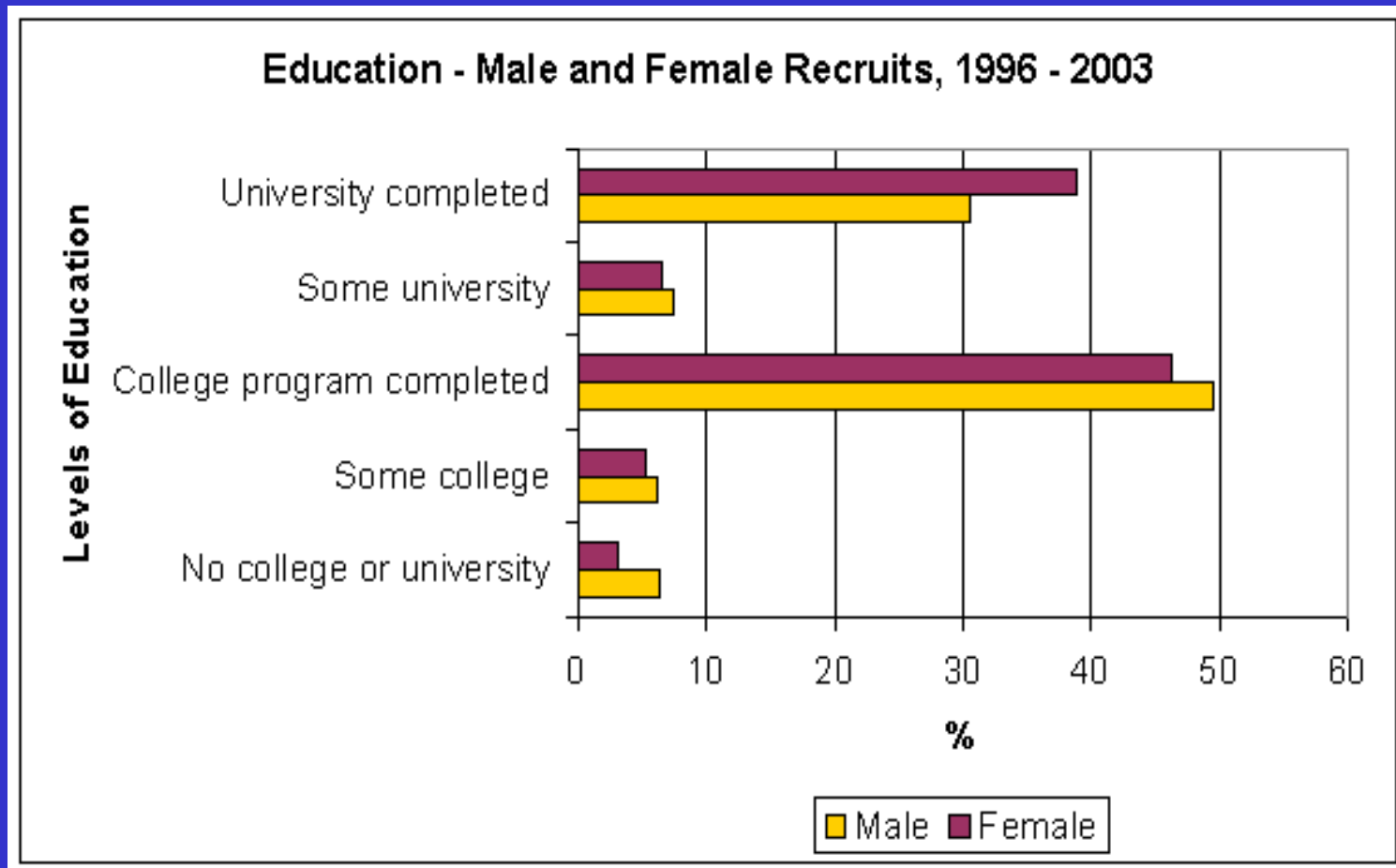
Basic Student Demographic Profile 1999 - 2003

Education - OPC Recruits 1996 - 2003





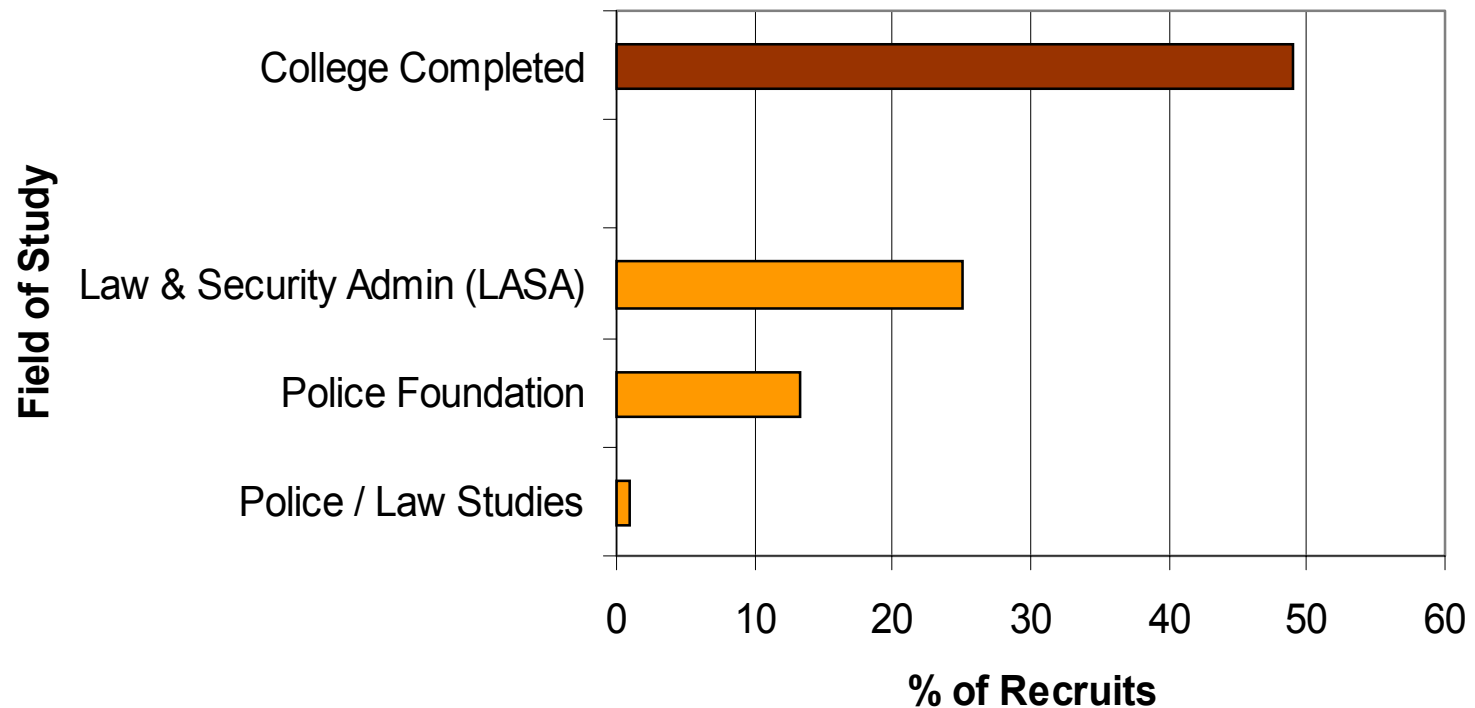
Basic Student Demographic Profile 1999 - 2003





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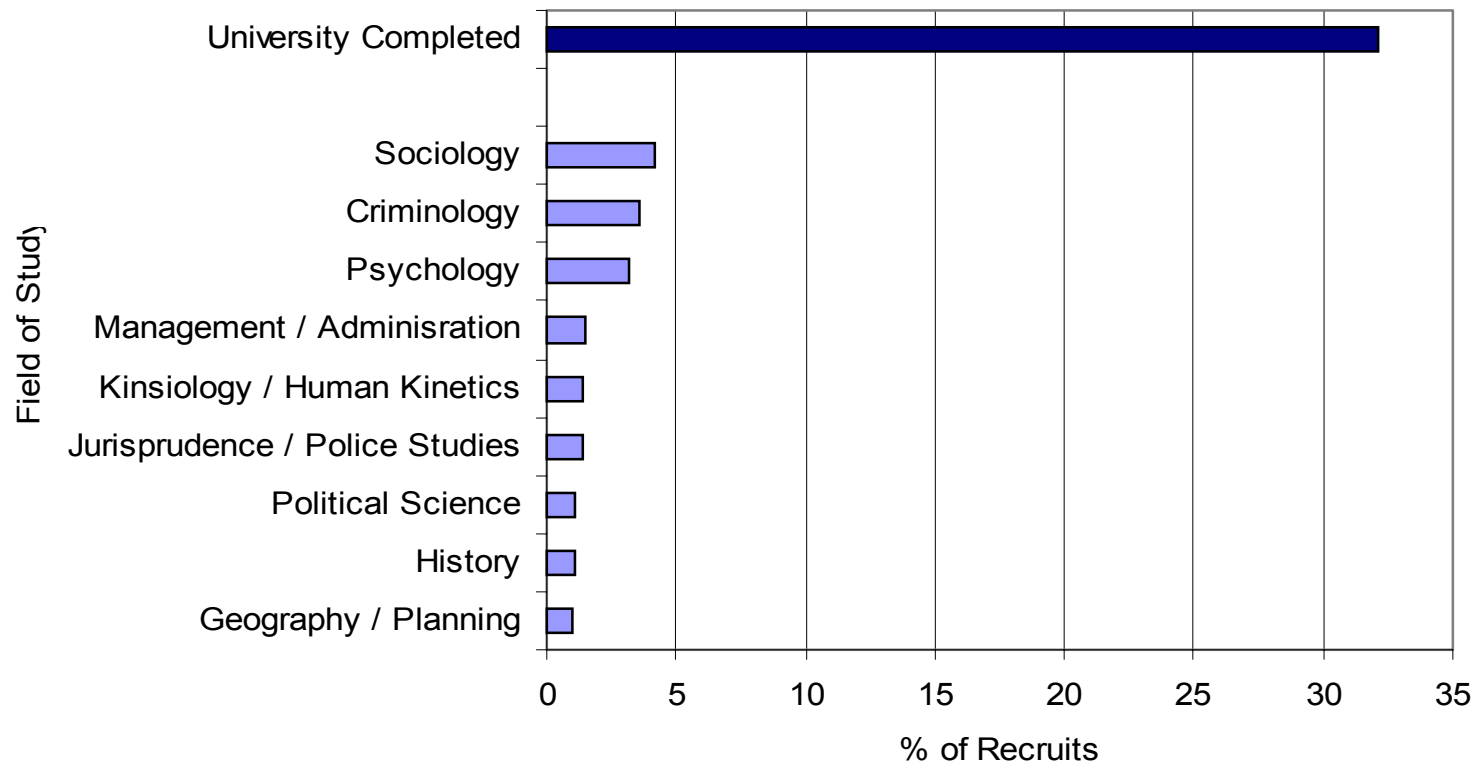
College - Major Fields of Study





Basic Student Demographic Profile 1999 - 2003

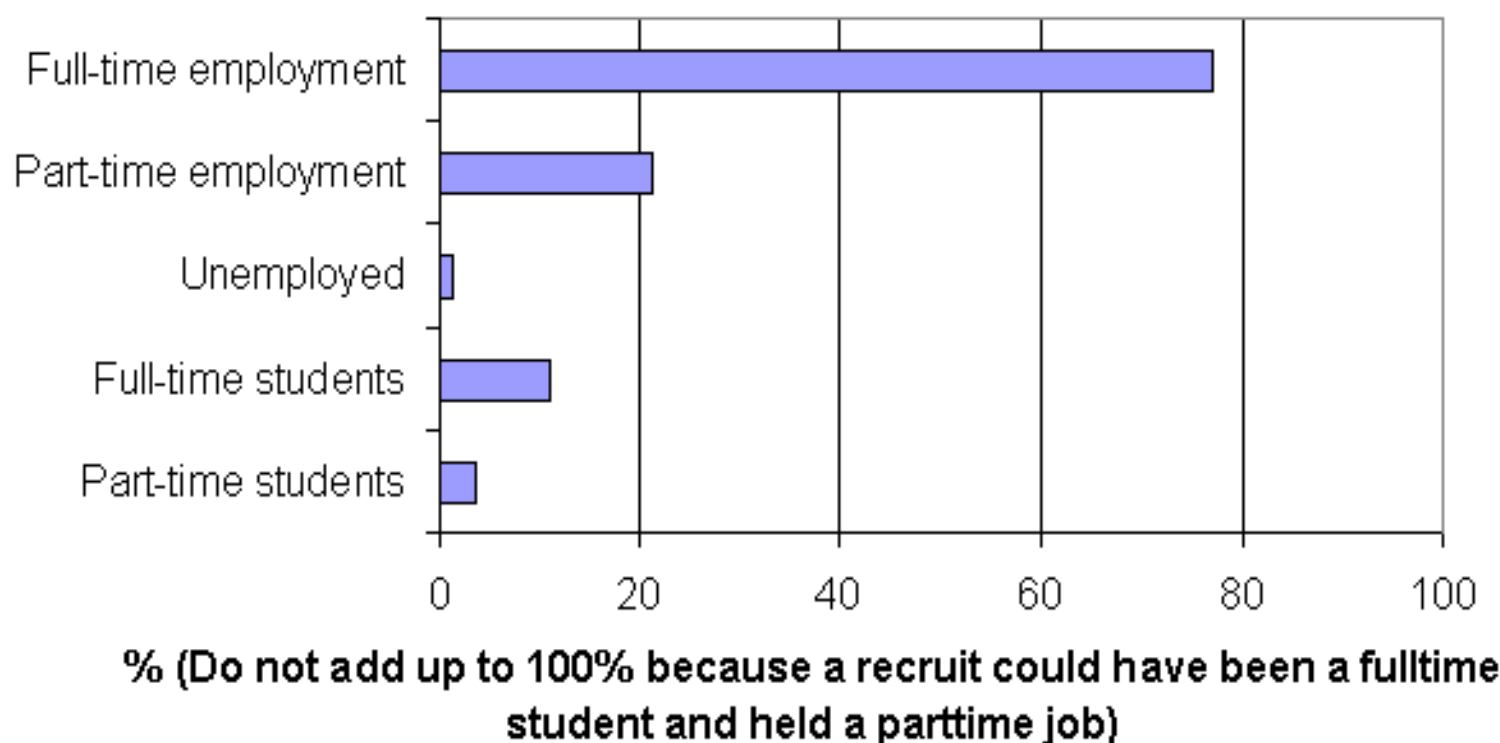
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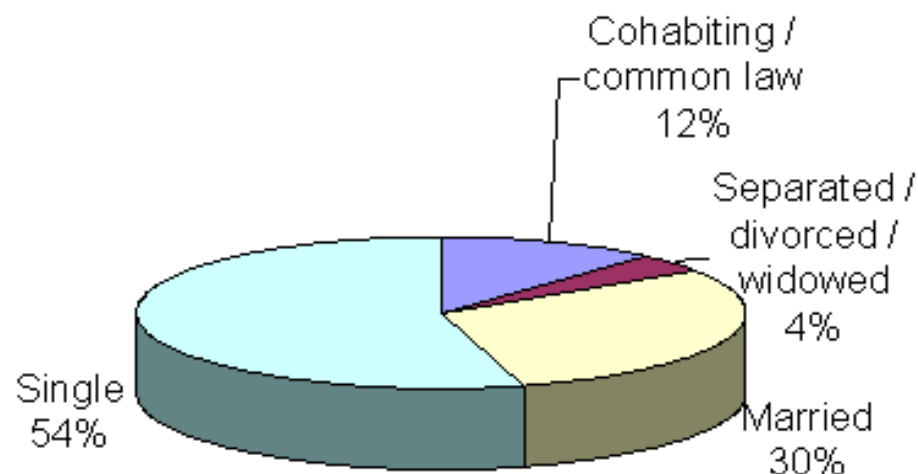
Employment - OPC Recruits 1996 - 2003





Basic Student Demographic Profile 1999 - 2003

Marital Status - OPC Recruits 1996 - 2003



■ Cohabiting / common law ■ Separated / divorced / widowed ■ Married ■ Single



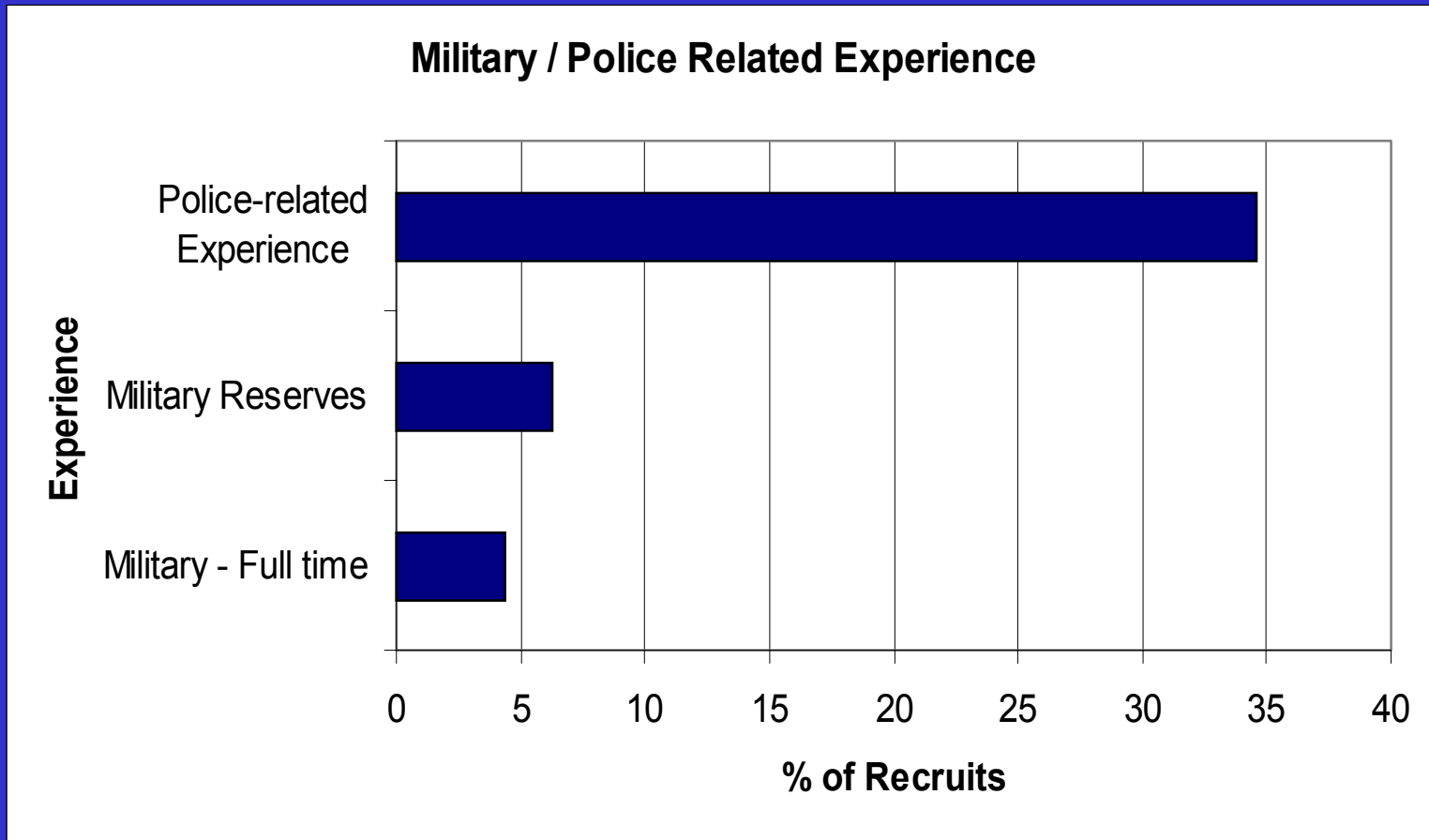
Basic Student Demographic Profile 1999 - 2003

Marital Status - Male / Female Recruits 1996 - 2003





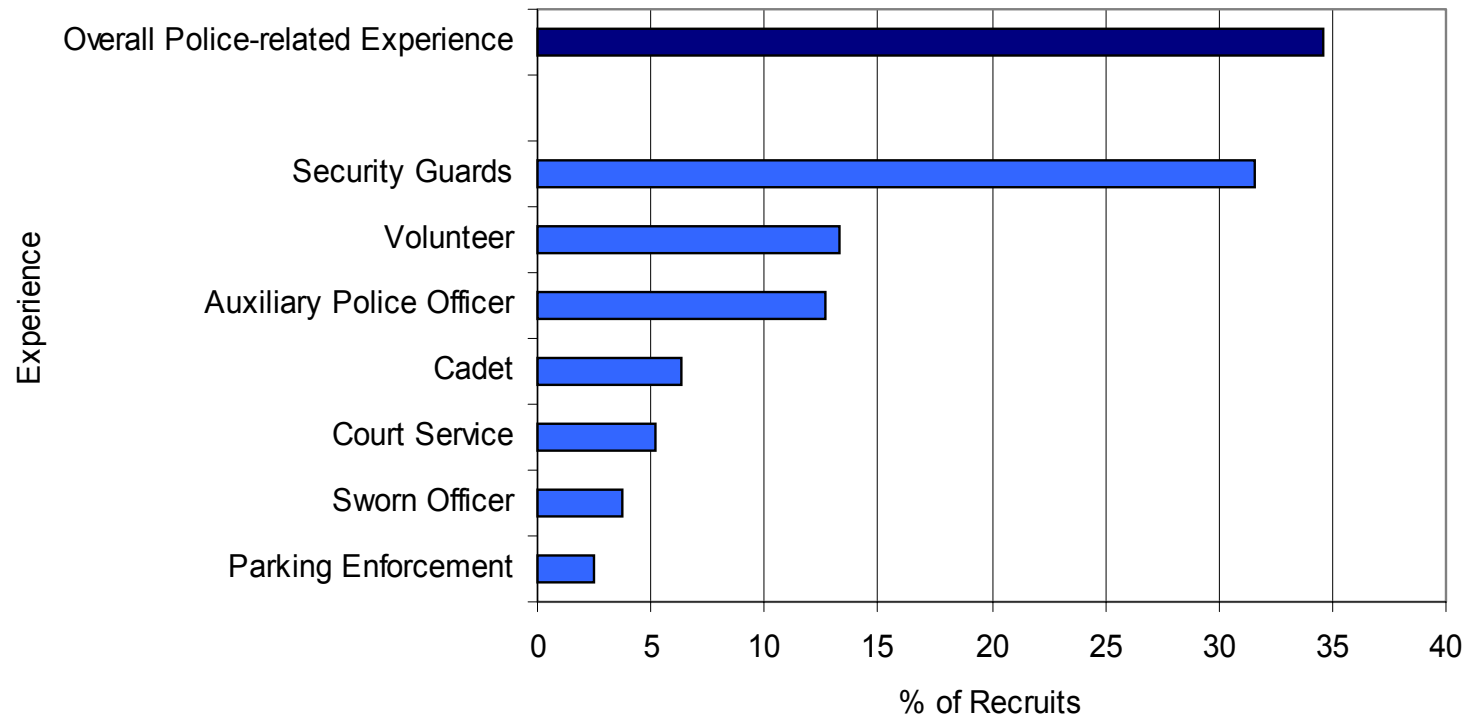
Basic Student Demographic Profile 1999 - 2003





Basic Student Demographic Profile 1999 - 2003

Police-Related Experience





Basic Student Demographic Profile 1999 - 2003

Population of Canada / Ontario / Toronto

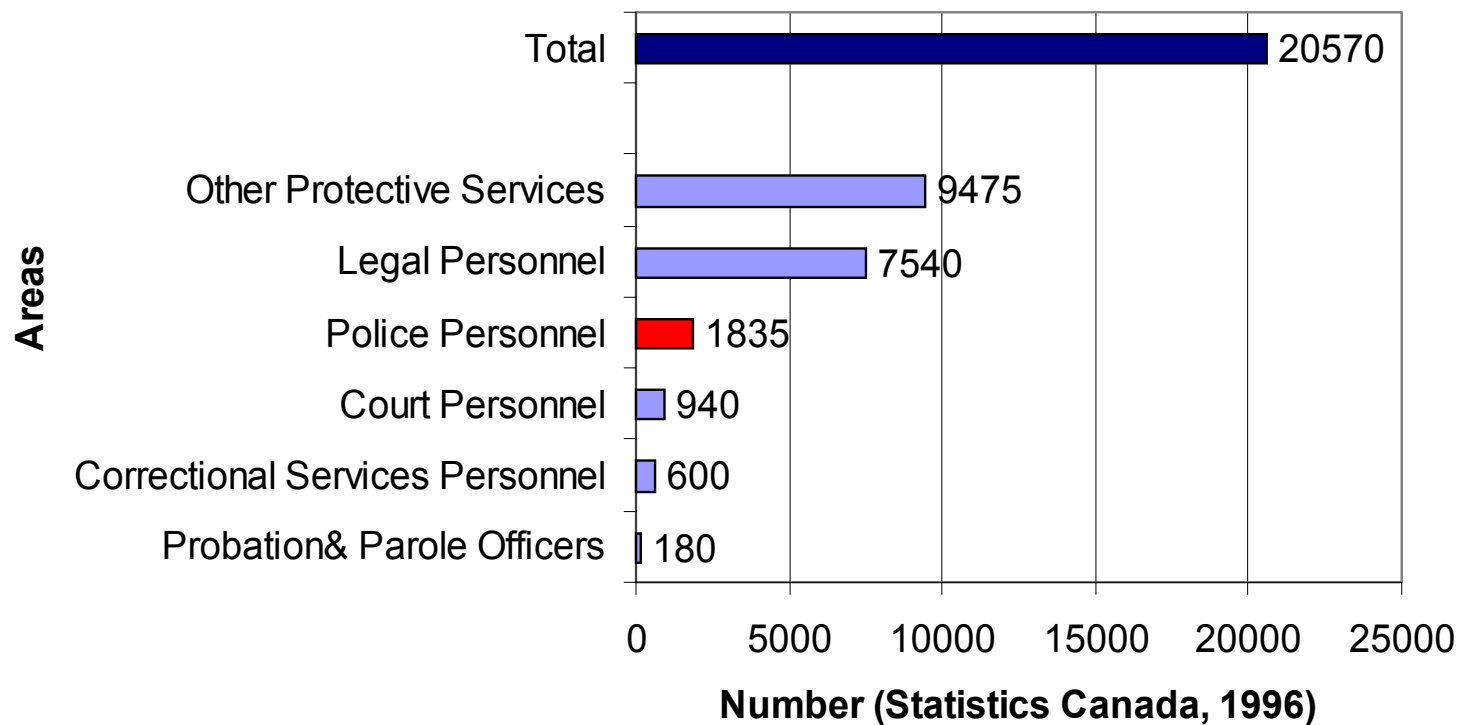
	Canada		Ontario		Toronto	
	#	%	#	%	#	%
Total	29,639,035	100.0	11,285,550	100.0	2,456,895	100.0
Non-Visible Minority	25,655,185	86.6	9,132,500	80.9	1,405,680	57.2
Visible minorities	3,983,845	13.4	2,153,045	19.1	1,051,125	42.8
Chinese	1,029,395	3.5	481,510	4.3	259,710	10.6
South Asian	917,070	3.1	554,870	4.9	253,915	10.3
Black	662,210	2.2	411,095	3.6	204,075	8.3
Filipino	308,575	1.0	156,515	1.4	86,460	3.5

Statistics Canada, Census of Canada, 2001



Basic Student Demographic Profile 1999 - 2003

Visible Minorities Working in Legal & Justice Areas





Basic Student Demographic Profile 1999 - 2003

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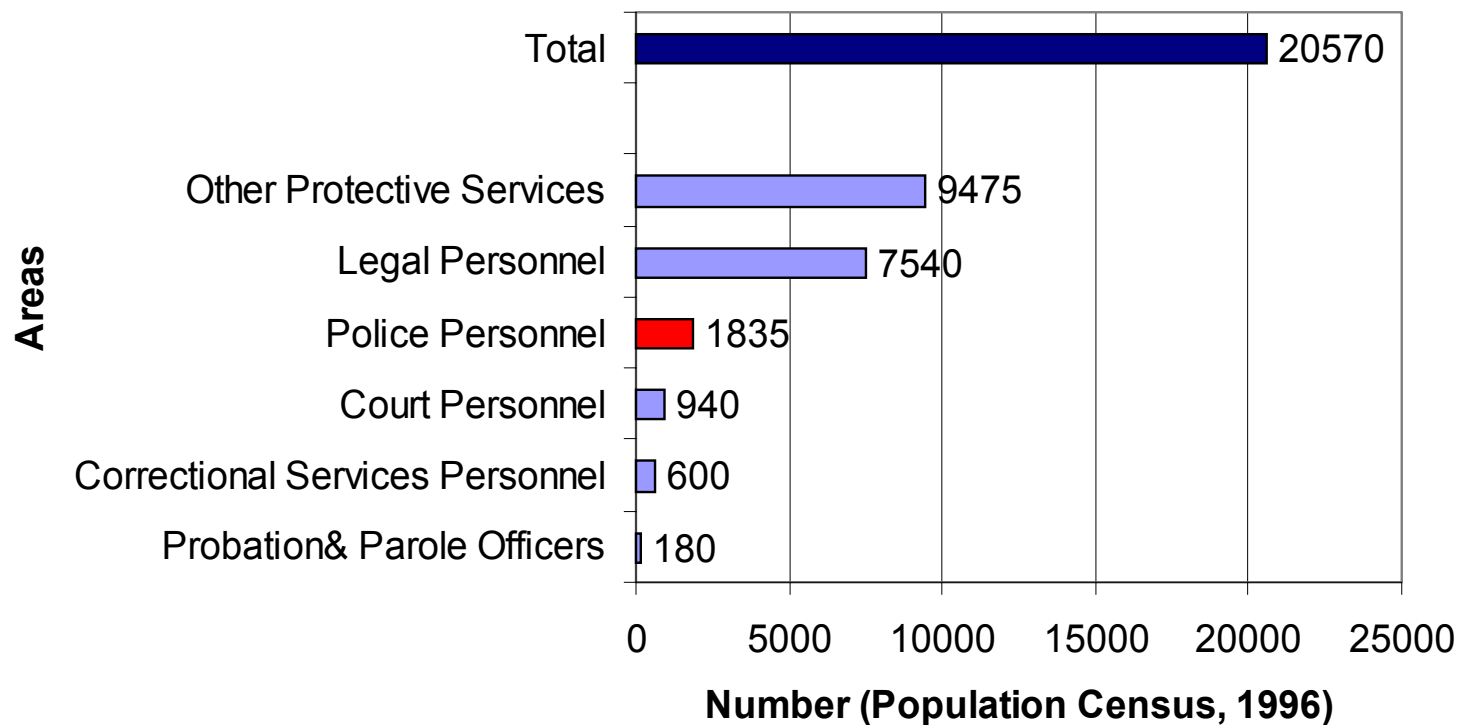
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27 February 2005



Presentation by:

Deputy Director **Bill Stephens** • • •

Instructor **Albert Yeung** • • •



Happy New Year

