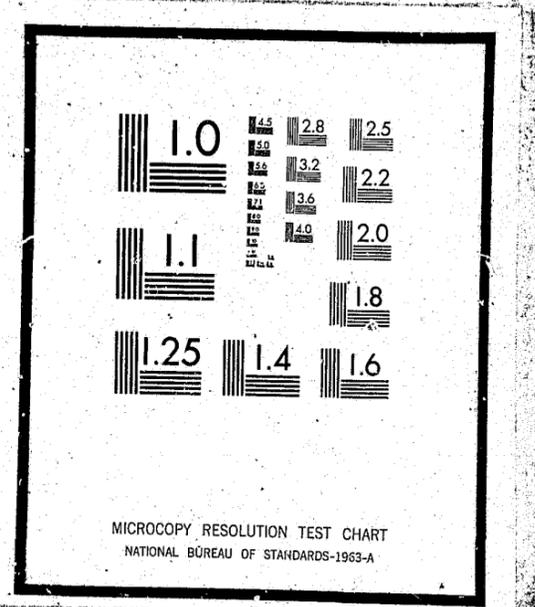


# NCJRS

This microfiche was produced from documents received for inclusion in the NCJRS data base. Since NCJRS cannot exercise control over the physical condition of the documents submitted, the individual frame quality will vary. The resolution chart on this frame may be used to evaluate the document quality.



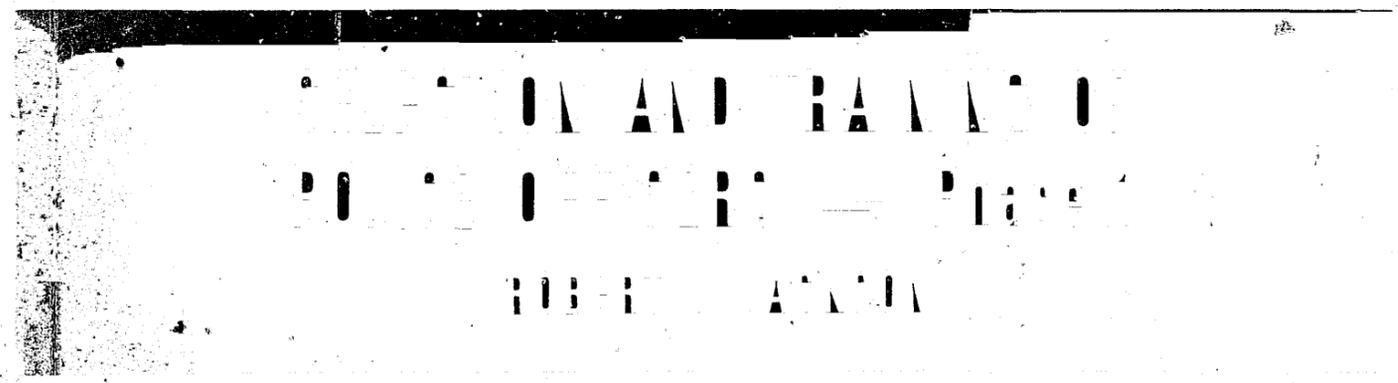
Microfilming procedures used to create this fiche comply with the standards set forth in 41CFR 101-11.504

Points of view or opinions stated in this document are those of the author(s) and do not represent the official position or policies of the U.S. Department of Justice.

U.S. DEPARTMENT OF JUSTICE  
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION  
NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE  
WASHINGTON, D.C. 20531

Date filmed

12/5/75



X  
Canadian Association of Chiefs of Police Inc -

SELECTION AND TRAINING  
OF POLICE OFFICERS -

- PHASE I -

Researched and compiled by  
Robert J. Jackson

A CACP Committee and  
NRC Study

## FORWARD

The information contained in this report represents an overview of preliminary selection and training data, being the first phase of an in-depth review. The project is a priority choice of the CACP Committee on Selection and Training and is being carried out through support of the National Research Council of Canada under Laboratory Project NAE ST 74/83. Release and distribution of the report is subject to the approval of the Committee on Selection and Training and the Board of Directors. Requests for copies should be addressed to the Executive Director, Canadian Association of Chiefs of Police, Suite 304, 116 Albert Street, Ottawa, Canada. K1P 5G3.

CONTENTS

	Page
PART I	Introduction ..... 1
PART II	Police Basic Recruit Training in Canada ..... 4
	Sample ..... 5
	Methodology ..... 6
	Response ..... 7
	Training Composition ..... 15
	Curriculum Appendix i ..... 28
	Appendix ii ..... 31
	Appendix iii ..... 33
	Appendix iv ..... 36
	Appendix v ..... 38
	Appendix vi ..... 40
	Appendix vii ..... 43
	Appendix viii ..... 45
	Appendix ix ..... 47
	Minimum Standards ..... 50
PART III	Community College Programs ..... 58
	Pre-Employed Programs ..... 67
	Concurrent Programs ..... 70
	Specialized and In-Service Programs ..... 72
PART IV	University Programs ..... 74
	Certificate/Diploma Programs ..... 77
	Undergraduate/Graduate Programs ..... 79

LIST OF TABLES

Page

Basic Recruit Training

TABLE A	Percentage of Cities Represented .....	6
TABLE B	Sample Response by Groups .....	7
TABLE C	Regional Representation and Sample Response .....	8
MAP D	Geographic Display .....	11
TABLE E	Training Composition for Selected Law Enforcement Agencies .....	15 - 20
TABLE F	Graphs	
	(a) Minimum Age .....	52 - 53
	(b) Minimum Height .....	54 - 55
	(c) Minimum Education .....	56 - 57

Community College Programs

FIGURE G	Typology of Law / Securities Programs .....	66
TABLE H	Law Enforcement Orientation .....	69
TABLE I	Concurrent With Law Enforcement Employment .....	71
TABLE J	Specialization and In-Service .....	73

University Programs

TABLE K	Certificate / Diploma Composition .....	78
TABLE L	Undergraduate / Graduate Composition .....	80

PART I

INTRODUCTION

The selection and training of police personnel is an intricate process that requires the utmost level of responsible planning by police management. Fosdick equated a police officer's performance in the field with the quality of training by stating "Only as the training of the policeman is deliberate and thorough, with emphasis on the social implications and human aspects of his task, can real success in police work be achieved".

The selection and training of police officers has been approached from many different avenues by law enforcement agencies throughout Canada. Recognition of this fact was expressed by Chief F. E. Sloane at the CACP's 67th annual Conference. "We are of the opinion that many excellent programs have been developed locally which could be of real value in the development of the police service in this country". From this theme, it is this study's intention to accommodate the gathering of a complete and concise inventory of all available police training programs in Canada. The results of this collection are hoped to lead to a better awareness of existing programs and facilitate the establishing of any future programs.

The initial phase of this study was to determine what existing programs are presently being utilized by various Canadian Police Forces. It is recognized that training of police officers is

handled at various levels beyond the recruit program and is offered by many different institutions. The study, therefore, separated the institutions into three divisions; training within police agencies, community colleges and universities. The levels of training were divided into basic recruit training, and advanced training or specialization.

The study to date has been only an initial digestion of the data that was received. The three institutional divisions have been compiled in the following report, but due to the complexities involved the time factor became premium and resulted in the omission of the advanced training segment within police departments.

The information and documentation that was forwarded to the study was the genuine concerted effort by the police community and related institutions from across Canada. This initial study, Phase I, would not have been possible without this support, and therefore, is indebted to these agencies.

PART II

POLICE BASIC RECRUIT TRAINING IN CANADA

## SAMPLE

For the purpose of this portion of the study, a representative sampling of municipal police forces was drawn from across Canada. The study also included the two provincial Police Forces and the federal Force.

The criteria for selecting the sample from the municipal Forces was straight forward. Each province is represented in the study, but neither of the territories were asked to participate as they are policed entirely by the R. C. M. P. Consideration was also given to geographical representation by separating the country into five distinct areas; Atlantic provinces, Quebec, Ontario, Prairie provinces, and British Columbia. The third factor involved consideration for the degree to which different sized Forces operate active training programs.

To enable a fairly accurate comprehension of the various types of training in relation to Police strength or size, the study utilized the format outlined in Police Administration Statistics, 1972, published by Statistics Canada. From each category, a sufficient number of Forces were selected to give a clear understanding of the type of training for that particular group.

Statistics Canada has divided the municipal Forces into nine categories according to size. The study selected its participants from the first seven groupings, excluding Group # 8 and Group # 9, or Police Forces that service municipalities with population under

5,000 citizens. The municipal breakdown of selection for the involved groups is as follows:

TABLE A Percentage of Cities Represented \*

GR. NO.	POPULATION SIZE	NO. OF COMMUN.	NO. COMMUN. SELECTED	% REPRESENTED.	AVERAGE NO. OF ENGAGEMENTS FOR 1972 PER GROUP
1 & 2	250,000 & over	9	9	100%	119
3	100,000-250,000	15	13	86%	24
4	50,000-100,000	30	19	63%	8
5	25,000- 50,000	57	18	32%	3
6	10,000- 25,000	121	15	12%	3
7	5,000- 10,000	137	11	8%	2
Total		369	85	23%	

\* Data from Police Administration Statistics, Statistics Canada, 1972

#### METHODOLOGY

The methodology used in seeking information from the municipalities involved a three page subjective open-ended form letter under the signature of B. E. Poirier, Executive Director, C. A. C. P. The form was divided into three separate areas, Recruit Training, In-Service Special Training and Outside Training facilities. The areas of concern in each of these categories were specified in point form pertaining to source of training, training procedure, standards and selection procedure, course content and hours involved, instructors and participation per annum. The study also requested actual training

material for the various programs.

#### RESPONSE

The overall response from the municipal Police Forces for the mailed out survey was a 71% return. Individual group response tended to decline as municipalities decreased in population size, with Groups 5, 6 and 7 in the low 60% and 50% range. (See TABLE B ). The response by geographical regions ranged from 55% to 79%. (See TABLE C ). The averaged response is considered adequate representation for the purposes of a preliminary study such as this.

TABLE B SAMPLE RESPONSE BY GROUPS

<u>GROUP NO.</u>	<u>NO. COMMUNITIES SELECTED</u>	<u>NO. OF RESPONSES</u>	<u>% OF SAMPLE REPRESENTED</u>
Group 1 & 2	9	9	100 %
Group 3	13	12	92 %
Group 4	19	14	74 %
Group 5	18	10	55 %
Group 6	15	8	53 %
Group 7	<u>11</u>	<u>7</u>	64 %
	85	60	

OVERALL RESPONSE - 71 %

REGIONAL REPRESENTATION

TABLE C

AND SAMPLE RESPONSE

<u>ATLANTIC PROVINCES</u>	<u>NO. COMMUNITIES SELECTED / RETD.</u>		<u>QUEBEC</u>	<u>NO. COMMUNITIES SELECTED / RETD.</u>	
Group 1 & 2	0	0	Group 1 & 2	1	1
Group 3	2	2	Group 3	3	2
Group 4	2	1	Group 4	4	3
Group 5	2	1	Group 5	1	0
Group 6	4	3	Group 6	2	1
Group 7	<u>2</u>	<u>2</u>	Group 7	<u>1</u>	<u>0</u>
	12	9 = 75%		11	7 = 55%

<u>ONTARIO</u>	<u>NO. COMMUNITIES SELECTED / RETD.</u>		<u>PRAIRIE PROVINCES</u>	<u>NO. COMMUNITIES SELECTED / RETD.</u>	
Group 1 & 2	4	4	Group 1 & 2	3	3
Group 3	6	6	Group 3	2	2
Group 4	10	9	Group 4	1	0
Group 5	6	3	Group 5	7	5
Group 6	4	3	Group 6	3	0
Group 7	<u>3</u>	<u>1</u>	Group 7	<u>4</u>	<u>3</u>
	33	26 = 79%		20	13 = 65%

<u>BRITISH COLUMBIA</u>	<u>NO. COMMUNITIES SELECTED / RETD.</u>	
Group 1 & 2	1	1
Group 3	0	0
Group 4	2	1
Group 5	2	1
Group 6	2	1
Group 7	<u>1</u>	<u>1</u>
	8	5 = 63%

The vehicle by which Recruit Training is administered across Canada varies among regions. On the West Coast, British Columbia municipal Police rely mainly on the training program and facilities of the Vancouver City Police, with the field training completed locally within the participating forces. The provincial government is presently conducting a comprehensive examination into its criminal justice system, including police training.

In Alberta, the two larger cities have their own programs which are available to other forces in the surrounding regions. Also in Alberta, the smaller municipal forces are starting to rely on the Provincial Community Colleges as sources of suitable employees.

The Province of Saskatchewan has just implemented a new recruit program through the Attorney General's Department which is available for all forces within that province. The Police Academy is located within the facilities of the University of Saskatchewan, Regina Campus. (See page 22)

In Manitoba, most municipalities that maintain their own Police Forces and are within the close proximity of Winnipeg utilize that city's facilities. The Manitoba Provincial Government has been for the past few years examining the feasibility of a common provincial program for its municipal Police Department.

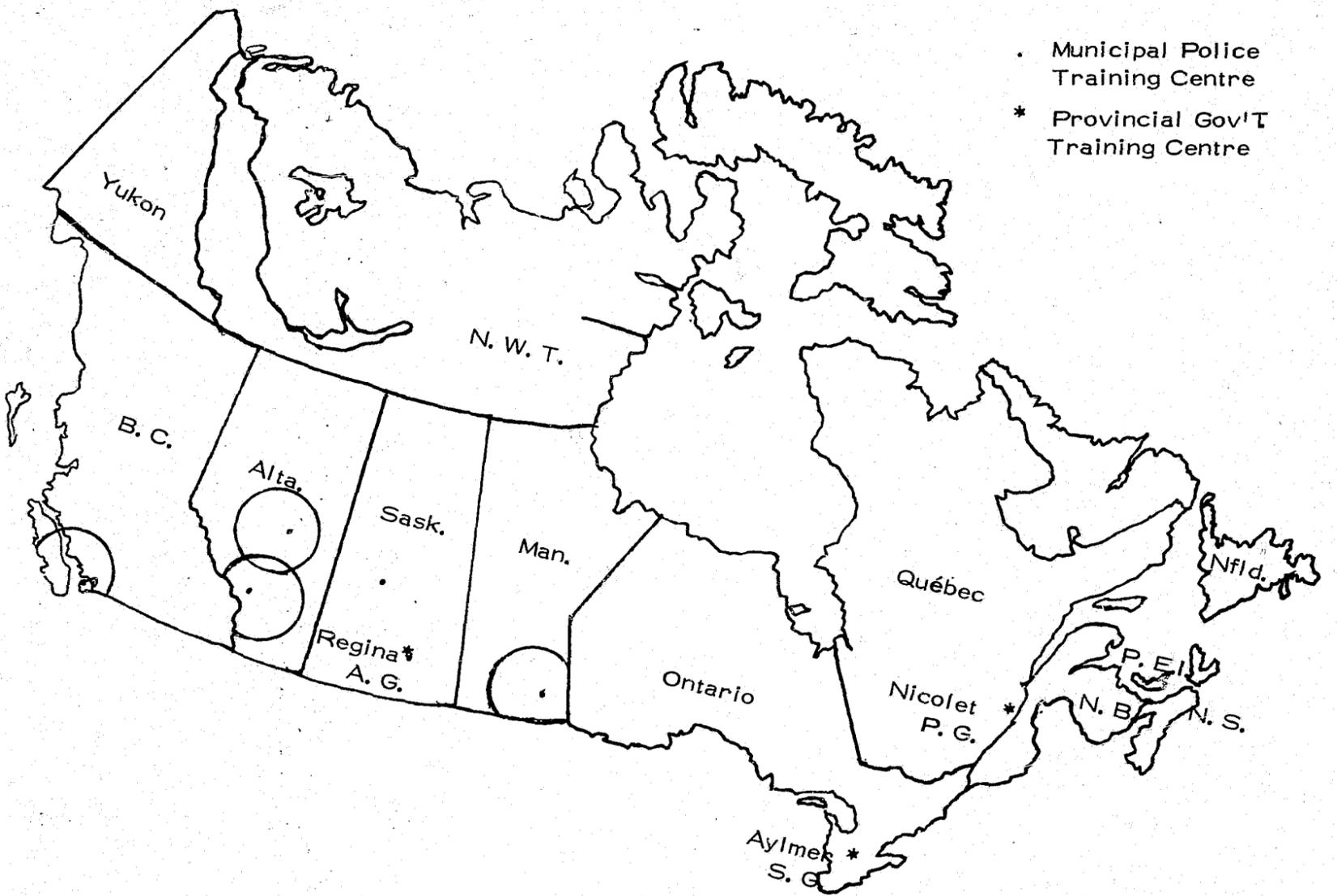
The Provinces of Québec and Ontario both operate provincial programs that are available to Police Forces within their

respective jurisdictions. In addition to this training, it was found that many cities in Ontario have complementary programs that they give to their recruits in conjunction with the provincial program provided at Aylmer, Ontario. The Government of Québec has legislated that all police officers for that province must receive basic training, either at the Institut de Police du Québec at Nicolet or else one of the nine approved Community Colleges (CEGEP) that offer the complete Police Science program. The Provincial Police for the two provinces, Quebec Police Force, and Ontario Provincial Police, also participate in these programs. (See pages 23 - 24)

The recruit training in the Atlantic Provinces is basically being handled at the level of individual Police Departments. The Atlantic Police Academy at Holland College in Charlottetown, P.E. I. has become a useful centre for possible recruits for many hiring agencies. The Province of Newfoundland operates its own program for its Constabulary at St. John's.

Geographically, three provinces in Canada are facilitating recruit training under the auspices of the provincial governments. The Atlantic Police Departments are training their members independently. Manitoba, Alberta and British Columbia Police Forces are presently utilizing the programs offered by the respective metropolitan centres in their areas.

MAP D



In addition to the geographical variations of recruit training, indications are that the individual size or strength of each Force also has a definite influence on the type of program that is offered to new members. (See TABLES on pages 15 - 20)

Commencing with the smaller urban areas, Police Departments in Groups 6 and 7 have a very limited annual turnover of members. As the charts point out, these departments rely exclusively on outside facilities to train their recruits. The data from the study indicates that this need is serviced by one or more of four possible procedures. They may have training completed at a larger urban police department, or at a provincial academy, or employ graduates from community colleges, or else employ already trained and experienced Police officers.

The small police departments in three provinces have the opportunity of sending their members to the government facilities in their own provinces. The remaining forces utilize one of the other three alternatives. Several departments within these two groups made specific reference to the exclusive use of community colleges as their source of recruiting with very favourable results.

Police departments in cities with populations between 25,000 and 50,000 also rely mostly on outside facilities. But this group generally utilizes only larger police forces or else provincial Attorney General's programs for basic training. Most police forces enlist recruits as vacancies become available, and when the selection process has been completed. The result is that often new members in the smaller

forces will have had some actual duty experience before the training programs are initiated. The practical field training for Groups 5, 6 and 7 consist mainly of senior supervision while "on duty".

Recruit training programs in Group 4 in several instances are combinations of training at outside facilities, practical field training, plus local supplementary programs of lectures designed within the department. The local lectures are generally of specific internal administrative matters, local by-laws, and important local policing issues.

Only a few cities in Group 3 and 4 have their own individual recruit programs. As previously mentioned, cities in Saskatchewan, Ontario and Quebec utilize the Attorney General's programs. Group 3 also has many forces that include local supplementary programs but the practical field training programs are more extensive than the previously mentioned groups.

Canada's largest cities, Group 1 and 2, have annual enlistments varying from 40 to 600 recruits. They train their recruits entirely by their own programs or else in conjunction with governmental programs. These cities also blend lectures and practical field training. Winnipeg has a unique combination of allotting several hours during lecture days to actual field training as in comparison to the common "block" system of field practice.

In conclusion, several departments commented that they

discovered for themselves that a mixture of practical training either before or during basic training enriched the learning process dramatically for their recruits.

TABLE E TRAINING COMPOSITION FOR SELECTED LAW ENFORCEMENT AGENCIES

	Recruit/Year Stats. Canada 1972	Experienced Police Officer	Community College Graduate	Outside Facility Police / A. G.	Own Recruit Program	Outside Fac. and own Program	Description
<b>Group 7 - City Pop 5,000 - 10,000</b>							
Amherst, N. S.	3	X	X				
Camrose, Alta.	3			X			
Estevan, Sask.	3				X		
Fort Frances, Ont.	1				X		
Hinton, Alta.	4		X				
<b>Group 6 - City Pop 10,000 - 25,000</b>							
Bathurst, N. B.	3			X			10wks Lect. - 4-5 mths field train. - 4wks Lect.
Charlottetown, P. E. I.	4		X				
Fredericton, N. B. (20 1973)	4				X		6wks Lect. - field train
Kenora, Ont.	1				X		field exp. - A. G. Lect.
Orillia, Ont.	7				X		3 mths. field train. - A. G. Lect.
Port Moody, B. C.	5			X			
Sept-Îles, Qué.	12				X		A. G. Lect - 3mths. field train.
Cité Vanier, Ont.	2					X	2 wks. Lect - A. G. Lec

	Recruit/Year Stats. Canada 1972	Experienced Police Officer	Community College Graduate	Outside Facility Police / A. G.	Own Recruit Program	Outside Fac. and own Program	Description
<u>Group 5 - City Pop.</u> 25,000 - 50,000							
Barrie, Ont.	2			X			6 mths. field train - AG Lect. field train - A. G. Lect
Chatham, Ont.	1			X			6 mths. field train - AG Lect.
East Kildonan, Man	20			X			12-18 mths. field train 11 week Lecture
Lethbridge, Alta	3	X	X				
Moncton, N. B.	approx 10 - 28				X		10 wks. Lect. - 4-6 wks field train. 4 wks. Lect.
Moose Jaw, Sask	4			X			
North Bay, Ont.	5			X			field train - AG Lect
Prince Albert, Sask	10			X			
St. Boniface, Man.	2			X			field train - 14 wk. Lec
West Vancouver, BC	10			X			16 wks. Lect - 2 wks. field train. 2 wks. Lect.
<u>Group 4 - City Pop.</u> 50,000 - 100,000							
Guelph, Ont.	approx. 15 - 18					X(AG)	Lect - field train - AG Lect.

	Recruit/Year Stats. Canada 1972	Experienced Police Officer	Community College Graduate	Outside Facility Police / A. G.	Own Recruit Program	Outside Fac. and own Program	Description
Halton, Ont.	approx. 10			X			field train. - AG Lect.
Kingston, Ont.	4			X			field train. - AG Lect.
Nepean, Ont.	6			X <sup>#</sup> soon initiating additional prog. locally			max 15 mths. field train - AG Lect.
Peterborough, Ont.	7					X(AG)	2 mths. field train - 6 wks. Lect. 3 mths. field train - A. G. Lect.
Sainte Foy, Qué.	10					X(AG)	
Saint John's, NFLD	7				X		8 wks. Lect - 8 wks. <sup>17</sup> field train.
Sarnia, Ont.	12			X			AG Lect. - 6 mths. field train - AG Lect.
Sault Ste. Marie, Ont.	1					X(AG)	2 wk Lect - field train A. G. Lect.
Sherbrooke, Qué.				X			A. G. Lect.
Sudbury, Ont.	9			X			field train. - AG Lect.
Trois Rivières, Qué.	7					X(AG)	4 mths. AG Lect. 1 mth. Lect.
Victoria, B. C.	11			X			field train. - 11wks. Lect. - 4 wks. field train. - 4 wks. Lect.

Recruit/Year Stats. Canada 1972	Experienced Police Officer	Community College Graduate	Outside Facility Police / A. G.	Own Recruit Program	Outside Fac. and own Program	Description
---------------------------------------	----------------------------------	----------------------------------	---------------------------------------	---------------------------	------------------------------------	-------------

Group 3 City Pop.  
100,000-250,000

Durham Regional, Ont.			X			field train - AG Lect.
Halifax, N. S.	10			X		14 wk Lect - 8 wks. field train - 2 wk. Lect.
London, Ont.	28				X(AG)	1 wk. Lect - AG Lect - 1 wk. Lect. - 3 wks. field train "A" - 3 wks. field train "B" - AG Lect.
Longueuil, Qué.			X			AG Lect. -
Peel Regional, Ont.	approx. 112				X(AG)	2 wks. lect - field train AG Lect - 8 wks. field train - AG Lect.
Ville de Québec, Qué.	59			X		12 wks. Lect - 24 wks. field train (8 dif. assignments, 3 wks. ea)
Regina, Sask.	9		X			AG Lect - field train.
Saskatoon, Sask.	21		X			field train - AG Lect - 3 mths. field train.
St. John, N. B.	10			X		7 wks. Lect - 6 mths. field train. - 1 wk. Lect. - 6 mths. field train.
Thunderbay, Ont.	8				X(AG)	8 wks. Lect-field train -AG Lect.

Recruit/Year Stats. Canada 1972	Experienced Police Officer	Community College Graduate	Outside Facility Police / A. G.	Own Recruit Program	Outside Fac. and own Program	Description
---------------------------------------	----------------------------------	----------------------------------	---------------------------------------	---------------------------	------------------------------------	-------------

Waterloo Regional,  
Ont.

X(AG)

2 wks. Lect - 6 mths.  
field train - AG Lect -  
6 mths. field train -  
AG Lect.

Windsor, Ont.

34

X(AG)

4wks. Lect - field  
train - AG Lect.

York Regional,  
Ont.

61

X(AG)

40 hrs. Lect - field  
train - AG Lect - 3  
mths. field train -  
AG Lect.

Group 1 & 2  
City Population  
250,000 & over

19

Calgary, Alta

75

X (See Appendix vi)

12 wks. Lect - 4 wks.  
police field train - 4  
wks. related agency  
field train - 4 wks. Lec

Edmonton, Alta

65

X (See Appendix vii)

6 wks. Lect - 1 wk.  
driver train. - 4 wks.  
field train - 6 wks. Lec

Hamilton-Wentworth  
Regional, Ont.

54

X(AG)

2 wks. Lect - field  
train - AG Lect - 1  
wk. Lect.

Niagara Regional,  
Ont.

48

X(AG)

58 hrs. Lect - field  
train. - AG Lect.

Montreal, Que.

200 - 300

X(AG)

12 wks. Lect - 24 wks.  
field train -7 wks. Lect

	Recruit/Year Stats. Canada, 1972	Experienced Police Officer	Community College Graduate	Outside Facility Police / A. G.	Own Recruit Program	Outside Fac. and own Program	Description
Ottawa, Ont.	68					X(AG)	4 wks. Lect - 8-12 mth field train - AG Lect - 6 mths. field train. - AG Lect.
Toronto, Ont.	617					X(AG)	2 wks. Lect - AG Lect- 6 wks. field train - AG Lect - 2 wks. Lect.
Vancouver, B.C.	40				X (See Appendix viii)		21 wks Lect + field train.
Winnipeg, Man.	45				X (See Appendix ix)		15 wks. Lect + field train.
Q. P. F.	approx. 200				X (See Appendix ii)		17 wks. AG Lect. - field train.
O. P. P.	approx. 250				(See Appendix iii&iv)	X(AG)	3 wks. Lect - 4 mths. field train - 6 wks. AG Lect. - 6 wks. field train. 6 wks. AG Lect
R. C. M. P.	approx. 900 - 1200			(See Appendix v)	X		6 mths. Lect - 6 mths. field train.

The significance of this information is that probably only the largest cities in Canada have annual enlistments within a reasonable range that can support an entirely independent recruit training facility.

The medium-sized urban areas must basically rely on outside facilities. In addition to this, several cities do operate specifically designed practical field training programs. The larger cities in this range (Group 3) also offer brief local lecture courses, while the smaller cities (Group 5) rely entirely on outside programs. The exceptions to both these points are the police departments in the Atlantic provinces.

The smallest urban areas rely entirely on outside source for recruit training, including employing graduates from community colleges, and employing previously trained officers. The practical field training is often unstructured consisting of "on-the-job" experience, rather than specifically designed field training programs.

The following are brief general descriptions of the three provincial training centres that are presently in existence in Canada, the recruit training procedures for the two Provincial Forces, Q. P. F. and O. P. P. , and Canada's federal Force, R. C. M. P. with curriculum content in appendices:

Saskatchewan Police College,  
D. M. Giljam, Administrator,  
College West Building,  
University of Saskatchewan, Regina Campus,  
Regina, Saskatchewan.

The Province of Saskatchewan has just inaugurated a Police College available for all police departments in that province. The Attorney General's Department is responsible for operating this facility. The College is being housed at the University of Saskatchewan, Regina Campus. The faculty consists of experienced officers from the various Forces and professors from the University community.

The recruit program consists of twelve weeks of academic lectures and training, with a thirteenth week designed for lectures by the individual parent forces.

(See Appendix i)

L'Institut de Police du Québec,  
André Magny, Directeur par Intérim,  
Casier Postale 1120,  
Nicolet, Québec

The Government of Quebec sanctioned the creation of a Police College for the province in passing the Loi de Police du Québec in 1968. The purpose of this College was to provide the facility for basic and specialized training of all Police officers from the Provincial Force and all municipal Police Forces. This institution is situated near Trois-Rivières, Québec in the former Séminaire de Nicolet.

The Recruit Training Program extends over seventeen weeks. It consists of 673 periods that are divided into five separate phases of lectures, covering four principal areas of police work.

1. Police techniques.
2. Specialized academic courses.
3. Physical training.
4. Handling of firearms.

(See Appendix ii)

Ontario Police College,  
Mr. J.L. Mennill, Director,  
Aylmer, Ontario

The Ontario Police College which is located at Aylmer, Ontario functions under the auspices of the Provincial Police Commission who, in turn, is responsible to the provincial Solicitor General. This provincial institution is available to all officers of police departments and government agencies within the province. The College does allot limited positions for out-of-province police forces.

The Recruit Training Program consists of twelve weeks of lectures and is conducted in two separate parts. This gives the participating departments, if desired, an opportunity to blend academic learning with practical field training.

Part A & B Curriculum

Law  
Traffic  
Law of Evidence  
Physical Activities  
Police Procedures  
Miscellaneous ( first aid, p. r. , psych. )

Part B program involves greater specificity in each subject matter and is an extension of Part A program.

(See Appendix iii)

Ontario Provincial Police,  
Commissioner H. H. Graham,  
125 Lake Shore Boulevard East,  
Toronto, Ontario M5E 1A5

Recruit Training for the Ontario Provincial Police is a program consisting of five distinct stages. The initial stage is a three-week orientation program at the Force's Training and Development Centre in Toronto. The new members are then stationed in the field for practical training for a minimum of four months. The third stage is Part "A" of basic recruit training conducted by the Provincial Government's College at Aylmer, Ontario. Upon completion of this six weeks training, the recruits are then exposed to a second period of field training for a minimum of six weeks. The final stage is the returning of the members to Ontario Police College at Aylmer for Part "B", which is an additional six weeks of academic training.

(See Appendix iv)

Sûreté du Québec,  
Paul A. Benoit, Directeur Général,  
Boîte Postale 1400,  
Montréal 133, Québec

The Sûreté du Québec (Q. P. F.) Recruit Training is completely administered in Nicolet, Québec at the provincial government's Police College. The training program consists of seventeen weeks of academic lectures and training. Upon successful completion, the recruit is posted to the field for practical training.

(See Appendix ii)

Royal Canadian Mounted Police,  
Supt. R. G. Moffatt,  
Officer in Charge,  
Training and Development,  
Royal Canadian Mounted Police Headquarters,  
Ottawa, Ontario

The R. C. M. P. Recruit Training program consists of two parts that total twelve months in duration. The initial part is conducted in Regina, Saskatchewan at "Depot" Division. The recruits receive 6 months of basic training and lectures.

Upon satisfactory completion of basic training, the recruit is posted to selected detachments in the field across Canada.

The second part of this program involves six months of practical training and experience under senior supervision and evaluation.

(See Appendix v)

SASKATCHEWAN POLICE COLLEGE  
CURRICULUM

<u>Subject</u>	<u>Total Periods</u>
A. Introduction and Orientation	10
B. Discipline and Department	29
C. Human Relations	73
1. Sociology	50
2. Public Relations & Police Ethics	23
D. Criminal Justice Systems	16
1. Police Sub/Systems	
2. Justice Department	
3. Courts	
4. Corrections	
5. Case Preparation & Court Presentation	
E. Law	70
1. History of Law	
2. Criminal Code	
3. Federal Statutes	
4. Provincial Statutes	
F. Traffic	
1. Sources of Law	
2. Traffic Enforcement	
3. Accident Investigation	
4. Impaired Driving	
5. Hit and Run	
6. Traffic Bylaws	
G. Police Procedures	51
1. Apprehension and Search	
2. Dog Squad	
3. Patrolling a Beat	
4. Police Notebooks and Field Note Taking	
5. Report Writing	
6. Description of Property	
7. Preventative Patrol	
8. Firearms Registration and Permits	

9. City Bylaws
10. Portrait Parle
11. Law Enforcement Co-operation
12. Information and Communications
13. Radio and Emergency Procedures
14. Police Line-Ups
15. Fire Rescue and Safety Procedures
16. Arson
17. Explosives
18. Bombings and Threat of Bombs
19. Sudden Deaths
20. Coroner's Court
21. N. C. I. U.
22. Defensive Driving
23. Dictation
24. Recognizing and Handling Abnormal People

#### H. Techniques of Investigation

37

1. Burglary
2. Cheque Offences
3. Gambling
4. Liquor Offences
5. Morality Offences
6. Morality Investigation
7. Interrogation
8. Narcotics and Controlled Drugs
9. Stolen Autos
10. Shoplifting and Related Offences
11. Juvenile Crimes
12. Homicide and Robbery
13. Extortion and Kidnapping
14. Protection of Crime Scenes
15. General Investigation
16. Sex Crimes

#### I. Scientific Aids to Investigation

17

1. Breathalyzer
2. Radar
3. Fingerprint Identification
4. R. C. M. Police Crime Detection Laboratory

#### J. Physical Development

77

1. Physical Training and Defense Tactics 58
2. Swimming and Life Saving 19



## INSTITUT DE POLICE DU QUEBEC

## BASIC RECRUIT TRAINING

## CURRICULUM

<u>Titres</u>	<u>Périodes</u>
Histoire - juridiction et rôle du policier dans une société moderne	1
Comment étudier et faire la compilation des notes en classe	1
La discrétion du policier	1
Tenue et comportement	1
Règlement de l'Institut	1
Art oratoire	15
Relations humaines	32
Géographie du Québec	5
Syndicalisme policier	3
Protecteur du Citoyen (Ombudsman)	2
Dactylographie:	10
cours du jour	20
cours du soir	25
Premiers soins	25
Organisation du Ministère de la Justice du Québec	1
Devoirs judiciaires	18
Offenses criminelles	37
Règles de la preuve	15
Procédures criminelles	3
Statuts fédéraux	7
Statuts provinciaux	12
Code de la route	38
Tir:	31
au revolver	6
au fusil	6
à la mitraillette	6

Traitement des prisonniers	5
Defendo	40
Education physique	40
Exercices militaires	46
Contrôle de foules	25
Comportement sur la scène d'un différend ouvrier	1
Procédures à suivre lors d'un appel à la bombe	2
Service d'ordre sur la scène d'un incendie	1
Communications policières	15
Dactyloscopie	16
Principes élémentaires d'enquêtes judiciaires	34
Gestes et Signaux	3
Ivressomètre	2
Rédaction de rapports	16
Techniques de patrouilles	53
Enquêtes d'accidents	20
Témoignage devant les tribunaux	7
C. R. P. Q.	4
Périodes d'examens	14
Périodes de revision	6
Périodes d'administration	24
Graduation	8
Total	<u>673</u>

## ONTARIO POLICE COLLEGE

## BASIC RECRUIT TRAINING

## CURRICULUM

PART A

## I Law

Introduction of Law, Courts Jurisdictions, Procedures	96
Arrest, Search, Seizure, Use of Force, Forms, Procedures	
Criminal Offences	
Revised Statutes of Canada	
Revised Statutes of Ontario	

## II Traffic

Highway Traffic Act and Regulations Driving Offences under Criminal Code Collision Investigation	37
--	----

## III Law of Evidence

Sources, Forms, Preservation Proof, Presumptions, Corroboration Relevancy, Admissibility, Character, Opinion, Hearsay and Exceptions Admissions and Confessions The Judges' Rules	18
--	----

## IV Physical Activities

Foot Drill Police Holds Small Arms	24
--	----

## V Police Procedures

Preliminary Investigation - Break and Enter, Robbery Care and Handling of Prisoners Care and Handling of Mentally Ill Missing Persons Stolen Vehicles Traffic Control Mock Trial Note Books	12
--	----

VI Miscellaneous

Registration and Induction	53
First Aid	
Public Relations and Psychology	
Examinations	

PART B

I Law

Criminal Offences	68
Revised Statutes of Canada	
Revised Statutes of Ontario	

II Traffic

Highway Traffic Act and Regulations	34
Driving Offences under Criminal Code	
Collision Investigation	

III Law of Evidence

Canada and Ontario Evidence Acts	16
Handwriting Bank Records	
Part XXIV Criminal Code	
Peace Officer in Court - Giving Evidence	

IV Physical Activities

Foot Drill	30
Police Holds	
Small Arms, Tear-Gas, Etc.	

V Police Procedures

Collision Investigation - Mock Accident	24
Pursuing and Stopping Violators	
Search of Vehicles	
Crime Scene Preservation	
Handling of Exhibits	
Identification Parades and Use of Photographs	
Insecure Premises	
Search of Buildings	
Apprehension of Prowlers	
Live Electrical Wires	
Emergency Obstetrics	
Determination of Intoxication	

VI Miscellaneous

Registration	
English and Report Writing	68
First Aid	
C. P. I. C., C. F. S., Criminal Intelligence	
Examinations	
Passing Out Exercises.	

Total for Parts A & B	480
-----------------------	-----

ONTARIO PROVINCIAL POLICE  
THREE WEEK ORIENTATION COURSE  
CURRICULUM

Recruit Induction  
Introduction to Course  
Centre Rules and Police Act  
Preparation for Police Service  
Highway Traffic Act  
Principles of Law Enforcement  
Criminal Code  
Police and the Traffic Violator  
Powers of Arrest  
Evidence  
Liquor Control Act  
First Aid  
Stolen Car Recognition and Investigation  
First Officer at the Scene  
Court Preparation  
Report Writing  
Ontario Police College  
Psychological Tests  
Warrants  
Crowd Control  
Admissions and Confessions  
Traffic Control and Emergency Equipment  
M. V. C. Reports  
Motor Vehicle Collision Investigation  
Courts  
Firearms  
Drugs  
Tickets

Hi-Line Hazards

Defensive Driving

Office Department

Information Summons & Subpoena

Handcuffing

Financial Information

Force - Family Relationship

Plus discussion seminars, and examinations.

ROYAL CANADIAN MOUNTED POLICE  
BASIC RECRUIT TRAINING  
CURRICULUM

<u>Subject</u>	<u>Periods</u>
Arson	1
Budget Counselling	1
Canada Shipping Act	2
Criminal Law	75
Current Affairs	15
Customs and Excise Acts	10
Dictation Training	7
Drill	60
Driver Training	45
Drug Enforcement	9
Effective Speaking	12
Emergency Planning	2
English	15
Explosive Act	1
First Aid	16
Federal Statute Introduction	1
Fire Prevention	2
Handling of Prisoners	8
History of the Force	9
Juvenile Delinquents Act	6
Memory and Observation	8
National Police Services	28
Organized Sports	24
Physical Training	101
Police/Community Relations	55

Police Contacts and Informers	2
Police Service Dogs	2
Practical Training	25
R. C. M. P. Act	22
Recruit Field Training (Introduction)	2
Report Writing	17
Riot and Crowd Control - Gas Training	21
Security Services	2
Self-Defence	60
Small Arms	56
Social Graces	1
Swimming	55
Telecommunications Training	2
Traffic Law Enforcement	20
Typing	60
Urban Policing	2

Total approximately 910

## CALGARY POLICE DEPARTMENT

## BASIC RECRUIT TRAINING

## CURRICULUM

<u>Subject</u>	<u>Periods</u>
Law Enforcement Ethics and Administration of Justice	4
Classroom Note-Taking and Orientation	4
Department Policy and Administration	4
Criminal Law	54
Juvenile Procedure and Laws	4
Provincial Law and Municipal By-Laws	54
Provincial and Related Federal Statutes	
Police Powers and Duties	
Human Rights	
Landlords and Tenants	
Leins	
Trespass	
Liquor Laws	
Mental Health	
Coroner Police Relations	
The Lord's Day	
Pollution Law	
Miscellaneous Statutes	
Municipal By-Laws	
City Parks	
Animal Protection	
Pollution Laws (Municipal)	
Licensing	
Use of Streets	
Miscellaneous By-Laws	
Traffic Law, Control and Accident Investigation	54
Rules of Evidence	16
Courtroom Demeanor and Testifying	2
Court Organization and Court Procedures	6
Report Writing and Descriptions	24

Psychology	40
(3 College Credits, College Description - Psychology 250 - Social Psychology)	
Emotional Growth	
Empathy and the Police	
Crisis Intervention	
Sociology	40
(3 College Credits, College Description - Sociology 211)	
Introduction to Sociology	
Sociological Practicum Debriefing	
Family Disturbances	
Field Work - Public Service Orientation	160
(2 College Credits, College Description - Police Law 114, Field Work)	
This sociological practicum is of four weeks duration and includes the following agencies:	
National Parole Service	
Calgary Correctional Institute	
Inner-City Project (Skid Row Drop-In Centre)	
City Ambulance Service	
Provincial Probation Service	
Juvenile Detention Home and Children's Shelter	
Salvation Army	
Calgary Family Service Bureau	
Calgary City Social Services Department	
Community Leadership and Crime Prevention	32
(2 College Credits)	
Effective Communication	16
(College Description - Speech 110)	
Leisure and Recreational Education	16
(College Description - Recreation 241)	
Collection, Identification and Preservation of Evidence - Including Crime Scene Search	8

Field Note-Taking, Crime Scene Recording and Simulated Mock Scenes of Crime	16
Interviews and Interrogation	10
Police Records and Property Handling Procedures	2
Communications	8
Car Pull-Overs and Legal Searches	4
The Mechanics of Arrest	2
Practical Field Experience - Beat Patrol	160
Basic Criminal Investigations and Procedures	48
Crowd and Mob Control	4
Drill	16
Physical Training and Self-Defense	80
Firearms	20
First Aid	14
Defensive Driving	30
Seminar For New Police Wives	3
Course Assessment and Graduation	8
Total for Phase 1, 2 and 3 of Recruit Training	920

## EDMONTON POLICE DEPARTMENT

## BASIC RECRUIT TRAINING

## CURRICULUM

<u>Subject</u>	<u>Periods</u>
Community Relations	
(a) (i) Function of the Department's Community Relations Section	
(ii) Role Playing situations	8 hours
(b) Effective Public Speaking	17
(c) Contacts with other Criminal Justice and Social Agencies, lectures, visits, actually working with certain agencies	24
Education	
(a) Sociological-Psychological "The Police Officer in a Changing Society". (This is a credit course which is offered by Grant MacEwan Community College.)	45
(b) English	45
Law	
Criminal	50
Provincial	12
City	<u>6</u>
	68 hrs.
Department Regulations	
Discipline Code	6
Policies and Procedures	<u>4</u>
	10 hrs.
Skills	
Driver Training	40
Foot Drill	24
Crowd Control formations	4
First Aid	17
Physical Training	50
Small Arms	16
Typing	<u>45</u>
	196 hrs.

**CONTINUED**

**1 OF 2**

**Police Investigations**

Criminal and Public Assistance  
Traffic

20  
16  
36 hrs.

Department Report Forms

16

Specific Department Functions

6

Testing

32

Orientation and Administrative procedure

9

Graduation Exercises

8

Field Training

160  
680 hrs.

## VANCOUVER POLICE TRAINING ACADEMY

## BASIC RECRUIT TRAINING

## CURRICULUM

<u>Subject</u>	<u>Periods</u>
Introduction and Orientation	27
Law	
1. Philosophy of Criminal Law History of law and Criminal Code Federal Statutes Criminal Code Offences	57
2. Mental Health Act	1
3. Sudden Deaths	2
4. Mock Trials	13
5. Provincial Court visit	<u>3</u>
	76
Police Procedures	57
Traffic	40
Techniques of Investigation	50
Scientific Aids to Investigation	
1. City Analyst's Laboratory/Morgue	3
2. Crime Detection Laboratory	6
3. Identification Squad	<u>4</u>
	13
Criminal Justice System	
1. Police sub-system	
Police history and philosophy	2
Police deployment techniques	1
Sergeants' panel discussion	2
Law Enforcement panel	3
2. Justice sub-system	
Judiciary	1
Court Administration	1
Justice of the Peace	1
Prosecutor	1
Juvenile Court problems	2
Role of Prosecutor	2

3. Corrections		
Probation	1	
Parole	1	
Corrections	<u>1</u>	19
Human Relations		
1. Human relations	6	
2. Mental Mechanisms	3	
3. Communications	4	
4. Social Agencies seminar	<u>5</u>	18
Driver Training		12
Physical Training		
1. Physical training and self defence	37	
2. Swimming and lifesaving	<u>22</u>	59
Crowd Control		10
Discipline and Deportment		25
Firearms Training		
1. Target practice	28	
2. Combat training	18	
3. Gas and special weapons	2	
4. Firearms recognition	1	
5. Gas demonstration	<u>3</u>	52
First Aid		15
Examinations		26
Miscellaneous		47
Practical Training	48	
Emergency Driving course	<u>12</u>	60
		<hr/>
	Total	606

## WINNIPEG POLICE DEPARTMENT

## BASIC RECRUIT TRAINING

## CURRICULUM

SubjectPeriods

History of Winnipeg Police Department  
History of Law Enforcement  
History of Winnipeg and Local Government  
Discipline, Deportment and Attitude  
Communications  
Observation  
Patrolling  
Original Notes  
General Report Writing  
Personal Descriptions  
Investigation and Interrogation  
Drunkenness and the Police Function  
Disorderly Persons  
Insecure Premises  
Burglar Alarms  
Private Disputes  
Bailiffs  
Lost, Found and Stolen Property  
No. "2" Accidents  
The Police and Electrical Wires  
Fires  
Highway Traffic Accident Reports  
Accident Investigation  
The Direction of Traffic by Hand  
Spot Checks

Bicycles  
Pedestrian Control  
Motor Vehicle Offences  
Hit and Run Accidents  
Municipal By-Laws  
The Station Duty Office  
Cruiser Car Duties  
Prostitution and Related Offences  
Betting, Gaming, Lotteries  
Narcotic Control Act  
Liquor Control Act  
Search of a Scene  
An Act Respecting the Lord's Day  
Submission of Crime Reports  
Briefs  
Common Law Principles  
Informations, Summonses, Subpoenas, Warrants  
Burglary, Breaking and Entering  
Evidence  
The Police Officer Witness  
Interrogation of Witnesses and Suspects  
The Police and the Mental Health Act  
The Laying of Informations  
Court Procedure  
Transfer of Charges  
Statements and Confessions  
The Powers and Duties of the Police (Policy guide for the Criminal Code)  
Administration of Criminal Justice In Canada  
False Pretences, Fraud, Forgery and Uttering  
Wilful Damage and Mischief  
Handwriting Investigations  
Trespass

Plan Drawing, Diagrams, Sketches and Photography  
Juvenile Delinquency  
Assaults  
Stolen Vehicles  
Civil Disturbances  
Housebreaking Instruments  
Sudden Deaths  
Need for Police Records  
Public Relations and the Importance of Ethics  
Pursuit Driving  
Training in Revolver Shooting  
Fingerprints  
The Marking, Handling and Packing of Exhibits  
The Canada Evidence Act  
Homicide Investigation  
The Police Lineup  
Scientific Aids  
Arson  
Traffic Enforcement  
Crowd Control  
Handling the Intoxicated Person or Alcoholic  
Forensic Medicine  
The Value of Technique of Communications Between Ranks  
Riot Control  
Signals Course for the Police Department Class  
Defensive Driving  
First Aid

MINIMUM STANDARDS

It is believed by the study that selection and recruit training are portions of a continual process of screening. Therefore, the sample population was requested to supply the study with outlines of their requirements that are standard and the process by which selection of new members are conducted.

The complexities of compiling information concerning this process is quite involved. Only the static standards that each force established as minimal requirements for acceptability into its force, were examined. The following bar graphs pertain to minimum age, minimum height, and minimum education.

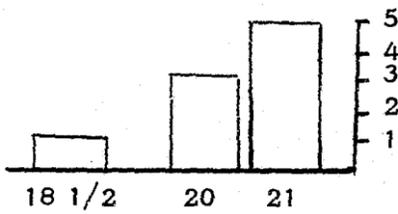
The method used for compiling this data involved a separation by groups as was previously displayed, also a total combination of all groups is demonstrated on the next following graphs. The results are self-explanatory.

Minimum standards for all Police departments in the Province of Ontario are governed by the Police Act of Ontario R. S. O. 1970. The minimum standards for all police departments for the Province of Quebec are established by the Loi de Police du Québec "Bill 14".

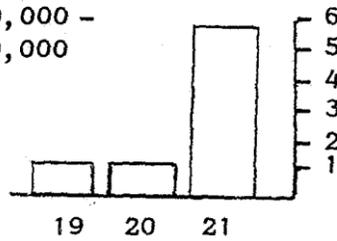
MINIMUM AGE

TABLE F  
Graph (a)

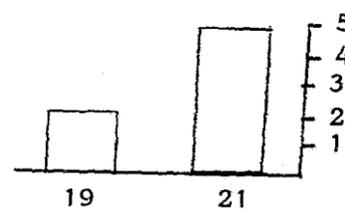
Group 1 & 2  
City Pop.  
250,000 & +



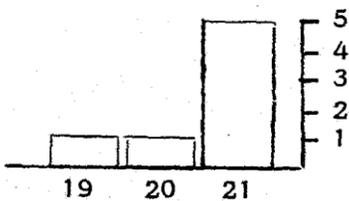
Group 3  
City Pop.  
100,000 -  
250,000



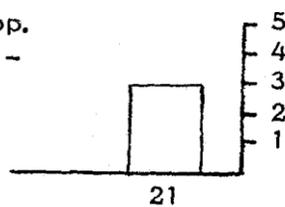
Group 4  
City Pop.  
50,000 -  
100,000



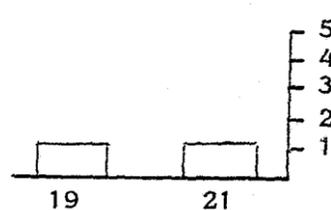
Group 5  
City Pop.  
25,000 -  
50,000



Group 6  
City Pop.  
10,000 -  
25,000

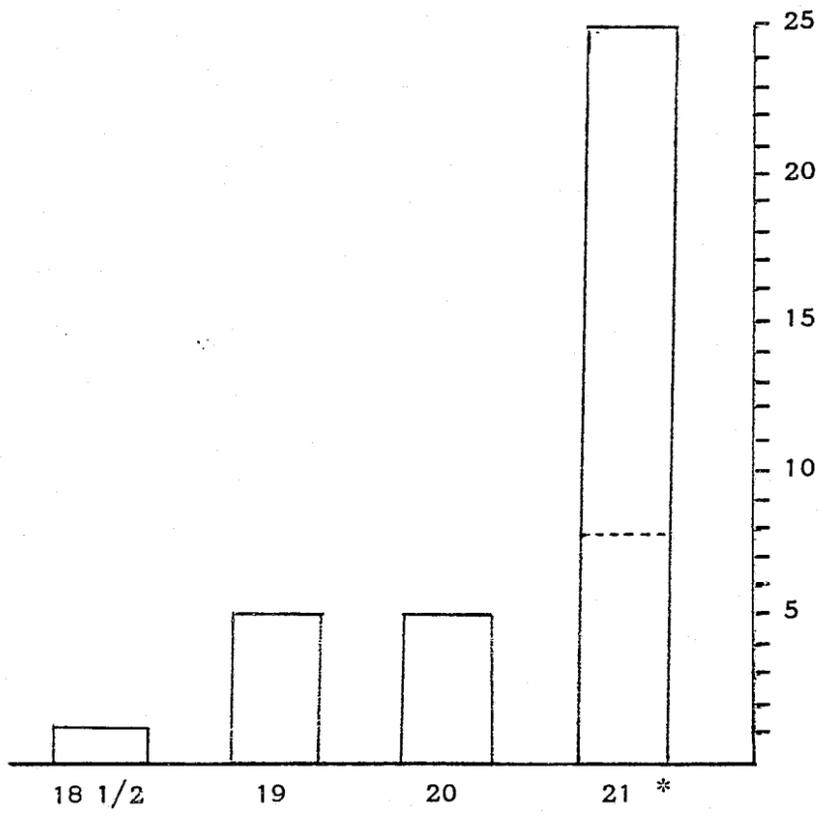


Group 7  
City Pop.  
5,000 -  
10,000



Graph (a)

TOTAL GROUP  
MINIMUM AGE

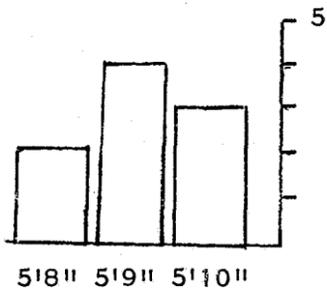


\* 66 % of age group 21 is comprised of cities from Ontario.

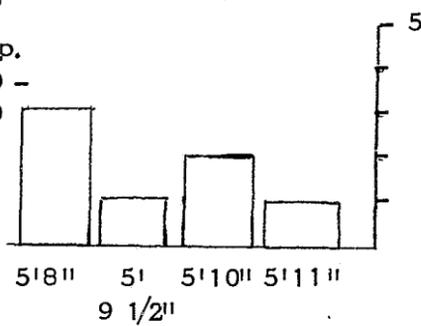
Graph (b)

MINIMUM HEIGHT

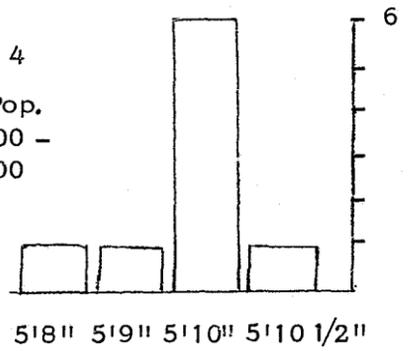
Group 1 & 2  
City Pop.  
250,000 & +



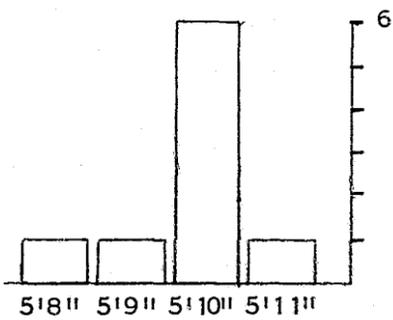
Group 3  
City Pop.  
250,000 -  
100,000



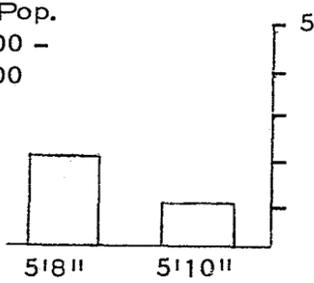
Group 4  
City Pop.  
100,000 -  
50,000



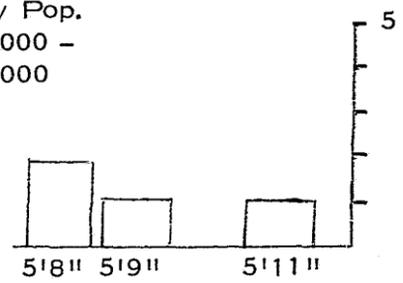
Group 5  
City Pop.  
50,000 -  
25,000



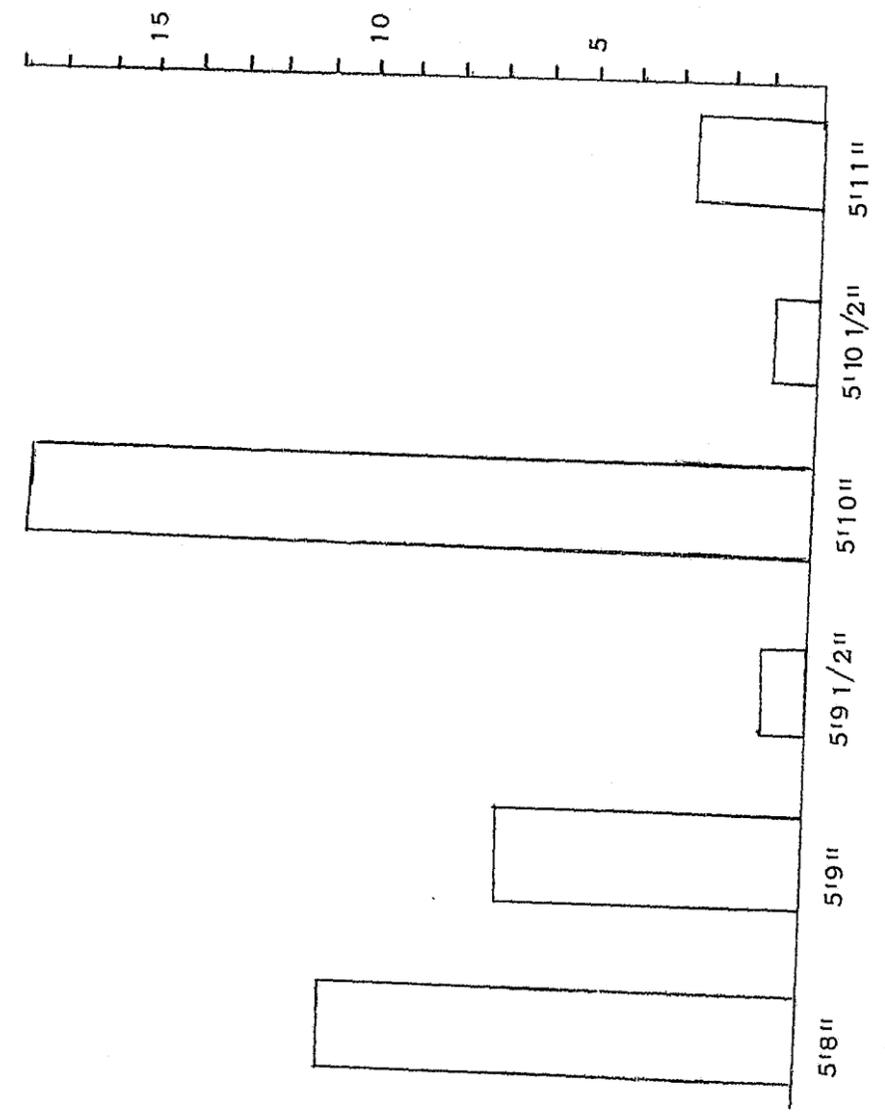
Group 6  
City Pop.  
25,000 -  
10,000



Group 7  
City Pop.  
10,000 -  
5,000



TOTAL GROUP  
MINIMUM HEIGHT

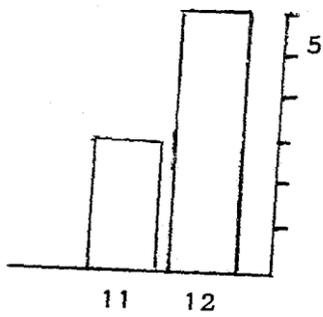


Graph (b)

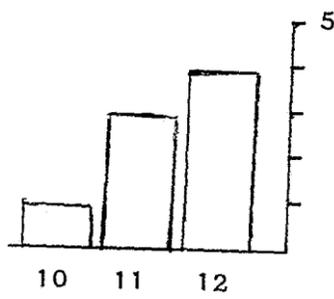
Graph (c)

MINIMUM EDUCATION

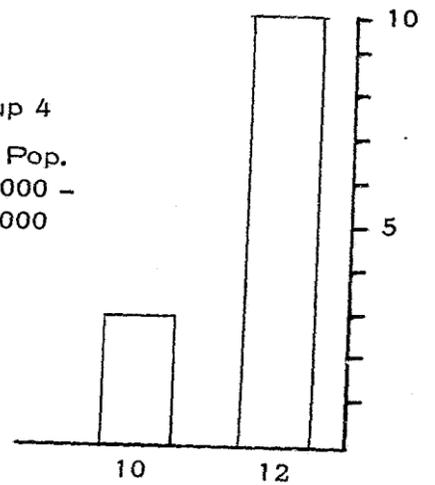
Group 1 & 2  
City Pop.  
250,000 & +



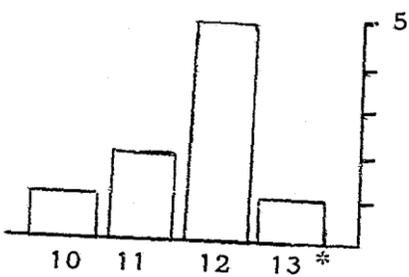
Group 3  
City Pop.  
100,000 -  
250,000



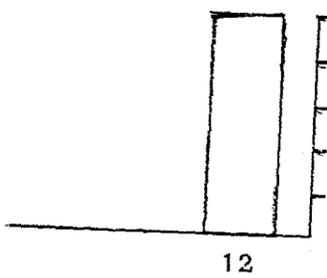
Group 4  
City Pop.  
50,000 -  
100,000



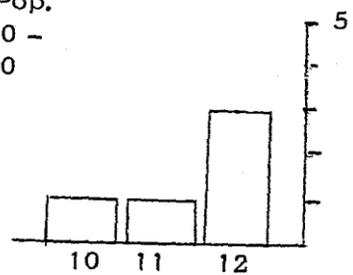
Group 5  
City Pop.  
25,000 -  
50,000



Group 6  
City Pop.  
10,000 -  
25,000

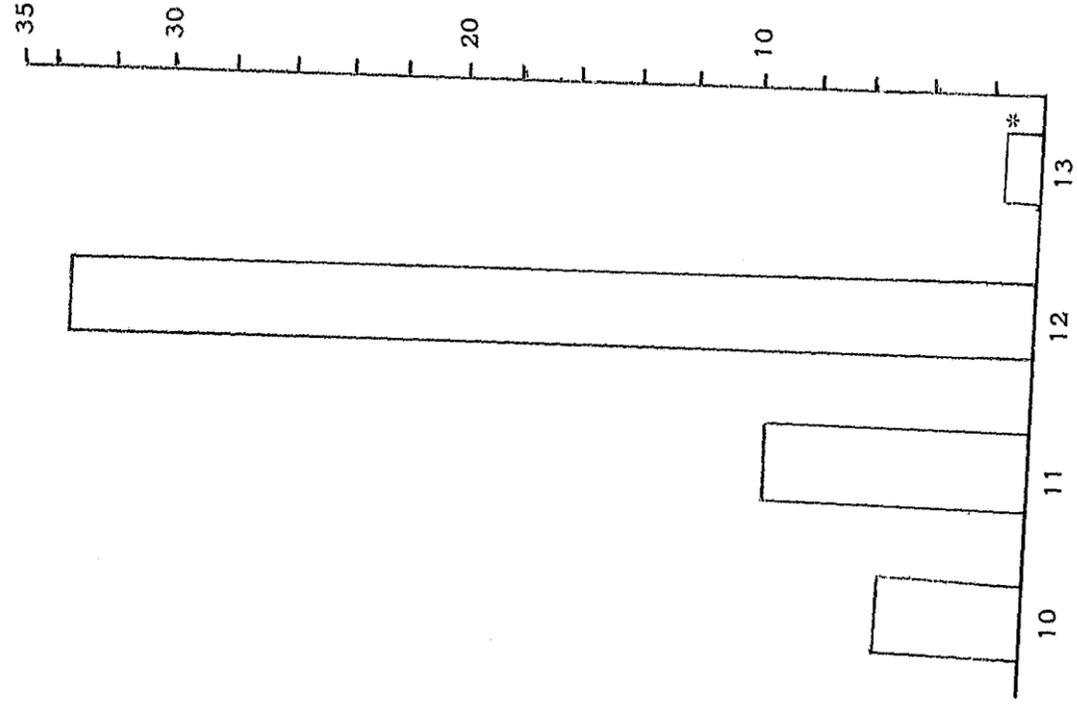


Group 7  
City Pop.  
5,000 -  
10,000



\* Applies to Ontario only.

TOTAL GROUP  
MINIMUM EDUCATION



Graph (c)

\* Applies to Ontario only.

PART III

COMMUNITY COLLEGE PROGRAMS

COMMUNITY COLLEGE PROGRAMS

The study has located many community colleges in Canada that offer various programs specifically designed for law enforcement and related agencies. The originating purposes for initiating these programs vary, but the general philosophy that predominates is to facilitate the availability of suitable potential employees for interested hiring agencies. Often a riding clause is added, making available the opportunity for already employed personnel to also participate, thus hopefully increasing individual capabilities in their respective fields.

In reviewing the various community college programs, attention will be drawn to the differing curriculum emphasis and program structures. When pointing out these variations, it is not to be interpreted as a criticism nor a supportive gesture for massive standardization. It is well maintained that community colleges are a provincial entity, and that their purpose is to serve their community in which they are physically located. Therefore these programs cannot be evaluated entirely on a common goal orientation.

The following is a listing of colleges that participated in the study. Also included is additional reference to community colleges that are believed to be at present offering similar programs but did not respond.

This study does not propose that these listings are indicative of the total number of colleges offering such programs in Canada.

ONTARIO

Algonquin College of Applied Arts and Technology,  
Law and Security Administration Program,  
Mr. W. A. Bisailion, Co-Ordinator,  
1385 Woodroffe Avenue,  
Ottawa, Ontario K2G 1V8

Cambrian College of Applied Arts and Technology,  
Law and Security Administration Program,  
Mr. Fred Sagle, Law Instructor,  
1400 Barrydowne Road, Station "A",  
Sudbury, Ontario P3A 3V8

Fanshawe College, \*  
Law and Security Administration Program,  
Mr. H. Leslie Pierce, Co-Ordinator,  
P.O. Box 4005, Terminal C,  
London, Ontario N5W 5W1

Georgian College of Applied Arts and Technology,  
Law and Security Administration Program,  
Mr. Wayne Cunningham, Associate Dean,  
Applied Arts Division,  
401 Duckworth Street,  
Barrie, Ontario L4M 3X9

Humber College of Applied Arts and Technology,  
Law Enforcement Program,  
Mr. Barrie J. Saxton, Co-Ordinator,  
Humber College Boulevard,  
P.O. Box 1900,  
Rexdale, Ontario M9W 5L7

Loyalist College of Applied Arts and Technology,  
Law and Security Management,  
Mr. D. N. Paine,  
P.O. Box 4200,  
Belleville, Ontario

Mohawk College of Applied Arts and Technology, \*  
Law and Security Administration Program,  
Mr. R. R. Priest, Chairman of Applied Arts,  
135 Fennell Avenue West,  
Hamilton, Ontario L8N 3T2

Niagara College of Applied Arts and Technology,  
Law and Security Administration Program,  
Mr. Bruce C. Milligan, Program Co-Ordinator,  
Woodlawn Road,  
Welland, Ontario L3B 5S2

\* College was unable to offer curriculum at this time.

Seneca College of Applied Arts and Technology,  
Law Enforcement Course,  
Mr. A. E. Brock, Course Director,  
1750 Finch Avenue East,  
Willowdale 428, Ontario

Sheridan College of Applied Arts and Technology,  
Security and Law Enforcement Program,  
Mr. Craig B. MacFarlane, Co-Ordinator,  
Trafalgar Road,  
Oakville, Ontario L6H 2L1

St. Lawrence College of Applied Arts and Technology,  
Criminology and Law Enforcement Program,  
Mr. Allen B. Clarke, Co-Ordinator,  
Kingston Campus, Portsmouth Avenue,  
Kingston, Ontario K7L 5A6

#### PRAIRIES

Lethbridge Community College,  
Law Enforcement Program,  
Mr. R. C. Harrison,  
Lethbridge, Alberta.

Mount Royal College,  
Criminal Justice Program,  
Mr. K. C. Hollington, Co-Ordinator,  
Police Science/Industrial Security,  
Lincoln Park Campus,  
4825 Richard Road S. W.,  
Calgary, Alberta T3E 6K6

BRITISH COLUMBIA

British Columbia Institute of Technology, \*  
Justice Training Centre,  
Mr. Gordon A. Thom, Vice-Principal, Extension Division,  
3700 Willingdon Avenue,  
Burnaby 2, British Columbia.

Camosun College,  
Criminal Justice Program,  
Mr. John M. Post, Chairman,  
1950 Lansdowne Road,  
Victoria, British Columbia V8P 5J2

Douglas College, \*  
Law Enforcement / Corrections Programme,  
Mr. J. W. Ferguson, Acting Co-Ordinator,  
8th Avenue at McBride Boulevard,  
New Westminster, British Columbia.

Vancouver City College, Langara,  
Criminal Justice Program,  
Mr. I. B. Campbell, Co-Ordinator,  
100 West 49th Avenue,  
Vancouver, British Columbia V5Y 2Z6

Vancouver City College,  
Eric Hamber Centre,  
Police Administration Certificate Program,  
Dr. W. J. Bell, Co-Ordinator,  
5025 Willow Street,  
Vancouver, British Columbia.

ATLANTIC

Atlantic Police Academy,  
Holland College,  
Mr. J. R. Macdonald, Director,  
Box 878,  
Charlottetown, Prince Edward Island

\* College was unable to offer curriculum at this time.

OTHER COLLEGES BELIEVED TO OFFER SIMILAR PROGRAMS:

François X. Garneau College,  
Quebec 6, Quebec

Conastoga Community College,  
Kitchener, Ontario

Sir. S. Fleming Community College,  
Peterborough, Ontario

Grant MacEwan Community College,  
Edmonton, Alberta

Confederation Community College,  
Thunder Bay, Ontario

The initial comparison shows that these programs vary in title. It partially depicts different orientation but generally it is an overlapping of terminology for identical structures. Colleges that refer to "Criminal Justice Program" support a broader scope including judicial and correctional emphasis. The majority refer to their programs as "Law and Security Administration", "Law Enforcement Program" or else "Police Science". These latter structures dwell mainly in the two obvious areas of law enforcement and security.

The following community colleges have been categorically listed by program orientation of specific programs that are offered by those institutes.

PROGRAM ORIENTATION

LAW ENFORCEMENT

POLICE TRAINING

Atlantic Police Academy  
Charlottetown, P. E. I.

Mount Royal College,  
Calgary, Alberta

SUPPLEMENTAL

Lethbridge Comm. Coll.  
Lethbridge, Alberta

Sheridan College,  
Oakville, Ontario

Mount Royal College,  
Calgary, Alberta

Loyalist College,  
Belleville, Ontario

Algonquin College,  
Ottawa, Ontario

Seneca College,  
Willowdale, Ontario

Cambrian College,  
Sudbury, Ontario

Georgian College,  
Barrie, Ontario

Vancouver City Coll.  
Vancouver, B. C.

Humber College,  
Rexdale, Ontario

Niagara College,  
Welland, Ontario

St. Lawrence College,  
Kingston, Ontario  
Camosun College,  
Victoria, B. C.

SECURITY

Mount Royal Coll.  
Calgary, Alberta

Loyalist College,  
Belleville, Ont.

CORRECTIONS

Mount Royal Coll.  
Calgary, Alberta.

Camosun College,  
Victoria, B. C.

CRIMINOLOGY

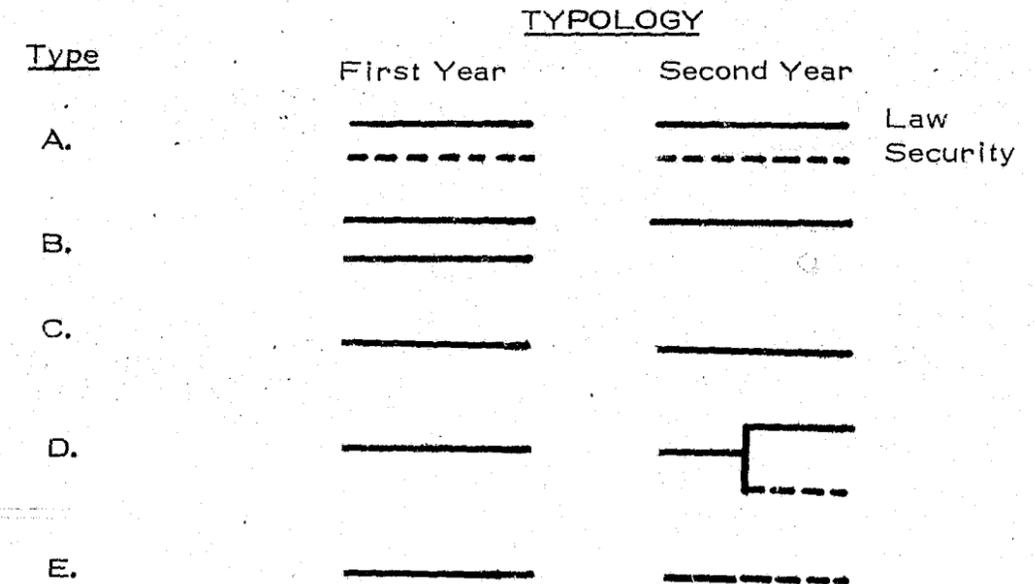
Camosun College,  
Victoria, B. C.

St. Lawrence College,  
Kingston, Ontario

The emphasis is directly related to the defined role that the college perceives for itself. The role is sometimes determined by the demographic features of the community. For example, communities that are heavily industrial oriented will influence the college program into emphasizing security content over law enforcement. The majority of the colleges however, tend to design their programs along law enforcement requirements when there is not a strong indicator for any specific concentration or an alternative.

The structures for administering the programs vary among the colleges. Reference to Figure G is an example of the various formats that have been designed and are being utilized. The security programs often parallel the law programs in content with special adjustment to meet their own requirements. Some colleges have specialization in the latter semester(s) or else conclude the security portion after the second semester of the law enforcement four semester program.

Figure G



PRE-EMPLOYED PROGRAM

As described previously, the main concern for the majority of colleges is to equip an individual with the necessary background to enable that person to become an attractive potential employee for any hiring agency. Therefore, the majority of colleges have designed their programs from a "pre-employment" position.

The most common method used is the two-year diploma program or four-semester. The number of weeks or lecture hours vary among the programs, but generally it involves full-time attendance, five days a week.\* The data received indicates that the mean age is between 18 - 19 years of age for most participating students.

Reviewing the content of these various programs, indications are that there exist numerous definitions of what makes a "suitable" applicant. Pertaining to the law enforcement portion, some colleges emphasize very technical training almost duplicating an actual police training program stating that their graduates are equal to first class constables. Other colleges tend to do so but at a relatively lesser degree, illustrating specific areas as legal power, search and arrest, physical training, driver training and court procedure. Still other programs visualize their responsibility as a "shaping" process of personal attributes and capabilities, so that when a person receives official police training and actual duty, he or she will be readily able to benefit and develop to his or her maximum. This approach emphasizes preparation

\* Some Community Colleges utilize concurrent field placement during the week.

for a police career.

Distinct from the preparatory approach is the supplementary doctrine. These programs claim to expose their students to areas that are not offered in any recruit program. They tend to offer courses in the behavioural disciplines, emphasizing topical issues pertaining to law enforcement and social issues such as minorities, native population, group interaction and crisis intervention, and not stressing technical knowledge.

TABLE H

LAW ENFORCEMENT ORIENTATIONPre-employment

<u>COLLEGE</u>	<u>TITLE PROGRAM</u>	<u>TYPE OF PROGRAM</u>	<u>DESCRIPTION</u> (yrs.-sem.-weeks)	<u>ENTRANCE RQ.</u>
Humber College Rexdale, Ontario	Law enforcement Program	Diploma A	2-4-17	Grade XII *
Vancouver City Vancouver, B. C.	Criminal Justice Program	Diploma A, B Certif. A, B	2-4-14 1-2-14	Grade XII *
Camosun College Victoria, B. C.	Criminal Justice Program	Diploma A	2-4-14 Specialization 4th semester	Grade XII
Georgian College Barrie, Ontario	Law & Security Admin. Program	Diploma A	2-4-	Grade XII
Cambrian College Sudbury, Ontario	Law & Security Admin.	Diploma A	2-4- or 1-2	Grade XII *
Seneca College Willowdale, Ont.	Law enforcement Program	Diploma A, B, C	2-4-14 Specialization 4th semester	Grade XII
Sheridan College Oakville, Ontario	Security & Law Enforcement	Diploma A	2-4-15	Grade XII *
Loyalist College Belleville, Ont.	Law & Security Management Prog.	Diploma A	2-4-15 4th semester security	Grade XII *
Niagara College Welland, Ontario	Law & Security Admin. Program	Diploma A	2-4-	Grade XII *
Algonquin College Ottawa, Ontario	Law & Security Admin. Program	Diploma A, B Certif. A, B Statement B	2-4- 6 courses 3 courses	Grade XII *
Mount Royal Coll. Calgary, Alberta	Criminal Justice Admin. Pol. Sci.	Diploma A, D	2-4-	
Lethbridge Coll. Lethbridge, Alta.	Law Enforcement Program	Diploma A	2-4 or 1 - 2	Grade XII *
Atlantic Police Academy, Charlottetown, PEI	Police Technology Course	A	11 months	

A - full time  
 B - part time  
 C - correspondence  
 D - independent study  
 for some courses

\* Consideration is given to mature applicants.

NOTE: Above data is depicted from specifically stated material only. Alternatives may be possible, therefore please contact the individual college for special enquiry.

CONCURRENT PROGRAMS

In addition to the "pre-employment" two-year program, several community colleges offer an altered version for persons already employed in the field, which is commonly regarded as the certificate program.

The normal structure is designed along part-time attendance during days and evenings to accommodate shift work. The number of courses required is often reduced by half in comparison to the full-time diploma program, but stretched over a longer period of time, generally three, but sometimes four years.

The context of this program is designed specifically to meet the requirements of officers already in the field. Most colleges attempt to screen the applicants, giving law officers top priority for acceptance while a few colleges restrict this program entirely to police officers. Whether it is a diploma program that has been adapted for experienced students, giving creditation for experience and previous training, or else a specially designed and separate program from the diploma program, it is an advanced program because of the higher level of involvement and expertise that is brought into the classroom.

It is to be noted that although this program is generally day and evening lectures at a part-time status, it is possible to complete some courses and even entire programs by correspondence or independent study through a few colleges in Canada.

TABLE I

CONCURRENT WITH LAW ENFORCEMENT EMPLOYMENT

<u>COLLEGE</u>	<u>TITLE PROGRAM</u>	<u>TYPE PROGRAM</u>	<u>DESCRIPTION</u> yrs. - semesters - wks. - cour. / sem.	<u>ENTRANCE RQ.</u>
Humber College, Rexdale, Ontario	Advanced Police Science Program	Certificate B	2 - 4 - - 2	Employed in law enforcement
Georgian College Barrie, Ontario	Law Enforcement Program	B		Employed in law enforcement
Loyalist College Belleville, Ont.	Law & Security Management Prog.	B		Employed in law enforcement
Mount Royal Coll. Calgary, Alberta	Police Science	Diploma B, D Certificate B, D	1 - 2	Employed in criminal justice
Camosun College Victoria, B. C.	Criminal Justice Program	Diploma B		Employed in law enforcement or corrections
	Criminal Justice In-Service Program	Certificate B	3 - 6 - - 2	
Algonquin College Ottawa, Ontario	Law & Security Admin. continuing Education Program	Diploma B	3 - 6 - - 2	Designed for person in police or security
Seneca College Willowdale, Ont.	Law Enforcement	Diploma B	4 - 8 - 14 - 2	Restricted to person in law enforcement agency with 2 yrs. experience or graduate from a police college.
		Certificate B, C	2 - 4 - 14 - 2	
St. Lawrence Coll. Kingston, Ontario	Criminology and Law Enforcement	Certificate B	4 - 8 - - 1	Designed for persons in law enforcement agencies

A - full time

B - part time (most colleges are strictly evening courses)

C - correspondence

D - independent study for some courses.

SPECIALIZED AND IN-SERVICE PROGRAMS

At the present there appears to be only a few community colleges that offer specialized studies within the field of law enforcement. These programs are always restricted to practising officers and often prerequisites are required before entry.

Very few specialized programs are offered on a regular basis. These courses are usually designed in conjunction with participating forces who have an active role in deciding content, and participating members. Some studies are part-time, while some other programs are short term "block" studies involving only a few weeks.

In addition to the specialized programs, some colleges also offer annual in-service training for all members within certain forces. It appears that the colleges cooperate by offering their facilities while the participating forces design the content in the required areas.

TABLE J

SPECIALIZATION AND IN-SERVICE

<u>COLLEGE</u>	<u>TITLE PROGRAM</u>	<u>DESCRIPTION</u>	<u>ELIGIBLE</u>
Atlantic Police Academy, Charlottetown, PEI	General Police Science Police Supervisors Criminal Investigators Traffic Investigators Advanced Police Science Revolver Classification and Assorted Seminars	A - 6 weeks A - 2 weeks ) A - 3 weeks ) A - 4 weeks ) A - 8 weeks	1 -15 years service ( Officer being consi- ( dered for this position. 10-20 years service or completed General Police Science.
Camosun College Victoria, B.C.	(not specified) upgrading and refresher courses	A - 2 weeks In-Service	Police Officers assigned by participating forces.
Mount Royal Coll. Calgary, Alberta	Mid-management Program Senior Cst. Supervisors course Senior Officer's Program Community Policing orientation course		Calgary Police Force
Vancouver City Coll. Vancouver, B.C.	Police Administration Certificate Program *	6 courses (approx.) B	Designed for persons in law enforcement agencies

\* Also possible to obtain business administration certificate.

A - full or block time  
B - part time

PART IV

UNIVERSITY PROGRAMS

UNIVERSITIES THAT OFFER PROGRAMSRELEVANT TO LAW ENFORCEMENT \*

Memorial University of Newfoundland,  
Law Enforcement and Community Relations,  
Mr. D. Fowlow, Co-Ordinator,  
St. John's, Newfoundland

University of New Brunswick,  
Police Education Program,  
Mr. J.F. Morris, Director,  
Fredericton, New Brunswick

Université de Montréal,  
Ecole de Criminologie,  
Monsieur A. Normandeau, Ph. D. , Directeur,  
Boîte Postale 6128,  
Montréal 101, Québec

University of Ottawa,  
Centre of Criminology,  
M. T. Grygier, Ph. D. , Chairman,  
King Edward Street,  
Ottawa, Ontario

University of Toronto,  
Centre of Criminology,  
Mr. J. Edwards, Ph. D. , Director,  
607 - 609 Spadina Avenue,  
Toronto 181, Ontario

Woodsworth College,  
University of Toronto,  
Certificate Program in Criminology,  
S. Waddams, Co-Ordinator,  
119 St. George Street,  
Toronto, Ontario M5S 1A9

University of Windsor,  
Police Education Program,  
(Rev.) E. Parpert, Dean of Extension,  
Windsor, Ontario N9B 3P4

\* Two Universities are in developmental stage

University of Manitoba, \*  
Faculty of Arts,  
Professor S. Johnson,  
Chairman of Presidential Advisory Committee,  
Fletcher Argue Building,  
Winnipeg, Manitoba R3T 2N2

University of Alberta, \*\*  
College of Arts,  
Criminology,  
Edmonton, Alberta

Simon Fraser University, \*\*\*  
Faculty of Interdisciplinary Studies,  
Robert C. Brown, Dean,  
Chairman of Provincial Advisory Council,  
on Education in Criminology,  
Burnaby 2, B. C.

University of British Columbia,  
Centre for Continuing Education,  
Criminology Certificate Program,  
Mr. K. C. Woodsworth, Director,  
Vancouver 8, B. C.

- \* University of Manitoba is investigating possibility of establishing Police College - direct enquiries to Professor Johnson
- \*\* Did not respond to the study
- \*\*\* In developmental stage for undergraduate/graduate programs in criminology planned for 1975.

UNIVERSITY CERTIFICATE/DIPLOMA PROGRAMS

It would appear that the Universities in Canada are responding to the increasing interest for higher levels of education made available for members of law enforcement agencies. The demand is basically being met at two different plateaux of learning.

Several Universities are offering programs that have been structured to complement in-service police training along a similar certificate/diploma design as the community colleges. The variance between these particular Universities and the Community Colleges lies in the emphasis and curriculum content. With the exception of Memorial University in Newfoundland, and the University of New Brunswick, the Universities operate strictly in the area of academic theory (psychology, sociology, and political science) and integrate them into topical law enforcement issues, avoiding technical "how-to-do-it" courses. This type of structure is offered to police officers through part-time studies. These courses generally receive university recognition.

TABLE K

UNIVERSITY CERTIFICATE/DIPLOMA COMPOSITION

<u>UNIVERSITY</u>	<u>PROGRAM</u>	<u>DESCRIPTION</u>			<u>REQUIREMENTS</u>	University credit towards degree
			yrs.	sem. / sem.		
University of British Columbia	Criminology	Certificate	3 - 6 - 1 B		Completed secondary school*	Yes
University of Windsor	Police Educ. Program.	Certificate	2 - 4 - B		Member must be assigned by the participating forces	not specified
Woodsworth College University of Toronto	Criminology	Certificate	3 - 6 - 1 max. 7 yrs. B		Senior matriculation program GradeXIII	not specified
Univeristy of New Brunswick St. John Campus	Police Educ. Program	Certificate	2 - 4 - 2 B		Member of St. John Police Force + 1 yr. experience	Yes
Memorial Univ. of Newfoundland	Law Enforce. & Comm. Rela.	Diploma	3 - 6 - 2 B		Member of Nfld. Constabulary	not specified.

\* Persons outside of lower mainland contact University  
for possible special procedure.

A - full time  
B - part time

UNDERGRADUATE/GRADUATE PROGRAMS

The second design is facilitated by institutions offering strict academic programs at the typical Undergraduate-Graduate levels. These programs are generally full-time studies (University of Toronto offers part-time) pertaining to criminological aspects of the entire Criminal Justice System which includes judiciary and correctional, as well as law enforcement. The concentration which is taken from a multi-disciplinary approach often requires a solid previous foundation in behavioural sciences. These programs are made available to any person who is interested in the science, and maintains a desired academic proficiency.

Although this study did not include several other Universities, it is aware that most Canadian Universities offer a limited amount of courses in areas that are a concern to law enforcement. The courses are often situated in the College of Arts of a University, including such areas as juvenile delinquency, social deviance, introductory criminology and penology.

They may be taken part-time at the undergraduate level, and when completed, give creditation toward an undergraduate degree.

TABLE L

UNIVERSITY UNDERGRADUATE/GRADUATE COMPOSITION

<u>UNIVERSITY</u>	<u>PROGRAM</u>	<u>DESCRIPTION</u>	<u>REQUIREMENTS</u>	
Univ. de Montréal, Ecole de Criminologie	Criminology	Bachelor's	3 yrs. A	University entrance
		Master's	1 yrs. A	Baccalaureate degree
		Special Master's	2 yrs. A	Baccalaureate with specific courses
		Doctorate	2 yrs. A	Master's degree
Univ. of Toronto Centre of Criminology	Criminology	Master's	1 yrs. (12 mths) A, B, (day courses only)	Four year bachelor degree
Univ. of Ottawa, Ottawa, Ontario	Criminology	Master's	2 - 6 A	Baccalaureate degree
	Applied- Criminology	Master's	2 - 6 A	Baccalaureate degree - does not require thesis
Univ. of Alberta * Edmonton, Alberta	Sociology	Master's in Criminology		
Simon Fraser Univ. ** Burnaby, B. C.	Criminology	Bachelor's Master's		
Univ. of Saskatchewan Regina Campus				

\* Did not respond to study

\*\* Program in final draft, projected for 1975.

A - full time  
B - part time

**END**