



CANADIAN POLICE KNOWLEDGE NETWORK TRAINING THE POLICE AND SECURITY PROFESSIONALS IN THE PROFESSIONAL DEVELOPMENT FOR POLICING

Date: November 14, 2023

Disclaimer: This briefing note contains the encapsulation of views presented by the speaker and does not exclusively represent the views of the Canadian Association for Security and Intelligence Studies.

KEY EVENTS

On November 14, 2023, Barrington Duffy, Business Development Representative for the Canadian Police Knowledge Network (CPKN), presented *Training the Police and Security Professionals in the professional development for policing* for this year's West Coast Security Conference. The key points discussed were the role of CPKN in training policies and professional development in policing, the issues and key focuses of the policing sector in Canada, and the need for ongoing investment in technology, collaboration, and education in overcoming challenges in the policing sector.

NATURE OF DISCUSSION

Mr. Duffy provided insights into the CPKN, outlining its mission and focus and emphasizing its commitment to delivering high-level training and education for police and security professionals. He highlighted initiatives such as the Canadian Credible Leadership Series, an annual conference, and the integration of new technologies as key contributors to the rich and informative development led by the network.

BACKGROUND

Mr. Duffy opened the session by welcoming Krystine Richards, Vice President of the CPKN and presenting the core focus of the network as a non-profit organization dedicated to delivering exceptional training and education for police and security professionals. Drawing parallels to CASIS Vancouver, he emphasized CPKN's commitment to cutting-edge resources, citing examples

such as the Canadian Credible Leadership (CCL) Series and the integration of new technologies. The mention of a robust learning management system underlined CPKN's dedication to staying at the forefront of training methodologies.

Mr. Duffy pointed to CPKN's four strategic objectives through 2025, which are to collaborate and advance professionalism in policing; enhance access to innovative learning opportunities; contribute to enhancing consistency in professional development; and ensure the health and sustainability of the organization. Highlighting CPKN's collaborative efforts, Mr. Duffy spoke of the annual conference, an event facilitating discussions, planning, and the advancement of professional development within policing.

Discussing issues and key focuses of the policing sector in Canada, Mr. Duffy highlighted challenges surrounding recruitment and retention; demographic changes; negative public perception; community policing; and equity, diversity, and inclusion. In order to address these, there is a need for attracting diverse individuals and establishing connections with marginalized communities for effective policing. Additionally, he noted challenges related to professionalization, balancing soft and technical skills, community relations, consistency and standardization in training, internal development capacity, and specific and specialized training. Ongoing investment in technology adoption and overcoming hesitancy to commit to new models is essential to overcoming these challenges.

Mr. Duffy emphasized CPKN's overarching vision to drive excellence in professional development for police, aiming to help police professionals grow through innovative learning solutions that cater to the evolving needs of Canadian and First Nations policing and public safety. CPKN plays a role in providing over 155 online courses, course development capability, and collaboration initiatives that foster dialogue and action within the policing community.

Mr. Duffy closed by introducing key stakeholders in CPKN, including the board of directors and the national advisory community, underlining the governance structure that guides the network's strategic decisions. Mr. Duffy discussed CPKN's organizational structure, consisting of 36 staff members, over 400 member organizations, and 50,000 active members annually, demonstrating the scale and reach of CPKN within the policing and public safety community.

KEY POINTS OF DISCUSSION

- CPKN's four strategic objectives through 2025 are: to collaborate and advance professionalism in policing; enhance access to innovative learning opportunities; contribute to enhancing consistency in professional development; and ensure the health and sustainability of the organization.
- Issues and key focuses of the policing sector in Canada include: recruitment and retention; demographic changes; negative public perception; community policing; and equity, diversity, and inclusion. In order to address these, there is a need for attracting diverse individuals and establishing connections with marginalized communities for effective policing.
- The policing sector in Canada faces challenges related to professionalization, balancing soft and technical skills, community relations, consistency and standardization in training, internal development capacity, and specific and specialized training. Ongoing investment in technology adoption and overcoming hesitancy to commit to new models is essential to overcoming these challenges.
- CPKN plays a role in providing over 155 online courses, course development capability, and collaboration initiatives that foster dialogue and action within the policing community.



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