

# CSPA: Impact on Training Unit

February 2025



# TRAINING UNIT OVERVIEW

- The NRPS Training Unit is part of the Executive Services umbrella
- The Training Unit is composed of:
  - 1 Staff Sergeant
  - 2 Sergeants
  - 16 Constables (Expanded +5 in January 2025)
- 3 Classrooms, 1 Range, 1 DT Room, 1 CQB
- Traditional Assignments: In Service Training, Pre and Post OPC Training, Auxiliary Constable Training, Police Bicycle Operator Training, Patrol Carbine & Shotgun Training



# CSPA: WHAT HAS CHANGED?

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The CSPA has prescribed wide-reaching training requirements including, but not limited to:

- Patrol Carbine Training
- Immediate Rapid Deployment (IRD/Active Attacker)
- Incident Command/Incident Management Training
- Special Constable Training
- Mental Health Crisis Response Training (MHCRT)
- Specialized Unit Training
  - Forensics, Investigations, Thematic Training



# ENSURING SUCCESS: TRAINING UNIT EXPANSION

- Expansion of +5 Constables and +1 Sergeant September 2024 (Temporary), full-time January 2025
- Training and preparing new members
  - Use of Force Instructor, Facilitating and Assessing Police Learning
  - Added training costs, time away from instruction
- Purchase and acquisition of computers and workstations
- Expanding Training Unit footprint in Service facility use
  - Pre OPC to HQ
  - Engagement of Community Partners (i.e., Safety Village)
  - Community Rooms (i.e., 1 District)



# PATROL CARBINE TRAINING

- CSPA now requires any officer in a community patrol capacity to complete 'Carbine Operator' course
  - Approximately 400 members
  - April to November 2025 anticipated training
  - 4-day initial qualification, 1 day requalification (annual)
  - 4-5 Instructors required on range
- Source, purchase and deployment of 47 additional Patrol Carbine rifles
  - Armouring (initial and annual)
- Expanding on existing partnership with outdoor Firearms Range
- Patrol Carbine Instructor Training



# IMMEDIATE RAPID DEPLOYMENT (IRD) TRAINING

- CSPA now requires any officer in a community patrol capacity to complete 'Immediate Rapid Deployment (IRD) Basic'
  - 3-day qualification course, requalification every 2 years
  - Room entry and clearing, officer rescue, casualty management
  - IRD facility and 4-5 Instructors required
- 500+ members to be trained across IST



# INCIDENT COMMAND (IC)/INCIDENT MANAGEMENT SYSTEM (IMS) TRAINING

- Incident Command (OPC) and Incident Management System (Emergency Management Ontario)
  - IC: Knowledge, skills, best practices relating to critical incidents specific to policing (i.e., armed/barricaded persons)
  - IMS: Knowledge, skills, management of complex incidents involving multiple public agencies (Police, Fire, EMS, Min. of Labour, St. Lawrence Seaway, etc.)
- Layered levels of training for community patrol members and supervisors
  - IC/IMS 200: 105 Sergeants
  - IC/IMS 300: 30 Staff Sergeants
  - \*Training to be received within 12 months of undertaking role in community patrol supervision
- Training of Instructors to facilitate training in-house in progress
  - IC/IMS 100-300 and Train the Trainer
- Delivery of training at Training and District Community Rooms



# SPECIAL CONSTABLE TRAINING

- Increased depth and breadth for expanded roles of Special Constables across Ontario
- Increasing from 3 to 5 weeks of training
  - Federal/Provincial law, Defensive Tactics, tourniquet, etc.
  - 1-2 instructors, classroom, Defensive Tactics (DT) room
- Development of 5 weeks of lesson plans from OPC outline
- Dedicated Instructor from Training with seconded Instructor from Courts / Prisoner Management





# MENTAL HEALTH CRISIS RESPONSE TRAINING (MHCRT)

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- Specific focus on de-escalation
- Training still in development by Wilfrid Laurier, Toronto University
- Anticipated 4 hours of initial training, annual refresher
  - All sworn members (700+) to be trained
  - 2-3 Instructors, judgement scenario room required
  - Academic and scenario based
- Participating in Train the Trainer pilot course
  - 33 hours of online and in-person training to instruct content



# SPECIALIZED UNIT TRAINING

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- CSPA has maintained requirements for specialized courses and prescribed specific timelines for completion
  - Criminal Investigators Training, Search Warrant course, Ontario Major Case Management course, Homicide course, Sexual Assault course, Domestic Violence, etc.
  - Within 12 months of position (Increased hotel, meal, tuition costs)
- Training Unit responsible for scheduling and coordinating courses to ensure compliance
  - Ongoing audits of members requiring this training (Training Systems Clerk)
  - Planning in-house courses (Increased costs and facility use)
  - Members to courses at OPC and outside Services (Increased hotel, meal, tuition costs)
  - Demands on Training facilities, alternative solutions for space



# SUMMARY

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- CSPA has placed significant demands on Training Unit facilities and staffing for 2025 and beyond
  - 2025 Outlook: 16 Instructors
    - 8 – IST/IRD/MHCRT
    - 2-3 – Pre OPC/Post OPC
    - 4-5 – Patrol Carbine Training
    - 1-2 – Special Constable Training
- Facility Pressures
  - 3 Classrooms to host IST, Pre/Post OPC, IC/IMS, Special Constables, Auxiliary, etc.



# QUESTIONS?

NRPS Training Unit  
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