

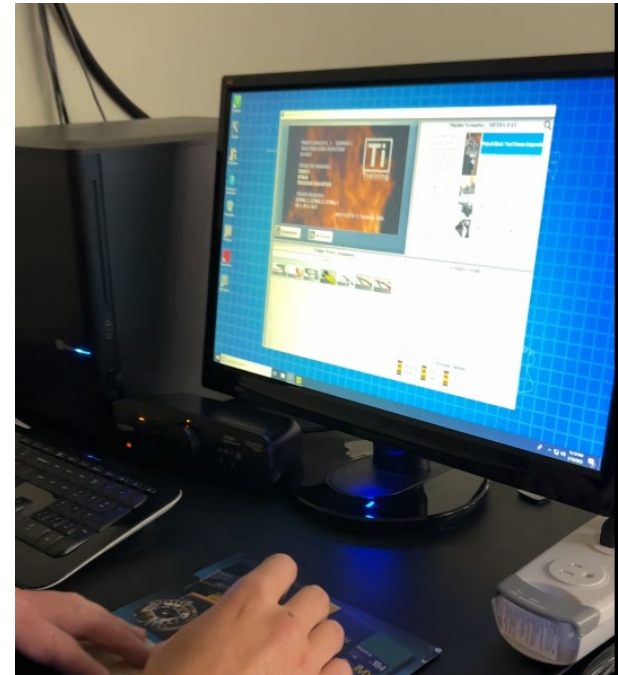
The Recruit Journey

March 27, 2025



Recruit Journey Overview

- Pre-Ontario Police College training (held at Training Unit) – 2 weeks
- BCT: On-line learning by OPC instructors (held at HQ) – 3 weeks
- BCT: In-person learning (held at Ontario Police College) – 10 weeks
- Post-Ontario Police College training (held at Training Unit)- 7 weeks



2 weeks Pre-Ontario Police College

- (2)40-hour weeks of training, orientation to policing and introduction to the Niagara Regional Police Service
- During the 2 weeks recruits receive a visit from;
 - Recruiting Sergeant – Organizational Expectations
 - Representative from the Media Unit
 - President of the Association



2 weeks Pre-Ontario Police College (2)

- Uniform inspections and drill occur each morning to check dress, department and duty books
- 2 weeks is divided into practical/ hands on sessions and academic sessions
- At the end of the day the Recruits participate in team fitness



BCT On-line learning (HQ)

- Basic Constable Training (BCT): Week 1-3
- on-line content facilitated by various Instructors from the Ontario Police College (held at NRPS HQ)
- is designed to provide Recruits with a knowledge of the law and exposure to procedural frontline activities
- Some topics;
 - Federal Law (ie. Criminal Code)
 - Provincial Law and Statutes (ie. Highway Traffic Act)



BCT In-person learning (Alymer)

- Weeks 4-15 of BCT
- In-person learning at the Ontario Police College
- Recruits are housed on-site in dormitory style accommodations, referred to as “pods”
- NRPS liaison supervisor present



BCT In-person learning (Alymer) Continued

- Academic / Use of Force / judgement training
- Recruits take tests and are evaluated to ensure they meet standard
- In addition, all Ministry of the Solicitor General requirements must meet standard to receive a BCT Certificate, for example:
 - Defensive Tactics
 - Firearms
 - Officer Safety
 - Physical Training (PREP Test)
 - Police Vehicle Operations



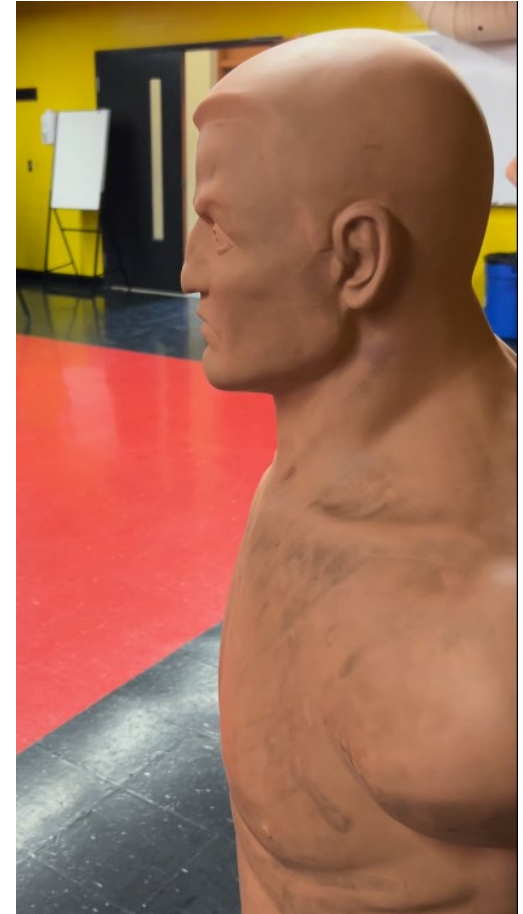
7 weeks Post Ontario Police College

- After OPC graduation, recruits return to Training Unit to engage in 7 weeks of training
- Includes:
 - 1 week of Patrol Carbine
 - 1 week Speed Measuring Program
 - 5 weeks of supplemental practical and academic training



7 weeks Post Ontario Police College

- Training is designed to enhance applied learning, skill development and knowledge of the Niagara Regional Police Service:
 - Scenario and Judgement training
 - Mock trials based on scenarios and judgement
 - Defensive Tactics
 - Firearms
 - Diversity, Equity and Inclusion
 - In-house systems
 - OC exposures Always a recruit favourite
 - Speciality Unit presentations



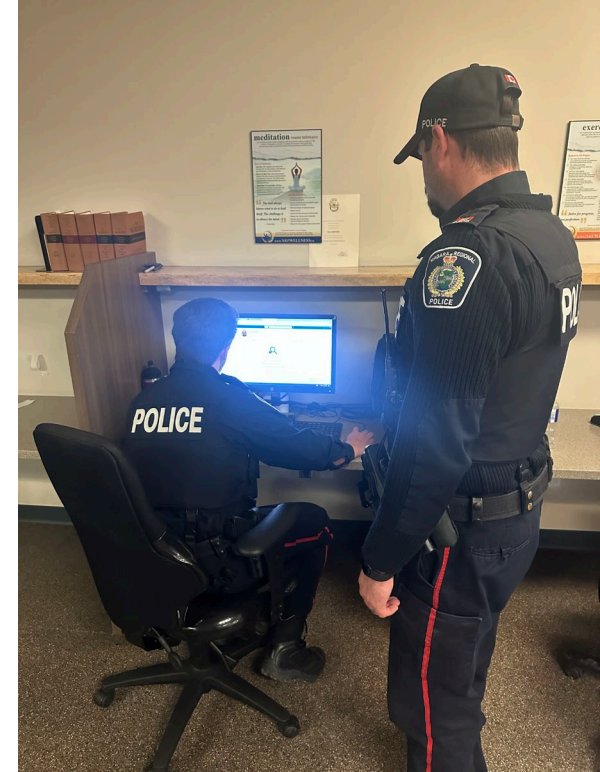
Recruit and Coach Officer

- Upon graduation, Recruits are assigned to District platoons and connected with a coach officer
- Recruits have a Training Manual to work through this process:
 - Checklist
 - Benchmarks
 - Shift reviews
 - Performance evaluation



Recruit and Coach Officer

- Recruits spend 60 shifts with their coach officer
- Additional 12 shifts to shadow specialized units. For example:
 - Domestic Violence
 - Forensics
 - Traffic Enforcement
 - Prisoner Management



Recruit and Coach Officer (3)

- Part of the recruit training is the development of a community oriented policing initiative
 - Past examples include:
 - High complaint traffic areas
 - Foot patrols in high crime areas
 - Additional response to emerging trends
- Once recruits complete the manual and coach officer training, they are cleared for independent patrol
- Training continues with an assessment done at 8 and 12 months, which then completes their probationary period



QUESTIONS?

