



HALIFAX

2021 Police Science Program

Moving HRP Forward

Sgt. Ken Burton
September 21, 2020

Creating a Service more reflective of our communities

MISSION: Working together to keep our communities safe.



Best practices in creating safer communities is having community members that are *involved* and *invested* in the process.

We can make the greatest impact through the training of new recruits

HRP's Training Centre allows us to recruit from the communities that we serve by offering a local, affordable training program, and produce officers who are **relatable**.



HRP Police Science Program

Program Overview

- Certificate in Police Science
- NS Private Career College* program
- 38 weeks: 28 weeks classroom theory and practical skills development; 10 weeks of on-the-job field experience training
- \$10,000 all-inclusive tuition
- Halifax Regional Police Training School, located at 2 Chapman Dr., Dartmouth.
- Off-campus living
- Diverse instructor team comprised of active police officers and experts in their fields
- Core team comprised of Sgt, Cst, and Training and Curriculum Consultant

* Designated NS Private Career College, as per the NS Department of Labour and Advanced Education and approved by the NS Department of Justice.



HRP Police Science Program

Curriculum – Modules

Focus: 0-5 Years Patrol Officer

1. Orientation to HRP
2. Physical Fitness Training
3. De-escalation / Use of Force and Firearms Proficiency
4. Introduction to Law
5. Introduction to Criminal Investigations (CID)
6. Criminology and the Community Response Model of Policing
7. Diversity
8. Police Vehicle Operations
9. Motor Vehicle Act, Impaired Driving / SFST and Accident Investigations
10. Police Communications
11. Field Experience / On the Job Training (OJT)





POLICE SCIENCE PROGRAM 2019

All 23 cadets successfully graduated with a **Certificate in Police Science** and were **sworn in** to Halifax Regional Police as Patrol Constables on October 11, 2019.

Demographics

23 cadets: 11 female, 12 male

Diverse Representation:

- African Nova Scotian
- Bosnian
- Icelandic
- Indian
- Indigenous Canadian
- Jamaican
- LGBTQ2S+
- Multiple languages
- Generational: Ages 22-44

Vast spectrum of formal education and previous career/work experience



JOIN HRP

CADET CLASS

Yes, YOU!

We're recruiting compassionate, community minded people who are willing to contribute every day to the well-being of people in our communities.

We're recruiting people who put others first and who exemplify respect, values and who display integrity and want to positively influence and shape their communities.

We're recruiting people who reflect and appreciate diversity in sexual orientations, gender, gender identity and expression, races, experiences, beliefs, ages, faiths, opinions and perspectives.

Successful applicants will become cadets in the HRP Police Science Program. Cadets who successfully complete the program will be offered employment with Halifax Regional Police as either full-time police officers or reserve officers, depending on availability at the time of hiring.

Seeking
compassionate,
community
minded people
who reflect and
appreciate
diversity



halifax.ca/HRP-Cadet-Recruit

  @JoinHRP

HALIFAX



HALIFAX

12-Step Application Process

1. Apply
2. Screening
3. Aptitude test
4. PARE
5. Suitability assessment
6. Pre-employment polygraph booklet review
7. Interview
8. Pre-employment polygraph
9. Medical exam
10. Background investigation
11. Psychological testing
12. Police Science Program - Enrollment



Role of Diversity in Hiring Process

- Targeted outreach sessions for recruitment for new immigrants, ongoing dialogue with African Nova Scotian community leaders, First Nations Employment Deployment Officers.
- Partnership with HRM Diversity & Inclusion team
- Eliminated previous hiring requirements to reduce systemic barriers.



Thank You

