Training and education are essential to providing adequate (equitable and efficient) and effective policing to the people of Alberta. In concert with effective supervision, training and education set the culture of the organization by:

a. Introducing and reinforcing expected behaviour
b. Aiding in risk management
c. Enhancing organization and individual flexibility and adaptability

Recruit training

1. Police recruit training shall provide trainees with the following knowledge and skills and assess the graduate's ability to apply this knowledge and skills in an operational environment.
2. Recruit training is normally conducted in 3 stages:
   a. Training academy: Classroom, practical and scenario training
   b. Field training: Operational deployment under the supervision of a qualified field training officer
   c. Probation: Operational deployment for the designated period of time requiring performance reviews at a regular interval
3. Knowledge and skills can be provided and assessed during any of the above three stages.

Knowledge

4. Overview of policing in Canada and Provinces:
   a. Structure and oversight of policing in Canada
   b. Organization of police agencies
   c. Police role in community
   d. Role of police officer in organization and community
5. Statutes to be enforced including all assigned authorities and responsibilities:
   a. *Charter of Right and Freedoms*
   b. *Criminal Code of Canada, Canada Evidence Act*, etc.
   c. *Alberta Police Act / RCMP Act*
   d. Relevant Federal / Provincial Statutes and municipal bylaws

Policing and professionalism:

6. Police officer conduct and why it matters
   a. Establishing standards of behaviour through: *Charter, CCC, Police act* and agency policy and code of conduct
   b. Establishing agency practices through: Alberta Policing Standards and relevant Guidelines
   c. Reviews / investigations of member conduct: Internal, other agency, ASIRT
   d. Discipline: Progressive, internal / LERB, Criminal

7. Overview of policing in Alberta and [your] police service:
    a. Structure and hierarchy
    b. Policies and procedures
    c. Duties and responsibilities of members
8. HR resources available including
    a. Training: ongoing, career progression, promotion
    b. Discipline, corrective action and support
    c. Stress and health related support
    d. Pay and benefits
    e. Professional associations

Skills

9. Cognitive skills:
    a. Applying statutes
    b. Conducting and documenting investigations
    c. Decision making including: use of force, vehicle pursuits, detention and arrests, searches
10. Physical and technical skills (Operate, maintain, and problem solve technology):
    a. Information and communication technology: Computer, radio, telephones
    b. Specialized equipment: roadside alcohol screening, speed measurement
    c. Force use, force options and restraint equipment
    d. Vehicle
    e. Specialized First Aid
11. Interpersonal skills (Importance of interpersonal communication in policing)
    a. Communicating with citizens including special circumstances such as
        i. Victims and witnesses,
        ii. Cultural sensitivities of identifiable groups (First Nations, ethnic and religious)
    b. Interview skills specific to victim and witness; suspects, subjects and accused
    c. Grief and use of other police resources (such as victims' advocates)
    d. Conflict management and communicating with persons who have impaired judgement

Delivering training

12. Developing and conducting training requires that an agency employ a range of resources including personnel, technical, and financial.
    a. Administrative support to classes
    b. Expertise: develop curriculum, provide training and assessment
    c. Facilities: classroom, dynamic practical training (such as force and driver), scenario
    d. Equipment: audio-visual, force training items (options, protective), vehicles