

HALTON REGIONAL POLICE SERVICES BOARD

ADEQUACY STANDARDS POLICY DOCUMENT

Policy No. & Subject	B-AI-002 - Skills Development and Learning
Date Approved:	November 23, 2000
Effective Date:	January 1, 2001
Reporting Requirement:	N/A
Revision Dates:	
Service Directive Linkage:	TRN-005 – Skills Development and Learning Plan

1. **Skills Development and Learning (pursuant to O. Reg. 3/99 and PSM Guideline AI-002)**

- 1.1 It is the policy of the Board that a Skills Development and Learning Plan be developed to assess existing and future training needs for the Service.
- 1.2 To support this policy, the Chief of Police shall:
 - a) prepare at least once every three years, a skills development and learning plan that:
 - b) provides an overview of the Service's existing and anticipated future needs in relation to skills development and learning;
 - i) identifies the Service's skills development and learning objectives;
 - ii) promotes cost-effective and innovative delivery of skills development and learning, including potential partnerships with other service providers;
 - iii) supports coaching or mentoring of new officers;
 - iv) ensures the development and maintenance of the knowledge, skills and abilities of Members of the Service consistent with the Adequacy Standards Regulation;
 - v) emphasizes the importance of organizational learning; and
 - vi) addresses the responsibility of Members for career development and skills development and learning.