

ALTERNATIVE LEARNING STRATEGY

INTRODUCTION

1. This report provides members with an update on the Alternative Learning Strategy.

BACKGROUND

2. Progress has been made on the Alternative Learning Strategy in the following areas:
 - Launch of Streetcraft "Back to Basics" Interactive Training.
 - Identification of staff to provide additional training resources on Division to enhance flexibility and timeliness of training.
 - Development of proposal to launch one year pilot to test the principles and use of e-learning within the Organisation.

INFORMATION

3. **Streetcraft "Back to Basics" Interactive Training**

The Streetcraft Unit recently spearheaded a new interactive training initiative that could help to shape the training methodology for many future training courses and events. This training "Back to Basics" is conducted on Division and represents the first major steps towards transferring training into the workplace as part of the Alternative Learning Strategy. The training is aimed at operational police officers and is intended to provide or reinforce a solid foundation of basic policing skills that will enhance confidence and the learner's ability to deal with a wide range of operational situations. Using several different training mediums including video, interactive white board and "Who wants to be a millionaire" interactive keypad technology, this new style of training has generated some very positive feedback and provides a refreshing environment in which the learner can engage in improving their level of skill in basic operational policing.

4. It is intended that consideration will be given in relation to the use of this style of interactive training for other training courses currently delivered in a traditional classroom based format.
5. **Additional Training Resources on Division**

Each Division has identified three individuals who will become additional qualified resources to provide local training in the workplace as required. This will strengthen our ability to respond quickly to training needs.

6. One Year Pilot for E-Learning

It is considered that the introduction of an e-learning pilot will help to provide quicker access to training solutions in the workplace. The pilot will help to determine the extent to which e-learning can become a significant training convention within the Force, and will provide the opportunity to author e-learning materials in-house and fully embedded NCALT into our technical infrastructure. NCALT is a domain that provides forces with individually branded platforms to manage and deliver e-learning within supported environment. It is a product that has been developed by Centrex and made available to all Forces at no cost, initially to support police specific training programmes such as IPLDP (Initial Police Learning & Development Programme) and CLDP (Core Leadership Development Programme).

7. If approved, the pilot will involve suspending a selection of IT classroom based training courses, and converting them into e-learning format that can be accessed either from home or from their place of work. Clearly this will result in tangible efficiency gains in the reduction of costs associated with abstractions and travel, and it is a very cost effective way of disseminating training to a wider audience within a short period of time. The pilot will also free up valuable accommodation that can be reallocated for other high priority training that lends itself to classroom delivery.
8. While it is felt that the introduction of an e-learning pilot will provide a number of benefits, as it is quite a departure from traditional classroom based training, acknowledgement has to be given to the fact that there is a risk that it may take some time for the concept to be fully embraced across the Force. As training is being carried out in the workplace, its importance may not be given the same priority as enabling abstractions for off-site training. By being onsite, officers will also be more accessible which may present the opportunity for supervisors to interrupt in order to reprioritise and deploy officers for operational purposes. To a large extent this can be controlled by having a 'protected learning policy' which ensures that time is provided for e-learning learning activities, but on-going monitoring will be necessary during the pilot to measure the level of acceptance and compliance.
9. The one year pilot has been considered in preference to adopting a "big bang" approach to fully implement e-learning. The pilot will be used to scope and test the viability of the e-learning concept, and to develop the necessary policy framework and technical infrastructure required to be able to physically operate e-learning across all areas of the Force's network.
10. The other issue that has been taken into account is the fact that South Yorkshire Police has already made significant investment in e-learning and in the event of a merger, Humberside may benefit from this. Obviously we will keep a watching brief on the timescales for restructuring as this will undoubtedly have an impact on how e-learning is progressed. Regardless of the outcome of the merger however, it is still considered important to embark upon developing the Force's capabilities to operate e-learning now, which is being

considered and reviewed in conjunction with the Information Services Branch.

11. Once the technical capabilities and any costs have been identified, it is intended that the proposal will be progressed through the Training and Supervision Board and if endorsed, will then be submitted to COG for Chief Officer approval.
12. If approved, the nominated classroom based training will be suspended from September 2006 and replaced by e-learning within approximately 6 – 8 weeks.

RECOMMENDATIONS

13. Members note the update given on the Alternative Learning Strategy.

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