



## London Police Service: Blended Learning Efficiencies Review

The following information was provided in London Police Service's [Efficiencies Report: Selected Efficiencies, Funding Initiatives, and Best Practices](#) (January 15, 2013).

In 2009, the London Police Service began implementing CPKN e-learning courses into its training curriculum to support a more cost-effective approach towards training. As a result, over 2010, 2011 and 2012, in addition to increased flexibility in scheduling courses, the organization reported cost savings of over \$199,000 (through reduced required training time) as a result of three blended learning initiatives.

During this period, LPS has used both stand-alone and blended training. The blended courses that have been implemented by the LPS address mandatory training requirements for members. The following tables provide a conservative estimate of the efficiencies gained from three of the mandatory courses, which were converted to blended training. Prior to the availability of CPKN, members conducted this training through traditional means, which involved additional training time and other costs (e.g., meal and travel expenses) and training time.

Table 1.8.1

<b>GIT - GENERAL INVESTIGATION TRAINING</b>			
	2010	2011	2012
Hours saved per Officer = 24 hrs. per yr. <i>Prior to CPKN, there were 80 hrs. in class at OPC. Since CPKN, there are 56 hrs. (40 hrs. in LPS class and 16 hrs. CPKN)</i>	24	24	24
Average Number of Officers Trained	20	20	20
Total Hours Saved	480	480	480
Hourly Wage (based on 1st Class Constable)	38.66	40.01	40.98
Annual Savings	\$ 18,557	\$ 19,205	\$ 19,670

Table 1.8.2

<b>APT - ADVANCED PATROL TRAINING</b>			
	2010	2011	2012
Hours saved per Officer = 19.5 hrs. per yr. <i>Prior to CPKN, there were 40 hrs. in class at OPC. Since CPKN, there are 20.5 hrs. (10 hrs. in LPS class and 10.5 hrs. CPKN)</i>	19.5	19.5	19.5
Average Number of Officers Trained	30	30	30
Total Hours Saved	585	585	585
Hourly Wage (based on 1st Class Constable)	38.66	40.01	40.98
Annual Savings	\$ 22,616	\$ 23,406	\$ 23,973

Table 1.8.3

<b>Coach Officer</b>			
	2010	2011	2012
Hours saved per Officer = 20 hrs. per yr. <i>Prior to CPKN, there were 32 hrs. in class at OPC. Since CPKN, there are 12 hrs. (10 hrs. in LPS class and 2 hrs. CPKN)</i>	20	20	20
Average Number of Officers Trained	30	30	30
Total Hours Saved	600	600	600
Hourly Wage (based on 1st Class Constable)	38.66	40.01	40.98
Annual Savings	\$ 23,196	\$ 24,006	\$ 24,588

Table 1.8.4

Accumulated Savings – GIT, APT, and Coach Officer Courses				
	2010	2011	2012	Total
GIT - Annual Savings	\$ 18,557	\$ 19,205	\$ 19,670	\$57,432
APT - Annual Savings	\$ 22,616	\$ 23,406	\$ 23,973	\$69,995
Coach Officer - Annual Savings	\$ 23,196	\$ 24,006	\$ 24,588	\$71,790
Total Savings	\$ 64,369	\$ 66,617	\$ 68,231	\$199,217

In its report, LPS also noted that the additional investment cost required to expand e-learning opportunities is minimal. As a result, LPS now offers a number of CPKN online courses that members can take voluntarily (on their own time) to enhance their knowledge and/or career opportunities (e.g., diversity awareness).

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To view the full report, go to

<http://www.police.london.ca/About Us/PDFs/LPSEfficiencies15Jan2013.pdf>