

THE *J* NEWS

JI JUSTICE INSTITUTE OF B.C.

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Career & Community Studies

Corrections Academy

Courts Academy

Educational Services

Finance & Administration

Fire Academy

Fire & Safety Training Centre

Paramedic Academy

Police Academy

Provincial Emergency Program
Academy

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The JI - We've Come a Long Way

The last two years have been full of change for everyone at the JI. We've come a long way from the well respected, little known institute we were in Jericho.

In this issue of JI News we look at the change and growth we've seen in the last few years. These changes give us a good indication of where the JI is headed. One thing is certain, we will continue to change as the needs of our students and clients change.

OVERALL:

- In the last five years fee for service and contracts has gone from four million to 7.5 million. Every area of the JI is now doing some level of fee for service – as this happens, we are developing a framework that works for everyone (policies, procedures, inter academy cooperation).
- Our infrastructure funding has gone from two million in 1994 to five million this year.
- In 1994 we took over the fire programs of Pacific Marine Training Institute and overall responsibility for the Fire and Safety Training Centre. We recently ratified the first collective agreement with the JI and the Marine Training Faculty Association (representing the instructional staff who made the transition from the PMTI).
- A Program Council, with representation from all



1. In May of 1995, the JI moved into a brand new building, designed for our unique training needs.

2. The "Jericho Campus", home to the JI from 1978 to 1995.

areas of the JI, was formed to help achieve a better coordinated approach to program delivery (see the article in this issue).

- We are in the process of developing a leadership program designed to develop leaders across the JI client base. The program will involve two years of

study over a three year period. This partnership program will lead to a bachelor's degree from SFU. Along with this program comes the creation of a leadership centre which will look at other opportunities to foster leadership.

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President Larry Goble with the JI's two vice presidents, Pat Ross, VP of Finance & Corporate Services (centre) and Louise Krohn, VP of Contract Services.

- Two new vice president positions have been created to help the JI meet the changing marketplace. Louise Krohn joined the JI as VP of Contract Services in January of 1996 and Pat Ross became VP of Corporate Services in January of this year.
- The installation of the LAN (Local Area Network) has had an impact on the way we communicate (e-mail, Internet, public folders etc.).
- Recognizing that technology will have an ever increasing impact on training delivery, we created a new position dedicated to educational technology. Irwin DeVries is new the Program Director of Educational Technology and he's working on a long term strategy for the JI regarding the use of educational technology. His first priority in this position has been to talk to people throughout the JI to find out how educational technology can sup-

port what they are doing.

- Programs like TaxiHost and Private Security have brought large numbers of people into the JI.
- The JI Foundation was established in 1994 and in October of 1996 they held an exciting, unique Gala event that helped to spread the word about what the JI does.

CONFLICT RESOLUTION:

- Enrollment in the Conflict Resolution Certificate

Program has increased from 600 to 1400 people in the past two years.

- A First Nations Negotiation Skills certificate was introduced almost three years ago. This six month program has been very successful.
- Three new programs dealing with cultural aspects of conflict resolution have been added to the conflict resolution program. The programs were developed by a steering committee of community leaders from various cultures.

COURTS:

- An employment readiness program for deputy sheriff training was introduced just over a year ago. More than 80 students have gone through the program.

INTERDISCIPLINARY STUDIES

- A number of new certificate programs are being offered, including: Couple and Family



Lynn and Clifford White. Clifford was instrumental in developing the First Nations Negotiation Skills Certificate in 1994. He coordinates the program for the JI's Centre for Conflict Resolution Training.

Therapy (developed and offered jointly by the JI and Douglas College); Trainer Development; and Traumatic Stress certificate programs in Clinical Intervention and Community Responses.

- A new program, Managing a Social Service Agency, is the first JI program to qualify as a credit in the School of Social Work at the University College of the Fraser Valley.

CORRECTIONS ACADEMY:

- Some of the many new courses introduced in the fee for service area include the Sex Offender Awareness certificate program (over 20 courses), Getting Ready for Employment Readiness; Preparing for COPAT, and a number of computer courses.
- The institutional employment readiness programs were revised to allow students to specialize in either adult or youth corrections.

FIRE ACADEMY:

- A selection process for the new fire fighter recruit program was developed. The academy does a very comprehensive screening of potential fire fighters based on the hiring needs of individual fire departments. Seven classes of recruits have graduated from the program since it began in 1995.

FIRE & SAFETY TRAINING CENTRE:

- A state of the art "burn" building was constructed in 1995. The building is used for a wide range of training scenarios, including live fire training.
- An exciting new program on confined space rescue was introduced last year. The program was developed in conjunction with Canadian Airlines.
- The number of training contracts delivered through the Fire & Safety Training Centre increased by 60 percent over the last fiscal year.

PTEC:

- The TaxiHost program (introduced in 1995) has 3,000 taxi drivers in the system – there are about 1700 graduates of the Level I program
- We've seen a big increase in demand for driver education in the corporate sector. This trend is likely to continue as government departments and crown corporations that used to do their own driver training are now looking to save money by contracting out the training.

PARAMEDIC ACADEMY:

- The emphasis in paramedic programs is now on providing learning closer to the workplace. The Academy is on the verge of establishing a distributed learning network involving the web, video



conferencing and other technology.

- Landing the contract with the Singapore Armed Forces School of Military Medicine was a landmark in establishing the academy's international credibility. We competed against Israel, Scotland, Australia and the US. Other international contracts came to us on referral, this was the first for which we have had to compete.
- New international contracts include the Malaysian Ministry of Health and a special contract in Taiwan to train physicians to become emergency medical services medical directors.

POLICE ACADEMY

- The two week private security training program was introduced in 1995, and since then over 1,000 students have taken courses. The program continues to grow – it began with one person working part time, now five staff working on the program.
- On April 1 the academy became responsible for



Over 1700 taxi drivers have graduated from TaxiHost Level I. The Level II program will be introduced later this year.

The JI's Paramedic Academy is recognized internationally as one of the leaders in Emergency Medical Services training.

The demand for driver training from the corporate sector is on the increase as companies look to PTEC for training which they used to do in-house.

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coordination of training for the police reserve auxiliary program.

PEP ACADEMY:

- Demand for training in Emergency Management and for the First Nations Emergency Preparedness program have doubled.
- The new Incident Command System program has taken off – the academy is receiving requests for this internationally.

LIBRARY:

- User stats for loans and reference questions have doubled with the move to the new building.

The Private Security Program - two weeks of basic training is now a requirement for anyone who wants to work as a security guard in BC.



- The number of people visiting the library each month has gone from 600 to 2800.

MEDIA CENTRE:

- The media centre has seen a considerable increase in external contracts (still public safety related), this has allowed the centre to purchase special equipment (camera, editing equipment).
- The centre is also exploring CD ROM computer based training.

FACILITIES:

- The new building means a change from tenant to landlord and everything that comes with that – contracting services, dealing with suppliers etc.
- Shortly after the move to the building a new purchasing department was created, and we continue to move toward a centralized purchasing function in order to maximize economies of scale.

FINANCIAL SERVICES:

- The shift to more fee for service programs has resulted in a restructure of the budget system.

PUBLIC RELATIONS:

- Initiatives to help enhance communication within the JI include the development of an electronic newsletter (Just In Times) and quarterly information sessions with the president (Coffee with Larry). JI News continues to be produced quarterly.

- In November of 1996 we held a career day aimed at criminology students from Douglas College. We plan to build on that success by hosting a larger scale career day later this year to showcase the full range of courses the JI offers.

HUMAN RESOURCES:

- Shortly after the human resources position at the JI was created, a recruitment and selection process was put in place.
- A job evaluation system for all Fair Comparison jobs has been developed, (at the request of, and based on Fair Comparison input).
- In cooperation with BCGEU we established a Labor Management Committee which meets monthly.

These are just a few of the many changes at the JI over the past few years.



Educational Technologies – what can it do for you?



Irwin DeVries is the JI's new Program Director of Educational Technology.

Today, the Paramedic Academy is on the verge of establishing a distributed learning network around the province...

The days of chalk and blackboards are gone, but just how far will we go in terms of using technology to change or enhance the way we deliver training?

The Justice Institute is well established in the field of distance education. A decade ago the Fire Academy began with the development of Edukits (video training packages) and distance education print packages for fire officer training, while the Paramedic Academy began using live TV broadcasts and videoconferencing. Today, the Paramedic Academy is on the verge of establishing a distributed learning network around the province involving courses delivered with a combination of internet and CD ROM based media. Other academies and divisions are preparing materials for delivery via the internet and video conferencing.

Irwin DeVries is the JI's program director of educational technology, a new position created as a resource for all areas of the JI.

"Educational technology is all about accessibility," says Irwin. "It can help us serve students better. . . to deliver training where and when it's convenient for the student. There's lots of creativity and initiative at the JI, . . . my role is to support those areas that have taken initiative, and to encourage others to get involved."

Although traditional face to face, classroom based teaching will always be there, new technology offers great potential for enhancement. A recent study among colleges and institutes in BC found that the time and resources required to evaluate and learn how to use new educational technology were the main factors preventing its integration. When your job is to teach or develop new programs, keeping up to date with the latest technology likely isn't at the top of your 'to do' list.

"My aim is that this new position will make it easier for program developers and faculty to experiment with the new technology and see how it works for them," says Irwin. "We don't want to leave the tried and true. . .

the flip chart is a very important tool in teaching; it's a matter of finding what works best for the circumstances."

Since his appointment to the position, Irwin has been busy promoting faculty development with training programs for video conferencing and computer exam operations – internet-based training is next. He's also been talking with people at all levels of the JI, to look at how we can learn from the experience of others, both internally and externally. The result will be long term strategies that help to make the JI more accessible.

Irwin encourages anyone with questions or interest in this area to contact him by email, phone, letter, satellite, closed circuit television, or even face to face!

Irwin has a background in both distance education and curriculum development. His responsibilities as program director of educational technology include the Instructional Media Development Centre, the video conferencing suite and faculty development. Irwin first came to work at the JI in 1984, and has worked in many different areas of the JI, most recently as Director of the Courts Academy. ■

A Cooperative Approach to Program Development

The Council has succeeded in achieving un-precedented JI-wide agreement in several vital areas.

A brief glance at any recent issue of the JI News quickly reveals that these are exciting times. All areas of the JI are moving in new directions, creating new programs and new partnerships. This positive growth brings challenges that call for a unified approach to program development.

To address this need, a Program Council was formed in June of 1996. Each academy and division at the JI is represented on the Council, which is chaired by Louise Krohn, Vice President of Contract Services. The Program Council meets once a month and reports to the President and the JI Board on several matters – in an advisory capacity on educational policies, and in a decision-making capacity on program and curriculum matters.

To date, the Council has succeeded in achieving unprecedented JI-wide agreement in several vital areas:

- A policy has been established outlining the criteria for awarding certificates and diplomas.
- A decision-making process has been designed for the approval



The JI's Program Council meets monthly to share information and discuss new programs.

of programs which involve partnerships with outside agencies and/or other areas of the JI.

- A discussion forum has been provided for programs which may compete for students and/or funding, or which may have a major impact on central JI resources.
- A voting system has been implemented to ensure fair and equitable awarding of JI curriculum funds and grants.
- A JI-wide format has been established for program proposals involving any of the above issues.

One of the many positive benefits of participating in

the Council is the information sharing which occurs at every meeting. Before the creation of the Council, many members were unaware of development efforts underway in other parts of the JI, even though these efforts sometimes had a significant impact on their curriculum planning.

The Council has also helped all areas to obtain information on initiatives outside the JI which might assist in program development. Monthly meetings now allow representatives to gather the latest information on funding, educational technology and innovative program partnerships.

Recently, the Council

has worked to increase awareness of the JI and its programs among the post-secondary education community, by participating in province wide surveys such as the BC Student Outcome survey, by attending conferences and events, and by including information on

the JI in post secondary publications.

The success of the Council is largely due to the commitment of the members who look for ways to share information and resources to help ensure a unified approach to program development.

Council Members:

Louise Krohn	.....(chair)
David McCarthy	.....(recorder)
Steve Sharlow	.....Corrections
Selma Swaab	.....Corrections
Roger Allison	.....Courts
Susan Hall	.....Courts
Marg Huber	.....CCS - Con Res
Renee Nyberg-Smith	.....EDS - First Nations
Shelley Rivkin	.....EDS
April Haddad	.....Library
Heather Olson	.....BCGEU
Jackie Goodwin	.....Fire
John Vokes	.....Fire
Ron Bowles	.....Paramedics
Ian Dailly	.....Paramedics
Steve Hess	.....Police - Private Security
Paul Tinsley	.....Police
Ross McIntyre	.....PEP
Colleen Vaughn	.....PEP
Irwin DeVries	.....Ed. Tech & Curriculum Dev.

Alternate Members:

Member	.....Representing
Margot D'Souza	.....Corrections
Paul Pershick	.....Corrections
Lee Turnbull	.....CCS
Flora MacLeod	.....EDS
Marc Guay	.....BCGEU
Lori Wideski	.....BCGEU
Bob Aldcorn	.....Fire
Jack Tyler	.....Fire
Tony Williams	.....Paramedics
Jon Heshka	.....PEP

FSTC OPEN HOUSE

A crowd of close to 500 turned out for the Fire and Safety Training Centre's *open house*, despite the rain.



1. Dan Welsh of Vancouver. Dan was one of several volunteers from the crowd who participated in the fire extinguisher demonstration, and one of only a few to properly extinguish the fire in his first attempt.
2. The Pacific Region Fire Fit Combat Challenge had over 60 fire fighters competing for a chance at the national finals. Teams travelled from across BC and from as far away as Ontario to compete.
3. The auto extrication "jaws of life" demo.
4. The high expansion foam demo, which is used for team and morale building in the recruit fire fighter program, delighted the spectators.
5. The fire extinguisher training demo.
6. The open house was a chance to showcase the burn building in a fire rescue demonstration.

Insiders - Snapshots from around the JI.



1) At the end of January, the JI and BCIT signed a partnership agreement on a Forensic Investigation course which will be part of BCIT's Forensic Science program. BCIT Board Chair Dr. Arun Garg and JI Board Chair Florence Wong, sign the agreement at the JI.



2) A special meeting of the Marine Committee of IFSTA (International Fire Service Training Association) was hosted by the FSTC's John Lewis (back row far right) in December. Members travelled from across the US and Canada for the three day meeting.

3) Safer Campus Week (March 10 - 14). The JI featured information sessions, workshops and demonstrations like this "Model Mugging" demo.

4) Tony Williams, Paramedic Academy Director, with Mohamed Sultan, Executive Director of the Hospital Pantai Group in Kuala Lumpur, Malaysia. Mr. Sultan represents Malaysia's largest national chain of hospitals, and visited the JI in May to discuss training possibilities.



5) In January, the new Ministry of Children and Families hosted a day of consultation with the aboriginal community. Over 100 people attended the meeting which was held at the JI.

6) Graduation time for Deputy Sheriffs. What better time to graduate than on a sunny Friday right before the long weekend in May? May 16th was a perfect day for these graduates of the Deputy Sheriff Employment Readiness program.

The JI News is produced for staff and clients of the Justice Institute of B.C.

If you have any suggestions or comments, call Peggy John in Public Relations at (604) 528-5527.

Thanks!

Contributors to this issue:

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Something you'd like to see in the next issue?

Call with your ideas, or send your submission to Peggy John.

