



NEW OACP CERTIFICATE PROCESS OUTLINE

January 01, 2020

Previous Process	New OACP Process
Physical testing locations	Fully Online platform
Approximately \$350.00 for all testing components as a package.	Standard Package \$250.00
Re-Test price for any failed component \$85.00-\$90.00, per component.	Equivalency Package \$50.00 No retest fee
<p>\$185.00 for 149 days of access for additional testing packages equates to \$2.96 per day.</p> <p>\$30.00 for 89 days of access for additional testing packages equates to \$1.24 per day.</p> <p><u>Preparation:</u></p> <p>Additional preparation costs to candidates, not including the actual tests exist on several online platforms which require a membership cost and package cost.</p>	<p>No additional testing packages provided at any cost for the applicants.</p> <p><u>Preparation:</u></p> <p>The new OACP Process encourages honest, thought provoking answers that are steeped in the natural experiences and cognitive ability of applicants to make determinations in a timely manner.</p> <p>The new OACP process does not base the tests solely on crystallized learning, but rather promotes diversity, equality, and general cognitive abilities.</p> <p><i>**As per the request of the Psychologists was to complete a general cognitive ability test and to collect biographical data, as all other psychologically testing would be completed later in the hiring process**.</i></p>
PASS OR FAIL at the discretion of the previous testing service employees.	<p>NO PASS OR FAIL. The Cognitive Ability Test results will be provided to police recruiters for additional knowledge.</p> <p>The Personality Assessment will be collected for validation purposes for a short interim of time, in order to strengthen the integrity of the test and align it for police agencies and their job specific needs.</p>
Information on the “pass or fail” was generic in its messaging, “meet standard or did not meet standard” that did not include explanations, test scores, supplemental information or information sharing with Police Services.	<p>NO PASS OR FAIL at the pre-hire stage. New process provides the Police Services with the autonomy and authority to determine, on their volition, the best candidates for the job.</p>



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<p>**Information sharing with Police Services and the ability for Police Services to make their own determinations at this stage were not made available**.</p> <p>Candidates seeking feedback were denied this request.</p>	<p>New OACP testing tools act as a supplementary tool in conjunction with the police hiring process.</p> <p>Disclosure and transparency at the onset will assist the candidates and police recruiters to completely understand the process and reassure the candidates that testing is fair and free from bias.</p>
<p>The Pass or Fail Standard due to the intensity of the physical testing in a short window of time became a major barrier for mainly females. This barrier disallowed them from continuing with the process, unless a retest payment was made.</p> <p><u>Retest Wait times:</u></p> <p>3 to 6 months depending on the testing component, plus additional payment.</p>	<p>The Fitness Log is the responsibility of the candidate to complete and download, at no cost and provide these logs to the police services for further testing or evaluation.</p> <p>No wait times and no retests. The platform is open to apply at any time as long as the service of choice is hiring candidates.</p> <p>The Ontario Constable Selection System (CSS) mandated PREP Test Fitness is by law assessed by the Ontario Police College (OPC) which will mentor and monitor all new recruits over the duration of training period to ensure success. To date only (3%) of recruits fail due to injuries sustained or accommodation</p>
<p>Northern Communities on average have the opportunity to be tested 1-2 times a year at a physical location, thus creating physical barriers and opportunities lost.</p>	<p>The OACP Online Platform provides and ensures open access for all applicants. The issue of isolated communities with no Internet access will be accommodated by the OACP in proctoring these tests with partners in those areas like the elder groups, community groups, local police stations and school locations. Discussions to date with Northern partners have confirmed that internet access and WIFI are functional and available to the locals in their area. To emphasize again, on the rare occasion that someone may not have access, the OACP support team will travel to those remote areas in collaboration with our Northern contacts and administer the test in person.</p>



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The Constable Selection System (CSS) requires **hearing and vision standards** at the pre-employment testing phase as well as the medical assessment requirements that occur later on in the hiring process according to various police service requirements.

Previously, ATS conducted the Hearing and Vision Tests as potential disqualifiers prior to applicants applying to police services. Two issues identified through audits were:

- 1) the qualifications of employees conducting these tests were not medically certified to conduct these medical tests
- 2) The CSS medical standards were implemented several decades before and not updated to the 21-century medical standards for hiring.
- 3) Disqualifying candidates on the pre-testing phase based upon non medically certified practitioners opens the police services and previous government to possible civil liability.

The OACP as part of its organizational due diligence practices undertook a detailed review of the CSS Medical requirements dating back several decades. This was done to ensure sound compliance standards to medical standards in 2020. As such, applicants are asked as part of the pre-employment phase, to complete medical forms outlining the Hearing and Vision requirements prior to applying to police services. The new standards closely follow the RCMP National Hiring Standards and the Ontario Fire Services Association Requirements.

The process involves:

- 1) Applicants are provided with full information on Medical standards required (i.e. Hearing and Vision) to be done by qualified specialists or authorized hearing and vision testing services at affordable costs. If they are cleared, they can apply, if they are not cleared, police services can reject applicants at the start of the hiring process.
- 2) Some remote communities who do not have access to specialists or testing services can exempt applicants once consulting with individual police services.
- 3) There are no changes to what police services are currently doing in filtering suitable candidates for hiring. The only difference is simplifying the due diligence process that withstands any legal challenges.



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The New OACP CSS Process (Genesis, Necessity, Opportunity)

On January 01, 2020, a new OACP Constable Selection System (CSS) was introduced by the Ontario Association of Chiefs of Police (OACP) for police applicant testing in the Province of Ontario. This change in OACP CSS pre-employment testing was undertaken at the urging of police leaders to ensure consistent hiring practices across the Province. To prepare for these changes, the OACP consulted with the Board of Directors, CSS Committees, Advisory Groups, HR Groups, and Medical -Psychological Advisory groups to ensure any pre-screening tools used in the new OACP-CSS process are effective, cost efficient, and serve the various needs of police services.

Most importantly, these changes are designed to help eliminate historical barriers in the form of language, accessibility, accommodation, diversity needs not being met, negative impact to women, and being an impediment to Indigenous people seeking careers in law enforcement. The OACP as of January 01, 2020, will be the single body responsible for administering police applicant testing that is fair, equitable, and inclusive across the Province of Ontario.

Description of Tests (Security and Integrity)

Like many Universities and Colleges offering fully ONLINE programs and degrees across the globe, the OACP CSS tests likewise are offered ONLINE and will be proctored to ensure identity of candidate, provide quality control of environment through artificial intelligence, sound control, movement control, lockdown browser preventing searches on computer, and physical identification (license) as well as facial recognition. The results are provided to OACP administrators which are provided with both audio and video files of each applicant undergoing testing. Any breaches detected will result in immediate disqualification from the process.

1) Cognitive Testing (General Mental Ability)

The General Mental Ability is an indication of an individual's ability to comprehend complex ideas, the ability to reason, plan, solve, think in abstract terms and the ability to learn lessons in a timely manner. The GMA is comprised of two subsets; the first measures verbal ability and the second measures quantitative ability.

Verbal Subset: The verbal subset measures an individual's understanding of words and ideas. These words and ideas are considered to be accumulated knowledge of diverse topics that are recognized through word orders, the number of words and recognizing conceptual similarities.

Quantitative Subset: The quantitative subset measures an individual's reasoning and problem-solving abilities. These problem-solving abilities are presented in numerical format, where the individual is to draw on previous knowledge of numerical sets, sequential ordering of numbers, word problems and the ability to extract essential items to arrive at a conclusion.

Number Of Questions: 57 in total (36 in the verbal section and 21 in the quantitative section)

Time Allotment: 14 minutes in total (7 minutes in the verbal section and 7 minutes in the quantitative section)



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2) Personality Assessment (Suitability to Policing)

The Personality Assessment measures a number of job-related outcomes that are characteristic of behavior, attitudes, interests and activities related to the work environment. The applicant will be presented with **four (quartet) statements and will be expected to choose the “most descriptive” and “least descriptive” options in each quartet.** The reason that a required selection is mandatory for this test, is to remove any potential bias or motivation to choose an answer that appears to be favourable. Rather, this test is predicated on drawing the most natural, unbiased answers from the applicant in which they choose on their own volition, the answer that is closely related to a behaviour or attitude that is most, or least descriptive in their opinion.

Format: 27 Required Quartet Questions

Time Allotment: 15-20 Minutes for completion.

Why Validate? The concept of validation is vital to ensure that data is correct, reliable and useful that will assist police recruiters in making informed decisions. Additionally, **validating normative data from the personality assessment** will be a supplementary tool for police recruiters to process parameters and controls when deciding which candidate characteristics, behaviours and communication skills are best suited for the position. The alignment of the normative data to police needs and job specifications will enhance the process for police recruiters as it allows recruiters to maintain the professional ability to make decisions about the hiring process for their service. The purpose of the personality assessment is to be used in **conjunction with other interviews, background screening, CPIC, Financial, and bio data assessment from application or testing material, rather than becoming the sole determining factor** in the hiring process.