Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

Section	Description	Measures
Student Demand	Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham) Trends in certificate, diploma, degree, apprenticeship and continuing education (where available). **Click Below to Access Full Source Document:** Fall Enrollment Trend	• Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3% • Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9% • Weak = Fleming enrolment growth is less than the system demand and is less than 1%
Labour Market	Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.	• Strong = Between 5-6 positive labour market indicators • Moderate = Between 3-5 positive labour market indicators • Weak = Between 1-2 or no positive labour market indicators
Competitive Analysis	Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham) **Click Below to Access Full Source Document:** Fall Conversion Report	• Strong = Fleming conversion ratio is greater than 2 below the system • Moderate = Fleming conversion ratio is 1 above, below or equal to the system • Weak = Fleming conversion ratio is greater than 2 above than the system
Financial Analysis	Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11) **Click Below to Access Full Source Document:** Costing Analysis	• Strong = CTO is greater than 35% • Moderate = CTO is between 30 - 34% • Weak = CTO is between 20 – 30% **No Contribution = 19% or less**

Key Research Findings

Key Performance Indicators	Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012. **Click Below to Access Full Source Document:** Key Performance Indicators	• Strong = Above system average in 6-7 indicators • Moderate = Above system average in 3-5 indicators • Weak = Above system average in 0-2 indicators.
Resource Analysis	Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here	

Key Research Findings

Protection, Security and Investigation (53007)

Student Demand[1]	• STRONG

The following information consists of OCAS yearly student fall registration data as well as a mean growth rate and average student registration for each program under these categories:

Certificate

- There are three colleges that offer this program
- L a Cite has the highest mean growth rate **(31%)** and Cambrian has the lowest **(18%)**
- All three schools have basically the same average registration of **16 students**

Diploma

- Thirteen schools currently offer this diploma program, including two of Fleming's main competitors
- Fleming has a higher mean growth rate **(24%)** than the system **(10%)** as well as both of its competitors – Durham **(2%)** and Georgian **(5%)**
- Lambton has the highest mean growth rate **(38%)**
- St. Clair has the highest average registration of **313 students**, and Fanshawe has the lowest with **1 student**

Degree

- Conestoga is the only school to offer a degree program, and has a mean growth rate of **2%** and an average registration of **44 students**

Certificate

Program: 43007 - LAW AND SECURITY - BASIC														
	2007	2008	% Change (07-08)	2008	2009	% Change (08-09)	2009	2010	% Change (09-10)	2010	2011	% Change (10-11)	% Mean Growth Rate (07-11)	5 Year Average Reg. Students
CAMBRIAN		11		11	16	45	16	24	50	24	14	-42	18	16
LA CITÉ COLLÉGIAL	9	8	-11	8	13	63	13	27	108	27	17	-37	31	15
MOHAWK								16		16				16
Total	*9*	*19*	*111*	*19*	*29*	*53*	*29*	*67*	*131*	*67*	*31*	*-54*	*60*	*31*

[1] Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.
Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset
Prepared by Fleming Data Research (07-2012)

Key Research Findings

Diploma

Program: 53007 - LAW AND SECURITY ADMINISTRATION														
	2007	2008	% Change (07-08)	2008	2009	% Change (08-09)	2009	2010	% Change (09-10)	2010	2011	% Change (10-11)	% Mean Growth Rate (07-11)	5 Year Average Reg. Students
CAMBRIAN	9										2			6
CONESTOGA	209	210	0	210	227	8	227	217	-4	217	229	6	2	218
CONFEDERATION	15	15	0	15	24	60	24	26	8	26	27	4	18	21
DURHAM	114	104	-9	104	121	16	121	121	0	121	120	-1	2	116
FANSHAWE											1			1
FLEMING	35	37	6	37	57	54	57	90	58	90	69	-23	24	58
GEORGIAN		23		23	24	4	24	29	21	29	26	-10	5	26
LAMBTON	10	19	90	19	34	79	34	22	-35	22	26	18	38	22
LOYALIST	55				87		87	63	-28	63	81	29	0	72
MOHAWK	37	37	0	37	45	22	45	34	-24	34	72	112	27	45
NIAGARA	97	77	-21	77	67	-13	67	69	3	69	116	68	9	85
SAULT	22	11	-50	11	21	91	21	14	-33	14	13	-7	0	16
ST. CLAIR	200	222	11	222	380	71	380	455	20	455	310	-32	18	313
Total	***803***	***755***	***-6***	***755***	***1087***	***44***	***1087***	***1140***	***5***	***1140***	***1092***	***-4***	***10***	***975***

Degree

Program: 83007 - COMMUNITY AND CRIMINAL JUSTICE														
	2007	2008	% Change (07-08)	2008	2009	% Change (08-09)	2009	2010	% Change (09-10)	2010	2011	% Change (10-11)	% Mean Growth Rate (07-11)	5 Year Average Reg. Students
CONESTOGA								44		44	45	2	2	44
Total								***44***		***44***	***45***	***2***	***2***	***44***

Key Research Findings

Labour Market	• MODERATE

Employment Ontario
Not Available

HRSDC[2]
Other Protective Service Occupations (NOC – 6465)

- Job Openings (2011/2020): **10,800**
- Job Seekers(2011/2020): **12,754**
- Post Secondary Education Graduates: **11,816**

- "Over the 2011-2020 period, an occupation will be in excess demand (a shortage of workers) if the projected number of job openings is significantly greater than the projected number of job seekers. An occupation will be in excess supply (a surplus of workers) if the projected number of job openings is smaller than the projected number of job seekers. For **Other Occupations In Protective Service**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **10,787** and **12,754** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings."

- "Projections indicate that although there was excess demand for this occupation in recent years, and even though the excess demand should be reabsorbed by the end of the projection period, this situation is expected to continue for several years. Over this period the vast majority of job openings will be due to retirements despite the fact that workers in this occupation retire later than the average for all occupations. The retirement rate for this occupation is similar to the average for all occupations. As for labour supply, nearly all job seekers will come from the school system."

US Bureau of Labour
Private Detective (SOC – 33-9021)[3]

- Employment Growth (2010/2020): **Increase 21%**
  - **34,700** (2010) to **41,900** (2020)

- "Increased demand for private detectives and investigators will stem from heightened security concerns and the need to protect property and confidential information."

- "Technological advances have led to an increase in cyber crimes, such as identity theft and spamming. Internet scams, as well as various other types of financial and insurance fraud, create demand for investigative services."
- "Background checks will continue to be a source of work for many investigators, as both employers and personal contacts want to verify that people are credible. More individuals are investigating care facilities, such as childcare providers and hospitals."

[2] "Other Occupations In Protective Service (646)." *Human Resources and Skills Development Canada*. N.p., n.d. Web. 22 June 2012. <http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=82>.

[3] Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Private Detectives and Investigators, Web. http://www.bls.gov/ooh/protective-service/private-detectives-and-investigators.htm, June 22, 2012.

Key Research Findings

Security Guards and Gaming Surveillance Officers[4]

- Employment Growth (2010/2020): **Increase 18%**
  - **1,090,600** (2010) to 1,**290,800** (2020)

- "Security guards will be needed to protect both people and property. This occupation is expected to add 195,000, a large number of jobs, over the 2010–2020 decade. Concern about crime, vandalism, and terrorism continue to increase the need for security. Demand should be strong in the private sector as private security firms take over some of the work police officers used to do."

- "Employment of transportation security screeners is expected to grow by 10 percent, about as fast as the average for all occupations. Demand for TSA screeners, who work for the federal government, will stem from transportation security concerns."

- "Employment of gaming surveillance officers is expected to grow by 9 percent, slower than the average for all occupations. As gambling continues to be legalized in more states and casinos grow in number, gaming surveillance officers will see additional job openings."

- "Technological advances will continue to create demand for casino security guards who have knowledge of computers and video surveillance equipment."

Sector Councils and Reports[5]

- "New requirements for the training and testing of security guards and private investigators working in Ontario will establish higher professional standards."
  - "A new basic Training and Testing Regulation, under the Private Security and Investigative Services Act, 2005 will:"

  - "Starting April 15, 2010, require those applying to become security guards or private investigators who have not been issued a licence before this date to undergo a mandatory training program and pass a test before they can be licensed."

  - "Beginning July 16, 2010, require existing security guard or private investigator licence holders to pass the mandatory test prior to the expiry of their current licence in order to complete its renewal."
  - "The act is the first update of private security legislation since 1966 and has helped modernize the industry by establishing a code of ethics, setting standards for uniforms and vehicles and requiring all practitioners in the industry to be trained and licensed."

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[4] Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Security Guards and Gaming Surveillance Officers, Web. http://www.bls.gov/ooh/protective-service/security-guards.htm, June 22, 2012.

[5] "Mandatory Training And Testing For Private Security Industry." *Ontario Newsroom*. N.p., 25 Feb. 2010. Web. 22 June 2012. <http://news.ontario.ca/mcscs/en/2010/02/mandatory-training-and-testing-for-private-security-industry.html>.

Key Research Findings

- Some of the Associations that graduates and working professionals from this occupation can join are:[6]
    - "APSA is a National association, an official voice representing our security industry members across Canada."
    - "Our National Office is located in Toronto, Ontario and provides advice and assistance to Federal, Provincial ministries concerning the security industry."
    - "APSA's President is a standing member of the Private Security and Investigative Services Advisory Committee (PSISAC) for the Ontario Minister of Community Safety and Correctional Services. The PSISAC is currently providing guidance and assistance in the development of the regulations for the new Ontario Private Security and Investigative Services Act (PSISA)."
    - "We communicate concerns and issues of our members to government agencies."
    - "We establish standards and ethics for the security guard service industry, for the benefit of our clients and the protection and safeguarding of the public-at-large."
    - "APSA continually establishes communications between police forces and associations to enhance the profile of the industry and focus on common objectives and support."
    - "We provide information on how to access government agencies and suppliers of services for our industry."
- According to the Canadian Association of Threat Assessment Professionals:[7]
    - "The Canadian Association of Threat Assessment Professionals (CATAP) was formed in 2004. The founders included professionals from law enforcement, academia, mental health, and corporate/private security communities skilled in threat assessment and risk management. The primary goal of CATAP is to assist its members in the accurate assessment and effective management of incidents of stalking, intimate partner violence, sexual violence, workplace violence, child abuse, gang violence, and political terrorism."

[6] *Association of Professional Security Agencies (APSA Canada)*. N.p., n.d. Web. 6 July 2012. <http://www.apsacanada.com/>.

[7] "Overview and President's Message." *Canadian Association of Threat Assessment Professionals*. N.p., n.d. Web. 6 July 2012. <http://www.catap.org/about-us/overview.htm>.

Key Research Findings

- According to the Canadian Society for Industrial Security:[8]
  - "A federally incorporated professional organization, founded in 1954. The Canadian Society for Industrial Security Inc. is a professional association for persons engaged in security in Canada. The Society is a principal forum for professional security concerns and issues and it provides the impetus for developing high standards for security education and training programs for security professionals. As a national organization CSIS, Inc. supports efforts to make Canada, Canadians and the security industry a safer environment in which to work and serves on committees that have a direct impact on the roles, standards and powers of industrial security practices in Canada."

- According to the National Association of Security Professionals – UK:[9]
  - "As an association, we have gained recognition from the Security Industry, employers, training providers and to those who manage the industry or utilise the services of the security professional. We can represent our members either as individuals or as a group."

  - "We work closely with companies to ensure our members get the first opportunity of employment and in over four years we have helped 1000's of security professionals gain work, both in the UK or overseas."

  - "If you are a security professional, or are considering such a career, this site provides you with the most up to date information on current training providers, equipment suppliers, recruiters & a message forum."

  - "You also become a member of the largest association that is dedicated to the security professional."

- Canadian Association of Threat Assessment Professionals
- Canadian Society for Industrial Security
- National Association of Security Professionals - UK
- Association of Professional Security Agencies (APSA Canada)

[8] "The Latest News." *Canadian Society for Industrial Security*. N.p., n.d. Web. 6 July 2012. <http://www.csis-scsi.org/Main.htm>.

[9] "A recognised Association within the Security Industry." *National Association of Security Professionals – UK*. N.p., n.d. Web. 6 July 2012. <http://nasp.org.uk/ >.

Key Research Findings

Employment Profile[10]

In 2010-2011, **21.8%** of graduates were employed in a full time position which related to this program of study provincially

Law and Security

Total Graduates:	4,051	Total Graduates in Survey:	2,813	Response Rate: ☛	69.6%

☛ 594 graduates were reported after the survey window had closed. While program information for these graduates has been included wherever possible, these graduates are not included in survey results, such as response rates.

Programs in Law and Security

Programs	Duration	Total Grads	Total in Survey	Total in Labour Force	Colleges
Advanced Security Management	Post Diploma	72	48	41	Canadore, Conestoga, Durham, Mohawk
Community And Justice Services	2 Years	425	286	215	Algonquin, Boréal, Cambrian, Canadore, Centennial, Humber, La Cité, Loyalist, Niagara, Sheridan, Sir Sandford Fleming, St. Lawrence,
Emergency Management	Post Diploma	36	25	23	Sheridan, Sir Sandford Fleming
Information Security Technology	3 Years	24	15	15	La Cité, Sir Sandford Fleming
Information Systems Security	Post Diploma	19	13	13	Algonquin, Georgian
Investigation – Public And Private	2 Years	31	20	17	Sheridan
Law And Security – Basic	1 Year	12	8	4	Cambrian, La Cité
Law And Security Administration	2 Years	672	468	340	Cambrian, Conestoga, Confederation, Durham, Fanshawe, Georgian, Lambton, Loyalist, Mohawk, Niagara, Sault, Sheridan, Sir Sandford Fleming, St. Clair, St. Lawrence
Natural Resources – Law Enforcement	Post Diploma	15	9	9	Sir Sandford Fleming
Police Foundations	2 Years	2,634	1,856	1,370	Algonquin, Boréal, Cambrian, Canadore, Centennial, Conestoga, Confederation, Durham, Fanshawe, Georgian, Humber, La Cité, Lambton, Loyalist, Mohawk, Niagara, Northern, Sault, Seneca, Sheridan, Sir Sandford Fleming, St. Clair, St. Lawrence
Police Studies – Bachelor Of Applied Human Services	4 Years	31	20	20	Georgian
Protective Security	1 Year	3	1	–	La Cité
Security And Alarms Systems Technician	2 Years	2	1	1	Sir Sandford Fleming
Security Management	2 Years	39	23	18	Algonquin, La Cité
Youth Corrections And Interventions	Post Diploma	36	20	15	Durham

[10] "Employment Profile." *Ontario*. N.p., 2011. Web. 19 July 2012. <http://www.tcu.gov.on.ca/pepg/audiences/colleges/serials/eprofile09-10/profile10.pdf>.

Key Research Findings

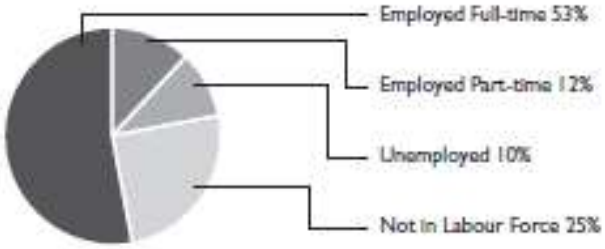
Law and Security

Summary of Survey Data

	Program Cluster	All Programs
Survey Population	2,813	50,622
Labour Force Participation	75%	74%
Employment Rate[a]	**87%**	**83%**
Employed Part-time[a]	16%	18%
Employed Full-time[a]	71%	65%
Average Annual Earnings – Total	**$30,254**	**$33,199**
Average Annual Earnings – Female	$29,369	$31,897
Average Annual Earnings – Male	$30,584	$34,607
Graduate Satisfaction	79%	79%
Employer Satisfaction	95%	93%

a. As a percentage of graduates in the labour force.

Graduate Outcomes for Program Cluster (as a percentage of all respondents)



Top Five Industries of Employment

	#	%
Administrative and Support Services	432	24.9%
Food Services and Drinking Places	160	9.2%
Food and Beverage Stores	101	5.8%
General Merchandise Stores	70	4.0%
Local, Municipal and Regional Public Administration	68	3.9%

Top Five Occupational Categories

	#	%
Security Guards and Related Occupations	394	22.5%
Retail Salespersons and Sales Clerks	142	8.1%
Community and Social Service Workers	83	4.7%
Other Protective Service Occupations	63	3.6%
Customer Service, Information and Related Clerks	51	2.9%

Key Research Findings

Law and Security

Summary of Graduate Outcomes by Program

	Full-time Employed, Program Related		Full-time Employed, Program Unrelated		Part-time Employed, Program Related		Part-time Employed, Program Unrelated		Unemployed		Not in Labour Force	
	#	%	#	%	#	%	#	%	#	%	#	%
Advanced Security Management	15	31.3	15	31.3	2	4.2	5	10.4	4	8.3	7	14.6
Community And Justice Services	71	24.8	64	22.4	12	4.2	29	10.1	39	13.6	71	24.8
Emergency Management	7	28.0	10	40.0	1	4.0	1	4.0	4	16.0	2	8.0
Information Security Technology	10	66.7	4	26.7	–	–	1	6.7	–	–	–	–
Information Systems Security	6	46.2	3	23.1	1	7.7	–	–	3	23.1	–	–
Investigation – Public And Private	7	35.0	2	10.0	1	5.0	3	15.0	4	20.0	3	15.0
Law And Security Administration	102	21.8	126	26.9	18	3.8	45	9.6	49	10.5	128	27.4
Natural Resources – Law Enforcement	2	22.2	1	11.1	1	11.1	–	–	5	55.6	–	–
Police Foundations	426	23.0	566	30.5	59	3.2	157	8.5	162	8.7	486	26.2
Police Studies – Bachelor Of Applied Human Services	10	50.0	6	30.0	2	10.0	1	5.0	1	5.0	–	–
Security Management	10	43.5	8	34.8	–	–	–	–	–	–	5	21.7
Youth Corrections And Interventions	6	30.0	3	15.0	1	5.0	2	10.0	3	15.0	5	25.0
All Programs in Cluster*	**672**	**24.0**	**808**	**28.8**	**98**	**3.5**	**244**	**8.7**	**274**	**9.8**	**707**	**25.2**

* Does not include 3 programs with fewer than 5 graduates in the labour force.

Earnings of Full-time Employed Participants

Program	Average – Females	Average – Males	Median – Females	Median – Males	Average for Program	Median for Program
Advanced Security Management	$25,592	$30,291	$26,235	$30,000	$28,248	$29,200
Community And Justice Services	$29,031	$31,176	$26,593	$27,117	$29,896	$27,000
Emergency Management	–	$45,292	–	$45,000	$41,722	$40,000
Information Security Technology	–	$40,832	–	$46,000	$40,273	$40,000
Information Systems Security	–	$45,604	–	$41,000	$44,014	$40,000
Investigation – Public And Private	–	$27,988	–	$27,900	$28,757	$28,800
Law And Security Administration	$26,096	$27,890	$23,993	$25,000	$27,331	$25,000
Natural Resources – Law Enforcement	–	–	–	–	–	–
Police Foundations	$30,723	$30,276	$25,996	$26,280	$30,357	$26,280
Police Studies – Bachelor Of Applied Human Services	–	$36,074	–	$31,286	$35,143	$31,286
Security Management	–	$35,338	–	$29,826	$35,176	$29,930
Youth Corrections And Interventions	–	$32,552	–	$29,349	$31,356	$28,770
All Programs in Cluster *	**$29,314**	**$30,579**	**$25,941**	**$27,054**	**$30,271**	**$27,000**

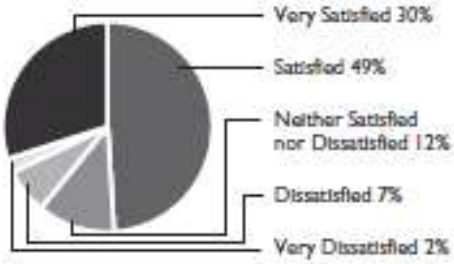
* Does not include 3 programs with fewer than 5 graduates in the labour force.

Key Research Findings

Law and Security

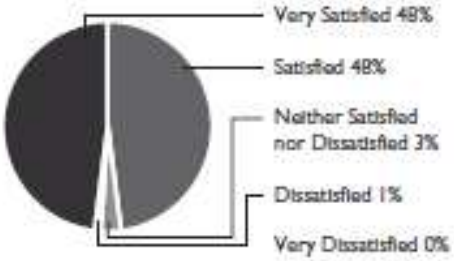
Program Cluster Satisfaction

Graduate Satisfaction with the usefulness of his/her college education in achieving his/her goals after graduation:*



* 2,607 graduates participated in this question.

Employer Satisfaction with employee overall college preparation for the type of work he/she was doing:*



* 388 employers participated in this survey.

Program Cluster Historical Data

	00-01 Grads	01-02 Grads	02-03 Grads	03-04 Grads	04-05 Grads	05-06 Grads	06-07 Grads	07-08 Grads	08-09 Grads	09-10 Grads
Percentage Employed	92.1%	90.2%	90.3%	90.8%	91.4%	92.3%	92.8%	91.2%	87.6%	87.0%
Percentage Employed Full-time	81.6%	79.1%	77.8%	78.8%	78.5%	79.5%	79.0%	79.2%	70.2%	70.7%
Percentage Employed Full-time Related Jobs	46.9%	45.7%	40.6%	36.9%	36.3%	37.9%	41.0%	41.3%	33.1%	32.1%
Average Annual Salary Full-time Related Jobs	$29,337	$29,909	$28,501	$29,131	$29,446	$29,696	$32,638	$33,606	$33,146	$32,715

Key Research Findings

Working in Canada[11]

- Muskoka-Kawartha-Peterborough Rating:
  - **N/A**
- **Wage Range by Region:**

Location	Wage ($/hr)		
	Low	Median	High
Ontario	11.00	21.25	31.79
Hamilton--Niagara Peninsula Region	11.00	21.25	31.79
Kingston - Pembroke Region	10.53	15.00	35.15
Kitchener--Waterloo--Barrie Region	11.00	21.25	31.79
London Region	11.00	15.00	23.00
Muskoka-Kawarthas Region	N/A	N/A	N/A
Northeast Region	12.00	22.02	30.92
Northwest Region	N/A	N/A	N/A
Ottawa Region	N/A	N/A	N/A
Stratford--Bruce Peninsula Region	N/A	N/A	N/A
Toronto Region	11.00	21.25	31.79
Windsor-Sarnia Region	11.00	21.25	31.79

Competitive Analysis[12] • MODERATE

The following information consists of OCAS yearly fall application and registration data as well as a conversion ratio for each program under this category:

Certificate

- In 2011, Cambrian and La Cite both had a **4:1** conversion ratio

Diploma

- Fleming's ratio **(5:1)** is slightly lower than that of the system **(4:1)**
- Out of the key competitors offering this program, Durham has the best conversion ratio **(3:1)**

Degree

- Conestoga has a relatively low conversion ratio **(7:1)**

[11] "Other Protective Service Occupations (NOC 6465)." *Working in Canada*. N.p., n.d. Web. 22 June 2012. <http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=6465&action=final®ionKeyword=Peterborough%2C+Ontario&s=2&source=1&titleKeyword=6465#report_tabs_container2>.

[12] Application data obtained from OCAS College Count Cube October 19, 2011
Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.
Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset
Prepared by Fleming Data Research (07-2012)

Key Research Findings

Certificate

Program: 43007 - LAW AND SECURITY - BASIC															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
CAMBRIAN	0			15	11	1:1	55	16	3:1	62	24	3:1	57	14	4:1
LA CITÉ COLLÉGIAL	37	9	4:1	36	8	5:1	54	13	4:1	91	27	3:1	61	17	4:1
MOHAWK	0			0			0			65	16	4:1	88		
Total	***37***	***9***	***4:1***	***51***	***19***	***3:1***	***109***	***29***	***4:1***	***218***	***67***	***3:1***	***206***	***31***	***7:1***

Diploma

Program: 53007 - LAW AND SECURITY ADMINISTRATION															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
CAMBRIAN	92	9	10:1	100			40			29			46	2	23:1
COLLÈGE BORÉAL	38			24			12			22			0		
CONESTOGA	664	209	3:1	720	210	3:1	822	227	4:1	921	217	4:1	852	229	4:1
CONFEDERATION	74	15	5:1	78	15	5:1	90	24	4:1	117	26	5:1	137	27	5:1
DURHAM	329	114	3:1	326	104	3:1	385	121	3:1	355	121	3:1	334	120	3:1
FANSHAWE	109			71			0			1			1	1	1:1
→ FLEMING	212	35	6:1	189	37	5:1	238	57	4:1	324	90	4:1	339	69	5:1
GEORGIAN	95			122	23	5:1	148	24	6:1	153	29	5:1	133	26	5:1
LAMBTON	79	10	8:1	113	19	6:1	126	34	4:1	131	22	6:1	126	26	5:1
LOYALIST	249	55	5:1	239			352	87	4:1	320	63	5:1	387	81	5:1
MOHAWK	251	37	7:1	230	37	6:1	269	45	6:1	256	34	8:1	312	72	4:1
NIAGARA	359	97	4:1	345	77	4:1	342	67	5:1	316	69	5:1	406	116	4:1
SAULT	76	22	3:1	64	11	6:1	71	21	3:1	68	14	5:1	60	13	5:1
SHERIDAN	117			0			0			0			0		
ST. CLAIR	633	200	3:1	658	222	3:1	881	380	2:1	1181	455	3:1	912	310	3:1
Total	***3377***	***803***	***4:1***	***3279***	***755***	***4:1***	***3776***	***1087***	***3:1***	***4194***	***1140***	***4:1***	***4045***	***1092***	***4:1***

Degree

Program: 83007 - COMMUNITY AND CRIMINAL JUSTICE															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
CONESTOGA	0			0			0			249	44	6:1	317	45	7:1
Total	***0***			***0***			***0***			***249***	***44***	***6:1***	***317***	***45***	***7:1***

Key Research Findings

Financial Analysis	• STRONG

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 41.5%
- Program Weight: 1.00
- Funding Unit: 2.00

Key Performance Indicators	• WEAK

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

KPI1-Graduation Rate	-4% below system
KPI2-Working	-11% below system
KPI3-Working Related	-2% below system
KPI4-Grad. Satisfaction	-10% below system
KPI8-Student Satisfaction-Learning	+4% above system
KPI9-Student Satisfaction- Teachers	+6% above system
KPI11-Grad. Satisfaction-Program	-14% below system

Resource Analysis

Equipment

Staffing

Space

Key Research Findings

Appendix

The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.

Protection, Security and Investigation
Program Research 2012

Overview of the Profession
"Learn how to conduct security analyses and recommend appropriate countermeasures, conduct sensitive investigations, and manage security operations to minimize security risks to business enterprises."
Fleming College

NOC: 6465 Other Protective Service Operations

This unit group includes workers who conduct private investigations for clients or employers, implement security measures to protect property against theft and fire and provide other protective services not elsewhere classified. They are employed by security and investigation service companies, hotels, retail establishments, businesses and industry, or they may be self-employed.
Example Titles

- alarm investigator
- corporate security officer
- house detective
- postal inspection officer
- private investigator
- retail loss prevention officer
- security officer, private
- store detective
- theft prevention officer

The following is a summary of the main duties for some occupations in this unit group:

- Corporate security officers investigate unlawful acts of employees or patrons of establishments and recommend security systems such as electronic detection devices and access devices.
- Private investigators conduct investigations to locate missing persons and obtain information for use in civil and criminal litigation matters or for other purposes; they may also conduct polygraph tests (integrity surveys) for clients.
- Retail loss prevention officers prevent and detect shoplifting and theft in retail establishments.

Labour Market

HRSDC http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=82

Key Research Findings

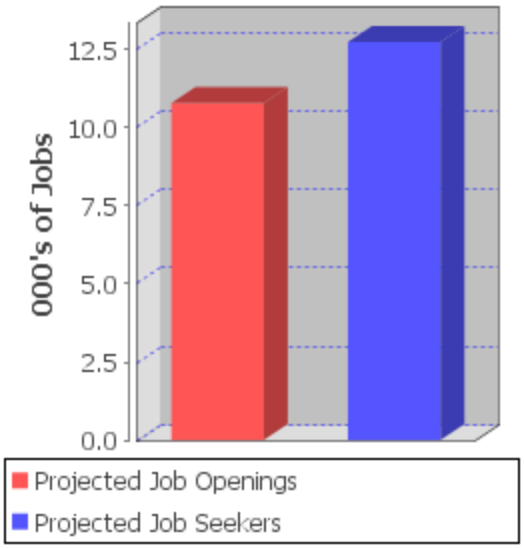
Other Occupations In Protective Service (646)
Skill Level:
Occupations Usually Requiring High School
Occupations in this Group:
Sheriffs and Bailiffs (6461),Correctional Service Officers (6462),By-law Enforcement and Other Regulatory Officers, n.e.c. (6463),Other Ranks, Armed Forces (6464),Other Protective Service Occupations (6465)
Employment (non-student) in 2010:
40,127
Median Age of workers in 2010:
39.7 years old
Average Retirement Age in 2010:
63 years old
Over the 2008-2010 period, this occupation experienced strong employment growth and a slight decrease in the unemployment rate, which was already at a very low level (2.2% in 2010). Although the average hourly wage did not increase a great deal over this period, it remained one of the highest among occupations that did not require a post-secondary education. According to key labour market indicators, the number of job seekers was insufficient to fill the job openings.
Over the 2011-2020 period, an occupation will be in excess demand (a shortage of workers) if the projected number of job openings is significantly greater than the projected number of job seekers. An occupation will be in excess supply (a surplus of workers) if the projected number of job openings is smaller than the projected number of job seekers. For **Other Occupations In Protective Service**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **10,800** and **12,754** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.
Projections indicate that although there was excess demand for this occupation in recent years, and even though the excess demand should be reabsorbed by the end of the projection period, this situation is expected to continue for several years. Over this period the vast majority of job openings will be due to retirements despite the fact that workers in this occupation retire later than the average for all occupations. The retirement rate for this occupation is similar to the average for all occupations. As for labour supply, nearly all job seekers will come from the school system.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

	Level	Share
Expansion Demand:	2,400	22%
Retirements:	6,495	60%
Other Replacement Demand:	1,013	9%
Emigration:	855	8%
Projected Job Openings:	10,800	100%

	Level	Share
School Leavers:	14,632	115%
Immigration:	938	7%
Net Mobility	-2,816	-22%
Projected Job Seekers:	12,754	100%

Key Research Findings



U.S. Bureau of Labour Statistics Occupational Outlook Handbook http://www.bls.gov/ooh/Protective-Service/Private-detectives-and-investigators.htm

Protective Service >
Private Detectives and Investigators

Summary

Private detectives and investigators perform computer searches when researching a crime or conducting a background check.

Quick Facts: Private Detectives and Investigators	
2010 Median Pay	$42,870 per year $20.61 per hour
Entry-Level Education	Some college, no degree
Work Experience in a Related Occupation	1 to 5 years
On-the-job Training	Moderate-term on-the-job training

Key Research Findings

Quick Facts: Private Detectives and Investigators	
Number of Jobs, 2010	34,700
Job Outlook, 2010-20	21% (Faster than average)
Employment Change, 2010-20	7,100

What Private Detectives and Investigators Do

Private detectives and investigators find facts and analyze information about legal, financial, and personal matters. They offer many services, including verifying people's backgrounds, tracing missing persons, investigating computer crimes, and protecting celebrities.

Work Environment

Private detectives and investigators work in a number of environments, depending on the case on which they are working. Some spend more time in their offices conducting computer searches and making phone calls, while others spend more time in the field conducting interviews and performing surveillance.

How to Become a Private Detective or Investigator

Private detectives and investigators usually have some college education. However, many jobs do not have formal education requirements; and private detectives and investigators learn on the job. Previous experience in investigative work can be beneficial. Private detectives and investigators need a license in most states.

Pay

The median annual wage of private detectives and investigators was $42,870 in May 2010.

Job Outlook

Employment of private detectives and investigators is expected to grow 21 percent from 2010 to 2020, faster than the average for all occupations. Increased demand for private detectives and investigators will stem from heightened security concerns and the need to protect confidential information and property of all kinds.

Protective Service >

Security Guards and Gaming Surveillance Officers

Summary

Key Research Findings

Security guards monitor closed-circuit TV cameras, looking for any indication of criminal activity.

Quick Facts: Security Guards and Gaming Surveillance Officers	
2010 Median Pay	$24,380 per year $11.72 per hour
Entry-Level Education	High school diploma or equivalent
Work Experience in a Related Occupation	None
On-the-job Training	See How to Become One
Number of Jobs, 2010	1,090,600
Job Outlook, 2010-20	18% (About as fast as average)
Employment Change, 2010-20	200,200

What Security Guards and Gaming Surveillance Officers Do

Security guards and gaming surveillance officers patrol and inspect property against fire, theft, vandalism, terrorism, and illegal activity. They monitor people and buildings in an effort to prevent crime.

Work Environment

Security guards work in a wide variety of environments, including public buildings, retail stores, and office buildings. Guards who serve as transportation security screeners work in air, sea, and rail terminals and other transportation facilities. Gaming surveillance officers do most of their work in casino observation rooms, using audio and video equipment.

How to Become a Security Guard or Gaming Surveillance Officer

Most jobs as a security guard require a high school diploma or GED. Gaming surveillance officers sometimes need additional coursework beyond a high school diploma. Most states require guards to be licensed.

Pay

The median annual wage of security guards and gaming surveillance officers was $24,380 in May 2010.

Key Research Findings

Job Outlook

Employment of security guards and gaming surveillance officers is expected to grow by 18 percent from 2010 to 2020, about as fast as the average for all occupations.

Employment Requirements

- Completion of secondary school is required.
- A college diploma in law and security or police technology may be required.
- On-the-job training may be provided.
- Experience as a police officer may be required for corporate security officers.
- Provincial licensure is required for private investigators.
- In Quebec, a permit issued by the Sûreté du Québec is required to work as a detective or security officer.

Industry Standards

Mandatory training and testing for private security and investigatin industry

MTCU Program Standard
http://www.tcu.gov.on.ca/pepg/audiences/colleges/progstan/humserv/53007e.pdf

Professional Associations

Association of Professional Security Agencies (APSA Canada)

• APSA is a National association, an official voice representing our security industry members across Canada.

• Our National Office is located in Toronto, Ontario and provides advice and assistance to Federal, Provincial ministries concerning the security industry.

• APSA's President is a standing member of the Private Security and Investigative Services Advisory Committee (PSISAC) for the Ontario Minister of Community Safety and Correctional Services. The PSISAC is currently providing guidance and assistance in the development of the regulations for the new Ontario Private Security and Investigative Services Act (PSISA).

• We communicate concerns and issues of our members to government agencies

• We establish standards and ethics for the security guard service industry, for the benefit of our clients and the protection and safeguarding of the public-at-large.

• APSA continually establishes communications between police forces and associations to enhance the profile of the industry and focus on common objectives and support

• We provide information on how to access government agencies and suppliers of services for our industry

Key Research Findings

Canadian Association of Threat Assessment Professionals

The Canadian Association of Threat Assessment Professionals (CATAP) was formed in 2004. The founders included professionals from law enforcement, academia, mental health, and corporate/private security communities skilled in threat assessment and risk management. The primary goal of CATAP is to assist its members in the accurate assessment and effective management of incidents of stalking, intimate partner violence, sexual violence, workplace violence, child abuse, gang violence, and political terrorism

Canadian Society for Industrial Security

A federally incorporated professional organization, founded in 1954. The Canadian Society for Industrial Security Inc. is a professional association for persons engaged in security in Canada. The Society is a principal forum for professional security concerns and issues and it provides the impetus for developing high standards for security education and training programs for security professionals. As a national organization CSIS, Inc. supports efforts to make Canada, Canadians and the security industry a safer environment in which to work and serves on committees that have a direct impact on the roles, standards and powers of industrial security practices in Canada.

National Association of Security Professionals - UK

As an association, we have gained recognition from the Security Industry, employers, training providers and to those who manage the industry or utilise the services of the security professional. We can represent our members either as individuals or as a group.
We work closely with companies to ensure our members get the first opportunity of employment and in over four years we have helped 1000's of security professionals gain work, both in the UK or overseas.
If you are a security professional, or are considering such a career, this site provides you with the most up to date information on current training providers, equipment suppliers, recruiters & a message forum.
You also become a member of the largest association that is dedicated to the security professional.

Educational Competitors

Ontario Colleges.ca Protection, Security and Investigation

MTCU Statistics

ALGO	1217	Protective Security	43001	Protective Security	1.00	1.00	1.00
ALGO	1218	Protective Security	43001	Protective Security	1.00	1.00	1.00
LACI	1034	Protective Security	43001	Protective Security	1.00	1.00	1.00
LAMB	1074	Security Management Techniques	43001	Protective Security	1.00	1.00	1.00
SHER	1110	Law And Security Administration - Private Security	53007	Law And Security Administratio n	1.00	2.00	2.00

Key Research Findings

SAUL	1139	Law And Security Administration - Private Security	53007	Law And Security Administratio n	1.00	2.00	2.00
NIAG	1039	Law And Security Administration - Private Security	53007	Law And Security Administratio n	1.00	2.00	2.00
MOHA	1036	Law And Security Administration - Private Security	53007	Law And Security Administratio n	1.00	2.00	2.00
LOYT	1087	Law And Security Administration - Corporate And Commercial Security	53007	Law And Security Administratio n	1.00	2.00	2.00
FANS	1048	Law And Security Administration - Private Security	53007	Law And Security Administratio n	1.00	2.00	2.00
STCL	1047	Security Administration	43007	Law And Security - Basic	1.00	1.20	1.00

Employment Opportunities

Job Number: 6482247
Title: Retail loss prevention officer (Undercover Security - Need Your Own Vehicle) (NOC: 6465)
Terms of Employment: Permanent, Full Time, Shift, Weekend, Day, Evening
Salary: $12.00 to $14.00 Hourly for 40 hours per week
Anticipated Start Date: As soon as possible
Location: Oshawa, Ontario (2 vacancies)
Skill Requirements:
Education: Completion of high school, Some college/CEGEP/vocational or technical training

Credentials (certificates, licences, memberships, courses, etc.): Private Investigator (PI) provincial/territorial Licence, BST1 BST2 course certificate, Bonded

Experience: Experience an asset

Languages: Speak English, Read English, Write English

Work Setting: Retail store

Type of Experience: Retail loss prevention, Private investigation

Key Research Findings

Technical and Related Skills: Preparation of information (evidence) reports, Provide evidence in court

Security and Safety: Bondable, Criminal record check, Driver's validity licence check

Work Conditions and Physical Capabilities: Combination of sitting, standing, walking, Standing for extended periods

Transportation/Travel Information: Own transportation, Own vehicle, Willing to travel regularly, Valid driver's licence

Work Location Information: Various locations

Essential Skills: Reading text, Document use, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking

Other Information:MUST currently possess a valid Security Guard licence through the "Private Security & Investigative Services" TO APPLY FOR THIS POSITION.
Employer: The Investigators Group Inc.
How to Apply:
Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

Contact Name: Steve Gauthier
By E-mail: steveg@investigators-group.com
Web Site: http://www.investigators-group.com

Job Number: 6457829
Title: Retail loss prevention officer (NOC: 6465)
Terms of Employment: Permanent, Part Time leading Full Time, Weekend, Day, Night, Evening
Salary: $12.00 to $14.00 Hourly for 30 hours per week
Anticipated Start Date: As soon as possible
Location: Toronto Centre, Ontario (20 vacancies)
Skill Requirements:
Education: Completion of high school

Credentials (certificates, licences, memberships, courses, etc.): Private Investigator (PI) provincial/territorial Licence, First Aid Certificate

Experience: 1 year to less than 2 years

Languages: Speak English, Read English, Write English

Work Setting: Retail store

Type of Experience: Retail loss prevention

Key Research Findings

Own Tools/Equipment: Internet access, Cellular phone

Transportation/Travel Information: Own vehicle, Valid driver's licence

Work Location Information: Various locations

Essential Skills: Writing, Critical thinking

Other Information: All applicants MUST posses a valid Security Guard licence.
Employer: Loss Prevention Management Inc.
How to Apply:
Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

Online: http://www.losspreventionmanagement.ca
Web Site: http://www.losspreventionmanagement.ca
Advertised until: 2012/06/14

Job Number: 6482383
Title: Private investigator (NOC: 6465)
Terms of Employment: Permanent, Full Time, On Call, Shift, Overtime, Weekend, Day, Night, Evening
Salary: $15.00 to $25.00 Hourly for 40 hours per week, Mileage Paid
Anticipated Start Date: As soon as possible
Location: Etobicoke, Ontario (1 vacancy)
Skill Requirements:
Education: Some college/CEGEP/vocational or technical training

Credentials (certificates, licences, memberships, courses, etc.): Private Investigator (PI) provincial/territorial Licence

Experience: 3 years to less than 5 years

Languages: Speak English, Read English, Write English

Work Setting: Security company, Hotel, Retail store, Business or corporation, Industrial facility

Type of Experience: Private investigation

Specific Investigative Expertise: Asset searches/financial checks, Background checks (pre-marital, pre-employments etc.), Child custody evidence, Criminal harassment (stalking), Executive protection, Fraud investigation, Insurance investigations, Intellectual property, Missing persons/runaways, Personal protection, Spousal infidelity/divorce evidence, Theft investigations, Undercover work

Technical and Related Skills: Audio-video surveillance, Computer utilization, Interviews/statement taking, Mobile surveillance/stakeouts, Photography, Process serving, Preparation of information (evidence) reports, Provide evidence in court

Security and Safety: Bondable, Criminal record check, Driver's validity licence check

Key Research Findings

Own Tools/Equipment: Computer, Internet access, Cellular phone, Equipment

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Combination of sitting, standing, walking, Standing for extended periods

Work Site Environment: Outdoors, Confined spaces, Wet/damp, Noisy, Hot, Cold/refrigerated

Transportation/Travel Information: Own transportation, Own vehicle, Willing to travel, Willing to travel regularly, Willing to travel overnight, Valid driver's licence, Travel expenses paid by employer

Work Location Information: Urban area, Various locations

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

Employer: Integra Investigation Services Ltd.
How to Apply:
Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By E-mail: gwestwood@integrapi.com
Web Site: http://www.integrapi.com
Advertised until: 2012/06/28

Loss Prevention Investigator 1 (9633886)

Job Type: Part Time
Location: Newmarket, ON, CANADA;
Job Category: Retail, Security
Industry: Retail
Year(s) of Experience: 1
Number Of Positions: 1
Date Posted: Jun 10, 2012
Contact E-mail: akandia@sears.ca

Description: Part-time Loss Prevention Investigator 1
Unit Name: Newmarket (Upper Canada Mall)
Channel/Dept: Loss Prevention
Reports to: Loss Prevention Lead

Key Research Findings

Duration of Posting: 15 Days

As Canada's largest Full Line department store retailer, Sears provides a fast-paced, innovative and team oriented environment. We are committed to excellence in everything we do, including the protection of our corporate assets, and the assurance of the health and safety of our associates and our customers.

Sears has become an industry leader in Loss Prevention, and has established strong credibility with the various law enforcement agencies across the country.

Are you a team player who has the attention for detail and good judgement needed to safeguard associates, customers and company assets? Then consider Loss Prevention Investigator 1 as a possible next step in your career path.

As a member of the Loss Prevention team, this position is primarily responsible for performing all security, safety and asset protection in order to assist in the reduction of losses and maintain a safe shopping environment for customers and associates.
This includes:
• Preventing inventory loss through communication and participation with all sales associates in programs aimed at theft awareness and prevention measures;
• Detecting, apprehending and processing individuals engaged in shop theft and fraudulent activities, including completing investigation and related reports with police agencies and the criminal justice system;
• Conducting initial investigation of internal matters (e.g., cash over/short reports, point of sale exception reports, merchandise credit checks, etc.) and report results ot the Loss Prevention Lead or Manager;
• Responding to all emergency situations, including administering First Aid to associates and/or customers; and
• Performing health, safety and environment inspections/audits.

The ideal job candidate will have some experience in a security and loss prevention role and have knowledge of First Aid and CPR. Other qualifications for this job include good verbal communication skills and good attention to detail.

This position provides an excellent opportunity to broaden your knowledge and experience in the field of security and loss prevention and can lead to positions of increased responsibility.

We offer competitive benefits, incentive compensation, and a generous employee discount on Sears merchandise and services.

Please be advised that only those applicants who are selected for interviews will be contacted.

Job Posting Code: RESPROTOPP
At Sears Canada it is our commitment to provide a healthy working environment and to take every precaution reasonable to ensure the safety of all our associates and customers.