

ADRIA Education and Designations Standards Task Force

Appendix H: ADR Training Across Canada

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1. Overview of ADR training across Canada

There are other organizations and individuals offering ADR training in Alberta, Canada, and around the world. Some training programs are approved for an ADRI designation, others are not.

The ADR Institute of Canada (ADRIC)'s affiliates started offering its National Introductory Mediation Training and National Introductory Arbitration Training since 2015.

Outside of Alberta, few affiliates have previous experience in providing training. As mentioned previously, ADRIA is the only affiliate that requires a pre-requisite for the mediation course, and which adds a 6th day to the National Introductory Mediation Training for the student evaluations.

The ADR Institute of Saskatchewan and ADR Institute of BC websites offer the National Introductory Mediation and Arbitration Training. It appears that the ADR Institute of Ontario and ADR Atlantic Institute have focused on promoting courses approved by ADRIC for a designation instead of offering its own courses.

The following is a brief overview of other ADR training programs available across the country.

British Columbia

British Columbia has been a pioneer of mediation training in western Canada.

The Justice Institute of BC (JIBC) offers a robust series of conflict resolution programs including: Mediation, Negotiation, Conflict Leadership, Child Protection Mediation, Family Mediation, Conflict Coaching and Workplace Conflict.

Their *Certificate in Conflict Resolution: Specialization in Mediation/Third Party Intervention* is 252-hours and involves an assessment that counts towards experience required by the Civil or Family roster with MediateBC.

AAMS's original training programs were heavily influenced by JIBC's courses and approach. Many instructors took their training there, and the course materials borrowed liberally from the JIBC program. JIBC has also offered its program in Calgary and online for several years.

In Victoria, Royal Roads University has two graduate level programs that focus more on the dynamics of conflict. Many experienced mediators in Alberta have taken one of these programs to enhance their knowledge and credentials, especially working within an organization.

Royal Roads' Masters program is two years online with two two-week residencies. It examines conflict from interpersonal to international. The focus on theory and the effects of conflict and the role of the practitioners. Explores a systemic approach to conflict.

Royal Roads' *Graduate Diploma in Conflict Analysis and Management* is one year online with two week residency.

Alberta - options beyond ADRIA

In Alberta, besides ADRIA, several organizations offer mediation training. Calgary in particular has a couple of well-established and extensive programs through the U of C Faculty of Extension (with programming by the Justice Institute of BC) and Mount Royal University, which both require an assessment.

Then there are shorter programs, such as the Legal Education Society of Alberta's 40 hour Family Mediation course aimed at lawyers.

Of note is that in the last couple of years, new programs have popped up in Alberta: a well known Edmonton mediator and Trainer and former ADRIA instructor has started a training institute and the Alberta Family Mediation Society has developed a 40-hour basic mediation course.

Summary of Other Alberta Mediation Training Programs

Organization	Program	Location	Summary
NAIT	Conflict Resolution & Negotiation Certificate	Edmonton	6 courses totaling 84 hours Courses include Conflict Resolution Skills, Mediation Skills/Ethics & Values, Dealing with People in Difficult Situations, Negotiation Skills and Consensus Building, Critical Communication Skills, Anger Management
Mount Royal University	<i>Conflict Resolution Extension Certificate</i> , Faculty of Continuing Education and Extension (Also: Managing Conflict in Today's Workplace Certificate of Completion)	Calgary	220 hours: Complete 12 required courses and 1 assessment (Mediation or Negotiation) To completed within 1 year up to a maximum of 3 years. Introduction to Conflict Resolution is offered in both classroom and online formats. All other courses are offered in-class only. Use coaches in class.

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Organization	Program	Location	Summary
Justice Institute of BC Centre for Conflict Resolution and Centre for Leadership through University of Calgary Continuing Education	Certificate in Conflict Resolution, with a specialization in Negotiation, Mediation/Third Party Intervention, or Family Mediation.	Calgary	17 courses including: Foundations of Collaborative Conflict Resolution, Building your Communication Tool Box, Negotiation 1 and 2, Mediation 1 and 2, Defining issues and setting agenda, Shifting from Positions to Interests. Assessment required for certificate, courses can be taken individually (with prerequisites met). Minimum time frame is 1.5 years for certificate program.
Legal Education Society of Alberta (LESA)	Mediation of Family Law and Divorce Conflicts, Interest-based Negotiations	Calgary and Edmonton	40 hours each, recognized by Collaborative Law Association in Alberta
Canadian Centre for Conflict Resolution through MacEwan University Continuing Education	Managing Conflict Professional Development Certificate Program	Calgary	Offered 2008-2016
Alberta Family Mediation Society	Basic Mediation Training Arbitration of Comprehensive Family Matters/Parenting Coordination on Separation, Divorce and Related Situations	Edmonton and Calgary (each offered once a year in each location)	New programs both are 5 days - 35 hours
ADR Learning Institute (Paula Drouin)	Art of Conflict Resolution Certificate Program	St. Albert	4 core courses to be taken in 4-6 months Courses are 1-2 days long

Ontario

As mentioned, the focus in Ontario has been on approving other training programs which meet the training requirement for the designations. There are many types of programs available. The table below is just a sample.

Organization	Program	Location	Summary	ADRIC approved?
Sitt Feld Handy Group	ADR & ADR Advanced workshops	Ottawa, Toronto, sometimes other cities nationally and internationally	Two four-day workshops	yes
Humber Institute of Technology and Advanced Learning	Alternative Dispute Resolution (ADR) Graduate Certificate Program	Toronto	Two semesters plus a four-week work placement practical.	yes
York University Continuing Studies	Certificate in Dispute Resolution	Toronto	140 hours. Has higher admission requirements: undergrad, min 2 yrs dispute resolution experience or special approval	yes
University of Western Ontario	Professional Certificate in Conflict Management	London	Two required courses plus 112 hours of electives	yes
Riverdale Mediation	Family Negotiation and Mediation	Toronto	60 hours	yes
	Family Arbitration		61 hours	n/a
Munn Conflict Resolution Services	Fundamentals of Mediation	Toronto	40 hours, allows for ADRIO membership as a mediator	yes
Durham College	Mediation - Alternative Dispute Resolution	Oshawa	Graduate certificate - one year program (approx 70 days = 560 hours)	yes
MDR Associates	5-day Intensive Mediation Workshop or 5-day Advanced Mediation Workshop	Ottawa and across Canada	5 days each	yes
Agree Inc	Dispute Resolution Level 1 & 2	Waterloo, Etobicoke	5 days	yes
Kompass Professional Development	Mediation for Professionals Certificate	Online	12 weeks	yes

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Organization	Program	Location	Summary	ADRIC approved?
Carleton University Law	Department of Law and Legal Studies – Graduate Diploma in Conflict Resolution (GDCR)	Ottawa, Ontario	7 graduate level courses over 18 months	yes
University of Ontario Institute of Technology	ADR specialization within the Legal Studies Program	Oshawa, Ontario	4 year degree with practicum	yes
Canadian Institute for Conflict Resolution (CICR)	Third Party Neutral Program	Ottawa, Ontario	Four 40-hour modules to receive a Third Party Neutral Certificate: Becoming a Third Party Neutral, Developing Facilitation Skills for Groups in Conflict, Developing Mediation Skills, and Principles, Practice and Reflections.	yes
University of Waterloo	Conflict Management and Mediation Certificate	Waterloo, Ontario	Minimum of 7 workshops and 19 days of instruction, made up of 6 days of core workshops and 13 days of elective workshops is (total 152 hours)	no
The Canadian International Institute for Applied Negotiation (CIIAN)	Certificate in Alternative Dispute Resolution (Module 1: Conflict Theory, Negotiation and Introduction to Mediation. Module II Mediation, Module III Advanced Negotiation and Mediation)	Victoria and Ottawa	Three 4-day modules All three modules: designation Registered Practitioner in Dispute Resolution (RPDR)	yes

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Organization	Program	Location	Summary	ADRIC approved?
Family Dispute Resolution Institute of Ontario (FDRIO)	FDRP Certified Specialist in Family Arbitration	Ontario	105 hours: Four courses Family Arbitration Process and Skills, Family Law, Screening for Domestic Violence, and Family relations	n/a