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**BRIDGING THE TRAINING GAP**

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Local law enforcement officials have consistently identified increased training as their number one priority because they face situations that are much more challenging and complex than ever before. Yet the composition of law enforcement agencies makes it difficult for them to receive the kind of training they require. A 20-person office cannot afford to send its officers to a week of training without compromising crime-fighting capabilities, but states require continuing certification of officers in new skill areas.

A partnership between the Departments of Justice and Defense to develop dual-use training centers throughout the United States could provide local law enforcement agencies with access to interactive computer-based training and advanced simulation training tools in a location closer to home, such as at National Guard Armories<sup>1</sup> or other agreed-upon sites. These could help solve the problem of providing local officers with access to needed advanced training.

**CURRENT STATUS**

When we speak of training, it may be helpful to see specifically how wide a range of topics may be relevant. For example, the International Association of Chiefs of Police currently offers the following

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<sup>1</sup>The Army National Guard has units in 2,700 communities in all 50 states, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. The Air National Guard has more than 170 installations nationwide.

training courses (see [http://www.theiacp.org/training/programs/training\\_titles.html](http://www.theiacp.org/training/programs/training_titles.html)):

### **Leadership**

- Police Leadership: Managing the Future
- Leadership and Quality Policing
- Value-Centered Leadership: A Workshop on Ethics, Values and Integrity
- Effective Media Practices for the Law Enforcement Executive
- High Performance Work Teams

### **Community Involvement**

- Implementing Community-Oriented Policing
- Workshop on Problem-Solving: The Seven A's
- Cultural Awareness: Train-the-Trainer
- Community Policing in America's Schools
- Civil Remedies for Nuisance Abatement
- Elderly Service Officer: Train-the-Trainer

### **Management and Supervision**

- Managing Contemporary Policing Strategies
- First-Line Supervision
- Performance Appraisal
- Planning, Designing and Constructing Police Facilities
- Managing the Property and Evidence Function

### **Crisis Management**

- Response to Chemical, Biological and Nuclear Terrorism

- Critical Incident Management
- Multi-Agency Incident Management for Law Enforcement and Fire Service Commanders and Supervisors

### **Force Management and Integrity Issues**

- Investigation of Incidents of Excessive/Deadly Force by Police
- Internal Affairs: Legal and Operational Issues
- Less-Lethal Weapons Instructor Certification Course
- Less-Lethal Force Options: Concepts and Considerations in the De-Escalation Philosophy

### **Staffing, Personnel, and Legal Issues**

- Conference on Assessment Centers and Selection Issues
- Police Law and Legal Issues: What Every Police Manager Needs to Know About the Law
- Determining Patrol Staffing, Deployment and Scheduling
- Staffing and Scheduling for Communications/Dispatch Centers
- Grant Writing for Law Enforcement Agencies
- Career Development
- Conducting Effective Employment Interviews for Entry-Level Positions
- Mentoring for the Retention of Women and Minority Public Safety Personnel

### **Patrol Operations and Tactical Responses**

- Veteran Officer Tactical Review Course
- Patrol Response to Tactical Confrontations
- Rapid Deployment to High-Risk Incidents
- SWAT I: Basic Tactical Operations and High-Risk Warrant Service

- SWAT II: Advanced Tactical and Hostage Rescue Operations
- SWAT Supervisors' Tactics and Management
- Advanced Tactical Management for Commanders and Supervisors
- Executive and Dignitary Protection

### **Investigations**

- Criminal Investigative Techniques II
- Managing Criminal Investigations
- Interview and Interrogation Techniques
- Investigation of Computer Crime
- Facilities Design Guidelines Survey

### **PROPOSED TRAINING SUPPORT**

The proposed initiative would develop a partnership with NIJ, as the Department of Justice lead, the DoD Advanced Distributed Learning Initiative, and the National Guard<sup>2</sup> to develop dual-use training centers throughout the United States. These centers, which would be located at National Guard Armories or other agreed-upon sites, will provide local law enforcement agencies with access to interactive computer-based training and advanced simulation training tools in a location close to home. This will help solve the problem of providing local officers with affordable access to needed advanced training.

Rather than give state or local law enforcement agencies either block grants or targeted direct funding for training, the proposed initiative would focus on providing the training infrastructure that is locally available and affordable for agencies.

The main goals of the proposed training support could be to make modern, well-equipped training facilities accessible to all law en-

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<sup>2</sup>One of the three missions of the National Guard is to give support to local community needs.

forcement agencies nationwide within some reasonable distance, say 25 miles, from their own duty stations. Other goals would be to develop computer-based training simulations, coordinated with other training materials, and to make them available at these partnering facilities and/or at the agencies' own facilities.

### **PROSPECTS FOR IMPROVED TRAINING**

Advances in training simulations and other technologies offer great promise for making training more readily available. Federal support can help increase the level of training readiness, thereby contributing to public safety. Training should address specific, recognized needs, such as the need for training in crime-scene response and documentation. In addition, issues regarding training should be addressed in collaboration with leaders and visionaries in the field.