**Central Mountain Training Region**

**Training Needs Analysis**

**Submitted January 2020**

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Prepared for the Central Mountain Training Region Governing Board

and Colorado Peace Officers Standards and Training

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**2020 Training Needs Analysis Survey Data for the Central Mountain Training Region**

**Executive Summary:**

*Central Mountain Training Region:*

The data collected from Central Mountain agencies through the training survey shows that there are several indications of impacts of the POST Law Enforcement Training Grant in the Region.

Every agency conveyed that training is occurring at their agency. There is a combination of both internal and external training venues and resources being used by agencies in the Region. All reporting agencies state they are making use of POST grant funds for training. Over one-third of the respondents (38%) rely on such funding for the majority of their training.

Training attended by personnel in this Region was viewed as beneficial and positive. Over two dozen courses and topics were submitted as being rewarding for personnel who attended. Only three courses were cited as not meeting expectations. This indicates that the Region has done a sound job of coordinating relevant and meaningful training courses and topics for constitute agencies.

The topics cited as most critical training needs for agencies in the Region is a diverse list. The Region may be well served in the development of a strategic plan on providing various courses over the next three years which address expressed critical needs. Investigations of events, leadership development, and use of force decision making were the topics cited most frequently, but other topic areas, such as Instructor Development and Hands-on Skills, had several courses cited as needs by a considerable percentage of agencies.

By having a viable and well-maintained website, the Region has the means to communicate events, points of contact, and processes required for agencies to take advantage of regional opportunities. The page of the website dedicated to training provides for class offerings, links to other resources, and a PDF document with training and travel policies. The PDF document contains a combination of both CMTR policies and POST Grant-use procedures. While this is a significant amount of information, the details contained can be important to assure proper use of grant funds. It may be worthwhile to have a consolidated “check list” page created which distills these procedures. This could simplify the assessment by agencies when deciding upfront if they could, or should, request funding for a training program or course.

The comments by agencies regarding the efforts by the Region were all positive. Agencies complimented the efforts and successes of courses and training initiatives undertaken by the Region. This very likely has been positively influenced by employing a dedicated officer as the training coordinator for the Region.

*Survey Purpose:*

Colorado POST sponsored a survey of law enforcement agencies in the Central Mountain Training Region as part of the required triennial analysis of training needs in law enforcement. One of the goals of the survey is to provide information to Colorado POST and the specific training regions about expressed needs for training programs, initiatives, equipment, and infrastructure. Additionally, the survey captures information designed to measure awareness of the Colorado POST Regional Training Grant Program to include agency knowledge about how to access the grant and the appropriate use of the funding.

*Survey Methodology:*

The survey was conducted over the months of October through mid-December 2019.

The survey was conducted through an online instrument and consisted of over 30 questions. The questions included those that asked responding agencies to provide specific answers as well as questions that allowed for open-ended comments.

Representatives from each agency in the region were sent emails with a link to the survey.  Agencies that did not initially respond were sent reminders of the survey.  The initial deadline of December 6th, 2019 was extended to December 13th, 2019 to provide additional opportunity for agencies to respond.

A list of the questions used is included in the appendix to this report.

*Survey Response:*

The survey was sent to all 33 agencies comprising the Central Mountain Training Region (CMTR). Responses were received from 13 agencies. This represents a 39.4% response rate.

The surveys were distinguished by agency size. For the purpose of this survey, agencies were divided into three groups. Agencies of to up to 25 employees, agencies with 26-50 employees, and agencies with more than 50 employees.

Of the agencies which did respond, the largest rate was from the departments comprised of 1-25 officers/deputies. These agencies comprised 62% of the respondents.

The responses to this survey were lower than those from the 2017 survey. In 2017, there were 29 agencies sent surveys, with 17 responses. That response rate was 58.6%.

Specific agencies which responded to the survey are:

* 10th Judicial District DA Investigations Unit
* Canon City Police
* Colorado Springs Police Department
* Cripple Creek Police Department
* Custer County Sheriff's Office
* El Paso County Sheriff's office
* Mental Health Institute Pueblo - Dept of Public Safety
* Pikes Peak Community College Police Department
* Pueblo Community College Police Department
* Pueblo Police Department
* Salida PD
* University of Colorado-Colorado Springs PD
* Woodland Park Police Department

*Overview of Grant Fund Use and Awareness:*

Every responding agency in the CMTR conveyed that they are actively involved in training of personnel.

When asked about the average number of trainings that were attended per quarter, responses varied from one to seven. No agencies responded “None”.

Five of the responding agencies reported they are attending to seven or more trainings per quarter, indicating a robust program for professional development.

More than half of responding agencies, seven (54%), are having personnel attend at least 16 trainings per year on average.

Agencies were also asked to convey the percentage of their personnel that attend external trainings on average per quarter. Only 6 agencies (46%) responded that over 20% of their personnel were attending external trainings on average each quarter.

Often POST grant funds are used to finance or supplement costs associated with external training attendance. Attending training held outside the department is an indicator of involvement in the Region’s training programs, as well as a measure of involvement in collaborative training programs.

Agencies were asked what percentage of training their personnel received was financed in part or whole by the POST Training Grant.

Data collected shows that 100% of the respondents used POST grant funds for at least some of the costs associated with training. 62% of the agencies reported that they use POST grant funds for one-half or less of associated costs, while the remaining agencies, five (38%) said half or more of their costs were provided from the grant.

The survey also asked departments to state the specific purposes that grants funds were used for during the previous three years. The two most prominent answers were for the agency to take advantage of Region-provided training and for scholarship funding.

62% of the agencies have used grant funds for equipment, while 46% have used grant funding for in-service costs.

The grant was used by less than 50% of the reporting agencies for travel-related costs.

No one reported using grant funds for backfilling personnel so that others could attend training.

Agencies were asked if anyone in their agency knew how to access grant funds through the region. Of the 13 responses, 12 agencies conveyed they have someone who knows who to contact to access grant funding. This indicates a strong knowledge of how to access funding from the grant.

In the 2017 survey, 56% of the responding agencies stated that they had knowledge of someone to contact for grant funding questions and processes. This newest data, although from a smaller sample size, indicates that more agencies are now aware of the grant funding program, and familiar with who to contact to access funding for training purposes.

The survey asked agencies to comment on their experiences with using POST grant funds over the previous three-year period. Nine agencies submitted comments. Those comments expressed favor and appreciation for the grant and associated programs. Specific comments were:

* We appreciate the funds we have received for training.
* Overall good to great experiences.
* We have had great luck with POST grants over the past several years.
* Our region does not pay for per diem, mileage, or hotel costs as per our agreement within the region to help maximize the number of scholarships we can award. It works well and is beneficial to all.
* So far our experience has been good, the process is a bit difficult but we are getting what we need in a reasonable time.
* Our region has done an outstanding job helping train officers.
* No problems
* These funds are a golden opportunity and much appreciated. It is especially effective in the area of obtaining specialized training what would otherwise be inaccessible due to availability and or cost
* It has been very beneficial for our agency.

*Training Feedback:*

Agencies were asked to provide courses that they have send personnel to which they found to be highly beneficial. Response were:

* Firearms Instructor course - CMTR - April 2019
* Officer Involved shooting - PATC - December 2019
* Human Trafficking Investigations - October 2019
* COVA - Keystone - October 2017, 2018, 2019"
* Train the Trainer, Driving and Firearms certification courses. Exact dates and other information unknown
* We have sent officers to FTO courses at the Fountain Police Department over the last few years. Fountain PD Lt. Pearson has been great.
* LPO is excellent. I have attended as well as several of my first line supervisors. The dates were from 2006 to 2017. The instructors were varied as this is a comprehensive course. Public Safety Leadership Development is also very good. I have sent 2 personnel, one in 2013 and the other in 2015.
* Gracie JJ Class, Train the Trainer, Driver's Training, Firearms Training, FBI LEEDA all three levels
* Investigation of Abuse and Neglect of At-Risk Adults- Trinidad PD (1300-1700 hrs.) (04/25/2019 - 04/25/2019)
* POST firearm instructor, 2019, Pueblo CO
* Basic Crisis Negotiations Course Nov. 4-8, 2019, Pueblo CO"
* Digital threat assessment
* National Tactical Officer Association "Crisis Negotiations", FBI LEEDA Training (Supervisory and Command Leadership)
* Most classes we attend have been beneficial.
* LPO for new supervisors and the FTO training.

Additionally, agencies were asked to list any specific classes attended over the past three years that failed to meet expectations. The replies were:

* N/A
* None
* No.
* None that I am aware of.
* Armor Yourself - August 2019. Advanced Train the Trainer
* None
* "Unspoken Dialogue" (Dr. Robert Rail)
* NO

Five agencies (38%) stated that they do use an internal course feedback form filled out by personnel who attend POST grant-funded training. The remaining 8 agencies (62%) do not use a feedback form.

Agencies were asked what their current most critical training need is. Twelve agencies responded to this question. The responses provided were:

* Interview and Interrogation, Homicide investigation, Cell phone Tech
* Additional Train the Trainer and skills related certification training (driving and firearms)
* I would like to see additional FBI arrest control instructor courses. It is very rare that this type of course is available in the region. We have had difficulty keeping up our instructor base.
* Field Training Officer (FTO/PTO) is always needed. I also would like to see a short detention officer training course. Street safety/defense courses are always needed as well.
* Driver's Instructor Training, Major Case Investigations, Leadership Training
* Interview/Interrogation, Crime scene photography
* Firearms and tactics
* SFST
* "Reality Based Training", Leadership Training
* CIT
* CIT, Sex assault interview, Standard interview training
* Getting the POST required skills training out of the way early in the year so we don't have to make up shooting/driving/arrest control time on top of required training.

The survey asked if agencies believe officer/deputy safety training needs are being met at their departments. 10 agencies answered that they do believe such needs are being met. Three agencies said they did not believe such needs are being met.

When asked what training could enhance safety needs, the responses were:

* Arrest Control
* Arrest Control
* Covering shift for officers to attend training

*Specific Topics and Courses:*

Agencies were asked to convey if they have a need for specific courses and/or training topics at their departments. This data was organized into categories to allow for comparison of needs within a specific training classification to occur.

The specific results from the survey showed the following data:

In the category of Leadership, Supervision, and Management the vast majority of agencies responded that they have needs for training in general leadership areas. Within the survey this prompt included specific courses including: LPO, FBI LEEDA, and Civilian Police Leadership. It could be helpful for the CMTR Regional Board to gain further insights into specific agency needs and seek specific courses to address the needs of agencies.

Supervisory training needs were the most cited needs by the responding agencies in the Region, while Character-based training and Training Unit Management were expressed as needs by six of the agencies.

The next category that was asked about involves training needs associated with Instructor Development. The most prevalent cited need in this category is for arrest control instructor certification. A majority of the responding agencies expressed needs for reality-based instructor training, firearms instructor certifications, SFST/DRE instructor training, and for Train-the-Trainer (Instructor Methodology) classes.

Training on scenario-building was expressed as a need within the Central Mountain Region by agencies. Driving instructor certification was cited as a need by 46% of the respondents, and Trainer Skills Developed was included in responses by 38% of the agencies.

The majority of agencies expressed field training courses as a training need in the upcoming grant cycle.

A refresher training for field trainers was cited as the most-needed topic in this category, with coordinator training, and then actual certification of trainers being cited by 62% and 54% respectively of the respondents.

Topics in the category of Investigations Training included several desired by the majority of the responding agencies. Both Basic Investigators Course and Interview and Interrogation were cited in 12 of the 13 responses (92%). Crime Scene investigations was listed by 10 agencies (77%). Additionally, IA Affairs, Death Investigations, Backgrounds and Computer/Internet Crimes Investigations were cited by over 50% of the responding agencies.

Even though it was included by a low number of respondents, it may be beneficial to consider PREA training within the region for appropriate agencies given the substantial impact that such training can have in both meeting Federal standards and in reducing liability.

The Hands-on Skills Category had only one topic being cited by the majority of the CMTR agencies as a current need. Eight of the 13 (62%) responding agencies cited First Aid/Medical Courses as a current need.

No other topic or course listed garnered more than 50%, but seven of the remaining were cited as needed by at least 5 agencies.

It is likely that sending personnel to this type of training is commonly occurring with current programs in agencies. These topics tend to be high-risk and often critical in nature. Hence, it would make sense for the Region to at least consider scholarships to courses in this area when they are provided, even if they are not hosted in the Region.

In the category of Professional Development training courses, a combination of skills sets was listed. The most sought-after topic is Use of Force Decisions (92%), with CIT and De-escalation/Communication Skills being cited by 69%. Officer Safety Courses were also cited by more than half of the responding agencies (62%).

Blue ICS, Command and Control, was the most cited class in the Incident Management Training category. It was cited by 54% of the responding agencies. The remaining responses showed FEMA/NIMS with 23%, and Sheriffs’ Wildfire Command being listed by two agencies (15%).

In the category of Other Training, Legal Updates and Ethics were both cited by more than half of the agencies. Legal Updates was listed by eight agencies (62%), and Ethics by seven (54%) of the agencies.

To accommodate the other listed training needs, it could make sense for the Region to provide scholarship opportunities for personnel to attend courses in the remaining topic areas in the event the demand for such courses does not justify hosting a course in the Region during the next three years.

Agencies were asked which of the courses and topics listed are the most critical that they would like to have personnel attend in the next fiscal year. The responses provided were:

* Arrest Control / Crime scene Investigations
* Basic supervision, Basic Investigation, Use of Force Decision, De-escalation
* Instructor Methodologies, Firearms and driving certifications courses. RBT training instructor and Building training scenarios for law enforcement, Arrest Control Instructor, Supervisor training courses, FTO refresher
* Less than Lethal, Computer/Internet Investigations, De-escalation, Detention Skills.
* Peer support, Investigations, Skills
* Interview/Interrogation General Investigations
* Use of Force decision making
* Driving
* PTO Certification, Supervisory Leadership, Reality Based Training, Ethics, CIT
* I would like all 22 of my officers to attend C.I.T. in the next year. I believe the skills are critical for de-escalating mental health incidents and can reduce use of force incidents. This would mean holding 2-3 classes in our region.

The survey also asked agencies if there are other classes not listed that they would like to have personnel attend over the next fiscal year. Responses were:

* Southern Police Institute Command Officer Development
* Maybe a course relating to field trauma care for law enforcement
* FBI LEEDA has an amazing performance Record
* Blood Stain Pattern Training
* Basic Crime Scene Investigations
* I’d like to see basic interview and interrogation classes available for new officers to attend more often.

The following page contains a combination of all of the provided courses and responses for a cumulative perspective on this data.

*Training and Equipment Needs:*

The survey asked if respondents anticipate significant changes at their agency in the next three years that will require training beyond what they already indicated to accommodate needs associated with these changes.

12 agencies answered “No” to this question, while one agency answered “Yes.” The follow up question inquired as to specific needs that will need to be covered. The response was Software-specific training, report writing training, retraining FTO/DTO/CTO assignments.

The future training needs for agencies in this Region will be a combination of a need to focus on new employees, needs to focus on existing staff, and a combination of both of these groups.

These responses tend to indicate a continuing need for a diverse training topic curriculum. There are some courses which tend to be more meaningful for experienced officers (such as advanced investigation classes, assignment-specific course, i.e. SWAT, instructor courses, etc.) which appear to have the interest of agencies in the CMTR. Conversely, there are classes which tend to be best suited for newer officers as they gain experience and need additional skills and expertise training to add to their professional acumen. Courses such as ARIDE, CIT, Emotional Survival, and intermediate-level classes tend to add to the development process of officers and deputies and can often be of specific value as newer personnel refine professional growth.

The most common answer to this question cited that there’s roughly equal needs for training of both new and experienced personnel. This indicates a need to provide on-going training of continuously updating topics (i.e., case/statutory legal updates, tactics, technology-based training, etc.) along with attending to basic needs (report writing, officer safety, etc.) for personnel. Given the diversity of these answers, it could be beneficial for agencies within the Region to consider joint training sessions geared to personnel of differing experience levels. This would allow for sharing of resources (instructors, facilities, etc.), as well as create a training session with enough personnel to justify the time, effort, and expense of establishing course lesson plans, equipment, etc.

When asked what, if any, training needs are anticipated on new technology or equipment, six responses were received. Two agencies responded “None” to this question. The other answers were:

* Cell Phone Tech
* I hope to acquire Mobile Data Units for our patrol vehicles in the next three years and that will be a big change for us in technology and flexibility in the field.
* Possibly new TASER, body-worn camera technology. New technology is difficult to anticipate as it is extremely fluid and fast moving/changing.
* We have it covered already.

Given the specificity of answers and anticipated needs, it appears at the time of this report that no urgent need is present for training due to technology or equipment needs from a Region-wide perspective. The comment about the difficulty in anticipating technology and its impact on training needs is well-regarded since there have been, and likely will continue to be, numerous needs predicated on technological advances.

The majority of agencies reported that they do plan on seeking funding from POST for in-service training expenditures.

As the chart indicates, nine agencies said they plan on seeking funding for use for in-service training. Two agencies answered that they do not anticipate asking for in-service training funding. One agency answered that they do not know if they will ask, and one other agency did not answer this question.

The unknown and no-answer responses might indicate that some agencies in the Central Mountain Training Region are unware of the potential availability of in-service funds for departments coming from POST. It may be worthwhile for the Region to provide details of this potential resource.

When asked what their agency’s most critical equipment need currently is, 11 responses were submitted. The answers provided in these responses were:

* Training Weapons, Training Mats, Force on Force Weapons
* FATS, track car for PIT training, Range Targeting Systems
* Misc., range equipment for new range. New Red Man suits. Misc. fitness equipment. Audio and visual recording equipment for training rooms.
* Taser training equipment (Tasers, cartridges, targets, etc.), firearms training equipment (ammunition, targets, etc.), arrest control training equipment (strike bags)
* We need equipment for arrest control training. Pads, and a red man suit to make the training we do more effective. We also need to improve our shooting range to make it more functional.
* A southern Colorado driver's training venue designed and maintained specifically for the training of law enforcement.
* Ammo
* Training mats, Ti Simulator
* Taser 7 suit, Force on Force Training Weapons, ammo, feedback vests, training asp cuffs and tahlon baton.
* Driving track in the area.
* We are going to be transitioning to the X2 or X7 Taser and could use additional cartridges for training.

Agencies were asked about needs regarding infrastructure as they pertain to their training environments. Nine agencies indicated they do have current needs associated with infrastructure, while four indicated they do not have such needs at this time.

Specific needs were provided in eight responses. Those specific responses were:

* Training Facility Expansion, Firearms Range Development
* We really need a driving track. Update to the training facility to include the audio and video recording equipment for our training rooms. Range robot (mobile targeting robot)
* We could use new laptops, projectors, and projection screens.
* We don't have a training room to do any classroom type training. We use another county building and an area we convert for training. It works, however it is not equipped with audio and visual equipment so it is not as effective or practical as we would like.
* Range improvements. This is a joint range used by several local and State agencies.
* Range improvement
* Video Projectors, White Boards, Training Classrooms (offsite), Security Fence on Range
* We have an indoor range that hasn't been cleaned out in nearly 20 years. We only use frangible ammunition, but it needs to be cleaned and we are getting a quote from Action Target.

*On-line Training Resources:*

The survey asked the opinion of agencies about two of the most commonly used internet-based training and information resources, Police One and Lexipol.

Both resources are favorably viewed.

100% of the agencies responded that they use Police One. Four consider this resource as highly effective, with eight replying they believe it to be “somewhat effective.” One agency responded that it is “ineffective.” No agencies responded with the choice of “somewhat ineffective.”

Eight agencies in the Region use Lexipol. Six indicated they believe it is “effective,” one said it is “somewhat effective”, and one agency said it is “ineffective.”

When asked about the primary use for online resources, the responses indicated most frequent use is to meet POST training requirements.

Eight agencies state they use such resources to meet Rule 28 requirements, three departments say they use such resources for CRS 24-31-315 required training, one agency said they use such resources for in-service training while one agency indicated they use the online resources for “other” purposes.

The agency that answered “other” said they use online resources primarily for “leadership development and philosophies.”

The primary use of online resources for agencies in this Region is similar to responses from other Colorado Training Regions. There exists the possibility given this data distribution that online resources are being used to supplant actual hands-on training. It is recommended that agencies continue to train towards competency in skills acquisition which can be demonstrated in practical training assessments and not just meet minimum time requirements within a given topic.

*Miscellaneous Questions:*

Agencies were asked if they have resources which could be considered by the Region when deciding training courses and locations. The following responses were received:

* Colorado Springs PD: TI machine which is available to all of the agencies in our training region. Classrooms that are large enough to host different size classes.
* Cripple Creek PD: We have the Heritage Center that we can use for certain types of training that are mainly PowerPoint/projector screen based, such as FTO courses or supervisory type courses.
* Custer County SO: We currently have instructors we use for regional training including the Pueblo Police Academy. We have hosted courses at our firing range as well.
* Pikes Peak CC PD: We have several. Our region is fully aware
* Pueblo CC PD: Yes
* Pueblo PD: Range Facilities, Instructors (Firearms, Arrest Control, Driving), Training Rooms,
* Salida PD: We do a great job of moving training around and the region all works well together.

Agencies were asked if they had any general comments they wanted to provide the Region. The following responses were received:

* No.
* I think they do a pretty good job for the number of officers they are trying to provide training to. It is a constant challenge to keep up with new legislation and the education of officers.
* Our training region is doing a great job
* No
* We are committed to delivering the highest level and greatest amount of meaningful training to the region. We value the relationships that have developed over time as a result of our being the fiscal agent.
* Our region is great! I don't think we should look at moving things around because we have already built good working relationships within the current regions. If you value training and make an effort, every department in a region can get what they need.
* Keep up the good work, I believe things are running well.

**Appendix:**

**Questions contained in survey sent to each agency were the following:**

**Agency Information and Size:**

Agency Name:

Agency size (Commissioned personnel):

1-25

26-50

51+

How many external classes does your agency send personnel to each quarter, on average?

None

1-3

4-6

7 or more

What percentage of your agency’s personnel attends external training each quarter, on average?

None

Less than 10%,

10-20%

20-30%

30%-40%

40%-50%

More than 50%

What percentage of training that your agency attends is paid for by the POST grant, either through scholarships for individual students or regionally purchased courses?

**POST Grant Questions:**

Does someone at your agency know who to contact to access grant funding?

YES/NO

Which of these grant-funded items has your agency used in the past 3 years?

Region-Provided Training

In-Service funding

Scholarship funding

Per Diem reimbursement

Mileage reimbursement

Hotel costs

Backfill

Comments:

**Prior Training Feedback:**

Are there specific courses you have sent personnel to in the last three years that you believe were highly beneficial to your agency? If so, what were those courses? (please be specific, course title, dates of class, company, or instructor’s names, etc.)

Are there specific courses you have sent personnel to in the last three years that did not meet expectations or did not satisfy the needs of your agency? If so, what were those courses? (please be specific, course title, dates of class, company, or instructor’s names, etc.)

Are there other specific courses that you would like to provide feedback about?

Does your agency use a feedback form that is completed by personnel who attend POST-funded training?

YES/NO

**Current Training Needs:**

What currently is your agency’s most critical training need?

Do you believe officer/deputy safety training needs at your agency are being met?

YES

NO

If not, what training do you think would help enhance safety training?

**Upcoming Training Needs:**

Of the below listed courses/topics, which one(s) would your agency like your Region to address through scholarships or by hosting courses during the next three fiscal years (July 1, 2020 – June 30, 2023)? (Choose all that apply.)

**Leadership, Supervision, & Management**

Character-based Training & Leadership Development

General Leadership Training (LPO, FBI LEEDA, Civilian Police Leadership, or similar)

Basic Supervisor Training (Supervisory Institute, or similar.)

Command Staff Institute

New Sheriff’s Institute

Training Unit Management: Where to Start

**Instructor Development Training**

Firearms Instructor Certification

Driving Instructor Certification

Arrest Control Instructor Certification

SFST/DRE Instructor

Excellence in Training

Instructional Methodologies (5-day POST instructor certification class)

Trainer Skills Development

Building Training Scenarios for Law Enforcement

Reality-Based Training Instructor

**Field Training**

Field Training Coordination/Management

FTO/PTO Certification

FTO/PTO Refresher

**Investigations Training**

Background Investigations

Crime Scene Investigations

Basic Investigators course

Death/Homicide Investigations

Internal Affairs Investigations

Detecting Deception in Written Statements

Computer/Internet based Investigation

Interviewing and Interrogation Techniques (Reid, others?)

Traffic Investigation (AIRS, CARTS, etc.)

PREA Investigations

**Hands-On Skills Training**

Active Harmer Response

Solo Responses to Active Harmer Events

Ambush Training

Arrest Control (PPCT, KOGA, Krav Maga, etc.)

Firearms Skills

Driving Skills

Cell Extraction

Less-lethal Training

SFST Operator Certification

SWAT Training Schools

TEMS/TECC

**Professional Development Training**

Use of Force Decision Training

Court Security

Tactical Decision Making

De-escalation/Communication skills

Officer/Deputy Mindset and Attitude (Bulletproof Mind, etc.)

Crisis Intervention Training

Report Writing

Peer Support

Officer Safety Courses (Street Survival, etc.)

Public Information Officer training

Basic School Resource Officer Training

**Incident Management**

Blue ICS: Command and Control for First Responders

FEMA/NIMS courses (ICS 100, 200, etc.)

Sheriffs' Wildfire Command Workshop

**Other Trainings**

Ethics

Legal Updates

Patrol In-service

Languages (Spanish for LE, etc.)

Detention Skills

Civil Process

Colorado Open Records Law

Communications/Dispatch

Computer Software Training Courses (i.e. Excel, MS Word, etc.)

Of the classes you have selected, which are the most critical for your agency and would be helpful to have personnel attend in the first fiscal year (July 1, 2020 – June 30, 2021)?

Are there other critical classes that are not listed above that your agency would like personnel to attend in the first fiscal year (July 1, 2020 – June 30, 2021)?

**Anticipated Training Needs:**

Do you anticipate significant changes at your agency in the next three years that will require training beyond what you have already indicated to accommodate needs associated with these changes?

YES/NO

If so, what training courses or topics do you anticipate needing?

Which of these statements most closely resembles your view of future training needs for the next three years: (Choose one.)

My agency’s most critical training needs will be largely for new personnel and will be focused on fundamental skills and operational abilities;

My agency’s most critical training needs will be largely for experienced officers/deputies in career development and acquiring advanced or expanded skills;

My agency’s most critical training needs will be roughly an equal combination of both new and experienced personnel;

None of these statements resembles my agency’s most critical anticipated training needs.

What, if any, training do you anticipate needing in the next three years due to new technology or new equipment acquisitions?

Do you anticipate that your agency will ask for agency specific in-service training funds from POST over the next 3 fiscal years?

**Anticipated Equipment Needs:**

Given a definition of training equipment as tools that are specific to a training environment (ie. track car, dedicated range weapon, Ti simulator or Milo system, simulated or training weapons, safety equipment, RedMan suit, training mats, force-on-force weapons and ammo, feedback vests, training Taser ® cartridges, etc.).

What are your agency’s most critical training equipment needs?

**Capital acquisitions and infrastructure:**

Does your agency have needs regarding infrastructure as they pertain to your training environments? (For example: White Boards, video projectors, projection screens, a training facility, training room furniture, updates &/or expansion of training facility, range improvements or updates, etc.)

If so, what are these infrastructure needs?

**Online Resources**

If your agency uses the listed online law enforcement resource, please rate the effectiveness of that resource in meeting your agency’s training needs. (1=ineffective, 5=very effective)

Police One 1 – 2 – 3 – 4 – 5

Lexipol 1 – 2 – 3 – 4 – 5

TargetSolutions 1 – 2 – 3 – 4 – 5

Other (fill in) 1 – 2 – 3 – 4 – 5

What is the primary purpose that your agency uses online resources to fulfill?

Mandatory Rule 28 training

C.R.S. 24-31-315 (Formerly known as HB 15-1287)

Videos to support roll call

In-service trainings

Others

**Miscellaneous Questions**

Does your agency have resources available (instructors, equipment, facilities, etc.) that you want your regional board to consider when hosting training courses? If so, please describe those resources for possible inclusion as part of the training initiatives by your region: (*fill in*)

Should POST regions be reviewed for practicality and functionality modifications?

YES / NO

If YES, comments on why?

Are there general comments or concerns you would like to provide to your region?

Are there general comments or concerns you would like to provide to POST?