

North Central Training Region

Training Needs Analysis

February 2014

Executive Summary:

The Governing Board of North Central Training Region conducted a Training Needs Analysis in January and February 2014.

The survey was conducted by using a survey questionnaire. The survey consisted of 24 questions and encompassed four categories. Those categories were:

1. Agency Information;
2. Information pertaining to the NCTR;
3. Current Training Needs;
4. Anticipated Training Needs.

The survey was provided to representative of all NCTR agencies and was sent by electronic mail.

The survey was distributed on January 22, 2014, with a due-date back of January 29, 2014. This provided representatives of each agency a full week to complete the survey.

The purpose of the categories was to identify the agency and its size, gather information on participation and perceived needs of the NCTR, identify training needs for fiscal year 2014, and obtain information for the North Central Board in longer-term strategic planning on future needs.

16 agencies provided responses to the survey. Seven responses came from smaller agencies (1-24 officers), four came from medium-sized agencies (25-49 officers), and five were from larger agencies (50+ officers).

Current and anticipated needs of agencies were determined by asking open-ended questions as well as providing a list of currently-offered, POST-approved courses. The following details were discerned from the responses:

- Training needs are relatively consistent for agencies regardless of their size;
- Current and anticipated training priorities and needs for NCTR agencies will be roughly even for new officer training and for experienced personnel training;
- Training priorities for the next fiscal year, and the following three fiscal years, will center on the topics of foundational line officer duties, mental health issues and CIT, field training officer certifications (FTO/PTO), and legal updates.
- Needs for leadership development and supervisory training will be significant for several NCTR agencies over the next three years due to anticipated retirements and associated promotions;

- Advances in technology have developed a training need for several agencies in gaining expertise in computer, smart phone, and IT forensics. Additionally, technological enhancements to department equipment adds to the need for increased high-tech training;
- The vast majority of responding agencies (75%) believe officer/deputy safety training needs are being met currently. 12.5% believed their agencies need to add to their safety training, while 12.5% of those responding did not provide an answer to the question;
- 85% of the agencies responding anticipate increases in the number of agency commissioned personnel over the next three years. This factors into needs for the continuation of foundational (new officer/deputy) training topics, FTO/PTO certifications, and FTO/PTO supervision development;
- In addition to the anticipated FTO trainer needs, several agencies anticipate need for internal trainer certifications in firearms, driving, less-lethal, arrest control, along with lesser needs for other more agency-specific trainer needs;
- Most agencies (87.5%) have sent personnel to training sponsored by, and/or paid for, by POST grant funds. Two agencies (12.5%) reported they have not sent personnel to POST sponsored training, but both plan on doing so;
- Training received through POST-grant-funded courses overwhelmingly was reported to be beneficial to the agencies. Only one course out of 37 cited by respondents was conveyed to be unbeneficial to the agency sending personnel to it (specifically a PATC course). 100% of those answering the question stated they believe courses are beneficial to their agencies and personnel. Courses provided by CSOC were highly regarded by respondents;
- The most significant obstacles to not obtaining as much training as ideal are street coverage, staff time away from the agency, and funding;
- Benefits from attending POST-grant-funded training include assisting in funding the training, adding to professionalism of personnel, networking with other agencies and personnel, and general benefit to the community;
- Most agencies (80%) responded that there are no unmet community expectations that could be aided by training courses;
- All but one agency stated they know how to apply for grants and receive information on POST-grant-funded courses. Additionally, all but two agencies stated they are aware of what grant monies can be used for (tuition, travel, backfill, etc.) in order to facilitate attendance at courses.

Copies of completed surveys are archived by Sgt. Mike Wagner of the Boulder County Sheriff's Office.

NORTH CENTRAL TRAINING REGION
TRAINING NEEDS ANALYSIS SURVEY
Summary Report



Completed February 2014

Compiled by Cmdr. J. Tim McGraw (ret)

North Central Training Region

Training Needs Analysis

February 2014

Executive Summary:

The Governing Board of North Central Training Region conducted a Training Needs Analysis in January and February 2014.

The survey was conducted by using a survey questionnaire. The survey consisted of 24 questions and encompassed four categories. Those categories were:

1. Agency Information;
2. Information pertaining to the NCTR;
3. Current Training Needs;
4. Anticipated Training Needs.

The survey was provided to representative of all NCTR agencies and was sent by electronic mail.

The survey was distributed on January 22, 2014, with a due-date back of January 29, 2014. This provided representatives of each agency with a full week to complete the survey.

The purpose of the categories was to identify the agency and its size, gather information on participation and perceived needs of the NCTR, identify training needs for fiscal year 2014, and obtain information for the North Central Board in longer-term strategic planning on future needs.

16 agencies provided responses to the survey. Seven responses came from smaller agencies (1-24 officers), four came from medium-sized agencies (25-49 officers), and five were from larger agencies (50+ officers).

Current and anticipated needs of agencies were determined by asking open-ended questions as well as providing a list of currently-offered, POST-approved courses. The following details were discerned from the responses:

1. Training needs are relatively consistent for agencies regardless of their size;
2. Current and anticipated training priorities and needs for NCTR agencies will be roughly even for new officer training and for experienced personnel;
3. Training priorities for the next fiscal year, and the following three fiscal years, will center on line officer duties, mental health issues and CIT, training officer certifications (FTO/PTO), and legal updates.
4. Needs for leadership development and supervisory training will be significant for several NCTR agencies over the next three years due to anticipated retirements and associated promotions;

5. Advances in technology have developed a training need for several agencies in gaining expertise in computer, smart phone, and IT forensics. Additionally, technological enhancements to department equipment adds to the need for increased high-tech training;
6. The vast majority of responding agencies (75%) believe officer/deputy safety training needs are being met currently. 12.5% believed their agencies need to add to their safety training, while 12.5 of those responding did not provide an answer to the quest;
7. 85% of the agencies responding anticipate increases in the number of agency commissioned personnel over the next three years. This factors into needs for the continuation of foundational training topics, FTO/PTO certifications, and FTO/PTO supervision development;
8. In addition to the anticipated FTO trainer needs, several agencies anticipate need for internal trainer certifications in firearms, driving, less-lethal, arrest control, along with lesser needs for other more agency-specific trainer needs;
9. Most agencies (87.5%) have sent personnel to training sponsored by, and/or paid for, by POST grant funds. Two agencies (12.5%) reported they have not sent personnel to POST sponsored training, but both plan on doing so;
10. Training received through POST-grant-funded courses was reported to be overwhelming beneficial to the agencies. Only one course out of 37 cited by respondents was conveyed to be unbeneficial to the agency sending personnel to it (specifically a PATC course). 100% of those answering the question stated they believe the courses are beneficial to their agencies and personnel. Courses provided by CSOC were highly regarded by respondents;
11. The most significant obstacles to not obtaining as much training as ideal are street coverage, staff time away from the agency, and funding;
12. Benefits from attending POST-grant-funded training include assisting in funding the training, adding to professionalism of personnel, networking with other agencies and personnel, and general benefit to the community;
13. Most agencies (80%) responded that there are no unmet community expectations that could be aided by training courses;
14. All but one agency stated they know how to apply for grants and receive information on POST-grant-funded courses. Additionally, all but two agencies stated they are aware of what grant monies can be used for in order to facilitate attendance at courses.

Agencies that responded:

- Ault PD;
- Boulder County SO;
- Boulder PD;
- CSU PD;
- Eaton PD;
- Evans PD;
- Fort Lupton PD;
- Frederick PD;
- Johnstown PD;
- Lochbuie PD;
- Longmont PD;
- Louisville PD;
- UCPD;
- Weld County SO; and,
- Windsor PD.

Agency Demographic Questions:

Question 1: Name of Agency.

This was captured to identify responding departments and to provide potential contact information for those in need of additional information from the NCTR.

Question 2: Agency Size:

This data was captured in order to determine what of the three categories of size of agencies responded.

Agency size demography of the responses was as follows:

1. Small agencies of 25 or fewer officers: 7 (44 percent);
2. Medium sized agencies of 26-50 commissioned personnel: 4 (25 percent);
3. Large agencies of more than 51 commissioned personnel: 5 (31 percent).

Question 3: How often are personnel sent to external training?

This data was sought to assure that all responding agencies were indeed participating in external training and to develop of potential baseline for future surveys.

Answers on this question varied significantly. Smaller agencies were less likely to send officers frequently, with some agencies stating external training was obtained two or three times per year. Medium and large-sized agencies are prone to send personnel more frequently to external training.

There was no proportionate analysis data collected, so the actual number of courses attended per person is not possible to describe.

NCTR Familiarity and Use Questions:

Question 4: Attendance at training provided or paid for by NCTR.

This question was posed to determine the actual impact of NCTR courses and grants for agencies' training and development.

14 of the 16 respondents stated they have had personnel attend NCTR-sponsored or paid-for training.

Question 5: Knowledge of how to apply for grant funds.

This question was intended to determine if a need exists for the NCTR Board to pass on details on funding requests from departments.

15 of the 16 respondents replied they are aware of how to apply for grant funding.

Question 6: Awareness of funding uses such as backfill, travel, tuition, etc.).

This question was asked to determine if agency representatives are aware of the allowable uses of monies provided by the grant.

13 of the agency representatives stated they are aware of the potential uses allowed for grant funds. Two responses answered that they were not aware of such, and one response asked for a "refresher" on allowable expenditures.

Question 7: Any issues with the NCTR that need to be addressed?

This question was provided to allow agency representatives with the opportunity to convey any issues or concerns with the NCTR.

No one responding identified any issues that they would like to have addressed.

Course Evaluation Questions:

Question 8: Courses which agencies have found to be highly beneficial.

This question was presented in order to validate certain courses vis-à-vis agency opinion and perceived benefit to personnel and the community.

A wide assortment of courses was presented as being beneficial for those attending. Specific answers provided were:

- All courses have been highly beneficial (II)
- Most of the courses are beneficial
- Leadership in Police Organizations
- CIT (III)
- CSOC Classes
- Character First Leadership Training
- FBI LEEDA (IIII)

- Peer Support Training
- Boulder PD Basic Investigator's School
- FTO/PTO Courses (III)
- Firearms Instructor
- Reid Interview and Interrogation (III)
- Crime Scene
- Active Shooter Supervision Training
- LSAT
- Bullet Proof Warrior
- Bullet Proof Mind
- Supervisory Institute (II)
- Leadership in Police Organizations (LPO)
- NTOA Less Lethal Instructor
- Taser
- NTOA Multi-Assault Counter-Terrorism Action Capabilities
- NTOA Basic SWAT Operator
- HIDTA DEA Drug Investigator

Note: The tic marks in parenthesis are multiple responses of that course being beneficial. For example (III) would denote that three respondents state that specific course was beneficial.

Question 9: Any courses that did not meet expectations?

This question was presented in order to identify any classes that did not live up to expectations or were perceived as being wasteful.

Only one course, PATC Basic Investigations, was named as being unbeneficial (Loveland PD response).

Question 10: Would you like to host training paid for by the grant?

This question was presented in order to provide the NCTR Governing Board with possible venues for training and to provide responding agencies with the opportunity to consider hosting training at their department.

The majority of departments said they would like to have grant funded training at their agencies, with some caveats attached.

Specific responses were:

- Ault PD: Yes
- Boulder County SO: Yes
- Boulder PD: Yes
- CSU PD: Yes
- Eaton PD: Yes
- Evans PD: Yes

- Fort Lupton PD: Yes
- Frederick PD: Yes
- Johnstown PD: Yes
- Lochbuie PD: No answer
- Longmont PD: Yes
- Louisville PD: Maybe
- Loveland PD: Yes
- UCPD: Yes
- Weld County SO: Yes
- Windsor PD: Within facilities limitations

Current Training Needs Questions:

Question 11: What is the most critical training need at your agency?

The intent of this question was to determine if common training topics could be identified and addressed in the NCTR as priorities for future courses. The POST guidelines for the Training Needs Analysis dictate that priorities be identified in the analysis, and this question were presented to fulfill that requirement.

There was not a common theme or topic area that was identified by responses to this question. The most common response was “leadership development” submitted by five agencies. Supervisory training was the second most common response, sent in by three agencies. The remaining responses included:

- Firearms;
- Train-the-Trainer;
- Marijuana enforcement;
- Use of force considerations;
- Inter-personal communications;
- Sexual assault investigations;
- SIMS instructors;
- Legal issues;
- Instructors in difference facets;
- Driving instructor;
- Traffic accident investigation;
- LIDAR;
- In-car computers;
- DT; and,
- FTO supervision.

Question 12: Do you believe officer/deputy safety training needs are being met? If not, what training would enhance safety training?

The guidelines from POST regarding the needs analysis specifically cite officer/deputy safety as a topic area, hence the inclusion of this question.

12 of the responding agencies stated they believe safety needs are being met with their department training programs.

Louchuie PD did not provide an answer to the question. Eaton PD wrote “NA” in its response.

Three agencies answered with comments to this question.

Weld County SO submitted, “No, use of force training needs to be constantly trained.”

UCPD responded, “The ability to send officers through realistic active harmer scenario based training with other agencies in a large scale exercise.”

Boulder County SO wrote, “Yes, although we can always use more.”

Question 13: If the following courses were offered during fiscal year 2014, which ones would you likely send personnel to for training?

This question provided a list of courses readily available and that are POST-approved for funding. Most of these courses were garnered from the CSOC course offering list, along with some additions from NCTR region trainings in the past.

There was interest in all of the listed courses for fiscal year 2014 except for Detention Sergeant Training. The degree of interest varied in responses.

Specific responses listing the course topic followed by number of agencies interested were:

- Legal Updates. 12
- Interviewing and Interrogation. 12
- Supervisory Institute. 11
- Handgun Instructor. 11
- FTO/PTO Certification. 11
- Crime Scene Investigations. 11
- Rifle Instructor. 10
- Train-the-Trainer (5 day course). 9
- Command Staff Institute. 9
- Response to Active Shootings. 9
- Driving Training. 9
- Use of Force Training. 9
- Less-lethal training. 9
- Crisis Intervention Training. 9
- Ethics. 8
- Report Writing. 8
- Tactical Decision Making. 8
- Background Investigations. 7
- Training Unit Management. 7
- In-service Trainer Skills Development. 6
- Training on Officer/Deputy Mindset. 6

- Character-based Training 6
- Patrol In-service. 5
- PowerPoint for Public Safety. 5
- Court Security. 3
- Detention Sergeant Training. 0

Note: Inadvertently the course of Patrol In-service was listed twice in the survey document. Fortunately all respondents either checked both boxes for this course or left both un-checked.

Question 14: Currently unmet community expectations that could be helped by training.

This question was provided to see if larger-scale expectations that could be aided through training could be identified and addressed.

11 responses stated that there are no un-met community expectations that could be aided by training.

Two agencies responded with “unsure” or no answer.

Four agencies provided comments to this question.

Longmont PD responded with “Large scale ICS training.”

Loveland PD responded with, “Human trafficking”

UCPD responded with, “Responding to a diverse community in a Higher Education setting.”

Windsor PD responded with, “Satisfaction survey listed traffic as the main problem.”

Question 15: Most significant obstacle to obtaining training:

This purpose of this question was to identify reasons why personnel are not being training as much as desired and to determine if NCTR could provide potential resources to overcome obstacles.

The most common response to this question dealt with personnel time and street coverage.

Eight of the responses said street coverage was the major obstacle. Five responses listed staff time as the major impediment.

Funding was listed four times, and shortage of personnel was listed three times.

Equipment, distance, and “unknown” were all listed once in responses.

Question 16: How is POST-grant training beneficial to your agency?

This is somewhat of an impact-assessment question to determine the positive influences that grant-funded training has had on departments.

The most common answer was that this program funds training (six responses). “Adding to professionalism” was the second most common answer (three responses). Also cited were networking

with other agencies, allows for external training, allows for personnel to attend, and training is beneficial.

Anticipated/Future Training Needs Questions:

Question 17: Do you anticipate adding personnel at your agency in the next three years? If so, what percentage?

This question was included in order to see if growth in personnel is projected as such can impact training needs of the region.

13 of the agencies said they do predict additions of personnel in the next three years while three departments do not.

Six of the departments believe their increase will be 5% or less; two believe their growth will be 6% to 10%, while five departments responded that their anticipated growth will exceed 10% in the next three years.

Question 18: Do you anticipate significant changes at your agency that will require additional training to accommodate needs associated with these changes?

This question was included to see if significant changes were predicted that could provide insights for the NCTR Governing Board to prepare for future training curricula.

10 agencies responded that they do anticipate significant changes. The most common change reported will be associated with retirements and promotions. Technology was cited, along with collaboration between police and fire departments, mental health issues, character-based training.

Four agencies responded that they do not believe that significant changes will impact their agencies in the next three years. Two departments replied that they do not know if such changes will occur.

Question 19: 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 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.

The purpose of this question was to develop focus on training programs for the next three years. Since the experience, or lack thereof, of personnel impacts training needs and professional development, there are directions of training that can be determined based on these factors.

The overwhelming majority of responses cited the third statement as most closely resembling the circumstances they anticipate in the next three years. This indicates that training needs for both experienced and new personnel will be roughly equal during this timeframe. 12 of the 16 responses chose this statement.

Three agencies indicated that their most significant training needs will be for experienced personnel. One department responded that training needs will be largely for new personnel. No one chose the fourth option of none of the provided statements reflecting their agency's future training needs.

Question 20: What, if any, training do you anticipate needing in the next three years due to new technology or new equipment acquisitions?

This question was provided to see if agencies anticipate technological or equipment changes will impact their training needs and provide possible direction for the NCTR Governing Board to research potential training courses.

Nine responses centered on computer and/or smart technology. Forensics of computers and cellphones accounted for four of these responses, smart technology for three, and IT for two submissions.

Other equipment and technology perceived needs included use of body cameras, evidence collection, stop stick training, and vehicle-based technology.

Question 21: What, if any, internal trainer needs for personnel do you anticipate needing in the next three years (such as additional in-house skills trainer certifications, FTO's/PTO's, etc.)?

This question was designed to survey needs development of internal trainers for agencies in the Region for the next three years.

The majority of agencies responding cited FTO's as a need for internal training. This was followed by firearms instructors, driving instructors, less-lethal instructors, and arrest control trainers.

The specific response topics, followed by the number of times cited in the survey responses, is listed below:

- FTO 9
- Firearms Instructor 6
- Driving 5
- Arrest Control 3
- Less lethal 3
- Taser 2
- Supervisory Training 2
- Training Unit Management 1
- Train the Trainer 1
- Officer Survivor Instructor Training 1
- Intox 1
- SFST 1
- FET 1

- Detective Training 1
- Taser 1
- Communications 1

Question 22: What are the top two or three training topic areas you anticipate your agency needing in the next three years?

The purpose of this question was to obtain a general idea of direction and perceived needs by agencies in the Region.

There were a wide variety of topic areas presented in the returned surveys. Specific responses of topics and number of time cited were:

- Mental Health Issues/CIT 4
- Leadership Development 3
- FTO/PTO 3
- Supervision 3
- Driving 3
- Legal Updates 3
- Firearms 2
- Train the Trainer 2
- Unknown 1
- Officer Survival 1
- Marijuana Laws 1
- DT 1
- FET 1
- Interview & Interrogation 1
- Patrol Tactics 1
- ICS 1
- Tactical Decision Making 1
- Sex Assault Investigations 1
- Character First Training 1
- Career Development 1
- Interpersonal Communications 1
- Internet Crimes & Fraud 1
- Drug Enforcement 1

Question 23: Using the below, please identify those courses that you anticipate sending personnel to over the next three years. (Choose all that apply for the time frame from July 1, 2014 through June 30, 2017).

This question repeated the list of courses provided in question number 13, but asked for projected interest over the next three fiscal years encompassing a timeframe until June 30 2017.

The specific responses and number of times checked by responding agencies is listed below.

• FTO/PTO Certification.	15
• Legal Updates.	13
• Use of Force Training.	12
• Supervisory Institute.	11
• Interviewing and Interrogation Techniques.	11
• Handgun Instructor.	10
• Rifle Instructor.	10
• Driving Training.	10
• Character-based Training.	10
• Train-the-Trainer (5-day course).	9
• Training Unit Management.	9
• Response to Active Shootings.	9
• Less-lethal training.	9
• Crisis Intervention Training.	9
• Tactical Decision Making.	9
• Ethics.	8
• Crime Scene Investigations.	8
• In-service Trainer Skills Development.	8
• Command Staff Institute.	7
• Background Investigations.	6
• Report Writing.	6
• Training on Officer/Deputy Mindset.	5
• PowerPoint for Public Safety.	4
• Patrol In-service.	3
• Court Security.	3
• Detention Sergeant Training.	1

Question 24: Are there specific training needs that your agency would like to have addressed, or do you have any additional comments that the North Central Training Region Governing Board to help provide direction in training programs?

This question was provided as a “catch-all” for representatives to use should they care to make any comments to the NCTR Governing Board.

13 of the agencies responded that they had no additional comments for the board.

Three agencies did list comments. These were:

- Longmont PD request for Active Shooter ICS with EMS and outside agency support facilitation training.
- Louisville PD request for Emergency/Disaster Management.
- UCPD echoed Longmont PD's request for large-scale, multiple agency, active shooter training.

North Central Training Region

Training Needs Analysis Survey

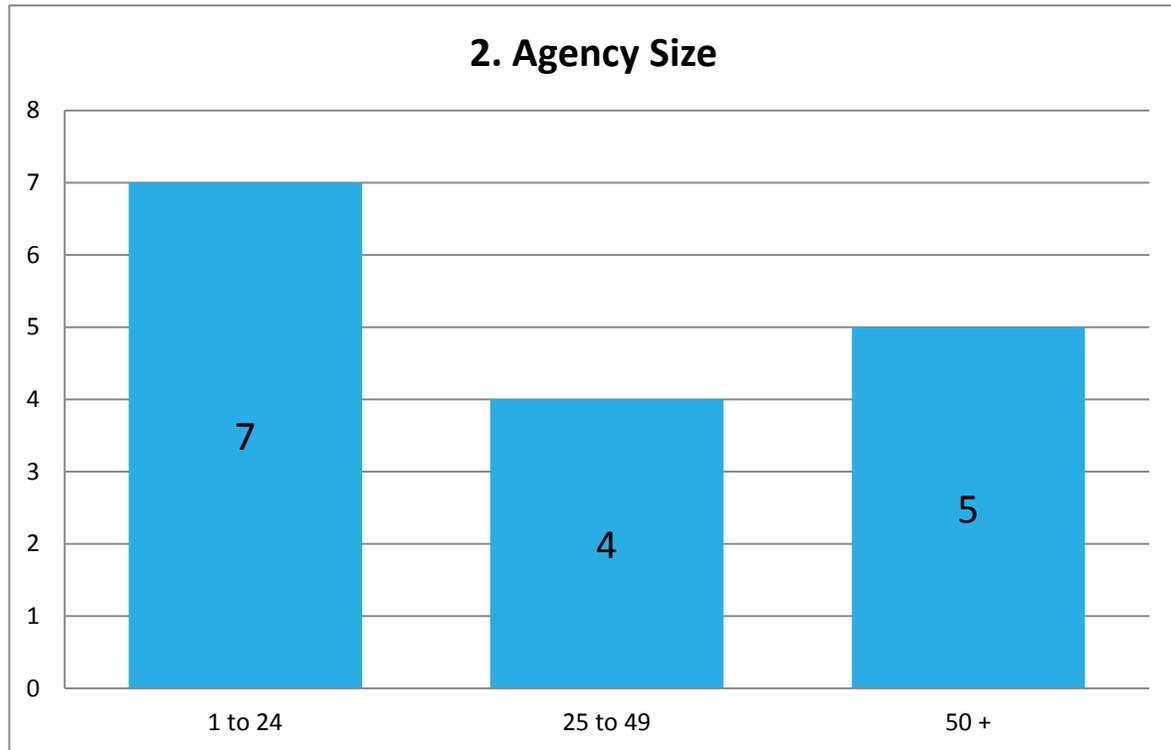
February 2014

Graphs & Charts of Data Provided in Selective Responses

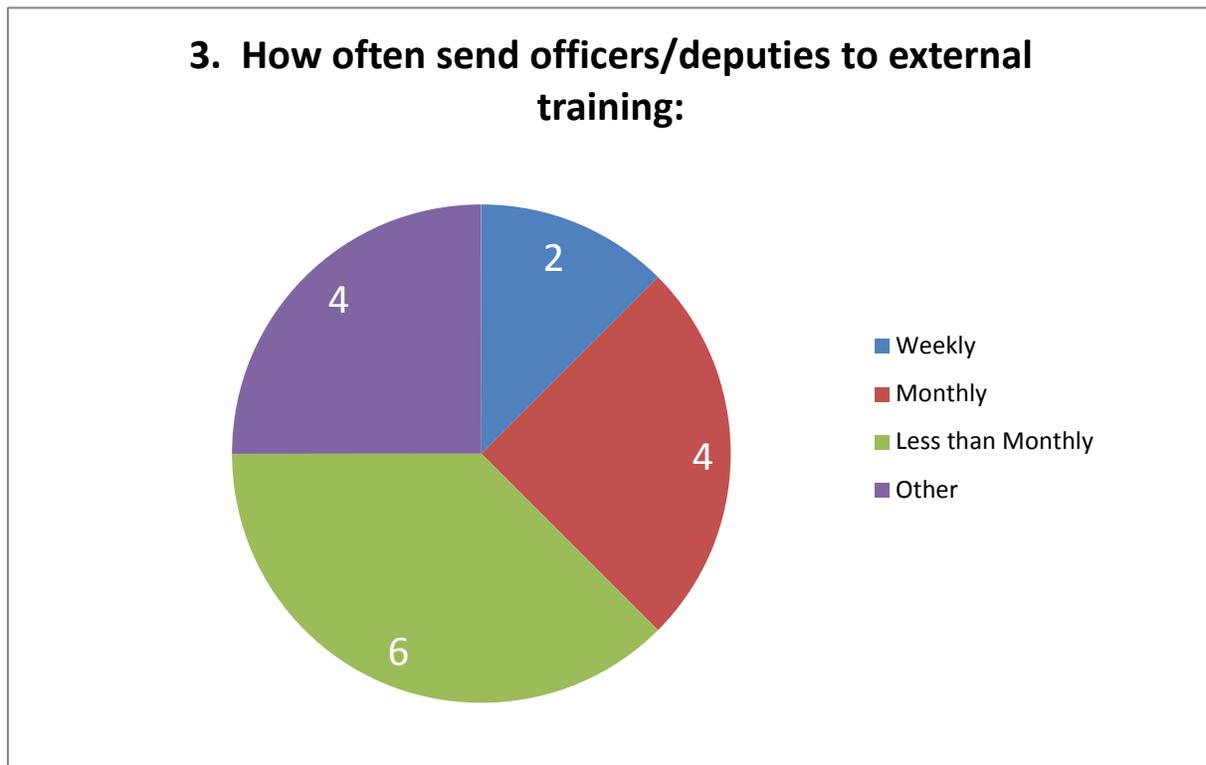
The following pages provide visual representations of selected responses to the 2014 Training Needs Analysis Survey.

Not all responses were formatted into graphs/charts since some questions did not lend themselves to statistical computation or analysis.

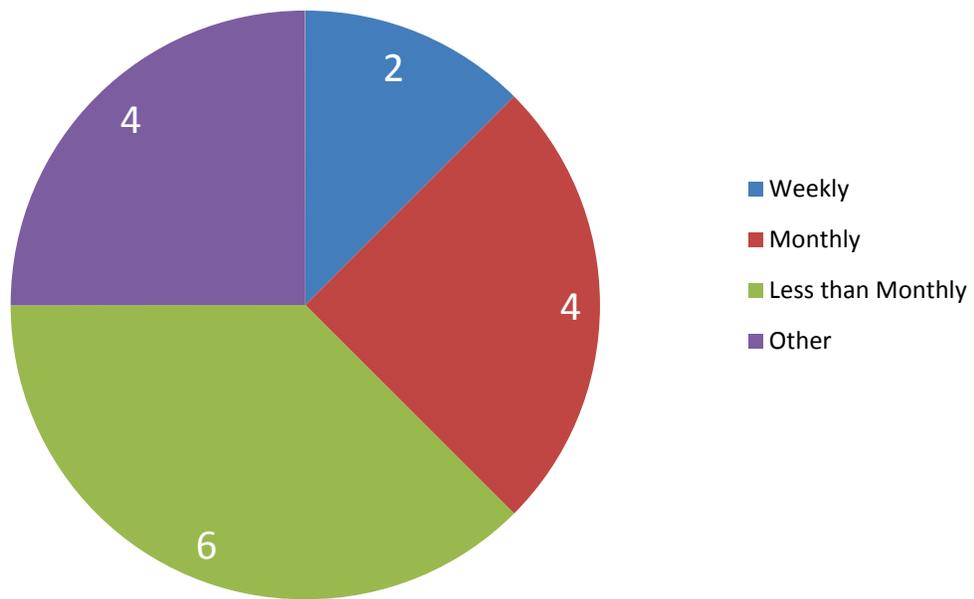
2. Agency Size



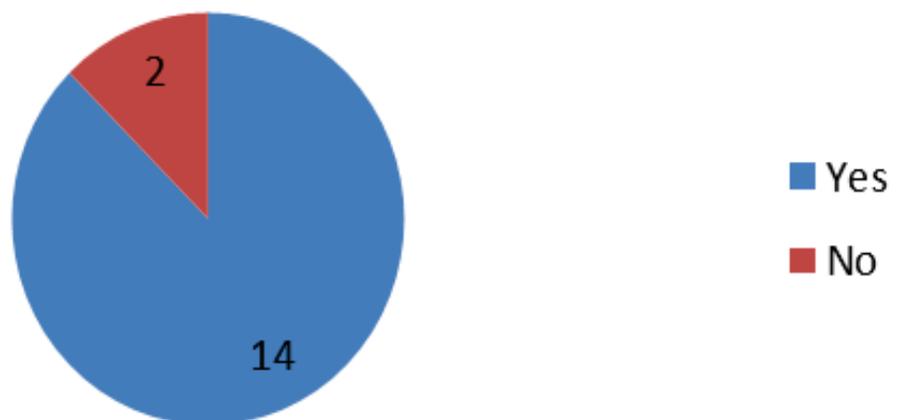
3. How often send officers/deputies to external training:



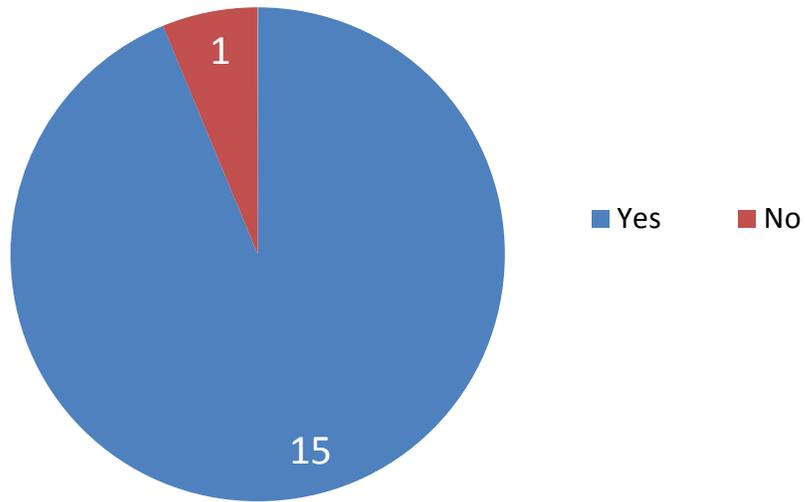
3. How often send officers/deputies to external training:



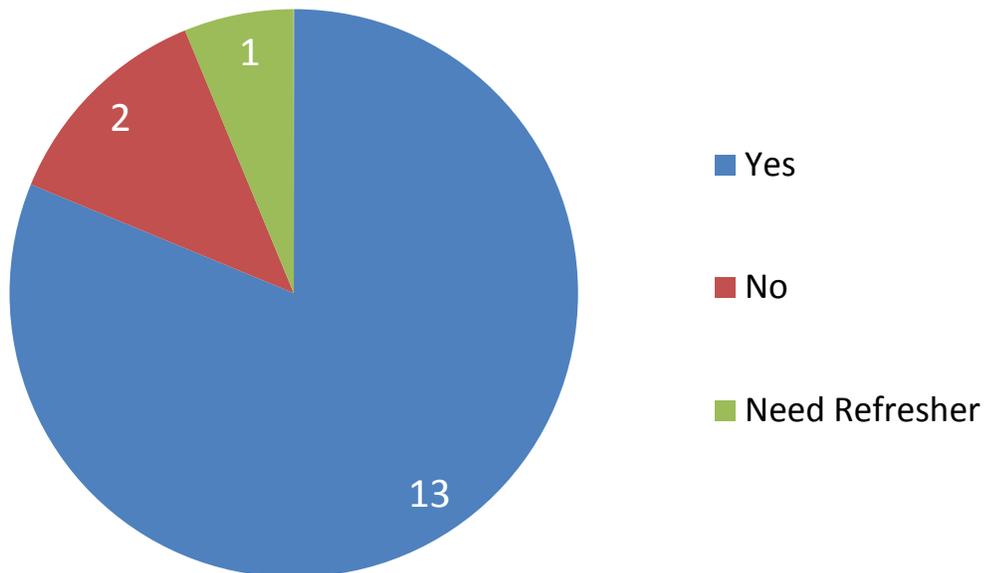
4. Attended NCTR Sponsored Training:



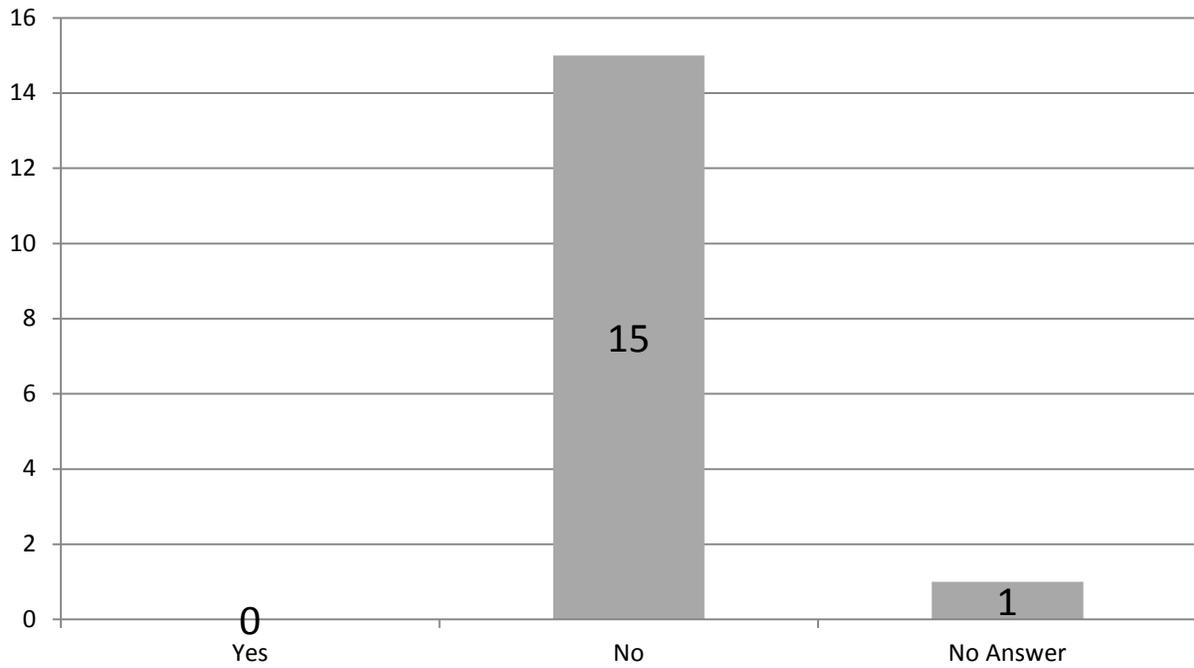
5. Know how to obtain grant funding from NCTR:



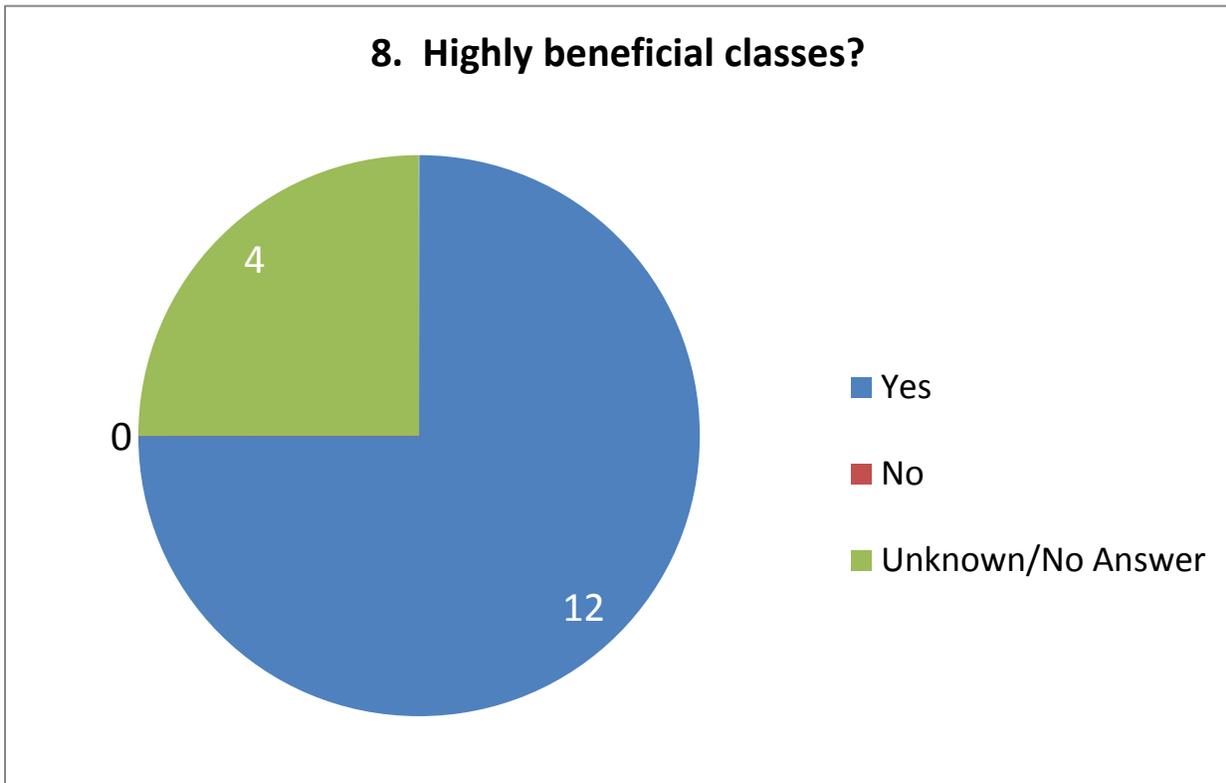
6. Know of allowable expenses using grant funds:



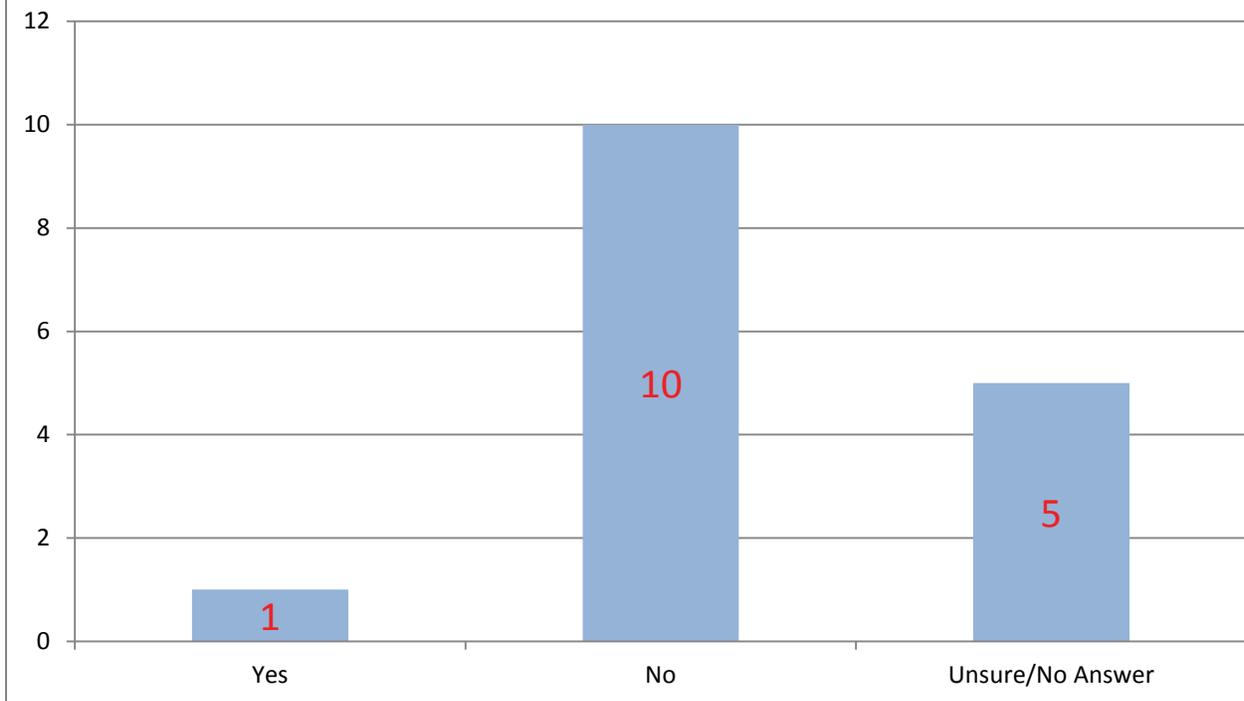
7. Issues with NCTR:



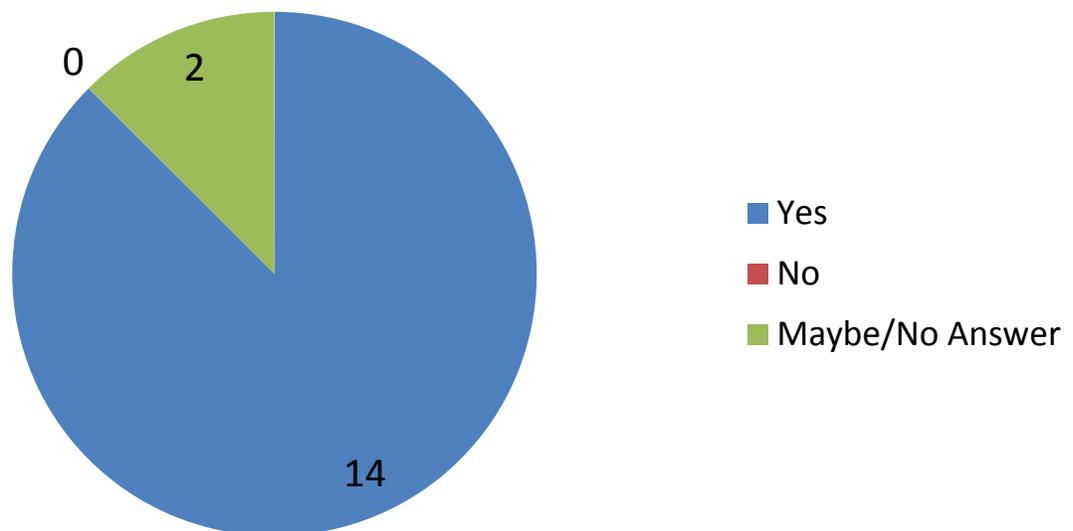
8. Highly beneficial classes?



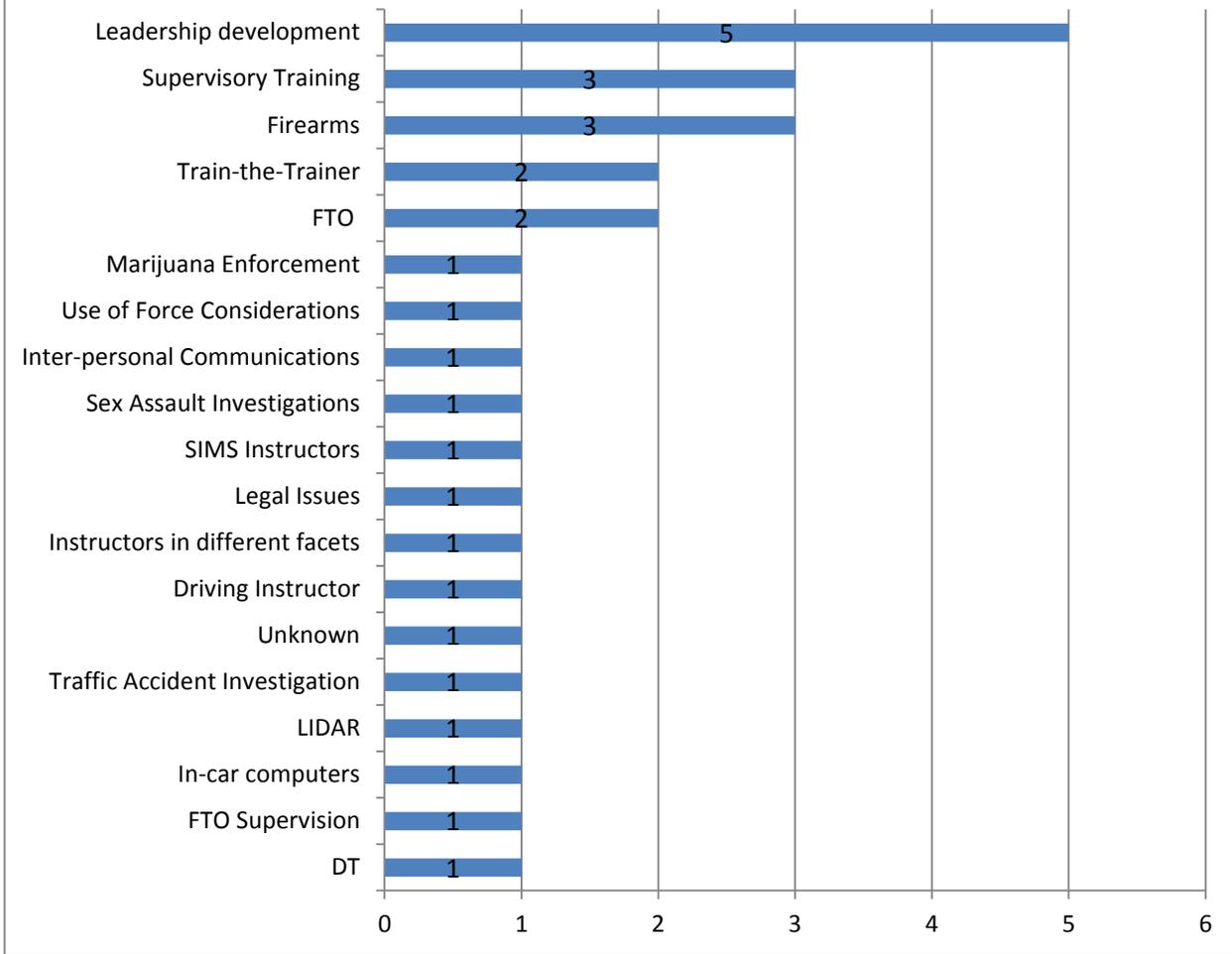
9. Any courses that did not meet expectations?



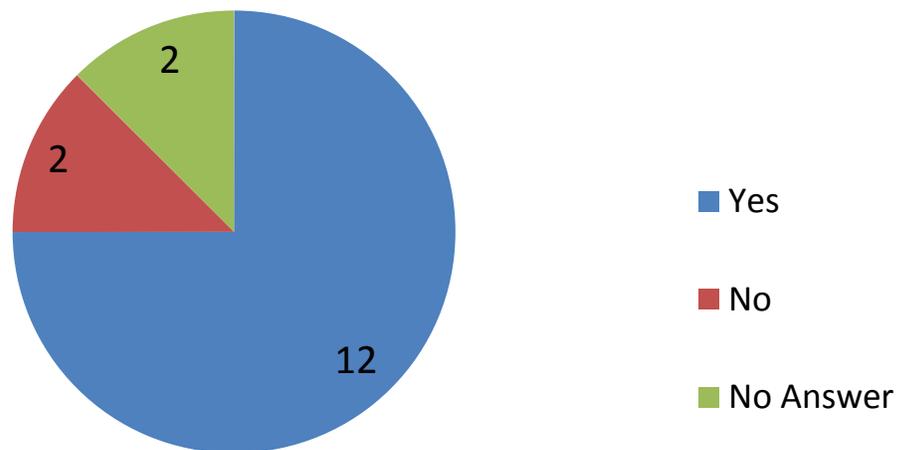
Want to host training?



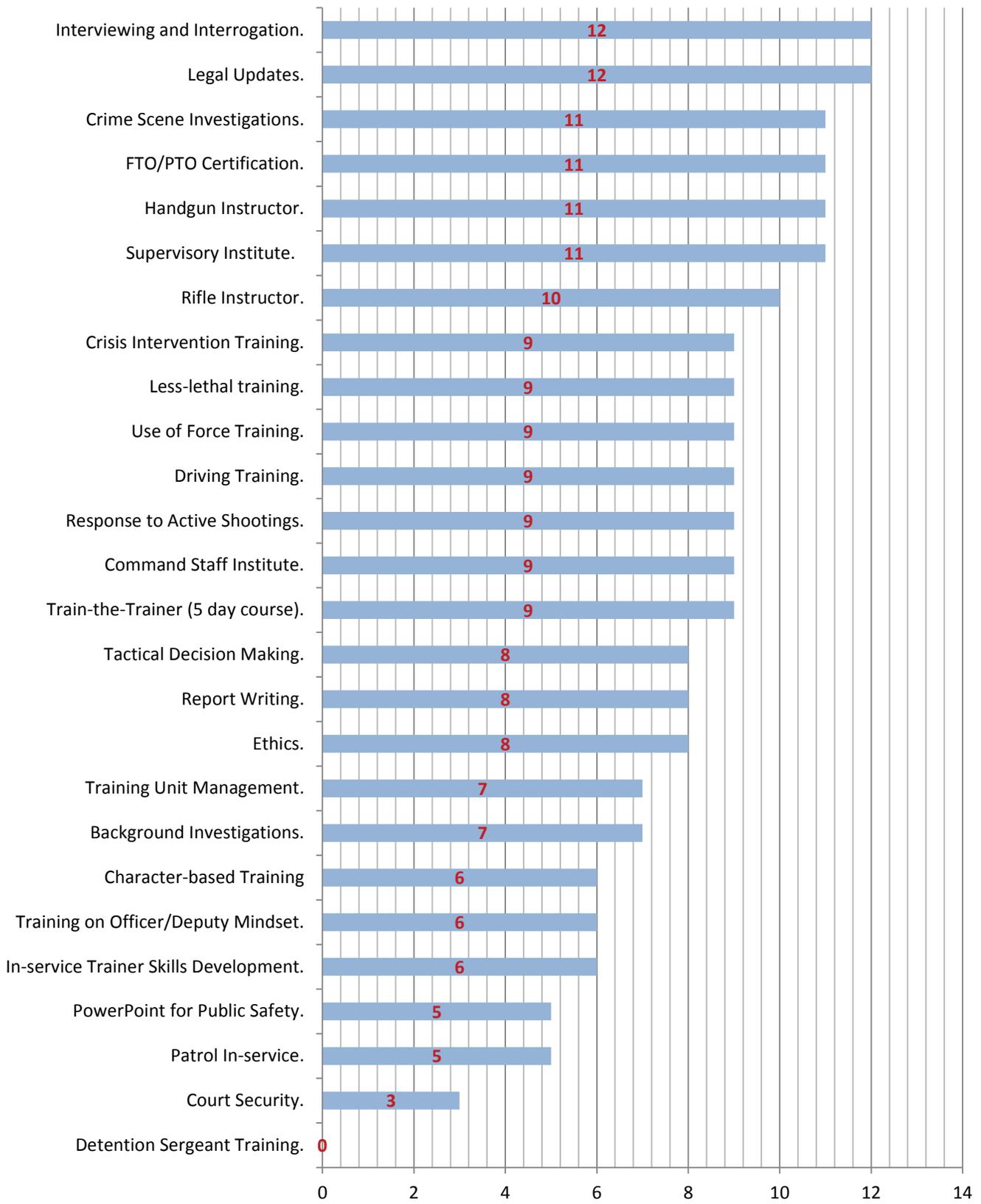
11. Agency's most critical training need



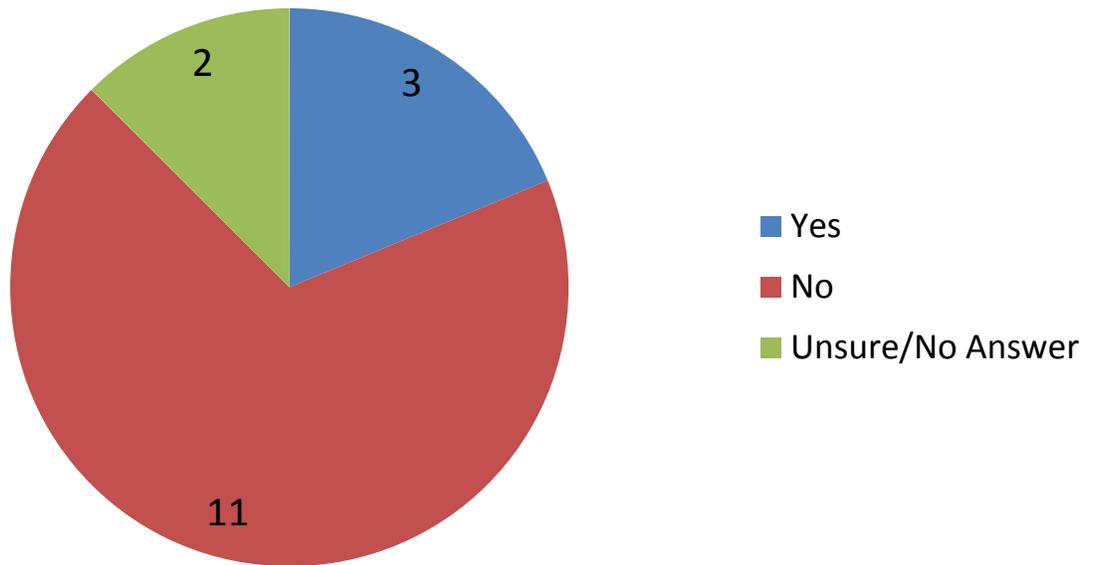
12. Safety training needs being met?



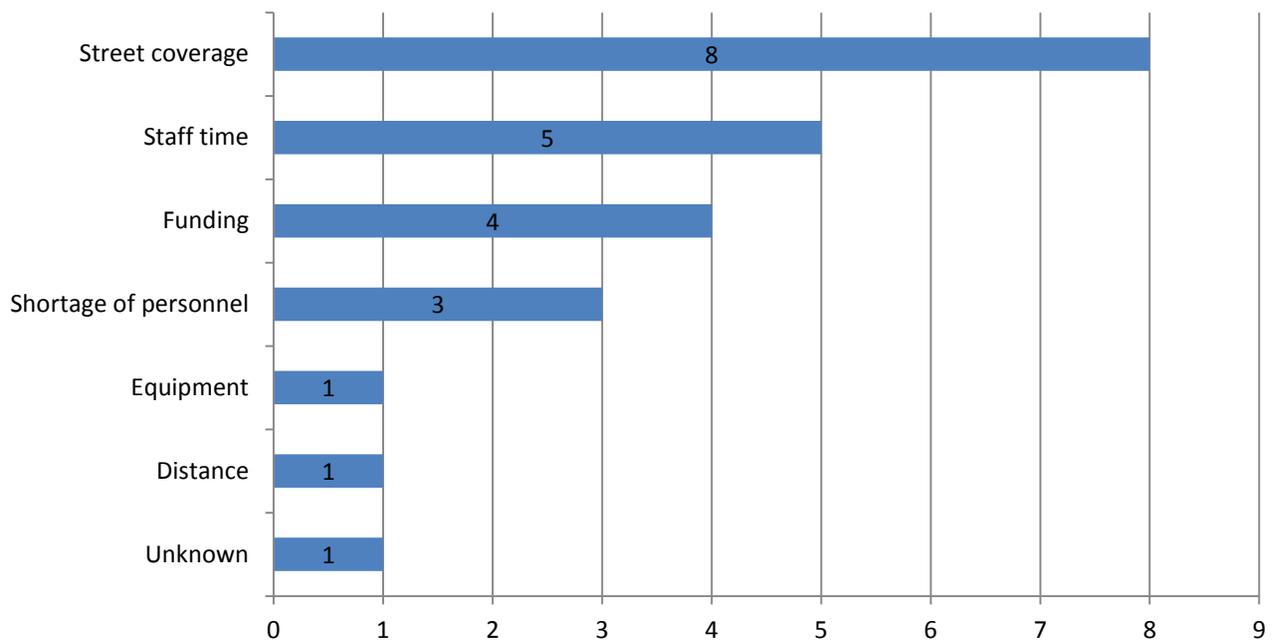
13. Course Interest for FY 2014:



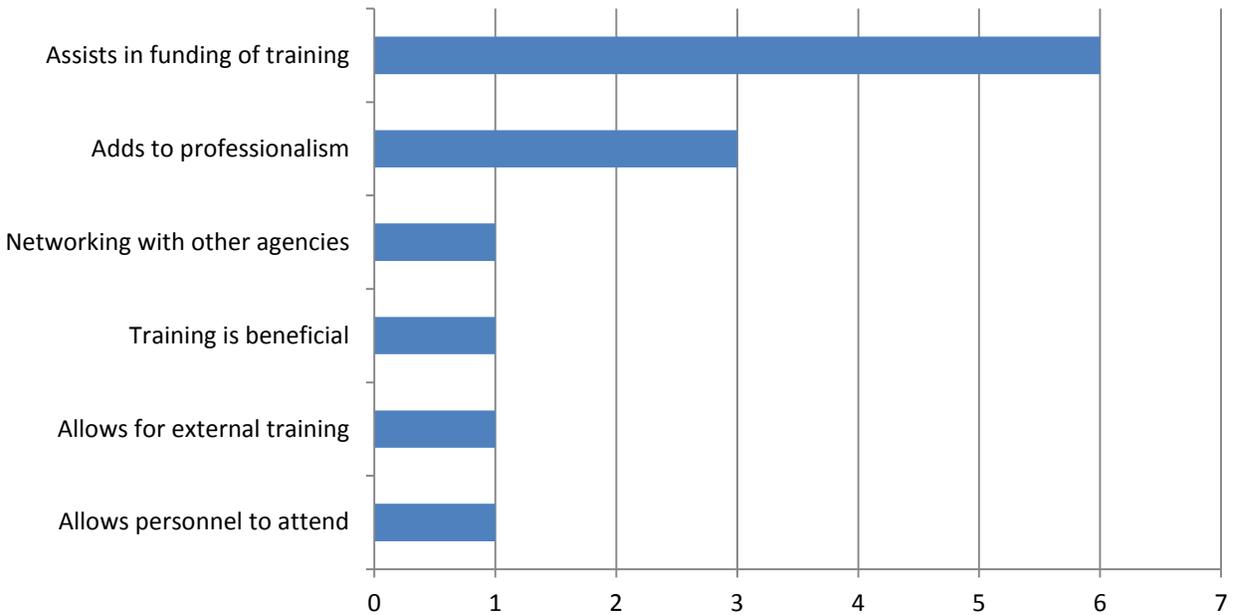
14. Current unmet community expectations that could be helped by training?



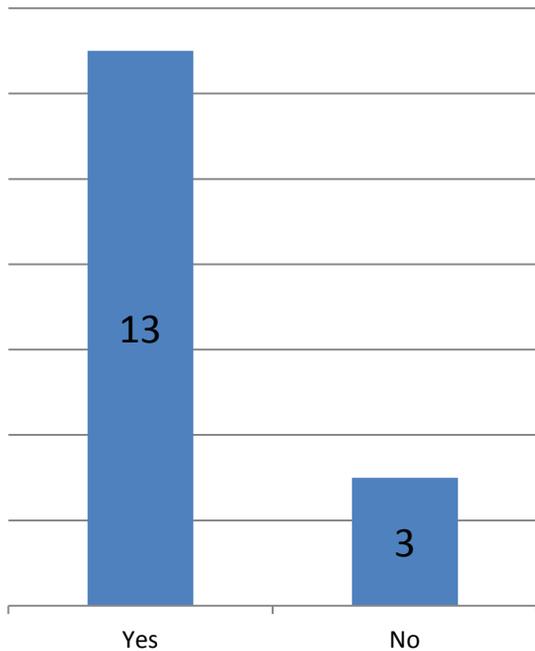
15. Most significant obstacle to not obtaining as much training as desired?



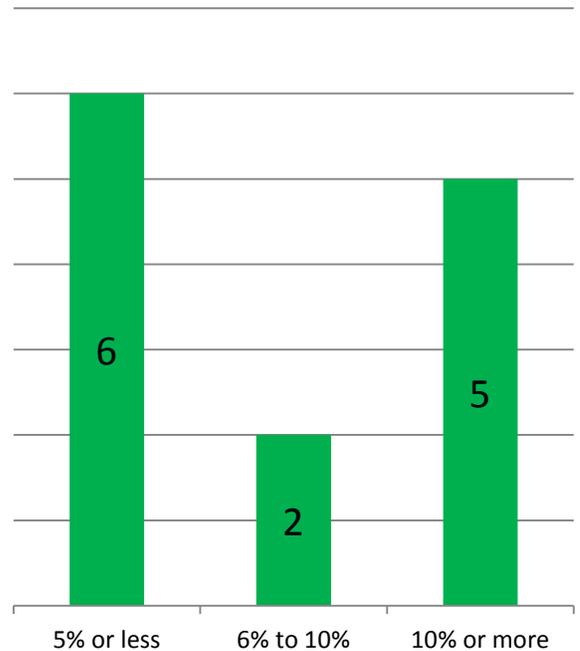
16. How is POST grant training beneficial for your agency?



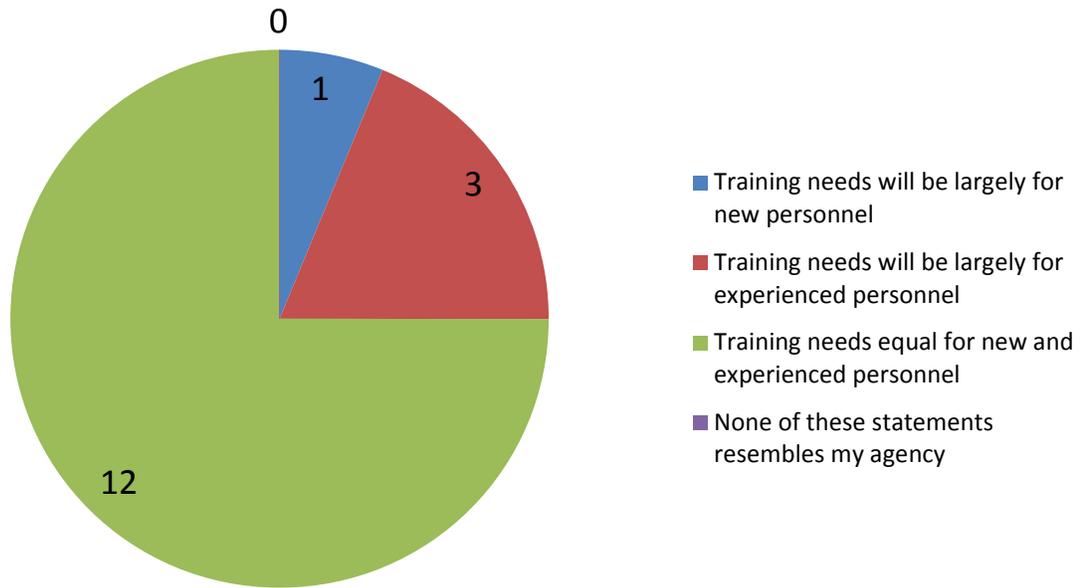
17. Adding personnel in next three years?



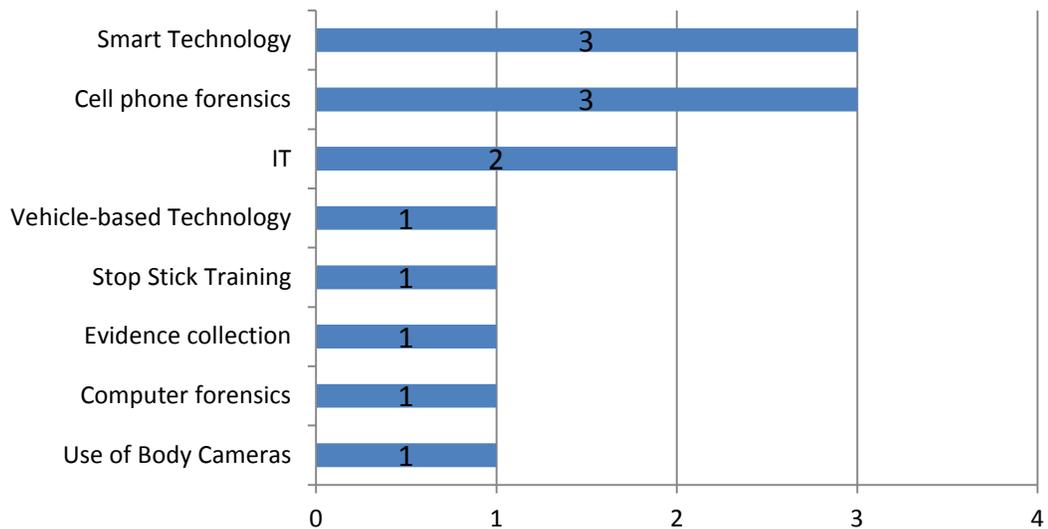
17. Adding personnel in next three years?



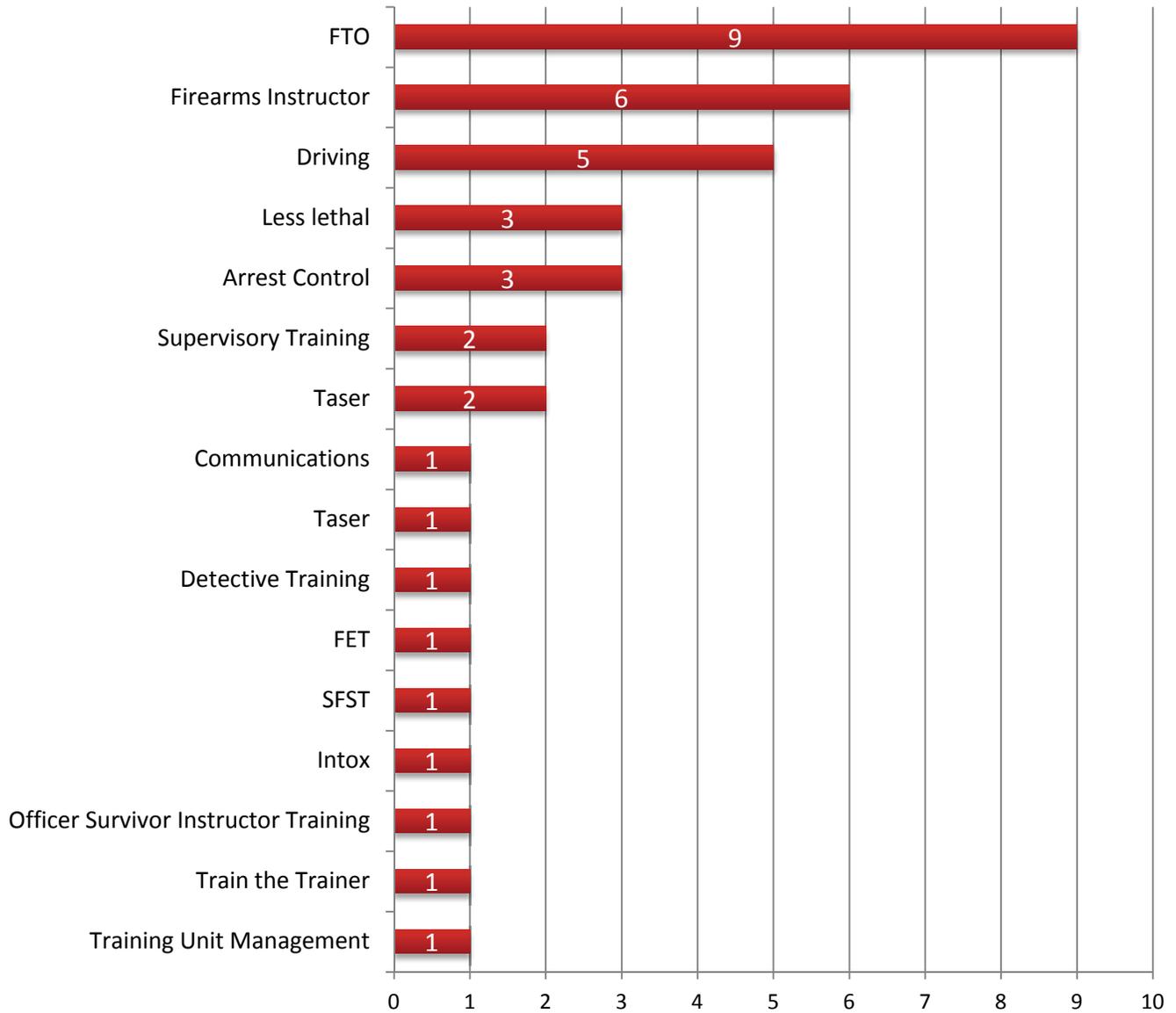
19. Which statement most closely represents your agency:



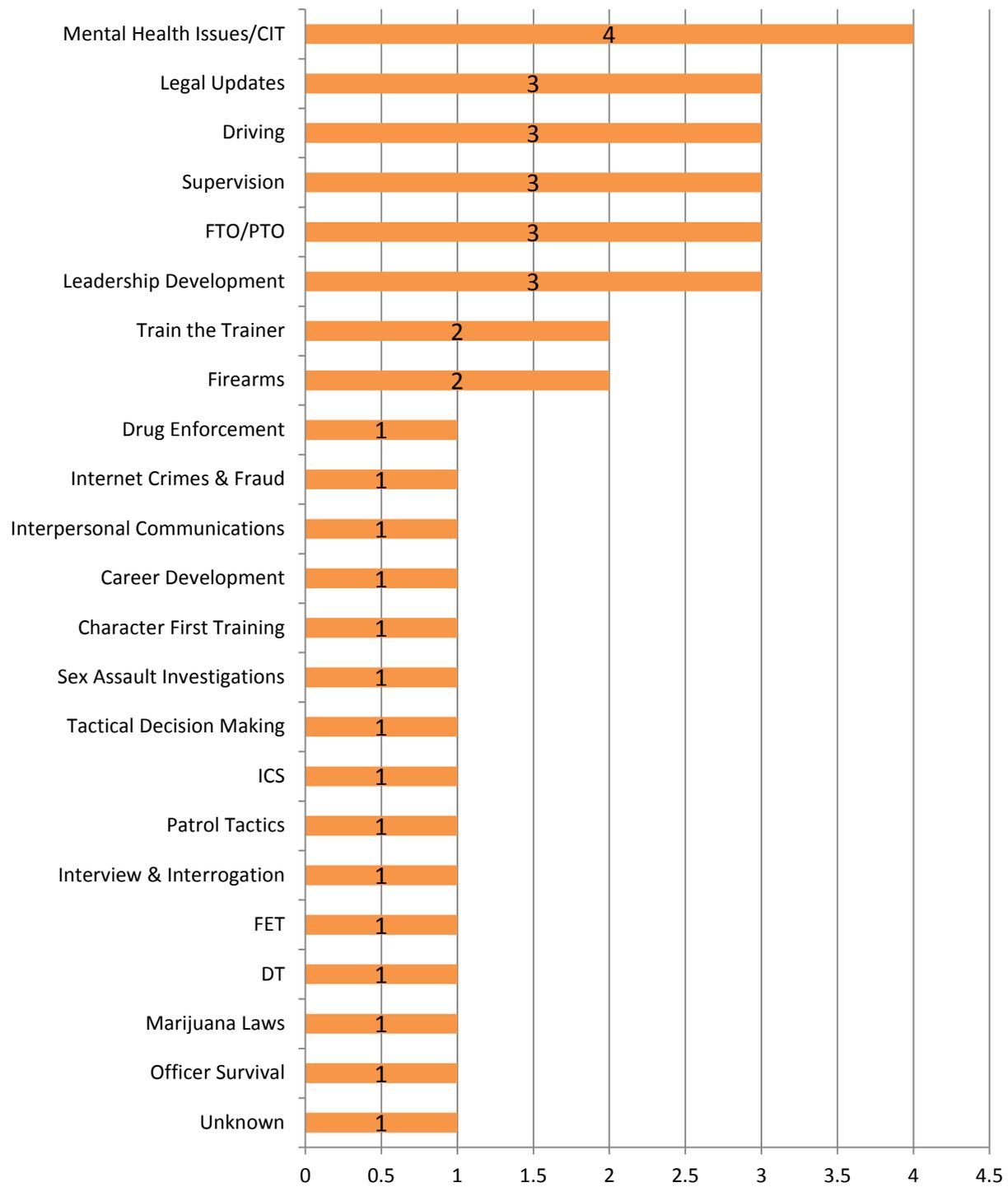
20. Any tainting needs due to new tech or equipment?



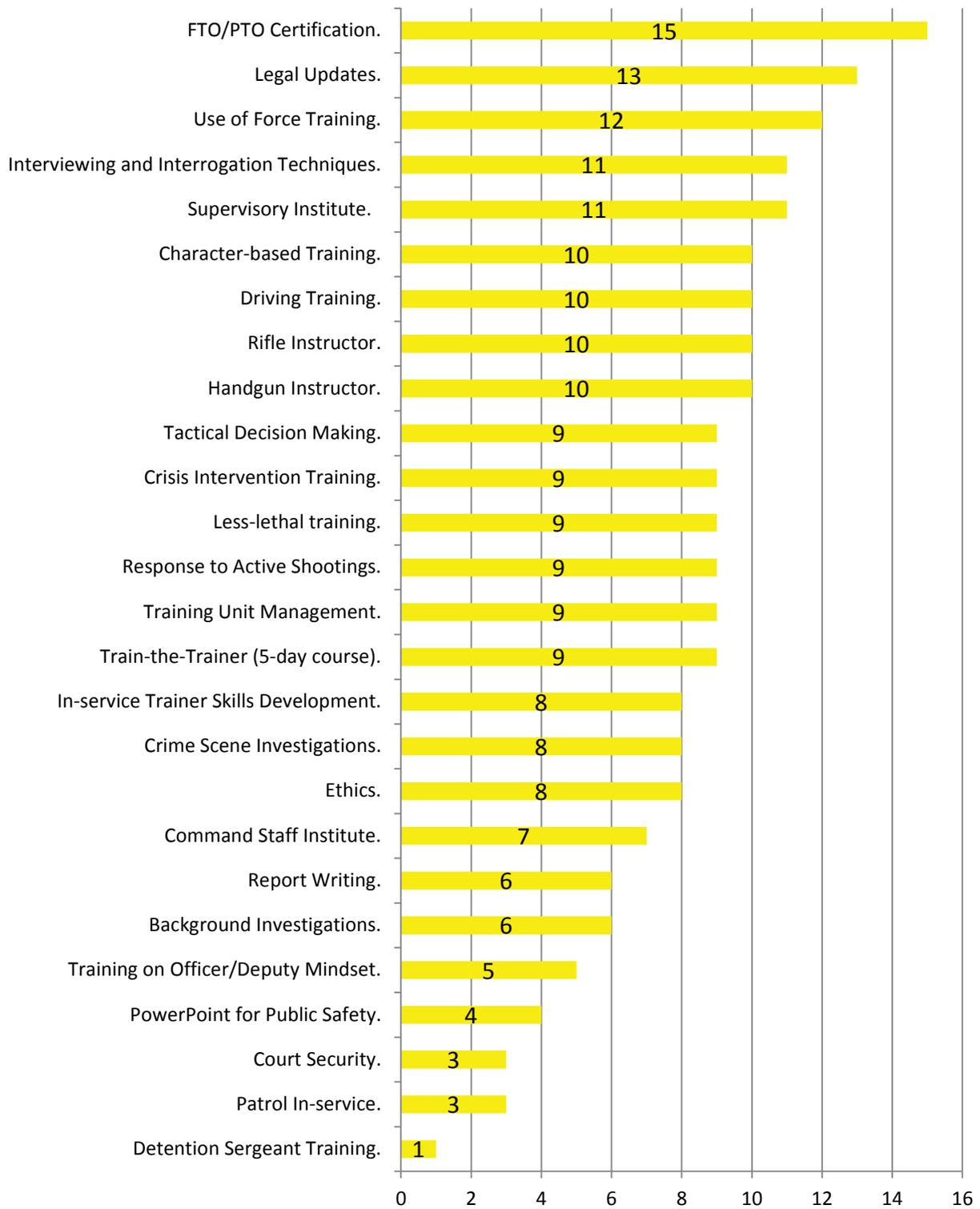
21. Internal trainer needs



22. Top two or three training topic areas needed for next three years



23. Course Interest for next Three Years (FY 2014, 15, 16):



North Central Training Region Needs Analysis

January 2014

Greetings,

Thank you for taking a few minutes to complete this important training needs assessment. Your input will help fulfill the requirement from POST and will assist the North Central Training Region's Governing Board in directing future efforts.

When you are done with the survey, please be sure to *SAVE* it, and then email to Cmdr. Tim McGraw (ret) at J.mcgraw@colorado.edu. You may also email Cmdr. McGraw with any questions you may have.

Thanks!

Instructions:

This is an assessment survey as required by POST to be conducted every three years by each regional training entity.

This survey consists of 24 questions and should take only a few minutes to complete.

You may need to click on a button titled "Enable Editing" at the top of the Internet page to allow you to fill out the form.

Following each question, there is either a text field or a check box. The text box allows you to write as much as you need to in order to answer the question.

You can use the "Tab" key to navigate through the survey.

Once you have completed the survey, you must *SAVE* it in order to save your answers.

To meet deadlines, please complete the form and return it by January 29, 2014.

Below is a copy of the questions submitted to all NCTR agencies for the survey:

2014 North Central Training Region

Training Needs Assessment Questions:

Agency Information and Size:

1. Agency Name:
2. Agency size (Commissioned personnel): (Choose one).
 1-25
 26-50
 51 or above.
3. How often does your agency send members to external training?

Information pertaining to NCTR:

4. Have members of your agency attended training sponsored or paid for by North Central POST Training Region?
 Yes
 No
 Unknown
5. Do you, or someone at your agency, know how to apply for POST grant funds for training?
6. Are you, or someone at your agency, aware of all of the funding uses (tuition, travel, backfill, etc.) allowed by the POST grant?
7. Are there any issues with the North Central Training Region programs that you would like to have addressed? If so, what are those issues?
8. Are there courses you have sent personnel to that you believe were highly beneficial to your agency? If so, what were those courses?
9. Are there courses that you sent personnel to that did not meet expectations or did not satisfy needs of your agency? If so, what were those courses?
10. Would your agency like to host training paid for by POST grant funds?

Current training needs:

11. What is your agency's current most critical training need?
12. Do you believe officer/deputy safety training needs at your agency are being met? If not, what training do you think would help enhance safety training?
13. If the following courses were available during the 2014 fiscal year (July 1, 2014 to June 30, 2015), which one(s) would likely send personnel to for training? (Choose all that apply).
- Supervisory Institute.
 - Background Investigations.
 - Handgun Instructor.
 - Rifle Instructor.
 - Patrol In-service.
 - Train-the-Trainer (5-day course to certify instructors for academies).
 - Training Unit Management.
 - FTO/PTO Certification.
 - Command Staff Institute.
 - Response to Active Shootings.
 - Ethics.
 - Crime Scene Investigations.
 - Court Security.
 - Detention Sergeant Training.
 - In-service Trainer Skills Development.
 - PowerPoint for Public Safety.
 - Driving Training.
 - Use of Force Training.
 - Legal Updates.
 - Report Writing.
 - Less-lethal training.
 - Interviewing and Interrogation Techniques.
 - Training on Officer/Deputy Mindset and Attitude (ie: Bulletproof Mind, etc.).
 - Crisis Intervention Training.
 - Character-based Training & Leadership Development
 - Patrol In-service.

Tactical Decision Making.

14. Are there current expectations of your agency by your community that are not being met? If so could some type of specific training help bridge the gap?
15. What is the most significant obstacle your agency faces for not obtaining as much training as desired?
16. How is training provided by the POST grant is beneficial to your personnel's professional growth?

Anticipated Training Needs:

17. In the next three years, do you anticipate an increase in personnel at your agency? If so, what percentage of increase do you estimate occurring?
18. Do you anticipate significant changes at your agency in the next few years that will require additional training to accommodate needs associated with these changes? If so, what training courses or topics do you anticipate needing?
19. 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 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.
20. What, if any, training do you anticipate needing in the next three years due to new technology or new equipment acquisitions?
21. What, if any, internal trainer needs for personnel do you anticipate needing in the next three years (such as additional in-house skills trainer certifications, FTO's/PTO's, etc.)?
22. What are the top two or three training topic areas you anticipate your agency needing in the next three years?

23. Using the below, please identify those courses that you anticipate sending personnel to over the next three years. (Choose all that apply for the time frame from July 1, 2014 through June 30, 2017).

- Supervisory Institute.
- Background Investigations.
- Handgun Instructor.
- Rifle Instructor.
- Patrol In-service.
- Train-the-Trainer (5-day course to certify instructors for academies).
- Training Unit Management.
- FTO/PTO Certification.
- Command Staff Institute.
- Response to Active Shootings.
- Ethics.
- Crime Scene Investigations.
- Court Security.
- Detention Sergeant Training.
- In-service Trainer Skills Development.
- PowerPoint for Public Safety.
- Driving Training.
- Use of Force Training.
- Legal Updates.
- Report Writing.
- Less-lethal training.
- Interviewing and Interrogation Techniques.
- Training on Officer/Deputy Mindset and Attitude (ie: Bulletproof Mind, etc.).
- Crisis Intervention Training.
- Character-based Training & Leadership Development
- Patrol In-service.
- Tactical Decision Making.

24. Are there specific training needs that your agency would like to have addressed, or do you have any additional comments that the North Central Training Region Governing Board to help provide direction in training programs?

Please "Save" your completed survey and return by January 29, 2014 to:

Cmdr. J.Tim McGraw (ret)

J.mcgraw@colorado.edu