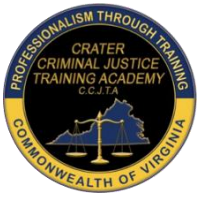


## Crater Criminal Justice Training Academy 2022 Training Needs Analysis summary paper

This survey was sent to all member agencies in the Fall of 2022, where both the training officer and chief/sheriff/superintendent were asked to respond. There were 23 total responses, 1 jailor only, 11 jailor & law enforcement, the remaining 11 law enforcement only. Responses come from 7 chiefs/sheriffs/superintendents and 16 training officers from 19 different agencies. As a note, not all questions were mandatory, which is why not all questions have the same response size. Also, certain questions weren't asked of every agency, based on the functions within that agency. For example, police departments were not asked questions about our jailor training.

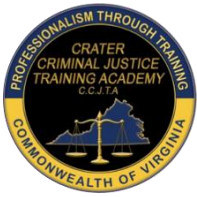
### 1. Law Enforcement Training

- a. Respondents were asked to rate their satisfaction with the duration of the BLE, currently 22 training weeks. Results were: 8% (2) think that's too long, 92% (23) think that's just right, and 0 think it's too short
- b. Respondents were asked to rate their satisfaction with the quality of the BLE: 40% (10) are highly satisfied, 44% (11) are moderately satisfied, 16% (4) are neither satisfied nor dissatisfied, 0% (0) are moderately dissatisfied or highly dissatisfied
- c. Respondents were asked to rank the importance of the following "soft skills" classes being offered in LE in-service classes. Results, ranking in importance are as follows:
  1. Conflict/crisis communications
  2. De-escalation
  3. Dealing with altered subject (drugs, mental illness)
  4. Officer wellness
  5. Fair & Impartial Policing
  6. Mental Health First Aid
  7. Other "soft skill not listed"\*
    - a. Weapon identification
- d. Respondents were asked to rank the importance of the following "hard skills" classes being offered in LE in-service classes. Results, ranking in importance are as follows:
  1. Courtroom testimony & demeanor
  2. Evidence collection/packaging
  3. Report writing
  4. Scenario-based training
  5. Gang training
  6. Human trafficking
  7. Terrorism (international and domestic)
  8. Other hard skill not listed\*
    - a. Defensive tactics
    - b. Traffic stop safety and awareness
    - c. Search warrant writing



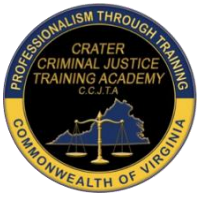
## Crater Criminal Justice Training Academy 2022 Training Needs Analysis summary paper

- d. Use of force
  - e. Increase length of firearms training
  - f. How to start and follow up of an investigation
  - e. Respondents were asked if their staff enjoy "hands on" training as part of in-service. Results were 88% (22) said yes, 12% (3) said no
  - f. Respondents were asked which of the following special skills classes would their agency be interested in sending staff to for in-service credit. Results were 72% (18) said defensive tactics (arrest/control, searching, handcuffing), 64% (16) said firearms (hands on and/or VirTra decision making skills), 52% (13) said driver training, 12% (3) said other, which they indicated included conflict/crisis communication, report writing, and legal/case law interpretation
2. Jailor/Corrections Training
- a. Respondents were asked to rate their satisfaction with the duration of the BJA, currently 11 training weeks. Results were: 6.7% (1) think that's too long, 93.3% (14) think that's just right, and 0 think it's too short
  - b. Respondents were asked to rate their satisfaction with the quality of the BJA. Results were: 20% (3) are highly satisfied, 53% (8) are moderately satisfied, 27% (4) are neither satisfied nor dissatisfied, 0% (0) are moderately dissatisfied or highly dissatisfied
  - c. Respondents were asked to rank the importance of the following "soft skills" classes being offered in jailor/corrections in-service classes. Results, ranking in importance are as follows:
    1. Conflict/crisis communication
    2. Mental Health First Aid
    3. Officer wellness
    4. Special populations
    5. Substance use in inmates
    6. Other soft skills not listed
      - a. Legal responsibilities
  - d. Respondents were asked to rank the importance of the following "hard skills" classes being offered in jailor/corrections in-service classes. Results, ranking in importance are as follows:
    1. Cell searches
    2. Contraband/improvised weapons
    3. Gangs in jails
    4. Courtroom testimony & demeanor
    5. Rounds and other inspections
    6. Scenario-based training
    7. Other hard skill not listed



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- a. court security/civil process being added back to Basic Jailor
  - e. Respondents were asked which of the following special skills classes would their agency be interested in sending staff to for in-service credit. Results were 86.7% (13) said defensive tactics (arrest/control, searching, handcuffing), 66.7% (10) said firearms (hands on and/or VirTra decision making skills), 66.7% (10) said driver training, 0% (0) said other
  - f. Respondents were asked if their agency would like to see jailor driving added back in to the BJA. Results were 80% (12) said yes, 20% (3) said no
3. Specialized Class Training
  - a. Respondents were asked to rate their satisfaction with the quantity of our Animal Control Officer (ACO) training, currently 1 basic school and 1 in-service per year. Results were: 0% (0) think that's too much, 71% (15) think that's just right, and 29% (6) think it's too little
  - b. Respondents were asked if their agency would be interested in sending dispatch officers to in-service training. 52% (12) said yes, 48% (11) said no.
  - c. Respondents were asked to rate their satisfaction with the quantity of our dispatch officer training, currently 2 basic schools per year. Results were: 0% (0) think that's too much, 78% (18) think that's just right, and 22% (5) think it's too little
  - d. Respondents were informed that CCJTA is considering decreasing the amount of Crisis Intervention Team (CIT) trainings from 4 40-hour classes and 2 CIT Train-the-trainer (TTT) classes per year to 2 40-hour classes and 1 TTT per year and asked if this change meet the needs of their agency. 74% (20) said yes, 26% (7) said no.
  - e. Respondents were asked which of the following tactical training classes their agency would be looking for in upcoming years. Results were 45% (9) said SWAT 1, 45% (9) said SWAT 2, 30% (6) said SWAT Commander, 50% (10) said SWAT Breacher, 30% (6) said Sniper, and 90% (18) said Crisis Negotiations
  - f. Respondents were asked if their agency would want a patrol rifle familiarization/qualification course. This would include use of cover, shooting moving targets, firing while moving, low light firing, and deadly force decision-making exercises. 73% (19) said yes, 27% (7) said no.
  - g. Respondents were asked if their agency issues shot guns & provide qualification training. 41% (11) said yes, 59% (16) said no
4. Online Training
  - a. Respondents were asked which categories of training their agency prefers to complete online. 77.8% (21) said career development, 88.9% (24) said



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cultural diversity, 92.5% (25) said legal, and 81.4% (22) said instructor recertification

- b. Respondents were asked what percent of their staff's annual training is completed online. The average was 62.5%, with 14% (4) reporting 0-25%, 26% (7) reporting 26-50%, 33% (9) reporting 51-75%, and 26% (7) reporting 76-100%
  - c. Respondents were asked to rate their satisfaction with the quality of our online training. Results were: 30% (8) are highly satisfied, 59% (16) are moderately satisfied, 11% (3) are neither satisfied nor dissatisfied, 0% (0) are moderately dissatisfied or highly dissatisfied
  - d. Respondents were asked to rate their satisfaction with the quantity of our online training. Results were: 26% (7) are highly satisfied, 56% (15) are moderately satisfied, 11% (3) are neither satisfied nor dissatisfied, 7% (2) are moderately dissatisfied, and 0% (0) are highly dissatisfied
5. Administrative Questions
- a. Respondents were asked what constraints their department faces in sending staff to training. Results were 96% (26) staff (short on staff or cost of backfilling), 18.5% (5) responded interest in topics offered, 11% (3) reported staff receiving training elsewhere (other location/PIC training)
  - b. Respondents were asked what their preferred duration of training is. 63% (17) responded 8 hours, 19% (5) responded one-shot (all training needed for staff's bi-annual recertification at once), 11% (3) responded 4 hours, 7% (2) responded multi-day, and 0% (0) responded 2 hours
  - c. Respondents were asked what their preferred time of training is. 96% (26) said morning/daytime, 4% (1) said afternoon/evening
  - d. Respondents were asked to rate their satisfaction with the quantity of our in-person, in-service training. Results were: 33% (9) are highly satisfied, 52% (14) are moderately satisfied, 15% (4) are neither satisfied nor dissatisfied, 0% (0) are moderately dissatisfied or highly dissatisfied
  - e. Respondents were asked to rate their satisfaction with the quality of our in-person, in-service training. Results were: 33% (9) are highly satisfied, 52% (14) are moderately satisfied, 15% (4) are neither satisfied nor dissatisfied, 0% (0) are moderately dissatisfied or highly dissatisfied
  - f. Respondents were asked if they were aware of the Academy's satellite locations, and that their classes are open to other member agencies. These include DMV, Division of Capitol Police, MRRJ, New Kent County Sheriff's Office, RRJ. 70% (19) said yes, 30% (8) said no
  - g. Respondents were asked which model their agency uses for training once recruits have completed the academy. 96% (26) reported San Jose Field Training Officer (FTO) Model. 4% (1) reported Reno Police Training Office (PTO) Model