

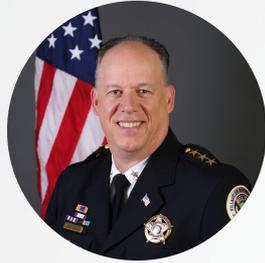
RECRUITING AND RETENTION

THROUGH EXCELLENT
OFFICER TRAINING



VectorSolutions™

TODAY'S SPEAKERS



Steven Casstevens

CHIEF OF POLICE
Buffalo Grove (IL) Police
Department

PAST PRESIDENT
International Association of
Chiefs of Police (IACP)



James Small

PUBLIC SAFETY DIRECTOR
Village of Palmyra (WI)



Bill Harvey

CHIEF OF POLICE
Ephrata (PA) Police Department



Johnny Roberson

Vector Solutions



David Griffith

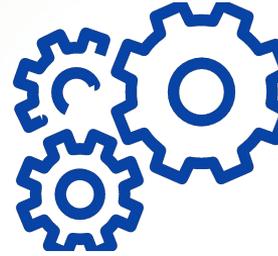
Moderator
POLICE Magazine

**RECRUITING
AND RETENTION
THROUGH EXCELLENT
OFFICER TRAINING**

ISSUES ADDRESSED TODAY



**Why
Training?**



**Managing
Training**



**Measuring
Training**

**RECRUITING
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SETTING THE STAGE

Police leaders are fighting uphill battles in a two-front war:

- Retain experienced officers already in the ranks
- Attract the next generation of outstanding officers

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WHY TRAINING?

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Inoculation Against Litigation (first things first)

- Establish a long (and proven) track record of training
 - Threat of "failure to train" never goes away but it can be reduced
 - Publicize (internally and externally) successful training "case studies"
 - Internal recognition / commendation for successes
 - Social media posts / mainstream press coverage
- In the event that litigation issues do occur, having on hand hard (and accurate) data on all training conducted / attended can help resolve the matter / lower liability



WHY TRAINING?

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Tend to the House

- Ensure first and foremost ensure that you have established a positive workplace
- Seeing the trees (first) sometimes helps to safeguard the strength of the forest
- Technology is constantly advancing, so advanced training is necessary to keep up
- Look outside of the agency for examples to follow ("What are **THEY** doing right?")



WHY TRAINING?

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Training as Incentive for Retention

- Provide pathways to promotion
 - Leadership training, specialized units, etc. keep people "hungry" for more
 - Some people may leave, but you also might "poach" others elsewhere
- Enrichment of a person's career (and life)
 - Know HOW to enter a burning building
 - Advanced degrees can open myriad doors
 - A psychology degree good for negotiators in service, as well as a second career after retirement, for example



WHY TRAINING?

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Training as a Recruitment Tool

- Hosting training held by outside providers is a magnet for laterals
- Existing officers getting lots of training will speak highly of your agency
- Word of mouth among officers attending outside training is invaluable
 - Officers going to regional training events are agency ambassadors
 - Officers networking at outside training events make valuable contacts
- Identify training most appealing for people to want to come into this profession
 - Take into account Explorers, Cadets, Citizens Academies, and the like

WHY TRAINING?

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The "Hidden Benefits" of Training

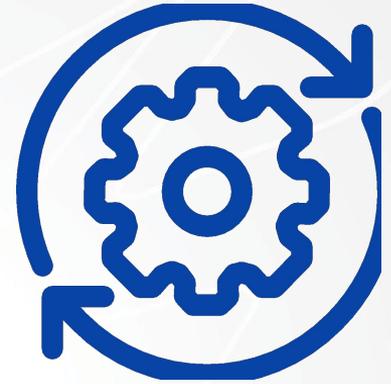
- Knowledge passes from one officer to the next, even simply by observing examples of "the right way to do something"
- Better trained officers are less frequently injured, lowering "utility cost" of decreased manpower and/or covering shifts (overtime) for employees recovering from injury
- Better trained officers tend to have increased morale / pride in the profession
 - FBI National Academy graduates and their Yellow Bricks
 - Membership in state or other associations (ILEETA)

MANAGING TRAINING?

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There **MUST** be a System

- Smaller agencies can "get away" with manual records, but it's not optimal and it's not scalable—systems must be able to evolve with emerging technologies
- Mid-sized and larger agencies should have a unit dedicated to training
 - Keeping up-to-date records of each individual's ongoing training
 - Keeping up-to-date on advancements in the market (new products)



MEASURING TRAINING?

Proof is in the Pudding

- A good records-keeping system can show individual and group development over time
 - Tangible, trackable data helps justify budgetary investment in training
- An investment in training will be seen in what you don't see
 - Fewer citizen complaints
 - Fewer controversial incidents
 - Fewer instances of "anti-cop" rhetoric



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THE ULTIMATE TECHNOLOGY FOR OPERATIONAL READINESS

Vector Solutions offers a comprehensive suite of software for training, FTO, policy, scheduling and asset management

- **Decrease Risk, Increase Compliance:** Deliver more than 250 online courses, as well as your agency's custom-built content
- **Evaluate Your FTO Program:** Record a trainee's performance, manage daily observation reports and analyze progress
- **Manage Crew Scheduling:** Schedule employees' shifts in one online system, automate OT and callbacks, and view roster information
- **Simplify Vehicle and Equipment Checks:** Perform mandatory inspections anytime, anywhere with dynamic mobile app



QUESTIONS



Vector Solutions | Target Solutions

THANK YOU!

Steven Casstevens | scasstevens@vbg.org

James Small | jsmallwssso19@gmail.com

Bill Harvey | chiefwlharvey@gmail.com