



# TRAINING DIVISION

The Training Division's objectives have a direct influence on current operational outcomes. The Division is immediately responsive to the training needs of the Bureau as well as other law enforcement agencies in the state of Tennessee.

Training Division personnel can quickly develop and implement guidance that provides solutions to complex issues. Additionally, they provide ongoing training opportunities to employees across the organization as well as specialized academies to external entities at little or no cost.

The Training Division's best resources consist of instructors within the division as well as adjunct instructors who work in other units across the Bureau. There are several signature academies that lend to the needs of the above-mentioned objectives. These include the State Academy - Leadership Development Experience, the Criminal Investigation Academy, the Citizen's Academy, and the Special Agents Academy.

The Training Division is responsible for providing reoccurring training to all commissioned Agents as it relates to use-of-force situations. This training is conducted under the Conflict Management Program. Within this program, Agents are taught how to protect themselves, manage risks, affect arrest, and control subjects using many different types of force.

The Training Division routinely assesses current trends in law enforcement to determine how challenges can be addressed through the provision of instruction. To this end, numerous classes have been developed for the purpose of enhancing the effectiveness of law enforcement agencies across the state of Tennessee. These specialized courses are taught by Training Division Instructors, agent adjunct instructors, or identified experts in designated fields.

“The Training division strives to enhance the capabilities of law enforcement through training, research, instruction, and development of our employees.”

**Jason Wilkerson, Assistant Director**



## FY 2021-2022 PAST CHALLENGES

- Tasked with signature academies that are costly from the standpoint of human and financial resources
- Must implement training standards consistently across the Bureau
- Abundant training through the use of adjunct instructors within the Bureau. A full cadre of instructional staff is needed in addition to the administrative personnel to support them

## FY 2022-2023 PRESENT WORK

- Digitize and scan all training records
- Implement a system to manage training documentation. This will allow Special Agents to access and input training attendance on their own
- Strategize efforts to increase the amount of training provided under the Conflict Management Program. Include virtual training simulators and force-on-force training to increase Special Agents' safety and ability to respond to potential threats
- Refocus signature academies for local law enforcement so that students focus on Technical Development (Investigations) and the other on Professional Development (Leadership/Management)

## FY 2023-2024 FUTURE OBJECTIVES

- Implement a system to support succession planning through objective identification, retention, and professional development

- Increase staffing within the training division since the loss of experienced 120-day employees
- Develop best practices and instructor development for programs under the Conflict Management Program. These will be made available through internal systems so that local and state agencies can emulate practices that TBI has found to be effective.
- Implementation of a mentorship program that provides further advancement within the Bureau. This action will foster cross-divisional communication and improvement of future leaders and subject matter experts within the organization.

## TRAINING HOURS

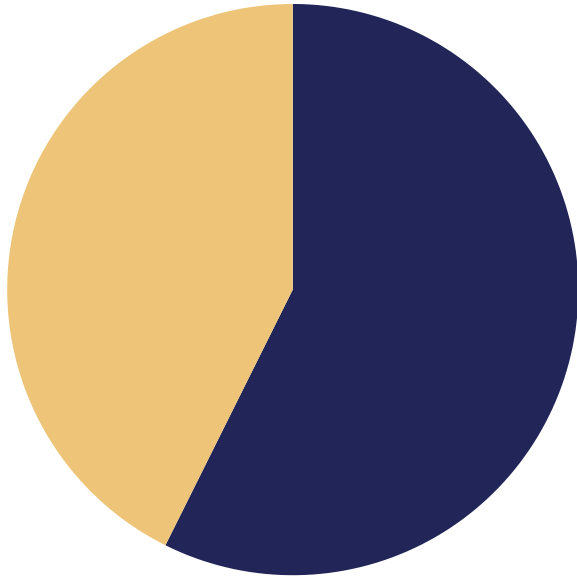
For FY 2022-2023, the Training Division conducted approximately 2,480 hours of training with roughly 1,864 law enforcement professionals.



To learn more about TBI's signature academies, visit <https://www.tn.gov/tbi>.



# FY 2022-2023 EXPENDITURES & FUNDING



## OPERATIONS

**\$1,481,168**

## SALARIES

**\$1,101,252**

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**TOTAL: \$2,582,420**



For more information about the Training Division, please visit [www.tn.gov/tbi/divisions/training-division.html](http://www.tn.gov/tbi/divisions/training-division.html).