



# Board of Peace Officer Standards and Training

## Changes To Minnesota's Preservice Peace Officer Training System



- Licensing and Regulatory agency:
  - Executive Branch
  - Members appointed by the Governor
  - Oversees:
    - Pre-service education
    - Testing
    - Licensing
    - Continuing Education
    - Violations of standards of conduct and licensure

# The state of preservice training across the country

- Preservice training is run by:
  - Educational institutions;
  - Local municipal or county agencies;
  - POST Boards; or
  - Some combination
- There are typically two types:
  - Open: open to anyone who qualifies, sometimes referred to as self-sponsored.
  - Closed: only open to applicants who have been vetted and hired by a law enforcement agency.

# The state of preservice training across the country

There are only 7 states, including Minnesota, that do not have a uniform state-wide curriculum or training protocols:

- Kentucky
- Maryland
- Missouri
- Nebraska
- Rhode Island
- West Virginia

# Why reform the current system?

- **Inconsistency of curriculum and training**
- Inconsistent or poor assessment/evaluation of results (baseline trained candidates who are ready for agency hire)
- Wide variations in product/outcomes (LE cannot rely on a baseline standard of training and competence from candidates who attended different schools)
- Not accommodating to non-traditional candidates wanting to enter the profession (Non-CJ degree holders, career changers, out of state applicants)
- Additional coursework requirement for candidates with a criminal justice degree from a non-PPOE school, e.g. the University of Minnesota.

# Proposed Changes to Address Identified Issues

- Minnesota State educational institutions regain full control of their degree curriculum - No more POST-defined learning objectives.
- The POST Board will develop a uniform curriculum and training regimen that will be delivered by certified organizations in the method and manner prescribed by the Board.
  - Degree requirement remains
  - Entry standards will mirror peace officer minimum selection standards. This is a higher standard than what is imposed by education institutions currently.

# Expected Results

- Consistently trained officers, regardless of where they attend preservice.
- Superior ability to assess preservice outcomes and address shortcomings.
- Accessibility to non-traditional degree holders.
  - Non-traditional candidates improve the quality of peace officers through diversification and broader life experience.
- Agencies have a clear path to hire and fund candidates.
- Additional opportunities for state financial support to help address the recruitment and hiring crisis.
- Efficiency.