



Leading the Bold Path Forward: The First 100 Days of Change at the Training and Development Division

COMMISSIONER
LOUIS A. MOLINA

DEPUTY COMMISSIONER OF
TRAINING AND DEVELOPMENT
DR. ROBERT GONZALEZ



ESTABLISHED A NEW MINDSET IN LEARNING & DEVELOPMENT AT DOC TDD (TRAINING AND DEVELOPMENT DIVISION)

- DC of Training and Development was hired on December 5, 2022
 - Doctorate in Educational Leadership from St. John's University
 - 3 Decades of Policing Experience (NYPD and NYS AG's Office)
 - 2 Decades of academic experience in criminal justice as Dean and Professor



University of Phoenix®





ESTABLISHED A NEW MINDSET IN LEARNING & DEVELOPMENT AT DOC TDD (TRAINING AND DEVELOPMENT DIVISION)

- Goal was to utilize best-practices in public safety and education to provide a more robust learning experience for both uniform and non-uniform staff
- Facilitate courses based on the use of interactive adult learning principles (case studies, group learning, table top exercises, and video analysis)
- Less reliant on PowerPoint (“Death by PowerPoint”)



ESTABLISHED A NEW MINDSET IN LEARNING & DEVELOPMENT AT DOC

- Surveys and focus groups as a means to better develop and evaluate training programs.
- TDD development of social media platform
- Creation of TDD email for all training concerns, comments, and suggestions regarding training and staff development.





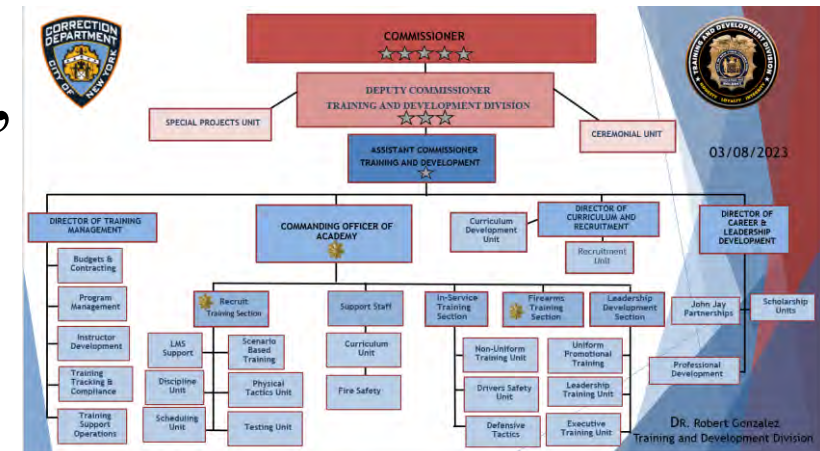
THE FIRST 100 DAYS OF CHANGE AT TDD

Dec 5, 2022 through March 15, 2023

Change was created based on the realization of:

- **Personnel**

- Appointment of an AC of Training & Development, Dr. Jeremiah Johnson.
- Redesign of the TDD Organizational Chart.
- Assignment of Personnel for our Gun Range, Recruit Training, and Recruitment Unit.





THE FIRST 100 DAYS OF CHANGE AT TDD

• Projects

- Realignment of the Recruit Academy class and Captains Course
- Partnering up with Vertex: Training Officers on identifying mental health disorders
- Creation of a Scholarship Unit in April 2023
- Rebranding of the Academy with new logos, social media, and patches
- Create a Recruitment Unit with a team of Uniform Staff
- TDD Newsletter to highlight staff and division-wide accomplishments

TRAINING AND DEVELOPMENT DIVISION NEWSLETTER

April 2023

The Training and Development Division hosted Family Day at the NYPD Academy on March 25th, 2023. If you missed the fun, [click here](#) to watch C.O. Fernando's video of the day's events!

MOS Achievements

Officer McCabe, M #18930 from the Ceremonial Unit was honored with the 'Front Line Award' at the 14th Annual Irish Law and Order Award Ceremony on Friday, January 27, 2023.

Welcoming New Staff

Recruitment Unit

Capt. Hines – Bronx Courts 03FY06
 C.O. Byrne – RMSC 02FY06
 C.O. Fernando – RMSC 02FY17
 C.O. Gomez – EMTC 02FY15
 C.O. Sujon – RNDC 02FY17
 C.O. Rodriguez-Avelo – AMKC 03FY18

Firearms Training Unit

Capt. Chankhalin – CIP 03FY06

Upcoming Events

Boldest Football Games

April 15, 2023 — Brooklyn
 April 22, 2023 — Farmingdale

For location details, email C.O. Briggs: travis.briggs@doc.nyc.gov



THE FIRST 100 DAYS OF CHANGE AT TDD

• Future Initiatives

- Promote and Train 5 ADW's in June and additional Captains in July 2023
- ESU In-Service (2 days) course to address issues raised by the Federal Monitor's Report (April 2023)
- Purchase Axon Virtual Reality Training Equipment to offer a state-of-the-art training experience
- Break ground this year at DOC's new Correction Academy- scheduled completion, 2025





REDESIGN OF THE RECRUIT OFFICER TRAINING PROGRAM

- Partnered with NYPD to gain access to their state-of-the-art training facility to train DOC Recruits.
- MOU approved through 2025 with the NYPD





REDESIGN OF THE RECRUIT OFFICER TRAINING PROGRAM

- Realign the curriculum from 24 weeks to 12
 - *DCJS requires 6 weeks to become a Correction Officer*
- Goal was to train recruits more effectively and efficiently to address agency-wide attrition due to the pandemic and retirements.
- Realignment did not affect our college credits or our DCJS certification for Peace Officer.
- Next Recruit classes scheduled for July and October 2023.



REDESIGN OF THE RECRUIT OFFICER TRAINING PROGRAM

- Design an 8-week Field Training Program to offer real support from veteran Officers inside the facilities.
 - Designed a 63-hour course to train our Field Training Officers (veterans) on supervision, evaluation, tactics, and mentorship.
 - Since Graduation on May 19th, there has been no resignations



NEWLY CREATED CAPTAINS “FUNDAMENTALS OF SUPERVISION COURSE”

- On March 20, 2023, the Department proudly promoted its newest class of Captains in the first promotion ceremony for this rank since 2018.



NEWLY CREATED CAPTAINS “FUNDAMENTALS OF SUPERVISION COURSE”

- 5-weeks of classroom learning and 2-weeks of Field Training (facility-based training).
- Former course was 11 weeks.
 - Classroom learning focused on:
 - Critical role of facility operations, supervision, use of force, and mentorship.
 - Facilities Learning Focused on:
 - Tactics, less-lethal devices, touring facilities, critical incidences.



NEWLY CREATED CAPTAINS “FUNDAMENTALS OF SUPERVISION COURSE”

- Goal was to train our Captains in a **shorter period of time and offer a better learning experience.**



Fundamentals of Supervision:

Promotional Captains Program





ONGOING PROJECTS

- LEAD Training for non-uniform middle managers.
- ACCM is a partnership with John Jay to offer graduate courses.
- CEEDS Program currently 11; 75 scheduled for hire in September
- EMT Training for DOC Instructors (19)
- 2-year recertification for NARCAN (agency at 81%)





RECRUITMENT UNIT AT TDD

Goal was to develop a uniform recruitment strategy to address current and future attrition rates (30% reduction since pandemic).

Identify a diverse group of staff to assist in attracting candidates.

Recruiting period for July exam was from May 3, 2023 through June 1, 2023

THE TOUGHEST MOST REWARDING JOB IN LAW ENFORCEMENT

Start Building Your Career. Register to take the Exam May 3-23

SCAN HERE

nyc.gov/jointheboldest



RECRUITMENT UNIT

1 CAPTAIN
8 OFFICERS





RECRUITMENT UNIT AT TDD

SPORTING & COMMUNITY EVENTS, ACADEMIC INSTITUTIONS, AND CAREER FAIRS

April 6, 2023
2023 Auto Show



May 2, 2023
NYPD Community Affairs Bureau 2nd
Annual Career Fair



May 8, 2023
Bay Plaza Shopping Mall



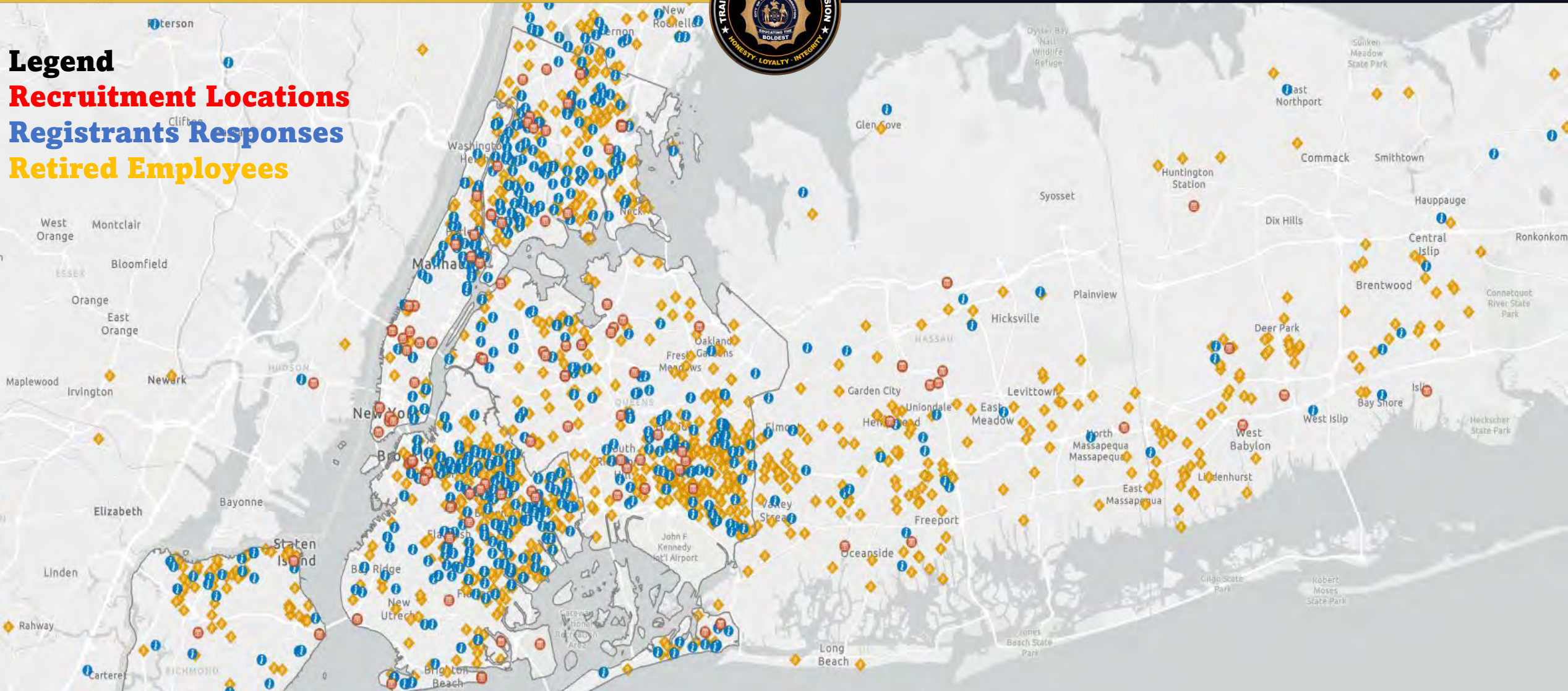


Legend

Recruitment Locations

Registrants Responses

Retired Employees



UTILIZING WEB-BASED PROGRAMS TO FORECAST THE BEST LOCATIONS TO RECRUIT



Training and Development Division – Recruitment Unit

Events

January Events

- Palisades Mall – January 6th, 12th, 14th, 19th, 25th & 26th
- Queens Center Mall- January 3rd, 10th & 17th
- Blink Fitness- January 4th and 13th
- Bay Plaza Mall- January 5th, 11th & 16th
- Atlantic Center Mall- January 9th & 27th
- BMCC Fair – January 11th
- Joint Task Force Army/Airforce – January 25th, 26th & 31st

February Events

- Bay Plaza Mall – February 1st, 8th
- Wyandanch Career Fair – February 2nd
- Atlantic Center Mall – February 3rd & 10th
- Queens Center Mall – February 4th
- St. Francis College – February 9th
- Kingsborough College – February 14th
- 35th Annual Home Show – February 24th, 25th & 26th
- NYPD CAB Job Fair – February 27th
- Harlem Renaissance HS – February 28th

March Events

- SUNY New Paltz – March 1st
- Blink Fitness – March 8th
- North Babylon Career Fair – March 9th
- Boys & Girls HS – March 10th
- Atlantic Center Mall – March 10th
- John Jay College – March 15th
- Roosevelt Field Mall – March 16th
- Empowerment & Leadership Forum – March 18th
- Queens Hyland Center – March 22nd
- YMCA Flushing – March 23rd
- John Jay HS Career Fair – March 24th
- Holi Phagwah Parade – March 26th
- Women's History Month Conf. – March 28th
- Richard R Greene Women in Careers Panel – March 28th
- Kingsborough College – March 29th
- BMCC Career Fair – March 29th
- Interagency WMBE Event – March 29th
- Roosevelt Field Mall – March 30th
- Hostos Career Fair – March 31st

April Events

- Roosevelt Field Mall – April 4th
- South Huntington Career Fair – April 5th
- New York International Auto Show – April 6th – 16th
- Old Westbury College Career Fair – April 12th
- Suffolk County Community College Fair – April 19th
- Mayor Adams 1st Resource Event – April 20th
- Astoria Street Festival – April 22nd
- Boldest Football (Farmingdale) – April 22nd
- Suffolk County Community College Tabling – April 25th
- BILA's Career Day – April 26th
- Hostos Community College – April 26th
- Peekskill Youth Bureau Job Fair – April 27th
- Nassau Community College – April 27th

May Events

- NYPD CAB Annual Career Fair – May 4th
- Boldest vs Finest Football – May 5th
- BCC Run the Bronx – May 6th
- Tabernacle of Deliverance Street Fair – May 6th
- Palisades Mall – May 8th & 10th
- Bay Plaza Mall – May 8th, 10th & 12th
- NY Urban League Medgar Evers College – May 9th
- DCASS Fleet Show/Flushing Meadows – May 11th
- Military/Law Enforcement Career Fair – May 13th
- Youth Leadership Conference – May 13th
- NYC Kids Fest – May 15th through 18th
- Elmhurst H+HPD Recruitment Event – May 16th
- Community Board 8 Crown Heights Job Fair – May 19th
- Syracuse University's NYC Career Fair – May 19th
- Muslim Youth Day @ NYPD Academy – May 20th
- Boldest Football – May 20th
- Diversity Law Enforcement Career Fair – May 20th
- Pathway to Graduation – May 23rd

June Events

- Chamber of Commerce Career Fair – June 1
- Government Hiring Hall – June 2
- FACE Family and Community Resource Fair – June 3
- NYPD CAB Fathers Day Barbecue – June 3
- 5th Avenue Festival in Bayridge - June 4
- Bay Plaza Mall – June 5
- NYPD Transportation Bureau Traffic Safety Fair – June 6
- Palisades Mall – June 6
- Queens Public Library Bayside – June 7
- Puerto Rican Day Parade – June 11

RECRUITMENT EVENTS



SOCIAL MEDIA PLATFORMS FOR TDD & RECRUITMENT



NYCDOC_TRAINING



JOINTHEBOLDEST



JOINTHEBOLDEST



JOINTHEBOLDEST

