

# Field Training Officer (FTO) Certification

Sponsored by Colorado POST Greater Metro Training Region



**When:** March 10-13 2025 0800 –1600 Hours

**Where:** Thornton Police Department 9000 Colorado Blvd, Thornton, CO 80229

**Cost:** Funded by CO POST, please see GMTR website for guidelines

**To Enroll:** <https://greatermetroregion.com/>

Join the more than 25,000 law enforcement personnel who have attended Moser Training Solutions, LLC (MTS) offerings. This course will challenge the way your trainers and supervisors think, and improve the way your employees perform. Click hyperlink to learn more about [MTS](#).

The **Basic Field Training Officer Certification** course will introduce the trainer to the concepts of problem-based learning while developing facilitation, leadership, and coaching skills under the San Jose Field Training and Evaluation Program model (FTEP). MTS instructor-led training promotes adult learning principles and varied individual-based training approaches designed to maximize valuable field training time, overcome training challenges, and allow the trainee to learn at the appropriate individual pace.

This course involves student activities designed to develop critical leadership, interpersonal and coaching skills needed to work in stressful one-on-one field training environments. Throughout the week, the trainer will be exposed to program history associated with the San Jose model, as well as requirements and roles associated with field training, documentation and related legal matters. Activities will support problem-based learning, facilitation, self-assessment, critical-thinking, and problem solving supported by general coaching strategies.

## Objectives:

- Promote development of critical-thinking, problem-solving and interpersonal communication skills
- Develop the trainer's coaching and facilitation capacities, while improving content retention and application
- Introduce the trainer to problem-based learning (PBL)
- Discuss and experience principles of active learning
- Develop training environments that motivate employees of all generations and experience levels
- Analyze personality inclinations and their influence on communication and learning
- Review approaches to the coaching and evaluations process
- Review field training program structures, terminology, documents, history and the trainers role {Detailed application of the San Jose Field Training and Evaluation Program (FTEP)}
- Clarify the role of the FTO and their impact as a role model to maximize on leadership opportunities
- Evaluate trainee performance through video exercises and complete Daily Observation Reports (DOR) using Standard Evaluation Guidelines (SEG) while providing effective feedback
- Use agency training guides to help document training coverage
- Analyze Bloom's Taxonomies of Learning (Cognitive, Affective and Psychomotor domains)
- Review legal issues associated with training liability
- Experience what breaks down interpersonal communication and what to do about it
- Practice core training approaches and review remedial training strategies (distinguishing trainees who may not be responding to training)
- Define emotional intelligence
- Recognize and learn methods to overcome trainee stress, avoid conflict and direct the trainee towards learning using various methods of instruction
- Name techniques to handle group conflict, change, difficult people and work as an effective training team
- Create documents that improve performance and protect the agency
- Identify the value of the trainee's viewpoint

For additional course or facilitator information:

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