



# **FLETC State, Local, Tribal, Territorial, and Campus Law Enforcement Training**

*September 4, 2024*

Fiscal Year 2024 Report to Congress



**Homeland  
Security**

*Federal Law Enforcement Training  
Centers*

# Message from the Director of the Federal Law Enforcement Training Centers

September 04, 2024

The following report, “FLETC State, Local, Tribal, Territorial, and Campus Law Enforcement Training,” was prepared by the Federal Law Enforcement Training Centers (FLETC).

This document was compiled pursuant to language in House Report 118-123 and Senate Report 118-85, which accompany the Fiscal Year (FY) 2024 Department of Homeland Security (DHS) Appropriations Act (P.L. 118-47).

Pursuant to the requirements of P.L. 118-47, this report is provided to the following Members of Congress:



The Honorable Mark Amodei  
Chairman, House Appropriations Subcommittee on Homeland Security

The Honorable Lauren Underwood  
Ranking Member, House Appropriations Subcommittee on Homeland Security

The Honorable Chris Murphy  
Chair, Senate Appropriations Subcommittee on Homeland Security

The Honorable Katie Britt  
Ranking Member, Senate Appropriations Subcommittee on Homeland Security

Please direct report inquiries to Anthony Acocella, Senior Legislative Affairs Advisor, at (912) 230-0668.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Benjamin C. Huffman'. The signature is stylized and fluid.

Benjamine C. Huffman  
Director  
Federal Law Enforcement Training Centers

# Executive Summary

Pursuant to House Report 118-123 and Senate Report 118-85, which accompany the FY 2024 DHS Appropriations Act (P.L. 118-47), this report summarizes FLETC's plans to utilize FY 2024 funds to meet law enforcement training needs of state, local, tribal, territorial, and campus organizations (SLTTCs) in FY 2024. The report also includes data on training requests FLETC received in FY 2023, training requests accepted, training requests FLETC was unable to fulfill due to resource constraints, and the projected number of requests in FY 2024. Finally, the report identifies resources required to meet unmet and projected SLTTC training demands and how FLETC can expand field training to facilitate students applying their training in practical settings.

FLETC is dedicated to strengthening and developing cutting-edge programs and capacity-building products, training, and tools to support SLTTCs across the country in their efforts to mitigate and effectively respond to complex threats. In FY 2023, FLETC enrolled 10,153 SLTTC students in training on a variety of law enforcement topics, of which 9,640 completed the training. FLETC exported most of this training to the field and FLETC will continue working across all levels of government, the private sector, law enforcement, and non-government organizations, to ensure its training, resources, guidance, and support are timely, meaningful, and actionable.



# FLETC State, Local, Tribal, Territorial, and Campus Law Enforcement Training

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# I. Legislative Language

The House Committee on Appropriations Report 118-123, which accompanies the Fiscal Year (FY) 2024 Department of Homeland Security (DHS) Appropriations Act (P.L. 118-47), includes the following requirement.

The recommendation provides \$2,300,000<sup>1</sup> above the request to support the growing training needs of law enforcement nationwide. Funding may be used for the hiring, training, and deployment of FLETC staff and other associated expenses to meet the training demands of SLTT and campus law enforcement. Training topics shall include human trafficking and other emerging topics. In addition, the Committee directs FLETC to submit a report not later than 180 days after the date of enactment of this Act on how it plans to utilize these funds to meet law enforcement training needs of SLTTs in fiscal year 2024. The report shall include data on training requests FLETC received in fiscal year 2023, the number of training requests accepted, the number of training requests FLETC was unable to fulfill due to resource constraints, and the projected number of requests in fiscal year 2024. The Committee directs FLETC to identify the resources required to meet unmet and projected training demands and include that information in the report to the Committee.

The Senate Committee on Appropriations Report 118-85, which accompanies the FY 2024 DHS Appropriations Act (P.L. 118-47), includes the following requirement.

Within 180 days of the date of enactment of this act, the Director of FLETC shall provide to Congress a report on expanding field training, to facilitate students applying their training in practical settings.

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<sup>1</sup> Although H.R. 118-123 provided \$2,300,000 above the request, the enacted amount in P.L. 118-47 was \$982,000.

## II. Background

Federal Law Enforcement Training Centers (FLETC) is a consortium of federal law enforcement agencies that provides training and resources to safeguard America. FLETC, through strategic partnerships, prepares the federal law enforcement community to safeguard America's people, property, and institutions. FLETC also delivers training, resources, and technical assistance to state, local, tribal, territorial, and campus organizations (SLTTC) law enforcement agencies and their personnel, either through delivery of programs to the field at a host agency or through attendance in courses conducted at FLETC Training Delivery Points (TDP).

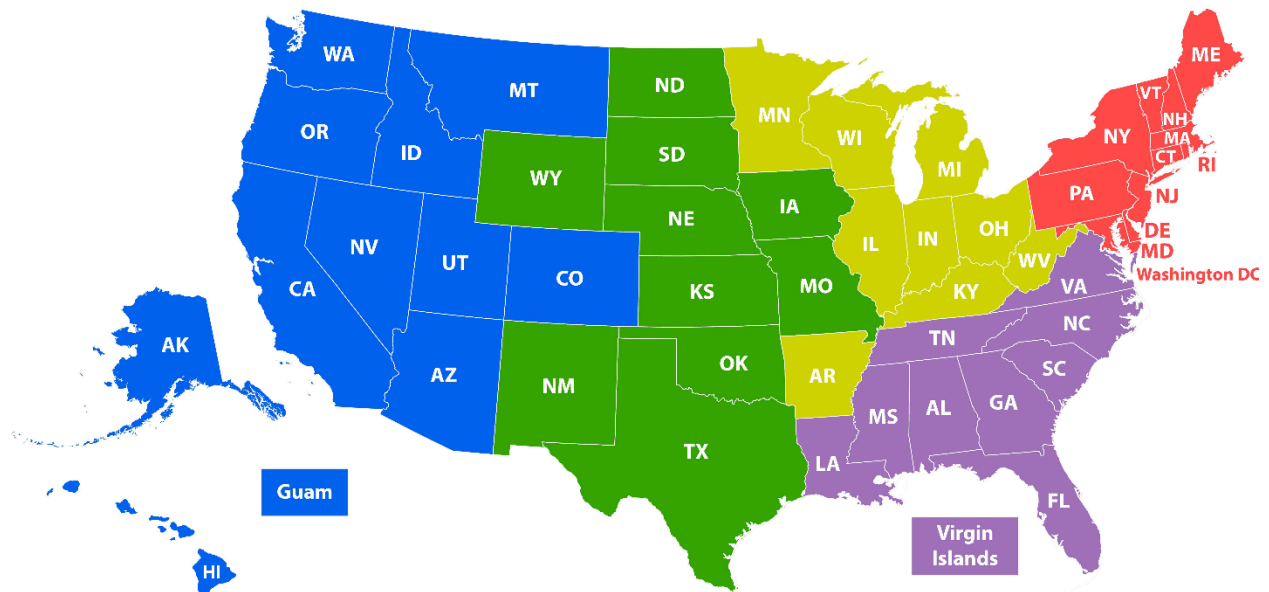
### *Creation and Authority*

In October 1982, President Ronald Reagan announced the establishment of the National Center for State and Local Law Enforcement Training as part of his Anti-Crime Bill. The bill's executive summary directed the Department of the Treasury and the Department of Justice to establish the National Center for State and Local Law Enforcement for the purposes of developing and presenting advanced, specialized training to state and local law enforcement. The National Center, based at FLETC Glynco, Georgia, launched the "pilot" phase for state and local training in February 1983, with state and local students attending eleven separate training programs. An Advisory Committee to the National Center for State and Local Law Enforcement ensured programs developed and offered by the National Center met the unique and specialized needs of state and local agencies. Beginning in 1984, the National Center sponsored numerous feasibility and curriculum conferences to discuss and develop training for state and local law enforcement.

In 2016, Congress passed the first authorizing statute for FLETC since it was established in 1970 under the Department of the Treasury. The *Federal Law Enforcement Training Centers Reform and Improvement Act of 2015*, codified at 6 U.S.C. § 464 (2016), contains specific language outlining FLETC's authorities and obligations to provide training and technical assistance for state, local, tribal, and territorial law enforcement agencies.

### *Regional Coordination*

FLETC accomplishes its SLTTC law enforcement training mission primarily through the efforts of seven Regional Coordinators (RC). Five RCs are assigned geographic areas of responsibility that correspond to regional alignments used by the International Association of Directors of Law Enforcement Standards and Training. Additionally, another RC focuses on engagement with tribal law enforcement agencies nationwide. The seventh RC is responsible for coordinating attendance of SLTTC personnel at courses conducted on FLETC TDPs.



***FLETC State, Local, Tribal, Territorial, and Campus Law Enforcement Training  
Regional Map***

RCs support FLETC’s law enforcement training mission by engaging SLTTC law enforcement agencies of all sizes and with diverse jurisdictions and functions. Through their interactions with constituent agencies, RCs develop an understanding of the challenges those agencies face and identify FLETC training resources to meet agencies’ needs. To bring FLETC training to as many SLTTC law enforcement personnel as possible, RCs coordinate the export of FLETC training programs within their region.

Considerable planning and logistical efforts are required for every export as RCs must identify host agencies and ensure suitable training venues are available to support programs. RCs coordinate extensively with the host agency and the FLETC Training Division providing instruction to resolve any potential issues well in advance. RCs engage their network of contacts to increase awareness of exported training programs so the maximum number of students are registered for each class, thereby ensuring maximum benefit from FLETC’s expenditure of funds and training resources. RCs also conduct outreach by representing FLETC at state and regional meetings of chiefs of police and sheriffs, and at national meetings of major law enforcement professional associations. RCs engage with police and sheriffs’ organizations in all 50 States, which ensures representation of all law enforcement agencies regardless of size or geographic location.

Additionally, RCs are instrumental in planning and delivery of the Department of Homeland Security Leadership Academy (DHSLA), FLETC’s two-week command-level leadership program that brings together senior police, fire, and first responder officials from SLTTC, federal, and international agencies. RCs not only identify candidates for DHSLA from their extensive network of contacts, but they also handle many of the logistical activities required to

make DHSLA a success. The DHSLA focuses on interoperability and crisis leadership with an emphasis on emerging trends, topics, and relevant issues for today’s law enforcement.

*Training Delivery*

To ensure accuracy in SLTTC training projections and allocations, FLETC evaluates historical data over a five-year period to prepare SLTTC training projections. This process allows FLETC to ensure all projections and allocations are formulated and submitted in a manner to allow the FLETC enterprise to plan and use all resources efficiently.

Over the past ten years, the number of SLTTC law enforcement officers receiving FLETC training has more than doubled. See the below table for details.

**Table 1 –FLETC SLTTC Training FY 2015 – FY 2023**

<b>Fiscal Year</b>	<b>Students Enrolled</b>	<b>Students Graduated</b>	<b>Unique Programs</b>	<b>Iterations of Programs</b>
2015	4,372	4,353	98	413
2016	4,241	4,060	97	360
2017	6,151	6,122	84	434
2018	7,363	7,336	80	471
2019	6,213	6,185	80	389
2020	7,690	7,371	59	162
2021	9,131	8,310	70	212
2022	8,060	7,496	88	396
2023	10,153	9,640	91	491

FLETC provides opportunities for SLTTC law enforcement officers to attend FLETC training at low or no cost to the officer or agency. These include individual allocations in scheduled FLETC training programs (including FLETC human trafficking awareness-related training and other current topical areas), dedicated programs delivered at a FLETC TDP, or programs exported throughout the United States. SLTTCs can attend any training offered at FLETC and are only limited by the level of available subsidy and FLETC instructor resources for attending FLETC training. Topics offered include, but are not limited to, crime scene investigations, advanced interviewing, counterterrorism, cybercrime, and numerous instructors or train-the-trainer programs to enable SLTTC capacity building.

Additionally, FLETC annually dedicates funds specifically for training in:

- **Active Threat Initiative** – FLETC delivers training programs related to planning, response, and post-event investigation of mass casualty events, which includes active threat training, tactical medical training, and others.



- **Use of Force** – FLETC provides Use of Force Training to SLTTC law enforcement officers, including the Use of Force Instructor Training Program and the Use of Force Training Program.
- **Center for Prevention Programs and Partnerships** – FLETC provides training for SLTTC law enforcement, as well as SLTTC direct law enforcement support personnel, focused on targeted violence and/or domestic violent extremism. Training programs delivered within this initiative include Physical Security Assessment Training, Law Enforcement Awareness Briefing, and Threat Assessment and Threat Management.

### III. Expenditure Plan

The House Committee on Appropriations directed FLETC to submit a report on how it plans to utilize additional FY 2024 funding to meet law enforcement training needs of SLTTCs in FY 2024 and to identify resources required to meet unmet and projected training demands. Below is FLETC's FY 2024 plan and identification of additional resources necessary based on projected needs of the SLTTC law enforcement community.

#### *FY 2024 Expenditure Plan*

In FY 2024, FLETC received \$982,000 in additional funding to support expanding training needs of SLTTC law enforcement nationwide. Congress specified this funding may be used for hiring, training, and deployment of FLETC staff and other associated expenses to meet training demands of SLTTC law enforcement. Congress further specified that funding shall be used for training topics to include human trafficking and other emerging topics.

Due to the length of time it takes to hire personnel and receive funding, FLETC utilized the \$982,000 solely for training delivery expansion, not for personnel costs. Accomplishments include:

- 1) **Subsidized additional SLTTC law enforcement officers to attend FLETC training.**
  - a. FLETC subsidized 540 additional SLTTC law enforcement seats in FLETC Center Advanced programs<sup>2</sup> for which there had been a wait list, or for which it would otherwise have been unable to subsidize.
  
- 2) **Expanded human trafficking awareness training offerings.**
  - a. **National Native American Law Enforcement Association (NNALEA):** FLETC plans to deliver two, two-hour training sessions on Human Trafficking at the 31<sup>st</sup> Annual NNALEA National Training Conference on August 27-29, 2024, in Las Vegas, Nevada. These sessions will feature the same curriculum as the four-hour FLETC Human Trafficking Awareness Training Program (HTAT) except that they will not include a subject matter expert (SME) panel from a local geographic area. NNALEA requested no SME panel be conducted due to overall time limitations on the conference sessions and the fact that conference attendees will be from across the United States.
  
  - b. **Human Trafficking Awareness Training Program (HTAT):** FLETC implemented HTAT in 2019, following the completion of a formal curriculum development process that leveraged the expertise of FLETC's Partner

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<sup>2</sup> FLETC Center Advanced training comprises FLETC training programs in which FLETC provides all instruction necessary to meet specific law enforcement missions to law enforcement officers or direct law enforcement support personnel from multiple agencies. A student's employing or sponsoring agency is responsible for all tuition, miscellaneous, housing, meals, and travel expenses. This number is as of July 9, 2024.

Organizations and subject matter experts (SME), including the DHS Blue Campaign, now part of the Center for Countering Human Trafficking (CCHT); DHS Office for Civil Rights and Civil Liberties; Homeland Security Investigations (HSI); and the Department of State's Diplomatic Security Service.

FLETC continues to collaborate with CCHT and other stakeholders to incorporate and promote promising practices into current training offerings. For example, FLETC participates in DHS and CCHT-sponsored human trafficking-related roundtables and events across the country, as well as virtual and in-person events external to DHS. Relevant subject matter experts also participate in FLETC-hosted training events, and FLETC leverages panels of experts to develop and deliver human trafficking awareness training.

For example, FLETC hosts a panel discussion at the end of the HTAT program composed of federal, state, and local law enforcement personnel, prosecutors, and non-governmental partner organizations. In proximity to the location where FLETC exports each HTAT, FLETC coordinates with the local U.S. Attorney's Office Law Enforcement Coordinator, local HSI Office, and state and local law enforcement task force officials to identify who is best suited to serve on each HTAT presenter panel.

FLETC will deliver four additional HTATs in FY 2024:

- i. Atlanta, Georgia, on August 6, 2024, hosted by the Atlanta Police Department. Participants to include SLTTC law enforcement from across the region.
- ii. Macon, Georgia, on August 8, 2024, hosted by Bibb County Sheriff's Office. Participants to include SLTTC law enforcement officers from across the region.
- iii. Two 4-hour sessions (am/pm) in Albuquerque, New Mexico, on August 27, 2024, hosted by Bureau of Indian Affairs/Indian Police Academy. Participants to include tribal and local law enforcement.

- 3) **Human Trafficking Investigations Symposium:** FLETC hosted its groundbreaking iteration of this virtual event aimed at educating and empowering the law enforcement community in the fight against human trafficking. From April 9-11, 2024, law enforcement professionals from across the Nation, including representatives from DHS CCHT, HSI, the U.S. Attorney's Office, academia, and other groups, gathered online for this comprehensive symposium. The event provided attendees with invaluable insights into investigative techniques and equipped them with tools to address trauma-based encounters effectively. One highlight of the symposium was participation of lived experience experts in a moderator-led discussion. Their firsthand perspectives added depth and authenticity to conversations, enriching the learning experience for all participants.

The symposium covered a wide range of topics essential to combating human trafficking, including human trafficking case studies, disrupting sex trafficking networks, trauma-informed encounters, and using data to disrupt illicit massage networks. Institutions such as the University of Alabama, the University of Nebraska, and the University of South Florida contributed their expertise to the event. Furthermore, attendees gained valuable insights into financial and cyber techniques crucial for investigating human trafficking cases. The symposium also featured a panel discussion on human trafficking investigative techniques, providing attendees with practical strategies for successful outcomes.

- 4) **Expanded Active Threat Training:** The additional funds in FY 2024 also enabled FLETC to export active threat training, to include iterations of the Active Shooter Threat Training Program, Active Shooter Threat Instructor Training Program, Basic Tactical Medical Instructor Training Program, and Tactical Medical for First Responders Training Program. FLETC added 15 additional SLTTC export training programs and filled 23 additional seat allocations in training programs conducted at FLETC Training Delivery Points.
- 5) **Expanded External Outreach:** FY 2024 funding allowed FLETC to conduct outreach to SLTTC partners in the form of site visits and conference participation. Examples included partnering with the DHS Office for State and Local Law Enforcement (OSLLE) to attend the International Association of Campus Law Enforcement Administrators (IACLEA) Annual Conference and Exposition on June 24-27, 2024, in New Orleans, Louisiana. This funding enabled FLETC to provide travel for two staff members to attend and reserve shared booth space with OSLLE. This engagement allowed FLETC to expand its campus/university outreach in support of the Bipartisan Safer Communities Act. For example, one outcome of the IACLEA conference was members of the International Association of Chiefs of Police, University/College Police Section met with FLETC RCs to learn more about FLETC's outreach and training offerings. The meeting expanded FLETC's contacts within the campus/university community and will lead to delivery of additional campus law enforcement training in FY 2025.
- 6) **Expanded Stakeholder Coordination:** FY 2024 funding allowed FLETC to further expand its role as a resource for SLTTC partners. FLETC is coordinating a meeting to occur on September 24-25, 2024, of all state Peace Officer Standards and Training (POST) Directors (or equivalent) to ensure FLETC curriculum is addressing emerging trends and evolving training needs of the SLTTC community. Future meetings will be held regionally to allow focus on geographically specific topical areas. FLETC also facilitates RC representation at state association meetings (e.g., Chiefs of Police, Sheriffs, etc.) to ensure FLETC is addressing needs in particular states.
- 7) **Additional Strategic Engagement:** FLETC delivered additional strategic training because of the funding. Of note, training was scheduled for delivery to the Atlanta Police Department (FIFA 2025), Chicago Police Department (Democratic National Convention) and Riverside, California, Sheriff's Office (Mass Casualty Response/Recovery). FLETC

also delivered a field/export training in Guam to address a need for crisis leadership training.

*Additional Resources Required*

House Committee on Appropriations Report 118-123 “directs FLETC to identify the resources required to meet unmet and projected training demands and include that information in the report to the Committee.” To further expand SLTTC training associated with the additional \$982,000 enacted in FY 2024 and meet unmet and projected training demands, FLETC’s planned need is \$2.348 million. FLETC’s plan includes the recruitment and placement of nine new positions to deliver expanded SLTTC training, including training related to human trafficking. FLETC would utilize \$1.348 million for payroll costs associated with nine SLTTC law enforcement instructors and related positions and \$1 million for training resources, which will be used to export training to the field and to subsidize training conducted at FLETC TDPs. This funding will enable FLETC to expand its role as a capacity-building resource for SLTTC agencies and subsidize additional SLTTC seats in Center Advanced training at FLETC sites. Below is FLETC’s plan for additional resources, pending availability of funds. This should not be construed as a request for resources in excess of the FY 2025 President’s Budget.

<b>SLTTC Additional Resources</b>	
Compensation – Nine Positions	\$1.348M
Training Delivery, Hosting of Conferences/Symposia, and Outreach	\$1.000M
<b>Total</b>	<b>\$2.348M</b>

## IV. Analysis/Discussion

The House Committee on Appropriations further directed that this report include data on training requests FLETC received in FY 2023, the number of training requests accepted, the number of training requests FLETC was unable to fulfill due to resource constraints, and the projected number of requests in FY 2024. The House Committee on Appropriations directed FLETC to identify resources required to meet unmet and projected training demands, and the Senate Committee on Appropriations similarly requested information on expanding field training to facilitate SLTTC students applying their training in practical settings.

FLETC provides advanced and specialized training for SLTTC law enforcement professionals who protect our Homeland. In FY 2023, FLETC spent approximately \$13.8 million, inclusive of associated payroll costs, to train nearly 10,000 SLTTC personnel; FY 2024 spending was reflective of that trend and incorporated the additional \$982,000 in funding for expansion of SLTTC training. Funding utilized for SLTTC-related training comprises monies from within FLETC’s annual appropriation, to include those related to specific initiatives such as DHS Center for Prevention Programs and Partnerships (CP3), Use of Force, and the Active Threat Initiative.

FLETC endeavors to provide high-caliber law enforcement training in the most efficient manner possible. FLETC conducts training on a space/resource available basis. As of April 8, 2024, FLETC had over 350 export training program requests from SLTTC agencies on its wait list for FY 2024. Table 2 provides an overview of the export training programs most requested for FY 2024 that FLETC was not able to fulfill.

**Table 2 – Unfulfilled FLETC SLTTC Export Training Program Requests Received for FY 2024**

<b>Training Program Name</b>	<b>Number of Unfulfilled Export Training Requests</b>	<b>Percentage of Total</b>
Tactical Medical for First Responders	76	21%
Basic Tactical Medical Instructor Training Program	55	16%
Active Shooter Threat Instructor Training Program	38	11%
Advanced Interviewing for Law Enforcement Investigators – Modified	26	7%
Use of Force Instructor Training Program	24	7%
Active Shooter Threat Training Program	17	5%
Physical Security Assessment Training Program	13	4%
All Other Export Training Program Requests Combined	104	29%
<b>Total Unfulfilled SLTTC Export Training Program Requests</b>	<b>353</b>	<b>100%</b>

Table 3 provides an overview of the number of training requests FLETC received in FY 2023 and FY 2024, the number of training requests fulfilled, and the number of training requests FLETC was unable to fulfill due to resource constraints. Each request represents an individual student.

**Table 3 – FLETC SLTTC Training Data**

<b>Fiscal Year</b>	<b>Number of Training Requests FLETC Received</b>	<b>Number of Training Requests FLETC Fulfilled</b>	<b>Number of Training Requests FLETC Was Unable to Fulfill</b>
2023	18,913	10,153 (54%)	8,760 (46%)
2024	24,923	11,246 <sup>3</sup> (45%)	13,677 (55%)

As shown in Table 3, while the number of training requests FLETC was unable to fill rose from FY 2023 to FY 2024, the number of requests FLETC received increased by 32%.

FLETC appreciates Congress’s support of SLTTC law enforcement. Often providing the first line of defense, SLTTC law enforcement officers are vital to the safety and security of this nation. FLETC endeavors to meet as many training requests as possible in support of this critical mission component. As this report shows, FLETC was able to meaningfully utilize this funding by providing additional training to the SLTTC law enforcement community that would have otherwise been unfulfilled.

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<sup>3</sup> This number represents 8,459 training requests fulfilled as of July 9, 2024, plus an additional anticipated 2,787 training requests fulfilled in the remainder of FY 2024.

## V. Conclusion

FLETC will continue to leverage its existing resources to meet the evolving training needs of SLTTC law enforcement, which is often the first line of defense to identify and respond to homeland security threats. Recognizing the importance of sharing this curriculum with SLTTC law enforcement agencies, FLETC continually collaborates with SLTTC leadership throughout the Nation to identify emerging training needs, and through this ongoing collaboration, develops and offers cutting-edge training that addresses the evolving needs of SLTTC agencies.

FLETC appreciates the broad bipartisan support it receives from Congressional offices nationwide. In 2023, Members and staff from 113 Congressional offices observed FLETC classes.

By further adopting a capacity-building approach, FLETC will continue to help SLTTC agencies assess their needs and develop long-term, sustainable solutions beyond FLETC's training/class delivery. FLETC is often one of the few no-cost or federal training resources for smaller SLTTC agencies. FLETC is exploring greater flexibility in training development and delivery so SLTTC agencies can tailor "just-in-time" training through FLETC In-Service Training Support to address their immediate, critical concerns. Likewise, FLETC is uniquely positioned to identify and address training gaps by reviewing after-action reports of critical incidents and engaging with those involved. This may not always entail development of new training programs; rather, FLETC can leverage its extensive network of contacts to bring together experts from around the country to conduct regional or online seminars as necessary, extending DHS's reach to broader audiences.



## VI. Appendix: List of Abbreviations

<b>Abbreviation</b>	<b>Definition</b>
CCHT	Center for Countering Human Trafficking
DHS	Department of Homeland Security
CP3	DHS Center for Prevention Programs and Partnerships
DHSLA	DHS Leadership Academy
OSLLE	DHS Office for State and Local Law Enforcement
FLETC	Federal Law Enforcement Training Centers
FY	Fiscal Year
HSI	Homeland Security Investigation
POST	Peace Officer Standards and Training
RC	Regional Coordinator
SLTTC	State, Local, Tribal, Territorial, and Campus
TDP	Training Delivery Point