

POST – NEW COURSE CERTIFICATION TRAINING NEEDS ASSESSMENT

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This form must be submitted to your POST Regional Consultant the required minimum 60 days in advance of desired course presentation date(s). Please complete ALL portions. This does not constitute for presentation of a course until POST review is final and approval is granted.

A. COURSE INFORMATION

PROPOSED COURSE TITLE: Developing EQ in Policing; DATE SUBMITTED (MM/DD/YY): 07/18/2025; SUBMITTING PRESENTER: Dr. Gregory Campbell; COURSE PRESENTATION DATE(S) – Use commas to separate dates (MM/DD/YY):

Are you affiliated with: [] A law enforcement agency [] A Regional Training Center/Institute/Consortium [] A College [] A 501 (c) (3) or (4) Non-Profit Organization [x] A LLC, S-Corp, etc.

B. CONSULTATION

1. Did you consult with your regional POST Consultant prior to developing this proposed course? [] Y [x] N; a. IF YES, provide Consultant's Name: Date:; b. IF NO, please give reason: We developed EQ in Policing in 2022 as part of a statewide initiative in partnership with the State of West Virginia, known as Project EQ. This effort, led by Senator Joe Manchin, aimed to bring EQ training to all 4,500 law enforcement officers across the state.

C. DEMONSTRATED NEED

1. Is there a demonstrated unmet need expressed by a survey of agencies/associations? [x] Y [] N; IF YES: a. Did you survey the County Chiefs & Sheriff's Association? [] Y [x] N; Association Name:; b. Did you survey the training managers association and/or training association group? [] Y [x] N; Association Name(s): 1) 2); c. Did you survey other advisory groups (e.g., Community College Advisory Council)? [x] Y [] N; Council Name(s): 1) secured MCOLE approval in Michigan and TCOLE in TX through Gulf Coast Center partnership. 2) confirmed CA 'demonstrated need' in meetings with LAPD, Berkeley, San Mateo, and other CA police.

2. Are there existing courses available locally, or that can be imported into the area, to meet the need? [x] Y [] N; a. Did you survey existing courses for performance and viability? [] Y [x] N; b. Result findings: Attendance numbers: Projected presentation numbers:

3. Is the course an expressed priority by legislation/POST Commission? If YES, Statute or POST Regulation. [x] Y [] N; 4. Is there required POST standardized curriculum? [] Y [x] N; a. IF YES, did you request a copy of the curriculum from your POST Consultant? [] Y [] N

D. DEMONSTRATED CAPABILITIES

1. Did you identify instructional expertise/capability to instruct this course? [x] Y [] N; a. Does the instructor require specialized training (e.g., AICC, Regulation 1070)? [x] Y [] N; 2. Do you have adequate and safe curriculum training facilities to hold this type of course instruction? [x] Y [] N; a. Will this course be presented at multiple locations? [x] Y [] N; b. If applicable, will this course require a written safety policy? [] Y [x] N; 3. If applicable, has this proposal been reviewed and approved by your agency/college chief executive, director, training administrator and training manager (or equivalent curriculum manager)? [x] Y [] N; Name(s): 1) Howard Farfel Title(s): CEO; 2) Maggie Sass EVP Content, Research, & Professional Services; 3) Josh Rosenthal Director of Global Portfolio

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D. DEMONSTRATED CAPABILITIES *continued*

4. Have you or your agency's training manager and/or administrator attended the POST-certified *Training Administrator's Course* and/or *Training Managers Course*? Y N
- Date: _____ Location: _____

E. ASSESSMENT

1. **Type of Course**

- Basic In-Service Technical Supervisory Management Executive

2. **Requirement(s)** (*check all that apply*)

- Legislative mandate Commission regulation Local agency need Regional agencies need

3. **Types of Students**

- Affiliated Non-affiliated New hires Incumbent Peace Officer Dispatcher NPO/Non-Dispatcher

4. **Schedule/Attendance**

- a. Number of presentations per year: 6-12
- b. Anticipated number of trainees attending per fiscal year: 500+
- c. Maximum number of enrollees per class presentation: 60

5. Have you completed a budget for this course? Y N
- a. Are there subventions (i.e., FTEs, Grant, Contract, Tuition)? Y N
- IF YES, what are they: The course can be funded through tuition-based-model
- Estimated Tuition Fee per Student: \$ 99.00 - 175.00


F. ADDITIONAL COMMENTS

Please provide written comments to further justify training need and to identify the unmet training need.

Developing EQ in Policing was co-created by TalentSmart's Dr. Gregory Campbell, a 26 year federal agent, in partnership with several state law enforcement leaders who provided input into the challenges facing modern policing. This program was tailored to assess and develop the emotional intelligence skills of law enforcement officers. This enables police departments to achieve critical objectives including: 1.) de-escalating conflict, 2.) reduced use of force, 3.) enhanced officer behaviors and community relations, and 4.) improved officer resilience, well-being, and retention. TalentSmart has unique expertise in training design including assessments and learning tools that sustain behavior change over time. We also conduct impact studies to measure behavior change. Thousands of officers across states including Michigan, Colorado, West Virginia, and California have attended this course. TalentSmart also is unique in how it certifies local police personnel so that they can cost-effectively deliver the training themselves to their officers. As the industry leader in EQ training, and TalentSmart has leveraged our 20+ year history to design a learning experience to best develop the skills needed to address today's critical policing challenges.

G. AUTHORIZATION

PRESENTER NO: _____

SIGNATURE OF INDIVIDUAL REQUESTING/AUTHORIZING COURSE CERTIFICATION (REQUIRED)		PRINT FULL NAME
		TITLE
		DATE
CONTACT NUMBER	EMAIL ADDRESS	PROPOSED PRESENTER

FOR POST
USE ONLY

RECEIVED VIA: MAIL EMAIL FAX

RECEIVED BY: _____

THIS SPACE FOR DATE STAMP