



SUBJECT: Behavioral Health Training for Police Academies

PURPOSE: Commission Information

DATE	SECTION	EXECUTIVE DIRECTOR	AUTHOR
February 8, 2023	Career Development	Timothy Bourgeois	Joseph Kempa

Background:

The Career Development Section has successfully completed a major development project designed to improve the behavioral health response training for basic academy recruits titled Behavioral Health Emergency Partnership Training (BHEP). The MCOLES Basic Training Curriculum and Training Objectives requires no less than 594 hours be taught in the basic law enforcement officer academies. The resulting improvements to the curriculum require an increase in training hours from no less than 594 to no less than 615.

Pilot sessions of the new curriculum and courseware included 372 first responders, including 190 police recruits who have received training. It has been delivered 17 times (8 basic academy sessions, 7 in-service training classes, 2 train-the-trainer for instructors). Grand Valley State University, Washtenaw Community College, Macomb Community College, and Kirtland College police academies have all hosted for police recruits. 97% of the training recipients evaluated that the training as effective or highly effective. At present, 30 first responders are trainers.

Issues:

There is no instructional development burden on the academies. Curriculum, courseware, scenarios, and evaluations have been developed and piloted for effectiveness. Train-the-trainer and co-teaching sessions are available to academies to establish instructor cadres.

Recommendations:

The Career Development Section proposes the Commission approve increasing the State of Michigan mandated academy training hours; from no less than 594 to no less than 615 hours to accommodate the enhancement to the basic academy curriculum replacing II.C.4. The Response to Persons with Mental Disorders curriculum with BHEP curriculum and courseware. In addition, the Career Development Section recommends an increase in scenario-based training hours from no less than 13 to no less than 17 hours.

At present, the Commission has \$3.4 million available for in-service and academy training allocated for behavioral health. Career Development intends to fully fund academies for training costs associated with the implementation of the new behavioral health curriculum and courseware through fiscal year 2026.

Recommendations (continued):

The Career Development Section estimates one 20-hour course at \$15,000. Over a three-year period and involving 34 academy sessions per calendar year, costs for police recruit training are approximately \$1.53 million.