

NORTH EAST MULTI-REGIONAL TRAINING

FY 17 TRAINING NEEDS ANALYSIS



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North East Multi-Regional Training, Inc.

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Introduction

North East Multi-Regional Training, Inc. (NEMRT) is committed to providing effective, cost-efficient training to each of our member agencies. In order to consistently achieve this goal, NEMRT conducts an Annual Training Needs Analysis of the entire membership. This project provides our agency with critical information about global and regional training trends afoot in our service region. The data gleaned from this survey make it possible for NEMRT to continue to provide the valuable training services you have come to expect.

The FY 17 survey on the following pages was conducted in a manner similar to the previous years'. In late October 2016, a mass e-mail was sent directly to the Chief and/or Training Officer of each member agency soliciting their input on the survey, which could be accessed by visiting the NEMRT website at <http://www.nemrt.com>. This e-mail included individualized user names and passwords that each Training Officer would need to use in order to access the survey forms. Agencies were also given the option of receiving a standard paper format of the survey if they so choose. Of the 265 agencies participating in the survey, none chose this route. This is, we believe, proof that the decision to convert this project to an internet-based application has paid dividends for all involved. Perhaps more importantly, the process of participating in the survey has been streamlined and simplified for the end-user at each department.

As always, each of the questionnaires comprising the survey focused on different functions performed by typical law enforcement agencies, including:

Civilian Staff	Patrol
Community & Support Services	Supervisory
Corrections/Detention	Telecommunications
Investigations	Traffic
Management	Youth/Juvenile
Part-Time Officers	

Each questionnaire included a listing of various skills, knowledge, and behaviors (SKB's) that are important for success within each respective function or specialty of law enforcement. With each statement, participants were asked to rate their agency's need for additional training in that area. Examples of each survey questionnaire are located in the appendix.

While not entirely pleased with the response rate for this year's survey, NEMRT remains confident that this Training Needs Analysis Report will prove to be a useful resource in serving our membership.

Response Rates

Of the 265 agencies that were invited to participate in the FY 17 Training Needs Analysis survey, NEMRT received 68 responses by December 22, 2016. Accordingly, the response rate for our survey was 37%, 9 percentage points higher than last year's rate. NEMRT staff made a variety of attempts to encourage additional members to complete the survey. These included the continuation of a raffle for participating departments to win a free spot in the Staff and Command course. The raffle combined with new State Mandates for training and the near shutdown of NEMRT last year all seem to have affected the overall response rate. We remain confident that this year's response has provided NEMRT with an accurate assessment of the training needs of our membership.

Each survey form contains questions regarding demographic data. That section, coupled with data from the rest of the survey, allows NEMRT to identify not only what our members' training needs are, but also where those needs are most prevalent. As a result, this needs analysis assists in determining both the type and the location of NEMRT's training for the coming year.

The following table demonstrates the geographic distribution of this year's respondents:

Table 1: Responding Agencies' Demographic Breakdown

County	Number Received	% of Total
NW Cook	6	9%
North Cook	5	7%
West Cook	8	12%
South Cook	13	19%
DuPage	10	15%
Kane	5	7%
Kendall	2	3%
McHenry	4	6%
Will	2	3%
Lake, IL	13	19%
Total	68	100%

Methodology

To evaluate the data collected, the survey utilizes a five point Likert scale with “5” being the highest value and “1” being the lowest value. Critical training priorities are assigned a larger value and low training priorities a smaller value. Respondents could choose one of five possible responses to rate their agency’s need for a particular topical subject. To minimize the risk of skewing the data, all omitted answers were assigned the mean value of all respondents, thus allowing for a better absolute comparison between training areas without changing the relationship between values. Assigning omitted answers a single value such as zero would distort the overall score of an item.

To evaluate the level of training need for the various skill, knowledge, and behavior statements, this report utilizes each response’s Raw Mean Score. This score is a weighted average of all responses for each particular survey question.

In the example below, “Written Communication Skills” earned a raw mean score of 4.2 in West Cook County. In comparison, the same statement earned a score of 3.5 in Northwest Cook County, indicating a more critical training need in West Cook County. However, care must be taken to consider the number of responses in a particular area when making any training determinations.

County	NW Cook	North Cook	West Cook	South Cook	Du-Page	Kane	Kendall	Mc-Henry	Will	Lake	Total
Written Comm. Skills	3.5	3.9	4.2	3.6	4.0	1.0	n/r	4.0	4.7	3.9	3.6

The figure found in each demographic area’s column is the raw mean score of all respondents in that demographic area who responded to that particular survey question. Only members of North East Multi-Regional Training, Inc. are invited to participate in the Training Needs survey. NEMRT uses the information derived from the data collected for three principle purposes:

- Identifying and prioritizing members’ specific training needs.
- Determining placement of training programs within regions.
- Guiding the development of new training programs.

The Training Needs survey allows member agencies to participate in determining what training NEMRT will conduct and is another way NEMRT seeks to improve the benefits inherent to membership in our agency.

Training Needs Analysis Commentary

When computing the responses we receive, the most and least needed training issues as reported by our member departments have remained generally the same in all eleven surveys included in the Training Needs Analysis. The numerical priority ratings for the highest and lowest ranking areas have been noted in brackets following each topic. It has been noted that this year's survey is only slightly different than the results received for the FY 2016 survey. North East Multi-Regional Training will, following customary application of this data, consider first those topical areas deemed high-priorities as the upcoming training plan is established. The following list identifies the most and least critical needs arising from this year's Training Needs Analysis:

Civilian

High Training Priorities:

1. Oral Communication Skills (4.1)
2. Knowledge of Freedom of Information & Open Records Act (4.1)
3. Knowledge of Record Retention Requirements (4.1)
4. Illinois Uniform Crime Reporting System (4.0)

Low Training Priorities:

1. Sign Language Skills & Communication with Hear Impaired (2.2)
2. Budget Preparation, Revision & Presentation (2.2)
3. Media Relations (2.4)
4. Knowledge of FCC Rules & Regulations (2.7)

Community/Support Services

High Training Priorities:

1. Oral Communication Skills (4.0)
2. Mental Health Awareness (3.9)
3. Awareness of Cultural Diversity & Cross-Cultural Issues (3.8)
4. Written Communication Skills

Low Training Priorities:

1. Knowledge of Alarm Inspection & Certification Process (2.4)
2. Implement/Maintain Crime Stoppers (2.4)
3. Sign Language Skills & Communication with the Hearing Impaired (2.5)
4. Knowledge of Police Photography Techniques (2.5)

Corrections/Detentions

High Training Priorities:

1. Knowledge of Law Governing Arrest, Search & Swizure (3.6)
2. Suicide Intervention Techniques (3.5)
- 3 Recognition of Psychological Emergencies (3.5)
4. Inmate/Prisoner Legal Rights (3.5)

Low Training Priorities:

1. Planning & Designing Lockup & Holding Facilities (2.2)
2. Electronic Monitoring Program (2.4)
3. Sign Language Skills & Communication with the Hearing Impaired (2.4)
4. Cell Block Management (2.6)

Investigative

High Training Priorities:

1. Interview & Interrogation Techniques for Suspects (4.6)
2. Knowledge of Laws Governing Arrest, Search & Seizure (4.6)
3. Conducting Death Investigations (4.6)
4. Knowledge of Illinois Criminal Code (4.6)

Low Training Priorities:

1. Sign Language Skills & Communication with the Hearing Impaired (3.11)
2. Knowledge of Gambling Laws (2.9)
3. Knowledge of Public & Private Referral Services (3.1)
4. Conducting Raids (3.2)

Management

High Training Priorities:

1. Liability Issues (4.5)
2. Oral Communication Skills (4.4)
3. Media Relations (4.4)
4. Interpersonal Relations (4.4)

Low Training Priorities:

1. Pre-Purchase Assessments of Duty Firearms (2.5)
2. Managing the Accreditation Process (2.5)
3. Instituting a Citizens' Police Academy (2.6)
4. Planning & Design of a Police Facility (2.6)

Part-Time Officer

High Training Priorities:

1. Knowledge of Illinois Criminal Code (3.4)
2. Knowledge of Laws Governing Arrest, Search & Seizure (3.4)
3. Knowledge of Criminal Procedural Law (3.3)
4. Knowledge of Patrol Techniques (3.2)

Low Training Priorities:

1. Sign Language Skills & Communication with the Hearing Impaired (2.1)
2. Spanish Speaking Skills (2.4)
3. Knowledge of Proper Radio Codes (2.4)
4. Knowledge of Public & Private referral Services (2.5)

Patrol

High Training Priorities:

1. Knowledge of Laws Governing Arrest, Search & Seizure (4.7)
2. Liability & Use of Force Issues (4.7)
3. Oral Communication Skills (4.6)
4. Knowledge of the Illinois Vehicle Code (4.6)

Low Training Priorities:

1. K-9 Patrol Tactics & Techniques (2.4)
2. Grade Crossing Collision Investigation (2.6)
3. Bike Patrol Tactics & Techniques (2.7)
4. Sign Language Skills & Communication with the Hearing Impaired (2.8)

Supervisory

High Training Priorities:

1. Motivational Strategies (4.6)
2. Team Building Techniques (4.5)
3. Liability & Use of Force Issues (4.6)
4. Mental Health Awareness (4.5)

Low Training Priorities:

1. Implementing K-9 Patrol Units (2.1)
2. Planning & Design of Police Facilities (2.1)
3. Managing the Accreditation (2.2)
4. Instituting a Citizen's Police Academy (2.2)

Telecommunications

High Training Priorities:

1. Oral Communication Skills (3.6)
2. Dealing Tactfully & Courteously w/the Public (3.5)
3. Understanding 911 Liability Issues (3.4)
4. Interpersonal Relations (3.3)

Low Training Priorities:

1. Planning 7 Design of a Telcommunications Center (1.9)
2. Media Relations (2.3)
3. Knowledge of Freedom of Information & Open Records (2.5)
4. The Illinois Uniform Crime Reporting System (2.6)

Traffic

High Training Priorities:

1. Knowledge of Laws Governing Arrest, Search & Seizure (4.6)
2. Knowledge of Illinois Vehicle Code (4.5)
3. Knowledge of Illinois Criminal Code (4.5)
4. Drugged Driver Detection (Narcotics) (4.4)

Low Training Priorities:

1. Police Motorcycle Operation (2.1)
2. Sign Language Skills & Communication with the Hearing Impaired (2.7)
3. Grade Crossing Collision Investigation (2.7)
4. Building & Maintaining Relationships with MADD (3.0)

Youth/Juvenile

High Training Priorities:

1. Knowledge of the Illinois Juvenile Code & Court System (4.6)
2. Interviewing Techniques for Juvenile (4.5)
3. Responding to Victims (4.4)
4. Liability Issues (4.4)

Low Training Priorities:

1. Knowledge & Implementation of D.A.R.E Programs (2.7)
2. Sign Language Skills & Communication with the Hearing Impaired (2.8)
3. Investigating Cult or Satanic-Oriented Crimes (3.0)
4. Knowledge of School Board Procedures (3.0)

Analysis

Results by Function

CIVILIAN STAFF SURVEY

Counties	NW Cook	North Cook	West Cook	South Cook	DuPage	Kane	Kendall	Mc-Henry	Will	Lake	Total
# of Respondents	6	5	8	10	10	3	0	3	2	13	60
COMMUNICATION											
Oral Communication Skills	3.7	3.6	3.8	4.4	3.9	4.0	0.0	4.7	4.5	4.2	4.1
Non Verbal Expressions/Body Language	3.2	3.2	3.0	3.9	3.3	2.0	0.0	3.3	1.0	2.3	3.0
Written Communication Skills	4.2	3.6	3.3	4.7	3.4	3.3	0.0	2.3	4.0	3.7	3.7
Sign Language Skills & Communication with the Hear Impaired	2.3	1.0	2.5	2.5	2.6	2.0	0.0	2.0	1.0	2.2	2.2
Spanish Speaking Skills	3.5	1.6	2.6	3.4	3.0	3.7	0.0	3.7	2.5	3.1	3.0
Media Relations	2.0	2.2	2.5	3.0	2.5	1.7	0.0	3.3	2.5	2.2	2.4
Interpersonal Relations	3.5	2.4	3.6	3.7	3.8	3.0	0.0	3.7	5.0	3.5	3.5
LEGAL CONCERNS											
Knowledge of FCC Rules & Regulations	2.5	2.2	1.9	3.7	2.7	3.3	0.0	4.0	3.0	2.3	2.7
General Understanding of the Criminal Justice System	2.8	2.8	2.8	3.6	3.3	3.3	0.0	2.7	2.5	2.6	3.0
Knowledge of Freedom of Information & Open Records Acts	3.8	3.4	4.0	4.5	4.6	4.0	0.0	4.0	1.5	4.2	4.1
The Illinois Uniform Crime Reporting System	3.5	3.0	4.1	4.5	4.1	4.0	0.0	3.3	4.0	4.1	4.0
The Legal Requirements for Criminal History Information	3.8	2.8	3.9	4.1	4.3	3.0	0.0	3.3	3.0	3.5	3.7
Liability Issues Involving Matron Duties	2.5	2.2	2.9	4.2	3.2	4.3	0.0	2.3	2.0	3.0	3.1
MANAGEMENT											
Budget Preparation, Revision & Presentation	2.2	2.0	2.3	2.7	2.0	2.3	0.0	3.3	1.5	2.0	2.2
Administrative Procedures for Effective Office Management	2.3	2.2	2.9	3.6	2.9	3.0	0.0	3.7	2.0	2.8	2.9
Time Management Skills	2.0	2.4	3.1	3.9	3.3	3.3	0.0	3.3	0.5	3.7	3.2
Computer Operation & Applications	3.7	2.8	4.0	4.1	3.8	3.3	0.0	3.7	3.0	4.2	3.8

Managing the Records Center	3.7	3.2	3.5	4.5	4.0	2.3	0.0	3.7	3.0	3.4	3.7
Understanding Operation of Records Center	3.7	3.0	3.8	3.7	3.4	4.0	0.0	3.3	3.0	3.8	3.6
Knowledge of Record Retention Requirements	3.7	3.6	3.9	4.6	4.4	4.0	0.0	3.7	1.5	4.4	4.1
Crime Statistics Analysis	2.8	2.6	3.1	3.6	3.9	3.3	0.0	4.0	2.5	3.4	3.4
PERSONAL INTEGRITY											
Diplomacy & Courtesy for Non-Sworn Personnel	3.0	3.4	3.6	4.2	3.9	3.3	0.0	2.7	2.5	3.5	3.6
Family Relations & Stress Management Strategies	2.7	2.4	3.0	3.9	3.1	3.0	0.0	2.7	4.0	3.0	3.1
Awareness of Cultural Diversity & Cross-Cultural Issues	2.5	3.4	3.5	4.2	3.6	3.0	0.0	4.0	5.0	3.5	3.6
Law Enforcement Ethics & Integrity	3.8	3.4	3.8	4.2	3.5	2.3	0.0	4.3	5.0	3.8	3.8
Sexual Harassment Sensitivity & Prevention	3.7	3.0	3.4	3.6	3.6	3.3	0.0	4.0	0.5	3.5	3.4
Mental Health Awareness	3.5	3.6	3.8	4.4	3.7	4.0	0.0	3.0	4.0	3.6	3.8

Note: Each "Total" score in **bold** indicates a training area of highest need.

COMMUNITY SUPPORT SURVEY

Counties	NW Cook	North Cook	West Cook	South Cook	DuPage	Kane	Kendall	Mc-Henry	Will	Lake	Total
# of Respondents	6	5	8	10	8	2	0	3	2	10	54
COMMUNICATION											
Oral Communication Skills	3.8	4.4	2.4	4.4	4.5	4.5	0.0	4.0	4.5	4.1	4.0
Non Verbal Expressions/Body Language	3.5	3.0	2.8	4.0	3.8	4.0	0.0	3.3	4.5	3.1	3.4
Sign Language Skills & Communication with the Hear Impaired	2.7	1.6	2.4	2.5	3.0	2.5	0.0	2.0	2.0	2.6	2.5
Spanish Speaking Skills	3.3	1.8	2.3	3.2	3.3	4.0	0.0	3.7	2.0	3.3	3.0
Public Speaking Skills	3.7	3.0	2.9	3.4	3.5	3.5	0.0	4.3	3.0	3.2	3.3
Interpersonal Relations	4.0	3.2	2.9	3.8	4.0	3.0	0.0	4.3	5.0	3.8	3.7
COMMUNITY RELATIONS											
Effective Interactive Skills with Volunteer Groups	2.2	3.2	2.5	2.6	3.3	2.5	0.0	0.7	2.5	2.8	2.6
Understanding of Police-Community Relations Concepts	3.0	4.0	2.9	3.8	4.1	3.5	0.0	2.0	5.0	2.9	3.4
Project Management: C.O.P., Accreditation, etc.	2.3	3.0	2.6	3.0	3.1	3.5	0.0	1.0	3.0	2.1	2.6
Managing Evidence & Collected Property	2.5	2.6	2.6	3.9	3.6	4.0	0.0	4.0	3.5	3.5	3.3
Humane Animal Treatment Skills	2.8	2.0	2.5	2.9	3.5	2.0	0.0	2.7	2.5	3.6	2.9
Instituting Citizens' Police Academy	2.8	1.8	2.5	3.2	3.0	3.0	0.0	2.0	3.0	2.4	2.7
Maintaining Community Watch Programs	3.0	2.0	2.5	3.5	2.9	2.0	0.0	0.7	2.5	2.8	2.7
Implement/Maintain Crime Stoppers	2.8	2.0	2.5	3.3	2.4	2.0	0.0	1.3	2.5	1.8	2.4
Implement/Maintain D.A.R.E. Program	2.7	2.0	2.6	3.5	2.8	1.5	0.0	1.3	2.5	2.2	2.6
PERSONAL INTEGRITY											
Law Enforcement Ethics & Integrity	3.8	3.2	2.8	4.1	4.1	4.0	0.0	4.0	4.5	3.1	3.6
Awareness of Cultural Diversity & Cross-Cultural Issues	3.3	3.4	3.3	4.0	4.0	4.0	0.0	4.3	5.0	3.7	3.8
Sexual Harassment Sensitivity & Prevention	3.7	3.0	2.6	3.8	3.9	3.5	0.0	4.3	4.5	3.5	3.5
Family Relations & Stress Management	2.2	3.2	2.5	4.0	3.3	3.5	0.0	4.3	4.0	3.2	3.2
Mental Health Awareness	3.5	3.6	3.0	4.1	4.3	4.5	0.0	5.0	5.0	3.6	3.9

POLICING KNOWLEDGE											
Illinois Uniform Crime Reporting Procedures	3.2	2.0	2.4	3.4	2.9	2.5	0.0	3.0	3.0	2.4	2.8
Crime Trend Analysis	3.2	2.2	2.4	3.2	3.1	2.5	0.0	3.3	3.0	2.5	2.8
Research & Statistical Methodologies	2.8	2.2	2.4	3.1	3.5	3.0	0.0	3.3	3.0	2.3	2.8
Knowledge of Crime Prevention Theory & Practice	3.2	2.6	2.5	3.5	3.5	3.5	0.0	3.3	2.5	2.2	2.9
Knowledge of Public/Private Referral Services	2.5	3.2	2.4	3.7	3.9	3.0	0.0	2.7	3.0	2.9	3.1
Knowledge of Alarm Inspection & Certification Process	2.0	2.0	2.6	2.4	2.9	3.5	0.0	2.7	2.5	2.0	2.4
Knowledge of Police Photography Techniques	2.3	1.8	2.5	2.9	2.6	1.5	0.0	2.3	3.0	2.5	2.5
SUPPORT SERVICES CONCERNS											
Management of New Employee Orientation Program	2.3	2.0	2.5	3.1	2.3	3.0	0.0	3.0	3.0	2.2	2.5
Managing Workers' Compensation/Family Medical Leave	2.2	2.2	2.0	2.9	3.4	2.0	0.0	2.0	3.5	2.0	2.5
Performance Appraisal System & Techniques	2.3	2.2	2.5	3.3	3.5	3.5	0.0	2.7	2.5	2.3	2.8
Instructional/Teaching Techniques	2.3	2.4	2.3	3.5	2.9	3.5	0.0	2.3	3.0	2.7	2.8
Management & Retention of Administrative Records	2.7	2.4	2.4	4.1	4.0	4.0	0.0	1.7	3.0	2.8	3.1
Property & Fleet Management	1.7	2.4	2.5	3.4	2.5	4.0	0.0	2.7	4.5	2.2	2.7
Awareness of Environmental Health & Safety Standards	2.0	2.8	2.6	3.7	3.4	3.5	0.0	2.3	3.5	2.6	2.9
WRITING SKILLS											
Written Communication Skills	3.7	3.6	2.6	4.2	4.5	3.5	0.0	3.7	3.5	3.8	3.7
Grant Writing & Budgeting/Revenue Sources	2.5	1.6	1.9	2.8	3.3	3.5	0.0	3.7	3.5	2.1	2.6
Computer Operation & Application	3.3	3.8	2.6	3.7	3.8	3.5	0.0	3.3	3.0	3.3	3.4
Conducting Training Needs Analysis	2.7	2.6	2.4	3.3	2.4	3.5	0.0	3.0	3.0	3.0	2.8

Note: Each "Total" score in **bold** indicates a training area of highest need.

CORRECTIONS/DETENTIONS

Counties	NW Cook	North Cook	West Cook	South Cook	DuPage	Kane	Kendall	Mc-Henry	Will	Lake	Total
# of Respondents	6	4	8	10	5	3	0	3	2	11	52
COMMUNICATION											
Oral Communication Skills	4.0	2.0	2.4	4.0	3.6	3.3	0.0	1.0	3.0	3.2	3.1
Non Verbal Expressions/Body Language	4.2	2.5	2.1	3.9	3.0	3.3	0.0	1.0	3.0	3.4	3.1
Written Communication Skills	3.8	1.5	2.1	4.0	3.2	3.3	0.0	1.0	2.5	3.3	3.0
Sign Language Skills & Communication with the Hearing Impaired	2.8	1.8	2.5	3.0	2.6	2.0	0.0	1.0	2.0	2.5	2.4
Spanish Speaking Skills	2.7	2.0	2.0	3.5	3.6	3.7	0.0	1.0	2.0	3.1	2.8
Interpersonal Relations	4.0	1.8	1.9	3.7	3.6	2.3	0.0	1.0	3.0	2.8	2.9
CRITICAL INCIDENT											
Suicide Intervention Techniques	3.8	3.0	2.4	4.0	4.2	2.7	0.0	1.7	5.0	3.8	3.5
Basic First Aid Techniques	4.2	3.0	2.9	3.5	4.0	2.7	0.0	1.0	2.5	3.5	3.3
Recognition of Psychological Emergencies	4.3	3.5	2.3	4.0	4.0	3.0	0.0	1.7	4.0	3.6	3.5
Infectious/Contagious Disease Prevention Technique	4.0	3.3	2.8	3.8	3.8	3.0	0.0	1.7	3.0	3.7	3.4
Conducting Breath Alcohol Tests	1.8	3.0	2.6	4.0	3.6	1.7	0.0	2.0	4.0	2.9	2.9
Detention Response Team	3.2	1.5	2.4	3.7	3.6	2.7	0.0	1.0	3.0	2.9	2.9
ELECTRONICS											
Computer Operation & Applications	3.0	2.0	2.3	3.5	3.2	2.7	0.0	1.0	2.5	2.6	2.7
Electronic Monitoring Program	3.0	1.3	2.0	2.7	3.2	1.7	0.0	1.0	2.5	2.7	2.4
Audio & Video Surveillance	3.3	3.3	2.5	3.6	3.6	2.7	0.0	1.0	2.5	3.1	3.0
LEGAL CONCERNS											
Knowledge of Federal Laws & State Detention Statutes	3.5	2.3	2.5	4.2	3.6	3.0	0.0	1.0	5.0	3.9	3.4
Knowledge of Law Governing Arrest, Search & Seizure	3.8	3.5	2.6	4.2	4.0	3.3	0.0	2.3	4.5	3.9	3.6
Knowledge of Illegal Narcotics(Substances, Signs, & Symptoms)	3.7	3.0	2.4	4.1	4.0	2.7	0.0	2.3	2.5	3.6	3.3
Inmate/Prisoner Legal Rights	4.0	3.3	2.6	4.2	4.2	2.7	0.0	1.0	4.5	3.7	3.5

Legal Aspects of Jail Administration	3.7	2.3	2.6	3.7	4.0	3.0	0.0	1.0	3.0	2.7	3.0
MANAGEMENT											
Cell Block Management	2.8	1.5	2.4	3.3	3.8	1.3	0.0	1.0	3.0	2.6	2.6
Policy & Procedure Development & Revisions	3.3	1.8	2.8	3.8	3.0	3.0	0.0	1.0	3.0	3.1	3.0
Planning & Designing Lockup & Holding Facilities	2.7	2.0	2.5	2.5	2.6	1.7	0.0	1.0	3.0	1.8	2.2
Cleaning/Disinfecting, Maintaining & Inspecting Facilities	2.5	1.8	3.1	3.4	2.4	2.3	0.0	1.7	2.5	3.1	2.8
PERSONAL INTEGRITY											
Law Enforcement Ethics & Integrity	4.5	2.3	2.5	4.0	3.8	3.7	0.0	1.0	3.0	3.6	3.4
Awareness of Cultural Diversity & Cross-Cultural Issues	3.7	2.0	2.1	3.8	2.8	2.7	0.0	1.0	2.5	3.5	2.9
Sexual Harassment Sensitivity & Prevention	4.0	2.0	2.5	4.0	3.0	3.0	0.0	1.0	2.5	3.2	3.1
Family Relations & Stress Management Strategies	3.0	2.5	2.3	3.1	3.2	2.3	0.0	1.0	3.0	3.0	2.7
Mental Health Awareness	3.8	3.5	2.5	4.1	4.2	3.0	0.0	1.0	3.0	3.7	3.4
TACTICS AND STRATEGIES											
Cell Block Searching Techniques	3.5	2.3	2.5	3.4	3.8	3.3	0.0	1.0	3.0	2.7	2.9
Natural Disaster Planning	2.7	2.3	2.6	3.0	3.0	2.3	0.0	1.7	2.0	2.6	2.6
Interviewing Techniques	2.8	2.8	2.8	3.6	2.8	2.7	0.0	1.0	2.5	3.3	2.9
Detention Officer Safety & Survival Skills	4.0	2.0	2.5	4.0	4.0	3.3	0.0	1.0	3.0	3.1	3.2
Understanding Gang Structure and Psychology	3.2	2.3	2.4	3.3	2.6	3.0	0.0	1.7	3.0	3.1	2.8
Medical & Psychological Profiling	3.2	3.5	2.5	3.8	2.6	2.7	0.0	1.0	2.5	2.7	2.9

Note: Each "Total" score in **bold** indicates a training area of highest need.

INVESTIGATIONS SURVEY

Counties	NW Cook	North Cook	West Cook	South Cook	DuPage	Kane	Kendall	Mc-Henry	Will	Lake	Total
# of Respondents	6	3	8	11	9	4	0	4	2	11	58
COMMUNICATION											
Oral Communication Skills	4.3	4.0	4.0	4.9	4.9	4.5	0.0	4.5	5.0	4.3	4.5
Non Verbal Expressions/Body Language	4.0	4.0	4.4	4.6	4.8	4.3	0.0	4.3	5.0	3.6	4.3
Sign Language Skills & Communication with the Hearing Impaired	2.7	1.7	3.3	3.0	2.6	3.0	0.0	2.3	4.0	2.1	2.7
Spanish Speaking Skills	3.5	2.7	3.0	3.1	3.1	2.8	0.0	3.8	4.5	3.4	3.2
CRIME SCENE SKILLS											
Evidence Collection, Preservation, & Submission	3.7	3.0	3.9	4.7	4.1	4.5	0.0	4.5	4.5	4.4	4.2
Use of Automated Fingerprint Identification System (AFIS)	3.3	3.0	3.6	3.6	3.3	2.0	0.0	3.5	4.5	3.3	3.3
Surveillance Skills & Techniques	3.3	4.0	4.0	4.1	3.9	3.8	0.0	4.0	4.5	3.7	3.9
Use of Photography/Surveillance Equipment	3.2	4.3	3.6	4.2	3.6	3.5	0.0	4.3	4.5	3.4	3.7
Crime Scene Search & Reconstruction	3.7	4.3	4.1	4.7	3.3	3.5	0.0	4.0	5.0	3.7	4.0
ID AND RESPONSE											
Identification & Understanding of Street Gangs	3.2	2.3	3.1	4.0	3.2	3.8	0.0	3.0	3.0	3.6	3.4
Awareness of Domestic Violence & Abuse	3.3	3.3	3.8	4.2	3.7	4.0	0.0	4.0	5.0	3.9	3.9
Understanding Motives for Criminal Activity	3.5	3.7	3.8	3.8	3.8	3.5	0.0	3.5	4.5	3.9	3.8
Development of Task Forces & Mutual Aid Agreements	2.8	2.3	3.3	3.0	3.1	3.8	0.0	4.0	3.5	3.1	3.2
Designer Drug Awareness	2.8	3.3	3.6	3.8	3.9	3.5	0.0	4.3	3.0	3.5	3.6
INVESTIGATION TECHNIQUES											
Conducting Arson Investigations	3.3	2.0	3.1	3.2	4.0	3.8	0.0	2.3	5.0	3.5	3.3
Conducting Death Investigations	4.2	4.7	4.4	4.5	5.0	4.5	0.0	4.5	5.0	4.6	4.6
Conducting Internal Investigations	3.2	2.7	3.6	4.1	3.7	4.3	0.0	3.8	5.0	3.6	3.7
Investigating Crimes against the Elderly	4.0	4.3	4.1	4.4	4.6	4.0	0.0	2.8	5.0	3.9	4.1
Investigating Financial Crimes	4.0	4.7	4.3	4.7	4.7	4.0	0.0	3.0	5.0	4.5	4.4

Investigating Hate/Bias Crimes	3.8	4.0	3.8	4.2	4.7	4.0	0.0	3.3	5.0	4.0	4.1
Investigating Missing Persons/Children	4.0	4.0	4.1	4.3	4.8	3.8	0.0	4.0	5.0	3.9	4.2
Investigating Gypsies	3.5	4.0	3.3	3.6	4.4	3.8	0.0	2.3	3.5	3.4	3.6
Investigation of Computer Fraud	4.0	3.7	4.3	4.1	4.6	3.5	0.0	3.8	4.5	3.8	4.1
Forgery & Deceptive Practice Investigation	3.8	4.3	4.0	4.4	4.7	3.8	0.0	3.3	5.0	4.5	4.2
LEGAL CONCERNS											
Knowledge of Federal Law	4.5	3.3	3.5	3.9	3.6	3.5	0.0	3.3	5.0	3.5	3.7
Knowledge of Laws Governing Arrest, Search & Seizure	4.8	4.7	4.6	4.7	4.3	4.8	0.0	4.5	5.0	4.6	4.6
Knowledge of Illinois Criminal Code	4.8	4.7	4.3	4.6	4.8	4.8	0.0	4.5	5.0	4.6	4.6
Knowledge of Illinois Juvenile Code & Court System	4.2	4.7	3.8	4.6	4.7	4.0	0.0	4.5	4.5	4.0	4.3
Knowledge of Illegal Narcotics(Substance, Signs, & Symptoms)	3.7	3.7	4.4	3.8	4.7	3.8	0.0	4.3	5.0	4.4	4.2
Knowledge of Laws Governing Fugitive Extradition	2.8	2.3	3.5	3.1	3.9	3.5	0.0	3.5	4.0	3.3	3.3
Knowledge of Gambling Laws	2.3	2.0	2.6	3.2	3.2	3.3	0.0	3.0	4.5	2.5	2.9
PERSONAL INTEGRITY											
Law Enforcement Ethics & Integrity	4.2	3.3	4.4	4.1	4.9	4.0	0.0	4.8	4.5	4.1	4.3
Understanding Cultural Diversity & Cross-Cultural	3.5	3.3	4.3	4.2	4.1	3.8	0.0	4.0	4.5	4.0	4.0
Sexual Harassment Sensitivity & Prevention	3.5	2.7	3.6	3.8	3.9	3.8	0.0	4.3	4.5	3.4	3.7
Mental Health Awareness	3.7	4.0	4.1	3.9	4.6	4.0	0.0	4.8	5.0	4.1	4.2
Family Relations & Stress Management Strategies	3.0	3.0	3.5	3.6	3.4	3.5	0.0	4.3	4.0	3.8	3.6
Time Management Skills	4.3	3.0	3.5	4.5	4.1	4.3	0.0	3.8	4.5	4.1	4.1
Interpersonal Relations	4.2	3.3	3.9	4.1	3.7	3.5	0.0	4.0	5.0	4.1	4.0
POLICE STRATEGIES											
Knowledge of Hostage Negotiations & Operations	3.2	3.3	3.1	3.7	3.3	3.5	0.0	3.0	2.5	3.2	3.3
Knowledge of Public & Private Referral Services	2.5	3.0	3.1	3.6	3.2	3.5	0.0	2.5	4.0	2.9	3.1
Knowledge of Crime Prevention Techniques & Theorie	3.0	2.7	3.8	4.1	2.9	3.3	0.0	3.0	3.5	3.5	3.4
Knowledge and Use of Problem Solving/& C.O.P.	3.2	2.3	3.4	4.1	2.8	2.5	0.0	3.3	3.5	3.4	3.3

Response to Terrorism	3.0	3.0	2.9	3.9	3.0	3.3	0.0	3.5	3.5	3.8	3.4
PROCEDURAL CONCERNS											
Responding to Victims	4.0	4.3	4.0	4.5	3.9	4.0	0.0	4.3	5.0	3.7	4.1
Interviewing Techniques for Victims & Witnesses	4.3	4.3	4.4	4.7	4.7	4.5	0.0	4.3	5.0	4.6	4.5
Interview & Interrogation Techniques for Suspects	4.7	4.3	4.4	4.9	4.8	4.5	0.0	4.5	4.5	4.6	4.6
Developing Informant & Intelligence Information	3.8	3.7	3.8	4.6	4.0	3.8	0.0	2.3	4.5	3.8	3.9
Courtroom Testimony & Court Procedures	3.8	4.0	4.1	4.4	4.2	4.0	0.0	4.3	5.0	3.9	4.1
Proficiency in Preparing Search Warrants	3.7	4.3	4.3	4.6	4.3	4.3	0.0	3.3	4.5	4.0	4.2
Case Development & Management Techniques	4.2	3.7	3.8	4.6	4.7	4.3	0.0	4.5	5.0	4.1	4.3
TACTICS											
Conducting Raids	2.5	2.0	3.1	4.0	3.4	3.0	0.0	3.3	4.5	2.8	3.2
Proficiency in Use of Firearms	3.5	4.3	3.8	3.8	3.0	3.5	0.0	2.8	4.5	3.6	3.6
Plain-Clothes Street Survival Skills	3.3	4.0	3.0	4.3	3.8	3.0	0.0	3.8	4.5	3.1	3.6
WRITING SKILLS											
Written Communication Skills	4.7	3.7	4.1	4.6	4.3	4.3	0.0	3.8	5.0	4.1	4.3
Report Writing Skills	4.7	3.7	4.4	4.6	4.4	3.3	0.0	4.5	5.0	4.2	4.3
Computer Operation & Application	4.0	3.3	4.1	4.1	4.1	4.0	0.0	4.0	4.5	4.1	4.1

Note: Each "Total" score in **bold** indicates a training area of highest need.

MANAGEMENT SURVEY

Counties	NW Cook	North Cook	West Cook	South Cook	DuPage	Kane	Kendall	Mc-Henry	Will	Lake	Total
# of Respondents	5	5	7	13	10	5	2	4	2	12	65
COMMUNICATION											
Oral Communication Skills	4.4	4.0	4.1	4.6	4.1	4.4	3.0	4.5	4.0	4.8	4.4
Non Verbal Expressions/Body Language	3.6	3.2	4.1	4.1	3.9	4.0	1.0	3.8	3.5	3.4	3.7
Spanish Speaking Skills	2.4	2.2	3.1	2.7	2.8	3.2	3.0	3.5	2.5	2.4	2.7
Public Speaking Skills	4.4	4.4	4.1	4.7	4.1	4.2	3.5	4.3	4.5	3.8	4.2
Media Relations	4.2	4.4	4.4	4.6	4.4	4.2	3.5	4.3	4.5	4.3	4.4
COMMUNITY RELATIONS											
Fostering & Reinforcing Ethics & Integrity	3.6	4.4	4.1	4.4	4.5	4.4	3.0	3.8	4.5	4.2	4.2
Awareness of Cross-Cultural Issues	3.4	3.6	4.1	4.5	3.8	4.0	3.5	3.5	4.5	3.9	4.0
Mental Health Awareness	3.6	4.0	4.7	4.5	4.4	4.2	3.0	4.5	5.0	3.8	4.2
Enforcing Environmental Health & Safety in the Community	3.2	3.2	3.1	4.1	2.5	3.0	3.0	4.0	4.5	3.2	3.3
Marketing/Image Building of the Agency	3.4	3.4	3.6	3.9	3.4	3.4	3.5	3.8	5.0	3.3	3.6
Estab. & Enhancing Working Relationships with Comm. Organization	3.4	3.8	3.9	4.3	4.2	3.6	1.5	4.3	5.0	3.6	3.9
CRITICAL INCIDENT											
Developing Task Forces & Mutual Aid Agreements	3.0	3.0	3.9	3.6	3.4	3.6	2.0	4.3	0.5	3.2	3.3
Hostage Negotiation Process	2.6	3.4	3.3	3.7	3.3	2.4	4.0	3.3	2.5	3.0	3.2
Natural Disaster Response Planning	3.4	3.4	4.3	4.2	4.0	3.6	4.0	3.5	3.5	3.8	3.9
Bomb Threat Response Planning	3.4	3.4	3.7	4.1	3.7	4.0	2.0	4.0	2.5	3.7	3.7
Riot Response Planning	3.2	3.2	3.4	4.0	3.5	4.2	2.0	3.5	0.5	3.3	3.4
Response to Terrorism	3.2	4.0	3.3	4.2	3.6	4.2	2.0	4.0	3.0	3.9	3.7
HUMAN RESOURCE											
Recruitment & Selection of Personnel	4.0	3.2	3.4	4.2	3.8	3.8	4.0	3.5	3.0	4.4	3.9
Career Development of Personnel	3.8	3.8	4.1	4.1	4.2	3.6	3.0	4.3	4.0	4.5	4.1

Implementing Disciplinary Policies & Procedures	3.4	3.8	4.0	4.1	4.2	3.8	1.5	4.0	4.5	4.1	3.9
Managing the Internal Investigation Process	3.8	3.4	3.9	4.5	4.3	3.8	4.0	4.3	5.0	4.0	4.1
Implementing a Substance Abuse Policy and Testing	3.2	2.6	3.9	3.6	3.4	3.0	2.0	3.8	2.5	3.3	3.3
Retirement Planning	2.8	4.0	3.7	3.3	3.5	2.6	2.0	2.5	3.5	3.1	3.2
LEGAL CONCERNS											
Knowledge of Federal Laws	4.0	4.4	3.9	3.7	2.9	4.0	2.5	3.8	5.0	3.6	3.7
Knowledge of Law Governing Arrest, Search & Seizure	4.0	4.4	4.4	4.0	4.5	4.4	3.5	4.5	3.5	4.3	4.2
Illinois Criminal Code	3.8	4.2	4.4	4.1	4.3	4.2	3.0	4.3	5.0	4.0	4.1
Knowledge of Illinois Juvenile Code	3.6	3.4	3.7	3.9	4.3	4.2	3.0	4.3	4.5	3.9	3.9
Knowledge of Illegal Narcotics(Substances, Signs, & Symptoms)	2.2	3.2	4.1	3.7	3.9	4.0	2.5	4.3	3.0	3.3	3.6
Knowledge of Freedom of Information & Open Records Acts	3.6	4.2	4.4	4.0	4.5	3.8	2.0	4.3	4.0	4.3	4.1
Liability Issues	4.4	4.4	4.7	4.4	4.1	4.4	3.0	5.0	4.5	4.9	4.5
Understanding Worker's Comp and ADA	3.4	4.0	4.6	3.8	3.7	3.8	2.0	4.5	4.5	3.8	3.9
Understanding & Utilizing the Employee Assistance Program	3.6	3.6	4.3	3.9	3.7	3.6	2.5	4.5	4.5	4.2	3.9
Crime Prevention Methods	3.2	3.0	3.9	4.1	3.3	3.6	3.5	3.8	3.5	3.3	3.6
MANAGEMENT											
Interpersonal Relations	4.0	4.4	4.3	4.5	4.5	4.6	3.5	4.3	4.5	4.5	4.4
Motivational Strategies	4.4	4.4	4.7	4.5	4.3	4.0	3.5	4.0	4.5	4.3	4.4
Team Building Techniques	4.4	4.2	4.6	4.5	3.5	4.0	3.0	4.3	5.0	4.3	4.2
Time Management Skills	4.2	3.2	3.9	4.4	4.3	3.6	2.5	3.8	4.5	4.0	4.0
Coaching & Counseling Techniques	4.2	4.2	4.6	4.5	4.3	4.0	3.0	3.5	5.0	4.3	4.3
Procedural Problem Analysis	3.0	4.2	3.9	3.9	3.9	3.2	2.5	3.5	5.0	4.3	3.8
Managing the Accreditation Process	2.8	1.6	2.3	2.8	2.9	2.2	1.5	3.0	3.5	2.3	2.5
Instituting Total Quality Management	3.4	3.4	3.3	3.2	3.3	3.0	3.5	4.0	4.0	3.8	3.5
PERSONNEL RELATIONS											
Managing Health and Environmental Safety in the Workplace	2.8	3.4	3.7	4.0	3.3	3.4	3.5	3.3	4.5	3.6	3.6

Development/Maintenance of Employee Health & Fitness Program	3.0	3.8	3.7	3.8	3.3	3.8	2.5	3.5	4.5	3.8	3.6
Recognizing, Understanding, & Preventing Violence in the Workplace	3.2	3.0	3.6	3.9	3.6	3.0	4.0	3.3	0.5	3.4	3.4
Sexual Harassment Sensitivity & Prevention	3.6	3.6	4.1	4.4	4.0	3.2	4.0	4.5	3.0	3.8	3.9
Family Relations & Stress Management Strategies	3.2	3.4	3.7	4.3	3.6	3.4	2.0	4.3	4.0	3.7	3.7
Labor Negotiations	3.6	2.2	4.3	4.2	3.8	3.8	2.0	3.0	3.0	4.0	3.7
PLANNING STRATEGIES											
Budget Preparation, Revision & Presentation	3.8	3.6	4.3	4.4	3.8	4.2	2.5	4.5	5.0	4.3	4.1
Allocating Resources Using Crime Trend Analysis	3.4	3.0	3.4	4.2	3.6	3.8	4.0	3.3	4.5	3.3	3.6
Administrative Planning & Organizational Development	3.6	4.0	4.1	4.2	4.1	4.2	2.5	4.5	5.0	3.8	4.0
Planning & Design of a Police Facility	2.6	2.8	3.0	2.9	2.8	2.6	0.5	2.8	3.5	2.1	2.6
Organizational Problem Analysis	3.0	3.8	3.6	4.1	4.1	3.8	1.5	4.0	4.5	3.8	3.8
Instituting a Citizens' Police Academy	2.4	1.6	2.4	3.4	2.8	2.6	2.0	2.0	4.0	2.0	2.6
Implementing Community-Oriented Policing Programs	3.0	2.6	2.7	3.8	3.5	3.2	2.0	1.3	4.0	3.2	3.1
Pre-Purchase Assessments of Duty Firearms	2.4	2.0	2.4	3.2	2.7	2.8	2.0	2.3	2.5	2.0	2.5
WRITING SKILLS											
Written Communication Skills	4.0	4.0	3.6	4.5	3.8	4.0	2.5	3.8	3.0	3.9	3.9
Conducting Effective Performance Evaluations	3.8	4.0	4.4	4.5	3.6	3.8	2.5	4.3	3.0	4.1	4.0
Policy Development & Writing	3.8	4.4	4.4	4.6	3.7	4.2	2.5	4.0	4.5	4.3	4.2
Grant Writing Skills	3.6	2.8	4.0	4.5	3.4	4.0	2.5	4.5	5.0	3.6	3.8
Report Writing Skills	3.4	3.6	3.9	4.0	4.0	3.8	2.5	4.3	2.5	3.8	3.8
Computer Operation, Including Application of Software	3.6	3.6	3.1	3.9	3.4	3.2	3.0	3.8	4.5	3.8	3.6

Note: Each "Total" score in **bold** indicates a training area of highest need.

PART-TIME OFFICER SURVEY

Counties	NW Cook	North Cook	West Cook	South Cook	DuPage	Kane	Kendall	Mc-Henry	Will	Lake	Total
# of Respondents	4	4	8	11	4	4	0	4	2	11	52
COMMUNICATION											
Oral Communication Skills	3.3	2.5	2.9	4.1	3.3	2.8	0.0	2.5	3.0	2.9	3.1
Non Verbal Expressions/Body Language	2.8	2.3	2.4	3.9	3.8	2.8	0.0	1.8	3.0	2.7	2.9
Sign Language Skills & Communication with the Hearing Impaired	2.5	1.0	2.3	2.5	3.0	2.3	0.0	2.3	2.0	1.6	2.1
Spanish Speaking Skills	2.5	1.3	2.6	2.7	3.5	2.0	0.0	2.3	2.0	2.2	2.4
Interpersonal Relations	2.3	2.3	2.8	3.5	3.5	2.8	0.0	2.5	2.5	2.6	2.8
CRIME SCENE/INVESTIGATIVE SKILLS											
Basic Crime Scene Techniques	1.8	2.8	2.5	3.6	2.8	2.3	0.0	2.3	2.5	2.8	2.7
Evidence Collection, Preservation, & Submission	2.8	2.0	2.5	3.9	2.8	2.5	0.0	2.5	2.5	2.5	2.8
Conducting Preliminary Investigations	2.5	2.3	2.6	3.7	2.8	2.5	0.0	2.5	3.0	2.7	2.9
Conducting Effective Traffic Accident Investigation	3.0	2.5	2.5	3.8	2.8	2.3	0.0	2.5	2.5	2.5	2.8
Response to Terrorism	2.5	2.8	2.4	3.7	3.0	1.8	0.0	2.5	0.5	2.1	2.6
CRITICAL INCIDENT											
Basic First Aid Techniques	2.5	3.0	2.9	3.9	3.5	2.3	0.0	2.0	2.5	2.5	2.9
Hazardous Materials Basic Awareness (First Responder)	3.0	2.5	2.6	3.8	3.5	2.3	0.0	2.0	2.5	2.2	2.8
Critical Incident/Disaster Response Techniques	3.0	2.5	2.8	3.2	3.3	1.8	0.0	2.5	2.5	2.5	2.7
Infectious Disease Awareness & Prevention	2.8	2.5	2.8	3.4	3.0	2.0	0.0	2.5	2.5	2.0	2.6
IDENTIFYING AND RESPONDING											
Recognizing Indicators of Criminal Behavior	2.5	2.8	2.8	3.8	3.3	2.0	0.0	2.5	3.0	2.3	2.8
Recognizing Child Neglect & Abuse	2.8	2.8	2.8	3.6	3.5	2.3	0.0	2.8	2.5	2.8	3.0
Recognizing Elder Neglect & Abuse	2.8	2.5	2.8	4.0	3.3	1.5	0.0	2.5	2.5	2.7	2.9
Mental Health Awareness	2.0	3.0	3.0	4.1	3.5	2.5	0.0	2.5	3.0	3.0	3.1
LEGAL CONCERNS											

Understanding the Criminal Justice System	3.3	1.8	2.4	3.6	3.8	2.5	0.0	3.0	3.0	2.5	2.9
Knowledge of Laws Governing Arrest, Search & Seizure	3.5	3.0	2.9	4.5	3.8	3.0	0.0	3.0	3.0	3.1	3.4
Knowledge of Illinois Criminal Code	3.5	3.0	2.9	4.4	3.8	2.8	0.0	3.0	3.0	3.1	3.4
Knowledge of Criminal Procedural Law	3.5	3.0	2.9	4.4	3.8	2.8	0.0	3.0	3.0	2.8	3.3
Knowledge of Patrol Techniques	3.3	2.8	2.8	4.3	3.8	2.8	0.0	2.8	3.0	2.8	3.2
Knowledge of Illinois Juvenile Court Act	3.0	2.8	2.1	4.2	2.8	2.8	0.0	3.0	2.5	2.9	3.0
Knowledge of Illinois Vehicle Code	3.5	3.0	2.5	3.7	3.8	2.8	0.0	3.0	3.0	2.9	3.1
Knowledge of Illegal Narcotics(Substances, Signs, & Symptoms)	2.8	2.5	2.8	3.8	3.5	2.3	0.0	2.8	2.5	2.8	3.0
Liability Issues	2.5	2.8	2.5	4.0	3.3	2.3	0.0	2.5	2.5	2.7	2.9
Knowledge of Public & Private Referral Services	2.3	2.3	2.5	3.4	2.3	1.8	0.0	2.0	2.5	2.2	2.5
PERSONAL INTEGRITY											
Law Enforcement Ethics & Integrity	3.0	2.5	2.4	4.4	3.8	2.8	0.0	2.3	2.5	2.8	3.1
Understanding Cultural Diversity & Cross-Cultural Issues	3.0	2.0	3.0	3.9	3.8	2.8	0.0	2.3	2.5	2.6	3.0
Family Relations & Stress Management Techniques	2.8	1.5	2.1	3.6	2.5	2.3	0.0	3.0	2.5	2.6	2.6
Developing Team Player Skills	2.3	2.8	2.5	3.6	3.0	2.3	0.0	2.8	2.5	2.6	2.8
TACTICS AND STRATEGIES											
Interview & Interrogation Techniques	2.8	2.3	2.8	3.6	2.5	2.3	0.0	2.5	3.0	2.6	2.8
Courtroom Testimony & Court Procedures	2.5	2.5	2.8	3.7	3.3	2.5	0.0	2.5	3.0	2.5	2.9
Officer Safety and Survival	3.3	2.8	2.9	4.3	2.8	2.5	0.0	2.8	3.0	2.9	3.2
Proficiency in Use of Firearms	3.0	3.0	2.9	4.1	3.3	2.5	0.0	2.8	3.0	2.2	3.0
Proficiency in Use of Force/Defensive Tactics	3.0	3.0	2.9	4.2	3.8	2.3	0.0	3.0	3.0	2.7	3.2
Defensive Driving/ Emergency Vehicle Operation	3.0	2.8	2.9	4.0	2.5	2.5	0.0	2.8	2.5	2.7	3.0
Field Sobriety Testing	2.5	2.8	2.8	3.6	2.5	2.3	0.0	2.5	3.0	2.6	2.8
Traffic Direction Techniques	3.5	2.8	3.0	3.7	3.5	2.3	0.0	1.8	2.5	2.1	2.9
Knowledge of Proper Radio Codes	2.0	1.5	2.3	3.0	3.5	2.5	0.0	1.8	2.5	1.9	2.4
Knowledge and Use of Problem Solving and COP Concepts	2.0	2.3	2.4	3.5	2.5	2.3	0.0	2.0	2.5	2.4	2.5

WRITING SKILLS											
Written Communication Skills	3.3	2.3	2.8	4.2	3.5	2.5	0.0	3.0	3.0	2.9	3.2
Report Writing Skills	3.0	2.3	2.8	4.4	3.8	2.8	0.0	3.0	3.0	3.0	3.2

Note: Each "Total" score in **bold** indicates a training area of highest need.

PATROL SURVEY

Counties	NW Cook	North Cook	West Cook	South Cook	DuPage	Kane	Kendall	Mc-Henry	Will	Lake	Total
# of Respondents	4	4	8	10	9	4	0	4	2	10	55
COMMUNICATION											
Oral Communication Skills	4.3	3.8	4.6	4.6	4.9	4.5	0.0	4.5	5.0	4.7	4.6
Non Verbal Expression/Body Language	4.0	4.0	4.4	4.4	4.8	4.3	0.0	4.3	3.5	4.3	4.3
Sign Language Skills & Communication with the Hearing Impaired	3.0	1.8	3.0	2.8	3.3	3.0	0.0	3.0	2.5	2.6	2.8
Spanish Speaking Skills	3.5	2.3	3.4	3.6	4.0	3.5	0.0	3.8	2.5	3.3	3.4
CRIME SCENE INV. SKILLS											
Basic Crime Scene Techniques	3.5	3.0	3.3	4.4	4.4	4.0	0.0	4.0	5.0	4.1	4.0
Evidence Collection, Preservation and Submission	3.8	3.0	3.5	4.4	4.3	3.8	0.0	4.3	4.5	3.8	4.0
Basic Police Photography Techniques	3.3	3.5	3.5	3.7	3.1	3.5	0.0	3.8	4.0	4.1	3.6
Basic Fingerprinting Techniques	3.5	2.5	3.1	3.7	3.2	2.8	0.0	3.3	4.5	3.4	3.3
Investigating Hate & Bias Crimes	2.8	3.0	3.4	4.0	3.8	3.5	0.0	3.8	5.0	3.6	3.6
Investigating Missing Children/Persons	3.8	3.8	4.0	4.6	4.3	4.0	0.0	3.5	4.5	3.7	4.1
Conducting Preliminary Investigations	4.3	4.3	4.4	4.5	4.0	4.0	0.0	4.3	5.0	4.3	4.3
Conducting Effective Traffic Accident Investigations	3.8	3.5	4.4	4.3	4.7	3.8	0.0	4.5	5.0	4.1	4.2
Grade Crossing Collision Investigation	2.8	1.5	3.4	2.8	2.4	2.8	0.0	2.8	3.5	2.2	2.6
CRITICAL INCIDENT											
Basic First Aid Techniques	4.3	4.3	4.8	4.5	4.7	3.8	0.0	3.3	4.5	3.6	4.2
Advanced First Aid Techniques(40 Hr. First Responder)	3.5	2.8	3.4	3.8	3.8	3.8	0.0	3.5	4.5	3.1	3.5
Infectious Disease Awareness & Protection	3.3	4.0	3.4	3.9	4.1	3.5	0.0	2.8	4.5	3.0	3.6
Critical Incident Response Techniques	3.8	4.3	4.0	4.6	4.6	4.3	0.0	4.3	5.0	4.0	4.3
Hazardous Materials First Responder Awareness	3.3	3.5	3.6	4.1	4.1	2.3	0.0	3.5	4.5	3.1	3.6
Natural Disaster Response Techniques	3.0	3.3	3.3	4.1	4.0	3.3	0.0	3.5	4.5	3.7	3.7
Responding to Victims	3.5	4.5	4.1	4.5	4.2	3.8	0.0	4.3	5.0	4.3	4.2

Hostage Negotiations and Operations	3.0	3.3	3.3	4.0	3.6	3.5	0.0	3.8	4.5	3.6	3.6
HUMAN RESOURCE											
Interpersonal Relations	4.0	3.8	3.8	4.4	4.6	3.3	0.0	2.8	4.5	3.6	3.9
Developing Team Player Skills	3.3	4.0	4.1	4.3	4.0	4.3	0.0	3.5	4.5	3.9	4.0
Time Management Skills	3.3	3.3	4.0	4.1	3.9	3.5	0.0	3.5	3.0	3.9	3.8
Memory & Listening Skills	3.3	4.3	4.4	4.5	4.4	4.0	0.0	3.8	5.0	3.7	4.2
Retirement Planning	3.0	3.8	3.0	2.9	3.6	3.0	0.0	2.0	3.5	3.9	3.2
ID AND RESPONSE											
Identification & Understanding of Street Gangs	3.3	2.0	3.0	3.8	4.0	3.3	0.0	4.3	3.5	3.4	3.5
Recognizing/Responding to Child Neglect & Abuse	3.3	3.5	4.0	4.4	4.4	3.8	0.0	4.5	2.5	3.6	4.0
Recognizing/Responding to Elder Neglect & Abuse	3.0	3.5	4.0	4.4	4.3	3.8	0.0	3.0	5.0	4.1	4.0
Awareness & Understanding of Domestic Violence & Abuse	3.5	4.3	4.1	4.4	4.3	3.8	0.0	4.3	5.0	4.3	4.2
Mental Health Awareness	3.8	4.5	4.0	4.5	4.8	4.3	0.0	4.3	5.0	4.6	4.4
Recognizing Indicators of Criminal Behavior	3.5	4.3	3.9	4.5	4.2	3.3	0.0	4.0	5.0	4.3	4.1
Implementation of Community Based Relationships	3.3	4.0	3.6	4.0	3.9	3.0	0.0	2.5	5.0	2.8	3.5
Knowledge of Patrol Techniques	3.5	3.8	4.1	4.4	4.4	3.5	0.0	4.3	5.0	4.2	4.2
Understanding of Crime Prevention Theories & Techniques	3.0	2.8	3.4	4.1	3.3	3.5	0.0	3.0	5.0	3.5	3.5
Knowledge of Public & Private Referral Services	3.0	3.0	3.0	3.7	3.7	4.0	0.0	2.0	5.0	3.5	3.4
Knowledge and Use of Problem Solving/ & C.O.P. Concepts	1.8	2.3	3.0	3.8	3.4	3.5	0.0	3.3	2.5	2.8	3.1
Response to Terrorism	3.0	3.8	3.0	3.9	3.4	3.0	0.0	4.0	4.0	3.5	3.5
Designer Drug Awareness	3.0	3.8	3.5	4.0	4.1	2.5	0.0	4.3	4.0	3.5	3.7
LEGAL CONCERNS											
Knowledge of Federal Laws	3.8	4.5	3.5	3.2	3.7	2.8	0.0	3.5	5.0	3.5	3.6
Knowledge of Laws Governing Arrest, Search & Seizure	4.3	4.8	4.8	4.9	4.9	4.0	0.0	4.3	5.0	4.8	4.7
Illinois Criminal Code	4.0	4.8	4.0	4.4	4.9	4.8	0.0	4.0	5.0	4.7	4.5
Knowledge of the Illinois Juvenile Code & Court System	3.8	4.8	4.4	4.8	4.9	4.3	0.0	4.0	4.5	4.5	4.5

Knowledge of Illegal Narcotics(Substances, Signs, & Symptoms)	3.5	4.0	3.9	4.4	4.6	3.8	0.0	4.3	5.0	3.8	4.1
Knowledge of the Illinois Vehicle Code	4.0	4.8	4.5	4.5	4.9	4.5	0.0	4.0	5.0	4.7	4.6
Liability & Use of Force Issues	4.3	4.8	4.6	4.9	4.9	4.5	0.0	4.3	5.0	4.8	4.7
PERSONAL INTEGRITY											
Law Enforcement Ethics & Integrity	4.0	4.3	4.6	4.6	4.9	4.5	0.0	3.8	4.5	4.1	4.4
Understanding Cultural Diversity & Cross Cultural	3.5	3.5	4.4	4.6	4.6	4.3	0.0	3.5	4.5	4.5	4.3
Sexual Harassment Sensitivity & Prevention	3.5	3.8	3.9	4.3	4.1	3.5	0.0	4.0	4.5	3.7	3.9
Family Relations & Stress Management Strategies	3.8	3.3	3.6	3.6	3.9	3.5	0.0	3.5	4.5	3.9	3.7
Maintenance of Fitness, Conditioning & Dietary Standards	3.3	4.0	3.3	3.7	3.2	3.5	0.0	2.8	4.5	3.7	3.5
PROCEDURAL CONCERNS											
Interview & Interrogation Techniques	4.0	3.5	4.1	4.6	4.3	3.8	0.0	4.8	3.5	4.3	4.2
Courtroom Testimony & Court Procedure	3.5	3.8	4.0	4.5	4.8	4.0	0.0	4.3	4.0	3.5	4.1
SPECIAL TACTICS											
Disarming Seized Weapons	3.0	3.3	3.4	3.5	3.7	3.0	0.0	4.3	3.5	3.1	3.4
Proficiency in Use of Firearms	4.0	4.5	4.5	4.4	4.2	4.3	0.0	4.0	4.0	3.5	4.2
Proficiency in Use of Force/Defensive Tactics	4.0	4.5	4.3	4.7	4.6	4.0	0.0	4.3	5.0	4.3	4.4
Defensive Driving/Emergency Vehicle Operation	3.5	3.8	4.6	4.4	4.6	4.8	0.0	4.5	4.5	4.1	4.3
Pursuit Driving Skills	3.5	2.8	4.0	4.3	3.7	4.3	0.0	2.8	5.0	3.4	3.7
Field Sobriety Testing	3.0	4.3	4.1	4.5	4.7	4.0	0.0	4.5	5.0	4.0	4.2
Officer Safety & Survival Techniques	4.0	4.5	4.5	4.8	4.8	4.0	0.0	5.0	5.0	3.8	4.5
Officer In-Charge Training	3.5	2.8	3.8	3.8	3.4	3.0	0.0	3.3	4.5	2.8	3.4
Bike Patrol Tactics & Techniques	2.5	3.0	2.0	2.8	3.1	2.8	0.0	3.0	3.5	2.2	2.7
K-9 Patrol Tactics & Techniques	2.8	2.3	2.5	3.5	2.3	2.3	0.0	2.3	2.0	1.6	2.4
Handcuffing Skills	2.8	3.3	4.1	4.3	3.8	3.3	0.0	4.8	4.5	3.7	3.9
Animal Safety and Control	2.5	2.0	2.9	3.9	3.1	3.0	0.0	3.3	3.0	2.6	3.0
WRITING SKILLS											

Written Communication Skills	4.3	3.8	4.5	4.7	4.8	3.8	0.0	4.0	4.0	4.3	4.4
Report Writing Skills	4.5	4.0	4.6	4.7	4.8	4.0	0.0	3.0	5.0	4.5	4.4
Computer Orientation & Operation	3.5	3.5	4.0	4.2	3.6	3.5	0.0	2.3	2.5	3.4	3.6

Note: Each "Total" score in **bold** indicates a training area of highest need.

SUPERVISORY

Counties	NW Cook	North Cook	West Cook	South Cook	DuPage	Kane	Kendall	Mc-Henry	Will	Lake	Total
# of Respondents	4	4	7	9	7	2	0	4	2	11	50
COMMUNICATION											
Oral Communication Skills	4.0	3.8	4.6	4.6	4.4	4.0	0.0	4.8	4.0	4.3	4.3
Non Verbal Expressions/Body Language	3.3	3.5	4.4	4.2	3.6	2.5	0.0	4.3	3.0	3.9	3.8
Sign Language Skills & Communication with the Hearing Impaired	2.3	1.3	2.6	3.1	3.1	2.5	0.0	3.0	2.5	2.1	2.5
Spanish Speaking Skills	2.8	2.0	3.3	3.0	2.7	4.0	0.0	3.3	2.5	2.7	2.9
Public Speaking Skills	3.8	4.5	4.0	4.7	3.4	4.0	0.0	4.0	5.0	3.6	4.0
Media Relations	4.0	4.5	4.0	4.4	3.9	3.5	0.0	4.8	5.0	4.1	4.2
COMMUNITY RELATIONS											
Instituting a Citizen's Police Academy	1.8	1.3	2.1	3.2	1.6	2.5	0.0	2.0	5.0	1.9	2.2
Implementing Community-Oriented Policing Programs	2.8	2.8	2.9	3.4	2.1	3.0	0.0	2.5	5.0	2.9	2.9
Managing within a C.O.P. Community	2.5	2.8	3.0	3.2	2.6	1.0	0.0	2.5	5.0	2.2	2.7
Supervision of DUI Programs	2.5	3.3	3.4	3.7	3.6	3.0	0.0	3.0	4.0	2.8	3.2
Implementing Bike Patrol Units	2.0	2.3	2.0	3.0	2.0	2.0	0.0	2.8	2.5	1.7	2.2
Implementing K-9 Patrol Units	2.3	1.8	2.4	3.0	1.6	3.0	0.0	2.3	2.5	1.5	2.1
Awareness of Cultural Diversity & Cross-Cultural Issues	2.8	3.3	4.1	4.3	3.7	4.5	0.0	2.8	4.5	4.2	3.9
Mental Health Awareness	4.0	4.3	4.4	4.6	4.6	4.5	0.0	4.5	5.0	4.6	4.5
Enforcing Environmental Health & Safety Standards	2.5	2.5	3.4	4.4	2.9	3.0	0.0	4.3	4.0	2.6	3.3
Marketing/Image Building of the Agency	2.8	2.5	3.7	3.3	3.1	3.5	0.0	4.3	3.5	3.4	3.3
Estab. & Enhancing Working Relationships with Comm. Organizations	2.5	3.5	4.0	4.4	3.7	3.5	0.0	4.3	5.0	3.7	3.9
CRITICAL INCIDENT											
Developing Task Forces & Mutual Aid Agreements	2.3	2.3	3.1	3.3	2.6	3.0	0.0	3.8	4.0	2.3	2.8
Hostage Negotiation Process	3.0	3.5	3.6	4.2	3.4	3.0	0.0	3.3	3.0	3.0	3.4
Natural Disaster Response Management	3.0	3.5	3.6	4.2	3.3	3.0	0.0	4.0	3.5	3.5	3.6

Bomb Threat Response Management	2.3	3.5	3.9	4.1	3.4	3.5	0.0	4.0	2.5	3.8	3.6
Riot Response Management	3.3	3.8	3.4	4.1	3.4	4.0	0.0	4.0	3.0	3.2	3.6
Response to Terrorism	3.3	4.0	3.6	4.0	2.7	3.5	0.0	4.0	3.0	4.0	3.6
HUMAN RESOURCE											
Recruitment & Selection of Personnel	2.8	1.5	3.0	3.2	2.4	3.0	0.0	4.0	5.0	3.7	3.1
Career Development of Personnel	3.5	3.5	3.7	4.0	3.4	4.0	0.0	4.5	4.5	4.5	4.0
Retirement Planning	2.5	3.0	3.3	2.8	3.6	3.0	0.0	2.0	4.5	2.8	3.0
INTEGRITY ISSUES											
Fostering and Reinforcing Ethics and Integrity	4.0	3.8	4.3	4.3	4.0	4.5	0.0	4.8	4.5	4.4	4.3
LEGAL CONCERNS											
Knowledge of Federal Laws	3.8	4.3	3.6	3.6	4.0	4.0	0.0	3.5	4.5	3.3	3.7
Knowledge of Laws Governing Arrest, Search and Seizure	4.0	4.5	4.6	4.3	4.9	4.5	0.0	4.5	4.0	4.2	4.4
Knowledge of Illinois Criminal Code	3.0	4.5	4.4	4.2	4.9	2.5	0.0	4.5	4.5	4.7	4.3
Knowledge of Illinois Juvenile Code	2.8	4.5	4.1	4.3	4.9	4.5	0.0	4.5	4.0	4.5	4.3
Knowledge of Illegal Narcotics(Substances, Signs, & Standards)	3.0	3.8	4.1	4.1	4.7	4.0	0.0	4.5	3.0	4.2	4.1
Knowledge of Illinois Vehicle Code	3.5	4.5	4.4	3.9	4.7	4.5	0.0	4.5	4.0	3.5	4.1
Knowledge of Freedom of Information & Open Records Acts	3.0	3.0	3.4	4.1	3.9	2.5	0.0	4.3	3.5	3.6	3.6
Liability & Use of Force Issues	3.3	4.8	4.6	4.9	3.4	4.5	0.0	5.0	4.5	4.8	4.5
Understanding & Utilizing the Employee Assistance Program	3.8	4.0	3.6	3.9	4.4	3.5	0.0	4.3	4.5	4.1	4.0
Crime Prevention Methods	2.3	3.5	3.6	4.1	3.7	3.5	0.0	3.8	5.0	3.6	3.7
MANAGEMENT											
Interpersonal Relations	4.5	4.3	4.3	4.3	4.4	3.5	0.0	4.5	4.5	4.5	4.4
Motivational Strategies	4.5	4.5	4.6	4.7	4.4	2.5	0.0	4.5	5.0	4.9	4.6
Team Building Techniques	3.8	3.8	4.4	4.7	4.4	4.5	0.0	4.8	5.0	4.6	4.5
Time Management	3.8	3.8	4.1	4.7	4.3	4.0	0.0	4.0	4.5	4.4	4.2
Coaching & Counseling Techniques on Performance	4.3	4.5	4.6	4.7	4.3	4.0	0.0	4.5	5.0	4.7	4.5

Managing the Accreditation Process	2.0	1.8	2.4	2.7	1.9	1.5	0.0	2.8	3.0	2.0	2.2
Procedural Problem Analysis	3.0	4.0	3.6	3.6	3.1	3.0	0.0	4.3	4.5	3.3	3.5
Implementing Total Quality Management	2.8	3.5	3.6	3.2	2.9	3.0	0.0	4.5	5.0	3.2	3.4
Conducting the Internal Investigation Process	3.0	3.3	3.1	4.3	3.9	4.0	0.0	4.5	5.0	3.4	3.7
Disciplinary Policies & Procedures	3.3	3.8	3.6	4.4	3.9	4.5	0.0	4.8	5.0	3.7	4.0
Conducting and Managing Effective Roll Call Training	3.0	3.3	3.9	4.2	4.0	4.0	0.0	4.5	4.5	3.8	3.9
PERSONNEL RELATIONS											
Health & Environmental Safety in the Workplace	2.3	2.8	4.0	3.7	3.4	3.5	0.0	4.0	4.0	3.3	3.4
Development/Maintenance of Employee Health & Fitness Program	2.5	4.3	3.4	3.2	3.0	3.0	0.0	4.0	4.0	2.8	3.2
Recognizing, Understanding, & Preventing Violence in the Workplace	3.0	4.3	4.3	3.6	3.3	4.0	0.0	4.0	2.0	3.9	3.7
Sexual Harassment Sensitivity & Prevention	3.5	4.0	4.3	4.3	4.0	4.5	0.0	4.5	4.0	4.3	4.2
Family Relations & Stress Management Strategies	3.8	3.3	4.0	3.8	3.3	3.5	0.0	4.3	4.0	4.0	3.8
Labor Negotiations	3.0	1.8	2.9	3.8	3.1	2.0	0.0	1.5	3.5	3.0	2.9
Knowledge of Policies and Procedures for Substance Abuse	2.8	3.8	3.7	4.2	3.9	3.5	0.0	4.3	3.5	3.5	3.7
PLANNING STRATEGIES											
Budget Preparation, Revision, & Presentation	2.8	2.3	3.0	3.9	2.6	3.0	0.0	4.5	4.0	3.6	3.3
Allocating Resources Using Crime Trend Analysis	2.8	2.8	3.1	3.4	3.0	3.5	0.0	2.8	4.5	2.9	3.1
Administrative Planning & Organizational Development	2.5	3.0	3.6	4.0	2.9	2.5	0.0	4.5	5.0	3.4	3.5
Planning & Design of Police Facilities	2.3	1.8	2.3	2.8	1.9	2.0	0.0	2.0	3.5	1.6	2.1
Organizational Problem/Needs Analysis	3.0	2.3	3.4	3.8	3.1	3.0	0.0	3.8	5.0	3.0	3.3
Identifying and Responding to Demographic Trends	1.5	2.3	3.1	3.8	3.1	3.5	0.0	3.8	4.5	2.7	3.1
SPECIAL TACTICS											
Responding to Victims	3.5	4.3	4.1	4.1	4.1	4.0	0.0	3.8	3.5	4.3	4.1
Disarming Seized Weapons	2.8	3.0	3.7	3.0	3.7	2.5	0.0	3.0	2.5	2.6	3.1
WRITING SKILLS											
Written Communication Skills	3.8	3.8	4.1	4.4	3.9	3.5	0.0	4.5	4.5	4.3	4.1

Conducting Effective Performance Evaluations	3.5	4.3	4.4	4.6	4.4	3.5	0.0	4.8	5.0	4.1	4.3
Policy Development & Writing	3.3	2.8	3.6	4.4	3.0	3.0	0.0	4.3	5.0	3.2	3.6
Grant Writing Skills	2.8	1.8	2.9	3.9	2.6	2.0	0.0	4.3	3.5	2.7	3.0
Report Writing Skills	3.5	3.5	3.9	4.3	3.1	4.0	0.0	4.0	4.0	3.5	3.7
Computer Operation, Including Application of Software	2.5	3.0	3.6	3.9	3.4	3.0	0.0	3.3	4.0	3.8	3.5

Note: Each "Total" score in **bold** indicates a training area of highest need.

TELECOMMUNICATIONS SURVEY

Counties	NW Cook	North Cook	West Cook	South Cook	DuPage	Kane	Kendall	Mc-Henry	Will	Lake	Total
# of Respondents	4	4	7	8	6	3	0	3	2	10	47
COMMUNICATION											
Written Communication Skills	2.8	3.0	3.1	3.3	3.7	3.0	0.0	1.3	2.5	3.1	3.0
Oral Communication Skills	3.3	3.5	3.4	3.4	4.3	3.3	0.0	2.3	3.0	4.1	3.6
Spanish Speaking Skills	3.0	2.0	2.9	3.3	3.8	3.3	0.0	1.7	3.0	3.5	3.1
CRITICAL INCIDENT											
Critical Incident Problem Solving & Decision Making	2.5	3.3	3.3	2.5	2.8	3.3	0.0	2.3	3.0	2.9	2.9
Understanding 911 Police/Fire/Ambulance Terminology	2.8	3.5	3.3	2.9	4.0	3.7	0.0	2.0	3.0	3.3	3.2
Operation of Computer-Aided Dispatch System(CAD)	3.3	3.5	2.9	3.1	4.0	3.7	0.0	2.3	3.0	3.7	3.3
Knowledge of Alarm & Mutual Aid Dispatching Duties	2.8	3.3	3.4	3.3	3.7	3.3	0.0	2.0	3.0	3.6	3.3
Knowledge of Public Safety Communications Systems	1.8	3.5	3.4	3.0	3.8	3.3	0.0	2.0	2.5	3.3	3.1
Proficiency in Emergency Medical Dispatching Techniques	2.8	2.5	3.3	3.3	3.3	3.7	0.0	2.3	3.0	2.8	3.0
Proficiency in Emergency Medical Telephone Procedure	2.8	2.5	3.3	3.1	3.8	3.7	0.0	2.3	3.0	2.9	3.1
Proficiency in Handling Bomb Threats	3.0	2.8	3.3	3.3	3.3	3.7	0.0	2.3	3.0	3.3	3.2
Coordination Techniques for Hostage/Barricade Situations	3.0	2.8	3.0	3.3	3.8	3.0	0.0	2.3	3.0	2.9	3.1
Response to Terrorism	2.8	2.8	2.7	3.0	2.7	2.7	0.0	2.3	3.0	2.9	2.8
LEGAL CONCERNS											
Knowledge of Geographical Jurisdiction	3.0	2.5	3.4	3.0	4.2	2.7	0.0	2.3	3.0	3.0	3.1
Knowledge of FCC Rules & Regulations	3.0	2.5	2.7	2.6	2.8	2.3	0.0	1.7	3.0	3.6	2.8
Knowledge of Time/NCIC Requirements & Regulations	3.3	3.0	3.3	2.9	3.7	3.0	0.0	2.3	3.0	3.7	3.2
Knowledge of Freedom of Information & Open Records	2.0	2.5	3.1	2.6	2.7	2.0	0.0	1.3	2.5	2.3	2.5
The Illinois Uniform Crime Reporting System	3.0	2.0	3.3	2.6	2.7	2.0	0.0	1.3	3.0	2.4	2.6
Understanding 911 Liability Issues	3.0	3.8	3.6	3.3	4.0	3.0	0.0	2.0	3.0	3.5	3.4
MANAGEMENT/PLANNING											

Planning & Design of a Telecommunications Center	2.0	1.8	2.1	2.4	2.2	1.3	0.0	1.0	2.0	1.4	1.9
Supervision of a Telecommunications Center	2.0	1.8	3.0	3.3	1.7	2.7	0.0	1.3	3.0	2.3	2.4
PERSONAL INTEGRITY											
Law Enforcement Ethics & Integrity	3.0	2.8	3.0	3.4	4.2	3.0	0.0	2.0	2.5	3.2	3.2
Awareness of Cultural Diversity & Cross-Cultural Issues	3.0	3.3	3.0	3.1	3.2	3.0	0.0	1.7	3.0	3.3	3.0
Mental Health Awareness	3.0	3.3	3.1	3.4	4.0	3.3	0.0	2.3	3.0	3.3	3.3
Sexual Harassment Sensitivity & Prevention	3.0	3.3	3.1	3.3	3.3	3.3	0.0	1.7	2.5	3.4	3.1
Family Relations & Stress Management Strategies	2.8	2.3	2.1	3.3	3.0	2.7	0.0	2.0	3.0	2.9	2.7
Team Player Skills	2.8	3.3	3.3	3.3	3.7	3.0	0.0	2.3	3.0	3.4	3.2
Interpersonal Relations	3.5	3.3	3.1	3.3	3.8	2.7	0.0	2.3	3.0	3.5	3.3
PUBLIC RELATIONS											
Media Relations	2.8	1.8	2.7	2.9	2.5	2.0	0.0	1.3	3.0	1.9	2.3
Dealing Tactfully & Courteously w/ the Public	3.5	3.5	3.6	3.0	4.0	3.0	0.0	2.3	3.0	4.0	3.5

Note: Each "Total" score in **bold** indicates a training area of highest need.

TRAFFIC SURVEY

Counties	NW Cook	North Cook	West Cook	South Cook	DuPage	Kane	Kendall	Mc-Henry	Will	Lake	Total
# of Respondents	4	4	7	8	8	3	0	4	2	9	49
ACCIDENT INVESTIGATIONS											
Situational Problem Analysis	2.8	2.8	3.6	4.1	3.3	2.7	0.0	4.0	4.5	3.0	3.4
Conducting Basic Traffic Accident Investigations	4.0	4.0	4.4	4.5	4.4	4.0	0.0	4.3	5.0	4.0	4.3
Conducting Complex Traffic Accident Investigations	3.5	3.3	4.4	4.3	4.0	3.3	0.0	4.0	3.0	3.2	3.8
Investigation of Motorcycle Accidents	3.8	2.3	4.3	4.3	3.5	3.3	0.0	4.3	3.0	3.3	3.7
Investigation of Commercial Vehicle Accidents	3.8	2.3	4.4	4.1	3.5	3.3	0.0	2.8	5.0	3.2	3.6
Accident Documentation with Photography Equipment	3.3	3.3	3.9	4.3	4.0	3.3	0.0	2.5	3.0	3.1	3.5
Accident Documentation with Video Equipment	2.8	3.0	3.9	4.1	3.8	3.0	0.0	2.8	3.0	3.0	3.4
Interviewing Drivers, Victims & Witnesses	3.5	3.8	4.4	4.4	4.1	3.7	0.0	3.8	4.0	4.2	4.1
Conducting Traffic Surveys	2.8	3.3	3.0	3.8	3.4	3.0	0.0	3.5	3.0	2.9	3.2
Grade Crossing Collision Investigation	2.8	2.0	3.1	3.3	2.3	2.3	0.0	2.5	5.0	2.3	2.7
COMMUNICATION											
Oral Communication Skills	3.3	3.3	4.1	4.4	4.1	4.3	0.0	4.0	4.5	4.1	4.0
Non Verbal Expressions/Body Language	3.5	4.0	4.1	4.3	3.9	4.3	0.0	3.8	3.5	3.3	3.9
Sign Language Skills & Communication with the Hearing Impaired	3.0	2.0	2.9	3.0	2.6	2.3	0.0	3.0	2.5	2.4	2.7
Spanish Speaking Skills	3.3	3.0	3.4	3.5	2.9	4.0	0.0	3.5	2.5	3.7	3.4
FIRST AID TECHNIQUES											
Basic First Aid Techniques	3.5	4.0	3.7	4.3	3.5	4.0	0.0	3.3	3.5	3.6	3.7
Advanced First Aid Techniques(40 Hour First Responder)	3.0	3.3	3.6	3.8	3.1	3.7	0.0	3.3	3.0	3.2	3.4
Hazardous Materials First Responder Basic Awareness	3.8	3.3	4.3	4.4	3.8	3.7	0.0	3.8	4.0	3.7	3.9
IMPAIRED DRIVER DETECTION											
Field Sobriety Testing Techniques	3.8	4.5	4.4	4.6	4.3	4.3	0.0	5.0	4.0	4.2	4.4
Operation of Breath Alcohol Testing Equipment	3.8	4.5	4.4	4.5	3.8	4.3	0.0	5.0	4.5	4.2	4.3
Drugged Driver Detection(Narcotics)	3.5	4.5	4.4	4.8	4.4	4.0	0.0	5.0	4.0	4.2	4.4

LEGAL CONCERNS											
Knowledge of Illinois Criminal Code	4.5	4.8	4.4	4.0	4.5	4.3	0.0	4.8	5.0	4.8	4.5
Knowledge of Laws Governing Arrest, Search & Seizure	4.3	4.8	4.6	4.5	4.4	4.7	0.0	4.8	5.0	4.8	4.6
Knowledge of Illegal Narcotics(Substances, Signs, & Symptoms)	3.0	4.0	4.3	4.5	4.4	4.3	0.0	4.8	4.0	4.2	4.2
Liability Issues	3.5	4.3	4.6	4.6	3.8	4.3	0.0	4.3	5.0	4.6	4.3
Knowledge of Illinois Vehicle Code	4.8	3.5	4.4	4.5	4.5	4.7	0.0	4.8	5.0	4.6	4.5
Knowledge of Truck Weight Laws & Enforcement Techniques	4.0	2.3	4.4	4.3	4.0	3.3	0.0	4.0	5.0	4.0	4.0
Effective Courtroom Testimony	3.8	4.0	4.4	4.4	4.1	4.0	0.0	4.3	4.5	3.9	4.1
Testifying in DUI Trials	4.0	4.3	4.4	4.5	4.3	2.7	0.0	4.5	4.5	4.6	4.3
PERSONAL INTEGRITY											
Law Enforcement Ethics & Integrity	3.5	3.5	4.3	4.6	4.0	4.3	0.0	4.3	4.5	4.3	4.2
Understanding Cultural Diversity & Cross-Cultural	3.0	3.3	4.1	4.5	3.5	4.3	0.0	4.3	4.5	4.0	3.9
Mental Health Awareness	3.5	4.0	4.1	4.6	3.6	4.3	0.0	4.3	5.0	4.4	4.2
Sexual Harassment Sensitivity & Prevention	3.0	3.0	3.9	4.1	3.4	4.0	0.0	3.5	3.0	3.7	3.6
Family Relations & Stress Management Strategies	3.3	2.8	3.1	2.9	2.9	3.3	0.0	4.0	4.0	3.8	3.3
Physical Fitness, Conditioning, & Dietary Standard	2.0	3.5	2.9	3.4	3.4	3.3	0.0	2.3	4.5	4.1	3.3
TACTICS AND STRATEGIES											
Defensive Driving/Emergency Vehicle Operation	3.3	4.5	4.4	4.4	4.4	3.0	0.0	5.0	4.5	4.0	4.2
Pursuit Driving Skills	3.5	3.5	4.4	4.0	3.1	4.0	0.0	4.8	4.5	3.6	3.8
Proficiency in Use of Firearms	3.8	3.5	4.1	4.1	3.9	4.3	0.0	4.5	2.5	3.3	3.8
Disarming Seized Weapons	3.0	2.5	4.1	3.8	3.4	3.0	0.0	3.8	1.0	3.0	3.3
Proficiency in Use of Force/Defensive Tactics	3.5	3.5	4.3	4.5	4.0	4.3	0.0	5.0	4.5	3.9	4.1
Operation of Radar/Speed Detection Equipment	4.0	3.0	4.4	3.6	4.1	4.0	0.0	4.8	4.0	4.1	4.0
Police Motorcycle Operation	3.0	1.3	1.7	2.8	1.5	1.3	0.0	2.8	4.0	1.7	2.1
Identification & Understanding of Street Gangs	2.8	2.3	3.3	3.9	3.3	3.7	0.0	4.0	3.5	3.2	3.3
Building & Maintaining Relationships with MADD	3.0	2.3	3.4	3.6	3.0	2.7	0.0	4.0	2.5	2.4	3.0

WRITING SKILLS											
Written Communication Skills	3.8	3.8	4.0	4.5	4.3	4.0	0.0	3.8	4.5	4.2	4.1
Report Writing Skills	4.0	4.0	4.0	4.5	4.3	4.0	0.0	4.5	4.5	4.3	4.2

Note: Each "Total" score in **bold** indicates a training area of highest need.

YOUTH JUVENILE SURVEY

Counties	NW Cook	North Cook	West Cook	South Cook	DuPage	Kane	Kendall	Mc-Henry	Will	Lake	Total
# of Respondents	4	3	6	8	7	3	0	4	2	9	46
COMMUNICATION											
Oral Communication Skills	4.0	3.0	4.5	4.1	4.7	4.0	0.0	4.3	3.0	4.3	4.2
Sign Language Skills & Communication with the Hearing Impaired	3.0	1.7	2.8	3.1	3.0	3.0	0.0	3.5	2.5	2.1	2.8
Spanish Speaking Skills	3.3	1.7	3.5	3.4	3.7	4.0	0.0	3.5	2.0	3.1	3.3
Public Speaking Skills	2.5	2.3	4.3	3.6	4.1	3.7	0.0	4.0	2.5	3.9	3.7
Interpersonal Relations Skills	4.3	3.0	4.5	3.9	4.4	4.0	0.0	4.5	3.0	4.0	4.1
LEGAL CONCERNS											
Knowledge of Federal Laws	4.0	4.7	3.7	3.5	3.9	3.7	0.0	3.8	3.0	3.0	3.6
Knowledge of Laws Governing Arrest, Search & Seizure	4.5	4.0	4.0	4.1	4.6	4.3	0.0	4.3	3.0	4.3	4.2
Knowledge of the Illinois Criminal Code	4.3	4.7	4.3	4.1	4.6	4.0	0.0	4.3	3.0	3.8	4.2
Knowledge of the Illinois Juvenile Code & Court System	4.5	4.7	4.5	4.5	5.0	4.0	0.0	4.5	3.0	4.9	4.6
Knowledge of Illegal Narcotics(Substances, Signs, & Symptoms)	3.0	4.0	4.3	3.9	4.6	4.0	0.0	4.5	3.0	4.0	4.0
Knowledge of Freedom of Information and Open Records	3.0	3.7	4.0	3.5	3.1	3.0	0.0	4.0	2.5	3.7	3.5
Liability Issues	4.3	4.3	4.5	4.4	4.4	4.3	0.0	4.3	3.0	4.6	4.4
Knowledge of Public/Private Referral Services	3.5	3.0	4.0	3.8	4.6	3.7	0.0	4.5	3.0	4.1	3.9
Knowledge and Use of Problem Solving & C.O.P. Concepts	3.0	2.3	3.5	3.1	3.0	3.0	0.0	4.3	3.0	2.8	3.1
Understanding the Procedures of the Department of Children & Family Services	3.0	3.7	3.7	3.4	3.6	3.3	0.0	4.3	3.0	3.7	3.5
PERSONAL INTEGRITY											
Law Enforcement Ethics & Integrity	3.8	3.0	4.5	4.1	4.4	4.7	0.0	3.8	3.0	4.2	4.1
Understanding Cultural Diversity & Cross-Cultural Issues	3.3	2.3	4.3	4.3	4.7	4.3	0.0	4.0	3.0	3.7	3.9
Mental Health Awareness	3.5	3.7	4.5	4.3	4.7	4.0	0.0	4.5	3.0	4.2	4.2
Awareness of Sexual Harassment Sensitivity & Prevention	3.0	3.7	3.7	3.1	3.9	4.0	0.0	4.5	3.0	3.6	3.6
Family Relations & Stress Management Strategies	3.3	3.0	4.2	3.9	3.4	4.0	0.0	4.3	3.0	3.8	3.7

Time Management Skills	3.0	2.3	3.7	3.8	3.9	3.0	0.0	3.8	2.5	3.7	3.5
RESPONDING TO JUVENILES											
Responding to Victims	4.0	4.3	4.7	4.1	4.6	4.3	0.0	4.5	3.0	4.6	4.4
Counseling Chronic Juvenile Offenders	3.8	2.7	4.3	4.3	4.1	4.0	0.0	4.0	3.0	3.7	3.9
Counseling Techniques for Troubled Teens	3.8	3.3	4.3	4.1	4.3	4.0	0.0	4.0	3.0	3.7	3.9
Teen Suicide Intervention Techniques	4.0	3.7	4.5	3.9	4.7	4.3	0.0	3.8	3.0	4.3	4.2
Crime Prevention Methods for Juveniles	3.5	3.7	4.0	4.1	4.7	4.3	0.0	4.0	3.0	4.0	4.0
Interviewing Techniques for Juveniles	4.0	4.7	4.7	4.6	4.9	4.0	0.0	4.3	3.0	4.6	4.5
SCHOOL RELATIONS											
Knowledge of School Board Procedures	2.5	3.3	2.7	3.5	3.4	3.3	0.0	3.3	2.5	2.4	3.0
Maintaining Effective Relations with Local School Staff	2.8	4.0	3.2	4.0	4.6	3.7	0.0	4.0	2.5	3.4	3.7
Police/School Liason Program	3.0	3.3	3.2	4.0	3.9	4.3	0.0	3.3	2.5	3.8	3.6
Knowledge & Implementation of D.A.R.E. Programs	2.3	1.0	2.8	3.5	3.1	2.3	0.0	4.0	2.5	1.7	2.7
SEXUAL CRIMES											
Videotaping Physical & Sexual Abuse Victim Interviews	3.5	4.0	4.0	4.1	4.0	3.7	0.0	3.5	3.0	4.8	4.0
Photographing Physical & Sexual Abuse Victims	3.3	4.0	4.0	4.1	4.0	3.7	0.0	3.5	3.0	4.8	4.0
Understanding Adolescent Sexual Offenders	4.0	4.0	4.5	4.0	4.4	4.0	0.0	3.8	3.0	4.6	4.2
Working with Parents of Sexual Offenders & Victims	4.0	4.0	4.5	4.1	4.3	4.0	0.0	3.8	3.0	4.3	4.1
Recognition of Physical or Sexual Child Abuse	4.3	4.0	4.5	4.3	4.7	4.0	0.0	4.3	3.0	4.7	4.4
TACTICS AND STRATEGIES											
Juvenile Case Management	3.3	3.7	4.7	4.4	4.6	3.7	0.0	4.0	3.0	4.0	4.1
Identification & Understanding of Street Gangs	3.0	1.3	3.8	3.5	4.1	4.0	0.0	3.0	2.5	3.7	3.4
Investigating Cult or Satanic-Oriented Crimes	2.8	1.0	2.8	3.4	3.6	3.3	0.0	3.0	2.5	2.9	3.0
Conducting Missing Children Investigations	3.8	3.0	4.5	4.5	4.6	4.0	0.0	4.5	5.0	4.0	4.2
Awareness & Understanding of Domestic Violence & Abuse	3.3	4.3	4.7	4.3	4.3	4.0	0.0	3.5	3.0	4.3	4.1
Building/Maintaining Effective Relationships with	3.3	4.3	4.7	4.3	4.1	3.7	0.0	4.0	3.0	4.1	4.1

Crime Scene Processing/Evidence Collection & Submission	2.5	4.3	4.3	3.8	3.6	3.3	0.0	3.8	2.5	4.1	3.7
WRITING SKILLS											
Written Communication Skills	4.0	3.0	4.2	4.1	4.7	4.3	0.0	4.0	3.0	4.4	4.2
Report Writing Skills	4.3	2.7	4.2	4.1	4.6	4.3	0.0	4.3	3.0	4.4	4.2
Computer Operation and Application	3.5	2.7	3.8	3.6	3.4	3.7	0.0	3.8	2.5	3.6	3.5

Note: Each "Total" score in **bold** indicates a training area of highest need.

Appendix

A Listing of Sample Surveys



North East Multi-Regional Training, Inc. MTU#3

355 Smoke Tree Plaza
 North Aurora, IL 60542
 Tel: 630-896-8860 Fax: 630-896-4422 Web: www.nemrt.com



Training Needs Analysis
Civilian Staff Survey

Demographics: Please indicate the location of your agency.

- NW Cook N Cook W Cook S Cook
 DuPage Kane Kendall McHenry
 Will Lake Other

Please rank the following skills & knowledge statements using the scale below:

(5)_____ (4)_____ (3)_____ (2)_____ (1)
 Critical Training Low Training
 Priority Priority

- | | | |
|--|----|---|
| 1 Oral Communication Skills | 1 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 2 Non Verbal Expressions/Body Language | 2 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 3 Written Communication Skills | 3 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 4 Sign Language Skills & Communication with the Hearing Impaired | 4 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 5 Spanish Speaking Skills | 5 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 6 Media Relations | 6 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 7 Interpersonal Relations | 7 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 8 Diplomacy & Courtesy for Non-Sworn Personnel | 8 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 9 Family Relations & Stress Management Strategies | 9 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 10 Awareness of Cultural Diversity & Cross-Cultural Issues | 10 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 11 Law Enforcement Ethics & Integrity | 11 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 12 Sexual Harassment Sensitivity & Prevention | 12 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 13 Mental Health Awareness | 13 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 14 Budget Preparation, Revision & Presentation | 14 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 15 Administrative Procedures for Effective Office Management | 15 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 16 Time Management Skills | 16 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 17 Computer Operation & Applications | 17 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 18 Managing the Records Center | 18 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 19 Understanding Operation of Records Center | 19 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 20 Knowledge of Record Retention Requirements | 20 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |



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Training Needs Analysis *Corrections/Detentions*

Demographics: Please indicate the location of your agency.

- NW Cook N Cook W Cook S Cook
DuPage Kane Kendall McHenry
Will Lake Other

Please rank the following skills & knowledge statements using the scale below:

(5)____(4)____(3)____(2)____(1)
 Critical Training Low Training
 Priority Priority

1	Oral Communication Skills	1	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
2	Non Verbal Expressions/Body Language	2	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
3	Written Communication Skills	3	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
4	Sign Language Skills & Communication with the Hearing Impaired	4	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
5	Spanish Speaking Skills	5	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
6	Interpersonal Relations	6	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
7	Law Enforcement Ethics & Integrity	7	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
8	Awareness of Cultural Diversity & Cross-Cultural Issues	8	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
9	Sexual Harassment Sensitivity & Prevention	9	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
10	Family Relations & Stress Management Strategies	10	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
11	Mental Health Awareness	11	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
12	Knowledge of Federal Laws & State Detention Statutes	12	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
13	Knowledge of Law Governing Arrest, Search & Seizure	13	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
14	Knowledge of Illegal Narcotics (Substances, Signs, & Symptoms)	14	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
15	Inmate/Prisoner Legal Rights	15	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
16	Legal Aspects of Jail Administration	16	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
17	Computer Operation & Applications	17	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
18	Electronic Monitoring Program	18	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
19	Audio & Video Surveillance	19	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1
20	Suicide Intervention Techniques	20	<input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1



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Training Needs Analysis Corrections/Detentions

Demographics: Please indicate the location of your agency.

- | | | | |
|-------------------------------|------------------------------|-------------------------------|-------------------------------|
| <input type="radio"/> NW Cook | <input type="radio"/> N Cook | <input type="radio"/> W Cook | <input type="radio"/> S Cook |
| <input type="radio"/> DuPage | <input type="radio"/> Kane | <input type="radio"/> Kendall | <input type="radio"/> McHenry |
| <input type="radio"/> Will | <input type="radio"/> Lake | <input type="radio"/> Other | |

Please rank the following skills & knowledge statements using the scale below:

(5)	_____	(4)	_____	(3)	_____	(2)	_____	(1)
	Critical Training							Low Training
	Priority							Priority

- | | | | | | | | |
|----|--|--|---|---|---|---|---|
| 21 | Basic First Aid Techniques | | 5 | 4 | 3 | 2 | 1 |
| 22 | Recognition of Psychological Emergencies | | 5 | 4 | 3 | 2 | 1 |
| 23 | Infectious/Contagious Disease Prevention Techniques | | 5 | 4 | 3 | 2 | 1 |
| 24 | Conducting Breath Alcohol Tests | | 5 | 4 | 3 | 2 | 1 |
| 25 | Detention Response Team | | 5 | 4 | 3 | 2 | 1 |
| 26 | Cell Block Management | | 5 | 4 | 3 | 2 | 1 |
| 27 | Policy & Procedure Development & Revisions | | 5 | 4 | 3 | 2 | 1 |
| 28 | Planning & Designing Lockup & Holding Facilities | | 5 | 4 | 3 | 2 | 1 |
| 29 | Cleaning/Disinfecting, Maintaining & Inspecting Facilities | | 5 | 4 | 3 | 2 | 1 |
| 30 | Cell Block Searching Techniques | | 5 | 4 | 3 | 2 | 1 |
| 31 | Natural Disaster Planning | | 5 | 4 | 3 | 2 | 1 |
| 32 | Interviewing Techniques | | 5 | 4 | 3 | 2 | 1 |
| 33 | Detention Officer Safety & Survival Skills | | 5 | 4 | 3 | 2 | 1 |
| 34 | Understanding Gang Structure and Psychology | | 5 | 4 | 3 | 2 | 1 |
| 35 | Medical & Psychological Profiling | | 5 | 4 | 3 | 2 | 1 |



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Training Needs Analysis *Investigations*

Demographics: Please indicate the location of your agency.

- | | | | |
|-------------------------------|------------------------------|-------------------------------|-------------------------------|
| <input type="radio"/> NW Cook | <input type="radio"/> N Cook | <input type="radio"/> W Cook | <input type="radio"/> S Cook |
| <input type="radio"/> DuPage | <input type="radio"/> Kane | <input type="radio"/> Kendall | <input type="radio"/> McHenry |
| <input type="radio"/> Will | <input type="radio"/> Lake | <input type="radio"/> Other | |

Please rank the following skills & knowledge statements using the scale below:

(5)_____	(4)_____	(3)_____	(2)_____	(1)
Critical Training				Low Training
Priority				Priority

- | | | |
|--|--|---|
| 21 Knowledge of Gambling Laws | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 22 Conducting Arson Investigations | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 23 Conducting Death Investigations | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 24 Conducting Internal Investigations | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 25 Investigating Crimes against the Elderly | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 26 Investigating Financial Crimes | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 27 Investigating Hate/Bias Crimes | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 28 Investigating Missing Persons/Children | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 29 Investigating Gypsies | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 30 Investigation of Computer Fraud | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 31 Forgery & Deceptive Practice Investigation | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 32 Evidence Collection, Preservation, & Submission | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 33 Use of Automated Fingerprint Identification System (AFIS) | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 34 Surveillance Skills & Techniques | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 35 Use of Photography/Surveillance Equipment | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 36 Crime Scene Search & Reconstruction | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 37 Responding to Victims | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 38 Interviewing Techniques for Victims & Witnesses | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 39 Interview & Interrogation Techniques for Suspects | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 40 Developing Informant & Intelligence Information | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |



North East Multi-Regional Training, Inc. MTU#3

355 Smoke Tree Plaza
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Training Needs Analysis
Patrol Survey

Demographics: Please indicate the location of your agency.

- Radio buttons for agency locations: Cook (NW, N, W, S), DuPage, Kane, Kendall, McHenry, Will, Lake, Other.

Please rank the following skills & knowledge statements using the scale below:

Scale: (5) Critical Training Priority to (1) Low Training Priority

- 20 numbered items with radio button scales: Oral Communication Skills, Non Verbal Expression/Body Language, Sign Language Skills & Communication with the Hearing Impaired, Spanish Speaking Skills, Written Communication Skills, Report Writing Skills, Computer Orientation & Operation, Interpersonal Relations, Developing Team Player Skills, Time Management Skills, Memory & Listening Skills, Retirement Planning, Law Enforcement Ethics & Integrity, Understanding Cultural Diversity & Cross Cultural Issues, Sexual Harassment Sensitivity & Prevention, Family Relations & Stress Management Strategies, Maintenance of Fitness, Conditioning & Dietary Standards, Knowledge of Federal Laws, Knowledge of Laws Governing Arrest, Search & Seizure, Illinois Criminal Code.



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355 Smoke Tree Plaza
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Training Needs Analysis
Patrol Survey

Demographics: Please indicate the location of your agency.

- Radio button options for agency locations: Cook, DuPage, Will, Kane, Lake, Kendall, McHenry, Other.

Please rank the following skills & knowledge statements using the scale below:

Scale: (5) Critical Training Priority to (1) Low Training Priority

Table with 40 rows of training topics and 5 columns of radio buttons for ranking.



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Training Needs Analysis *Supervisory*

Demographics: Please indicate the location of your agency.

- NW Cook N Cook W Cook S Cook
DuPage Kane Kendall McHenry
Will Lake Other

Please rank the following skills & knowledge statements using the scale below:

(5)____(4)____(3)____(2)____(1)
 Critical Training Low Training
 Priority Priority

1 Oral Communication Skills	1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2 Non Verbal Expressions/Body Language	2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3 Sign Language Skills & Communication with the Hearing Impaired	3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4 Spanish Speaking Skills	4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5 Public Speaking Skills	5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6 Media Relations	6	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7 Interpersonal Relations	7	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8 Motivational Strategies	8	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9 Team Building Techniques	9	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10 Time Management	10	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11 Coaching & Counseling Techniques on Performance	11	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12 Managing the Accreditation Process	12	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13 Procedural Problem Analysis	13	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14 Implementing Total Quality Management	14	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15 Conducting the Internal Investigation Process	15	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16 Disciplinary Policies & Procedures	16	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17 Conducting and Managing Effective Roll Call Training	17	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18 Written Communication Skills	18	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19 Conducting Effective Performance Evaluations	19	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20 Policy Development & Writing	20	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Training Needs Analysis *Telecommunications*

Demographics: Please indicate the location of your agency.

- | | | | |
|-------------------------------|------------------------------|-------------------------------|-------------------------------|
| <input type="radio"/> NW Cook | <input type="radio"/> N Cook | <input type="radio"/> W Cook | <input type="radio"/> S Cook |
| <input type="radio"/> DuPage | <input type="radio"/> Kane | <input type="radio"/> Kendall | <input type="radio"/> McHenry |
| <input type="radio"/> Will | <input type="radio"/> Lake | <input type="radio"/> Other | |

Please rank the following skills & knowledge statements using the scale below:

(5) _____ (4) _____ (3) _____ (2) _____ (1)
 Critical Training Priority Low Training Priority

- | | | |
|--|----|---|
| 1 Written Communication Skills | 1 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 2 Oral Communication Skills | 2 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 3 Spanish Speaking Skills | 3 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 4 Law Enforcement Ethics & Integrity | 4 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 5 Awareness of Cultural Diversity & Cross-Cultural Issues | 5 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 6 Mental Health Awareness | 6 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 7 Sexual Harassment Sensitivity & Prevention | 7 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 8 Family Relations & Stress Management Strategies | 8 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 9 Team Player Skills | 9 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 10 Interpersonal Relations | 10 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 11 Media Relations | 11 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 12 Dealing Tactfully & Courteously w/ the Public | 12 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 13 Knowledge of Geographical Jurisdiction | 13 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 14 Knowledge of FCC Rules & Regulations | 14 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 15 Knowledge of Time/NCIC Requirements & Regulations | 15 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 16 Knowledge of Freedom of Information & Open Records Acts | 16 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 17 The Illinois Uniform Crime Reporting System | 17 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 18 Understanding 911 Liability Issues | 18 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 19 Critical Incident Problem Solving & Decision Making | 19 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |
| 20 Understanding 911 Police/Fire/Ambulance Terminology | 20 | <input type="radio"/> 5 <input type="radio"/> 4 <input type="radio"/> 3 <input type="radio"/> 2 <input type="radio"/> 1 |



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Training Needs Analysis *Traffic Enforcement*

Demographics: Please indicate the location of your agency.

- | | | | |
|-------------------------------|------------------------------|-------------------------------|-------------------------------|
| <input type="radio"/> NW Cook | <input type="radio"/> N Cook | <input type="radio"/> W Cook | <input type="radio"/> S Cook |
| <input type="radio"/> DuPage | <input type="radio"/> Kane | <input type="radio"/> Kendall | <input type="radio"/> McHenry |
| <input type="radio"/> Will | <input type="radio"/> Lake | <input type="radio"/> Other | |

Please rank the following skills & knowledge statements using the scale below:

(5)	(4)	(3)	(2)	(1)
Critical Training				Low Training
Priority				Priority

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| <p>21 Basic First Aid Techniques</p> <p>22 Advanced First Aid Techniques (40 Hour First Responder)</p> <p>23 Hazardous Materials First Responder Basic Awareness</p> <p>24 Field Sobriety Testing Techniques</p> <p>25 Operation of Breath Alcohol Testing Equipment</p> <p>26 Drugged Driver Detection (Narcotics)</p> <p>27 Defensive Driving/Emergency Vehicle Operation</p> <p>28 Pursuit Driving Skills</p> <p>29 Proficiency in Use of Firearms</p> <p>30 Disarming Seized Weapons</p> <p>31 Proficiency in Use of Force/Defensive Tactics</p> <p>32 Operation of Radar/Speed Detection Equipment</p> <p>33 Police Motorcycle Operation</p> <p>34 Identification & Understanding of Street Gangs</p> <p>35 Building & Maintaining Relationships with MADD & AIM</p> <p>36 Situational Problem Analysis</p> <p>37 Conducting Basic Traffic Accident Investigations</p> <p>38 Conducting Complex Traffic Accident Investigations</p> <p>39 Investigation of Motorcycle Accidents</p> <p>40 Investigation of Commercial Vehicle 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