

Training on Counseling Law Enforcement

HF1415 - Curran

Rationale:

Police departments around the country have become aware of the need to support mental health and wellness of police officers, to improve officer recruitment and retention, and to promote better public safety outcomes. Services currently available vary from one department to another and may include education, early intervention, peer support, wellness-focused prevention programs (such as yoga and mindfulness training), crisis-intervention, and/or critical incident response.

Studies focused on the efficacy of mental health and wellness programs identify trust as a major determinant of whether officers engage in services, with cultural understanding playing an important role in a service provider's ability to earn police officers' trust. Most external mental health resources available to police officers lack understanding of the cultural and behavioral landscape of law enforcement, which limits their ability to provide quality services to this population.

Program Objectives:

- 1) increase the ability of mental health professionals to engage with and provide quality services to law enforcement personnel and their families;
- 2) Increase the number of mental health professionals who understand the cultural landscape, behavioral patterns, and external pressures faced by law enforcement officers; and
- 3) generate a directory of mental health professionals who undergo the training, to be shared with police departments in the state of Minnesota.

Curriculum development and program structure:

The program consists of 36 hours of continuing education for licensed mental health professionals. Curriculum is being developed by a collaborative panel consisting of mental health educators, current and former police officers, and practicing mental health counselors. Presenters will be selected for their expertise in the field.

At the end of the program, a **directory of professionals** who completed the training will be generated and distributed to police departments throughout the state. The program will be offered synchronously, online via Zoom, and there will be an intentional effort to recruit program participants from rural and other underserved areas of the state. Program staff will reach out to police departments to increase their understanding of how mental health professionals who complete this training are better prepared to serve their officers and families.

Projected Outcome: At the end of the two years the program will have trained **150 mental health professionals**, all to be included in a directory to be distributed to police departments throughout the state of Minnesota, at a total cost of \$997/trained professional.

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Funding request: Funding is being requested for two (2) years and includes

● Project manager, outreach staff @ \$25,000/year	\$50,000
● Curriculum development (initial 12,000 + adjustments year 2)	\$14,000
● Instruction (6 cohorts)	\$64,800
● Program Evaluation	\$3,400
● Marketing	\$8,000
● Overhead (7%)	\$9,800
Total requested	\$150,000

Participation requirements: Program participants will be recruited from a pool of mental health professionals who demonstrate a history and/or an interest in serving law enforcement officers and their families. As participation will be fully funded as described above, the program will be free for trainees.

Registration requirements will include: (a) written commitment to be included in the providers directory to law enforcement agencies. (b) written commitment to keep records and provide an aggregate of the number of officers/families served one year after program completion.

As scholarship recipients, participants will agree at registration time to complete the entire program with their cohort (with exceptions for unpredictable live events) or be required to refund the full cost of the program (\$997). Prospective participants who have been previously trained in trauma-informed practices will have registration priority.

Program evaluation:

1. Quantitative measures of program success will include:
 - a. Number of participants that start each cohort (100% = 25)
 - b. Number of participants who finish the cohort
 - c. Number of police departments that receive the directory
 - d. Number of law enforcement personnel/families served.
2. Qualitative:
 - a. Evaluation of content and instruction by program participants after each training session and at the end of the program
 - b. Feedback from police departments regarding the usefulness of the directory and overall usefulness of the program.

Why Adler Graduate School (AGS): Founded in 1967, AGS is uniquely positioned to provide this training:

- A highly qualified faculty in MN and nation-wide.
- Strong relationships with community agencies that provide mental health services state-wide.
- More than 2,000 alumni, primarily distributed throughout Minnesota, who are active in their communities.
- A framework for approaching mental health and wellness that is based on recognizing and building on strength, encouragement, and a recognition that individuals can only be understood in the context within which they live, including family, work environment, and community.