

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM

Dr. William S. Carver, II
Interim President

Public Safety Memo PS22-05

October 12, 2022

To: Chief Academic Officers
Senior Continuing Education Administrators
North Carolina Community College System

From: Tracy McPherson, Director, Public Safety Training Programs

RE: Training Needs of Local Sheriffs' Offices

This memo is relevant to all colleges partnered with local Sheriffs' Offices to meet identified workforce training needs by offering **Basic Law Enforcement Training (BLET)**, **Detention Officer Certification Courses (DOCC)**, Sheriffs' **Telecommunicator Certification Courses (TCC)**, and/or **Mandated In-Service Training (MIST)**, all of which are high-priority needs of these local employers.

Sheriffs across the state have notified us that they have significant employee shortages and employee training needs, especially in the positions of deputy sheriff, detention officer, and telecommunicator, all of which are covered under our NCCCS registration-and-fee-waiver policies found in [CC18-053](#). **Since the majority of the delivery sites approved in North Carolina to offer this mandatory certification-related training are community colleges, these local employers/public safety leaders rely heavily on local colleges to meet these critical recruitment and training needs.**

Common concerns of the state's Sheriffs include the following:

- Cancellations of certification-related courses by colleges, often due to class size, when the training is state-mandated and required for filling immediate personnel vacancies;
- The need for additional courses and course completers statewide to fill these critical personnel needs (especially DOCC); and
- Challenges of accessing consistent and timely courses within a county or larger geographic region when individual Sheriff's Offices may have only a few individuals who need training at any given time and individual colleges have service-area constraints that can pose challenges to broader collaborations.

Recent conversations at the NC Sheriffs' Education and Training Standards Commission (Sheriffs' Commission) led to this question: **is there anything that community colleges can do to help with the critical recruitment and training needs of our state's Sheriffs**, especially as it relates to Detention Officer Certification Course availability?

The resulting conversation among the attending Sheriffs included the following:

- Recognition of the colleges' FTE funding model; the need to have sufficient students to offer any given course; and the important role of local college autonomy in meeting local workforce training needs;
- Comments from several Sheriffs on partnerships with colleges in their regions and their active discussions to try to meet these critical training needs; and
- Acknowledgement from other Sheriffs that they would be initiating similar discussions in the near future.

(continued)

Some colleges have asked what has caused these focused discussions at this particular time. Contributing factors appear to include the following:

- **Severe staffing shortages** across the state;
- **Statewide initiatives to reconsider policies and best practices related to law enforcement recruitment and training in general**, to include the [North Carolina Sheriffs' Association \(NCSA\) Report on Law Enforcement Professionalism](#), issued on October 21, 2020, and updated on January 28, 2022, and/or recent legislation, including [Senate Bill 300/Session Law 2021-138](#) .
- **New rules changes that impact the timing of specific mandated training in the overall hiring process of these certified personnel**. Please note that rules changes are managed by the Sheriffs' Commission through the state's administrative rules found in NC Administrative Code (NCAC). All of these actions are public information and may be accessed online in the [North Carolina Register](#) and [NCAC](#). Additional information may also be accessed at the [NC Department of Justice/Sheriffs' Standards](#) site.

The purpose of this memo is to provide you with basic context for discussions that may emerge locally related to the training needs of our state's 100 Sheriffs. Please distribute this information on campus, as appropriate.

Lorin Dingler, NCCCS Criminal Justice Training Specialist, serves as the primary System Office contact related to this workforce training area. You may contact either of us via our general email address at publicsafetytraining@nccommunitycolleges.edu or directly at dinglerl@nccommunitycolleges.edu or mcphersont@nccommunitycolleges.edu. Lorin's work cell number is 919-291-2756.

Thank you for what you do every day to support the training needs of this important state workforce, especially in light of current and emerging needs.

C: Dr. Levy Brown
Nate Humphrey
Lorin Dingler