



FTO Basic with Field Training Solutions

DATES:

**January 12-14,
March 10-12, OR
April 14-16, 2027**

TIME:

8:30 a.m. – 4:30 p.m.

COST:

\$270

LOCATION:

**WCTC
800 Main Street
Pewaukee WI 53072**

REGISTER ONLINE:

**www.wctc.edu/cjtraining
*Select Specialized Training***

"This class exceeded my expectations. I came into it thinking it would just be instruction on numbers and scales, but it was a lot more engaging and applicable."

"I appreciated the hands on learning w/group activities & applying to real life scenarios."

"The course efficiently tackled training in an environment with diverse personalities.."

Attendees March 2026

Giving Your FTOs the Tools to Succeed!

No matter what field-training program your agency uses, this course will meet your FTO-developmental needs.

This course focuses on how to teach, coach, document, problem solve, and evaluate performance; and also how to understand, diagnose, and adapt to individual learner needs.

Course Content Includes:

- Field Training Philosophy
- The Role of the FTO
- Communication Skills
- DISC Personality Profile
- Adult Learning
- Learning Preferences
- Generational Differences
- How to Create Training Opportunities
- Performance Documentation
- Performance Appraisal
- Evaluation Exercises

Day One – Training: Overview of FTO program/history, training methods and DOJ recommendations for field training programs.

Day Two – Coaching: Feedback, coaching and communication, including role plays confronting performance issues and performance improvement plans.

Day Three – Evaluation: How to write defensible evaluations, documenting behavior, and making the case for termination. Attendees will use their agency DOR or a San Jose-based provided template for evaluation exercises.

Instructor:

Nicholas Gates began his law enforcement career in North Dakota in 2004, where he served in a variety of roles, including patrol officer, narcotics investigator, detective and sergeant. Gates also co-managed the Field Training Officer program. In 2017, he transferred to the Milwaukee Field Office under the Wisconsin Department of Justice Division of Criminal Investigation.

