



FTO Basic with Field Training Solutions

DATES:

**September 16-18 OR
November 10-12, 2026**

TIME:

8:30 a.m. – 4:30 p.m.

COST:

\$350

LOCATION:

**WCTC
800 Main Street
Pewaukee WI 53072**

REGISTER ONLINE:

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

"This was a very good class. It was easy to stay awake and relate. Highly recommend."

"The class was engaging and entertaining."

"A lot of scenario exposure and learning points!"

Attendees June 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, where he served for 12 years in a variety of roles, which included roles included patrol officer, narcotics investigator, detective and sergeant. Gates also co-managed the Field Training Officer program. He is currently assigned at the Milwaukee Field Office under the Wisconsin Department of Justice Division of Criminal Investigation.

