

Principle 1: Culture

- Direct executive leadership access
- Cultures of safety: learn from mistakes
- Training is a stated agency priority
- Optimal physical learning environment
- Sequence and content for knowledge retention
- Option to test out of mastered topics

Principle 2: Course Content

- Integration of adult learning
- SMEs participate in the development of content
- Real-life scenario-based training
- Content is relevant, current, and sufficient for skill acquisition
- Balance of risk containment and risk reduction
- Barrier removal for corrections focus

Principle 3: Onboarding

- The content aligns with the mission
- Structured job shadowing
- Structured OJT that is position-specific
- Training for OJT coaches

Principle 4: Human Resources Partnership

- Utilization of core competencies
- Job task analysis informs recruitment, performance management, and retention.
- Performance management is introduced in basic training
- Wellness starts at basic training
- Multi-level leadership development

Principle 5: Training Evaluation

- Multi-level evaluation
- Develop a cost-benefit analysis
- Trainer evaluation

Principle 6: Innovation

- Model aligns with the agency's mission
- Use of technology and blended learning
- Embrace current research

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