



SHOTPROS

# Digital transformation

New technologies in law enforcement training  
- Ready for the future?

All organisations active in the security domain are confronted with an increasing amount of technologic developments impacting their output. Digitalisation and higher levels of technological advancement brought up solutions for several areas of application in law enforcement. These new technologies are supposed to facilitate processes and increase effectiveness in several areas of application. To maximize the impact of new technologies, especially in the area of training, several aspects must be considered beforehand.

## INTRODUCTION

### **New Technologies - Innovation in Law Enforcement training**

A "New Technology" is defined as currently developed methods, systems, and devices which are the result of scientific knowledge being used for practical purposes. To utilize those technologies in complex areas of application, like law enforcement training, all steps of the implementation must be planned carefully. Innovative training will not result from buying the latest gadget, it results from finding innovative ways to improve current processes with help of new technologies.

### **Law Enforcement Training - Enhanced by new technologies**

Training aims to improve or develop certain skills, knowledge or capabilities that are defined in a doctrine. In this context, training is defined as the sum of several organisational elements which may vary depending on the training academy and / or the law enforcement agency. However, to successfully enhance training practices with new technologies, all of these elements must be involved in the whole integration process.

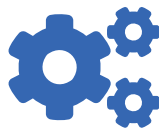
## RELEVANCE - Advantages of new training technologies

The law enforcement field of action is in a constant state of change and new challenges are emerging all the time. To adapt to those challenges and to be one step ahead, innovative training is the go-forward solution.



**Improve**

current training practices



**Enhance**

efficiency in terms of money and time



**Prepare**

for new challenges



**Maximise**

the impact of training

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## Organizational change management - thriving approach to integrate new technologies

The strategic planning of integration of new technologies in organisations is the critical success factor to improve law enforcement training. This dynamic process must include all organisational elements that are affected by the innovation. The level of inclusion of each organisational part might slightly differ depending on the complexity and the expected impact of the technology. This documents outlines the process and gives an overview of the organisational levels mostly involved in it.

### THE PROCESS - How to integrate new training technologies in the organisation

Identification



Acquisition



Implementation

#### Training doctrines

Doctrines provide important guidelines across organisations on how training should be conducted and what means should be used for which training goals

- » Clarify how the new technology fits in existing doctrines and which changes need to be made
- » Define the goals that should be achieved with the new technology and plan how to measure attainment

#### Procurement

Budget in public security often depends on political decisions, therefore the financial scope of the technology needs to be budgeted beforehand.

- » Most new technologies are products that are under constant development
- » Costs for maintenance and updates must be considered

#### Expertise

With new technologies come new roles / functions to manage the systems (e.g. content development, data-scientists, graphics designers, system operators etc.).

- » Are there already experts in the organisation or do we need external advisors?
- » Who can operate the system? Who extracts and analyses the generated data?

#### Instructors

Didactics, training methods and techniques need to be adapted to new technologies.

- » Professional development and courses for instructors will be necessary
- » All involved people in the organization should be able to handle the technology

#### Curricula

New training technologies need to be in accordance with the training curricula

- » Adapting the technology to fit in the framework of the organisation
- » Adapting the framework of the organisation to fit in the new technology
- » Agile adjusting in form of a process will be necessary

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