



ICITAP's Micro- Training Programs

May 27, 2021

- LAPD initiated roll-call training in 1948.
- Roll-Call training and micro-training (MT) are used synonymously in this presentation.
- MT has been widely adopted in police departments throughout the U.S. and internationally.
- Advantages: 1) Police are trained in their stations—logistically easy; 2) Broad range of potential topics; 3) Can disseminate SOPs; and, 4) Adds 52 training hours over a year.

- **Why should the international donor community work with police agencies in developing countries to promote wider use of MT?**
- Because MT is a versatile, sustainable tool that increases police skills acquisition, promotes sustainable institutional law enforcement development (SILED), improves coordination among criminal justice actors, facilitates good police/community engagement, and raises the quality of life of police and citizens.

- Due to the disruption caused by the LRA, Northern Uganda lacked a functioning formal legal system from 1986-2006.
 - With USAID funding, ICITAP designed and implemented a criminal justice coordination program in Lira in 2007.
 - ICITAP police and prosecutorial advisors worked with Ugandan prosecutors to develop MT modules for police investigators.
 - The Chief Prosecutor replicated the initiative when he was transferred to another district.
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Lira IDP Camp Residents



Police-Community Engagement

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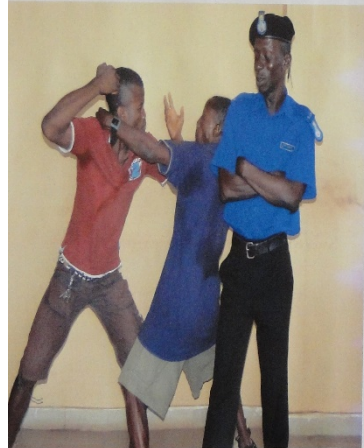


- Concern about potential violence around November 17, 2012 SL elections-- presidential, parliamentary, local council, and mayoral elections.
- Youth were historically used as instigators of violence by both major parties.
- MT focused on police skills/awareness acquisition and police-community engagement—tied in to IGP's civil society strategy.

- Insufficient literacy is a reality throughout sub-Saharan Africa.
- Because MT module lesson plans are short, they can be developed in a colonial language like English in Sierra Leone and then presented in Creole, Mende, Temne, Fula, and Mandinka, for example.
- This is critical both for police training and community engagement purposes

- Role Plays
- Photographic Posters
- Socratic Method
- Lecture

Photographic Posters



MT at Makeni



Role Play at Makeni



Civic Education



Musa Sesay distributed the posters to every police station in Freetown and to polling centers.



1. Trained 500 recruits in MT, 2. Esther became SLP Training Director, 3. Developed new MT modules, 4. Presented some of the MT modules at schools

Phases of MT Program



- 1) ICITAP trained 10 master instructors in a one-week instructor and curriculum development course in which 9 MT modules were developed.
- 2) The 10 master instructors trained 733 police instructors and 120 civil society leaders, including priests, imams, community policing board members, paramount chiefs and community radio editors, throughout the country.
- 3) MT training at the station level and throughout communities.

Voice of Salone

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Bo Concert

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Election Day



Commented that the SLP:

- Acted professionally before, during and after the elections;
- Were seen helping handicapped people and pregnant women at the polls; and,
- Police maintained neutrality at the polls.

There were very few complaints registered against the police.

- The IGP should announce MT program to entire SLP organization.
- There should be 20 master instructors rather than just 10.
- Community radio should be used to disseminate MT.
- Base-line data should be collected before program implementation.
- Strong program outcomes are critical.



MT for First-Aid Raises Quality of Life for Police and Citizens

Conclusion



- Social Impact evaluation for SL was completed in April 2013. Two other analyses of the SL program completed by AU capstone and Yale capstone groups.
- ICITAP is currently working to develop MT training programs in Nigeria, Ukraine and Bangladesh.
- Future ICITAP MT programs will use a project design and monitoring model that has been developed by NIJ over the past 3.5 years and which strongly emphasizes outcomes and outcome measures.
- ICITAP is working to identify professors in Nigeria who could evaluate the upcoming CT MT program there.
- ICITAP will present a 12-hour on-line MT workshop for instructors and first-line supervisors from July 21-23 for police from 10 English speaking ILEA countries in southern and eastern Africa.
- MT is a versatile, multi-faceted tool for promoting SILED.