

FWC Officer- Early Cross Exposure Training NRLI XVI

Florida Fish & Wildlife Conservation Commission

Law Enforcement

Captain Scott Kihei

scott.Kihei@myfwc.com

(386) 628-2207



SITUATION

- Currently no formal training program for newer officers after the academy & FTO until they have five years of experience.
- Conducted a “Needs Assessment” and facilitated a meeting with FWC LE personnel. The targeted activity was the commercial Oyster fishery.



SITUATION (Cont.)

- The goal was to develop a formal program that exposed new members to enforcement activities they may never encounter over a career in order to make them more well-rounded.



STAKEHOLDERS

- FWC LE personnel working in the area of the closed to harvest Oyster zones west of Cedar Key, Florida
- They are the regional experts
- They ranged from two days off of FTO to sixteen years of experience and included two supervisors



STAKEHOLDERS (Cont.)

- They were interested in contributing and developing a plan for training. Also to share what they know with new members and to increase their network



2016 Vibrio Illnesses Related to Shellfish Consumption

Location	<i>Grimontia holisae</i> (previously <i>Vibrio Holisae</i>)	<i>Vibrio fluvialis</i>	<i>Vibrio mimicus</i>	<i>Vibrio cholerae non-01</i>	<i>Vibrio parahaemolyticus</i>	<i>Vibrio vulnificus</i>
Suwannee/Dixie/ Cedar Key	1	1	1	5*	3	3 (all)
Other FL areas	0	0	0	0	0	1 (reco)

* All cases traced back to harvest area 2501

2015 Vibrio Illnesses Related to Shellfish Consumption

Location	<i>Grimontia holisae</i>	<i>Vibrio fluvialis</i>	<i>Vibrio mimicus</i>	<i>Vibrio cholerae non-01</i>	<i>Vibrio parahaemolyticus</i>	<i>Vibrio vulnificus</i>
Suwannee/Dixie/ Cedar Key	1	0	1	1	3	3 (3 die)
Other FL areas	0	0	0	0	0	1 (reco)



NRLI Techniques

- Identify a cross section of experience
- Set group norms
- Utilized empathic listening
- Brainstorming
- Framing
- Participatory, consensus based process



OUTCOMES

- A formal process will standardize training
- Target and focus on younger members
- Developed the training plan for the closed Oyster zones, (As an example)
- Consensus on the goal of implementation



OUTCOMES (Cont.)

- Evaluation after a one year cycle to include a survey
- Make adjustments as needed
- The group participants initially were rigid due to the anticipated workload of the program



- Once ideas started flowing, the plan emerged
- Everyone was heard
- Once the meeting concluded and the plan was developed, I believe the group would consider it successful to this point



Lessons Learned

- Satisfaction that a plan was developed
- If not neutrally facilitated, I could have easily swayed the group
- Although homogeneous, the span of experience worked well
- Include FWC Biologist
- Watch for “Type A” personalities



Next Steps

- Finalize my detailed Power Point and send it up my chain via our academy for consideration and possible implementation
- I believe in a well-rounded employee and nothing can replace actual experience



- I think this training product has value and it would benefit the masses
- It will better diversify our workforce and build relationships

Personally or Professionally- I've never been one that looks to receive credit. If WE are successful, then I am successful.....



QUESTION?

