

2023

ANNUAL REPORT



NORTH CAROLINA
DEPARTMENT OF JUSTICE



Letter from the Director

“The end is only the beginning.”



-Trevor Allen, Director

In 2023, the North Carolina Justice Academy (NCJA) completed several big projects. Yet, the completion of those projects marks the beginning of the positive impact each will have on our stakeholders.

First, the staff reorganization we began in 2022 was completed in early 2023. Deputy Director Chris Anderson’s role was expanded as he now oversees the training functions at both campuses. After being vacant for approximately one year, the Deputy Director (Operations) position was filled, with Dan Worley being promoted to serve in that role. Both Deputy Directors have begun building relationships with their respective staffs and taking a data-driven approach to prioritizing Commission-mandated training programs and improving campus facilities and operations.

On the Training side, NCJA completed the curriculum development of all three entry-level Commission training programs. Between 2019 and 2021, the Criminal Justice and Sheriffs’ Education and Training Standards Commissions conducted job task analyses for the Basic Law Enforcement Training, Detention Officer Certification Course, and the Telecommunicator Certification Course. In 2023, NCJA staff, with the guidance of numerous stakeholder groups and subject matter experts, completed the curriculum revisions to each of these programs. Each now includes the most up-to-date training content, practical skills exercises, and industry best practices to prepare students to serve in those critical roles.

The Operations Section was equally busy in 2023, focusing on facility improvements and technology enhancements. While we continue to seek legislative funding to renovate our facilities, our maintenance staff completed numerous non-capital facility/grounds improvements on both campuses. Further, three projects funded via State repair and renovation funds have moved to the design phase. These projects include the repaving of the Driving Track and Faculty Drive (Salemberg Campus) and the water intrusion repair/renovation of the Residence Hall and Administration Building (Edneyville Campus) are scheduled to begin in the Spring of 2024.

In late 2023 the Operations Section completed the initial steps in making the Basic Law Enforcement Training available digitally for our customers. This innovative option provides key enhancements and is less expensive than the traditional printed curriculum version. We are excited to make this technology available for our stakeholders and believe that many schools and students will choose this option moving forward.

Your Justice Academy is poised to build on a great 2023 and continually improve both our curriculum and facilities. Doing so will strengthen our partnerships with, and service to our stakeholders in 2024 and beyond.



20 23





ABOUT NCJA

The North Carolina Justice Academy is a division of the North Carolina Department of Justice. It acts under enabling legislation to provide Basic and Advanced Law Enforcement Training to North Carolina's law enforcement officers. Training and self-paced independent and blended web courses are offered at our campuses in Salemburg and Edneyville.

OUR MISSION

To serve the citizens of North Carolina by enhancing the careers of criminal justice officers through research, education, and training.



North Carolina Justice Academy, Salemburg



TRAINING HIGHLIGHTS

Throughout 2023, the North Carolina Justice Academy (NCJA) has continued to develop and deliver Relevant, Innovative, Timely, and Engaging training to serve our stakeholder agencies and the citizens of North Carolina. Major developments within the 2023 calendar year included successes in a diverse selection of offerings.

The Basic Law Enforcement Training (BLET) Revision Project has continued to progress and develop in conjunction with the job task analysis for law enforcement officers and unprecedented feedback from subject matter experts around the state and nation. Newly developed lesson plans and training materials were delivered in the first pilot program of the Basic Law Enforcement Training curriculum beginning in August of 2023.



Instructor Arron Stevens demonstrating with Colombia Police.

The Academy took the opportunity in 2023 to ensure our training opportunities fit the needs of the field. The training section of the NCJA realigned resources to increase support for both Commission's programs, increase the development of train-the-trainer programs, and focus on career development skills in specialized areas. This realignment has allowed the Academy to substantially increase offerings related to the Specialized Firearms Instructor Training providing more students opportunities to qualify for and attend the course. In addition, significant revisions to the Detention curriculum are almost complete. The NCJA also partnered with NC Emergency Management and the Center for Domestic Preparedness to offer cutting-edge nationwide training in the area of Field Force Operations throughout the state.

In addition, Weathering the Storm is focused on the resiliency of criminal justice professionals and their family members, how stress, trauma, and vicarious trauma affect us and our loved ones, and continues to increase in demand throughout the state.

The NJCA's virtual and self-paced online training continued to increase in 2023. In particular, the online team produced the highest volume of training curricula published since the inception of the online training platform, which led to increased completions by stakeholders.



TRAINING



OPERATIONS





OPERATIONAL SERVICES HIGHLIGHTS

BUSINESS OFFICE

- New implementation and adoption of policies and procedures to utilize the North Carolina Financial Services system.
- Support the BLET pilot with printing and distribution services
- Continued purchasing support for both NCJA campuses

OPERATIONS

- Funding received and designs underway for the LRC buildings' HVAC renovation
- Driving Track resurfacing project on track to complete in 2024
- Numerous classroom and landscaping upgrades and repairs
- Installation of major HVAC equipment within the learning resource center
- New electronic door lock systems on the Salemburg campus
- Funding received and designs underway for the complete renovation of the Edneyville Administration Building and Resident Hall
- Edneyville Indoor Firing Range renovations are complete including LED lighting and moving target systems

GRANTS

- Governor's Crime Commission
 - Supporting distance learning and the NCJA Audio/Visual Production Unit upgrade
- Governor's Highway Safety Grant
 - Spreading the Belief in Vision Zero - Support from the NCJA Driving, Crash, and SMI classes
- NC Emergency Management
 - Support for the NCJA HAZMAT Instructor program to include new SCBA systems.

INSTRUCTIONAL SUPPORT

- Continued to support and facilitate long-range planning of NCJA courses to allow the field increased visibility and flexibility regarding the training schedule
- Consolidated two registrar positions into one serving the statewide needs of the NCJA.
- Created Online Inservice Instructor testing to allow test result tracking in Acadis.

AUDIO/VISUAL PRODUCTION

- Installed a centralized server for projects and workflow management for the team
- Completed our third year of the NCJA Podcast, NCJA 10-14
- Continued support of agencies including the Attorney General's office, the Conference of District Attorneys, and the State Bureau of Investigation
- 2023 International Association of Directors of Law Enforcement Standards and Training Photo winners

R.I.T.E. Awards



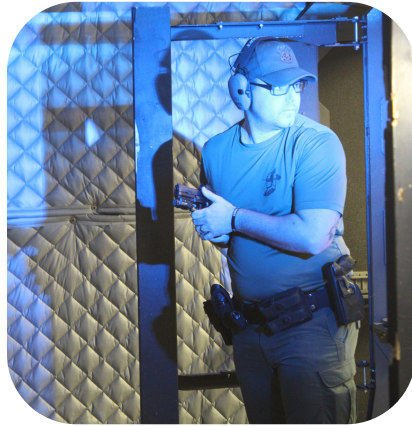
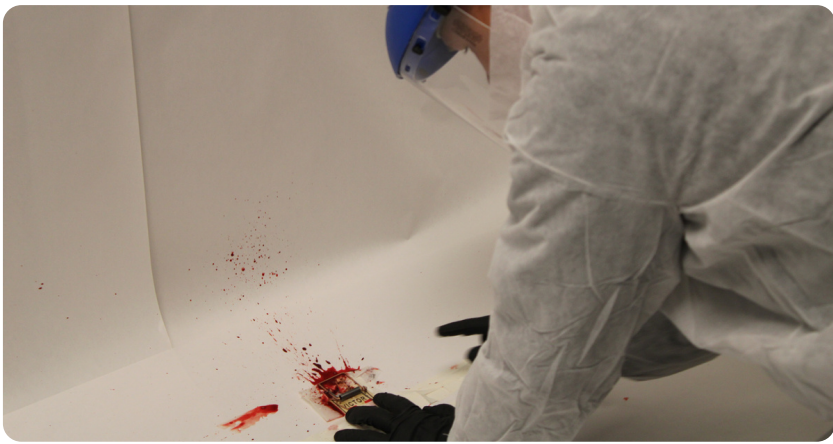
International Association of Directors of Law Enforcement Standards and Training Photo Contest

Winning Photos:

Video Production

Practical Scenario Training







ORGANIZATIONAL CHART

DECEMBER 2023

**Director
Trevor Allen**



**Deputy Director of
Operations**



**Audio/Visual
Production Unit**



Business Office



**Campus Operations
Salemberg**



**Campus Operations
Edneyville**



**Instructional
Support Services**



**Deputy Director of
Training**



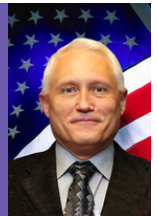
Training Manager



Training Manager

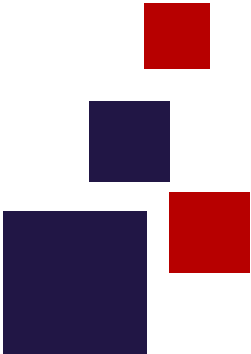


Training Manager



Training Manager





20 23





MEASURING PROGRESS

COURSE COMPLETIONS

IN-PERSON

Classes	On Campus Students	Off Campus Students
512	7,250	2,314

ONLINE TRAINING

246,918 Completions - 130 Courses

OUTSIDE AGENCIES

2,984 Students - 165 Hosted Courses

NIGHTS ON CAMPUS

SALEMBURG

19,766

EDNEYVILLE

4,762

PRINT SHOP STATS

Total Impressions 8,074,175

Outside Agencies:

NCSA	103,175
CJ Standards	14,800
Probation/Parole	14,100
NC LEWA	9,050
NC Crime Lab	4,000
NC SBI	1,386



North Carolina Justice Academy

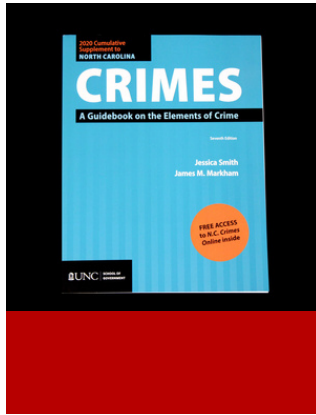
MEASURING PROGRESS

Popular Products

Concealed Carry Handgun	18,749
BLET	1,546
NC Criminal Law & Procedure	1,353
NC Motor Vehicle Law	1,314
Arrest, Search & Investigation	1,289

TOTAL NCJA BOOKS SOLD 33,019







LOOKING AHEAD

Partnerships, growth, and continued service to those who serve us.

As the NCJA celebrates the completion of another successful year, we are excited to plan and strive to achieve the following initiatives:



- Basic Law Enforcement pilot programs complete
- Edneyville residence hall and administration renovations underway
- Driving track renovation complete



LOOKING AHEAD



- Completion of the Detention Officer Certification Course rewrite
- Learning Resource Center HVAC project completion
- New investments in virtual-reality training
- Completion of our 5th CALEA re-accreditation





Like us on Facebook: @ncjusticeacademy

Follow us on X: @NCJAcademy

Follow us on LinkedIn: North Carolina Justice Academy