



COMMISSION ON CORRECTIONAL PEACE OFFICER
STANDARDS AND TRAINING

GENERAL STANDARD 016

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REFRESHER TRAINING

STANDARD

Refresher training is defined as a training delivered by a supervisor or instructor, online or as on-the-job-training (OJT), to facilitate, reinforce, and enhance the knowledge, skills, and abilities (KSAs) of previously delivered training for Correctional Peace Officers. This training should build upon previously learned KSAs to ensure safe and competent job performance.

COMPONENTS

For refresher training to be effective it must meet the following components:

1. Be provided by an instructor(s) certified in the course/topic (as applicable) or via an e-Learning module.
2. Build upon or reinforce/enhance previously acquired KSAs.
3. Be reviewed on a regular basis as appropriate (annual, bi-annual, etc.).
4. Adhere to the requirements set forth in GS015 Critical Elements of Effective Training.

AUTHORITY

California Penal Code 13601 (a)(1)

California Penal Code 13601 (d)

California Penal Code 13603 (b)

BACKGROUND

To maintain proficiency and competency in the performance of correctional peace officer duties, "refresher training" must be relied upon to reinforce perishable KSAs, as well as teaching updates to existing policies and procedures. Refresher training ensures the safe, competent, and successful performance of correctional peace officers on the job. Refresher training may also serve as OJT to reinforce or build upon previously acquired KSAs. Refresher training must fall within the essential functions of the correctional peace officer classification, reinforcing those KSAs essential

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for competent job performance. Refresher training may be Job-Related or Job-Required as specified in DOM, Article 18, General Training, section 32010.4.

REFERENCES AND CITATIONS

CPOST GS001 Knowledge, Skills, and Abilities

CPOST GS003 On the Job Training (OJT)

CPOST GS015 Critical Elements for Effective Training

CDCR Off-post training schedule

DOM Article 18, General Training, Section 32010.1.