



TEAM: PUBLIC SAFETY

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SUBJECT: STRENGTHENING PUBLIC SAFETY THROUGH WORKFORCE READINESS AND INDUSTRY COMPETITIVENESS

APPENDIX:

- **Invest in public safety workforce development and recruitment pipelines:** Public safety agencies nationwide face increasing challenges in recruiting and retaining qualified personnel. Federal investment in workforce pipelines, including cadet programs, explorer programs, and entry-level pathways, helps build a sustainable talent pool. Long-term funding supports outreach, hiring incentives, and workforce diversification efforts that strengthen agency capacity and community representation.
- **Expand career-connected learning and apprenticeship programs:** Career-connected learning programs, including partnerships with high schools, community colleges, and universities, provide clear pathways into public safety careers. Apprenticeships and paid training models reduce barriers to entry and allow agencies to “grow their own” workforce. Federal support can scale these programs regionally and align them with workforce development strategies.
- **Support regional training centers and modern simulation facilities:** Modern training environments, including regional academies, scenario-based training centers, and simulation labs, are essential for preparing personnel for real-world incidents. Federal investment in shared training infrastructure promotes regional collaboration, reduces duplication of resources, and ensures consistent, high-quality training standards across jurisdictions.



- **Fund integration of emerging technologies (AI, data analytics, communications):** The adoption of advanced technologies enhances operational effectiveness and workforce capability. AI-driven analytics, real-time crime centers, predictive modeling, and next-generation communications systems improve situational awareness and decision-making. Federal funding should support both technology acquisition and workforce training to ensure effective implementation.
- **Strengthen interagency training and coordination initiatives:** Large-scale incidents require seamless coordination among law enforcement, fire, EMS, and emergency management agencies. Joint training exercises, regional planning, and interoperable systems improve response efficiency and reduce fragmentation. Federal support ensures sustained collaboration and readiness across all levels of government.
- **Invest in leadership development and succession planning:** Developing the next generation of public safety leaders is critical to long-term organizational success. Leadership training programs, executive education, and mentorship initiatives prepare personnel to manage complex operations, lead large organizations, and adapt to evolving challenges. Federal investment supports continuity and organizational resilience.
- **Support workforce wellness and resilience programs:** Public safety professionals face significant physical and mental stress. Wellness programs, including peer support, behavioral health resources, and resiliency training, are essential to maintaining a healthy workforce. Federal funding ensures agencies can provide comprehensive support systems that reduce burnout, improve retention, and enhance overall performance.
- **Increase funding for specialized and technical training:** Emerging threats require specialized expertise in areas such as cybercrime, unmanned aircraft systems (UAS), crisis negotiation, and advanced medical response. Federal investment in specialized training ensures agencies remain prepared for complex and evolving incidents while maintaining high standards of professionalism and capability.