

Training Academy Overview:

The FBI Academy, dedicated to being the world's premier law enforcement learning and research center and an advocate for law enforcement's best practices worldwide, is operated by the Bureau's Training Division. Situated on 547 acres within the immense Marine Corps Base in Quantico, Virginia, the FBI Academy is just one of many facets of the Training Division, whose work reaches far beyond the confines of the campus grounds. Located about 36 miles outside Washington, D.C., the Academy is a full-service national training facility—with conference rooms and classrooms, dorms, firing ranges, a gym and pool, a library, a dining hall, and even a mock town.

While new agents are typically synonymous with the FBI Academy, the Training Division instructs many diverse groups of people, including:

- »» Special agents
- »» Intelligence analysts
- »» Professional staff
- »» Law enforcement officers
- »» Foreign partners
- »» Private sector

The Academy offers many training programs, including:

- »» Firearms, which trains new agents to discharge all Bureau-issued weapons in a safe and effective manner.
- »» Hogan's Alley, a training complex simulating a small town where FBI and Drug Enforcement Administration (DEA) new agent trainees learn investigative techniques, firearms skills, and defensive tactics. Hogan's Alley also houses functioning classrooms, administrative and maintenance areas, and audiovisual facilities.
- »» Tactical and Emergency Vehicle Operations Center (TEVOC), which teaches safe, efficient driving techniques to FBI and DEA personnel and other government and military personnel.
- »» Survival Skills, a program that gives new agents and law enforcement officers the skills and mindset required to identify and handle critical situations in high-risk environments.
- »» Law Enforcement Executive Development, which includes the Law Enforcement Executive Development Seminars (LEEDS) designed for chief executive officers of the nation's mid-sized law enforcement agencies.

The Academy also houses the FBI Library that maintains complete and up-to-date law enforcement information from around the world and offers a variety of audiovisual materials, legal publications, government documents, periodicals, and online resources.

Basic Field Training Course:

New Agent Trainees (NATs) and New Intelligence Analyst Trainees (NIATs) begin their training at the FBI Academy in the Basic Field Training Course (BFTC), which features an expansive integrated curriculum.

The BFTC was developed by the Training Division to meet the Bureau's ambitious goal of training new agent and intelligence analyst candidates in a way that will prepare them for their collaborative work in the field. Previously, NATs and NIATs had separate training. The BFTC replaced these two distinctly separate programs with an integrated, collaborative course that uses a dedicated field office team approach mirroring the environment that agents and analysts will experience in their field assignments.

The first BFTC NAT class began on April 19th, 2015—exactly 20 years after the Oklahoma City bombing rocked our nation—and graduated on September 11, 2015—14 years after the 9/11 attacks which changed our nation’s landscape and the FBI’s mission. The first NIAT graduation was held in late 2015.

The BFTC provides the building blocks to help agents and analysts accomplish our mission as a national security and law enforcement organization that uses, collects, and shares intelligence in everything we do.

While the BFTC integrates agent and analyst candidates where appropriate, the course also preserves the positive aspects, traditions, and specialized skills of each individual role. More information on the individual portions of NAT and NIAT training can be found below.

Driving Skills (TEVOC):

An FBI agent is driving down a lonely stretch of road when suddenly a car comes out of nowhere and slams into the agent’s side door. The agent accelerates, but the other car catches up. Then, the driver of the other car rolls down his window, pulls out a gun, and fires at the agent. Tires squeal...

Yes, it’s really happening—just not in a Hollywood movie or on the streets of America. This scenario is taking place at Quantico, Virginia at our Tactical and Emergency Vehicle Operations Center, or TEVOC. The bullets are actually paint balls, and the car chasing our agent is driven by an FBI instructor.

The Program:

TEVOC teaches agents, appropriate professional support employees, and Bureau partners, including DEA and other government and military personnel, how to drive safely and effectively—both to track and catch criminals and terrorists and avoid getting harmed by them. The training prepares drivers to handle an array of dangerous situations, from maneuvering out of a common rear-end spinout to more dangerous techniques such as how to ram a threatening vehicle. Our instructors use real-life situation exercises that give drivers only seconds to recognize danger and react accordingly. TEVOC continually works to improve and update its programs—the latest initiative involves off-road situations and techniques.

The Complex:

It includes a high-speed 1.1-mile oval road track; a precision obstacle course to teach such skills as evasive lane changes, backing up, and emergency breaking; and a skid pan or pad where students learn counter-steering techniques. Originally designed to improve the skills of our surveillance personnel, the TEVOC program was relocated from New York to Quantico in 1994.

Specific Training for Specific Needs:

A range of FBI and government personnel sent overseas—including Bureau executives, Legal Attachés, members of protective details, and others in key positions—receive more intensive training at TEVOC. It includes advanced counter-terrorism techniques such as attack recognition and avoidance. In addition, program managers from TEVOC and Law Enforcement Training for Safety and Survival (LETSS) created a new curriculum that integrates survival training and driving techniques for Joint Terrorism Task Forces and specialty Bureau teams.

Safety is Paramount:

TEVOC instructors constantly remind students of safety measures. The program teaches that there are no accidents, just crashes. It puts full responsibility in the hands of the driver and emphasizes that it is every driver’s duty to be aware of themselves and others while on the road.

Firearms:

In 1934—a year after the Kansas City Massacre that left four law enforcement officers dead, including a Bureau agent—Congress gave FBI agents the authority to carry firearms.

In response, the FBI began a robust firearms training program, which has continuously grown and evolved through the years in order to keep pace with technology and best prepare agents and FBI police officers for the increasing dangers and threats they face while carrying out their assignments, domestically and internationally.

The mission of our Firearms Training Unit is to develop and deliver a comprehensive and consistent firearms training curriculum that provides new agent trainees, special agents, and police officers the skills needed to safely and effectively use firearms, if necessary, while performing their duties.

Our experienced firearms training instructors assigned to the Training Division also offer certification and recertification training to all FBI firearms instructors who provide training to agents in the field and in support of our state and local law enforcement partners.

New Agent Training:

It's one of the most important missions of the FBI Academy: minting new agents. Each special agent must have the knowledge, skills, commitment, and fortitude to investigate terrorists, spies, and a raft of dangerous criminals—all while wielding their law enforcement powers with compassion for those they encounter and respect for the U.S. Constitution and the laws they enforce.

It's the job of the FBI Academy to get agent trainees ready to serve skillfully and faithfully, and when necessary, to send students home if they aren't fit to be FBI agents.

For the agents in training, just getting in the door hasn't been easy. They've competed against hundreds of thousands of like-minded Americans in one of the most rigorous and selective application processes in the nation. In some cases, they've given up high-paying jobs in the private sector for the opportunity to serve their country. Now, the recruits must spend countless hours studying everything from ethics to investigative techniques, learning about Bureau operations, gaining experience in conducting intelligence-led investigations, fine-tuning their computer skills, and pushing their bodies to their physical limits.

The Basics:

The training includes over 800 hours, including a variety of web-based courses, in four major concentrations: academics, case exercises, firearms training, and operational skills.

Currently, new agent training lasts approximately 20 weeks. It's a tough regimen, but trainees don't go it alone. They are supported by their classmates—who become close friends and partners over the course of their time together—and by class supervisors, counselors, and instructors who challenge and uplift them.

Academics:

Agent trainees study a broad range of subjects that grounds them in the fundamentals of law, ethics, behavioral science, interviewing and report writing, basic and advanced investigative and intelligence techniques, interrogation, and forensic science. Students learn how to manage and run counterterrorism, counterintelligence, weapons of mass destruction, cyber, and criminal investigations—so they are flexible, well rounded, and able to handle any case upon graduation.

As part of their ethics training, students tour the U.S. Holocaust Memorial Museum in Washington, D.C. to learn what can happen when law enforcement loses its core values. Students also visit the Martin Luther King, Jr. Memorial in Washington to gain perspective on civil equality.

Physical Training:

You've got to be in great shape and be able to withstand the physical rigors of the job to be a special agent. As a result, agent trainees get a variety of fitness training and must pass a standardized physical fitness test (PFT). To pass the test, trainees must achieve a minimum cumulative score of 12 points with at least one point in each of four areas: sit-ups in one minute, timed 300-meter sprint, push-ups (untimed), and timed 1.5-mile run. See the FBI Jobs website for the scoring scales in each event and protocols for the PFT.

Operational Skills:

This concentration includes everything from defensive tactics to surveillance, from physical fitness to tactical driving. Defensive tactics training focuses on boxing and grappling, handcuffing, control holds, searches of subjects, weapon retention, and disarming techniques. Safe driving techniques are provided at the Academy's Tactical Emergency Vehicle Operations Center.

Trainees also receive more than 90 hours of instruction and practical exercises focused on tactics, operations planning, operation of cooperating witnesses and informants, physical and electronic surveillance, undercover operations, and the development and dissemination of intelligence. At Hogan's Alley, trainees conduct interviews, plan and carry out an arrest, perform daytime and nighttime surveillance, and practice street survival techniques

taught by their instructors. Real-life exercises include a bank robbery, a kidnapping, an assault on a federal officer, and both compliant and armed and dangerous arrest scenarios. Trainees use paint guns to test their tactical skills.

Firearms:

Since 1934, special agents have been authorized to carry firearms in the performance of their duties. As part of the preparation for potential deadly force encounters, all new agent trainees currently receive training with a Bureau-issued pistol, carbine, and shotgun. The FBI's basic law enforcement firearms training curriculum is grounded in the fundamentals of marksmanship and includes instruction on firearms safety, weapons orientations, weapon handling skills, and live fire training emphasizing marksmanship and practical shooting techniques. To demonstrate proficiency, trainees must successfully qualify with both the pistol and carbine and participate in live-fire familiarization with the shotgun. The present firearms curriculum is comprised of 28 sessions totaling 110 hours of instruction and includes approximately 5,000 rounds of ammunition.

Case Exercises:

We use case exercises to test the trainees' mettle in real-life situations and mirror what they will experience in the field. For example, the students are given an integrated case scenario that starts with a tip and culminates in the arrests of multiple subjects. The investigation plays out on the streets of Hogan's Alley, our mock town at the Academy that features hired actors playing criminals and terrorists. Another practical exercise—called Capstone—uses culturally diverse role players in a terrorism and intelligence-driven scenario. Trainees also get the chance to present evidence in a moot court.

Class Leadership and Instructors:

A select group of supervisory special agents from the Training Division serve as class supervisors for a given session. A rotating pair of special agents from our field offices—called field counselors—are present at the Academy with the new agent trainees, providing advice, counsel, and support. The students are trained by full-time instructors from the Training Division and by experts in counterterrorism, intelligence, forensics, and other areas from across the Bureau. Over the course of the session, our New Agents Training Unit evaluates the trainees to make sure that they are ready to become FBI special agents.

Graduation:

After the trainees successfully complete the training program and are judged to be models of the FBI's core values, they are ready to graduate. At a special ceremony attended by the students' family and friends, the FBI Director or his representative swears in the new agents and presents them with their badges and credentials. The class spokesperson, chosen by classmates, addresses the recruits and their families on the challenges faced and obstacles overcome during the training. One new agent is selected by his or her peers and staff to receive the Director's Leadership Award, and honors are also handed out for top achievers in academics, firearms, and physical fitness.

As they leave the Academy, the new agents pick up their firearms and ammunition. They are now ready to head out to their first office of assignment and begin work as FBI special agents. They will return to the Academy often for specialized training and refresher courses throughout their careers.