

NORTHERN ILLINOIS TRAINING ADVISORY BOARD

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POLICING WITH THE NEWER GENERATIONS

Date: December 11, 2025 **Registration Deadline: November 11, 2025**

Times: 0800-1600 hours

Location: NITAB – Classroom B
527 Colman Center Drive
Rockford, Illinois

Instructor: Andrew Sotomayor

Member Fee: \$0 Non-MTU Member – Member Non-Sworn Fee: \$150

This course has been approved by ILETSB for the following mandates:

Procedural Justice - 5 hours
Human Rights - .50 hours
Officer Wellness and Mental Health – 1 hour

PURPOSE OF COURSE:

This is a 1-day, immersive course designed to explore the evolving landscape of policing, focusing on building trust, understanding cultural dynamics, and leveraging technology for effective law enforcement. Participants will gain insights into the unique perspectives of younger populations and learn strategies for effective communication and engagement.

COURSE OVERVIEW:

This course will provide an overview of the following topics:

Generational differences in policing and their implications.
The impact of social media on law enforcement and public perception.
Building trust and community relations through transparency and accountability.
Effective communication techniques to engage younger generations.
The role of technology in modern policing, including body cams, apps, and data analytics.

Conflict resolution and de-escalation techniques in high-stress environments.
Community engagement initiatives that involve younger populations in co-creating safety solutions.
Addressing mental health and substance abuse within law enforcement practices.
Future trends in policing and their implications for younger generations.

COURSE GOALS:

The goals of the course are as follows:

- Students will understand the characteristics and values of different generations (Boomers, Gen X, Millennials, and Gen Z) and their impact on policing.
- Students will develop strategies to effectively engage younger populations through communication and transparency.
- Students will learn to leverage technology for improved law enforcement practices and community engagement.
- Students will master conflict resolution and de-escalation techniques in challenging situations.
- Students will gain insights into future trends in policing and their potential impact on law enforcement practices.

COURSE PREREQUISITES:

No specific prerequisites are required for attending this program.

METHODS OF EVALUATION:

This course will be evaluated based on: Participation in class discussions and practical exercises. Successful completion of course assessments and practical application scenarios. Instructor feedback and evaluation forms completed by each student to provide insights into the effectiveness of the course content and delivery. NITAB will provide students with a QR code to evaluate the course content and instructor.

METHODS OF INSTRUCTION: This course is conducted using the following methods of instruction:

- In-class review of student handouts and course materials.
- In-class lectures.
- Scenario-based exercises and practical applications.
- Group discussions and collaborative learning.
- Completion of pre- and post-testing tools.

COURSE REFERENCES/BIBLIOGRAPHY:

Required Readings: All applicable handouts

COURSE REQUIREMENTS/GRADING POLICY: No exam

RECOMMENDED INSTRUCTIONAL AIDS: Multi-media projector, laptop computer, screen, TV, monitor, whiteboard, dry-erase markers.

ATTENDANCE POLICY:

This is a state certified course. Thus, no more than 10% of class time, or approximately 45 minutes, may be missed. It is strongly suggested, however, that the student be in attendance for the entire session in order to maximize upon the knowledge and skill development associated with the training. Should a temporary absence from the class be necessary, it remains the responsibility of the student to contact the instructor and arrange to obtain any information or materials missed due to the absence.

ACADEMIC INTEGRITY:

NITAB upholds strict policies regarding academic integrity. Students are responsible for their own work, including research papers, case studies, and exams. Cheating and plagiarism will not be tolerated and will result in a failing grade.

SAFETY PROTOCOLS: Safety is a priority for all courses, especially those that involved hands on drills and techniques, live fire or high-risk activities. Safety measures for this course include:

- 1) Participants will be made aware of all safety exits and procedures in case of an emergency.
- 2) Participation in any capacity are voluntary and based on the students' own perceived ability to take part in those portions. Those unable to participate will remain as safety observers.
- 3) Any other protocols that become necessary based on the students, site, or instructors will be documented in the course outline.