

Training Division

The Training Division prepares the people of the TBI – and partners across the state – to serve with professionalism, integrity, and confidence. Through instruction, development, and continuous learning, this division helps ensure readiness for the demands of modern law enforcement.

Training is where preparation becomes capability. Long before a critical moment arrives, this division equips agents and staff with the skills, judgment, and values necessary to respond effectively – reinforcing the Bureau’s commitment to service when it matters most.



Preparation is at the heart of effective public safety. Long before a critical moment unfolds, the TBI's Training Division works to ensure agents, officers, and partners across the state are equipped with the knowledge, skills, and judgment needed to respond with confidence and professionalism.

Guided by its mission to enhance the capabilities of law enforcement through training, research, instruction, and development, the division plays a vital – though often unseen – role in strengthening public safety across Tennessee. Through both internal and external programs, the Training Division remains responsive to the evolving needs of the Bureau and its law enforcement partners statewide.

Each year, the division provides training to more than 35,000 individuals. This work is delivered by a team of commissioned and non-commissioned personnel whose experience and expertise support the development of practical, relevant instruction across a wide range of disciplines—from de-escalation and human trafficking to crime scene investigation and leadership development.

Building Capability Across Tennessee

While many associate the TBI with active investigations, a significant part of its impact comes through training and education. The Training Division delivers extensive programming – often at little or no cost – to local, state, and federal partners, helping agencies strengthen their capabilities and better serve their communities. These efforts reflect a simple but powerful principle: strengthening individual officers strengthens public safety statewide.

Training Facilities & Infrastructure

The division maintains more than 5,700 square feet of dedicated classroom space at TBI Headquarters in



Nashville, supported by modern audio-visual technology and flexible learning environments. Additional training is conducted at regional offices across the state, allowing the Bureau to meet agencies where they are and expand access to instruction. These spaces support both traditional classroom learning and hands-on, scenario-based training, ensuring participants can apply what they learn in realistic environments.

Developing the Next Generation of Agents

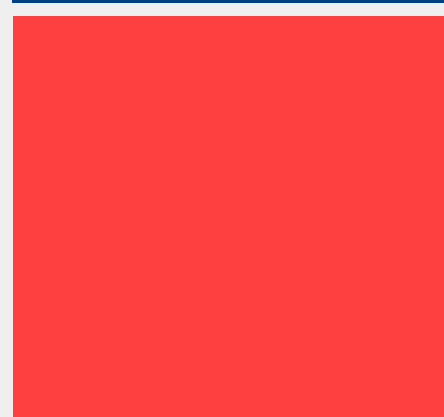
The Training Division oversees the Bureau’s Special Agent Academy, a 16-week residential program that prepares new criminal investigators for the demands of the field. Through instruction in surveillance, interviewing, undercover operations, firearms, tactics, and crime scene investigation, trainees build a foundation of skills designed to promote both safety and effectiveness. This academy represents the starting point of a career defined by service, preparation, and accountability.

Expanding Expertise Through External Training

In addition to internal training, the division delivers specialized academies and courses for law enforcement partners across Tennessee. Programs focused on leadership, criminal investigations, and evidence collection provide officers with practical tools they can immediately apply in their communities. This commitment to shared learning ensures that agencies statewide are better prepared to respond when challenges arise.

Risk Mitigation & Specialized Capabilities

The Training Division also supports specialized programs designed to reduce risk and enhance operational readiness in high-risk situations. Personnel are provided advanced training and equipment to assist in roles as Tactical Breachers, Emergency Medical



Technicians, and Search and Rescue Operators. These personnel are able to assist in tactical entries, provide emergency medical care, and respond to natural disasters and missing persons cases. These added capabilities enhance overall safety and effectiveness in demanding environments throughout the state.

Conflict Management & Use-of-Force Training

Through its Conflict Management Program, the division delivers consistent, scenario-based training in firearms, close-quarters control, and judgmental decision-making. Agents are regularly evaluated in realistic training environments designed to reinforce sound decision-making and accountability. This ongoing training ensures personnel are prepared to manage high-stress situations with professionalism and care.

Community Engagement & Public Education

The Training Division also engages directly with communities through outreach programs and academies. Initiatives such as the Citizen's Academy and Criminal Justice Forensics Academy provide opportunities for the public to better understand the Bureau's work while strengthening relationships and trust.

These programs reflect the understanding that public safety is a shared responsibility, and that transparency and engagement are essential to that effort.

Supporting the Wellbeing of Our People

The division also oversees the CARES program, which focuses on the mental and physical wellbeing of TBI employees. Through clinical support, peer networks, and ongoing assessment, the program ensures employees have access to resources that support their health and resilience. By investing in its people, the Bureau strengthens its ability to serve others.