

W3 (Woods ★ Wildlife ★ Water) Natural Resources Training Academy



Sharing Wildlife Experiences in an immersive hands-on Outdoor Training Environment

The W3 Mission is to greatly expand from training future generations on how to protect our wildlife resources to the much more challenging task of how to bring others to experience what the outdoors has to offer them in a safe manner.



**Simply said, we are
going to fully instill
the “W3” into our
Training Programs**



W3 GOALS

Continue to offer an exceptional Law Enforcement Basic Academy and In-service Training to Virginia Conservation Police within DWR

- Expand our comprehensive instructional learning to Virginia Marine Police within MRC and to other state and local first responders
- Offer additional opportunities for K9 and Tracking Schools with partner agencies to enhance emergency outdoor response capabilities
- Establish a “Champions for the Wild” Program using graduates of the newly created W3 Natural Resources Civilian Academy who can then lead others to the outdoors through shared experiences



To learn more about the objectives of this W3 Natural Resources Training Academy within DWR, visit <https://dwr.virginia.gov/w3>.



WHY W3 - Top Three?

- 1. Efficiency (Unsustainable Funding Model)** – Academy Lodging (using extended stay hotels) with a \$200,000 cost a year for six months but forecasted to increase up to 1/2 million per year in next 10 years (mostly due to switch from double to single occupancy).
 - Utilize public / private partnerships to partially fund this natural resources training center (Turnkey Option, preferably with a Rent-to-Own Opportunity over twenty plus years).
- 2. Effectiveness (Lost Opportunity)** – We have seen a decline of outdoor experiences in many of our recruits and are not making the best use of this six-month training window on “DWR Property” (compared with K9 training school where lodging and training both occurs in the field).
- 3. Facility Programming (Future Growth)** – Specialized Hands-on Outdoor Training Programs that can also offset operating costs at this facility through paid scholarships.



Comprehensive Research

Natural Resources Law Enforcement Training Academies

- Conducted Multiple Site Visits and obtained detailed documents (blueprints)
- To include things that they would change and preventive maintenance issues

Texas Parks and Wildlife Foundation (TPWF) – raised & invested \$275+ million

- Met with their Executive Official and Staff Members
- Given advice on building a Law Enforcement Training Center



Three primary stages moving forward:

- 1) W3 Funding Opportunities (Membership Program to Sponsorships)
 - 2) W3 Training Site (Obtain Access) and Consider Facility (Management)
 - 3) W3 Training Program Development (Opportunity for Uniqueness)
- Continued donations and private partnerships for training programs:
 - Provides an excellent opportunity for individuals and organizations to partner with us by directly funding conservation training and educational needs
 - Will need to fund many of these students through scholarships (especially helpful in reaching those in underserved communities)



Partnership Meetings

Ward Burton Wildlife Foundation (WBWF) – Established MOA

- Accepting Donations for W3 on our behalf 501(c)(3) non-profit organization
- Will allow us to use foundation property for low impact training (11,000 acres)



JOIN W₃ MISSION TODAY

Help us to develop a passion in others for Virginia's Outdoor Experiences





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Sharing Wildlife Experiences in an Immersive Hands-on Outdoor Training Environment

TRAINING

The W3 Mission is to greatly expand from training future generations on how to protect our wildlife resources to the much more challenging task of how to bring others to experience what the outdoors has to offer them in a safe manner.

The W3 Goals are to continue to offer an exceptional Law Enforcement Basic Academy and In-service Training to Virginia Conservation Police within the Department of Wildlife Resources



- **Expand** our comprehensive instructional learning to Virginia Marine Police within the Marine Resources Commission and to other state and local first responders
- **Offer** additional opportunities for K9 and Tracking Schools with partner agencies to enhance emergency outdoor response capabilities
- **Establish** a "Champions for the Wild" Program using graduates of the newly created W3 Natural Resources Civilian Academy who can then lead others to the outdoors through shared experiences

For additional updated information: dwr.virginia.gov/w3 or scan QR





SUPPORT

Join the W3 Mission Today

Help us to develop a passion in others for Virginia's Outdoor Experiences

The Ward Burton Wildlife Foundation, a 501(c)(3) non-profit organization, enables the public to show their support by contributing to the W3 mission and related programs. Donations can be made by mail or directly through the QR code. Mailed donations should note "W3 Fund."



DONATE TODAY!

The Ward Burton Wildlife Foundation
PO Box 519, Halifax, VA 24558

\$25—Supporter: Conservation Police / DWR Challenge Coin



\$100—Protector Sponsor:
Conservation Police Unit Citation Coin



\$150—Guardian Sponsor: W3 Natural Resources Training Academy Coin



\$250 or more—Legacy Sponsor:
Complete Set of all Three Coins



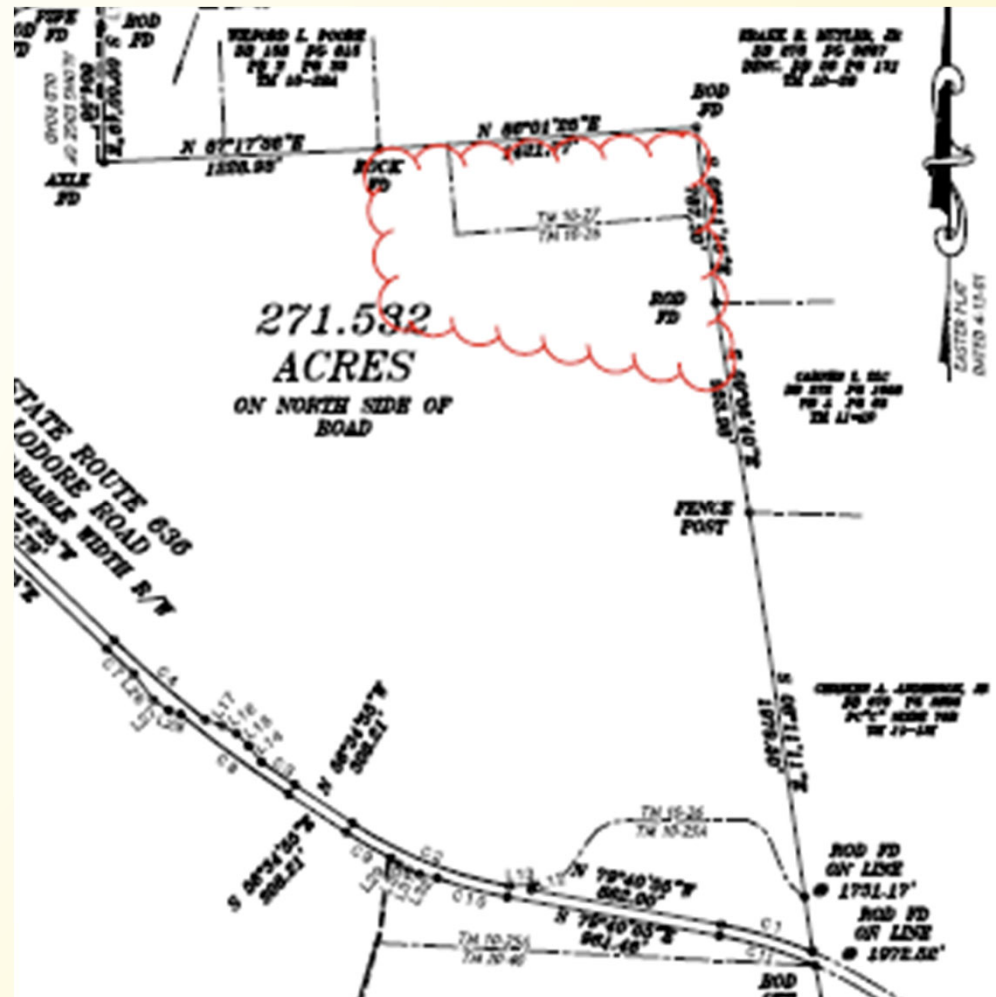
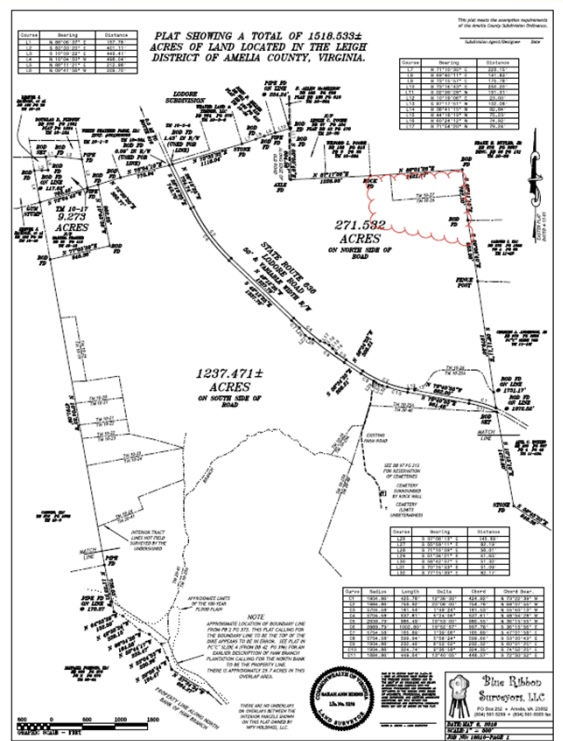
Partnership Meetings

Wildlife Foundation of Virginia (WFV)

- Will allow us to use their Clay Hill Property (~700 acres) in Amelia Co.
- Providing a specific heavy use training area for the next academy
- Potential to provide building site for our training center (~15 acres)



~50 acres of 700-acre tract for
buildings and heavy training usage



Partnership Meetings

Wildlife Foundation of Virginia (WFV)

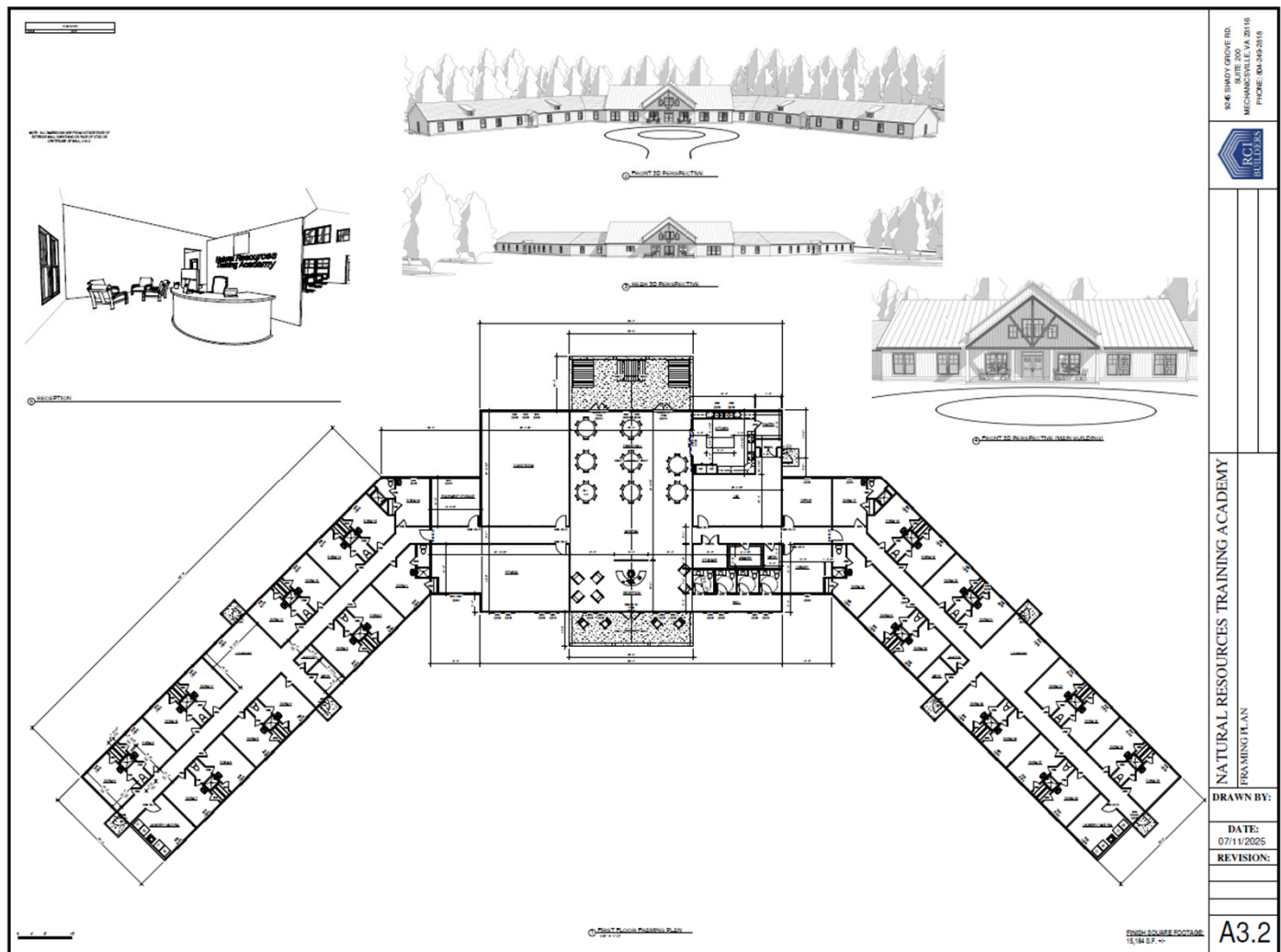
- Considering the idea of partnering on a training center (turnkey)



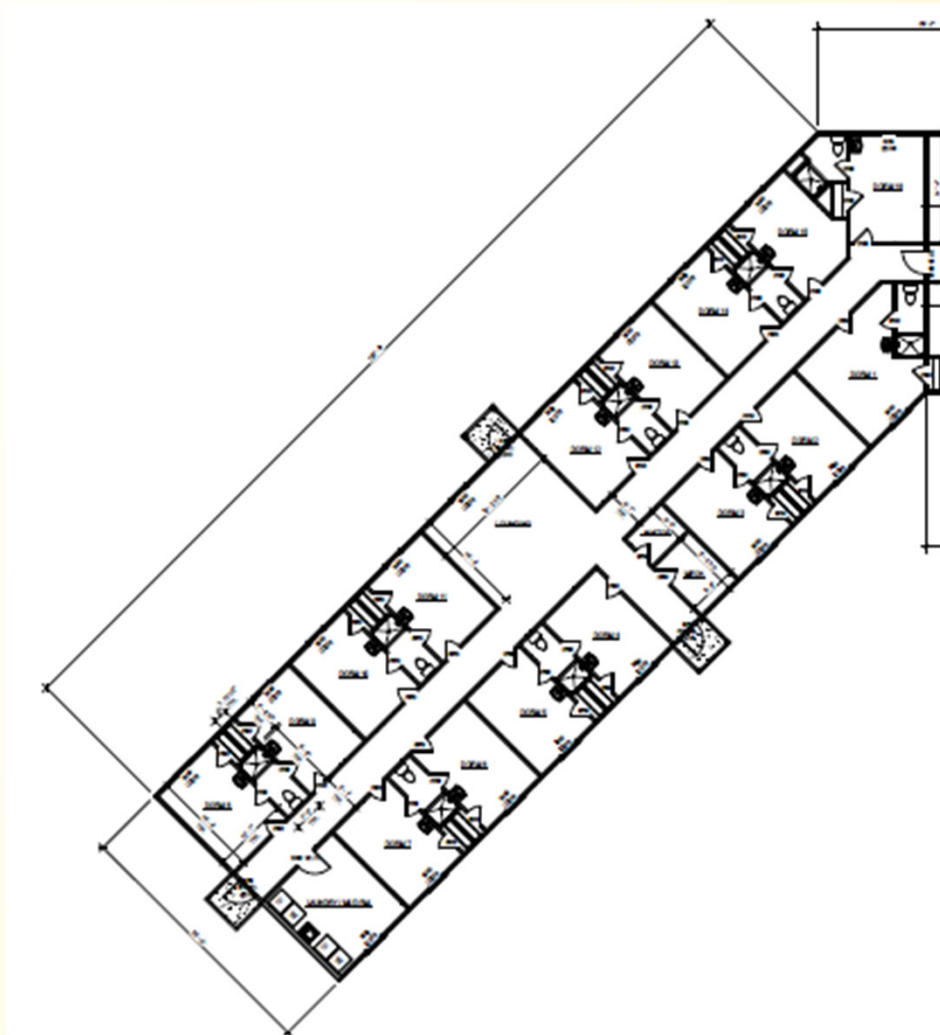
More than a Pipe Dream using Public / Private Partnerships to make a Training Academy financially viable!



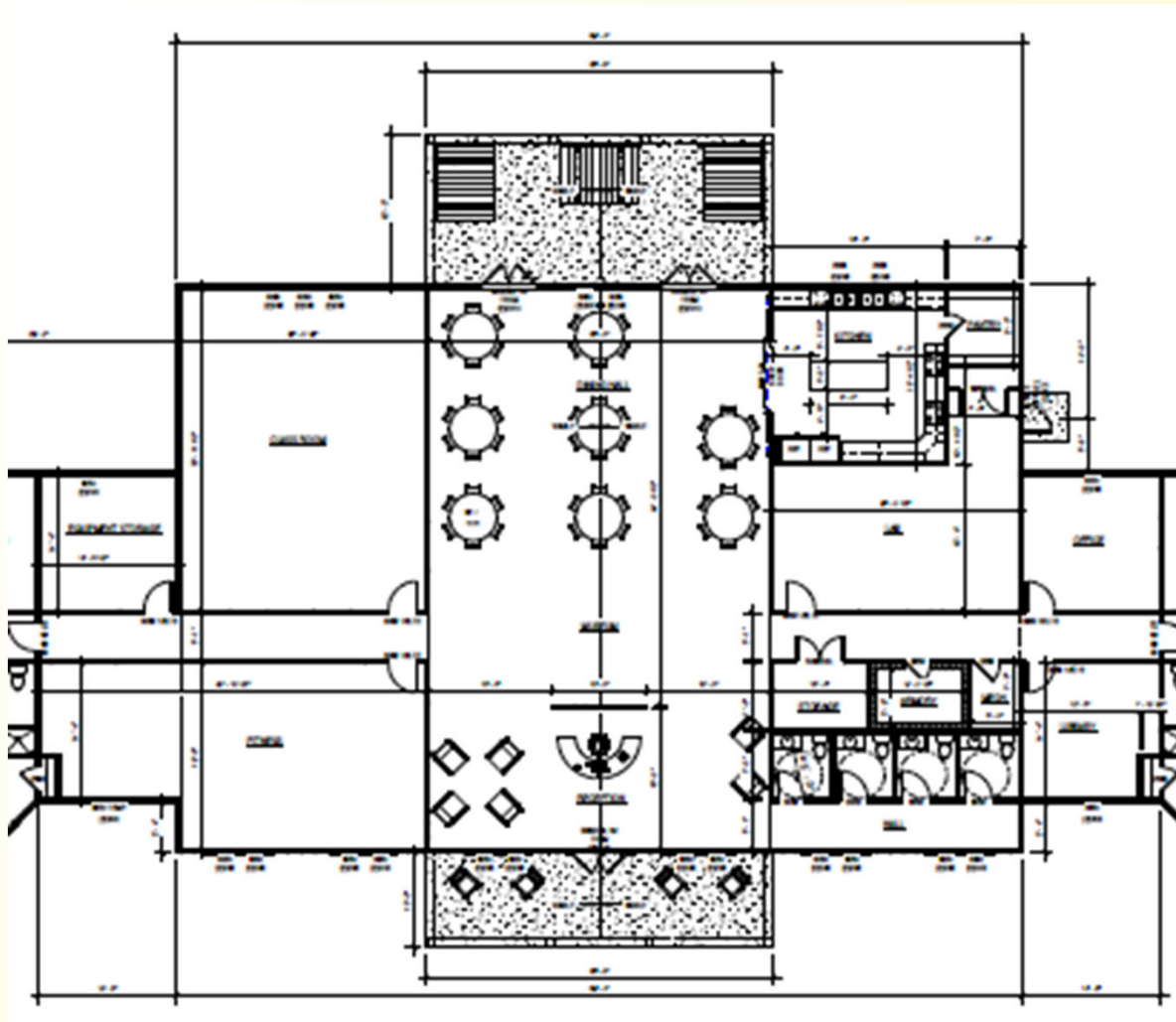












W3 Potential Training Programs

We have begun to research and design unique training programs for this residential academy. This approach will be beneficial as we continue to promote this W3 initiative to others as much more than simply a Conservation Police Academy (Practical Usage). This combination of hands-on programs and outdoor facility will be unlike anything currently available across the country (i.e., no badge and gun required to enter). An opportunity that will pay for itself (revenue generator), while bringing others into the outdoors **in a safe and respectful manner.**

- ❖ Recruit Academy Youth Program (Before Graduation in July)
- ❖ “Be a Protector” Training / Cadet Program (CPO Pipeline)
- ❖ Natural Resources Civilian Training Academy “Be a Champion of the Wild”
- ❖ Outdoor Influencer Training Academy – Opportunity to expand our scope in outdoors



W3 Off-Road Technical Course (15 to 20 acres)



Financial Opportunities

As part of an operational “Business Plan”, continue to develop potential residential training programs that would benefit various outdoor user groups

Importance of establishing a special fund for operational and maintenance needs (Estimated at ~\$100,000 year) using the asset of the 32 Dorm Rooms

The capacity to generate revenue from the lodging is significant, not to mention the registration collected from many of these training and educational programs

Use Corporate Sponsorships to fund and reach those in underserved communities



W3 Cost / Benefit Analysis

- ❖ Invest Current Hotel Expenditures (at today's lodging rate)
- ❖ Utilize Expertise of Training Staff to Manage these W3 Programs
- ❖ Significantly Enhance Law Enforcement Training Programs
- ❖ Develop Pipeline for CPO Positions to include Cadet Program
- ❖ Create Hands-on Outdoor Public Safety Training Programming
- ❖ Promote the Agency's Mission to a Broader Constituency Base
- ❖ Establish Public / Private Partnerships to include Scholarships
- ❖ Dual-Purpose Equipment for Training and Operations (savings)





VCP RELEVANCY PLAN Public Safety Investment



Purpose of VCP Relevancy Plan:

As we connect more people with the outdoors, the need for our specialized public safety services will only continue to grow statewide. Our situational report (other side) already shows some of the multiple challenges we are facing in both staffing and meeting the needs of the public. This issue has been previously identified in the Association of Fish and Wildlife Agencies (AFWA) Fish and Wildlife Relevancy Roadmap (2019) under "Agency Capacity" and the associated barriers of lacking capacity (*expertise, staffing, and resources*) to serve the needs of broader constituencies. To be successful in having others value the outdoors, we will need to enhance our training and educational services.

❖ Expertise = North American Wildlife Law Enforcement Accreditation (NAWLEA)

- VCP Quality Public Service: Highly Respected Profession / Professional Standards
- Best practices, networking, collaboration, accountability, credibility, and public trust
- For the insight to better forecast trends and find viable efficient solutions
- Adopt programs and methods that are already working for other agencies

❖ Staffing = Natural Resource Public Safety Response Services

- VCP Pursuit of Excellence: As Protectors of Wildlife and Natural Resources and to respond effectively to those in the woods and on the water during their greatest time of need
- SNHR Objective 3: *Increase the outdoor experiences for all Virginians*
- Meet high increased demands for waterway usage, especially by paddle craft users
- Manage conflict among different outdoor user's groups to include private landowners
- Build upon our highly specialized skills and utilize these capabilities as first responders
- Continue to offer training and partner with other first responders as a force multiplier
- Expand upon our initiatives as Ambassadors to Wildlife and Natural Resources

❖ Resources = Woods*Wildlife*Water "W3" Natural Resources Training Academy

- VCP Employer of Choice: Addressing "quality of life" police retention concerns
- SNHR Objective 4: *Recruitment/Retention of key state personnel capabilities*
- Developing Officers and Staff (Best Resource) to meet Challenges of Tomorrow
- Utilize "Game Warden Experiences" to increase subject matter expertise
- Build upon Leadership Development Continuum (LDC) for succession planning

❖ VCP Relevancy Plan Activation (New General Funding Consistent Stream)

- Need public safety general funding to directly address low officer staffing levels back toward their traditional numbers (request funding support for additional officers; up to 50 CPOs)
- Allocate Officer Salary (\$54,106) and Benefits (49.1%) \$80,672 (total) + Emergency Patrol Vehicle (\$60,000) and issued personal equipment (\$11,500); total of **\$152,172 per officer**





Questions and Comments?

