CAROLYN T. NGUYEN

PUBLIC SAFETY DIRECTOR OF TRAINING

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CERTIFICATES

Washington State POST Certified Peace Officer
Washington State Criminal Justice Training Commission (CJTC)
Mar 2010
Washington Criminal Justice Training Commission (CJTC) peace officer certification, current.

IADLEST Certified Law Enforcement Trainer
IADLEST
Sep 2017
International Association of Directors of Law Enforcement Standards and Training certified instructor.

FEMA ICS-300 & ICS-400
FEMA Emergency Management Institute
Jan 2019
Intermediate and Advanced Incident Command System certifications.

Crisis Intervention Team (CIT) Instructor
CIT International
May 2021
Certified to design and deliver CIT training to law enforcement personnel.

SKILLS

Law Enforcement Curriculum Design
Defensive Tactics Instruction
Use-of-Force Policy Development
Crisis Intervention Training (CIT)
POST Compliance Management
Budget Management ($1.4M)
Adult Learning Theory (Andragogy)
Grant Writing & Management

LANGUAGES

English
Native
Spanish
Intermediate

HOBBIES

Volunteering • Hiking

SUMMARY

POST-certified Public Safety Director of Training with 14 years of law enforcement and adult education experience. Oversees a 12-person training division at the Seattle Police Department, designing and delivering curriculum for 1,300+ sworn and civilian personnel. Reduced on-duty injury rates 22% over 3 years through revised defensive tactics and scenario-based training. Published use-of-force training methodology adopted by 3 Washington State municipal departments.

EXPERIENCE

Director of Training
Feb 2019 - Present

Seattle Police Department – Professional Development & Training Unit
Seattle, WA

Direct 12-person training division delivering curriculum to 1,300+ sworn and civilian SPD personnel.

- Direct 12-person training division delivering 8,000+ training hours annually to 1,300+ SPD personnel
- Reduced on-duty injury rate 22% over 3 years by revising defensive tactics curriculum and introducing force-on-force scenarios
- Designed Crisis Intervention Team (CIT) training program with 94% trainee pass rate across 12 annual cohorts
- Published use-of-force training methodology adopted by Bellevue PD, Kirkland PD, and Redmond PD
- Managed $1.4M annual training budget, securing $280K in COPS Office training grants to offset costs
- Achieved 100% Washington State POST compliance for all training programs over 5 years

Police Sergeant – Training Coordinator
Jul 2014 - Jan 2019

Seattle Police Department
Seattle, WA

Supervised patrol unit and coordinated in-service training for 80-officer precinct.

- Coordinated 1,200 hours of in-service training annually for 80-officer precinct with 100% completion rates
- Served as lead defensive tactics instructor, certifying 45 officers in updated use-of-force techniques
- Designed and facilitated 6 active-shooter response exercises in partnership with Seattle Fire Department

Police Officer
Mar 2010 - Jun 2014

Seattle Police Department
Seattle, WA

Patrol and community policing duties in the East Precinct.

- Responded to 900+ calls for service annually; earned 2 commendations for crisis de-escalation
- Selected as peer mentor for 3 probationary officers within first 2 years of service

EDUCATION

Master of Education (M.Ed.)
Sep 2012 - May 2015

Seattle University
Seattle, WA

Adult Education & Training

Bachelor of Science
Sep 2005 - May 2009

University of Washington
Seattle, WA

Criminal Justice
GPA: 3.6

AWARDS

Excellence in Training Award
2018

International Association of Chiefs of Police

Received an award for outstanding contributions to law enforcement training

Community Service Award
2015

Los Angeles County Sheriff's Department

Received an award for outstanding community service and engagement