

Virginia Conservation Police 2025-2026 CPO Recruitment

15th Academy Hiring Process

6/11/25 – 02/25/26

Capt. Ivan Kopelove



- **Accepting Applications- June 16-July 13, 2025**

- **419 Applications Received**

- Initial questions related to minimum requirements to be LEO in VA
 - 355 candidates met minimum requirements



- **Personal History Questionnaire (PHQ)**
 - **Sent to 355 applicants**
 - Consisted of questions related to employment, criminal history, traffic convictions, game violations, etc.
 - **213 applicants completed PHQ (60%)**
 - **35 applicants screened out based on responses (16%)**



Applicant Written and Physical Agility Testing

- **213 Applicants invited to complete written and agility testing after screening of PHQ**
- **Applicants completed written test, followed by participation in the physical agility course.**



National Police Officer Selection Test (POST)

- **Test consists of three, separately timed sections**
 - **Math**
 - **Reading Comprehension**
 - **Grammar**
- **123 applicants attended testing (27 no shows)**
 - **Tests Graded and applicants separated into three groups based on test results**
 - ❖ **A**
 - ☐ **80% or higher overall score and 70% or higher in each sections)**
 - ❖ **B**
 - ☐ **80% or higher overall score (Below 70% in some sections below)**
 - ❖ **C**
 - ☐ **70%-79% overall score (some sections below 70%)**



POST Test Applicant Results

- **Group A – 46**
- **Group B – 29**
- **Group C – 37**
- **10 Failures (less than 70% avg)**



Physical Agility Test (LawFit)

- **Course must be finished in 1 min 36 sec or less while completing all required tasks (obstacles, suspect ID, dummy drag, etc.)**
- **Applicants have 2 attempts**



Physical Agility Test Results

- **19 applicants failed**
 - **Wall- 11**
 - **Time- 3**
 - **Other-5**
 - **Combination of failing tasks or time**



Panel Interviews

- **98 Applicants invited to virtual interviews**
 - **93 RSVP**
 - **4 no shows**
- **89 interviews conducted**
 - Very Highly Recommended - 21
 - Highly Recommended - 37
 - Recommended - 23
 - Recommended with reservations - 1
 - Do not Recommend - 6
- **Do not recommend and recommend with reservations were removed from process**



Conditional Offers and Background Investigations

- **59 Conditional Offers Sent**
 - **58 Accepted**
 - **6 withdrawals**
- **52 Background Investigations Completed**
 - **20 applicants removed from process**



Medical and Psychological Screening

- **30 applicants sent to Medical and Psych**
 - **All passed medical**

- **Psychological testing**
 - **Rated candidates on A-F scale**

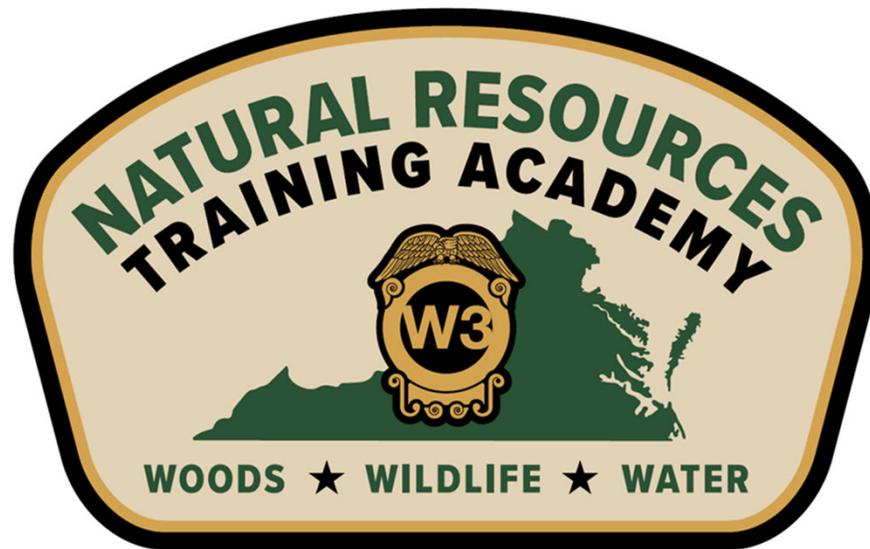
 - **C- and below removed from process**
 - **12 applicants removed from the process**



18 applicants are still eligible for hire

**Final Offers anticipated to go out week of 1/26
with a February 25, 2026, academy start date**





Captain Jody Blackwell
Director of Training



W3 Natural Resources Training Academy

TRAINING ACADEMY STAFF

Administrative Assistant – Tina Adkins

Basic Academy Training -First Sergeant Amanda Nevel

Inservice Training – First Sergeant Stephen Ritchie

Recruiting – First Sergeant Mike Hill



W3 Natural Resources Training Academy

Courses OF INSTRUCTION

- Legal – Search & Seizure / Laws of Arrest
- Duty to Intervene
- Conflict Resolution
- CPR / First Aid
- Autism Awareness
- Emergency Vehicle Operation
- Firearms
- Defensive Tactics
- Wellness & Fitness **New**
- Officer Survival
- Water Survival
- Wildlife Classes (Hunting Laws, Fishing Laws etc., How to Handle Wildlife etc.)
- Weapon & Firearm Violations

➤ BASIC ACADEMY

28 weeks

Over 1600
DCJS
Mandates

206 Classes

Over 1200
Test
Questions



Basic Academy

Off-Season Focus/Changes

- Uniforms & Equipment Issued
- Curriculum Rebuild
- Additional Mandates to Lesson Plans
- Academy Manual (Updated)
- Recruit Manual **New**
- Structured Environment (D.I.R.T)
- Pre-training Safety Briefings
- Recruit Community & Inner Agency Engagement



W3 Natural Resources Training Academy

INSERVICE



➤ TRAINING COURSES

- Legal
- Firearms
- Driving
- Fundamentals of Leadership
- ALERRT / ERASE
- E-Bikes
- Hound Hunting Enforcement
- General Instructor School
- Advanced Search Warrant



Additional Courses – Inservice

Courses

Game Warden Experience

Waterfowl

Trapping

Ginseng

Boots on the Ground (**New** Course Build out in progress)

W3 Wilderness Search and Rescue School (Level 1 & 2) (**New** Course Build out in progress)

Fundamentals of Leadership

Man Tracking Level 1 & 2

NASBLA

Officer Water Survival

Boating Incident Investigation

Tactical Operators Course

Pursuit and Special Tactical Over the Rail Procedures

BUI (Boating Under the Influence) Enforcement

IHEA Hunting Incident Investigations



Inservice Training

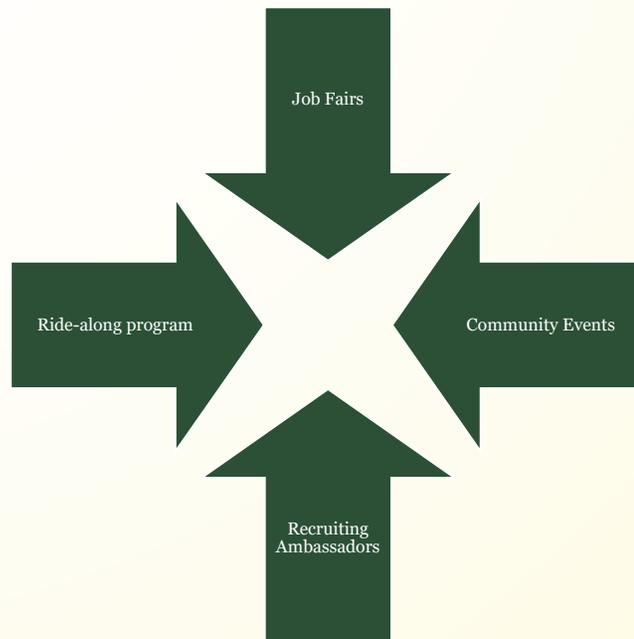
Off-Season Focus/Changes

- Regional Training
- Training Thru Power DMS / Online Training
- Skill Building/Practical Exercises
- Mixed Rank Training Evolutions
- Wellness / Fitness
- Professional Staff – Vehicle Operation Training (NEW in development)
- New Supervisor on Boarding Program (New in development)



W3 Natural Resources Training Academy

➤ RECRUITING



➤ RESPONSIBILITIES

- Job Fairs – Military Establishments / Colleges / Universities / Public Schools
- Community Events – National Night Out / State Fair
- Recruiting Ambassadors – CPOs assigned throughout the state to assist with recruiting efforts.
- Ride-along program – Available to candidates currently in the hiring process as well as potential applicants. (12 Applications Submitted/ 4 Approved / 1 Ride-along completed)



W3 Natural Resources Training Academy Instructors

DCJS Instructors

- General
 - Bias Based Policing
 - Conflict Resolution
 - Laws of Arrest / Warrants
 - Search & Seizure
- Specialty
 - Emergency Vehicle Operation
 - Defensive Tactics
 - Firearms
 - ALERT/ERASE

Agency

- Human Resources
- Legal
- Biologist
- Fisheries
- Wildlife
- Media
- Boating
- Outreach
- Grants
- Purchasing



Supporting Agencies /Training Resources

- Department of Corrections ****New**** - Firearms Range
- **DCR State Parks - (Boat School & Inservice)**
- NOVA Pool - (OWS)
- Henrico County - (Man tracking)
- USFW Refuge - (Waterfowl -Inservice)
- National Forrest - (Ginseng / Inservice)
- Richmond PD - (Academy Gym/Inservice)
- Virginia Dept. of Forestry ****New**** - Basic
- Va Public Safety Center - Gym, Classrooms, ATV / UTV Courses & wooded areas
- **VSP – Pool, Driving, Firearms**
- Burks Swim Club - Pool
- **Virginia National Guard Fort Picket ****New**** - Basic / Inservice**
- **Holiday Lake ****New**** - Basic**
- **Chesterfield Police Department - Driving Track Basic / Inservice**
- J. Sargeant Reynolds – Running Track
- Hanover Sheriffs Office – Firearms Range

Bold = Cost associated with use.





QUESTIONS? COMMENTS?

*** The only acceptable questions/comments allowed are those presented in a positive and commendable manner.

Examples: "Great job!"... "Captain Blackwell, you and your team are AWESOME!"

