

**INDIANA STATE POLICE
TACTICAL STRENGTH AND CONDITIONING
INTERNSHIP PROGRAM**
Information Packet



Created and coordinated by:
Employment Services – Recruiting

The Indiana State Police (ISP) Tactical Strength and Conditioning Internship Program is an observational and experiential program designed for college students who are pursuing a career in Tactical Strength and Conditioning. This opportunity provides a learning environment based on on-the-job experience while working closely with State Troopers in all realms of law enforcement today. Interns at ISP will have an opportunity to work with academy recruits, department specialty teams (SWAT, SCUBA, EOD etc.) current Troopers and civilian staff members. Interns will gain an understanding of the daily operational demands of the ISP Trooper from the recruit academy and an administrative and field enforcement perspective. The majority of the internship will be spent at the ISP Academy which is located at the Indiana Law Enforcement Academy in Plainfield, Indiana, and sometime in the field engaged in a ride-along program with various members of ISP.

The primary goal of this program is to foster particular interest in tactical strength and conditioning and working with law enforcement officers seeking employment within the tactical strength and conditioning field. All interested students must complete an application in its entirety as well as provide a 500-word essay. The Indiana State Police will review internship requests on a one-on-one basis. The ISP Tactical Strength and Conditioning Internship Program is unpaid. ISP will host one intern per semester including the Summer Semester. Upon receipt of multiple requests, ISP will use required criteria for evaluation, giving preference to applicants who have a bachelor's degree in an exercise science or related field, or of senior status or graduate student in exercise science or related field, higher GPAs, and/or those already holding an NSCA, CSCCA or ACSM certification. The level of ambition of the intern will determine the level of the learning experience. Head Strength and Conditioning Coach, Health Management Specialist Troy Torrence oversees the ISP Tactical Strength and Conditioning internship program.

The Indiana State Police sets very high standards for its employees as a whole, and this standard is expected of any intern as well. Minimum standards will be reviewed, including but not limited to the following criteria for internship consideration:

MINIMUM STANDARDS

- US citizen
- Minimum 18 years of age
- No juvenile or adult criminal arrests or convictions
- Minimum three years of college completed
- Minimum 2.5 GPA on a 4.0 scale at an accredited college or university
- Must be for college credit
- Valid driver's license
- Have operating telephone service (either residential or cellular)
- Current e-mail account for electronic correspondence

In addition to these minimum standards, each student must submit to a driver's license check, a criminal history check, a sex offender registry check, and a local warrants check, as well as being

fingerprinted. The student will be responsible for transportation to and from designated training areas. The student must provide a telephone number for notification of any updates as needed.

You are encouraged to review these minimum standards and requirements thoroughly. If you do not meet the standards or requirements, are not willing to provide supporting documentation, or are not willing to allow the release of the records stipulated, your consideration as an intern with the Indiana State Police will cease.

Qualifications

- Punctuality, enthusiasm, strong work ethic, ability to work early mornings and late evenings
- Internship is a commitment for the entire duration of the given semester.
- All applicants must have a bachelor's degree in exercise science or related field, or of senior status or graduate student in exercise science or related field seeking an unpaid internship experience in exchange for college or class credit. No unpaid internships may be offered to "volunteers." **Internships cannot be offered to international students at this time.**
- Applicants should be able to lift and carry 25 to 50 pounds frequently and be able to pass the Indiana Law Enforcement Academy Exit Standards (<https://www.in.gov/ilea/physical-fitness-standards/>)
- CPR/First-Aid/AED Certification required
- Ideal candidates should have or be actively pursuing their Certified Strength and Conditioning Coach, Tactical Strength and Conditioning Facilitator certification through the NSCA or the Collegiate Strength and Conditioning Coach through the CSCCA or ACSM, etc.

Objectives

- Provide each intern with exposure to tactical strength & conditioning principles and how they are used within Indiana State Police's tactical strength & conditioning programs.
- Provide each intern with tactical strength & conditioning experience.
- Provide each intern with exposure to administrative and maintenance processes and their role within the tactical strength & conditioning program.
- Provide each intern with knowledge of exercises, coaching cues, and teaching progressions.
- Prepare each intern to advance in the field of tactical strength & conditioning.

Responsibilities

- Assist in the implementation of Indiana State Police's tactical strength & conditioning program, including set up and breakdown of equipment for each session.
- Assist in the administrative and maintenance duties involved in the strength & conditioning program.
- Participation in Indiana State Police's tactical strength & conditioning internship curriculum.
- Attending to the daily maintenance of the training facility.
- Data input and upkeep.
- Read articles recommended by the strength & conditioning staff.
- Final project or lecture to strength and conditioning staff on assigned topic.

Benefits

- Tactical Strength & Conditioning experience
- College Credit
- Individual Professional Development
- Earned Recommendations

INTERN SAFETY & SECURITY

Law enforcement by its very nature is an inherently dangerous profession. The Indiana State Police will take every possible precaution to ensure the safety of every intern. No matter how well trained or prepared one is, circumstances arise where danger must be dealt with.

Every intern must sign a waiver of liability from the Indiana State Police. The intern is not "employed" by the Indiana State Police in any fashion. Interns are not covered by the Indiana State Police insurance plan. The Indiana State Police will not be liable for the actions of the intern acting outside the scope of the responsibilities defined or beyond the direction of the responsible ISP Staff member or Trooper they are assigned to.

Interns must also sign a Non-Disclosure Form from the Indiana State Police. Interns may be exposed to confidential information and must not distribute said information. Interns may be deposed for testimony in court reference events that were witnessed.

Interns will have no law enforcement authority. Interns will not be armed. Interns CANNOT carry any type of weapon, even with a valid permit.

EXPECTATIONS

During their time as an intern with the Indiana State Police, interns will be representatives of ISP and are expected to behave as a model citizen. Any activities that the intern participates in that may reflect unfavorably on the Department may be grounds for termination from the internship. These activities include but are not limited to: any arrests during the internship, a substantial drop in GPA/grades, excessive consumption of alcohol, association with any anti-government movement or illegal gang, and/or inappropriate commentary on social media sites. Interns shall not reference the Indiana State Police in any way on any of their social media pages. Interns are required to disclose any interaction they have with law enforcement outside of the internship; failure to disclose this information may be grounds for termination from the internship program. Interns must not be involved with any other law enforcement internship or ride-along program during their internship with ISP.

Interns shall be respectful of their training officer and follow all instructions given to them. Once scenes are secured and/or the intern's training officer has allowed, interns are encouraged to observe all activity and assist (if possible) with crash scenes, etc.

A majority of the internship program will be conducted at the ISP recruit academy strength and conditioning facility and participate in ride-alongs. Interns must abide by ride-along protocol. Interns must wear provided body armor at all times. Interns must also wear a provided traffic vest while assisting with crash investigations or traffic details.

Interns are expected to be neatly groomed and dressed in a professional manner. Appropriate strength and conditioning weight room attire (joggers, sweats, track pants, or chinos, a polo shirt or single color athletic shirt no logos; no yoga pants or short shorts). For ride-alongs should be business casual unless otherwise informed based on the day's schedule of events. Ties are not necessary for male interns. High-heeled shoes should not be worn while doing ride-alongs.

Interns will be required to keep a daily journal and attendance sheet. Interns will also be required to complete a paper summarizing his/her experience.

SCHEDULING

The Indiana State Police Tactical Strength and Conditioning Internship Program offers 2 options for Internship Scheduling:

Option 1: 14 weeks, about 20 hours per week

Option 2: 10 weeks, about 30 hours per week

These are minimum hourly requirements. The Indiana State Police will work with each intern to meet requirements dictated by each student's college or university; however, ISP can only accommodate students up to 450 hours for the semester.

Interns will coordinate their schedule with the ISP Health Management Specialist. Police work is a 24/7 job and may require evening and weekend work. Weather and criminal incidents may also affect the schedule. Interns must be flexible to allow for changes.

EVALUATION

Interns will be evaluated on a daily basis. The Indiana State Police may terminate the internship at any time at their discretion for violations of rules, poor performance, valid complaints or other mitigating circumstances. Following the completion of the internship, the intern will complete a post internship meeting with the Internship Coordinator. The final paper will be due at this time.

HOW TO APPLY

Interested students should visit the Indiana State Police website at www.in.gov/isp to apply. The Internship Program application can be located under “Career Opportunities” and then “Internship Program”. Below is an annual timeline for the internship application process.

April – Applications accepted for the Summer Internship

June – Applications accepted for the Fall Internship

November – Applications accepted for the Spring Internship

This timeline is subject to change at the discretion of the Employment Services & Recruiting Section. Interested applicants should continue to check back to the website for the application if it is not posted during these time frames.

Applicants should complete the entire application and follow the directions carefully regarding submission of the application and other requested documents.