



Sniper Training Matrix

Content and Hours

After graduating from a comprehensive police sniper school, sniper team members must receive ongoing training year-round to maintain their operational readiness. This document is a framework of necessary annual content, hours, and justification for a police sniper skills maintenance program. The justification is based on the ASA's Police Sniper Essential Skills List, which was created to give form and purpose to sniper training. Note that by necessity and the unique nature of the competencies covered, much of this training will have to be conducted by, and administered to the sniper team, independent of other team elements.

Some areas of instruction should be addressed as a SWAT team at the beginning of the training year. Others should be scheduled quarterly, and others must be part of the monthly training evolution. Some topics will overlap synergistically with others, diminishing the need to train each area separately, and to avoid redundancy. Specialty topics, such as Public Venue Operations, may require standalone blocks of instruction, which may involve the entire SWAT Team. The goal is to make sure all topics and skills are addressed with the frequency and duration necessary for snipers to learn them, master them, and always maintain operational readiness.

Operational Skills:

Team Review

- Annual policy review (state use of force statutes, department deadly force policy, SWAT, and sniper team SOP, officer-involved shooting policy). This should be conducted with the entire SWAT Team – 4 Hours
- Annual equipment inventory and detailed inspection – 4 Hours
- Annual equipment reviews and testing (function, nomenclature) – 4 Hours

Total Annual Review Hours **12**

Classroom Instruction	Frequency	Duration	Total Hours
Ballistics (external and terminal)	1x	2hr	2
Intermediate barriers	1x	2hr	2
Special shooting conditions (high angle, wind, low light)	1x	2hr	2
Hide construction (interior, exterior and vehicle)	1x	2hr	2

Observation	1x	4hr	4
Tactical Vision exercises	12x	.5hr	6
Reporting and communications	1x	2hr	2
Camouflage	1x	2hr	2
Counter-sniper operations	1x	2hr	2
Sniper Survival Skills	1x	2hr	2
Target Assessment Program	1x	2hr	2
Case studies	12x	1hr	12

Practical Exercises

Full team scenario training	2x	4hr	8
Site diagramming (Range Cards)	4x	1hr	4
Distance estimation	2x	1hr	2
Observation exercises	4x	1hr	4
Concealment exercises	4x	1hr	4
Movement skills	4x	1hr	4
Hide construction	4x	2hr	8
Target Assessment	2x	4hr	8
Sniper Cover	2x	1hr	2
Sniper-initiated assaults	2x	1hr	2

Total Annual Academic Hours **82**

FIREARMS

- This section of the matrix is meant to organize the overall training goals. The design of the courses of fire is left to the individual training officer.
- In some instances, one range exercise may encompass several individual skill sets.
- The scheduling of range training must consider the need to practice all these listed skills in all seasons, and in both daylight and low light conditions. ALL the listed firearm skills must be duplicated and mastered in low light training conditions.
- If the team has night vision sighting equipment, additional training hours may be needed for both classroom instruction and live fire exercises.
- If the team has a special application weapon system (.50 caliber rifle), additional training hours will need to be inserted into the schedule.
- Range exercises include time to set up, execute and then evaluate each course of fire.

Firearms Skills	Frequency	Duration	Total Hours
Cold Shot	12x	.25hr	3
Zero confirmation	12x	.5hr	6
Fundamental drills	12x	.5hr	6

Cover Safe drill	12x	.5hr	6
Position work (Standing, Sitting, Kneeling)	12x	.5hr	6
Stress shooting	12x	.5hr	6
Simultaneous shooting	4x	.5hr	2
Rollover prone	4x	.5hr	2
Weak shoulder	4x	.5hr	2
Hawkins position	4x	.5hr	2
Partner supported shooting	4x	.5hr	2
Improvised positions	4x	1hr	4
Gas mask	4x	.5hr	2
Hostage-rescue	4x	.5hr	2
Sniper-initiated techniques	4x	.5hr	2
Vehicle hides	4x	1hr	4
Moving targets	4x	2hr	8
Target ID/discretionary shooting	4x	.5hr	2
Extended distance shooting (2 – 300 yards)	2x	4hr	8
Defensive handgun drills	6x	1hr	6
Secondary rifle drills	6x	2hr	12
Weapon maintenance	12x	1hr	12

Total Annual Firearms Hours **105**

Testing and Evaluation

Sniper Functional Fitness Test	2x	1hr	2
Qualifications (All carried weapon systems)	4x	1hr	4

Total Annual Testing Hours **6**

Cumulative Annual Sniper Training Hours 205

Supporting Documents and Publications

ASA Training Position Paper
 ASA Police Sniper Essential Skills List
 ASA Police Sniper Utilization Survey Reports, 2005 – 2021 inclusive
ASA Police Sniper Training and Operations Manual, 2nd Edition – WIISAD Books
Sniper Resource Manual - Snipercraft
100+ Sniper Exercises – Paladin Press
Foundations of Sniper Marksmanship – Blue360 Media
 SWAT Standard for Law Enforcement Agencies – National Tactical Officers Association