

Weathering the Drought: Rethinking Law Enforcement Recruiting Strategies for a Withering Pool

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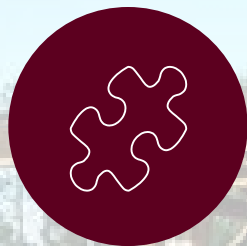
Goals for today:

- ◆ Address the current state of law enforcement recruiting
- ◆ Identify the key contributors
- ◆ Discuss solutions (short- and long-term)



How did we get here?

- ◆ Attrition
- ◆ Changing generational expectations
- ◆ Lifestyle changes
- ◆ Broadened scope of police work



High Demand, Low Supply



Recovered Economy



Public Support

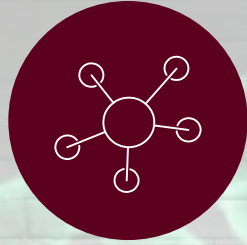


Aging Workforce



Changing Generational Expectations





Broadened Scope of Police Work



How do these results compare to our research?

Experienced a decline in entry level law enforcement applicants:

Yes	62.50%
No	31.25%
Unsure	6.25%

Top factors influencing lack of entry level law enforcement applicants

Strict standards / employment prerequisites	71.9%
Negative perceptions about Law Enforcement	68.8%
On-the-job dangers	31.3%
Lengthy hiring process	28.1%
Inadequate compensation	21.9%
Increasing societal acceptance of disqualifying behaviors	15.6%
Lack of diverse applicants	9.4%
Community issues	6.3%

● Where do we go from here?

- ◆ Identify budget and/or revenue options
- ◆ Build employee referral networks/reward program
- ◆ Use benchmarking to determine staffing needs

● Where do we go from here?

- ◆ Integrate the community into the hiring process
- ◆ Partner with community leaders
- ◆ Participate in job/career fairs

Where do we go from here?

- ◆ Specify organizational goals and values
- ◆ Develop an Assessment Team
- ◆ Department branding
- ◆ Allow on-site visits

Do Something

- ◆ Honestly assess 2-3 strategies and their possibility for success
- ◆ Keep it focused and write it out
- ◆ Clearly define victory – you may not have metrics now, but get some...quickly



What can agencies do?

What agencies have already done to improve law enforcement recruiting efforts

Focused on proactive hiring strategies	84.4%
Developed a feeder system for the Department	43.8%
Developed a brand definition for the Department	40.6%
Collaborated with community liaisons	37.5%
Created a Police Department recruiting unit	31.3%
Modified employment standards	21.9%



Q & A

Take our Survey: <http://surveys.cpshr.us/s3/PoliceRecruiting>



Thanks!

*Any Questions or
Comments?*

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