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:**

<p>| | |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Yes</td>
<td>62.50%</td>
</tr>
<tr>
<td>No</td>
<td>31.25%</td>
</tr>
<tr>
<td>Unsure</td>
<td>6.25%</td>
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</tbody>
</table>

**Top factors influencing lack of entry level law enforcement applicants**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Strict standards / employment prerequisites</td>
<td>71.9%</td>
</tr>
<tr>
<td>Negative perceptions about Law Enforcement</td>
<td>68.8%</td>
</tr>
<tr>
<td>On-the-job dangers</td>
<td>31.3%</td>
</tr>
<tr>
<td>Lengthy hiring process</td>
<td>28.1%</td>
</tr>
<tr>
<td>Inadequate compensation</td>
<td>21.9%</td>
</tr>
<tr>
<td>Increasing societal acceptance of disqualifying behaviors</td>
<td>15.6%</td>
</tr>
<tr>
<td>Lack of diverse applicants</td>
<td>9.4%</td>
</tr>
<tr>
<td>Community issues</td>
<td>6.3%</td>
</tr>
</tbody>
</table>
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 agencies have already done to improve law enforcement recruiting efforts

<table>
<thead>
<tr>
<th>Action</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Focused on proactive hiring strategies</td>
<td>84.4%</td>
</tr>
<tr>
<td>Developed a feeder system for the Department</td>
<td>43.8%</td>
</tr>
<tr>
<td>Developed a brand definition for the Department</td>
<td>40.6%</td>
</tr>
<tr>
<td>Collaborated with community liaisons</td>
<td>37.5%</td>
</tr>
<tr>
<td>Created a Police Department recruiting unit</td>
<td>31.3%</td>
</tr>
<tr>
<td>Modified employment standards</td>
<td>21.9%</td>
</tr>
</tbody>
</table>
Q & A

Take our Survey: http://surveys.cpshr.us/s3/PoliceRecruiting
Thanks!

Any Questions or Comments?

Please contact us by email

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