



Sir/Madam

Attracting and identifying the next generation of policing talent is considered the #1 Human Resources issue facing policing in the next 3-5 years. Many leaders believe it is the number one issue impacting on the long-term sustainability of policing - period.

The serious workforce challenges have been well-documented, and further information is provided in this kit:

- baby boomers are retiring across the Canadian labour market, including policing. In most police services 40-50% of senior officers, and their potential successors, can retire in the next five years
- birth rates in Canada are down, so new entries into the labour market are also down - and all sectors will be competing for the smaller labour pool
- immigration provides a labour force option, but comes with challenges for policing - services must be sensitive and responsive as populations change and diversify
- not all new Canadians will view policing as an admirable profession
- experienced police people are less likely to be emigrating from developed countries

The evidence is in - it's time to change our approach, and change it substantially. We need to pool our resources, talent and commitment to public service to develop sector-wide strategy and actions.

This kit is the first part of the process of building that strategy. It is a tool to help build awareness of the challenge before us. In the kit you will find:

- 1) a DVD - a French and English version of "*Building the Case for Change*".
- 2) a PowerPoint presentation for use with the DVD as part of a presentation or speech.
- 3) questions and answers for the common questions arising from watching the video.

Your challenge is to use this material and help increase the awareness of the issues we are facing now and into the future. If you have any questions or would like further information, please contact the Police Sector Council at 1-613-729-5959 or ggruson@policecouncil.ca. We can find solutions, but we must work together.

Police Sector Council

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