



## Recruitment DVD - Top 10 Q's and A's

### **Q 1 Who is the intended audience for the DVD?**

**Anyone with an interest in the long-term sustainability of policing:**

- Chiefs
- Civilian and Officer Members of Police Services
- Community Colleges and Universities
- Federal, Provincial, and Municipal Government Leaders
- Human Resources Leaders
- Police Academies and Police Colleges
- Police Association Leaders
- Police Boards
- Police Leaders
- Regional and Detachment Commanders

### **Q 2 Who should show the DVD?**

**Managers/leaders who want to increase the awareness of the strategic drivers and challenges in recruitment and who have an understanding and interest in the long-term sustainability of policing:**

- Chiefs
- Civilian and Officer Members of Police Services
- Community Colleges and Universities
- Federal, Provincial, and Municipal Government Leaders
- Human Resources Leaders
- Police Academies and Police Colleges
- Police Association Leaders
- Police Boards
- Police Leaders
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### **Q 3 The DVD says the future will be challenging - what can we do now?**

**We should continue to monitor the issue  
We should develop and implement a strategy - together as a sector,  
nationally, across the policing community.**

### **Q 4 What kind of strategy are we talking about?**

**Working together, we could develop a multi-faceted strategy that includes such ideas as:**

- nationally marketing policing as a career to youth and their parents, or others who influence career/job decisions



- sharing resources to identify and fund ways to better target recruitment and be more successful
- streamlining and speeding up the application process, so that we don't lose good applicants to other sectors that are faster at hiring
- also, keeping the good people we have

It isn't just about recruiting; we also need to keep good officers and employees. The new generation of workers does not appear to have the same need to stay with one employer. And frankly, they don't have to. The labour market is so open they have the luxury of being able to pick and choose – and move on to somewhere else.

**Q5** **The video said we can't wait any longer to take action. Do we have time to wait for a national strategy?**

**A national strategy has the potential for broader and longer term impact, rather than each of us trying in our separate ways to attract quality staff - creating our own approaches/campaigns about policing as a career.**

**A joint approach will be more efficient and increase our success.**

**The action we can take now - everyone needs to be a recruiter.**

**Keep an eye out for potential candidates, encouraging people to apply. Each of us knows someone who would be a good candidate. We can all do that now. We don't have to wait.**

**We can also ensure wide circulation of this video, at events and meetings, to make more people aware of the issue.**

**And ask: "Where else could it be shown? Who else should see this?" "How do we build the future sustainability of policing?"**

**Q6** **One of the clips said "all of us are having trouble finding enough recruits" – are we really?**

**The challenge is a collective one.**

**Even if some of us are hitting our targets today, most police services are not. Some are hiring officers from other police services, which simply moves the problem to somewhere else. That approach does not serve Canadian policing well.**



It is fair to say none of us are hiring sufficient numbers of diverse candidates that reflect our community and build for success into the future.

As the video indicates, this will be a larger challenge for us as the workforce continues to change.

**Q7** Is it really all that bad? Won't there always be people interested in being police officers?

Certainly there will always be people interested in being police officers.

However, as the video said, demographics don't lie. The facts are there won't be the same number of people in the labour market, the make-up of the labour market will be different as well – competition will be tough for employees, policing may not be the career of choice for the more diverse workforce.

It isn't just about recruiting either. Once we get good members, we also need to keep them.

The new generation of workers does not appear to have the same need to stay with one employer. And frankly, they don't have to. The labour market is so tight they have the luxury of being able to pick and choose – and move on to somewhere else.

**Q8** What is the Police Sector Council referred to in the video?

The Police Sector Council is a not-for-profit organization that identifies and facilitates solutions to HR challenges at a national level.

**Q9** What is the mandate of the Police Sector Council?

The mandate of the Police Sector Council is to inform, network and integrate Canadian policing organizations.

We want to help implement innovative, practical solutions to human resources planning and management challenges

The focus is maximizing efficiencies, economies of scale and optimizing high performing, sustainable policing.



**Q10 If the Police Sector Council is building the strategy, how do we get involved?**

**We are developing the strategy together.**

**The Police Sector Council is all of us - it is a body that facilitates key stakeholders being in the same room at the same time, dealing with important issues.**

**We are all very much involved through our association with Council stakeholder organizations like:**

- CACP
- CAPB
- CPA
- CAPE
- FPT

**Also, we can all become a member of the Police Sector Council to stay informed and networked. You could volunteer to join a committee or working group of the Council. You could offer resources to the strategy development.**

**To learn more about the Council, simply visit the website [www.policecouncil.ca](http://www.policecouncil.ca). Contact us directly to get involved: [ggruson@policecouncil.ca](mailto:ggruson@policecouncil.ca).**