



Uniform Recruiting Overview 2024

One Vision | One Mission | One Team

Current State

- Many police services across Ontario - and Canada - are currently in a staffing deficit.
- The Ministry has incentivized police recruitment through an adjustment to minimum requirements, along with waiving fees for the Basic Constable Training program at OPC.
- An additional intake was added to the OPC calendar (four per year, as opposed to three).
- Recruiting efforts across the country have increased and there is added competition for the best candidates.

Current State

Are Toronto-area police forces finding it harder to recruit after years of turbulence?

By Isaac Callan · Global News
Posted November 18, 2023 6:00 am · Updated November 17, 2023 8:47 pm



RCMP struggles to recruit new officers, opens positions to immigrants



If a \$30K incentive isn't enough to attract police officers to this northern Ontario city, what is?

Timmins force among others in Canada facing recruitment and retention issues

Aya Dufour · CBC News · Posted: Jan 25, 2024 4:00 AM EST | Last Updated: January 25



PEI

Summerside police try a new recruiting strategy: \$10K in tuition

Cadets say the program eases financial stress — and there's a job waiting for them

Shane Ross · CBC News · Posted: Jan 28, 2024 6:00 AM EST | Last Updated: January 29



Toronto

Ontario scrapping post-secondary education requirement for police recruits

Province introducing several changes in bid to boost police recruitment numbers

CBC News · Posted: Apr 25, 2023 9:51 AM EDT | Last Updated: April 25, 2023



Ontario Premier Doug Ford said Tuesday that police forces across the province are struggling to recruit new officers. (Bobby Hristova/CBC)

News / Local News

Chatham-Kent police recruiters offer \$30K bonus for veteran officers

Amid a shortage of new police recruits in Ontario, the Chatham-Kent force is shopping for experienced officers and ponying up a \$30,000 bonus for those who qualify.

Ellwood Shreve

Published Oct 25, 2023 · Last updated Oct 25, 2023 · 3 minute read

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Challenges

- **OPC allocations:** there is only one venue that offers the requisite training for our officers. When every Service is vying for enrollment seats, the opportunity to train new officers is not always available. Allocations are determined based on Service size.
- **Internal Capacity:** training is required for recruits before and after the BCT program. This training space competes with training for Cadets, experienced / lateral hires, and the various mandatory in-service training programs that run year-round.
- **Field Training / Platoon Capacity:** Coach Officers on the District Platoons are responsible for the field training that occurs for three months following the BCT program. Cadets assigned to the various platoons are typically mentored by these Coach Officers.



HRPS Recruiting Team

- Administrative Assistant: Taye Blair
- Recruiting Officer: Cst. Dave Freeland
- Recruiting Officer: Cst. Kevin Hietikko
- Recruiting Officer: Cst. Denise Jodhan
- Recruiting Officer: Cst. Jeff Schwoob
- Supervisor: Sgt. Chantal Verrier



Mandate:

- Attract, recruit, interview and hire new Constables, Cadets and Experienced officers.
- We look for people who have relatable knowledge, skills and abilities to do the job of a police officer and we focus on behaviour, personality and attitude.
- Operate under the OACP Constable Selection System guidelines and processes.



Process



Halton Regional Police Service

One Vision, One Mission, One Team

- Initial application
- Builder portfolio
- Suitable candidates are able to
- Applications candidates

Back to jobs

Police Constable

2485 North Service Road West, Oakville, ON, L6M 3H8
\$61701.00 - \$106660.00 Annually

✓ Pension ✓ Dental Insurance ✓ Disability Insurance ✓ Health Insurance ✓ Life Insurance

[f](#) [t](#) [e](#) [in](#)

What does a Police Constable do?

Position Overview

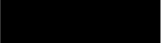
A Police Constable improves and maintains the safety, security and quality of life for Halton residents through the application of community policing methods; contributes to the development of Service goals, and participates in activities and projects; enforces federal, provincial and municipal statutes in response to citizens' complaints, service calls and special assignments; prepares and processes charges under federal, provincial and municipal statutes, and gives evidence in Court.

Requirements

- Possess an O.A.C.P. Certificate of Results.
- Be a Canadian citizen or permanent resident of Canada.
- Be 18 years of age or older.
- Be of good moral character and habits.
- Have successfully completed secondary school or the approved equivalent to the Ontario education system.
- Possess a valid driver's licence (minimum Class G).
- Possess a current Standard First Aid certificate and a current CPR certificate (Basic Rescuer Level C).
- Meet vision standards of uncorrected visual acuity of at least 20/40 binocularly, corrected visual acuity should be at least 20/20 binocularly, with normal colour vision.
- Meet normal hearing standards.

The Halton Regional Police Service is an equal opportunity employer. Our core values are based on the concept that much can be achieved when police and the citizens we serve work together to solve contemporary community problems related to traffic, crime, mental health and addiction, crime prevention and vulnerable persons.

Working with members of the public and our valued partners to achieve shared community goals has been a longstanding tradition of our Service and one that is becoming increasingly important as our Region grows and diversifies. Collaboration is at the heart of our motto: *One Vision, One Mission, One Team* and plays a vital role in helping us maintain our distinction as our nation's safest regional municipality.



Process - Stages

- Pre-Background Questionnaire
- Local Focus Interview
- Essential Competency Interview
- Medical / Physical Testing
- Psychological Assessment
- Background Investigation
- Review & Report
- Offer of Employment
- Onboarding & Training



Additional Processes

- **Cadets** – The process to hire a Cadet involves aptitude and physical testing at the outset. There is one blended interview (as opposed to two).
- **Experienced / Lateral Hires** – Similar process with large focus on suitability for Halton and rationale for the move. Direction towards officers with less than 5 years experience and a connection to our Region / communities is desirable.

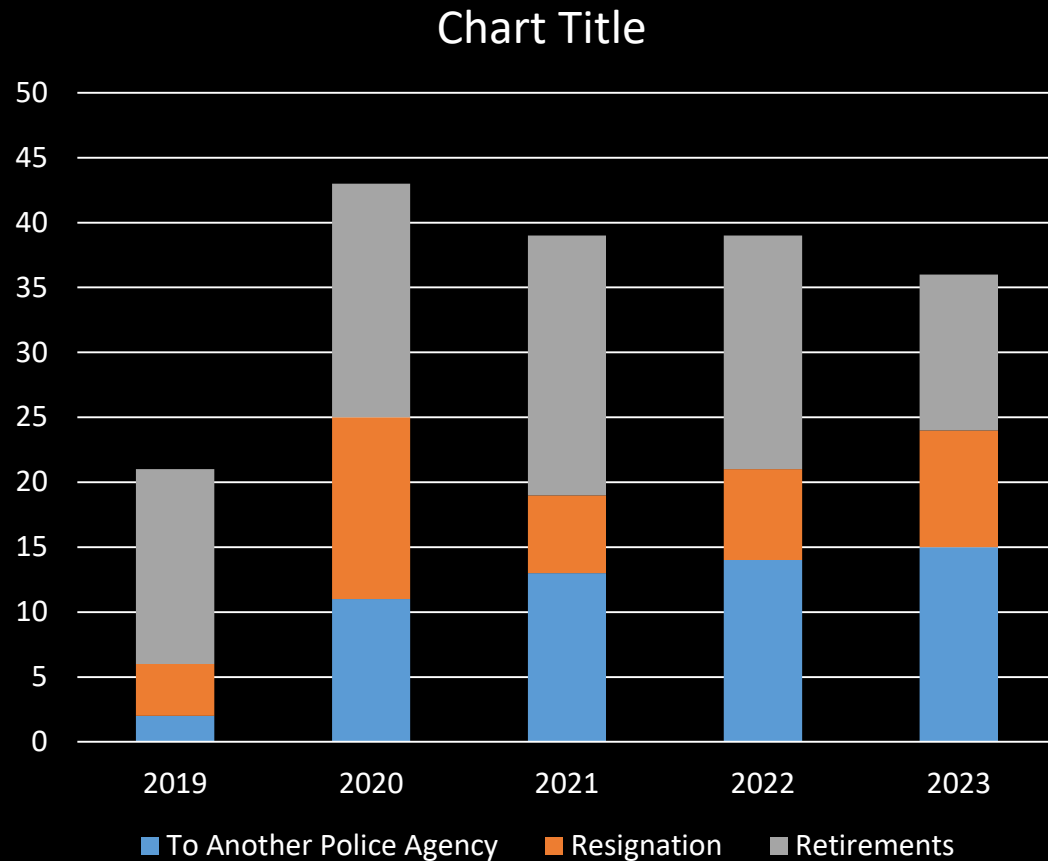


What We Watch

- **Authorized Strength** – The number of authorized sworn positions that work at the HRPS.
- **Resignations & Retirements** – Trends and projections around officers that are leaving policing either through retirement, to another police service, or away from policing altogether.
- **Application Trends** – We monitor application numbers, general quality of our applicants, and offer guidance to prospective candidates where applicable.
- **Other Agencies** – Hiring practices, incentives, marketing / recruiting strategies, etc.



Attrition – Sworn Officers

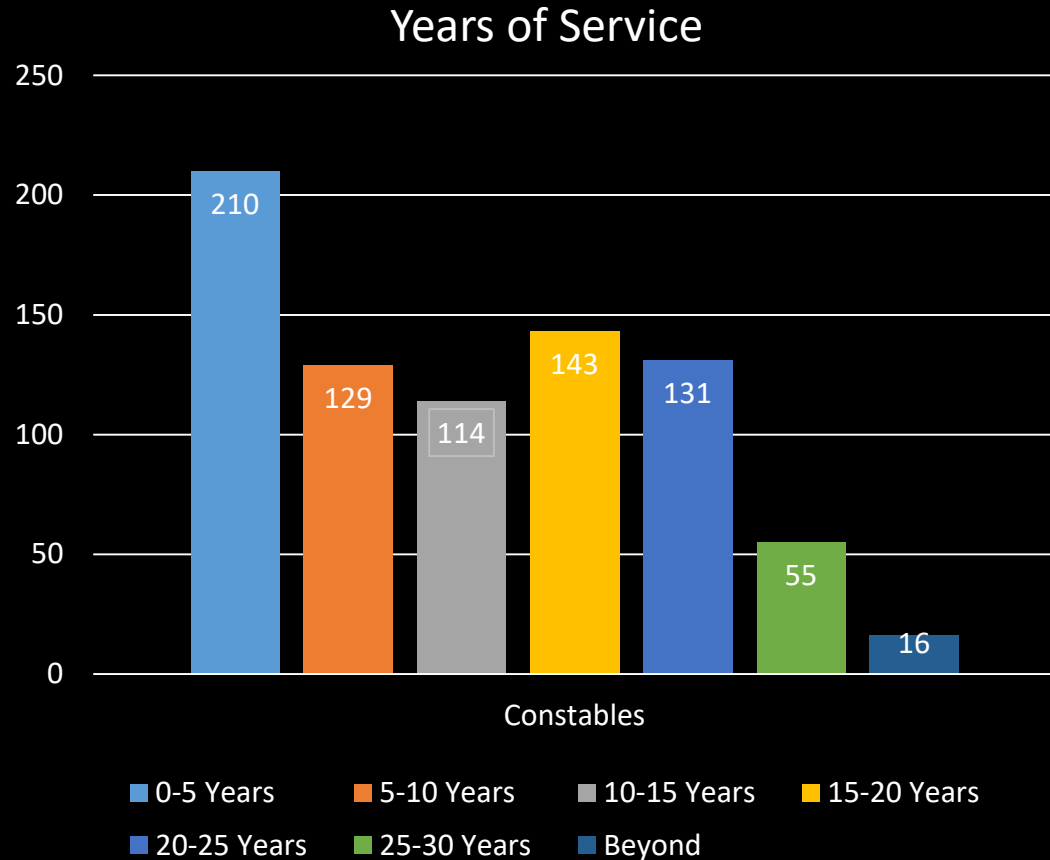


- Key Themes:

- **Stability:** We have not seen a major influx / exodus of sworn members over the past 5 years.
- **Lateral Movement:** There is an increased trend for officers to transfer from one police service to another.
- **Retirement Eligibility:** Not expected to be a major risk from an overall staffing perspective, however there are some areas worth noting.



Sworn Members – Years Served



26% of our sworn complement has been recruited & hired within the past 5 years.

This trend will likely continue to develop over the next five-to-ten years as dictated by necessary expansion / growth.



Sworn Members – Years Served

2024 TRAINING Calendar



Ver 10.0 – Please check online for the newest version and any possible revisions

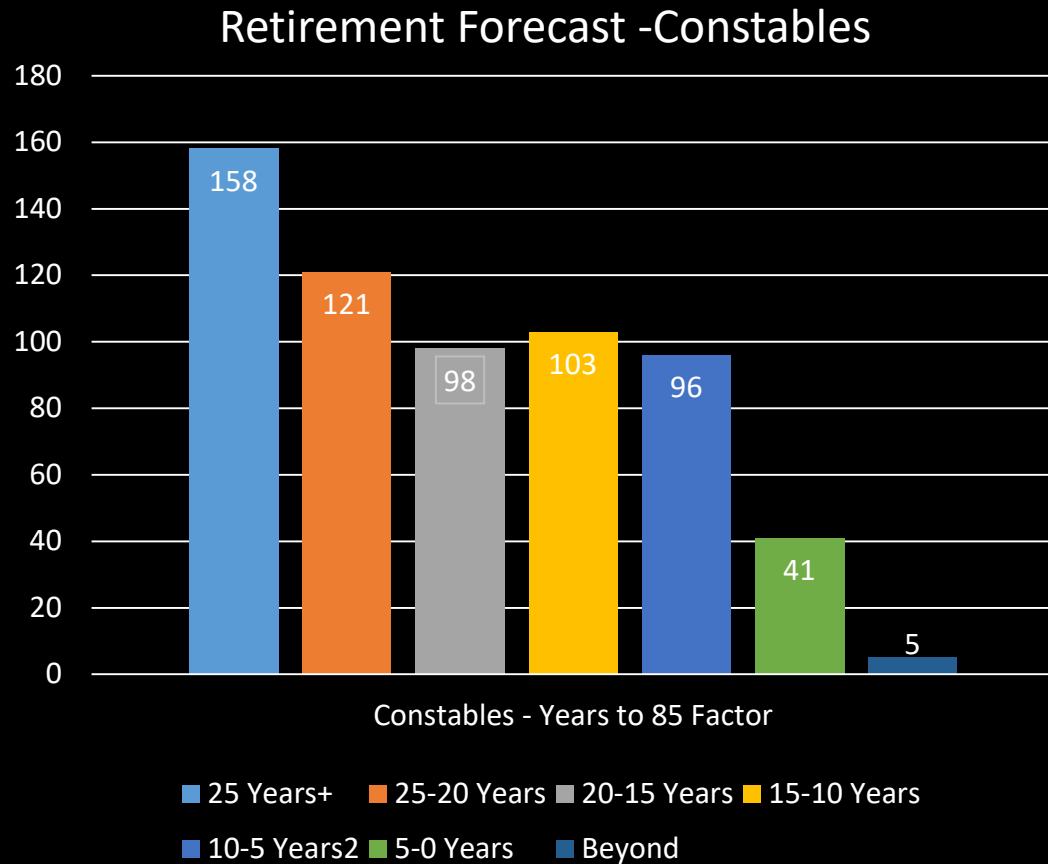
The experience of the Service – which is trending younger – requires the need for a robust, effective, and strategic training plan.

Population growth in the Region will continue to push our sworn experience lower and lower.

This will have a significant impact on training, mentorship, and leadership development.



Retirement Forecast - Constables

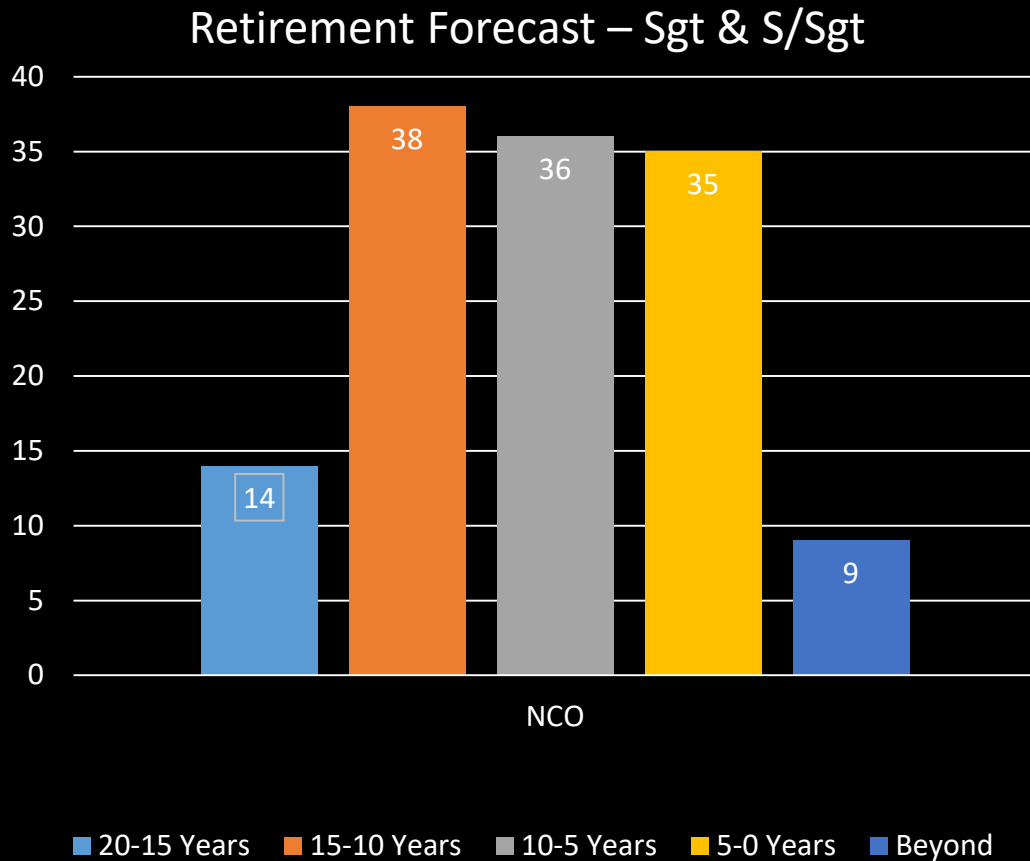


• Key Points

- Constables make up the majority of our sworn workforce.
- Retirement eligibility is not a major risk in the immediate future when it comes to overall staffing numbers.
- Long term growth vs. increased eligibility will be a significant risk in 5-10 years.



Retirement Forecast – NCO's



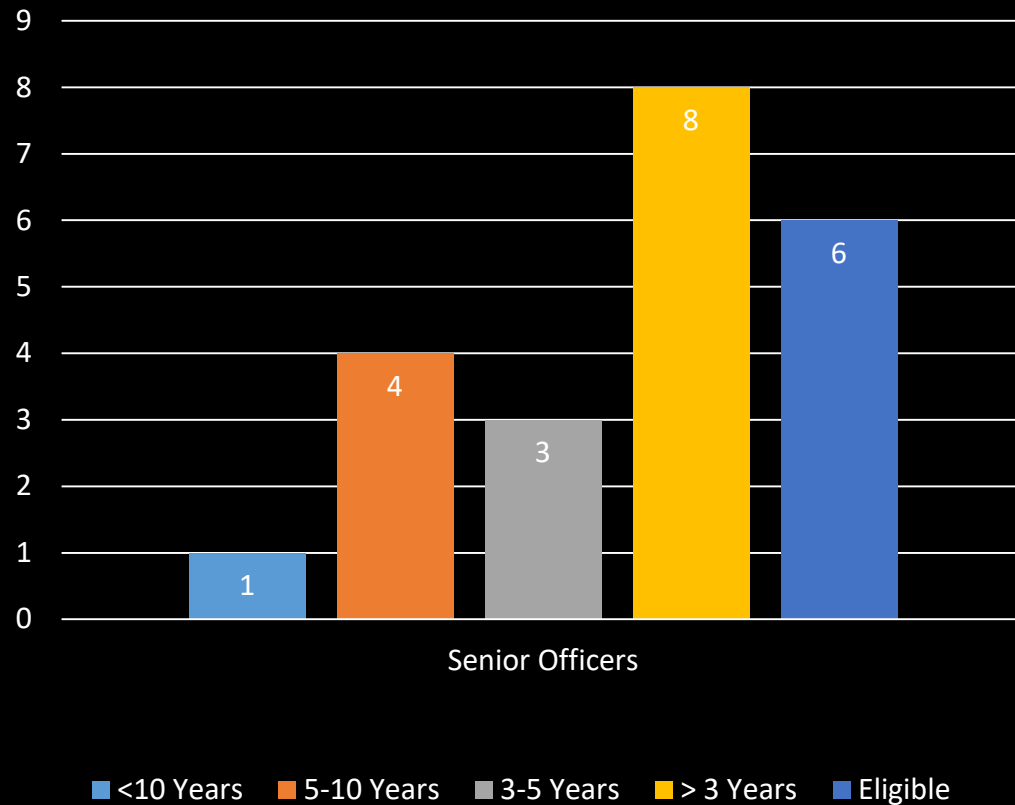
- **Key Themes:**

- Significant supervisory turnover expected within the next 10 years.
- Selection, mentorship, training and development of these roles should be a major focus / priority.



Retirement Forecast – Senior Leaders

Retirement Eligibility – Senior Officers



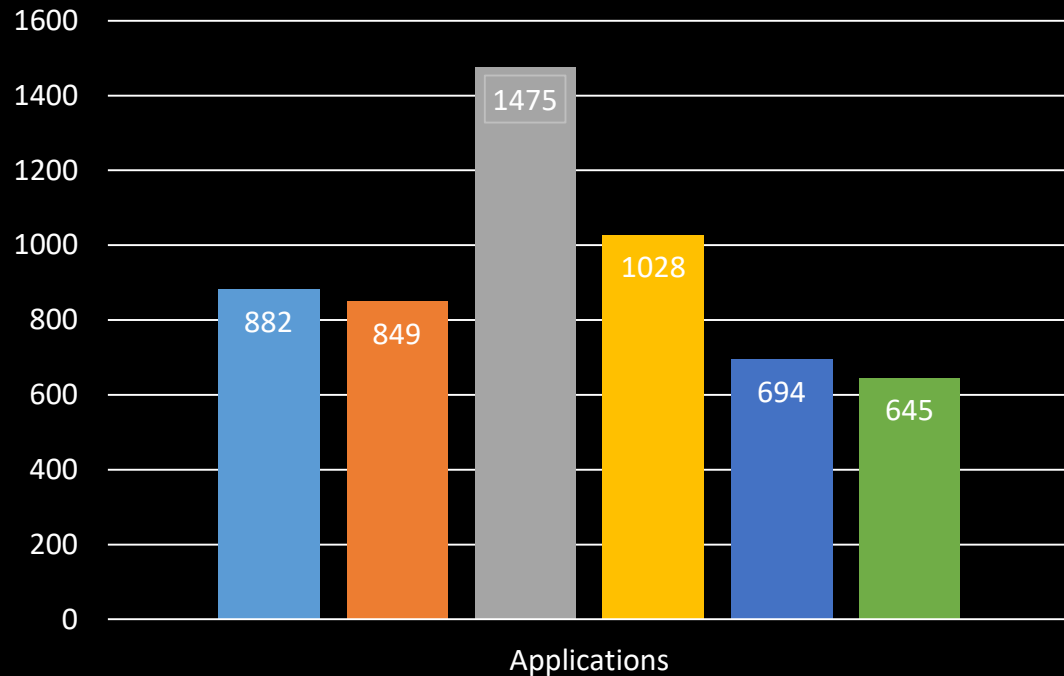
• Key Themes:

- Over half of the sworn senior leadership team will be eligible to retire within 3 years.
- Similar to the NCO complement – mentorship and development in this area should be a priority.
- Within 10 years, 200 officers will retire or be eligible – half of which are in a supervisory / leadership role (Sgt, S/Sgt, Senior Officer).



Hiring - At a Glance

Applications - Constables



■ 2018 ■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023

Hired - Constables



■ 2018 ■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023



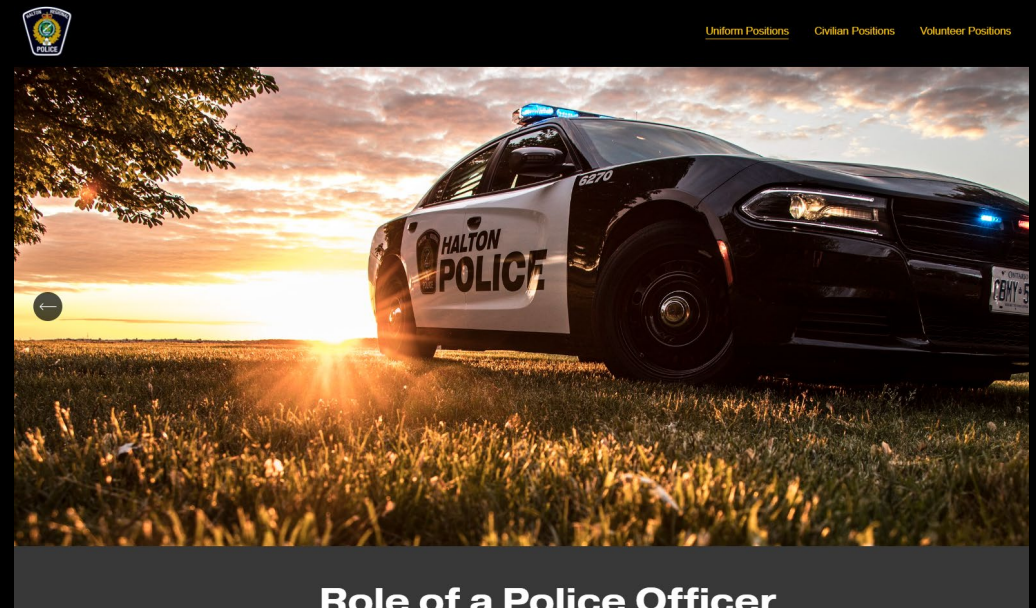
Applications / New Hires

- Applications are trending downwards with hiring numbers remaining relatively consistent.
- Provincial incentives (no BCT fee, augmented eligibility requirements) have not resulted in a major influx in applications as of yet.
- Engagement in our information sessions, outreach & mentorship opportunities are well-attended.
- These trends are not unique to Halton – they are across the sector and other Services are experiencing these same challenges.



Recruiting Strategy

- An internal recruiting strategy was developed in 2023 specifically aimed at increasing our profile among prospective candidates.
- This process is aligned with provincial initiatives attempting to attract people to the policing profession.



Recruiting Strategy

- The strategy was put in place to ensure that we are focusing efforts, targeting ideal candidates, while ensuring that our culture and values are represented.
- The strategy is geared towards police officer recruiting as well as cadet recruiting.
- Three areas of focus have been identified as part of this strategy.

SO, THOUGHT ABOUT BEING A COP?
LEARN THE PATH TO SUCCESS



Meet Our Recruiting Team and learn about:

- How you can prepare for a career in policing
- Our Cadet Program
- The importance of continued education, relevant employment, and community service

DATES: February 7, March 6, April 3

TIME: 6:00 P.M. – 8:00 P.M.

LOCATION: HRPS Headquarters - Community Room
(2485 North Service Rd W, Oakville)



Open to high school students who have an interest in policing

One parent is welcome as space is limited.

To register, email policerecruiting@haltonpolice.ca with:

- Your preferred date, your high school, your grade, and the name(s) of attendees.



Recruiting Strategy

Youth Engagement: Developing Interest in Policing

- Alignment with external messaging campaigns promoting policing
- Connecting with our emerging Halton youth community.
- Connecting with young people outside of Halton, promoting our Region and working in Halton.

Inclusive Engagement: Diverse & Immigrant Populations

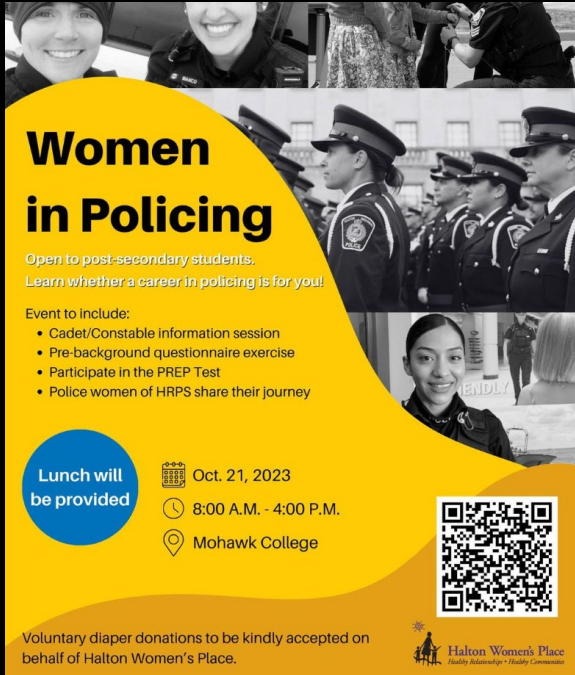
- Ensuring our connection to our growing population of culturally diverse people is strong.
- Ensure that we are accessible, approachable and proactive in reaching out to these populations.
- Reducing cultural barriers or pre-conceived notions of policing.

Police Service of Choice: Showing our Progressive and Welcoming Culture

- Market and promote the principles and culture at the HRPS.
- Showcase the individuals that work here demonstrating the value of the individual member.
- Promote Halton Region as the ideal place to live, work, and play.



Recruiting Strategy



Women in Policing


Open to post-secondary students.
Learn whether a career in policing is for you!

Event to include:


- Cadet/Constable information session
- Pre-background questionnaire exercise
- Participate in the PREP Test
- Police women of HRPS share their journey

Lunch will be provided

Oct. 21, 2023
8:00 A.M. - 4:00 P.M.
Mohawk College



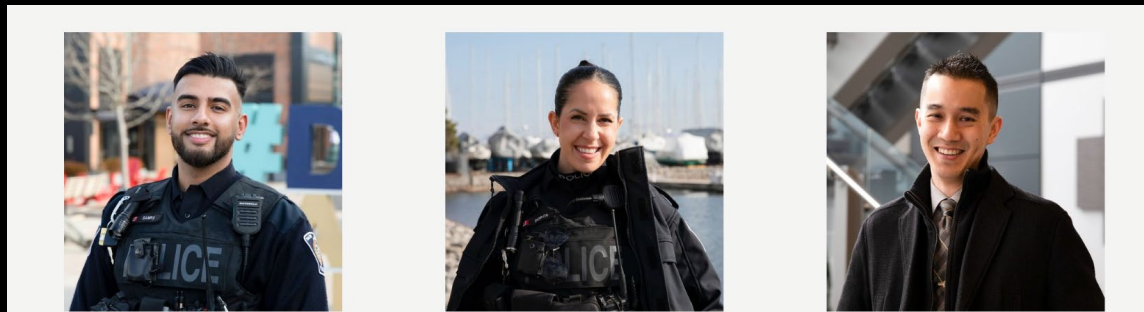
Voluntary diaper donations to be kindly accepted on behalf of Halton Women's Place.




Our leadership team is hands-on **We have a better work-life balance**

Our shift schedule is better **Lots of social time with colleagues**

The public we serve appreciates us **Access to unique training opportunities**



Cst. Samra

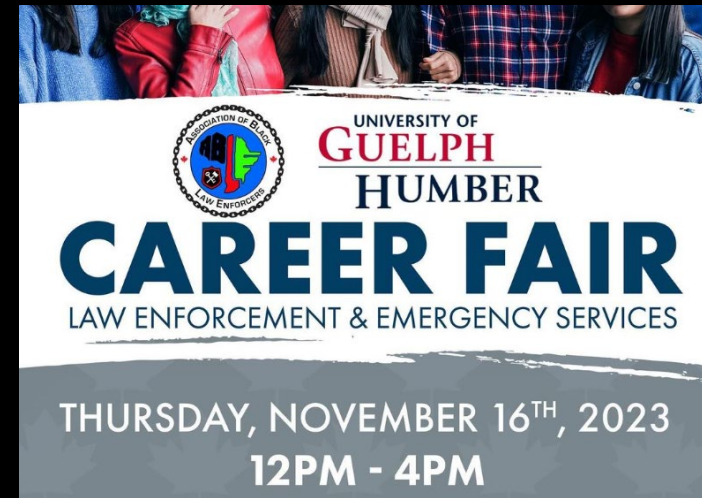
"When deciding where I wanted to fulfill my childhood dream of becoming a police officer, I knew Halton was the place for me. Our emphasis on community-based policing has earned our trust with the public, which in turn makes my job more enjoyable and rewarding."

Cst. Doiron

"During my time volunteering at the Kerr Street Mission in Oakville, I learned so much about the amazing local people who I now make a point to visit during my shifts. If you're unwilling to give up, policing is more than just a job; it's an extremely rewarding career."

Cst. Vu

"Policing can be a handful of careers wrapped into one if you decide to apply to specialized units. I've been fortunate to explore many opportunities with the Service, and am proud to make a difference in the same place I've called home for my entire life."




UNIVERSITY OF GUELPH HUMBER

CAREER FAIR

LAW ENFORCEMENT & EMERGENCY SERVICES

THURSDAY, NOVEMBER 16TH, 2023
12PM - 4PM




Cadet Program

- The Cadet program has been in place in Halton since 2009.
- It has evolved over the years and has developed into a major recruiting and development asset for the Service.
- Halton Cadets are deployed in operational settings, obtain job-relevant experience, and gain insight and expectations into a career in policing.



Cadet Program

- Cadets can be mentored on-the-job and are aware of the expectations and reality involved in policing.
- Cadets make exceptional recruits: there are rarely any issues during training due to their experience with the HRPS.
- The operational deployment / exposure that our Cadet program offers is unique compared to other programs.



The Halton Regional Police Service re-established its 12-month Police Cadet Program in 2009 as an investment in the Service's future. Applicants undergo a structured and comprehensive selection process, with the successful candidates participating in an in-Service training program, followed by a series of diverse assignments throughout the Service. The program is designed to provide learning opportunities for Cadets by enabling them to experience policing from the inside. This program also offers continual guidance and assessment in an effort to identify a Cadet's suitability for a policing career with the Halton Regional Police Service. As such, the intention of this program is to prepare Cadets for transition into the constable application process with this Service.

Role of a Police Cadet

Individuals hired as Police Cadets with the HRPS will be paid members of the Service during their 12-month work experience program. The program runs from May to May and over the course of the year, Cadets will be assigned various shifts, including days, nights and weekends. Cadet duties include but are not limited to:

- Work at an operational police district under the mentorship of an HRPS Coach or Mentor officer
- Participate in patrol duty, front desk observations, court observations, traffic point duty, training opportunities



Summary

- Recruiting & retention will be a consistent priority for the Service for the foreseeable future.
- Challenges related to police recruitment are not unique to Halton.
- As our Services evolves in the next 5-10 years, leadership training and development will be critical.
- Ensuring we have the long-term capacity to provide training for a younger police service should be a strategic priority.



Website / Additional Information

Constable



Cadet

