



# **Recruiting and Hiring the Best in Class**

# Current State

1

Unprecedented community growth

2

Increased demand for service

3

Barriers to recruitment

- Declining applicant numbers
- Candidate-driven hiring process
- Media and Social Media representations of Police and crime
- Competition with other services for best in class candidates
- Changes in workforce, prioritizing work life balance (e.g. WFH)



A low-angle shot of three Peel Regional Police officers in tactical gear, including vests with 'SPECIAL CONSTABLE' and 'PEEL' printed on them. They are smiling and standing in front of a modern, multi-story building with a grid-like facade. The image has a blue tint and a semi-transparent white banner across the middle containing the title text.

# Why Peel Regional Police?

# Our Community



Growth



Diversity



Safe



Excellent education and health services



Wide variety of cultural entertainment and recreation amenities



Wide range of work and business opportunities



# Our People

## Supportive and inclusive culture - “The PRP Family”

- Internal Support Networks
- Mentorship/Coaching
- Chaplaincy Program
- Highly educated, in-house subject matter experts passionate about their work
- Service over Self
- Contributing on and off duty through participation in charitable works in the community
- Fundraising for worthwhile causes (e.g. Cops for Cancer, JDRF, United Way, BBBS, scholarships, etc.)

## Fit and Resilient

- Robust Member Wellness Program (Psychological Safeguarding, Wellness Check-in, Peer Support)
- Promote work/life balance
- High Fitness Standards, encourage a healthy lifestyle and well-being
- Athletics Association providing recreational sports activities for members

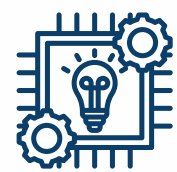
# Our Work



A fulfilling career where you can have a positive impact in the community



Leader in Community Safety and Wellbeing based initiatives (e.g. Coast, MCRT, DMU)



Leader in technological advancements (Body Worn Cameras, Community Safety Operations Centre, Aerial Support Unit)



International Recognition for successful investigative outcomes and crime prevention strategies (e.g. Project 24K, Project Odyssey)



World-class in-house training plus opportunities abroad

# Member Benefits

- Stable income and secure pension.
- Early re-classification for recruits with 90% at OPC
- Unmatched benefits: psychological, paramedical, (includes spouse and dependents)

- Lateral and Vertical opportunities for growth:
  - 4 Divisions plus the Airport
  - Over 30 specialized bureaus
  - JFOs, International Peace Operations Program, TT, etc.
  - Leadership Development Program

- Tuition Reimbursement Program
- Gym equipment in every division and fitness classes
- Summer Camp for members' children
- Brand new Association Facility for exclusive use of members and their families



# Strategic Direction

## Further deepen and develop internal pools of candidates

- Cadet Program Expansion
- Divisional Special Constable, Prisoner Escort Officers, Civilian Members
- Auxiliary Program Expansion

## Restructure and bolster Outreach Team and efforts

- Specialized Portfolios: Security Industry, Post-secondary academics and athletics, Community Organizations, Experienced Officer Recruitment, Internal Outreach Pool and Internal Referral Program.
- Focus on Return on Investment (ROI) and call to action through Special Programs and Signature Events: Before the Badge, PEP Program for Youth, Women in Policing Symposium, Peel FIT Challenge, Security Partners Symposium, FIT Boot camp for Women, etc.

## Exceptional Candidate Experience

- Professional, informative and engaging web and social media presence
- One on one with a recruiter throughout the process
- Mentorship and development of future applicants





# Success Highlights

On pace to hire 200 officers in 2024!

## FIT Boot camp for Women

- Six-week Mentorship/Development program for women in the application process who are near to meeting fitness requirements but would benefit from support.
- FIT Program Spring 2024: 19 women in the program. 6 hired for Constable, 1 hired for Cadet. 8 are being processed and optimistic they will be hired in the upcoming classes.

## Before the Badge

- Partnership with Sheridan College. Piloted in Fall 2023 with a class of 10. 100% successfully completed the program.
- So far 4 have been hired for Cadet positions with an additional 3 to be hired this year.
- Fall 2024 Program will be expanded to include Humber College. Class size will be 20.

## Cadet Program

- Paid apprenticeship program lasting up to 30 months. Current complement was increased in 2024 to 40.
- Over 90% successfully transition to Constable positions, with approximately half of the complement replaced every year. It is forecasted 18-20 Cadets will be hired as Constables in 2024.





Thank you  
Questions?