

OUTREACH AND RECRUITMENT UPDATE

Presented to the Ottawa
Police Services Board

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OTTAWA POLICE SERVICE
SERVICE DE POLICE D'OTTAWA

A Trusted Partner in Community Safety
Un partenaire fiable de la sécurité communautaire



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OVERVIEW



On January 27 the Ottawa Police Services Board (OPSB) approved a revised sworn hiring plan for 2020.

This will change the face of our Service and requires that we focus on recruiting the best, most talented, and diverse group of officers to serve and protect this city.



CHANGES TO HIRING PROCESS



- Creation of new Outreach & Recruitment Team;
- Streamlined the application process;
- Training/changes for background investigators;
- Increased our training and capacity of coach officers.

OUTREACH & RECRUITMENT



- Created a mentorship program for potential new recruits that partners officers with applicants.
- Help to identify barriers and increase the success rates of diverse candidates.
- Incorporates an Equity, Diversity and Inclusion (EDI) lens on hiring.

WE STREAMLINED THE APPLICATION PROCESS

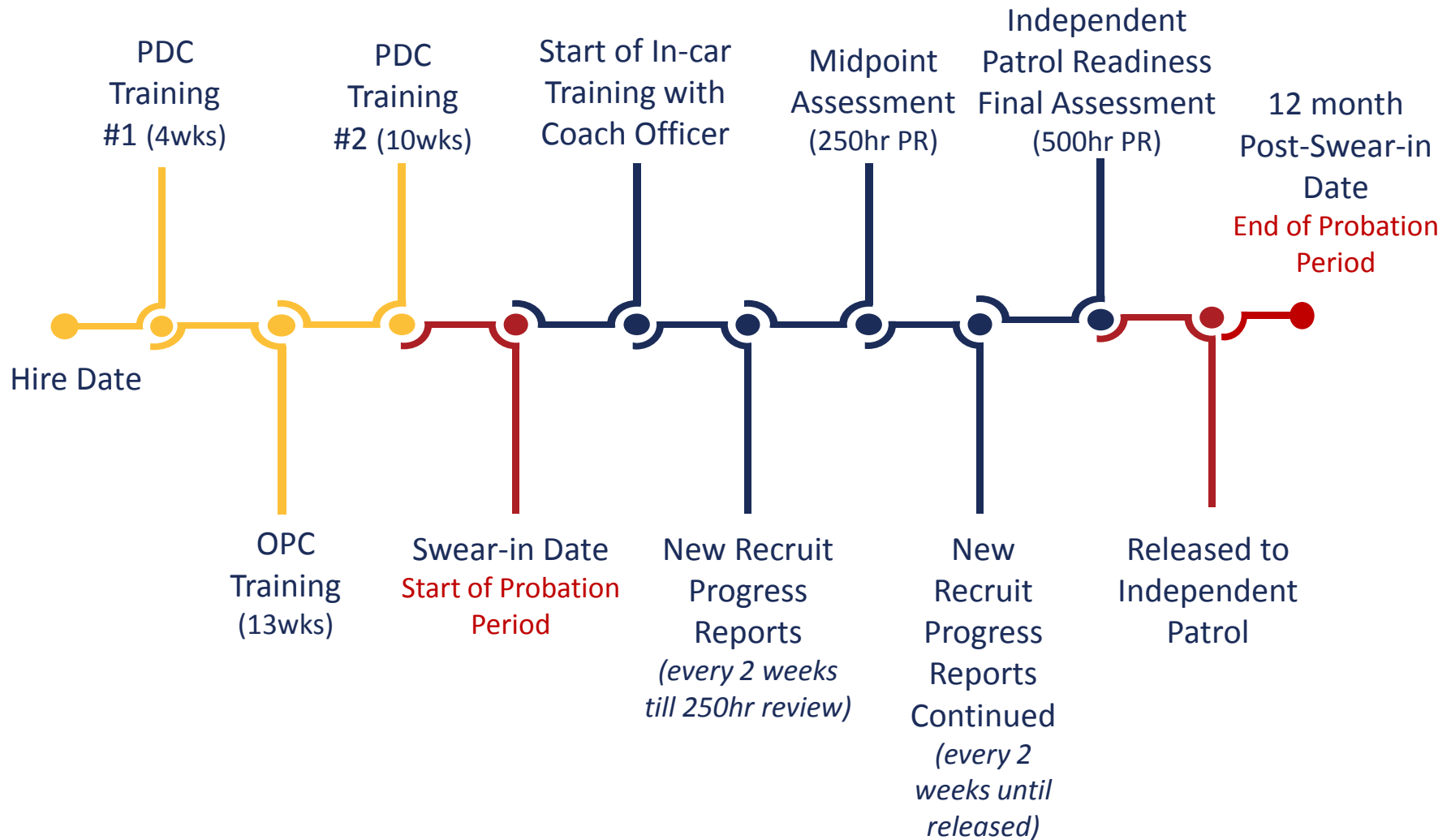


CHANGES TO THE APPLICATION PROCESS



- Old process could take up to 24 months; new process completed within 2 to 4 months.
- Identified and removed barriers for the applicant.
- New interview process combines Local Focus Interview with Essential Competency Interview.

NEW RECRUIT TIMELINE



BY THE NUMBERS



- Over 700 applications since January 2020 because of changes.
 - 50% of those applications are from racialized and female candidates.
- Most recent 2019 graduating classes had 66 new recruits; 39 males (59%) and 27 females (41%).

TRAINING/CHANGES FOR BACKGROUND INVESTIGATORS



- All background investigators are given the same training as OPS members.
- Background reports were standardized, focusing on fact-finding; corroborated by witnesses. No longer uses pass/fail method.
- Applicant files are reviewed by File Manager, Second Reader, Sergeants, Staff Sergeant and Inspector prior to being presented to Executive Command.
- Investigator's performance is tracked through the Talent Management System; mandatory for all OPS members.

COACH OFFICERS



- Currently have 93 trained coach officers.
 - Includes 15 racialized; 12 female
- CoC identifies informal leader or member self-identifies



COACH TRAINING



- Leadership and Ethical Decision Making;
- Situational Leadership Model for coaching;
- Supervisory Respectful Workplace training;
- Towards Authentic Inclusion training;
- DISC evaluation;
- OPS policies and procedures.



RECRUIT PERFORMANCE MANAGEMENT



- Performance reports (every 2 weeks);
- Weekly conference calls with TMS and PDC discussing recruit performance;
- Midway evaluation report; and final evaluation report.



CONCLUSION



- New process is equitable, effective and will maintain high standards for hiring.
- All candidates will be evaluated based on an Equity, Diversity and Inclusion (EDI) mandate.
- Addresses concerns with fees and other barriers.
- Addresses concerns with background check process.
- Ensures that we have enough quality coach officers to properly prepare and onboard our new recruits for their careers with the OPS.



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