

A photograph of a police officer, N. Ahmed, sitting at a table in a meeting room. He is wearing a dark blue police uniform with a 'POLICE' patch on the sleeve and a name tag that reads 'N. AHMED'. He has his hands clasped and is looking towards the left. In the background, other people are seated at tables, and the room appears to be a formal meeting or training space.

Sworn Officer Outreach Recruitment Strategy

May 30, 2022

2022 Recruitment Campaign

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- Board Approved Hiring Plan calls for 80 new recruits to address staffing/retirement needs.
- Seeking highly talented, qualified candidates
- Diverse skills, languages, abilities and experiences.
- Candidates who are reflective of the diversity of the communities we serve
- Encouraging increased applications from female, Indigenous, and racialized candidates.
- 13 individuals have been hired in 2022.



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Challenges

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Police Services across Canada are facing recruiting challenges due to:

- The COVID-19 Pandemic
- Negative portrayals and attitudes towards police
- Changing expectations of younger generations
- Board direction to reduce or cease recruitment and hiring efforts



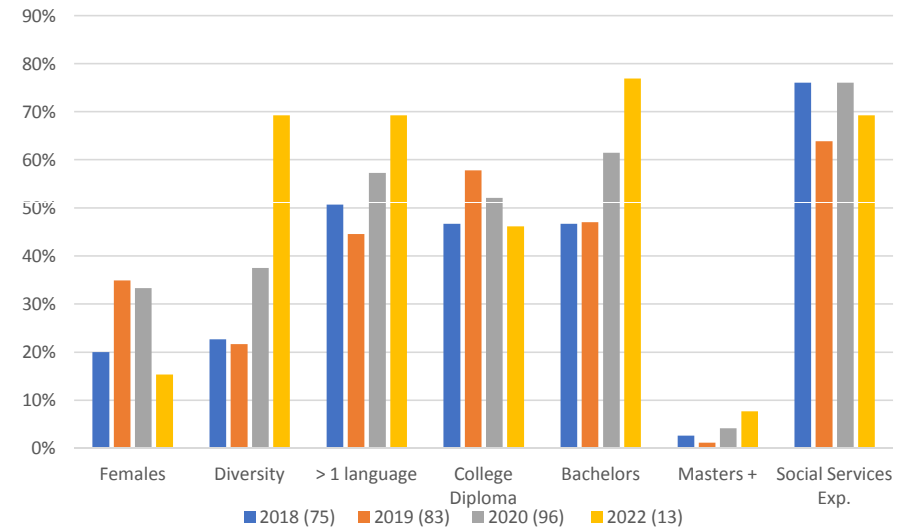
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Building on past success

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- The December 2020 class was the most diverse in the Service's history
 - 40% women, 50% identifying as a member of a racialized group, and 6% identifying as Indigenous.
 - A great percentage achieved post-secondary education.
 - As a collective, recruits spoke over 20 different languages.
- The first 2022 class is now the most diverse with 69% identifying as a member of a racialized group.



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Removal of barriers:

- No-cost application process to remove financial barriers for applicants
- Regular Women's only PREP training sessions to remove physical barriers for women
- Streamlining of the application process



Strategy

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Increased outreach:

- Social Media Influence – Twitter, Instagram and LinkedIn
- Community engagements
- Mentoring program
- Women's only/Women's focused events
- Monthly Recruiting Information Sessions held in person and on-line



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Building and nurturing partnerships:

- Community centres, councillors, clubs, CEC, Front Line and Community Officers
- Post-secondary institutions (Carleton University, uOttawa, Algonquin College & College La Cité, St. Lawrence College & John Abbott College)



Application Process

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All applicants must meet the minimum hiring standards.

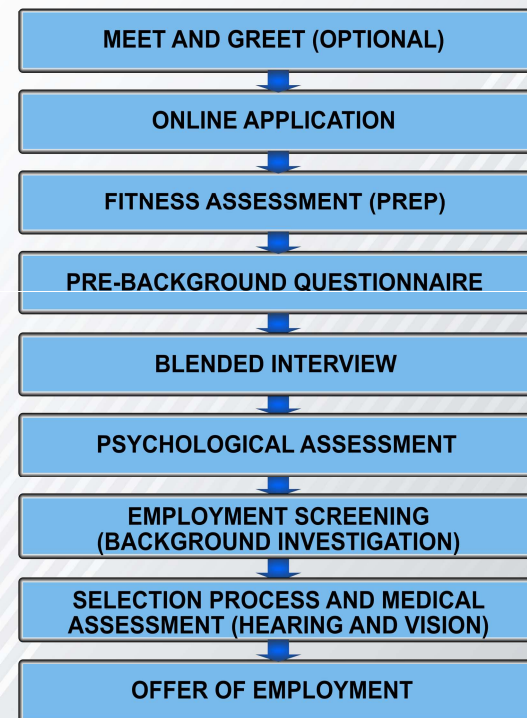
All applicants must adhere to the minimum standard of hearing and vision

Standard First Aid and CPR-C MUST be completed PRIOR to hire

Minimum Hiring Standards:

- Full G Ontario Driver's License or Provincial Equivalent
- Canadian Citizen or Permanent Resident
- Be at least 18 years of age
- College diploma (2 year) or a university Degree (in anticipation of the change to the academic minimum, pending January 1, 2022)

OTTAWA POLICE SERVICE HIRING PROCESS



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Contact Us!

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Email: RecruitmentTeam@ottawapolice.ca

Apply online: <https://jobs-emplois.ottawa.ca/OttawaPolice>

Facebook: Ottawa Police Recruitment

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YouTube: Ottawa Police

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