



Police Hiring Solutions

Police Hiring Solutions Service Offerings



Mission Statement

Our mission is to empower law enforcement agencies by providing specialized expertise in talent acquisition, hiring process optimization, and comprehensive training solutions. From identifying and recruiting qualified candidates to streamlining your recruitment and developing impactful training programs, our team is equipped to assist you in hiring more officers.

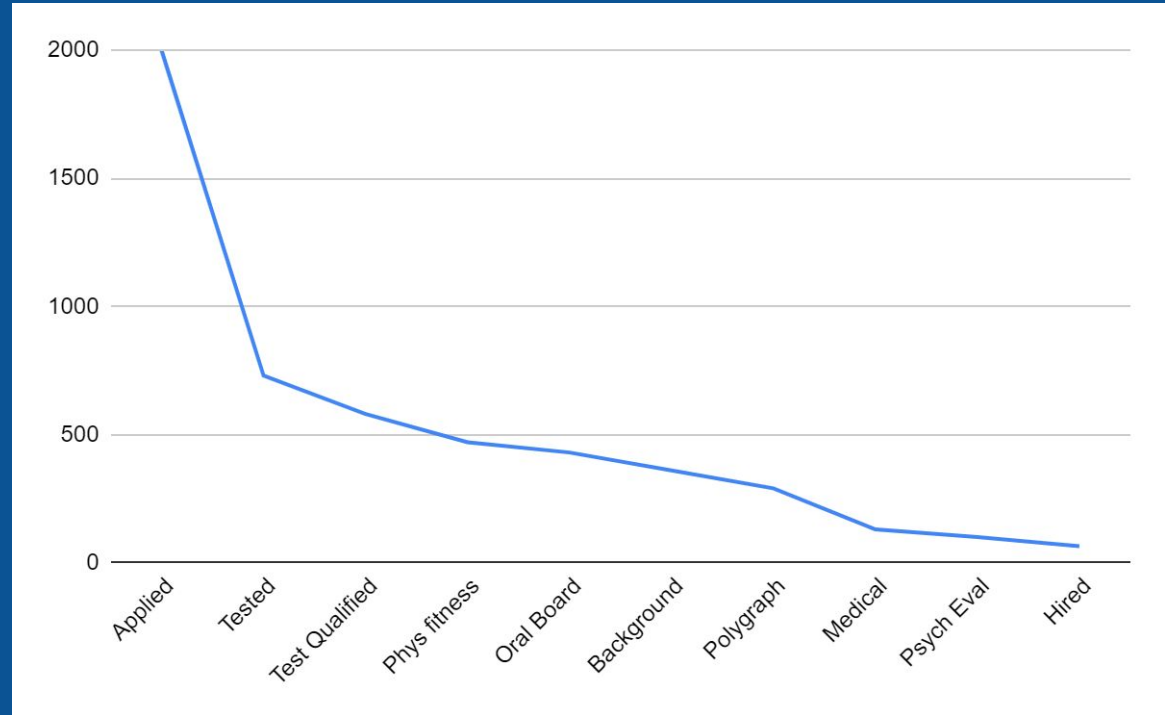


Services offered

- End to end recruitment analysis
 - Applicant flow through the hiring cycle
 - Candidate Experience
 - Employee Value Proposition
 - Metrics
- Recruiter Training
 - Identifying Talent communities
 - Employee Value Proposition
 - Candidate engagement strategies
 - Development of metrics and reportables to better assess program success
 - 1:1 Coaching sessions
- Talent Acquisition Program Development
 - Military
 - DoD SkillBridge
 - Military Spouse Employment Partnership (MSEP)
 - Youth Programs
 - College Outreach
 - Lateral Engagement

Common Police Hiring Challenges

- ❖ Police departments typically hire about <4% of those who apply.
- ❖ Officers assigned to recruiting do not receive professional recruiting training
- ❖ Identify areas of candidate drop off to focus resources on most qualified candidates
- ❖ More than 60% self eliminate prior to initial testing.



The PHS Difference

- Market research
- Website creation
- Digital recruiting
- Talent Communities
- Segmented communications
- Process Optimization
- Recruiter Training
- Create applicant flow.
- Convert more applicants into officers.



PHS

Talent Attraction Phase - Top of the funnel/ applicant pool through marketing / intentional outreach efforts

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Applicant phase - Increase Applicant to candidate conversion, Recruiter Training

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Candidate Phase - Candidate experience, communication, information, metrics

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Hiring phase - applicant to candidate, candidate to officer conversion. Pre-onboarding, communication

Elements of Analysis

- Process Health Scoring
- Recruiting Fundamentals
 - What is Employee Value Proposition (EVP)
 - Gauging Candidate Experience (CX)
- Market Data
 - General population
 - Funnel impacts
 - University, Youth, Military communities
 - Sustainability
- Process Analytics
 - Current process
 - Resources, Time, and Costs
 - Best practices and streamlining
- Service delivery
 - Increase efficiency
 - Clarify roles and responsibilities
- Candidate Experience
 - Negative and Positive impacts
 - Current gaps
 - Best practices and fixes
- Marketing
 - Online presence and Social media
 - Targeted advertising
 - Data / Analytics
- Community Outreach
 - Types and goals
 - Direct efforts
 - Cultural and community outreach
- Military Programs
 - Veteran population
 - DoD SkillBridge Program Development
 - Military Spouse Employment Partnership (MSEP)



Recruiter Training Programs

Customizable virtual training program designed to give your recruiters professional talent acquisition skill sets. Courses include:

- ❖ Identify new talent communities
- ❖ Apply your agency's Employee Value Proposition to segmented audiences
- ❖ Candidate attraction and engagement strategies
- ❖ Create and leverage metrics to guide recruiting efforts

2 and 3 hour classes; held weekly with pre work provided in advance

In addition to classes each recruiter is given 2 - 1 hour individual coaching sessions, at mid-program and end of program, to address any specific concerns or area of interest



Program Development

Using market data, hiring needs, and agency training capabilities identify and develop recruiting programs and sustainable talent pipelines aimed at attracting:

Youth programs - Long term engagement programs that will foster community policing principles over time by working with youth to later patrol the same communities they grow up in.

Military Programs - DoD SkillBridge brings transitioning service members to your agency to train and prepare for post service careers at no cost to your agency. Military Spouse Employment Partnership (MSEP) allows you to engage with military spouses for a variety of roles from dispatch and admin, to patrol and corrections.

College and university programs - Create outreach and engagement opportunities to apply both direct recruiting and soft influence campaigns at community college and universities.



Police Hiring Solutions - Contact us

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