



Diversity Recruitment & Professional Development within the EPS

Presented for Information
Edmonton Police Commission

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Inspector Devin Laforce



Diversity Recruitment

Recruit Selection Unit

- The Edmonton Police Service is committed to selecting the most qualified candidates that reflect the community we serve.



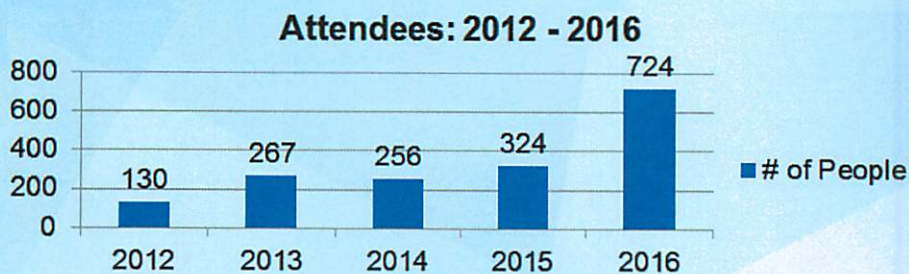
Passive vs. Active Recruitment

Past = Passive	Current = Active
Wait and see approach	Proactive recruitment
Lack of assistive or mentoring programs	Applicant assessment and provision of need appropriate programming
Applicant is left to navigate the application process	Applicant is supported throughout application process



Run with Recruiters (RWR)

- Program provides applicants:
 - Boot camp style workouts
 - Volunteer and networking opportunities
 - A place to learn about police culture





Recruiter Applicant Mentorship Program (RAMP)

- Target Applicant: Individuals from underrepresented* communities
- One on one mentorship with a recruiter

	Male	Female
Percent	36%	64%
	Yes	No
Underrepresented	69%	31%
Submitted Application	31%	69%

*Underrepresented community = Female, Indigenous, ethno-cultural background, and/or gender/sexual minority



Mentoring Academy

- 12 week program
 - Instruction and evaluation in fitness, active listening, situational awareness, problem solving, communication, etc.
- Target applicant: applicants who show promise but require further development.
- The goal is to have the class over 50% from underrepresented communities



Mentoring Academy Class #1 Results

	# of Participants	# of Applications Submitted (%)	# Hired (%)
Class #1	16	14 (87%)	10 (71%)



[Link: Blue Line Cover Story](#)



Additional Programs:

- Information Sessions – General and Community Focused
- Targeted Recruiting Efforts at Colleges and Universities
- Application Workshops
- A-PREP Orientations
- BDI Workshops
- Personalized Meetings with Recruiters



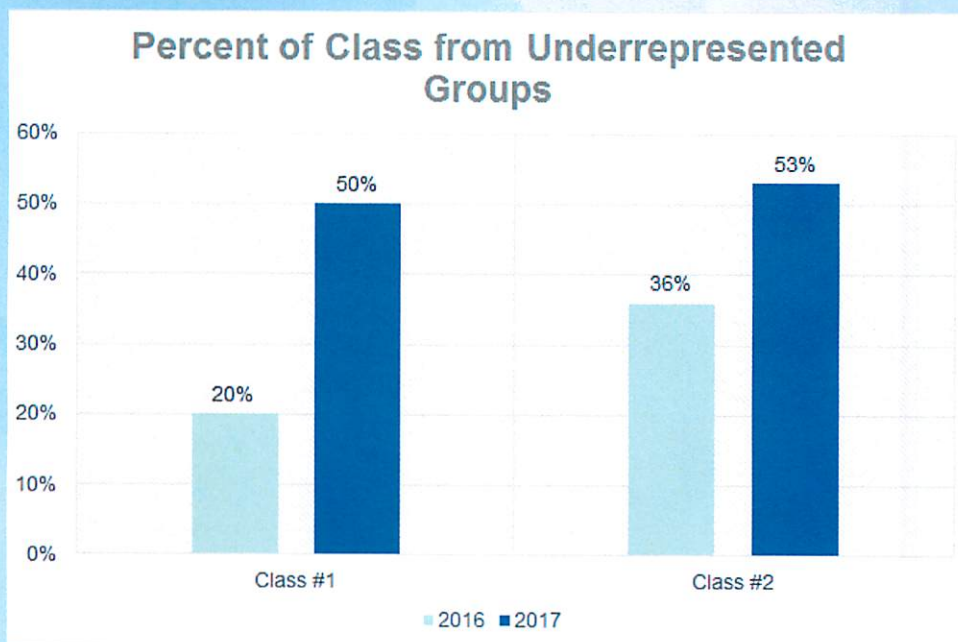
Diversity Specific Initiatives

	2016 (Q1-Q3)	2017 (Q1-Q3)
# of Events / Publications	29	50
% Change		+72%

	Male	Female	Under Represented
Information Sessions	58%	42%	40%



Recruit Training Classes



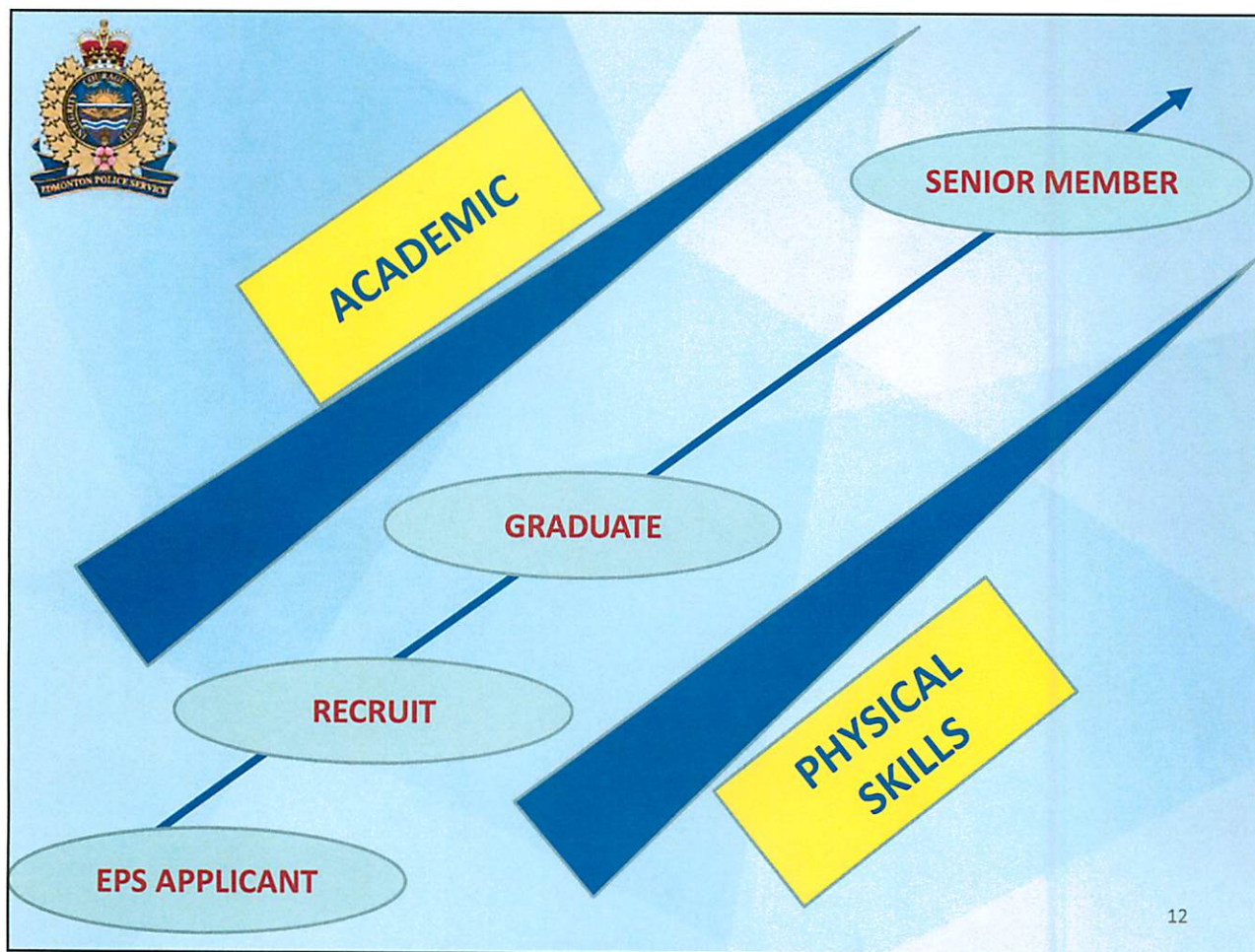


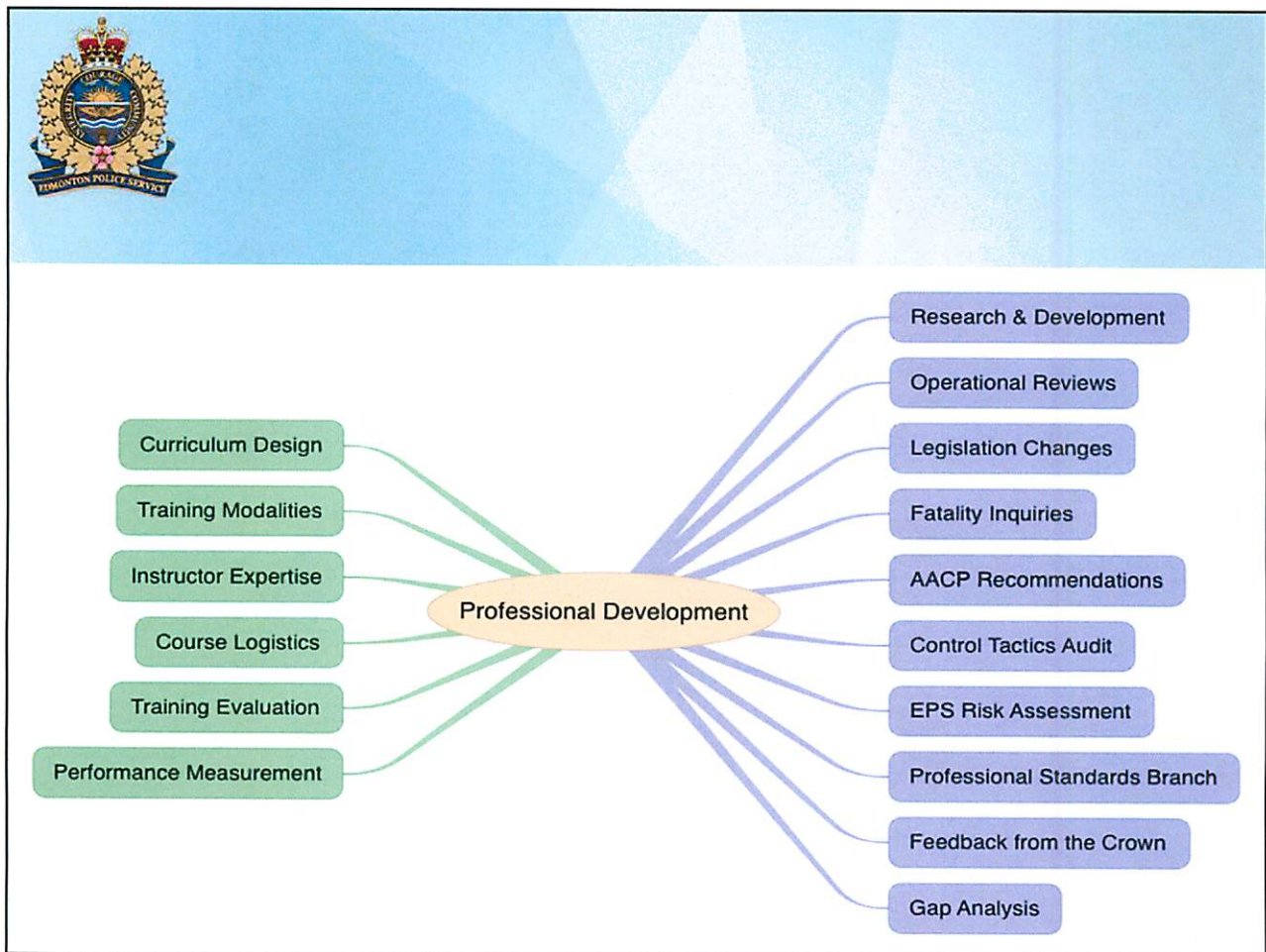
Professional Development Branch

- Recruit Training Section
- Training Section
- Employee Development Section

*Today's line officers and leaders must meet a
wide variety of challenges*

*Training must make officers more proficient
and effective in their job*







Recruit Training Section

Edmonton Police Core Values:

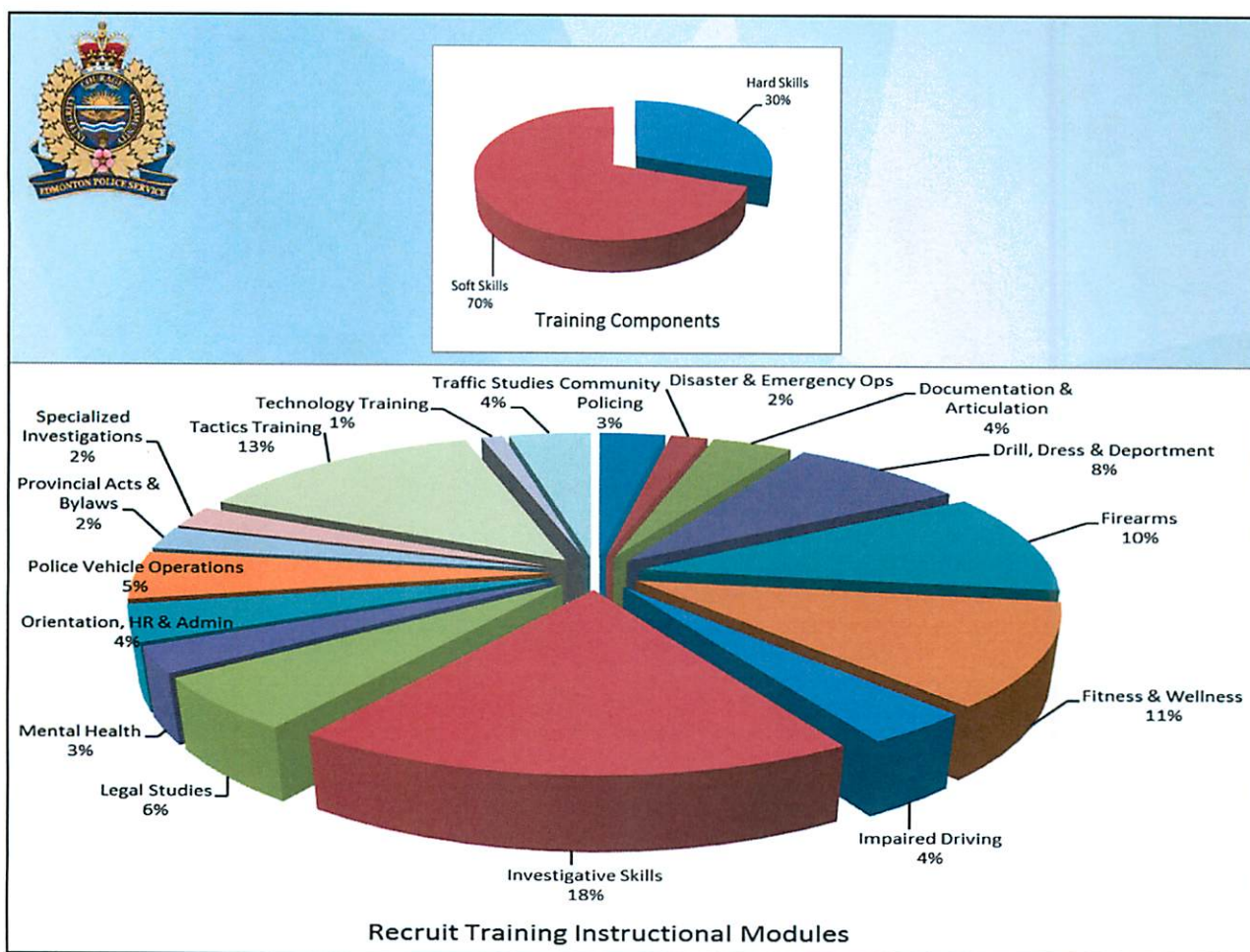
Integrity ~ Accountability ~ Respect
Innovation ~ Courage ~ Community

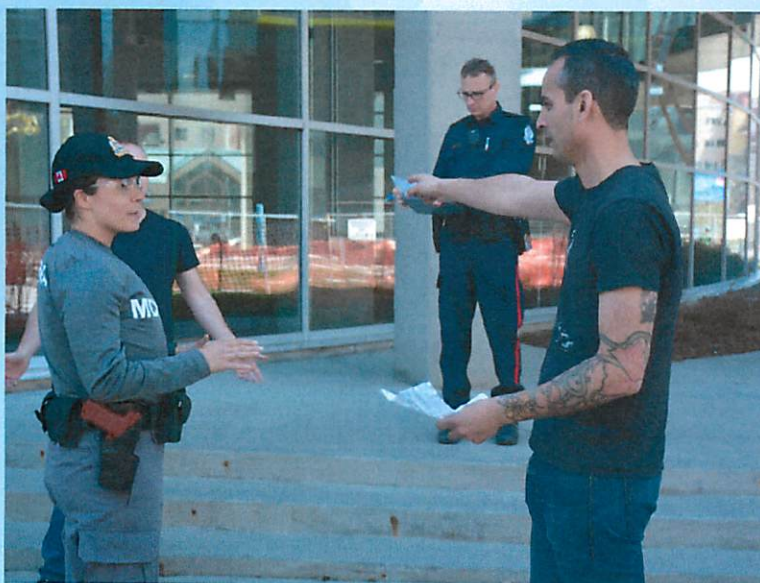


Recruit Curriculum

Academy Foundations

- 23 Weeks Long
- Combination of Adult Learning Methodologies and Reality Based Training
- 17 Curriculum Modules
- Approximately 1,027 hours of training
 - Soft Skills 717 hours (criminal law/investigations/mental health)
 - Hard Skills 310 hours (firearms/tactics/driving)





Reality Based Training Scenarios

Developing strategic communication and de-escalation skills, professionalism, investigative aptitude and officer safety skills

17



Diversity

Breaking down barriers and understanding different demographics and community needs



Community Engagement

Volunteering time to help kids understand bike safety and give them safety equipment they otherwise would not have



Training Section

Firearms Training Unit
Tactics Training Unit



Training Section

- **Recruit Training**
 - Tactics Training (197 hrs.)
 - Firearms Training (113 hrs.)
- **Continuing Education (GDM)**
 - Tactics Training (10 hrs./year)
 - Firearms Training (10 hrs./year)





Training Section

- **Additional Duties:**
 - **Research and Development** – Benchmarking and the identification / testing of contemporary tactics and equipment.
 - **Use of Force Review:**
 - Professional Standards Branch
 - Crown counsel
 - Other agencies



Employee Development Section

Mandatory Training Days for Patrol

- 2 days of classroom focused training
- Legal regulatory changes, investigative skills, policy updates and trends



Investigative Skills Education Program (ISEP)

- ISEP 200 course
 - investigative skills and risk effective decision making
- ISEP 300 series
 - Interview and Interrogation
 - Confidential Information Handling
 - Search Warrant Drafting
- ISEP 400 course
 - Introduction to Major Case Management (MCM)



Continuing Education

- Supervisory Training
- Leadership Training
- Specialized Training
- External Training
- Executive Development



Questions?