



Uniform Recruiting Unit

Recruiting for the Future





Presentation Outline

Who We Are

What We
Do

Outreach
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Partnerships

Constable
Selection
Process

Past Hiring
Demands

Current
Hiring
Demands

Recruiting
For the
Future



Who We Are

- Corporate Development
- Staffing Structure
- Our Portfolio
- Assistance from YRP Retirees





What We Do

- Hiring process for new constables
- Outreach and public information sessions
- The Recruiting Unit processes an average of 950 applications annually and hires over 200 candidates for various positions





Outreach Events

- Black History Month
- Asian Heritage Event
- College and University career fairs
- Presentations to the army cadet corps
- Monthly Employment Information Sessions
- Annual Women's Symposium
- Monthly Practice Fitness testing sessions





Post Secondary Partnership

- The Recruiting Unit has a presence with most of the GTA post-secondary educational facilities in program advisory committee roles including:
 - Georgian College
 - Humber College
 - University of Guelph Humber
 - Seneca College
 - Centennial College
 - Sheridan College
 - Durham College and UOIT



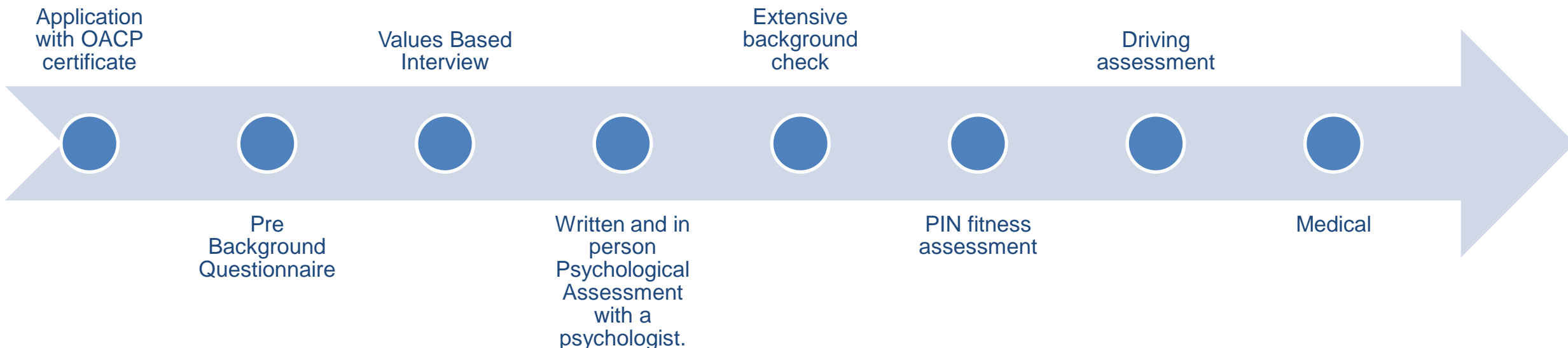


The Ontario Association of Chiefs of Police: (OACP)/Constable Selection System (CSS)

- The unit operates under the guidelines of the CSS
- Provides guidelines, candidate assessment tools (vision, hearing, aptitude and fitness) and best practices for the hiring of police constables in Ontario.
- For YRP, this process enhances the efficiency of the candidate hiring
- Standards are under review and being refined to update the existing program.



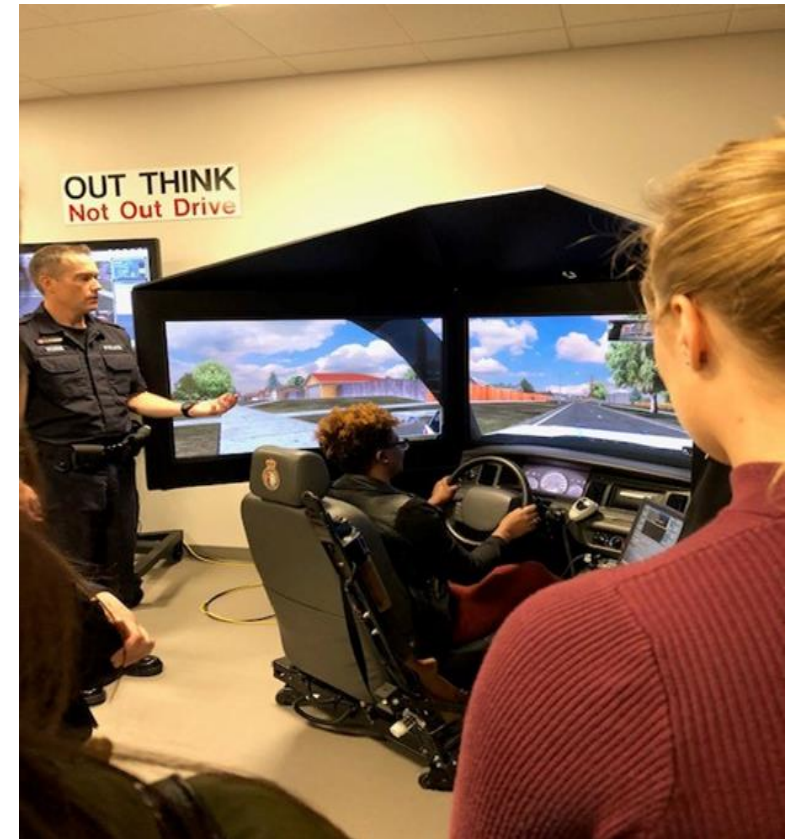
Overview - Hiring Process for Police Constable





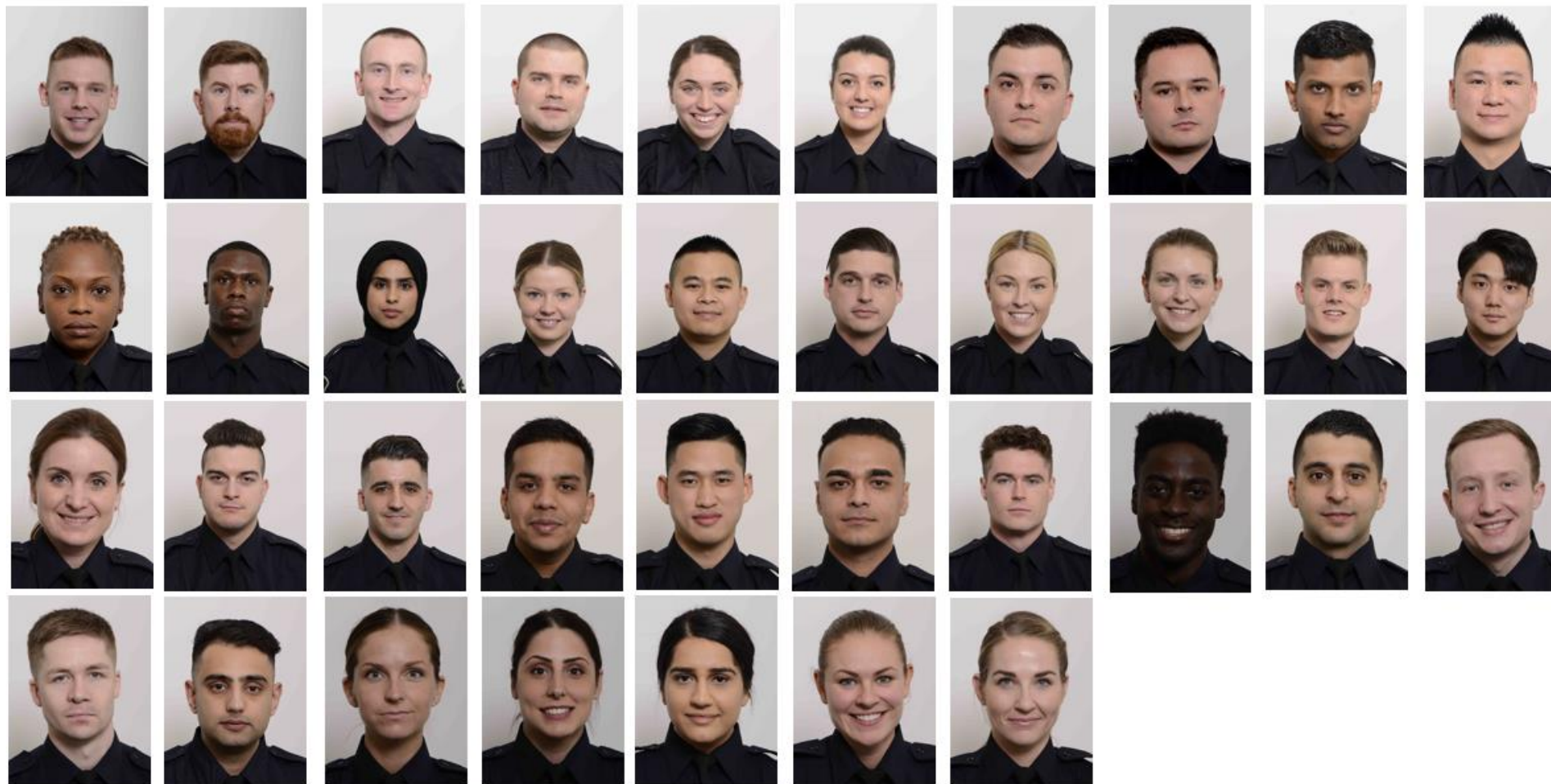
Past Hiring Demands

- Demands of the unit have drastically increased over the last several years with mass retirements based on large hiring in the mid to late 80's and projected growth.
 - 2015 hiring - 73 CITs and 5 experienced
 - 2016 hiring - 45 CITs and 8 experienced
 - 2017 hiring - 90 CITs and 10 experienced
 - 2018 hiring - 124 CITs and 9 experienced





Current Hiring Class





Current Hiring Demands

38 Cadets in training have been hired and currently at the Ontario Police College

Of these 30% are female and 44% diversity

OMERs projections indicate 95 members are currently eligible to retire with 122 eligible by the end of 2019

280 are eligible to retire by the end of 2025



Recruiting for the Future: Social Media

- Aggressive social media strategy
- Upgrade YRP social media presence
- Seeking to hire a full time social media coordinator
- Increase social media presence and public interaction through real time event coverage



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Recruiting for the Future

- Development through the Auxiliary Program
- New **initiative** - partnership with Georgian College
- Outreach to high school students and engagement with the YRP sponsored Army Cadet Corps





Enhancements in our Current Programs

- Mentoring and development opportunities.
- Student Cadet process
- Partnerships with YRP Internal Support Networks
- ACC-ISN Recruitment Symposium – July 2019





Thank You Questions?

