

Problems With Recruiting Qualified Personnel for Law Enforcement Positions



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Research Questions

- **Main Objective:** Why do individuals studying decide to or not to pursue a career in law enforcement?
- **Qualifying questions**
 - Have you ever considered a career in law enforcement?
 - What caused you to be interested/ uninterested about a career in law enforcement?
- **Specific Factors**
 - Have you ever had positive or negative interactions with law enforcement?
 - Do your parents, friends or relatives have a background in law enforcement?
 - Are law enforcement personnel paid within reason and receive retirement benefits for their job description?
 - If yes or no to any, did this discovery/experience/person cause you to pursue a career in law enforcement or not?
- **Demographics**
 - Age, gender, family life, financial background.

Survey Population

- 192 emails given from the IRI
- Specifically wanted students interested in related fields of study
- UVU students in Criminal Justice/Law Enforcement, National Security, and Emergency Services classes
- No responses from National Security students
- 45 completed responses 20 Males, 18 Females, and 1 other
- Response rate of 26%
- Completion Rate of 90%
- 3 additional reminder emails were sent which greatly increased our response rate
- Survey ran from November 14 November 30

Literature Review

Previous research revolves around retention and tends to focus on individuals who have already chosen law enforcement. Specifically, police officers/ new recruits. We wanted to take a different approach.

Our research focuses on the phase of an individual that is showing interest (choosing a specific subject to study) that relates to law enforcement or an individual who has already begun their career in law enforcement and is furthering their education.

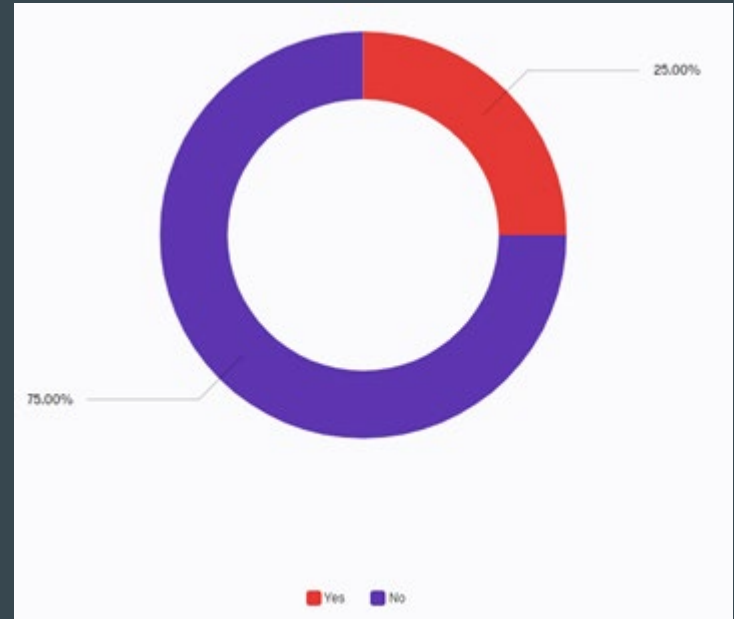
4 academic journals: What makes our research different? Explained

- Recruitment and Retention: Lessons for the New Orleans Police Department
- Sustainable Recruitment: Individual Characteristics and Psychosocial Working Conditions Among Swedish Police Officers
- Recruiting and Retaining America's Finest: Evidence-based Lessons for Police Workforce Planning
- Retaining the Thin Blue Line: What Shapes Workers' Willingness to Not Quit the Work Environment

Military Influence

We suspected that those who had served in the military would be more interested in working in law enforcement, and therefore, would be easier to recruit.

Of the respondents who had served in the military, only 25% of them are pursuing a career in law enforcement.



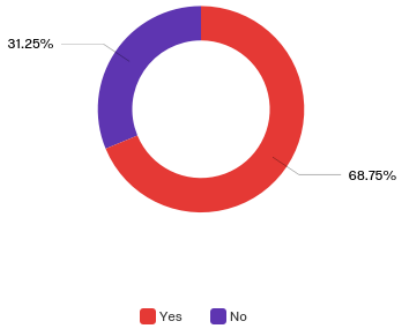
Gender

The respondents to our survey were 51.28% male and 46.15% female.

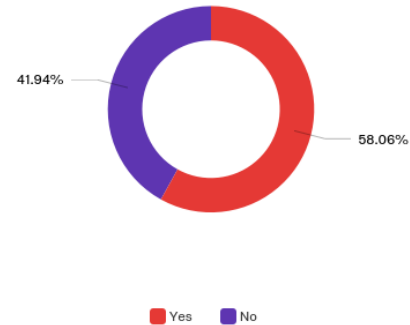
5 respondents were already working in law enforcement, 1 female, 4 male.

68% of the males were pursuing a career in law enforcement and 58% of females.

Male



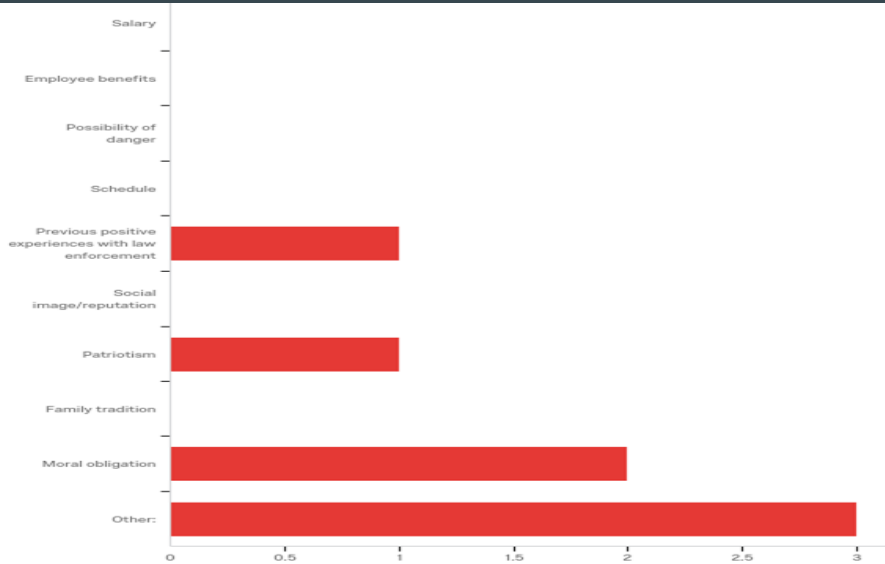
Female



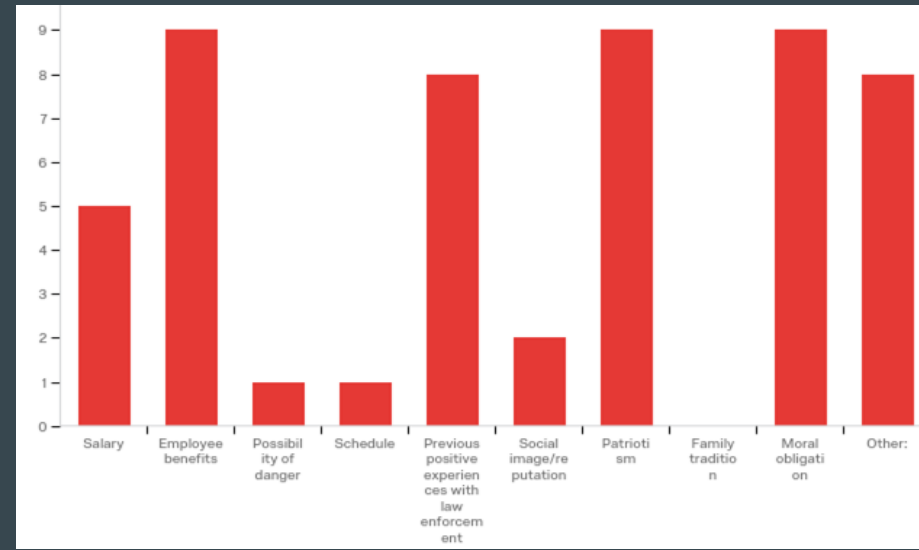
Reasons Why

- No family tradition
- 9 people said positive interactions with law enforcement was a contributing factor to pursuing a career

Currently in Law Enforcement

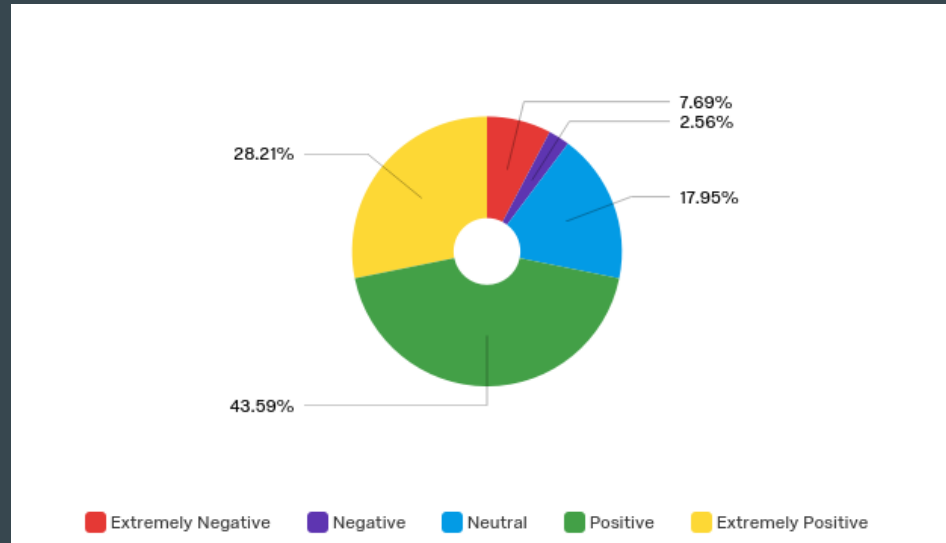


Pursuing a Career in Law Enforcement



Negative Interactions with Law Enforcement

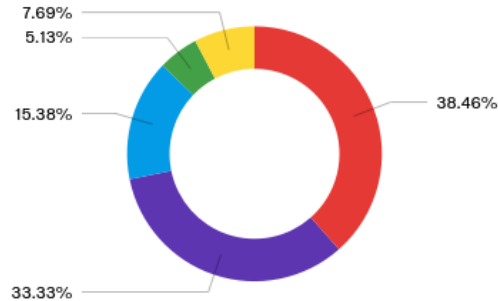
- Three people had extremely negative interactions with law enforcement
 - Two females: One did not want to pursue law enforcement because of it, that they don't trust law enforcement to keep their community safe, and that they terribly relate to the community
 - The other is still pursuing a career in law enforcement



Effect of Environment on Attitude

- Of the five people who currently work in law enforcement, three said their attitude towards law enforcement was likely, very likely influenced by their environment.

Everybody



Very Likely Likely Neutral Unlikely Very Unlikely

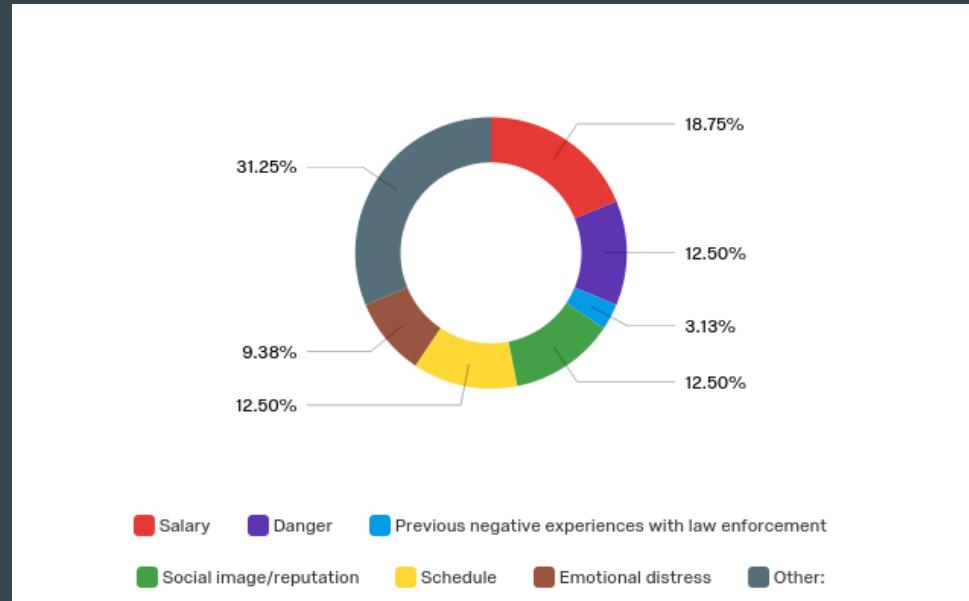
In Law Enforcement



Very Likely Likely Neutral Unlikely Very Unlikely

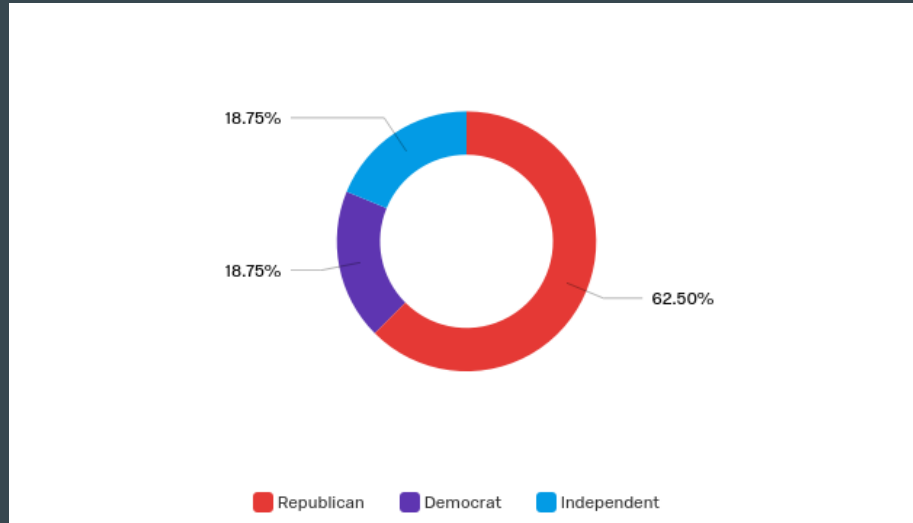
Reasons Why Not

- 4 people said they don't want to pursue law enforcement because of social image- all said likely or very likely environment affected decision; one served in military, one had family serving in law enforcement, all had considered a career in law enforcement
- English major wanting to write crime/mystery novels, so minoring in CJ



Political Party

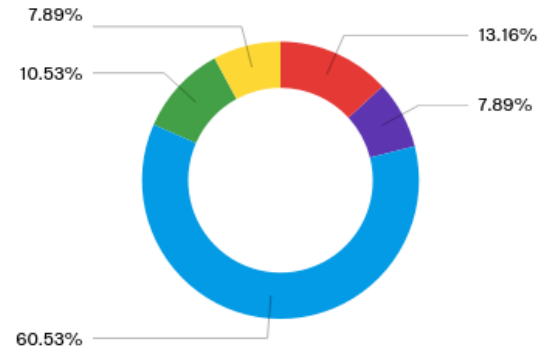
- Of those pursuing or currently working in law enforcement, 62.5% identify as republican



Retirement Plan

Whether or not they agreed it changed their opinion.

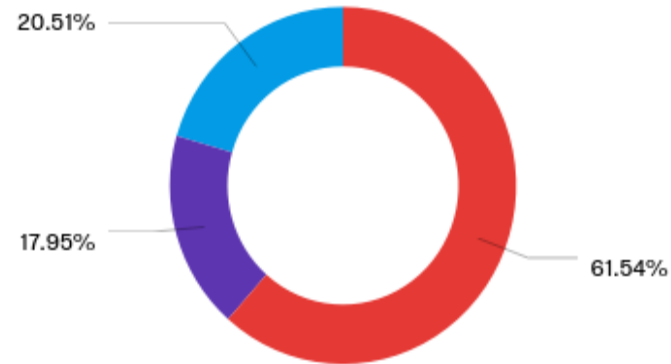
- 60.53% were neutral
- 18.42% agreed (7.89% strongly agreed) That it changes their opinion.
- 21.45% disagreed (13.16% strongly disagreed) That it did not.



Strongly Agree Agree Neutral Disagree Strongly Disagree

If the Pension was Improved

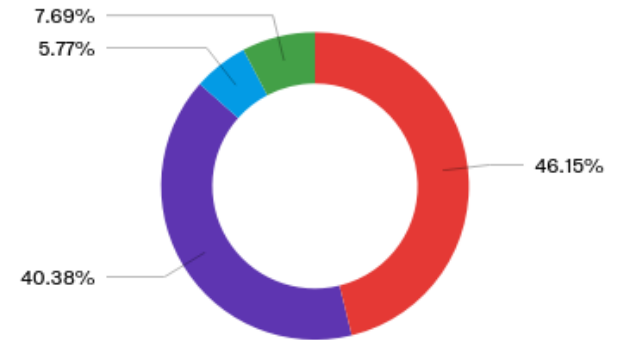
- 61.54% says a career in CJ would be more desirable.
- 17.95% said it wouldn't.
- 20.51% answered maybe.



Yes No Maybe

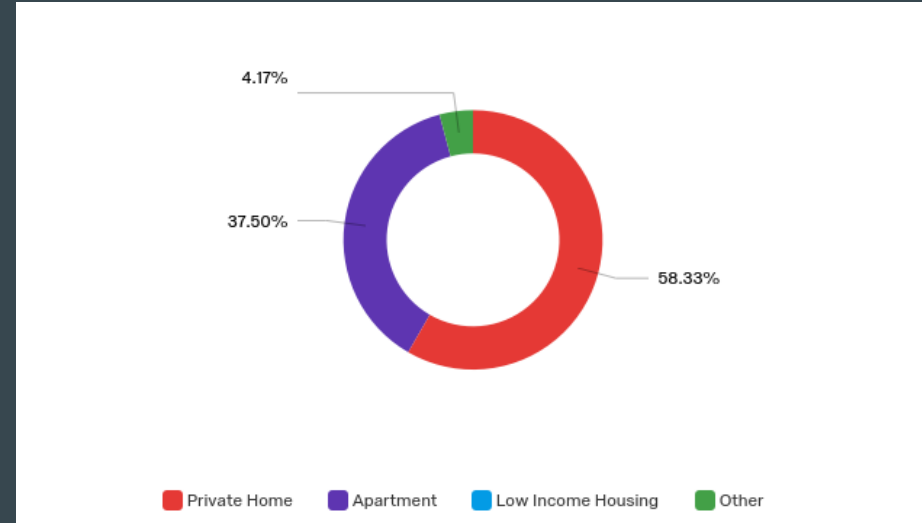
Housing they resided in

- Most resided in a private home (46%)
 - Most of the people who grew up in private homes had positive or neutral experiences with law enforcement with the exception of 2 negative and 2 who didn't answer.
- About 6% resided in low income housing
 - They all left it blank but 1 positive experience.
- 41% resided in apartments.
 - Most responses were neutral or positive responses concerning experiences with law enforcement except for 2 negatives and 5 who didn't answer.



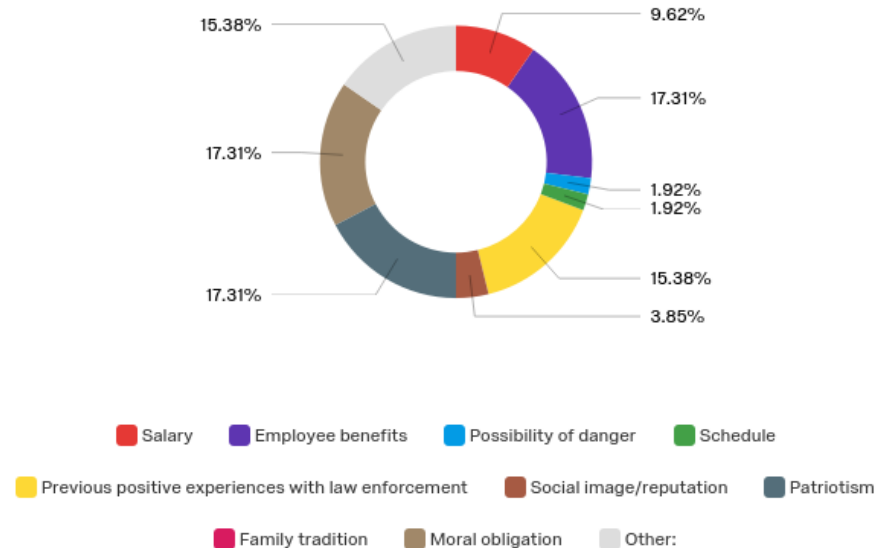
Housing They Resided Cont.

- These describe the number of people who are residing in different housing and are pursuing a career in Law Enforcement.
- 50.33% Reside in Private Housing.
- 37.50% reside in Apartments.
- No one that resides in low income housing are pursuing a career in Law Enforcement.



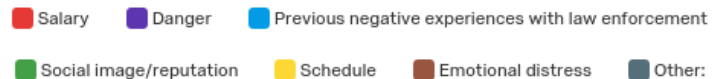
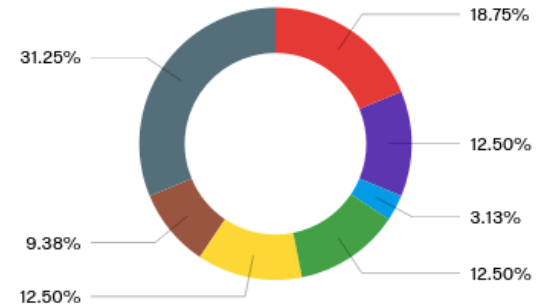
Why people are pursuing a career in Law Enforcement

- The Majority of people chose either Employee Benefits, Patriotism, or Moral Obligation.
 - 17.31% for All Three.
- Salary and Previous Positive experience with law enforcement was next, 15.38%
- Salary with 9.62%
- Social Image 3.85%
- Schedule and Possibility of Danger is last, 1.92%.



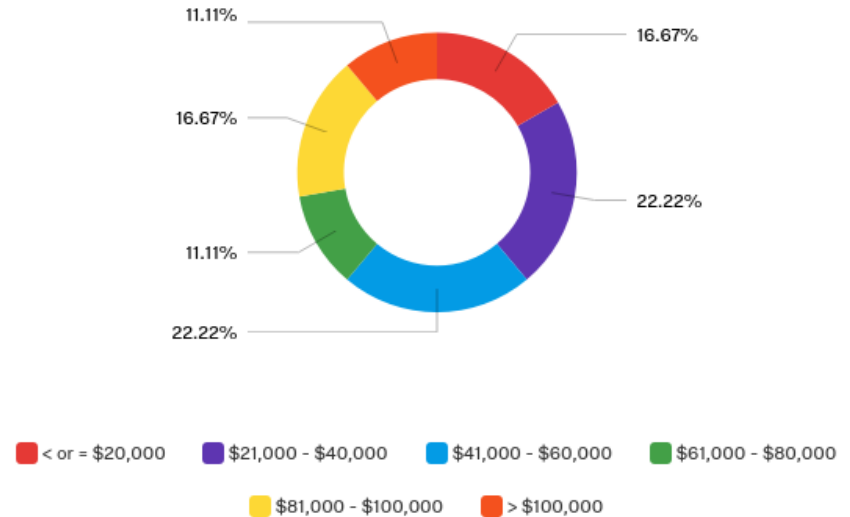
Why People aren't pursuing Law Enforcement as a Career

- The majority of people said Other reasons were a factor but didn't give any examples, 31.25%
- Salary was the next one with 18.75%
- Danger, Social Image/Reputation, and Schedule were the next ones with 12.50% for each.
- Emotional distress ranked at 9.38%
- Previous negative experiences with Law Enforcement was last with 3.13%.



Joining based on Annual Household Income Growing

- The more money people had growing up seemed to join Law Enforcement less than those who grew up with less income.
- \$41k- 60k and 21k- 40k had the most pursuing a career in Law Enforcement. (22.22%).
- 61k- 80k and >100k had the least amount of people pursuing a career in Law Enforcement. (11.11%)



Conclusions

- Military wasn't necessarily the best recruitment (75% were not pursuing a career in law enforcement)
- Gender didn't play as significant a role as predicted in our hypothesis.
- The people who are Pursuing Law Enforcement are because Benefits, Moral Obligation, and Patriotism.
- Most known reasons that people aren't joining the police is because of the lack of salary, followed by danger, social image/reputation and schedule.
- Most people that are pursuing Law Enforcement based on income growing up are in the middle range between \$21,000-\$60,000.
- Republicans are more likely to pursue or work in law enforcement