



# SPEAKERS BUREAU



## Presentation Information

Presentation Category	Miscellaneous
Presentation Title	Recruiting & Hiring – The Challenges Have Never Been Greater: What You Need to Know About Today’s Dwindling Applicant Pool and Strategies to be Successful
Presentation Length	90-120 Minutes
Presentation Objective	<p>Objective:</p> <ul style="list-style-type: none"><li>• Participants will learn about the current state of public safety recruiting and hiring: the thriving economy, record low unemployment rates, a record-high number of job vacancies in all sectors, increasing number of retirements and a labor force participation rate falling to its lowest point in 40 years</li><li>• Participants will learn of low/no-cost methods to streamline their hiring process and how to improve their agency’s recruiting efforts.</li><li>• Discussion will occur on why doing so is more important than ever before.</li><li>• Participants will learn methods and strategies to improve the size, quality, and diversity of their hiring pool and what attracts this millennial generation of candidates to serve.</li></ul> <p>Methodology:</p> <ul style="list-style-type: none"><li>• PowerPoint slides and video examples will be used to cover key points and provide an understanding of the learning objectives.</li></ul>

	<ul style="list-style-type: none"> <li>• The state of the American economy will be discussed, including projections and why the applicant pool will continue to decrease.</li> <li>• We will talk about traditional ways public safety employees are recruited and hired; discuss why and how we must be more responsive, fast and agile in our hiring methods. Public safety</li> <li>• agencies are competing not only with each other but also with the lightning-fast private sector hiring processes.</li> <li>• We will address the important need for diversity and what has been learned about effective recruiting and outreach methods. Generational issues will be addressed.</li> <li>• We will provide examples of proven recruiting and hiring strategies and how to involve other important stakeholders, including but not limited to HR, Civil Service, the community, etc.</li> </ul>
Presentation Description	<p>The challenges related to recruiting and hiring have never been greater for our profession. The pool of qualified applicants is dwindling, and that trend will continue for the foreseeable future. To be more successful you will need to act quickly, streamline your hiring process and engage in vigorous outreach and recruiting. Hear about proven strategies that work to improve the size, quality, and diversity of the applicant pool.</p>
Speaker Name & Session	Jon Walters, NA Session 171
Speaker Phone Number	425-418-4565; 425-776-9615
Speaker Email	jon@publicsafetytesting.com
Speaker's Biography	<p>Jon Walters is the Founder/President of Public Safety Testing, Inc, a firm that specializes in professional recruiting, pre-employment testing, investigations, and promotional testing. Jon's policing career includes serving seven years as a police chief in the Pacific Northwest. He was also recruited to serve as the Executive Director of the Western Regional Institute for</p>

Community Oriented Public Safety (WRICOPS), a US Department of Justice Regional Community Policing Institute that served five states. In this position, he was responsible for managing federal programs designed to enhance police-community relations, trust and partnerships to address crime, fear of crime and quality of life issues at the local level.

Jon is a graduate of the 171<sup>st</sup> session of the FBI National Academy. He has earned a Bachelor of Arts degree in Law and Justice and a Master of Science degree in Organization Development.

Jon has presented “*Public Safety Recruiting & Hiring – The Challenges Have Never Been Greater*” at the following conferences:

- International Association of Chiefs of Police Conference (IACP), 2016, San Diego, CA
- International Association of Chiefs of Police Conference (IACP), 2017, Philadelphia, PA
- Washington Association of Sheriffs and Police Chiefs Conference, 2017
- Oregon Police Chiefs Association Executive Leadership Training Seminar, 2017
- Washington Fire Chiefs Conference, 2018
- Annual Civil Service Conference, State of Washington, 2018
- King County Fire Chiefs Association, 2019
- International Association of the Directors of Law Enforcement Standards and Training (IADLEST) Annual Conference, 2019, Milwaukee, WI

#### PARTICIPANT COMMENTS

- “*It was one of the best workshops I attended and found the information you provided very useful and timely.*” - Director, Oregon Department of Public Safety Standards and Training

- *“I had the pleasure to sit in on your presentation Police Officer Recruiting and Hiring at IACP last week, and I thoroughly enjoyed the presentation. The presentation was very informative and identified some valuable information regarding future recruitments.”* - Deputy Chief, Las Vegas Department of Public Safety
- *“I recently attended the IACP Conference and was able to make the training block you gentleman gave on HR Recruiting. I thought it was great material – thank you!”* - Sergeant, Santa Barbara County Sheriff’s Office
- *“I loved your presentation on Police Officer Recruiting and Hiring. Is it possible to get a copy of the power point you guys used in this session?”* - Recruiting and Selection Section Commander, Michigan State Police
- *“I want to thank you for providing such an informative and interesting presentation on hiring and recruitment at the IACP conference.”* - Chief, Castle Rock, CO
- *“I saw you were on the schedule again this year – I wouldn’t miss the opportunity for a refresher and hear some new ideas we could consider. Thanks again.”* - Captain, Los Angeles Police Department
- *“Jon, your presentation on Police Officer Recruiting and Hiring was very well done and informative. The issues addressed in your presentation are all common to small and large agencies and it requires us to change our approaches in order to be successful. The point made about the web sites is one that I can relate to. One of our graduates from our last Cadet school was from New York and was searching the internet to apply with an agency...any agency. About a year ago, our Command Staff did the “Ice Bucket” challenge and posted the video on the internet. That was all it took for this young man to relocate from New York to Tennessee. Thanks for a great presentation.”* - Lieutenant Colonel, Tennessee State Police

	<ul style="list-style-type: none"><li>• <i>“I was one of the attendees of your session on the last day of IACP. I was impressed by your presentation and would like a copy of your slide deck please.”</i>- Chief of Police, Ottawa Police Service, Canada</li><li>• <i>“I attended your presentation at the IACP 2017 Conference. The information you shared was excellent. My agency has several sworn vacancies that we have struggled to fill... I believe that the information shared will be beneficial in assisting my agency with filling our vacancies. Thank you.”</i>- Chief of Police, Duncanville, TX</li><li>• <i>“Thank you for one of the best workshops I’ve attended in decades of law enforcement training.”</i>- Island County Sheriff</li><li>• <i>“Excellent presentation; you confirmed some of the experiences we are having, and I learned a few more we should be trying.”</i>- Commander, Los Angeles County Sheriff’s Office</li></ul>
--	--