



**WE ARE HIRING**

**ANTI-RACISM  
STRATEGIC ADVISOR**

## **CIVILIAN RECRUITMENT: 2022 A YEAR IN REVIEW**



**22**

**Outreach events with  
Sworn**



**↑ 69%**

**Increase in job postings  
from 2021**



**↑ 172%**

**Increase in hires from  
2021**

# OUTREACH

- Civilian recruiting partnered with Sworn to attend outreach events beginning in June 2022
- Creating a recruitment process infused with DEI by outreach and community building with various diverse communities including women, minorities, and LGBTQ+



We are creating a clear strategy and direction to achieve long term goals of attracting top talent to the Calgary Police Service. This will be achieved through:

- *partnering with sworn for outreach events*
- *creating recruiting materials based on principals of EDI*
- *continuous efforts to expand outreach to build strong and diverse candidate pools*
- *developed an in house sourcing strategy to take a more active approach to reach potential candidates for “hard to fill” roles*



# JOB POSTINGS

- 159 job postings; a 69% increase from 94 job postings in 2021
- 20,451 external applicants in 2022. An 85% increase from 11,049 in 2021.

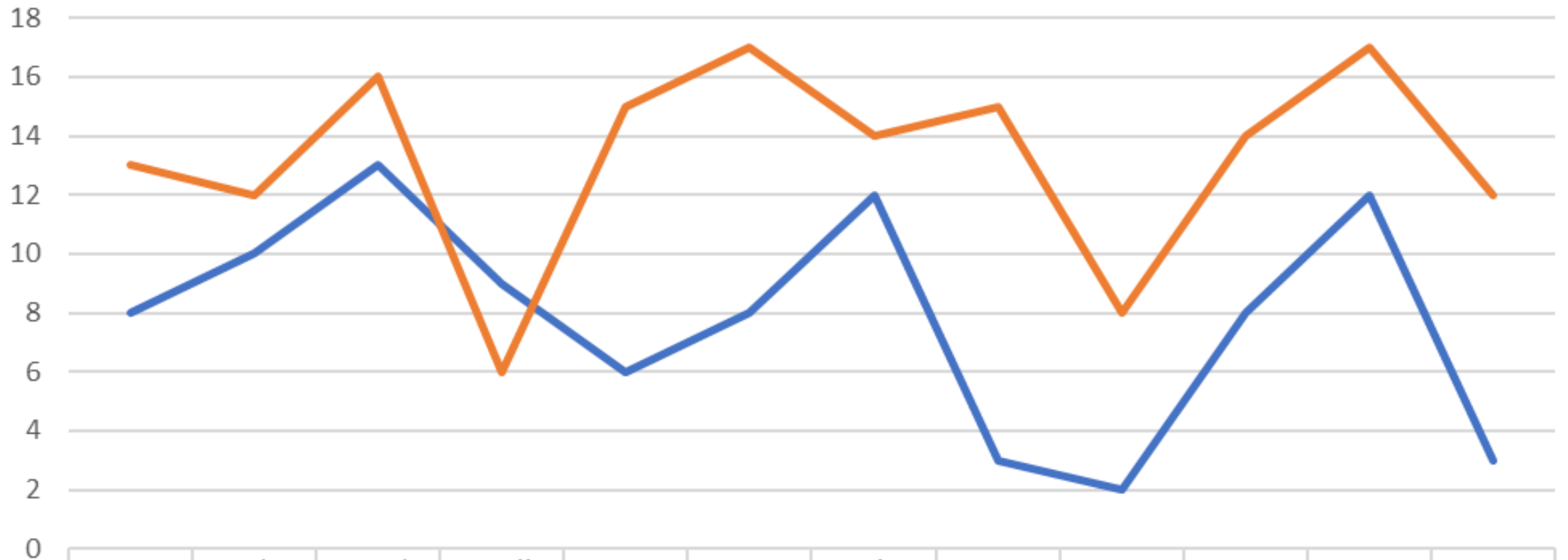


We created a center for Admin function to enable newly rated TAOS position the ability to serve hiring leaders needs from initiation to hire start date. Enabling greater efficiency, effectiveness and satisfaction with the hiring practice, achieving and exceeding the hiring goals for the service in 2022.

- updated job postings on the COC career page to make CPS jobs easily identifiable
- worked through 159 job postings
- utilized social media and created a civilian presence on LinkedIn
- used paid sponsorship on Indeed to promote “hard to fill” positions
- support growth positions

# Civilian Postings Comparison 2021 to 2022

Civilian Postings



2021	8	10	13	9	6	8	12	3	2	8	12	3
2022	13	12	16	6	15	17	14	15	8	14	17	12

# HIRES

- 177 total hires, 172% increase from 2021
- Filled 63% (43) of the approved 68 civilian growth positions from 2021-2022



Through our recruitment and outreach strategy, refined processes, and team building, we were able to:

- achieved 177 total hires
- filled 43 of 68 civilian growth positions
- streamline the recruiting and hiring process by facilitating the Recruitment, Interview and Selection course
- improved the onboarding process by revising offer letters and maintaining consistency for the candidate through the entire hiring process

\*\*as of March 2023 75% of 2022 growth complete

\*\* as of March 2023

## Civilian Hires 2018 to 2022

