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CPS Sworn Recruitment

Presenters: Sergeant Angela Tetley & Constable Ahmed Shahein

2023 March 22





Overview of Sworn Recruitment

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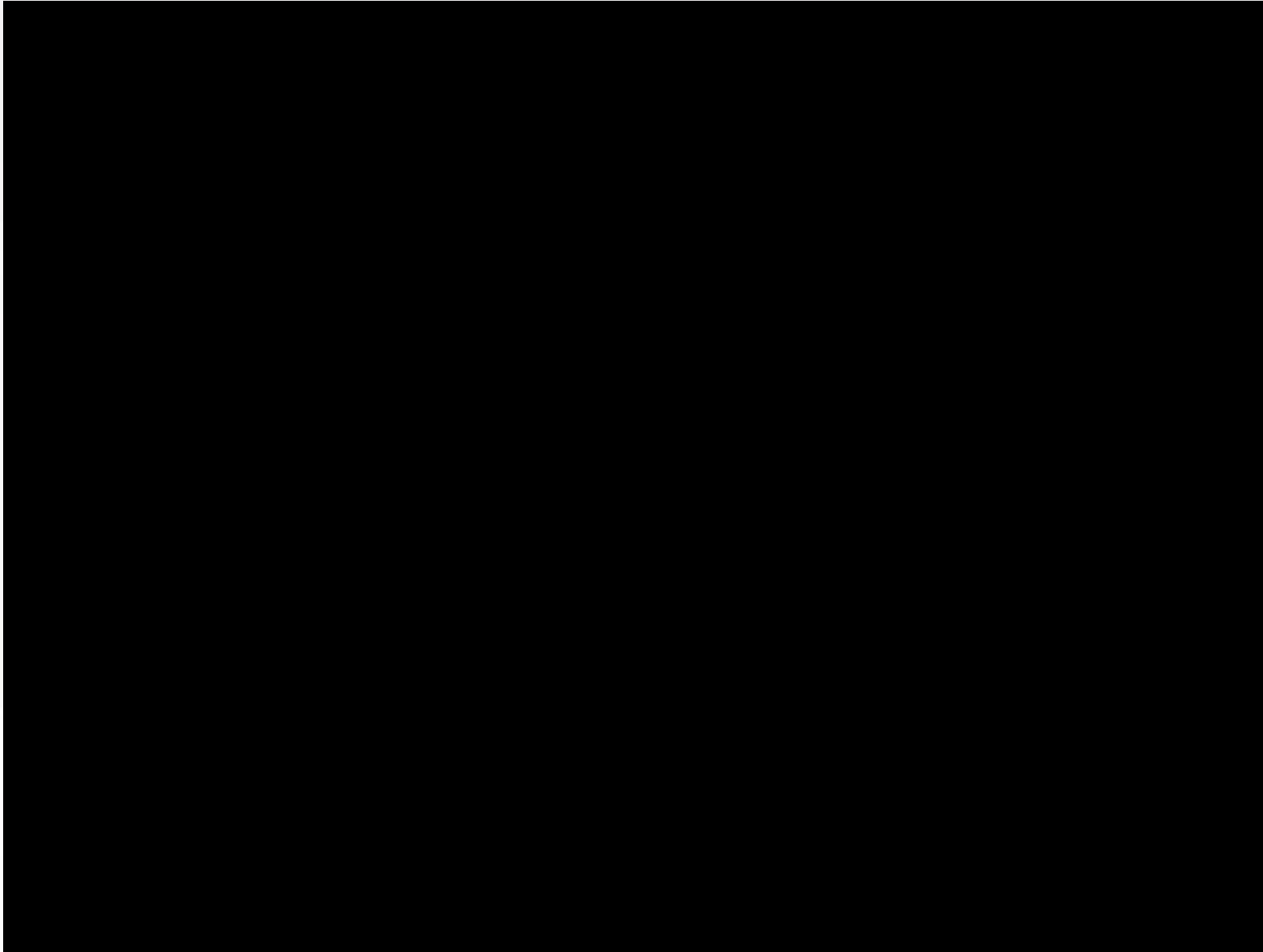
- In 2022, the CPS undertook an ambitious plan to:
 - Recruit a higher than average number of officers; 135
 - Advance equity, diversity and inclusion (EDI) efforts
 - Leverage data to improve the efficiency and effectiveness of processes
- The mandated 8-step provincial recruitment process is followed





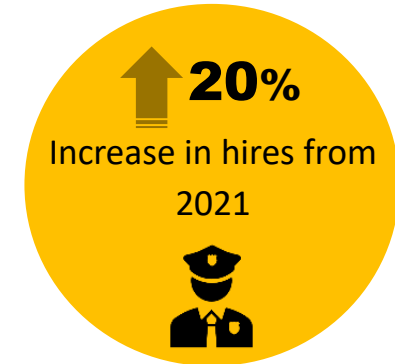
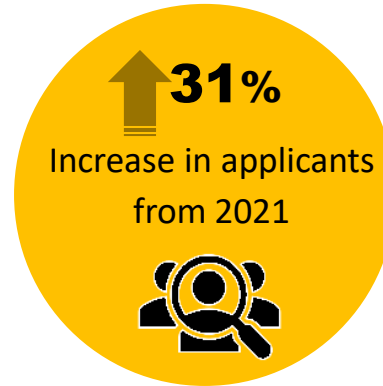
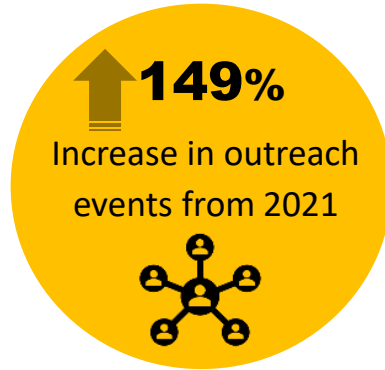
Sworn Recruitment 2022 Year in Review

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By the Numbers

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- Conducted 227 outreach events in 2022
- 27% (61) of those outreach events had an EDI focus. The majority of the EDI specific recruiting events were focused on building relationships with marginalized and racialized communities

- 863 completed applications; a 31% (d=207) increase from 2021
- 43% (371) of applicants with completed applications identified as part of marginalized and racialized communities
- 19% (164) of applicants with completed applications identified as female

- 132 total hires, 20% (d=22) increase from 2021
- 29% (26) of hires identified as part of a racialized community
- 25% (33) of hires identified as female



Advancements

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Outreach

- Modernized our strategies
 - Aligned Outreach and Marketing Strategies
 - Leveraged digital marketing platforms
 - Implemented EDI Campaigns
- Strengthening relationships with communities by hosting and attending various events
 - Aboriginal Job Fair,
 - Caribbean Youth Summit
 - Immigrant Service Career Fair
 - Indigenous Hockey Tournament
 - Dashmesh





Advancements

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Recruitment Process



- Leveraging data to identify opportunities.
 - Reduce barriers for applicants
 - Implemented initiatives to support applicants
- Advocating for modernizations to Provincial Standards
 - 5 exemptions
 - EDI / bias questions to be asked of references
- Internal improvements to support processes
 - Implemented recommendations from University of Calgary
 - Education – onboarding, bias awareness, cultural awareness
 - Continual improvement – Process and people



Looking Forward

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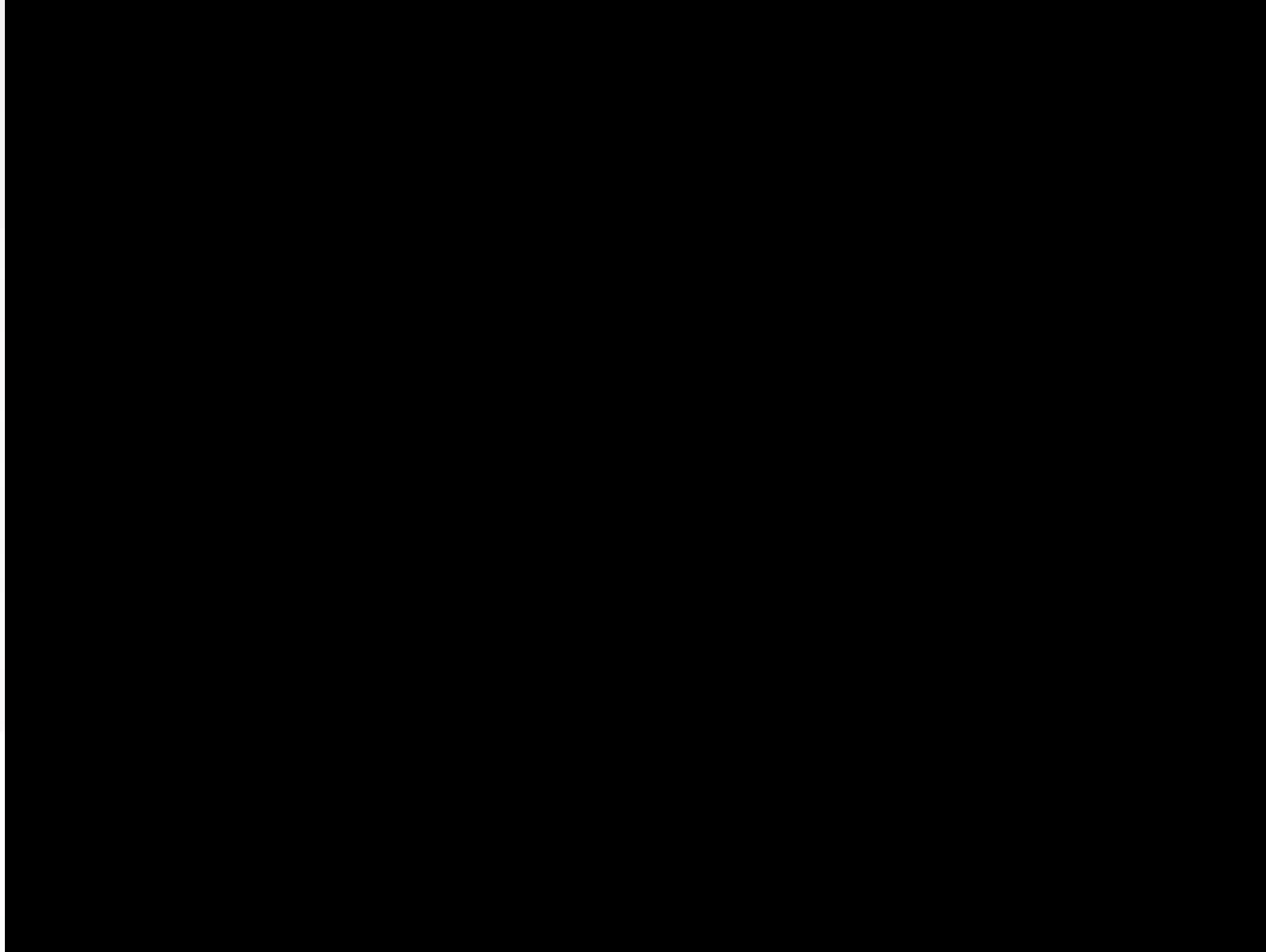


- We are on target to reach or exceed our goal of 135 recruits hired for 2023.
- Continuous improvement and sustainability
- Continue our Marketing and Outreach Strategy
 - Expand, maintain and foster the relationships we have established with communities
 - Promote “The Calgary Advantage”



The Calgary Advantage

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Questions

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CALGARY POLICE SERVICE

ਆਓ ਸਾਡੇ ਨਾਲ ਸਾਡੇ ਭਾਈਚਾਰੇ ਦੀ ਸੇਵਾ ਕਰੋ!

ਸਾਡੇ ਅਫਸਰਾਂ ਨੂੰ ਚੰਗੀ ਤਨਖਾਹ ਦਿੱਤੀ ਜਾਂਦੀ ਹੈ, \$67,885 ਦੀ ਸ਼ੁਰੂਆਤੀ ਤਨਖਾਹ ਦੇ ਨਾਲ ਜੋ ਪੰਜ ਸਾਲਾਂ ਦੀ ਸੇਵਾ ਤੋਂ ਬਾਅਦ ਵੱਧ ਕੇ \$104,439 ਹੋ ਜਾਂਦੀ ਹੈ।

CPS ਵਿੱਚ ਸਾਡੀ ਸਭ ਤੋਂ ਵੱਡੀ ਸੰਪਤੀ ਸਾਡੇ ਲੋਕ ਹਨ। ਉਹ ਸਾਡੀ ਰੋਜ਼ਾਨਾ ਦੀ ਪ੍ਰੇਰਨਾ ਅਤੇ ਮਾਣ ਵਜੋਂ ਕੰਮ ਕਰਦੇ ਹਨ, ਸਾਰੇ ਸਾਡੇ ਭਾਈਚਾਰੇ ਨੂੰ ਸੁਰੱਖਿਅਤ ਰੱਖਣ ਦੇ ਸਮੂਹਿਕ ਟੀਚੇ ਨਾਲ ਬੰਨ੍ਹੇ ਹੋਏ ਹਨ।

ਅਸੀਂ ਤੁਹਾਡੇ ਪੂਰੇ ਕਰੀਅਰ ਦੇ ਦੌਰਾਨ ਸਿਖਲਾਈ, ਸਿੱਖਿਆ, ਕਰੀਅਰ ਵਿਕਾਸ ਅਤੇ ਤਰੱਕੀ ਪ੍ਰਦਾਨ ਕਰਦੇ ਹਾਂ।

ਅਸੀਂ ਭਰਤੀ ਕਰ ਰਹੇ ਹਾਂ
@calgarypolice
join.calgarypolice.ca



CALGARY POLICE SERVICE

加入我們，
一起為社區服務！

我們的警員待遇優厚，起薪為 \$67,885，服務五年後可升至 \$104,439。

在卡加利警局，警員是我們最寶貴的財富。他們懷著保護社區安全的共同目標，每天都在鼓舞著我們，是我們的驕傲。

我們會在你的整個職業生涯中提供訓練、教育、職涯發展及升遷機會。

歡迎加入
@calgarypolice
join.calgarypolice.ca



CALGARY POLICE SERVICE

ARE YOU A TEAM PLAYER?
JOIN OUR TEAM,
WE ARE HIRING!

Our officers are well compensated, with a starting salary of \$67,885 rising to \$104,439 after five years service.

No upper age limit - our recruit classes range in age from approximately 19 to 46 years.

All officers receive a 25-year pension plan, extensive health benefits, access to fitness facilities and 3 weeks vacation per year.

QUESTIONS?

join.calgarypolice.ca
cpsrecruiting@calgarypolice.ca

