

Police Recruitment and Placement—Community Collaboration Model

BUILDING BLOCK ACTIVITIES

1. Diagnose Recruitment Population

- Conduct market survey
- Identify recruitment targets
- Study the competition

2. Diagnose HR System

- Document (map)
- Evaluate
- Formulate improvement recommendations

3. Assemble Best Practices Inventory

- Recruitment
- Selection
- Retention

STAKEHOLDER ACTION PLANNING

4 Mobilize Community and Government Stakeholders

- Community
- Police
- Government
- Labor
- Special interests

5. Conduct Orientation Engagements

- Engagement process
- Objectives
- Commitments
- Benefits
- Issues
- Trust building

6. Conduct Bulding Block/Information Engagement

- Target population/survey
- HR system conditions
- Best practices

7. Conduct Action and Implementation Engagements

- Stakeholder action initiatives
- Implementation plans

STRATEGY IMPLEMENTATION, MONITORING, AND EVALUATION

8. Implement Action Initiatives

- Change management training
- Executive action plans
- Generate evaluation data

9. Monitor Implementation Activities

- Monitoring
- Mid-course corrections
- New conceptualization
- Action plan revisions

10. Evaluate Action Initiatives

- Process
- Impact