BJA nttac
National Training and Technical Assistance Center

Recruitment and Retention Strategies for Rural Law Enforcement

Policing & Crime | Courts | Corrections | Community-based

Criminal Justice Focus Area:

Policing & Crime

Topic:

Recruitment and Retention

Activity Description:

Initial Request:

The department experienced a critical shortage of sworn police officers, with staffing levels significantly below allocated positions. There had been a dramatic decline in the number of qualified applicants pursuing careers in law enforcement, and a recent line-of-duty death had further impacted retention. To address these challenges, the department sought support to strengthen recruitment and retention strategies.

Agreed Upon Activities:

Customized technical assistance aimed at improving police recruitment and retention was provided. Technical assistance included an analysis of current recruitment strategies to identify strengths and gaps, followed by virtual and on-site engagements to develop new departmental recruitment strategies.

Learning Objectives:

- Analyze current recruitment strategies and identify areas for improvement.

- Propose evidence-based improvements with timeline to enhance the recruitment process.

- Develop metrics to assess the success of the new recruitment process.

Sustainable Outcomes:

- Assessment and on-site customized training

- Virtual coaching to support leadership staff in implementing new recruitment policies and procedures

- Best practices for recruitment and retention in small, rural law enforcement agencies