



# RECRUITMENT AND RETENTION

The Arlington County Police Department

## RECRUITMENT INITIATIVES AND STRATEGIES



**AMBASSADOR PROGRAM** This program focuses on building relationships with college students, professors and campuses. This helps to develop one on one rapport with potential applicants, showcasing the work our Department does in a more personal and engaging way. Officers who serve as Ambassadors to schools are specially trained, and often alumni of that institution, which helps them to have a personal connection and stake in the recruitment of students from that institution. More than 60 officers from across the Department are trained as Ambassadors.

**HANDSHAKE** In December 2019, the Department began using Handshake, an online recruitment platform for students and employers, to communicate with students from 1,400+ colleges and universities. ACPD's use of Handshake has enabled us to easily pivot to a primarily virtual recruitment strategy through participation in online job fairs, webinars about employment at ACPD that are promoted to potential applicants and establishing initial contacts with students interested in careers in law enforcement. The Department has implemented virtual recruitment events designed to attract students from historically black colleges and universities, women, Latinx, and other minority applicants. More recently, ACPD has enabled applicants to take the Law Enforcement exam virtually with the goal of making the hiring process more efficient while improving the candidate experience.



**V3 CERTIFICATION** ACPD is a Virginia Values Veterans (V3) certified employer. The V3 program helps to connect employers with veterans and has resulted in increased contacts with veterans interested in pursuing careers in law enforcement at the end of their service.

## DEPARTMENT DEMOGRAPHICS

**BUILDING A DIVERSE WORKFORCE** In order to provide the best professional law enforcement services to the Arlington Community, we strive to hire personnel that reflect our community's diverse demographics.

Race	Current Sworn Personnel	
Asian (Non-Hispanic)	13	4.33%
Black (Non-Hispanic)	32	10.68%
Hispanic (Any race)	39	13.00%
Multiracial (Non-Hispanic)	13	4.33%
American Hawaiian/Pacific Islander	1	0.33%
White (Non-Hispanic)	202	67.33%
<b>TOTAL</b>	<b>300</b>	<b>100%</b>

Education Completed– Current Sworn Personnel		
Post-Graduate Degree	37	12.33%
Bachelor's Degree	233	77.67%
Associate's Degree	11	3.67%
60 Credit Hours	10	3.33%
Prior Law Enforcement/Military Waiver	9	3.00%
Unknown College	0	0%
<b>TOTAL</b>	<b>300</b>	<b>100%</b>

Gender – Current Sworn		
Female	83	27.67%
Male	217	72.33%
<b>TOTAL</b>	<b>300</b>	<b>100%</b>

Residency – Current Sworn		
Arlington Resident	107	35.67%
Non-Arlington Resident	193	64.33%
<b>TOTAL</b>	<b>300</b>	<b>100%</b>