



# 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 80 officers from across the Department are trained as Ambassadors. Prior to the onset of the COVID-19 pandemic, the Department began conducting on-campus applicant testing through the Ambassador program, making our hiring process more accessible to students.



**HANDSHAKE** In December 2019, the Department began using Handshake, an online recruitment platform for students and employers, to communicate with students from approximately 1000 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. In recent months, the Department has conducted virtual recruitment events designed to attract students from historically black colleges and universities, women, Latinx, and other minority applicants.

**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. While we recognize the Department's demographic data does not perfectly match that of our community, recent hires and innovative recruitment initiatives to attract women and minority applicants since January 2018 show a positive trend towards aligning more closely with our community.

Race	Current Sworn Personnel	
Asian (Non-Hispanic)	8	2.56%
Black (Non-Hispanic)	30	9.62%
White (Non-Hispanic)	218	69.87%
American Hawaiian / Pacific Islander	0	0%
Multiracial (Non-Hispanic)	19	6.09%
Hispanic (Any race)	37	11.86%
<b>TOTAL</b>	<b>312</b>	<b>100%</b>

Education Completed– Current Sworn Personnel		
Post-Graduate Degree	38	12.18%
Bachelor's Degree	190	60.90%
Associate's Degree	13	4.17%
60 Credit Hours	13	4.17%
Prior Law Enforcement/Military Waiver	11	3.53%
Unknown College	47	15.06%
<b>TOTAL</b>	<b>312</b>	<b>100%</b>

Gender – Current Sworn		
Female	85	27.24%
Male	227	72.76%
<b>TOTAL</b>	<b>312</b>	<b>100%</b>

Residency – Current Sworn		
Arlington Resident	118	37.82%
Non-Arlington Resident	194	62.18%
<b>TOTAL</b>	<b>312</b>	<b>100%</b>

Data and information current as of February 2023