



RECRUITING & RETAINING THE NEXT GENERATION OF LAW ENFORCEMENT

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In a climate of clashing media narratives, how do you cut through the noise and sell your culture and your profession?

How do you get the facts out there, mend community relations, and flourish as an agency?

As leaders, we have to take control and re-establish the integrity of the profession, build stronger partnerships with the community and create empowering internal cultures that attract and retain the best.

We open this two-day symposium by challenging law enforcement managers to think critically about the solutions. He'll offer data, stats and relevant studies that highlight what we're doing right and what we're doing wrong as leaders of both organization and community. Jim will then begin the discussion on 1) how to successfully attract and recruit qualified applicants – including members of the minority community, and 2) how to retain your experienced officers in today's climate.

Calibre introduces Officer Ryan Tillman, creator of the ground-breaking initiative Breaking Barriers United which teams law enforcement officers with school districts and at-risk youths to bridge the gap between police and community. Ryan will share the success BBU has experienced building trust in our youths and developing programs that have proven to be effective community policing.

Chief Ed Delmore will address recruitment as the selling of a lifestyle rather than just a job. He will discuss the need for cultural changes that will help retain exceptional officers and how those same officers will become your greatest recruitment tool.

Finally, we will facilitate breakout sessions and conduct an open panel discussion, allowing participants the opportunity to weigh in with Jim, Ed and Ryan on the issues at hand.

- ✓ Why do we have recruitment issues & officers retiring early?
- ✓ Countering the Media and Extremists: Who's Controlling the Conversation?
- ✓ The Millennial Myth & Practical Solutions
- ✓ How Should we be Hiring? What are we Looking For?
- ✓ Policy Considerations: Are Policies Disqualifying Strong Candidates?
- ✓ Successful Systems to Identify Inappropriate Candidates
- ✓ Selling the Lifestyle – Not Just a Job
- ✓ Breaking Barriers United: Building Trust in our Communities