



COLTON REDLANDS YUCAIPA
REGIONAL OCCUPATIONAL PROGRAM
Inspiring Possibilities

2016-2017

Public Services Advisory



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Public Services Advisory (9/26/16)

CRY-ROP offers courses two courses in the public services pathway, Intro to Criminal Justice and Crime Scene Investigation. To validate these courses, CRY-ROP educators met with local law enforcement partners. Discussion topics at this advisory meeting focused on workforce trends, hiring practices, entry-level skills, and training and certification requirements.

Question 1

What does your hiring process look like?

Question 2

What interpersonal skills are lacking in today's workforce?

Question 3

What foundational skills are necessary for entry level positions within your industry?

Question 4

What skills/knowledge is being required of new employees to address the latest trends in technology, equipment, regulations, laws, etc.?

Question 5

What skills have become obsolete in your industry due to changes in technology, equipment, regulations, laws, etc.?

Question 6

What are your projected labor needs in the next few years?

Industry Advisors

Corinne L., Community Service Officer, Redlands Police Department

Brad G., Officer, Redlands Police Department

Curtis H., Officer, Redlands Police Department

Chris M., Officer, Redlands Police Department



Public Services

Question 1: What does your hiring process look like?

For all positions, even entry-level, candidates complete an application, interview, take a basic skills test, submit for full background check, polygraph, psych test, and an oral board review. The oral review board includes people from the department, as well as the community. Final interview is then with the Police Chief. Officer candidates also complete a physical agility test.

Entry level opportunities include camera operators, cadet, and Community Service Officer. They recommend that students join Explorer program in high school and sign up to do ride-a-longs to gain experience in law enforcement.

Question 2: What interpersonal skills are lacking in today's workforce?

- Millennial “culture clash”- sense of entitlement, think “everyone wins,” no “Esprit de Corp” (group pride/loyalty, too “me-me-me,” not enough common courtesy, lack of responsibility for self)
- Poor face-to-face communication skills- eye contact, handshake, etc.
- Hard for younger recruits to be confrontational/assertive with others
- Integrity/Honesty, “you lie, you die” (Brady ruling- prosecutors must notify defendants and their attorneys about officers involved in their case(s) who have a history of lying)
- Don't know how to handle stressful situations
- Self-confidence

Question 3: What foundational skills are necessary for entry level positions within your industry?

- Writing skills (grammar, spelling, no “text speak”)
- Computer literacy
- Critical thinking
- Ability to make quick decisions (under pressure)
- Multi-tasking
- Physical fitness

Question 4: What skills/knowledge is being required of new employees to address the latest trends in technology, equipment, regulations, laws, etc.?

- Nothing is private anymore (video, social media, body cams, etc.)
- Ibis finger printing- wireless/mobile finger printing/scanning in the field
- Cal-ID (California identification system)- automated system by DOJ for retaining fingerprint files
- De-escalation skills
- Basic computer skills

Question 5: What skills have become obsolete in your industry due to changes in technology, equipment, regulations, laws, etc.?

- Slight modifications to the “continuum of force”
- Communication is still the most important
- An officer is more social worker than police officer
- Less handwriting, more electronic data entry
- Little to no map reading due to GPS
- No ink printing- use computer/livescan
- Less hand-to-hand combat, more tasers and other interventions
- Constant case-law changes

Question 6: What types of training, education, certifications, or credentials are desirable for entry level positions in your field?

- Being bilingual (especially Spanish) makes you more hireable and earn more
- The more education, the better
 - It shows growth and desire
 - Best to do it while you are waiting to join (right out of high school)
 - Puts you higher on the hiring list
- Participating in Explorers or cadet program gives you an edge



Labor Market Information Public

Services:

Police and Sheriff's Patrol Officers

State and National Trends

United States	Employment		Percent Change	Projected Annual Job Openings
	2014	2024		
Police and Sheriff's Patrol Officers	680,000	714,200	+5%	25,840
California	Employment		Percent Change	Projected Annual Job Openings
	2014	2024		
Police and Sheriff's Patrol Officers	68,700	73,700	+7%	2,770

State and National Wages

Location	Pay Period	2015				
		10%	25%	Median	75%	90%
United States	Hourly	\$16.07	\$20.63	\$28.04	\$36.62	\$46.21
	Yearly	\$33,400	\$42,900	\$58,300	\$76,200	\$96,100
California	Hourly	\$28.53	\$37.00	\$45.62	\$53.31	\$60.48
	Yearly	\$59,300	\$77,000	\$94,900	\$110,900	\$125,800

Source: Career One Stop, U.S. Department of Labor