

1. Record Nr.	UNINA9910220097603321
Autore	Castaneda Laura Werber
Titolo	Today's police and sheriff recruits : insights from the newest members of America's law enforcement community // Laura Werber Castaneda, Greg Ridgeway
Pubbl/distr/stampa	Santa Monica, Calif., : RAND, 2010
ISBN	0-8330-5051-6
Edizione	[1st ed.]
Descrizione fisica	1 online resource (144 p.)
Collana	Rand Corporation monograph series
Altri autori (Persone)	RidgewayGreg <1973->
Disciplina	363.2/20973
Soggetti	Police - Recruiting - United States Police recruits - United States Law enforcement - Vocational guidance - United States Police - United States - Personnel management Employee retention - United States
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	"MG-992-DOJ."
Nota di contenuto	Cover; Title Page; Copyright; Preface; Contents; Figures; Tables; Summary; Acknowledgments; Abbreviations; Chapter One - Introduction; Background; Approach and Data; Survey Instrument; Agency Sample and Recruitment; Survey Analysis; Organization of This Document; Chapter Two - Perceived Pros and Cons of Law Enforcement Careers; Reasons for Pursuing a Law Enforcement Career; Key Group of Interest: Female Recruits; Key Group of Interest: Minority Recruits; Other Key Groups of Interest; Disadvantages of Law Enforcement Careers; Key Group of Interest: Female Recruits Key Group of Interest: Minority RecruitsOther Key Groups of Interest; Discussion; Chapter Three - Who and What Influences Recruits' Career Decisions?; Influence of Family and Friends; Key Group of Interest: Female Recruits; Key Group of Interest: Minority Recruits; Other Key Groups of Interest; Role of Victimization on Law Enforcement Career Choices; Discussion; Chapter Four - Recruiting Strategies; Overview; Key Group of Interest: Female Recruits; Key Group of Interest: Minority Recruits; Other Key Groups of Interest; Discussion; Chapter Five - Conclusions and Recommendations

Target the Perceptions of Would-Be Recruits and Their Potential Influencers; Recognize the Value of Both Financial and Nonfinancial Motivators; Fully Engage Current Officers and Staff in Agency Recruiting Efforts; Expand the Agency's Internet Presence; Develop Strategies to Recruit a Workforce Well Suited to Community-Oriented Policing; Continue to Learn from New Recruits; Appendixes; A. Survey Instrument; B. Description of Survey Responses; References; Back Cover

Sommario/riassunto

For much of the past decade, police and sheriff's departments faced considerable challenges in attracting and retaining recruits. This volume summarizes a 2008-2009 survey fielded to recent police officer and sheriff's deputy recruits nationwide. The authors focus on how understanding modern recruits can help departments refine their recruitment practices and develop a workforce well suited to community-oriented policing.
