

## **New Recruits: What Factors Decide Their Choice of an Employing Agency?**

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This paper researched the difficulties that police agencies have in locating and recruiting qualified police applicants. It looked at the various factors that are involved in affecting the police recruitment process. The majority of today's police recruits are from generation X. This paper examined this generation to determine what motivates them in an attempt to change the recruitment process to attract these applicants. Also examined were the current recruitment methods that are being used and looked at the future of recruiting. Police recruits were surveyed at the Broward County Police Academy. This survey determined what the major deciding factors are to make these recruits select an employing agency.