

School to Work: A Recruitment Model for the 21st Century

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Recruitment in Law enforcement has traditionally been a reactive process, meaning that departments fill vacancies as they occur. There is little or no long-term focus or vision to involve young members of the community in the criminal justice system. Therefore there is no local pool of applicants that are available when the need arises to hire. The present system of recruitment is costly and ineffective. This paper presents a model for pre-service recruitment of young males and females into the criminal justice system. The model will streamline costs associated with the recruitment process and develop a pool of dedicated and diverse applicants.