



**LOS ANGELES POLICE DEPARTMENT
RECRUITMENT AND EMPLOYMENT DIVISION
RECRUITMENT SECTION**



PRESENTERS



**CAPTAIN III ROBIN PETILLO, COMMANDING OFFICER,
RECRUITMENT AND EMPLOYMENT DIVISION**

**LIEUTENANT II ERRIN BURNS, OFFICER-IN-CHARGE,
RECRUITMENT SECTION**



TOPICS

- **Recruitment and Employment Division Structure**
- **Recruitment Section overview**
- **Overarching Recruitment Goal**
- **Diversity Goals**
- **Q & A**

STRUCTURE

RECRUITMENT SECTION	HIRING AND EVALUATION SECTION
<ul style="list-style-type: none">➤ Identify, attract and recruit qualified candidates to the Department➤ Plan and host hiring events and seminars➤ Administer Multiple Choice Tests➤ Host interview preparation seminars and other candidate preparatory programs.➤ Guide, Mentor, and Encourage candidates through the 7-Step hiring process	<ul style="list-style-type: none">➤ Evaluate all candidates to ensure they meet hiring standards➤ Audit background packages➤ Conduct records checks➤ Provide support for Personnel Department's Background Investigation Division➤ Investigate pre-employment issues

RECRUITMENT SECTION

RECRUITER	MENTOR
<ul style="list-style-type: none">➤ Identify, attract and recruit qualified candidates to the Department➤ Attend community and cultural events to attract diverse candidates➤ Attend career fairs/job expos➤ Plan and host hiring events➤ Administer Multiple Choice Tests (MCT)➤ Canvass for new locations to hold MCT➤ Classroom presentations at colleges/universities	<ul style="list-style-type: none">➤ Guide, Mentor, and Encourage candidates through the 7-Step hiring process➤ Motivate candidates who have encountered challenges in the process➤ Manage Military Skillbridge Intern Program➤ Manage Associate Community Officer Program (ACOP)➤ Host interview preparation seminars and other candidate preparatory programs, such as:<ul style="list-style-type: none">✓ Candidate Advancement Program (CAP)✓ Fit for Hire✓ Physical Fitness Qualifier (PFQ)

RECRUITMENT GOALS

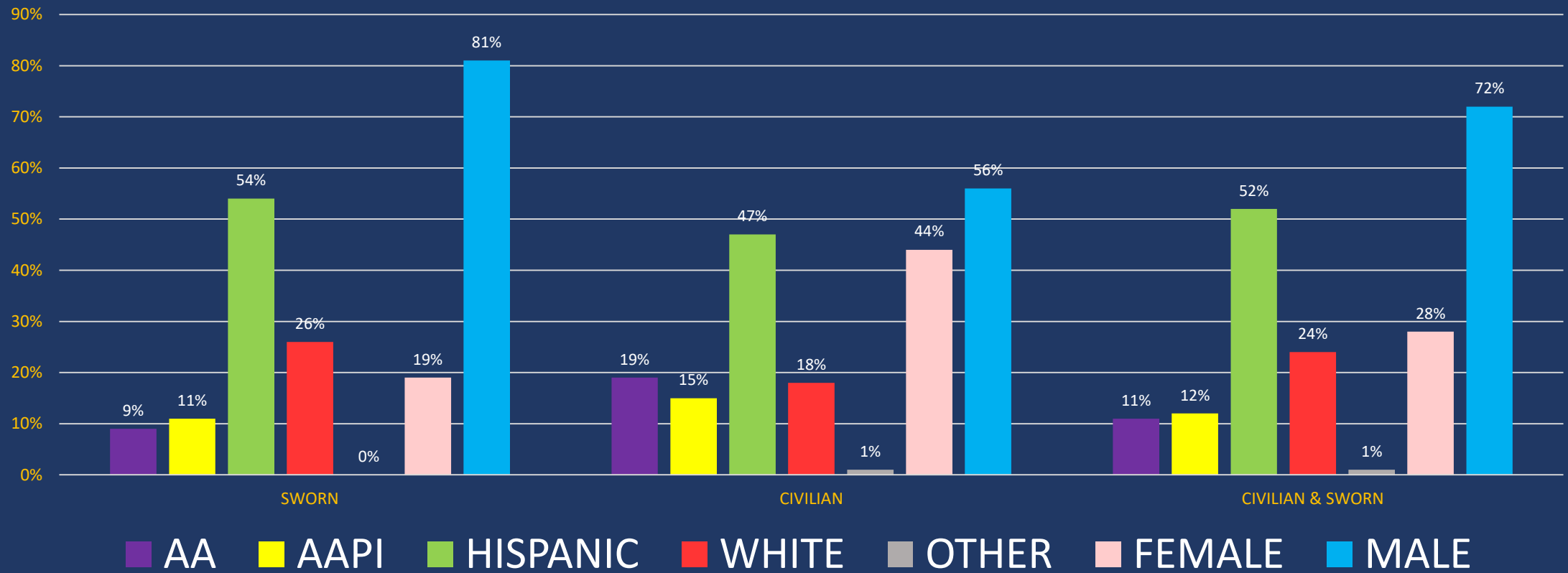
Hire all qualified candidates who can meet background, medical and physical fitness standards.

Increase percentage of all new recruits in the following categories:

- African American – 24%
- Asian Pacific Islander – 12%
- **Women – 50%**

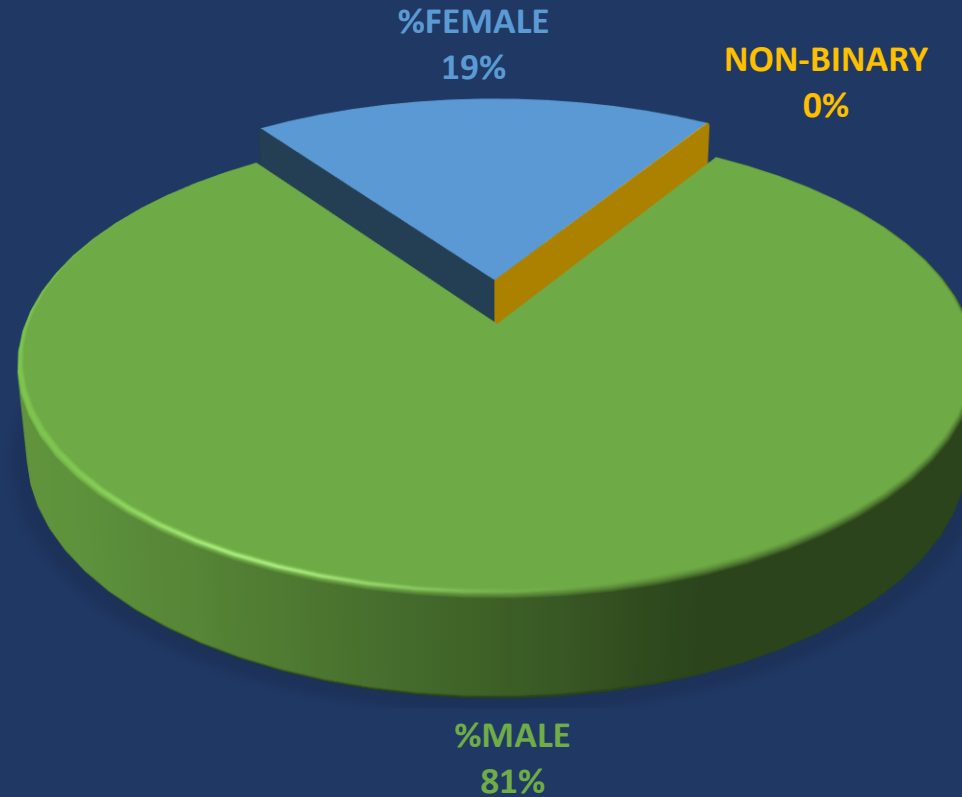
LAPD – DIVERSITY AT A GLANCE

ETHNICITY BREAKDOWN



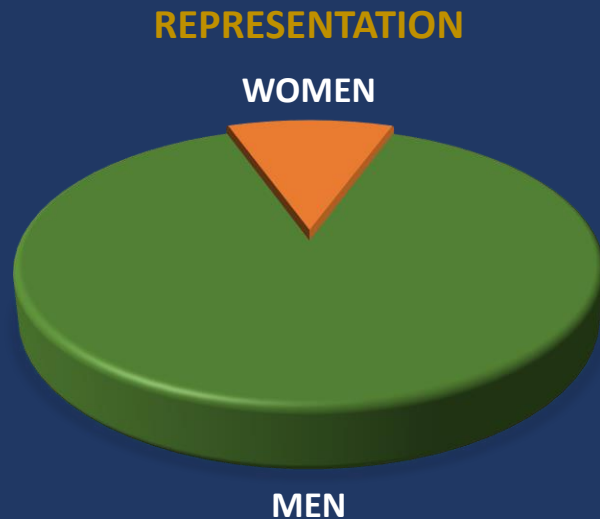
LAPD Women: On the Job

SWORN GENDER PERCENTAGES



Women in Policing – National Statistics

- Women represent 12% of sworn officers in the United States
- Only 3% of police leadership nationwide are women



BARRIERS FOR WOMEN

- LACK OF CHILDCARE
- GREATER CARETAKER RESPONSIBILITY AT HOME
- CHALLENGE TO WORK/LIFE BALANCE
- DISCRIMINATION/UNFAIR TREATMENT (**PERCEIVED OR REAL**)
- MALE DOMINATED NON-TRADITIONAL CAREER FOR WOMEN
- DANGEROUS PROFESSION
- NEGATIVE PERCEPTION OF PROFESSION



POLICE

Women: How We Recruit

- Outreach through current personnel
- Representation in marketing materials
- JoinLAPD website & Social Media Sites
- Women's Hiring Seminars
- Colleges/Universities



LAPD *Summer Hiring* **MIXER**
COME TAKE THE LAPD TEST

NOW HIRING
I AM LAPD

ANNUAL SALARY RANGE:
\$74,020 - \$113,983
plus bonuses & incentives

SATURDAY, JULY 29th
AT 8:00 AM
RSVP HERE
Check-In begins at 7am

AHMANSON RECRUIT TRAINING CENTER
5651 W. Manchester Ave., LA, CA 90045

- Discussion: 8 - 8:45 am
- Break: 9 - 9:45 am
- Complimentary Lunch: 9:45-10:15am
- MCT: 10:30 am - 12:20 pm
- Optional PFG: 12:30 pm

FOR MORE INFO CONTACT:
Officer Conley: 41539@lapd.online
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POST PRACTICE TEST

VISIT JOINLAPD.COM

QR codes for Post Practice Test and RSVP.

PROGRAMS

- CANDIDATE ADVANCEMENT PROGRAM (CAP)
- WOMEN'S CAP
- ORAL INTERVIEW PREPARATION SEMINARS
- MENTORING
- FIT FOR HIRE
- HOUSING FOR HIRES

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Women's
CAP

JOINLAPD.COM



Women: How We Support

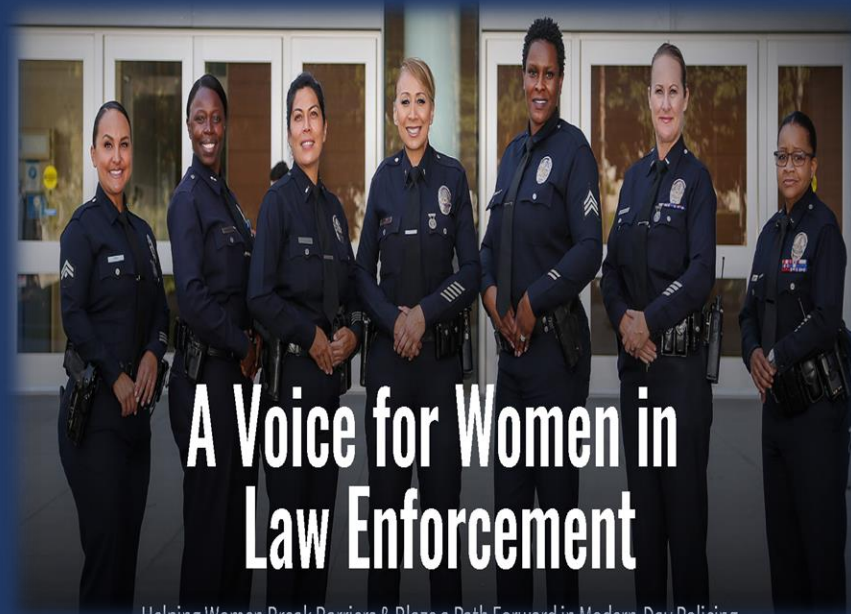
- June 2021: Joined 30x30 Pledge
- 30% Women recruits by 2030
- Increase representation of sworn women on the Department
- Increase representation of women in Command Staff ranks



- Established in 1925
- Advocate for Women
- Career Development/Annual training symposium
- Mentorship



LOS ANGELES POLICE DEPARTMENT
ADVANCING WOMEN IN POLICING — 30% WOMEN RECRUITS BY 2030



**A Voice for Women in
Law Enforcement**

Helping Women Break Barriers & Blaze a Path Forward in Modern-Day Policing

Contact Us

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Recruitment Event Suggestions

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