

Police Cadet Graduate Bursary Program

Guidelines

Department of Public Safety
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Police Cadet Graduate Bursary Program Guidelines

Police forces across Canada and in New Brunswick will hire a record number of police recruits in the coming years as a result of increased retirements and a growing demand for police services. Yet, the police sector is challenged in finding qualified candidates due to a shrinking demographic youth cohort, low immigration, and an increasingly competitive labour market. New Brunswick police forces will soon experience the “recruitment crunch”, if they have not already.

This Program has been developed to assist in recruitment efforts at the local level, as well as in the Police Force hiring intake process at the Cadet Training level. The Program would also support the hiring of candidates who normally reside in the Province of New Brunswick.

Police Cadet Basic Training costs are in the range of \$20,000 to \$26,000 for attendance at a basic six months training program at the Atlantic Police Academy or l'École nationale de police du Québec.

The Police Cadet Graduate Bursary Program has been created as an incentive program to recruit candidates to the policing profession, and to offer support to candidates in offsetting burdensome training costs.

General support for the development of a Police Cadet Graduate Bursary Program has been indicated by both the members of the Steering Committee for the Police Recruitment Project initiative, as well as the members of the Working Group.

The outline for this Program is:

Bursary Amount

A bursary in the amount of \$3000 would be available to a successful candidate upon graduating from the Atlantic Police Academy and/or L'École nationale de police du Québec. The 'offer' of a bursary could be used in encouraging a candidate to undergo Cadet Training as well.

Eligibility

Each municipal/regional police force wishing to make an offer of employment, initially is allowed to make the offer of the bursary to two cadet candidates they would select as 'most suitable for employment' to their Police Force, during the course of their Cadet Training Program, and conditional on successful graduation from the Cadet program.

Operative Date

Police Forces are eligible to apply to the Director of Policing Services. Applications can be submitted at any point between January 1 to December 31 in any specific year by submitting the candidate's full résumé, and to include a graduation certificate upon graduation.

Presentation of Bursary

A cheque(s) in the amount of \$3000 would be sent to the Police Force for presentation to the candidate, shortly after his/her hiring date, at the beginning of the probationary period.

Program Scope

The bursary would be intended to be directed to each of the 9 municipal/regional forces equally, unless a force(s) is not applying, then the full amount of up to \$60,000 would/could be as equally distributed as possible, in a given year.

The potential total amount that could be expected to be expended in support of this program, annually, would be \$60,000. (2 X \$3000 X 9 forces + 2 additional)

Program Period

The Program will commence in 2009, for a four year period.

Bursary Selection Process

1. Twenty bursaries in an amount of \$3000 are available in a given twelve month period.
2. Each municipal/regional police force is entitled to submit applications for candidates who will be graduating in a given year, have been offered a position of employment, and are deemed to be 'most suitable' for employment. Applications are to be identified as Candidate 1, or Candidate 2, and so on.
3. Selection of approved bursary candidates will be based on submissions received from each police force, initially to a maximum of two candidates per force.
4. If no submissions are made by some of the police forces, and if there are more than two submissions by some of the forces, selection will proceed on an equal basis amongst the forces having submitted candidates, until the total amount of \$60,000 has been expended.
5. Should the total expenditure level not be achieved in a given year, the balance will be added to the following year.

POLICE DEMOGRAPHICS IN NEW BRUNSWICK

Police forces across Canada and in New Brunswick will hire a record number of police recruits in the coming years as a result of increased retirements and a growing demand for police services. Yet, the police sector is challenged in finding qualified candidates due to a shrinking demographic youth cohort, low immigration, and an increasingly competitive labour market. New Brunswick police forces will soon experience the "recruitment crunch", if they have not already.

A number of Police Forces in Canada annually visit the Atlantic Police Academy to

interview Cadets in training in the interest of recruiting APA graduates for employment in their Police Force. Also, a number of these police forces are offering 'signing bonuses' to encourage agreements for employment.

This recruitment 'from afar' can have the effect of creating an impact on the graduate pool of available candidates for potential employment by New Brunswick Police Forces.

In an effort to recruit to the policing profession, the New Brunswick Association of Chiefs of Police has partnered with the NB Department of Public Safety, municipal/regional police forces, RCMP, and the Atlantic Women in Law Enforcement organization to host annual province-wide Police Officer Recruitment Blitzes in 2007 and 2008, with similar plans for 2009.

Number of police officers hired in NB

In 2008, NB municipal/regional police forces hired 35 officers, 30 men and 5 women. Of the 35 officers, one is a visible minority; 11 have a university degree; and 15 are bilingual. The average age of a police officer hired by a municipal/regional police force in 2008 was 28.5 years.

That same year, 67 male and 23 female regular members were hired by J Division upon graduating from RCMP Depot in Regina. Of the 90 members, one is an Aboriginal; seven are visible minorities; 68 have a university degree; and 68 are bilingual. The average age of a regular member hired by the RCMP in New Brunswick in 2007 was 27 years.

More and more municipal officers are hired each year, mostly to replenish positions vacated by retirees.

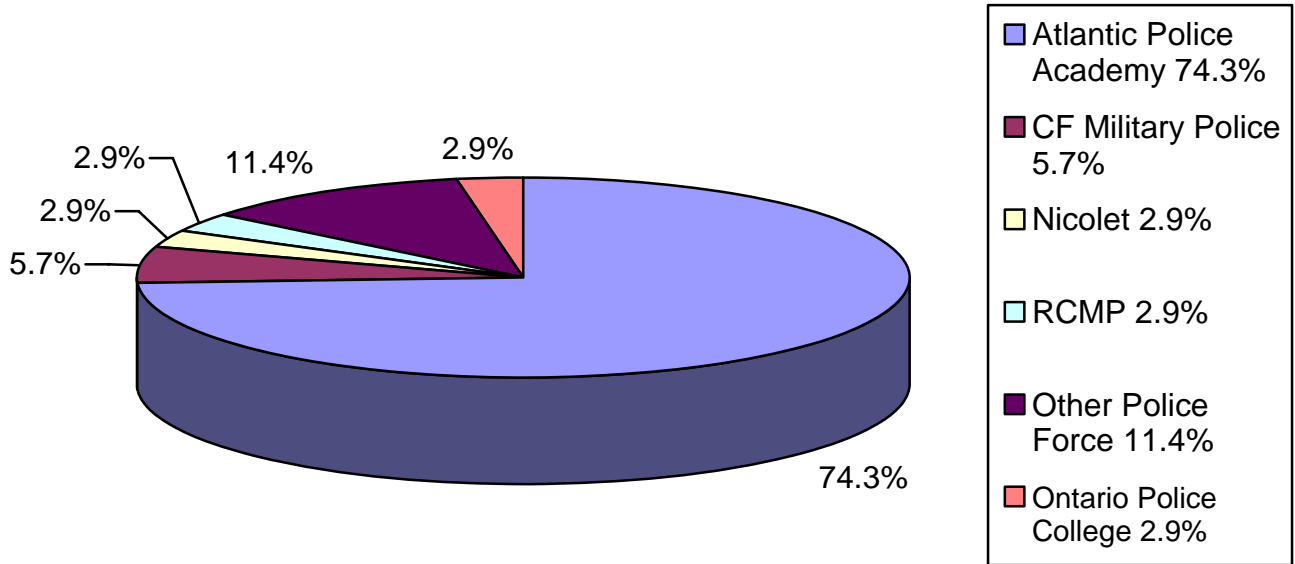
Police cadet training institutes from which 2008 hires graduated

While all police officers hired by RCMP J Division in 2008 graduated from the RCMP Training Academy (Depot), the vast majority (74.3%) of police officers hired by the municipal/regional police forces graduated from the Atlantic Police Academy in Summerside, PE.

Of the 10 officers hired by the Fredericton Police Force, two had served with the Canadian Forces Military Police; one from the Ontario Police College and the remaining graduated from the Atlantic Police Academy.

The one graduate of l'École nationale de police du Québec in Nicolet was hired by the Edmundston Police Force.

Police Cadet Training Institutes from which 2008 NB Police Hires Graduated



Number of police officers needed to fill new and vacant positions

Within the next four years (2009-2012), 97 police officers will be needed to fill new (19) and vacant (78) positions within municipal/regional police forces. (Comparative data is unavailable for the RCMP in NB).

	New Positions				Vacant Positions				Totals
	2009	2010	2011	2012	2009	2010	2011	2012	
Bathurst	0	0	0	0	0	2	2	2	6
BNPP	2	0	0	0	1	1	1	1	6
Edmundston	0	0	0	0	1	0	0	0	1
Fredericton	0	8	2	0	12*	1	2	2	27
Grand Falls	0	1	0	1	2	0	0	0	4
Miramichi	0	0	0	0	0	2	2	1	5
Rothsay	2	1	1	1	1	2	2	2	12
Saint John	0	0	0	0	6	7	11	9	33
Woodstock	0	0	0	0	0	1	1	1	3
NB M/R PFs	4	10	3	2	23	16	21	18	97

The following projected vacancies were identified in previous Vacancy/Human Resources surveys conducted by Policing Services:

	Projected Vacancies			
	2005	2006	2007	2008
Bathurst	2	2	2	2
BNPP	0	1	0	0
Edmundston	3	3	?	1
Fredericton	4	4	0	13*
Grand Falls	3	1	0	2
Miramichi	4	2	4	3
Rothsay	2	2	2	2
Saint John	8	8	8	8
Woodstock	1	1	1	0
NB M/R PFs	27	24	17	29

Number of police officers anticipated to leave

Over the next four years (2009-2012), approximately 85 municipal police officers **and 26 RCMP regular members** are anticipated to leave their respective police forces. For the most part, these predictions are made based on the number of individuals eligible for retirement.

Fifty-seven percent of the municipal officers anticipated to leave are currently at the constable rank, whereas 32% are officers occupying middle management positions. Eleven percent of those expected to leave municipal policing are senior management officers.

Unlike the pattern in municipal policing described above, the majority of RCMP regular members anticipated to leave policing are middle management officers (58%), followed by constables at 42%. Not one senior manager is expected to leave the RCMP between now and 2011.