



HSEM Center of Excellence Celebrates CJ Employer Engagement Findings

CJ Employer Engagement Preliminary Findings – November 2017:

- All colleges should advise students of the need to pass a background check once a student declares a major in Criminal Justice and states a strong desire to pursue job opportunities in law enforcement such as police or sheriff positions.
- College CJ programs should do a better job of preparing CJ graduates to pass their oral boards (a standard screening process) for law enforcement jobs and should ensure they have a basic understanding of a polygraph. All colleges should work on improving interviewing skills.
- Report writing continues to be an area of weakness identified by both private and public hiring managers. Many students seem to lack knowledge on how to write a complete sentence. Pierce College was cited as a best practice example of a program that does a good job of strengthening report writing skills in their CJ students. Many employers also emphasized a need to strengthen handwriting skill sets.
- The state needs to identify alternative ways to reduce turnaround time to commission law enforcement officer in our state. The state waiting list at the state law enforcement academy continues to be long often contributing to a shortage of sheriff deputies and police officers statewide.
- One of the key contributing reasons for a shortage of law enforcement officers is the negative publicity surrounding minority shootings by law enforcement officers across our country and perceived police use of excess force. Many organizations interviewed for this study stated that negative PR for the profession was negatively impacting recruiting efforts.
- Lack of work ethic, integrity and accountability on the job were most cited as lacking in those hired in entry level positions in the security field.
- Many hiring manager felt strongly that CJ instructors needed to be former practitioners in the field and/or CJ courses needed to make better use of practitioners as guest speakers in CJ classes.

- There is a need for Restraint training for organizations that hire security guards in industries like Casinos where physical encounters are common.
- Several hiring managers felt there was an opportunity for Community and Technical College CJ to organize themselves and offer specialized training to produce qualified candidates in areas such as Campus Security, Youth Services, Global Corporate Security, as all of these areas require specialized knowledge of laws and regulations that are unique to these industry sectors.
- Most hiring managers felt that strengthening course work in psychology and social work would produce CJ employees that could perform better in today's multi-cultural society.
- One Police Chief indicated that CJ graduates need a better understanding of predictive policing and use of big data in decision making.
- Several hiring managers indicated that colleges should put CJ students through more rigorous psychological stress testing by using scenario training.

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