



## How Recruiters Can Connect with Service-Minded Candidates

Police, fire and public safety recruiters are under increased pressure to replace large numbers of retiring personnel with service-minded candidates interested in a law enforcement career.

Simply put, recruiters are expected to dramatically increase the number of female and minority officers coming into the department, compete with police departments and other employers from near and far, draw from a shrinking pool of people interested in law enforcement, find people that are willing and able to go through the rigorous process and finally... accomplish everything with little or no funding.

Our intensive [Police Recruiter Boot Camp](#) provides progressive ideas, real-world information, tools and skills needed to more effectively accomplish this Herculean task.

Police fire and public safety recruiters looking to connect with more service-minded police officer candidates might look to the Houston Police Department's Homeless Outreach Team for inspiration.

Houston has the largest homeless population in Texas and the 8th largest in the nation. The community includes people that have left or been forced from their homes per variety of reasons, including alcoholics, drug addicts, mentally ill and physically incapacitated and more.

Homelessness is widespread but a Houston Police Department Mental Health initiative is making a significant difference in the lives of these individuals. The Houston Police 'Homeless Outreach Team' (HOT) uses multi-positive strategies to respond to individuals in serious mental health crisis. These strategies include specialized trainings, outreach, and emergency health facilities all working in collaboration with partners in mental health services. Houston Police Officers involved in the program have a real passion for what they're doing.

Many young adults list service to their community and making a difference as a high priority when it comes to their career choices. Programs like the Houston Police – Homeless Outreach Team (HOT) provide an opportunity for people to see police officers in a more positive light. It's also the beginning of a conversation about a law-enforcement career that not only provides safety and security to citizens but also a way of making a difference and giving back to their community.