



# State Trooper Recruitment Overview

Presented by

**Amanda Price, Commissioner**

**Department of Public Safety**

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# Trooper Hiring Process

Recruit



Application Process



Training Academy



Field Training & Evaluation



Fully Trained



# Recruitment Solutions and Initiatives

- Ongoing work with an Alaska-based advertising firm to develop messaging content
- Improved communications and customer service focus in the Recruitment Unit
- Online Candidate Assistance Mentoring Program (CAMP)
- Strategic advertising campaign
- More frequent recruitment cycles
- Increased pay options for lateral hires



## Recruitment Solutions and Initiatives (cont.)

- Pre-Academy Trooper Recruit Hiring Program
- Wage increases for the Trooper job series
- Increased recruitment incentives for current staff
- Leadership training
- Partnership with DOA Retirement & Benefits on benefit education initiatives



# Retention Drives Recruitment

- Commissioned Employee Engagement Survey Follow-Up
  - Trooper-specific exit survey
  - Employee Retention Workgroup
  - Wellness Program
  - Department Training Program

- One-minute recruitment advertisement video



**In the Last Frontier, it takes a different kind of cop.  
It takes an Alaska State Trooper.**



== ALASKA STATE ==  
**TROOPERS**  
GUARDIANS OF THE 49<sup>TH</sup>

**Now Hiring**  
[AlaskaStateTrooper.com](http://AlaskaStateTrooper.com)