

1. Are these materials going to be used by your organization, departments throughout PA, or both? Anyone else?

Used by the PCPA, and any police agency desiring to utilize the materials.

2. Will these materials be used for agencies/departments outside of PA?

Yes

3. Are you recruiting for positions other than potential officers, deputies, and troopers?

Chief and Executive positions

4. What does the current recruitment process look like?

Go to our website to view job ads along with a MemberClicks email blast

5. How has recruitment changed over the past five years?

The profession hit its lowest interest level 2020 through 2024 but is slowly making a comeback.

6. If competing nationally for talent, what specific advantages does Pennsylvania have over another state or municipality?

Diversity of policing model; small town, regional, to big city.

7. You mention “persistent recruitment challenges affecting law enforcement agencies nationwide” - can you elaborate on what that means?

Loss of interest, public scrutiny, risk of injury, illness and death.

8. How are you measuring the success of this engagement? What are those key metrics?

The number of times videos/ produced media is accessed, the number of agencies that utilize the toolkit.

9. How are your mission, vision and values currently communicated, both externally and internally?

The PCPA exists to assist communities across the commonwealth with their local challenges; promoting excellence in service.

10. Are third-party costs included in the approved project budget? (Travel, stock imagery and video, equipment, etc.?)

The proposed amount of \$399,768 will be the only funding to pay for all vendor aspects of the project.

11. Are all paid media costs included in the approved project budget?

Yes