

2005 Workforce Census Results

Police Services Board
March 27, 2006

www.ottawapolice.ca



OTTAWA POLICE SERVICE
SERVICE DE POLICE D'OTTAWA

Working together for a safer community
La sécurité de notre communauté, un travail d'équipe





Census Milestones

- **July 2004: Research Findings & 17 Recommendations to help create a more diverse police service**
- **November 2004: Board approval of Outreach Recruitment Project (ORP)**
- **June 2005: Adoption of value “being a diverse and non-discriminatory police service”**
- **October 2005: Census briefing to Board**
- **October 28, 2005 – 1st OPS Workforce Census Day**



The ORP Business Case

- 1. Meeting Operational Requirements**
- 2. Competing for Talent**
- 3. Becoming an Employer of Choice for All**
- 4. Increased Effectiveness**
- 5. Achieving Competitive Advantage**
- 6. Leadership in compliance with policy and legislative initiatives**



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Participating in the Workforce Census is an investment in...

2005
WORKFORCE
CENSUS

Count Me In!
October 28th is Census Day

- ✓ My future
- ✓ My family
- ✓ My colleagues
- ✓ My community

For more details check the *Census Zone* on the Intranet

**Dr. Carina Fiedeldey-Van
Dijk**

TWI Inc.



Sound methodology

- **73% response rate**
 - **Superb by market standards**
 - **1126 surveys were retained for statistical analysis**
 - **Complies with strict statistical requirements**

- **Excellent OPS-member representation**
 - **Every division, police station and rank has a voice**

- **Solid strategy behind this initiative**
 - **Driven by the ORP**
 - **One of several studies**



May I introduce you to the OPS?

Today the typical OPS member is ...

- Married and very family-oriented
- Fitness driven
- Involved in hobbies and in the local community
- Fairly house-based



OPS member profile today

- Two-thirds involved in the care of children
- Dependents mostly between 6-14 years, with a sizable number being of preschool age
 - Two different life phases:
 - Two-thirds with children in primary school years / younger
 - One-third with teenagers and/or young adults
- Many OPS members spend about 5-14 hours per week on housework, yard work or home maintenance

Description is dominated by sworn member characteristics, as only 27.10% are civilian



Current focus

- **Human equity, or diversity**
 - **Immigrants, i.e., ethnic groups, language capability**
 - **Minorities, e.g., sexuality, gender**
 - **Talent, e.g., education**

- **Large alignment between the OPS and the community**





Strength in numbers

- 85.6% white (82.0%)
- 40% female
 - 71.2% Civilian female
 - 22.8% Sworn female
- 8.0% visible minority (18.0%)
- 6.3% living with a disability (11.0%)
- 7.7% Aboriginal (1.3%)
- 3.8% GLBTTQ* (1.7%)



18%
belong
to at
least
one of
these
groups

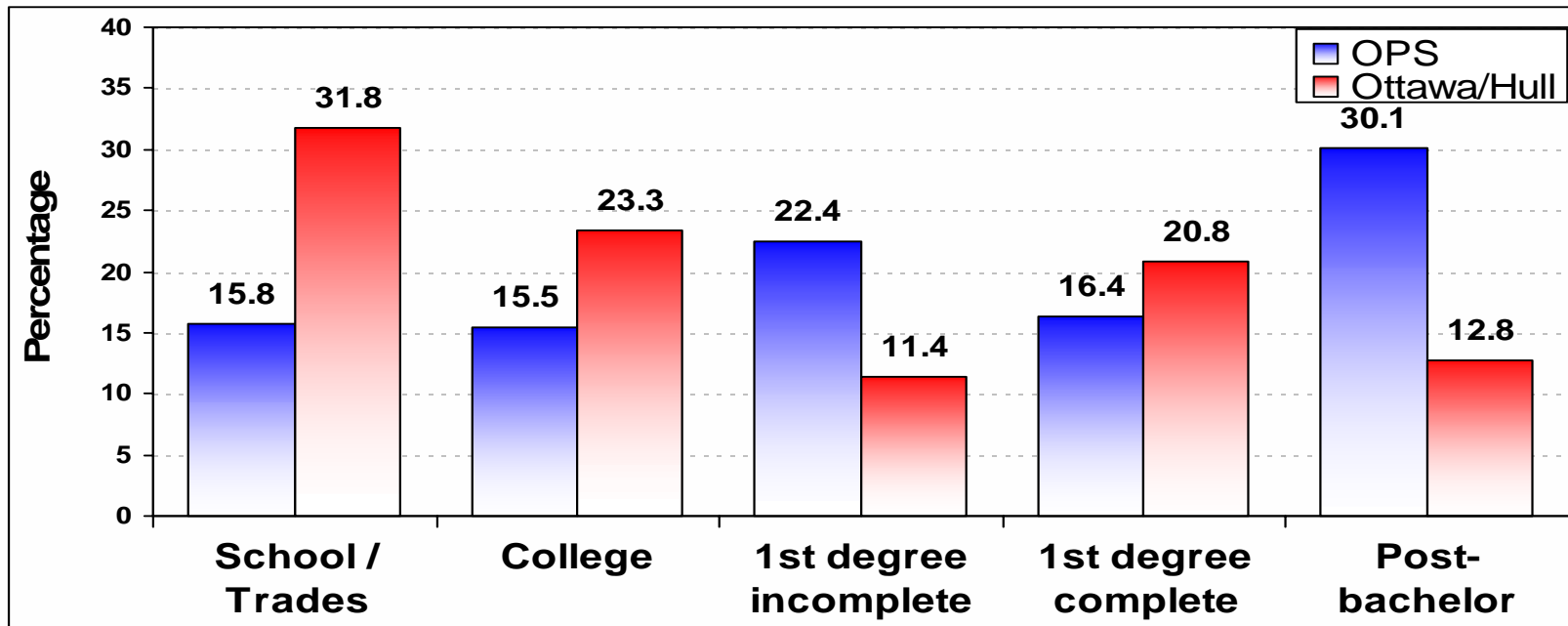
* *Gay, lesbian, bisexual, transgender, two-spirited, questioning*



Strength in assets



- 17.7% with ethnic origin outside of NA
- 49.4% speak both English and French (38.9%)
- 11.5% proficient in additional language

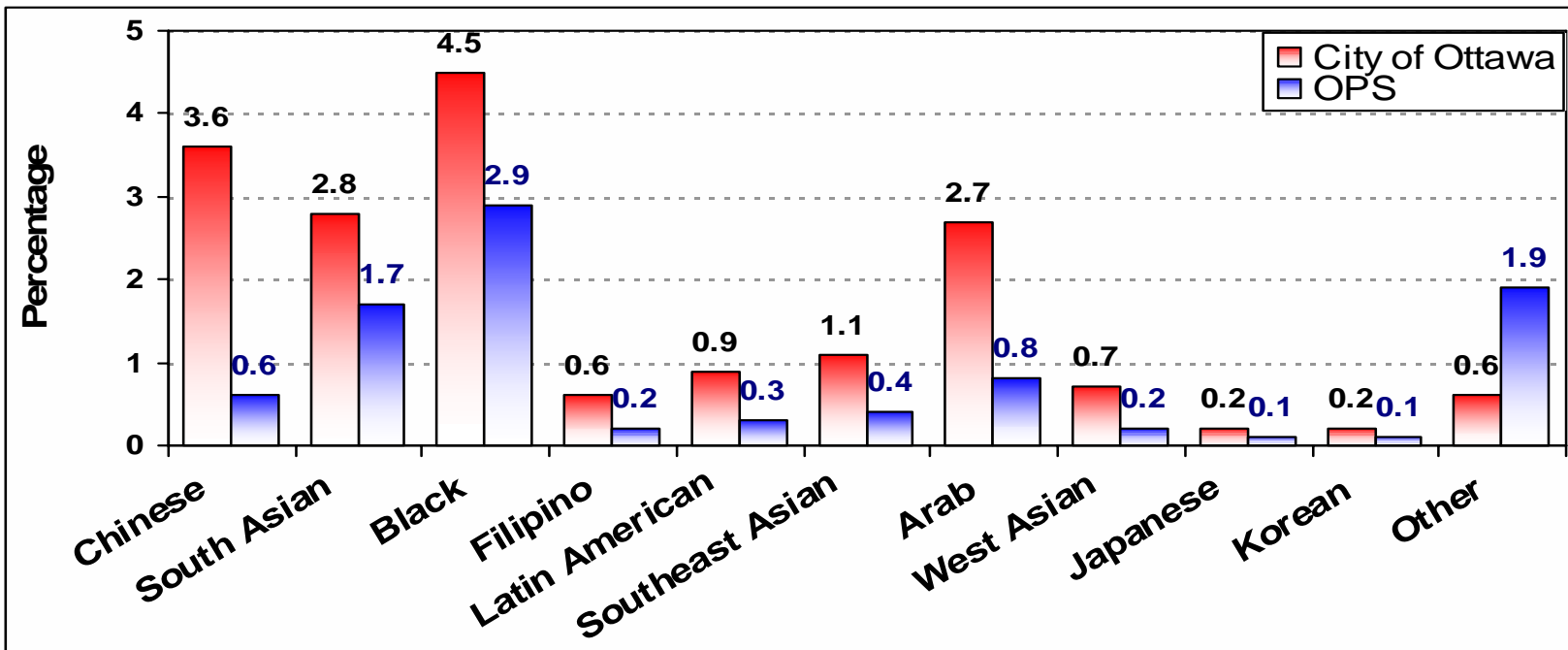




Strength in outreach



- Given current workforce numbers, differences between the OPS and the community it serves count 3.5 employees per ethnic group on average





Age cohorts

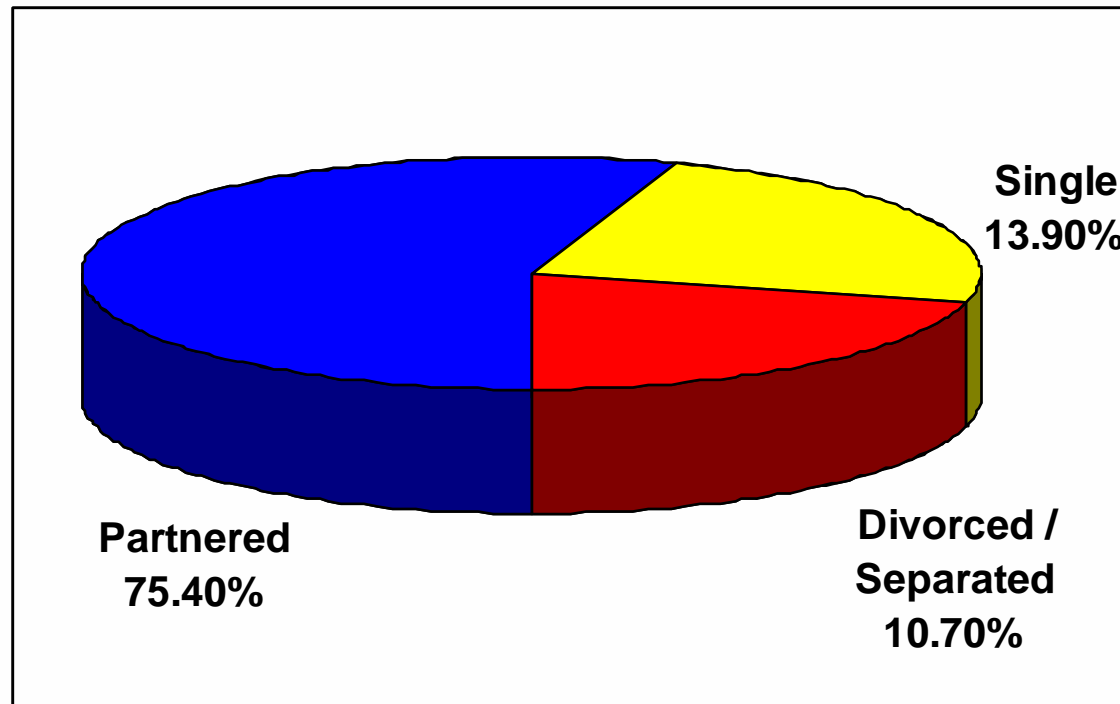
Community	Percentage	Cohort	n
<24 years	(16.44%)	Millennium Kids	S
25-34 years	(22.91%)	Baby-boom Echo	L ☆
35-44 years	(27.54%)	Baby Bust	S
45-54 years	(22.58%)	Generation X	☆
55-64 years	(8.86%)	Baby Boomer	L
		World War II Depression	S





The OPS today *versus* tomorrow

- Married and family-oriented
- Two-thirds involved in dependent care





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The poster features a large red checkmark inside a shield icon on the left. The text is centered and uses a mix of red, blue, and black colors. The background is white with a yellow border on the left and top.

Debra Frazer
Director General



Leveraging our human capital

- **Canadian Police Sector Council conducted a mini-survey in August 2005**
 - Human Resources Practices in Police Services
 - 191 police services survey
 - 118 responded
- **Survey results of top 3 issues in human resources:**
 1. Recruitment
 2. Keeping employees trained
 3. Keeping employees motivated and productive



Leveraging our human capital

Using the Census data in a strategic way

1. Recruitment

- Fine tune the investment of human and financial resources
 - Champion Program / Marketing campaign

2. Training / Development

- Inform current and future policy work
 - Tuition reimbursement program

3. Motivation and Productivity

- Bottleneck is coming for promotion opportunities
- When will it arrive ? What will it look like?
- How to keep people motivated and interested if lateral transfers prevail?
- More in-depth work on the census data to explore this issue



Leveraging our human capital

- **A significant achievement for OPS**
- **Baseline data that describes the Service's greatest asset – our people**
 - Demographic profile
 - Operational capacity
- **The next OPS Workforce Census will occur in 2008**
 - New trends to measure
 - New Ottawa information from the 2006 Canadian Census available in +/-18 months
- **Key ingredient in becoming policing Employer of Choice for All**



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