

## **Recruiting & Community Outreach Division**

Colonel Eric T. Olson established the Recruiting and Community Outreach Division effective April 1, 2019. This division merged the Career Recruitment Division and Office of Community Engagement & Outreach functions. Captain Benjamin C. Jones was designated director of the division, which remained under the Administrative Services Bureau, General Headquarters, Jefferson City, MO. Capt. Jones was also designated as the Patrol's community outreach officer. The division welcomed Lieutenant Jason Pace as assistant director and added two new recruiting officers in 2019: Trooper Gary Daniels, Troop A, and Trooper Kordel Gibson, Troop C. The Recruiting and Community Outreach office is found in the south wing of General Headquarters. The new space allows for greater collaboration and efficiency of the division and its personnel.

The new division's mission is twofold: to develop closer relationships with individuals, groups, and businesses in communities that may not frequently interact with the Patrol and to recruit qualified and diverse candidates for positions as troopers as well as for the more than 60 civilian career classifications within the Patrol.

The Recruiting and Community Outreach Division provided administration and operations of the following programs in 2019: Missouri State Highway Patrol Trooper Recruiting, Ride-Along program, Outreach programs, Mentor program, Youth Camps, and Youth Career Days. RCOD also assisted the Public Information & Education Division in facilitating programs such as Skills USA, Missouri Police Association IRC assessment, and the Constitution Project.

The Recruiting and Community Outreach Division also assisted the Human Resources Division in administering the Equal Employment Opportunity and Affirmative Action programs as directed by the superintendent. Division employees also facilitate exit interviews for recruit classes, mentor programs, and internships.

During June and July 2019, the Recruiting and Community Outreach Division hosted two Youth Academy programs. The first was June 3-7, at Eagle Sky of the Ozarks, in Patterson, MO, which is in Troop E's area. The second academy took place July 8-12, at Sunnyhill Adventures, in Dittmer, MO, which falls in Troop C's area. Between the two locations, 66 youth ages 16-18 from all over the state participated in the academies. In addition to the youth, 29 Patrol employees assisted with the programs. During each week, the youth were exposed to the various duties and careers available within the Patrol, both member and civilian.

The Youth Academy Program provides a unique hands-on experience for the students to learn the role of law enforcement officers in their communities. During both weeks, instructors created an environment that instilled MSHP Youth Academy: A teamwork, discipline, and character building, and included activities that fostered leadership, the Patrol core values, and team building. One of the goals of the program was aimed at creating a better bond between youth, law enforcement, and the entire

community. Representatives from the marine operations, Gaming Division, Aircraft Division, commercial vehicle enforcement, the Major Crash Investigative Unit, and various civilian careers provided presentations on their duties and responsibilities to show the varied career opportunities within the agency. Cadets participated in physical fitness training, and drill and marching exercises. They learned about the Patrol's history, ethics, integrity, firearms safety, and use of force. The cadets also earned their CPR certification.

In addition to the week-long camps, division members hosted two-day Youth Academy programs in Troop A and Troop D areas.

The RCOD members regularly connect with communities through Backpack For Kids (Troop D), Kicks For Kids (Troop E), Salvation Army Adopt A Family Toy Shop, serving meals to those in need (Troop F), and the Kansas City Shop With A Cop program (Troop A). The division also facilitated a College Student Alliance Program for 60 Lincoln University students. In 2019 alone, recruiters logged approximately 5,646 hours performing their duties.

In addition to the recruiting events in Missouri, recruiters attended events in Arkansas, Kentucky, Tennessee, Georgia, Oklahoma, Illinois, Mississippi, Texas, and Kansas in 2019.

The Recruiting and Community Outreach Division is very active on social media through Facebook, Twitter, and Pandora. Division members used their creativity to produce recruiting videos of the youth academies, motorcycle operations, Aircraft Division, and the Water Patrol Division for future social media advertisements.

Recruiters administered the trooper selection process written and fitness testing 313 times at locations throughout the state of Missouri.