

Law Enforcement

Maximize Hiring Success



Vangent helps law enforcement agencies effectively assess and hire top quality public safety personnel. Through validated, law enforcement-specific assessments and robust automated hiring solutions, Vangent enables you to identify and select the best talent — reliably and cost effectively.

Through our assessment and hiring solutions clients have achieved meaningful results in:

Core Business Metrics

- ◆ **Turnover:** 33% drop in organizational turnover
- ◆ **Tangible theft:** 23% reduction in employee theft
- ◆ **Workplace accidents:** 23% decrease in workplace accidents
- ◆ **Accident costs:** 31% drop in average costs incurred due to accidents

Hiring Process Efficiencies

- ◆ **Time to hire:** reduced by 50%
- ◆ **Cost to hire:** reduced over 60%
- ◆ **ROI:** 12 to 1

protect

Maximizing Quality of Hire

As law enforcement officers are faced with a wide variety of difficult, highly stressful, and often dangerous situations, it is critical that they possess the right mix of attributes necessary to protect and serve your community. But how do you know the candidates you choose to hire are best suited to carry out these duties – and your badge? Vangent offers validated, law enforcement-specific assessment instruments to help you select in the highest quality talent. **Talent that...**

- ♦ Possesses the integrity and personality characteristics to become superior law enforcement officers
- ♦ Is highly productive and least likely to turnover and engage in counterproductive activities
- ♦ Is identified based on established, validated standards for law enforcement personnel selection
- ♦ Gives you the confidence that your department is fielding a high quality police force that will provide optimum levels of protection and safety to your citizens

Additionally, significant cost savings can be realized by pre-screening applicants in order to filter out unsuitable individuals earlier in the process thereby reducing the number of job candidates who receive the more elaborate and costly post-conditional offer psychological assessments.

While background checks and drug screenings are important, having a validated, law enforcement-specific assessment is a critical part of the public safety hiring process.

Automating the Hiring Process

At Vangent, we believe the hiring process should be designed around your organizational needs with the goals of streamlining workflows, improving the management and tracking of key data, and achieving key hiring metrics – improving speed, cost, and quality of hire.

That's why we offer several automated hiring solutions to meet your needs. Whether you need just the basic functionality to automate applicant events or whether you need a sophisticated applicant tracking solution we can help you implement the most effective and cost efficient solution for your organization.

Vangent's hiring solutions offer robust functionality at a reasonable price, are configured to your needs and budget, and are easy for your recruiters and hiring managers to use. They can seamlessly incorporate Vangent's pre-validated assessments and are designed to readily integrate with your Human Resources Information/Management System (HRIS) (HRMS).



By implementing a validated pre-employment assessment as part of the hiring process, savings of up to 20% can be realized by reducing the number of applicants who receive the expensive post-offer assessments.