

- citizen diversity and increasing the need for police officers who can speak and understand many languages and different cultures.
6. Privacy rights, once a defining right for Americans, will continue to erode (19) as society's security concerns clash with individual privacy protections.
  7. The population of the developed world will live longer (20), including police officers, who will have longer retirements and whose pension costs will rise across the industrialized world. The growing elderly population will also require both increased private security and increased police services.
  8. Continuing urbanization will aggravate most environmental and social problems (22), including an increased concentration of citizens living in urban poverty under conditions that foster crime and violence.
  9. Specialization will continue to spread throughout the law enforcement profession (23), with more sharing of resources and outsourcing to consultants. Educational and training requirements will increase for officers, and accreditation will gain prominence. Civilianization of positions not requiring the use of sworn, armed law enforcement will expand, including dispatch, crime scene investigation, general investigations, crime and intelligence analysis, and information technology.
  10. The work ethic will continue to fade away (25), creating new challenges for police managers and administrators: "The new generation of workers cannot simply be hired and ignored. They must be nurtured, paid well, and made to feel appreciated, or they will quickly look for a friendlier, more rewarding workplace. ... Without the opportunity to learn new skills, young people will quickly find a job that can help them prepare for the rest of their professional life. This may make it difficult for law enforcement to recruit and retain personnel willing to accept the rigors of a police career" (Cetron and Davies, 2008).

## Future Trends in Law Enforcement Recruiting and Training

Church (2007) points out that recruiting is at a crossroads, lacking enough "qualified bodies" to fill existing openings. He predicts a growing involvement of state training and certification agencies, commonly called Peace Officers Standards and Training, or POST, in assisting local agencies. He also foresees more nonprofit organizations getting involved in mentoring candidates and even funding them through the academy.

Where does community policing fit into the context of basic police academy training? Shults (2007) examined this question and found clear support from police training experts for community policing training to become an integral part of basic police training academies. In both 2002 and 2006, more than 90 percent of academies provided basic training on community policing topics. Additionally, 90 percent of academies provided basic training on terrorism-related topics in 2006, up from 80 percent in 2002 (Reaves, 2009).

As this chapter has discussed, and as is aptly stated by John Schaar, American writer and scholar: *"The future is not some place we are going to, but one we are creating. The paths are not to be found, but made, and the activity of making them changes both the maker and the destination."*

## Futurists' Look at the Role Police Will Play in the Years Ahead

Proteus USA is "an international consortium and 'think tank' that promotes further discourse, study, and research focused on examining uncertainty, enhancing creativity, gaining foresight, and developing critical analytical and decision-making processes to effectively provide insight and knowledge to future complex national security, military, and intelligence challenges" (Cetron and Davies, 2008). This group released a research report, *55 Trends Now Shaping the Future of Policing*, as part of their 55 Global Trends Series.

According to the report, more than 1 in every 100 adults in the United States were in prison at the end of 2007, the highest rate of imprisonment in American history. Nationwide, the prison population has tripled in three decades, to 1.6 million. Some 723,000 more are being held in local jails.

At the same time, the number of police officers is stable or declining. In Boston, there were 1,800 officers a decade ago. Now there are fewer than 1,400. In Ohio, there are 1,500 state troopers, just as there were in the mid-1970s.

In Western societies, populations are living longer due to improved health care and are growing more diverse due to continued immigration. As societies age, they are likely to see fewer violent crimes, because violence is generally associated with young people, but financial crimes will increase because in the modern world the elderly tend to be relatively well-off. A shift in policing will be required to meet the needs of older citizens, and more officers will need training in handling financial crimes. Territorial conflicts may increase between police agencies and private security firms that look after the day-to-day needs of corporations and wealthy communities. Security will be one of the great growth industries of the next 20 years.

The panel of law enforcement experts who contributed to this report of the future of policing listed the top 10 most important trends for policing (from Cetron and Davies, 2008):

1. Technology will increasingly dominate both the economy and society (9). A vast array of technological advances will alter police operations, from surveillance, to detection of weapons of mass destruction (WMDs), to enhancements in databases and the way information is gathered and intelligence is developed.
2. Societal values will continue to change, possibly rapidly (12), which may lead to increasing tension among cultures and a rise in the number of hate crimes aimed at the foreign-born population.
3. The global economy will become more integrated (14), facilitated by the Internet. This will, in turn, lead to a spread in economic crimes that cross national boundaries, making investigation of such crimes considerably more complex and costly.
4. Militant Islam will continue to spread and gain power (15), requiring Western nations, and the United States in particular, to become more vigilant in protecting against violent attacks.
5. Mass migration will redistribute the world's population (17), creating new challenges for law enforcement in Western developed countries in terms of