

PENNSYLVANIA STATE POLICE

TESTIMONY

COMBAT TO CAREERS

SEPTEMBER 24, 2026



Good morning, Chairman Mastriano, Chair Muth, Chairman Solomon, Chairman Gillen, and members of the Senate and House Veterans Affairs and Emergency Preparedness Committees. Thank you for the opportunity to provide remarks regarding the efforts of the Pennsylvania State Police (PSP) to recruit military members and veterans.

Military service develops many of the qualities the PSP seeks in its members. Discipline, teamwork, accountability, leadership, and commitment to service are fundamental to both professions. Military personnel are also accustomed to making sound decisions in stressful and rapidly changing environments, which is a skill that translates directly to the work troopers perform every day.

Perhaps most importantly, military service and law enforcement tend to attract people willing to place service to others ahead of themselves. For a servicemember considering what comes next after military service, a career with the PSP provides an opportunity to continue serving in a different capacity.

That connection is already reflected within our ranks. Approximately 1,150 current PSP members and cadets have military experience, including approximately 180 who continue to serve in the National Guard or Reserves.

These members bring not only their military training, but also valuable life and leadership experience to the Department.

For that reason, the PSP's recruitment strategy includes meeting military-connected candidates where they already are. Our recruiters participate in events at military installations, readiness centers, and armories and seek opportunities to engage servicemembers who are beginning to consider their careers following military separation.

One example is the PSP's participation in the U.S. Army Partnership for Your Success, or PaYS Program, which helps connect eligible Soldiers and ROTC cadets with employment opportunities that can make use of the skills, experience, and leadership developed during military service. PSP recruiters have also traveled to military installations, including Camp Lejeune, to speak directly with servicemembers about opportunities with the Department.

Our outreach also includes participation in Yellow Ribbon events and National Guard drill weekends, where recruiters can speak with Guard members and military families in familiar settings. The PSP has participated in Hiring Our Heroes events, including at Camp Lejeune, providing an opportunity to introduce military-connected candidates to careers as both PSP Cadets and Liquor Enforcement Officers. The Department has also

participated in Tunnel to Towers events, which provide another opportunity to engage veterans, military members, first responders, and others drawn to careers centered on public service.

While attending recruiting events is important, our goal is to build relationships rather than simply attending events. Those relationships help the PSP maintain a presence within military communities and provide servicemembers with a resource when they begin considering civilian employment. This is particularly evident in our partnership with the Pennsylvania Army National Guard.

That partnership extends beyond traditional recruiting. The Pennsylvania National Guard has assisted the PSP with two programs intended to introduce participants to careers in public service and help develop skills that can prepare them for future opportunities.

The Hill Impact Program is a 14-week program for youth ages 15 through 18. Participants are introduced to the PSP through experiences emphasizing leadership, teamwork, discipline, personal development, and service. The PSP currently operates the program in locations across the Commonwealth, with several programs hosted at Pennsylvania Army National Guard facilities. National Guard members also participate in the

program, allowing young people to learn about opportunities for both military and law enforcement service.

The Law and Leadership Program provides a similar opportunity for adults aged 18 and older. During the 15-week program, participants receive an inside look at the mission, responsibilities, and career opportunities of the PSP while developing leadership skills and preparing for the expectations associated with a law enforcement career. The Pennsylvania National Guard has provided facilities for several of these programs, and Guard members have assisted with physical training, marching instruction, and other program activities.

These partnerships benefit both organizations. They expose participants to different avenues of public service, allow the PSP and the National Guard to combine resources and expertise, and help both organizations develop lasting relationships with individuals who may one day serve Pennsylvania in uniform.

We also recognize that there are opportunities to do more. The PSP would like to expand its presence at military installations and develop stronger relationships with Transition Assistance Program offices and other organizations that work directly with servicemembers preparing to leave active duty. Reaching individuals before their separation provides an

opportunity to explain the application process, academy requirements, and career opportunities early enough for servicemembers to plan for a transition into law enforcement.

Additionally, the PSP is exploring veteran-focused recruiting organizations, such as JobZone and RecruitMilitary, to provide opportunities to reach transitioning servicemembers, veterans, members of the National Guard and Reserves, and military spouses through career fairs held on or near military installations. The PSP continues to evaluate additional targeted outreach opportunities that could increase awareness of Department careers within the military community.

Recruiting qualified individuals remains a priority for the PSP. There is no single program or recruiting event that will accomplish that goal. Success requires sustained outreach, strong partnerships, and ensuring that individuals who possess the qualities we seek understand that there is a place for those qualities within our department.

For military members and veterans who still have a desire to serve, the PSP offers an opportunity to continue that service here at home. Their discipline, leadership, teamwork, accountability, and experience are valuable to our organization and to the communities we serve.

The PSP appreciates the Committees' interest in connecting veterans with meaningful careers and the opportunity to discuss our ongoing recruitment efforts. We remain committed to identifying new ways to strengthen our relationships with the military community and to attract highly qualified individuals who want to continue a career in public service.