

# RECRUITING AND APPLICANT BACKGROUND INVESTIGATIONS



## Iowa Law Enforcement Academy

Bldg. 4640 - Burma Road,  
7105 NW 70th Ave, Johnston, IA  
October 7-8, 2024 8:00am-4:00pm

### Topics Include:

- The importance of a recruiting plan
- Assessment of your organization
- What type of employees do you want
- Marketing and selling your organization
- Professional standards model for backgrounds
- Why background investigations are necessary
- Sources of information
- Investigative techniques
- On-line data bases/social networking sites
- Web sites
- Polygraph questions/usage
- Psychological & behavioral testing
- Candidate interview techniques
- Reference interview techniques

**Fee: \$325.00**

(\$300.00 if 3 or more from same agency)

[www.on-targetsolutionsgroup.com](http://www.on-targetsolutionsgroup.com)

## Register Here

Your Presenter



Lt. Shawn Wetzel (ret.)



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**"The instructor took a lot of time to discuss the theory of what critical personality traits we are attempting to identify on our candidates, which helped to understand why we are doing what we do. I thought it was very helpful. Very specific on walking through the process and a great resource.**  
Lt. Steve Harris, Altoona PD

**"Well spoken presentation. Websites and forms to use (were the strongest features of this seminar)".**  
Det. Jerry Ripperger, Ankeny PD

**"I'm not usually a fan of sitting in a classroom all day, but the instructor's knowledge and engaging demeanor kept it very interesting."**  
Inv. Mark Johnson, Benton County SO