



Training Information



OU Health Science Center Police Department
OU University Research Park — PHF Conference Center
655 Research Parkway, Oklahoma City, OK. 73104
December 12-13, 2022 8:00am-4:00pm

RECRUITING AND APPLICANT BACKGROUND INVESTIGATIONS **CLEET # 21-0014**

Register at: [Recruiting and Applicant Background Investigations](#)
or at: www.on-targetsolutionsgroup.com

Who should attend: Anyone who may perform background investigations or the decision maker who decides employment opportunities. This may include Human Resources, department heads, background investigators, or supervisors.

Participants will leave with the skills and knowledge of the importance of not only recruiting but also retention of quality personnel. It is just as important to keep the best people as it is to hire quality personnel. An organizational assessment should be the first step in the process and the need to break the cycle of mediocrity.

Background investigators will leave with the knowledge of their role in the selection process, the legal aspects of the background investigation, background interview sources of information and preparing the investigation report. Background investigations affect the future of an organization in many ways, thus selection practices are vital to ensuring that future law enforcement employees and supervisors are suited for the variety of duties expected from the populations they serve. This course will provide techniques, procedures and sample forms for the background investigator.

Topics Include:

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

"This class has been cataloged by the Council on Law Enforcement Education and Training for 16 hours of mandatory continuing education credit. Regarding any law enforcement concepts, practices, methods, techniques, products, or devices as might be taught, promoted, or otherwise espoused in outside schools or seminars, there is no intent, expressed or implied, that listing the course in the CLEET Course Catalog indicates or in any way conveys 'CLEET approval' of such concepts, practices, methods, techniques, products, or devices, unless such approval is explicitly stated by CLEET."

"Good speaker! Engaged classroom and encourage participation. It has highlighted problems with current process, but also reinforced good policies. Make you think moments. Allows you to look in mirror and take stock of practices."
Deputy Chief Chad Meek, Bethany PD

"Did an excellent job explaining the subject and had interesting stories to go with the topics. I believe this course will make me a better background investigator and in turn, better my department. Great job making the course fun and interesting."
Lt. Tyler Brogdon, Sapulpa PD

"Did a great job. Really enjoyed the class and learned a lot. Teaches in a way that keeps your attention. Learned new techniques for investigative purposes. Very well taught and easily understood."
Det. Tony Harper, Skiatook PD

Fee \$295.00

(\$275 if 3 or more from same agency)

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