



Training Information



Spokane County Sheriff Training Center
6011 N. Chase Rd., Newman Lake WA 99025
September 26-27, 2022 8:00am-4:00pm

RECRUITING AND APPLICANT BACKGROUND INVESTIGATIONS

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

Who should attend this course: 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 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 and additional sources of information
- Polygraph questions/usage
- Psychological & behavioral testing
- Candidate interview techniques
- Reference interview techniques

"After listening for both days, I walked away with a clear correct way to handle backgrounds. Clearly presented and made the legal/importance of handling investigations different than we have been." Capt. Jeremy Groves, Shoshone County SO

"It was clear the presenter has a vast amount of experience in this topic. He gave lots of real-world examples of why thorough backgrounds are critical to our agencies. I wish I had this training before I did my first background investigation." Det. Donny Graves, Wenatchee PD

"Very in depth on the complete background process. Good discussion on real problems and issues that arise in the background process." Sgt. Kurt Reese, Spokane PD

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815-545-1609

Fee \$295.00
(\$275.00 if 3 or more from same agency)