

# RECRUITING AND APPLICANT BACKGROUND INVESTIGATIONS



Everett Police- South Precinct  
1121 SE Everett Mall Way  
Everett, WA 98208

March 25-26, 2024 8:00am-4:00pm

## Topics Include:

- The importance of a recruiting plan
  - Assessment of you 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

**Fee: \$325.00**

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

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

Your Presenter



**Gregory Anderson**  
President and Founder



P.O. Box 491  
Yorkville, IL 60560  
815-545-1609

"Took a previous background course and left as confused as I started. This course met and exceeded my expectations and now fell comfortable being able to perform a background investigation. Instructor was thorough and included analyzing new Washington laws."

**Det. Chris Smith, WA Dept. of Fish and Wildlife**

"Excellent instructor. You can really tell he understands the material. I have been doing backgrounds for awhile and I still learned some new techniques I can take back to my agency. The strongest features were the practical application of materials and forms given."

**Det. David Sanchez, Everett PD**

"Instructor has a ton of knowledge and experience on this topic. He gave a lot of tips and information. I did not know or think about my own background investigations. Yips, advice, sample questions and worksheets for conducting our own investigations." **Det. Taylor Allen, Bellingham PD**

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