



# Training Information



## Spokane County Sheriff Training Center

6011 N. Chase Rd. Newman Lake, WA 99025

**September 27-28, 2021 8:00am-4:00pm**

### RECRUITING AND APPLICANT BACKGROUND INVESTIGATIONS

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

#### What others have said:

*"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

*"Subject matter goals and objectives were met. Group discussion and interaction were professional and good."* Sgt. Rick Smith, Nez Perce County SO

*"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

**On-Target Solutions Group, Inc.**  
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815-545-1609

**Fee \$275.00**  
(**\$250.00 if 3 or more from same agency**)