

# RECRUITING AND APPLICANT BACKGROUND INVESTIGATIONS



7525 Braemar Blvd.  
Edina, MN 55439

September 23-24, 2024 8:00am - 4:00pm  
Minnesota POST Approved

## 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

**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



**Chief Gregory Anderson (ret.)**  
Instructor and Consultant



10305 N. North Forest Trail  
Peoria, Illinois 61615  
309-635-8575

"I just wanted to say thank you so much for choosing to put on this training. I learned a lot about backgrounding and recruiting that is going to greatly help my small department. I also was very impressed that you and your company cater your trainings to that state you are teaching in. I was very happy to see that it wasn't just a general class on the topic, but you also incorporated items/statutes/etc. that are specific to Minnesota, so thank you for that."

**Det. Katy Mannin, Centennial Lakes PD**

"Instructor's knowledge made class enjoyable. Could have been a very boring class but was a good experience. Glad I attended."

**Sgt. Nicholas Jacobson, Olmstead County SO**

"Great presenter-gives good examples and case studies. This course provided a good base on background investigations and provided excellent examples and materials that can be used. I would recommend this class." **Asst. Fire Chief Jay Forster, Bloomington FD**