

# BACKGROUND INVESTIGATIONS AND RECRUITING FOR LAW ENFORCEMENT



Spokane County Sheriff's Office Regional  
Training Center  
13033 W SR 902, Spokane, WA 99224  
November 18-19, 2024 8:00am-4:00pm

## 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-targetstrategies.com](http://www.on-targetstrategies.com)

**Register Here**

Your Presenter



Chief Gregory Anderson (ret.)



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

"I think you hit the topic on the head when we discussed the recruiting aspect, in which we have to bring on the "Stars and Superstars"! If an agency truly wants to build a strong culture, each and every officer candidate has to be vetted carefully. I know in today's day, this is tough, but we are lucky to do just that as our application numbers have remained strong. I enjoyed the class and do believe the material you presented will help guide me as I hire our on-call investigators who will specialize in backgrounds."

Recruiting & Hiring Specialist Scott Taylor, WA Dept. of Fish & Wildlife

"I enjoyed the examples provided. I have conducted backgrounds and wish I had the class prior to doing them."

Det. Stephanie Newcomb, Lacey PD

"I appreciate and engaging and non-monotone instructor. This was one of the few trainings I wasn't bored/checked out. Was a wealth of knowledge for us to complete background and feel confident on doing them now. I enjoyed the sharing of his own experiences." Kayla Hodges, Rivercomm 911