

About the course:



“...the importance of conducting background investigations...”

“Conducting Employment Background Investigations”

Employment background investigations are some of the most important investigations undertaken by a law enforcement agency. They directly affect which applicants are or are not accepted as members of the agency, and as a result, may directly influence the future success of the agency. The purpose of this 2 day seminar is to educate the student on the employee hiring process and how the employment background investigation fits into that process. The importance of conducting thorough and complete background investigations will be reviewed. In addition, the steps to accomplish that task will be detailed. Finally, ethics issues related to the employment process will be reviewed.

About the instructors:



Mr. Richard Graber is a Sergeant with the Ohio State Highway Patrol assigned to the Office of Investigative Services. He oversees all criminal investigations and background investigations conducted by the Highway Patrol in the northern Ohio District 3 area. During his career, he has conducted numerous background investigations on prospective OSHP candidates. In addition, he has served as an instructor who was responsible for training all new background investigators. Mr. Graber is a polygraphist having graduated from the National Training Center of Polygraph Science in New York. Finally, Mr. Graber developed an in-depth “Employment Background Investigation” course for the OSHP which has been adopted statewide.

ABOUT THE TOPICS:

- The hiring and employment process
- Ethical issues related to hiring personnel
- Legally defensible background investigation policy
- How the employment background investigation fits into the hiring process
- How the polygraph can enhance the hiring process
- Accessing numerous information sources (including sealed records) Specific interviewing techniques
- Authenticity of documents
- ADA impact on the hiring process
- Credit bureau reports
- Specific interviewing techniques
- Fingerprinting individuals for employment purposes
- How to generate a concise, objective, in-depth background report

Each participant will receive a CD-ROM containing a thorough sample background investigation outline detailing the investigative process

REGISTRATION INFORMATION

Name _____
Agency _____
Address _____
City _____ State _____
Zip _____ Phone _____
FAX _____ e-mail _____

**Registration Fee:
\$200.00**

Training Site:

Westlake Porter Public Library
27333 Center Ridge Road
Westlake, Ohio

4 WAYS TO REGISTER:

On Line: www.ncpi-ohio.com

Mail: Northcoast Polytechnic Institute
Attn: William D. Healy, Director
6688 Steinbeck Court
North Ridgeville, Oh 44039
Phone (440) 353-0796

e-mail: info@ncpi-ohio.com

Fax: (440) 353-0797

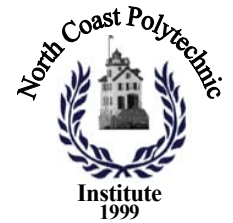
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School No Westlake PD
April 22-23, 2009

WEB: ncpi-ohio.com

Check our web listing for further up & coming seminars & registration.



presents

**Conducting Employment
Background
Investigations**



Co-hosted by

**Westlake Police
Department**

Wed- Thurs

**April 22-23.
2009**

**8:00 AM – 4:30 PM
each day**