

Det. Gary M. Fournety, M.A. (Retired)

St. Louis County Police Department

Founder & President Emeritus

314.609.2719

1550 Wall Street, Suite 16B, St. Charles, Missouri 63303

www.vistabluetraining.com

vistallc@vistabluetraining.com

Lt. Brian M. Hilke, M.A. (Retired)

O'Fallon, MO Police Department

President – Company Partner

636.795.2383

Vista Law Enforcement Training and Consulting, LLC

Applicant Background Investigations Training

POST-certified # 22278 | 8 Hours

Date: ?????

Time: ??:00 AM – ??:00 PM

Cost: \$???..00 per attendee

Location: ????? Police Department,
?????, ?????, MO ?????

Program Overview

Vista Law Enforcement Training and Consulting, LLC, in partnership with the ????? Police Department, presents this comprehensive training program. This course is taught by experienced investigators, supervisors, and commanders with decades of experience conducting, supervising, and managing applicant background investigations.

Training Topics

- Key documents and disclosures every applicant must provide
- Essential forms and tools for conducting complete, defensible background investigations
- The purpose and impact of the integrity interview
- Standardized questioning for Personal History Statements
- Clear distinctions between pre-conditional and post-conditional job offers
- Why truth-verification tools (polygraph, CVSA) matter
- The role of functional capacity evaluations in confirming job-related physical abilities
- Critical importance of drug screening and compliance
- How psychological evaluations support hiring decisions
- Legal requirements and restrictions every background investigator must know

Who Should Attend

- ✓ Background investigators and hiring personnel
- ✓ Newly assigned investigative staff conducting applicant screenings
- ✓ Supervisors and Command Staff involved in hiring decisions
- ✓ Human Resources professionals supporting first responder hiring

COURSE POST HOURS

1 Legal Studies
o Skills Firearms

o Interpersonal
o Racial Profiling

7 Technical Studies
o Implicit Bias

o Skill Development
o De-escalation

REGISTER TODAY!

<https://vistabluetraining.com/training-schedule>



A Missouri Peace Officer Standards and Training (POST) approved provider for Continuing Law Enforcement Education (CLEE) training hours and fully insured with General & Professional Liability and Workers' Compensation