

# Officer recruitment and selection

[Business](#), [Work](#)



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### Officer Recruitment and Selection Assignment

In this essay we are going to talk about the police officer recruitment and selection process. We're also going to discuss elements associated with the police recruitment and selection process at the agency. The next topic we're going to discuss is the major components of the training process and the career development programs for officers who work at the agency. The first topic we are going to discuss is elements associated with the police recruitment and selection process at the agency. I'm going to describe the steps for becoming a LAPD officer.

The first step is to complete the preliminary background application and the job preview questionnaire. According to the LAPD website all applicants must complete the online, interactive Preliminary Background Application and Job Preview Questionnaire prior to taking the written test. The Online PBA will identify issues that you should resolve before beginning the selection process and will tell you if you have a realistic chance of success in the background investigation portion of the selection process. The online JPQ includes questions designed to help you better understand the nature of police officer work. After that when you're done print your results and bring them to a testing facility. The next step is the Personal Qualifications Essay. The Personal Qualifications Essay consists of essay questions related to judgment and decision making and behavioral flexibility. Your written communication skills will also be evaluated. The next step is the Background Investigation and Polygraph Examination. The background investigation begins with completion of a Personal History Form in which

requires compilation of extensive biographical information, completion of additional questionnaires, fingerprinting, and an interview with a background investigator. The investigation will also include checks of employment, police, financial, education, and military records and interviews with family members, neighbors, supervisors, co workers, and friends. The polygraph examination is conducted to confirm information obtained during the selection process.

The next step is The Physical Abilities Test (PAT). The Physical Abilities Test (PAT) consists of two portions. The first portion is designed to measure strength, agility, and endurance. The second portion measures aerobic capacity and it will be administered usually at the time of the medical evaluation. Passing the PAT only indicates the minimum physical ability required to undertake academy training. The next step is the department interview. The Department Interview will be conducted by a panel to assess your personal accomplishments, job motivation, instrumentality, interpersonal skills, continuous learning orientation, and oral communication skills. (Only those candidates who pass the interview will be scheduled for further testing.) If you fail, you may retake the Department Interview after three months. The next step is the Medical Evaluation and Psychological Evaluation. The Medical Evaluation is thorough and it is essential that you be in excellent health with no conditions, which would restrict your ability to safely do police work. Written psychological tests and the second portion of the PAT will also be administered at this time. The medical evaluation also includes a Psychological Evaluation that consists of an individual oral interview and evaluation by a City psychologist on factors related to

successful performance in the difficult and stressful job of Police Officer. The information evaluated includes the written psychological tests as well as the background findings. The last and final step is Certification and Appointment. The Certification and Appointment are the final steps in the selection process. To be considered for hiring, you must have successfully completed all steps in the selection process. When a candidate is appointed will depend on the next available class date, selection by LAPD management, and accordance with provisions of the Consent Decree. The next topics were going to discuss is to identify major components of the training process and the career development programs for officers who work at the agency. The Academy's Basic course for new police officers consists of over 600 hours of training in a variety of areas. Criminal and traffic law, firearms, emergency vehicle operations, physical tactics, EMS awareness and human behavior are some of the major areas of instruction during this course. A variety of other police related subjects such as accident investigation, criminal investigation, domestic violence and sexual assault, water rescue training, Standardized Field Sobriety Test, crime prevention and drug and narcotics are included in the areas an officer must study before graduating. The course of study is designed to incorporate practical as well as classroom exercises so the officers have a better idea of how they will react to situations they will encounter when they return to their departments. In this essay we talked about the police officer recruitment and selection process. We also discussed elements associated with the police recruitment and selection process at the agency. The next topic we discussed is the major components of the training

process and the career development programs for officers who work at the agency.