



Background Investigation & Oral Interview Procedures

2026
Sept 21-23

Hosted by Texas Department of Public Safety
Florence, Texas

REGISTER NOW
cailaw.org/ilea

EVENT HIGHLIGHTS

- » Importance of conducting comprehensive background investigations
- » Steps involved in conducting background investigation
- » Legal issues for conducting a background investigation and hiring
- » Ability to evaluate personal history statements
- » Interviewing considerations for conducting background investigation
- » Verification checks used when conducting a comprehensive background investigation

TCOLE CREDIT
21 HOURS



CAILAW.ORG/ILEA
1.972.244.3400

COURSE OVERVIEW

This course will help recruiters, background investigators, hiring managers, supervisors, and administrators to understand and navigate background investigation and oral interview procedures. This important process is aimed at hiring the “best qualified” applicants in an effort to avoid bad practices that may cost your agency money and hardship. Learn what a model hiring process looks like; how to properly conduct background investigations; who should conduct background investigations; and steps for a successful oral interview process. Successful graduates of this course will receive 21 hours of Texas Commission on Law Enforcement (TCOLE) credit.

TOPICS

- Importance of conducting comprehensive background investigations
- Steps involved in conducting a comprehensive background investigation
- Legal issues for conducting a comprehensive background investigation and hiring
- Interviewing considerations for conducting a comprehensive background investigation
- Verification checks used when conducting a comprehensive background investigation
- Ability to evaluate personal history statements

WHO SHOULD ATTEND

Sworn and non-sworn managers responsible for hiring, all supervisors (first, mid and senior level).

FACULTY

Kevin M. Diehl

Sergeant

Southlake Police Dept.

TUITION | LOCATION | TIMES

TUITION

\$ 525 ILEA Member | \$ 575 ILEA Non-member (Includes all instruction and materials)

LOCATION | TIMES

DPS Tactical Training Facility

810 CR 240

Florence, TX 76527

DAILY 8:30 AM TO 4:30 PM

*See event page for a list of surrounding area hotels.

The Institute for Law Enforcement Administration's mission is to improve the quality of justice by developing law enforcement leaders and practitioners through premier professional education and technical support.



REGISTRATION FORM

Background Investigation and Oral Interview Procedures

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Registration includes all instruction and handouts. Lodging and meals are excluded.

Check applicable box:

ILEA Member	\$525
Non-Member	\$575

REGISTRATION ROSTER

Your name & contact information will be included on the Registration Roster, unless you indicate otherwise below.

Include only my name & employer/company's name on the roster.
Do not include my name & contact information on the roster.

Name/Rank _____
Agency/Firm _____
Address _____
City, State _____ Postal Code _____
Country _____ Phone _____
E-mail _____

RACE / ETHNICITY

To assist CAIL in its commitment to inclusivity, diversity and non-discrimination, we invite you to provide the following (optional) information:

Hispanic/Latino	White	Black/African American
Native Hawaiian/Other Pac Island	American Indian/AlaskaNative	
Asian	Two or More Races	Decline to Specify

PAYMENT INFORMATION

Check enclosed payable to: The Center for American and International Law

Purchase Order attached# _____

Invoice my agency: Attention: _____

Credit Card: All credit card payments should be made online through the event page or through www.cailaw.org/payment.

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WAYS TO REGISTER

ONLINE

credit card only
www.cailaw.org

MAIL

check only

The Center for American and International Law
5201 Democracy Dr.
Plano, Texas 75024

EMAIL

Lisa Gaspar: lgaspar@cailaw.org
ILEA: ilea@cailaw.org

PHONE

credit card only
1.972.244.3404
ILEA: 1.972.244.3430
8:30am-5:00pm Central



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THE CENTER FOR AMERICAN
AND INTERNATIONAL LAW

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