



ONTARIO ASSOCIATION OF CHIEFS OF POLICE

CONSTABLE SELECTION SYSTEM RECRUITMENT COURSE @Waterloo: May 5-9 2025

Day 1 Monday, May 5	Day 2 Tuesday, May 6	Day 3 Wednesday, May 7	Day 4 Thursday, May 8	Day 5 Friday, May 9
<ul style="list-style-type: none"> ▪ Introductions ▪ Course Objectives ▪ CSS Flow Chart ▪ Overview of OACP website/tools 	<ul style="list-style-type: none"> ▪ Review of Day 1 ▪ Indigenous Knowledge 	<ul style="list-style-type: none"> ▪ Review of Day 2 ▪ Essential Competencies: Practical 	<ul style="list-style-type: none"> ▪ Review of Day 3 ▪ Pre-Background Questionnaire 	<ul style="list-style-type: none"> ▪ Review of Day 4 ▪ Background Exercise
Break	Break	Break	Break	Break
<ul style="list-style-type: none"> ▪ Waivers ▪ Overview of OACP Certificate Process (TNT) (how to interpret results) 	<ul style="list-style-type: none"> ▪ Overview of Essential Competency Interviewing 	↓	<ul style="list-style-type: none"> ▪ Background Investigations 	<ul style="list-style-type: none"> ▪ Certification Test ▪ Course Feedback
Lunch	Lunch	Lunch	Lunch	
<ul style="list-style-type: none"> ▪ Outreach Strategies ▪ Local Focus ▪ Other Testing Ideas 	<ul style="list-style-type: none"> ▪ Essential Competency Questions 	↓	↓	
Break	Break	Break	Break	
<ul style="list-style-type: none"> ▪ Bias Awareness ▪ OHRC ▪ Diversity in Recruitment 	<ul style="list-style-type: none"> ▪ Essential Competencies ▪ Intro to ECI Practical Exercise 	<ul style="list-style-type: none"> ▪ Recap of Exercise ▪ Recruiting Forum/CSS Committee Info 	↓	