

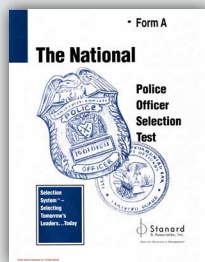


As we all know, a career in law enforcement is a demanding, high-stress job that can be physically, mentally and emotionally draining. Due to the current climate, departments no longer have the vast applicant pool we once had, with some locations getting 80 to 90% fewer applications than they did 5 years ago. As a result, the hiring and selection process has become even more critical when identifying someone to bring on board.

To help agencies with their personnel staffing needs, quality entry-level and promotional tests will identify traits that are proven indicators of job success, ensuring that only the most qualified candidates are considered—significantly reducing unnecessary time and expenses associated with more costly portions of the testing process (interviews, background checks, etc.).

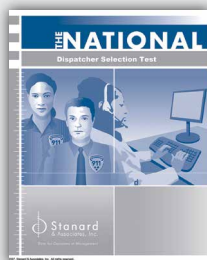
To assist agencies in Indiana with their new hire and promotional testing processes, the Indiana Association of Chiefs of Police offers the following exams, developed by Stanard & Associates, Inc.

The National Police Officer Selection Test



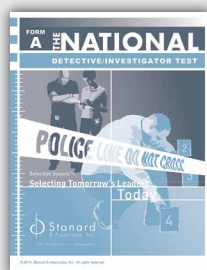
Backed up by extensive research and development, the POST is the official test of 29 state Police Chief Associations and complies with all ADA requirements. This cost-effective tool is easy to administer and provides the ability to efficiently screen candidates during the first stage in the hiring process. Results have been associated with higher training academy performance as well as performance on the job.

The National Dispatcher Selection Test



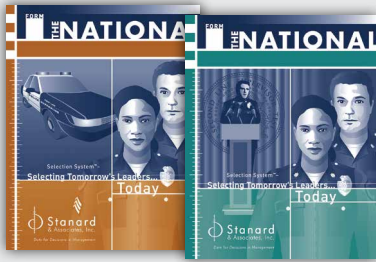
As the first point of contact in an emergency, dispatchers play a critical role in keeping the public safe. Developed in accordance with professional, ADA and EEOC Testing Guidelines, the NDST is a low-cost screening tool which objectively measures skill level in reading comprehension, listening, problem solving, prioritizing and multi-tasking.

The National Detective/ Investigator Test



Filling a detective position is not an easy task – candidates need more than just good instincts and a strong attention to detail. Command personnel are faced with the challenging task of determining which individuals are best suited for this unique position, but often do not have the appropriate resources in place to help them evaluate their pool of candidates. The NDIT is designed to assess working knowledge of investigative techniques, a command of interviewing skills, and a thorough understanding of the law.

The National First and Second Line Supervisor Tests



Both of these tests were designed with extensive research and development, with input from over 50 police chiefs and commanders. The NFLST and NSLST identify the knowledge required to competently perform supervisory duties for corporal, sergeant, lieutenant and captain positions.

ApplyToServe (Employment Application Management Services)



Stanard also offers a comprehensive application management program which will free staff from many of the preliminary, and time-consuming, tasks associated with the entry-level application process. The costs for this service can be covered entirely, or in part, by a fee charged to the applicant, resulting in a tremendous cost savings to your agency versus the traditional application processes.

Program includes job postings; distributing and collecting candidate applications; organizing, verifying and recording required documentation; answering applicant inquiries; and producing a complete listing of eligible applicants ready to move on to the next phase of the hiring process.

For more than 40 years, Stanard & Associates, Inc. has helped public safety agencies apply the latest science to their hiring and promotional testing processes. They have aided over 2,000 agencies nationwide in identifying the most qualified candidates for their open positions.

If your department is looking for a research-based selection or promotional test, as a long-time partner with Stanard, we encourage you to check out what they have to offer. As an added benefit, if you decide that their tools fit your needs, the purchase of these exams also helps support the Indiana Association of Chiefs of Police.



To place an order for test materials, please contact the IACP at 317-816-1619 or info@iacop.org

For general information or questions on the exams, please contact Stanard & Associates, Inc. at 800-367-6919 or sales@stanard.com

(Please forward this information to the person in charge of the hiring and promotional testing processes).