



Written Examinations

The OACP offers multiple-choice, written promotional examinations from corporal through chief. Two different vendors are used by OACP to offer our clients a choice of approaches.

International Association of Chiefs of Police, Inc.

I/O Solutions

Search The OACP Website

<http://www.oacp.org/advise/clients.html>

- EXAMPLE REPORT FROM AN ACTUAL ASSESSMENT CENTER
- LIST OF RECENT CLIENTS
- ASSESSMENT CENTER AND WRITTEN EXAM FEES
- ADDITIONAL INFORMATION



What The Candidates Say About Us*

"The most effective part of the Assessment Center was the extent to which the process attempted to mirror local problems and situations."

"The assessors were well qualified and I will strongly support that our police department continue to use this testing procedure in the future!"

"By far the best process of three that I've participated in."

*Three separate candidate quotes from anonymously completed evaluations

What Our Clients Say About Us

"The OACP Assessment Process is an invaluable tool when looking to promote the best candidates in a police organization. OACP's in-depth and detailed process provides a clear glimpse of how prospective candidates will operate in their sought after position."

- Chief Matthew Fisher, Wooster PD

"OACP provided Assessment Centers for promotional examination processes to the ranks of Chief, Lieutenant, and Sergeant. Commissioners and candidates have all agreed that the processes were well targeted to the rank, and demographics of our city. Performance evaluations of the candidates selected have confirmed that the OACP Assessment Center results were accurate."

- Paul Kattleman, Sharonville Civil Service Commission Chairperson

OHIO ASSOCIATION OF CHIEFS OF POLICE



ADVISORY SERVICES

CONSULTING AND PROMOTIONAL SERVICES FOR LAW ENFORCEMENT

- ▶ **ASSESSMENT CENTERS**
- ▶ **ORGANIZATIONAL REVIEWS**
- ▶ **CONSULTING SERVICES**
- ▶ **WRITTEN EXAMINATIONS**

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Assessment Centers, Organizational Reviews, Consulting Services & Written Examinations

The Advisory Services Program of the Ohio Association of Chiefs of Police has been assisting law enforcement agencies since 1928. OACP Advisory Services consultants have conducted over 800 Assessment Centers since 1985 and dozens of Organizational Reviews since 1994.

Organizational Reviews

Organizational Reviews are conducted by our trained and experienced law enforcement management consultants and are customized to the needs of our clients.

Assessment Centers

A panel of three Advisory Services consultants conducts Assessment Centers for positions of corporal through chief. An Assessment Center is a structured process that evaluates the ability of candidates to perform skill sets normally associated with effective performance in the target job. Assessment Centers are conducted by trained, experienced, executive-level law enforcement consultants. Because Assessment Centers use real-life situations, they provide accurate information regarding the candidate's potential job performance.

WHY OUR PROCESS EXCELS:

- **CREATED BY TRAINED, EXPERIENCED LAW ENFORCEMENT EXECUTIVES**
- **EVERY ASSESSMENT CENTER IS UNIQUE AND RELEVANT TO YOU ONLY (NOT A "ONE SIZE FITS ALL" PHILOSOPHY)**
- **LARGE AND DIVERSE STAFF OF 45 CONSULTANTS**
- **HERE FOR YOU YEAR AFTER YEAR**
- **DO IT BY THE RULES – AS ESTABLISHED BY THE INTERNATIONAL CONGRESS ON ASSESSMENT CENTER METHODS**

**ASSESSMENT
CENTER
SCORES
RETURNED
IN 3 DAYS**



Consulting Services

Advisory Services consultants will lend their experience and expertise in areas such as:

- Labor-management relations
- Leadership development
- Staffing levels and utilization
- Facility and equipment
- Evaluation systems
- Community relations
- Policies and procedures