

**STEP 1**  
**Outreach Strategies, Self Selection, Recruitment**  
Policing in Ontario  
Self-Assessment Questionnaire  
Self Assess! Medical Requirements for Candidates  
Recruiting

**STEP 2**  
**Stage I Applicant Registration**  
ATS Test Dates  
ATS Registration

**STEP 3**  
**Confirmation of Registration**  
Forwarded via email/postal mail  
Review "Orientation & Pre-Test Guide"

**STEP 4**  
**Stage I Test Day**  
PATI, WCT, PREP

**STEP 5**  
**Results**  
Test Results Profile mailed via Canada Post

**STEP 6**  
**Stage II Test Day**  
BPAD/Vision & Hearing

**STEP 7**  
**O.A.C.P. Certificate of Results Issued**

**STEP 8**  
Submit Application Package  
to Police Service

**STEP 9**  
**Interview Process**  
Essential Competency Interview  
Pre-Background Questionnaire  
Developmental/Local Focused Interview

**STEP 10**  
Background Reference Check  
Psychological Assessment-MMPI-2

**STEP 11**  
Final Selection Decision  
Comprehensive Medical Examination

**STEP 12**  
Probationary Appointment

Unsuccessful applicants  
re-test after prescribed  
waiting period is over

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Applicant  
Testing  
Services

Individual  
Police  
Service