



OJJDP Office of Juvenile Justice and Delinquency Prevention

Shay Bilchik, Administrator

FACT SHEET #37 July 1996

Training of Staff in Juvenile Detention and Correctional Facilities

by F.M. Porpotage II

The training programs offered by the Office of Juvenile Justice and Delinquency Prevention (OJJDP) support a balanced approach to addressing juvenile delinquency and youth violence through graduated sanctions, improving the juvenile justice system's ability to respond, and preventing the onset of delinquency. Training juvenile detention and corrections practitioners has long been a priority within this overall approach. This training reflects the findings of the Juvenile Justice and Delinquency Prevention Act in 1974 that "inadequately trained staff in such courts, services, and facilities are not able to provide individualized justice or effective help."

Twenty years later, juvenile correctional and detention agency directors continue to stress the need for enhanced training for juvenile justice practitioners, particularly for juvenile careworkers. Professional practitioners and academicians have viewed training as a priority due to several factors, including uneven levels of preemployment education, high staff turnover rates, increasingly complex needs of juvenile offenders, liability issues, and scarce agency funds.

A Changing Environment

Juvenile justice practitioners report that the youth they serve are increasingly angry and pessimistic about the future. Many youth lack basic competencies and family systems and are isolated from and feared by their home communities. A culture of violence appears to be emerging among these youth.

America is experiencing cultural, ethnic, and demographic changes. Today's job market requires higher competencies. Philosophical and value changes have created tension between rehabilitative and punitive approaches. Some observers of the juvenile justice system see practitioners withdrawing into a protective and reactive posture.

The changing environment intensifies the need for continual professional development and adjustments in training curriculums. Careworkers without prior experience or proper training will not be able to provide the level of supervision, treatment, or custody necessary to be effective. Entry level training must prepare the careworker in interpersonal, counseling, supervisory,

and management skills. These workers must understand the limits of their responsibility and authority, as well as judicial and legislative decisions that affect their jobs. Continuing inservice courses will equip staff working with delinquent youth to ensure the personal safety of juveniles, manage aggressive behavior, establish and maintain a counseling relationship, and offer a comprehensive treatment regimen.

OJJDP Training Offerings

To assist juvenile corrections and detention agencies with staff training, OJJDP funds two distinct programs—one designed for line staff and one for managerial and supervisory staff. The line staff training program is administered by the Center for Research and Professional Development, hereafter Center, a collaboration of the National Juvenile Detention Association, the Juvenile Justice Trainers Association, the National Association of Juvenile Correctional Agencies, and the School of Criminal Justice at Michigan State University. The program for managers and supervisory staff is managed by the National Institute of Corrections (NIC) Academy through an interagency agreement with OJJDP.

Line Staff Training

The Center's line staff training program offers jurisdictions training materials, comprehensive training curriculums, lesson plans, and technical assistance. The National Juvenile Detention Careworker Curriculum and Juvenile Corrections Careworker Curriculum provide 40 hours of basic training for new or preservice careworkers. The Center also offers "train-the-trainers" courses for both curriculums.

The Center is also establishing a schedule of training programs and services, with particular attention to making training accessible nationwide. Training topics will include:

- Juvenile Detention Careworker Certification
- Curriculum Orientation (24-hour Train-the-Trainer)
- Conflict Resolution/Peer Mediation
- Behavior Management

- Characteristics of Effective Staff
- Safety and Security
- Teaching Responsibility
- Collocated Juvenile Detention & Adult Corrections
- Assessing and Improving Conditions of Confinement
- Detention as Process and Place
- Line Staff Professional Development

The Center provides site-based training that keeps participant costs to a minimum. Modest registration fees may be requested to cover the cost of materials and equipment. Participants may incur some travel costs.

Management Level Training

Seminars developed or adapted for juvenile justice practitioners at the NIC Academy offer a core curriculum for juvenile corrections and detention administrators and midlevel management personnel on emerging technologies and issues. Each seminar provides several days of intensive training, including small and large group discussion, group exercises, and shared experiences. In most cases, participants develop individual action plans or initiate projects they can implement in their communities and facilities.

Seminars offered by the NIC Academy program have included:

- Correctional Leadership Development
- Executive Training for New Facility Directors
- Executive Training for New Juvenile Agency CEO's
- Public and Media Relations
- Managing Violent & Disruptive Juvenile Offenders
- Services and Programs for Juvenile Female Offenders
- Evaluation and Accountability Strategies for Juvenile Correctional Programs

NIC Academy training does not require any fees for registration, tuition, or materials. For seminars conducted in Longmont, Colorado (the Academy's home), the OJJDP/NIC Interagency Agreement funds the cost of participants' air travel, lodging, and meals.

Seminars on Correctional Leadership Development and Executive Training for New Facility Directors are conducted at regional locations. Although participants are responsible for all travel expenses, the project covers costs of lodging and meals.

Detailed information and application procedures for management level training can be found in the *Schedule of Training and Services for Juvenile Justice Practitioners*. For a current copy of the schedule, contact the NIC Academy Program Managers at the address and telephone number below. Because seminars are limited to 24 participants, interested persons are encouraged to apply early.

Contacts for Further Information

Line Staff Training: David W. Roush, Ph.D., Director, Center for Research and Professional Development, School of Criminal Justice, Michigan State University, 130 Baker Hall, East Lansing, Michigan 48824-1118. Telephone: 517-432-1242; FAX: 517-432-1787; e-mail: NJDA.MSU@ssc.msu.edu.

Management Level Training: Steven L. Swisher or Judith L. Blair, Program Managers, National Institute of Corrections Academy, 1960 Industrial Circle, Suite A, Longmont, Colorado 80501. Telephone: 800-995-6429; FAX: 303-682-0469.

General Information on Detention and Corrections Training: F.M. Porpotage II, Assistant Director, Training and Technical Assistance Division, Office of Juvenile Justice and Delinquency Prevention, Room 711, 633 Indiana Avenue NW, Washington, D.C. 20531. Telephone: 202-307-5940; FAX: 202-307-2093.

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