



**DEPARTMENT OF HEALTH AND HUMAN SERVICES (DHHS)
DIVISION OF CHILD AND FAMILY SERVICES (DCFS)
JUVENILE JUSTICE PROGRAMS OFFICE (JJPO)**

**Facility Training Report
Calendar Year 2024**

**Pursuant to:
NRS 62B.250;
NAC 62B.100; and
NAC 62B.110(3)**

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Executive Summary

This report was prepared by the Division of Child and Family Services (DCFS), Department of Health and Human Services (DHHS), pursuant to Nevada Revised Statutes (NRS) 62B.250, Nevada Administrative Code (NAC) 62B.100, and NAC 62B.110(3).

Acknowledgements

This report was written by DCFS staff in conjunction with the state juvenile facilities and county juvenile detention facilities. All partners referenced provided data used for this report.

The purpose of this report is to ensure all facility training meets the minimum requirements of NRS 62B.250 and NAC 62B.100.

Background

Facilities for the detention and rehabilitation of youth are responsible for providing 24-hour supervision in an environment that is safe, secure, and humane. Administrators of these facilities are mandated by state law to ensure both direct care and supervisory staff receive appropriate training to effectively carry out their responsibilities.

In Nevada, pursuant to NAC 62B.100, agencies operating juvenile institutions must ensure all employees who have direct contact with youth in custody receive specific training. Under NRS 62B.250, this training must be completed within 90 days of the employee's start date and must be renewed on an annual basis thereafter. All training is subject to approval by the Division of Child and Family Services and must include, at a minimum, instruction in the following areas¹:

- 1) Proper reporting of suspected abuse or neglect per NAC 62B.100.1(b);
- 2) Proper reporting and investigation of sexual harassment or sexual misconduct consistent with the requirements set forth in the federal Prison Rape Elimination Act (PREA) per NAC 62B.100.1(c);
- 3) The conditions and limitations of the use of room confinement (NRS 63.505 and 62B.215) per NAC 62B.100.1(d);
- 4) The plan for care of children in the institution during disasters developed pursuant to NRS 62B.220 per NAC 62B.100.1(e);
- 5) Trauma-informed care of children per NAC 62B.100.1(f);

¹ Nevada Revised Statutes (NRS) 62B.250 & Nevada Administrative Code (NAC) 62B.100

- 6) Data collection per NAC 62B.100.1(g);
- 7) Controlling the behavior of children per NRS 62B.250(a);
- 8) Policies and procedures concerning the use of force and restraint on children per NRS 62B.250(b);
- 9) The rights of children in the institution or agency per NRS 62B.250(c);
- 10) Suicide awareness and prevention per NRS 62B.250(d);
- 11) The administration of medication to children per NRS 62B.250(e);
- 12) Applicable state and federal constitutional and statutory rights of children in the institution or agency per NRS 62B.250(f);
- 13) Policies and procedures concerning other matters affecting the health, welfare, safety, and civil and other rights of children in the institution or agency per NRS 62B.250(g); and
- 14) Working with gay, lesbian, bisexual, transgender, and questioning children per NRS 62B.250(h).

Supervisory staff must have additional training in the following topics:

- 1) The provisions of the “Juvenile Detention Facility Standards” adopted by the Juvenile Justice Commission per NAC 62B.100.2(a); and
- 2) The disproportionate contact of children belonging to a racial or ethnic minority group with the juvenile justice system per NAC 62B.100.2(b).

An additional training requirement was introduced in July 2021, as outlined in NRS 62B.607, mandating implicit bias and cultural competency training for juvenile justice professionals. However, this statute did not take effect until nine (9) months after the approval of the corresponding regulations. The regulations were approved on September 14, 2023, and became effective in June 2024. As a result, there is no training data available for the current reporting year.

NRS 62B.607 requires juvenile justice professionals to complete implicit bias and cultural competency training every two years. This law was enacted to strengthen training standards for those working in Nevada’s juvenile justice system, aiming to enhance cultural competency and reduce implicit bias in juvenile justice practices.

Analysis of Data

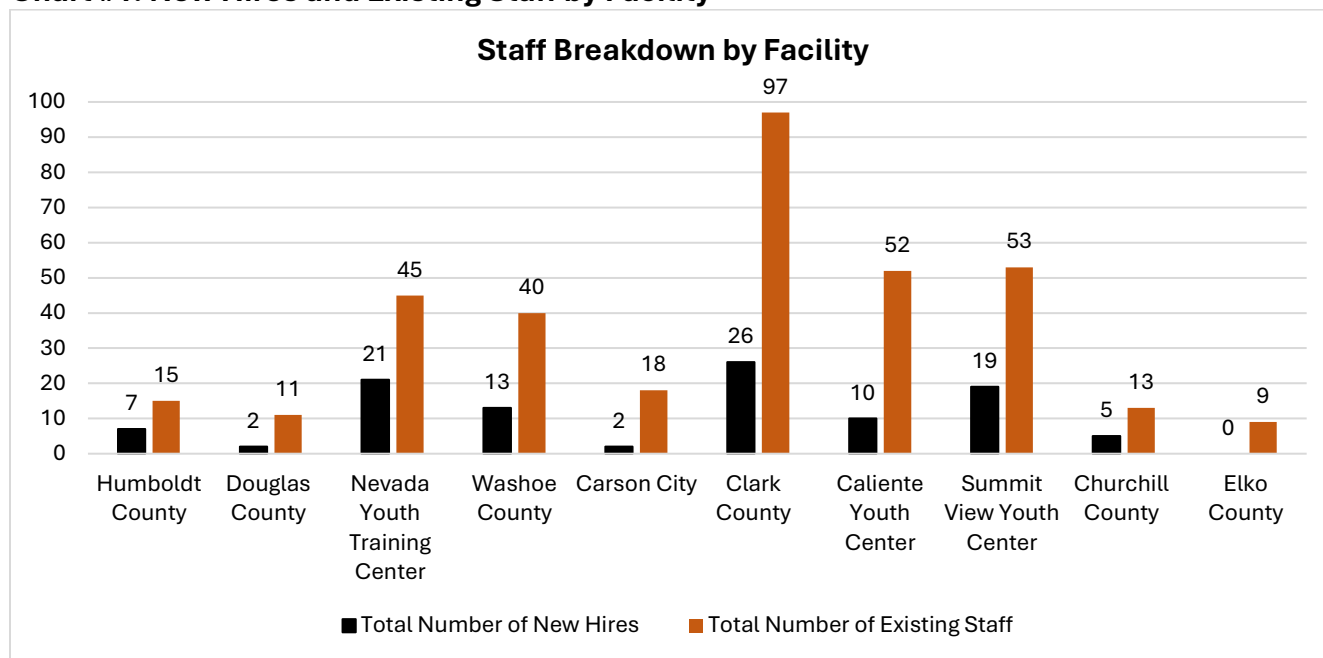
All facilities that submitted data confirmed they provided training in each of the topic areas outlined in NRS 62B.250 and NAC 62B.100. In calendar year 2024, there were a total of 107 new hires across Nevada's juvenile facilities. Additionally, approximately 354 existing employees received training, including 88 staff members serving in supervisory roles.

The charts below offer a visual summary of training data reported. It is important to note that training content and delivery methods vary across facilities. Training platforms also differ depending on the subject matter. Most training is conducted in a classroom setting, while some is delivered online or through a blended approach.

Statewide, the average duration of new hire training is approximately 68 hours, while existing staff received an average of 49 hours of training. Staff with Peace Officer status are required to complete the Peace Officer Standards and Training (POST) Academy prior to assuming their duties at the facility. Facilities may adjust official hire dates to coincide with the completion of POST requirements.

- Chart #1 indicates the new hires and existing staff by facility.
- Chart #2 indicates the percentage of facility staff training within requirements.
- Chart #3 indicates the total number of training hours provided to new hires and existing staff for the requirements outlined in NRS 62B.250 and NAC 62B.100.
- Chart #4 indicates training platform by facility (online/classroom).

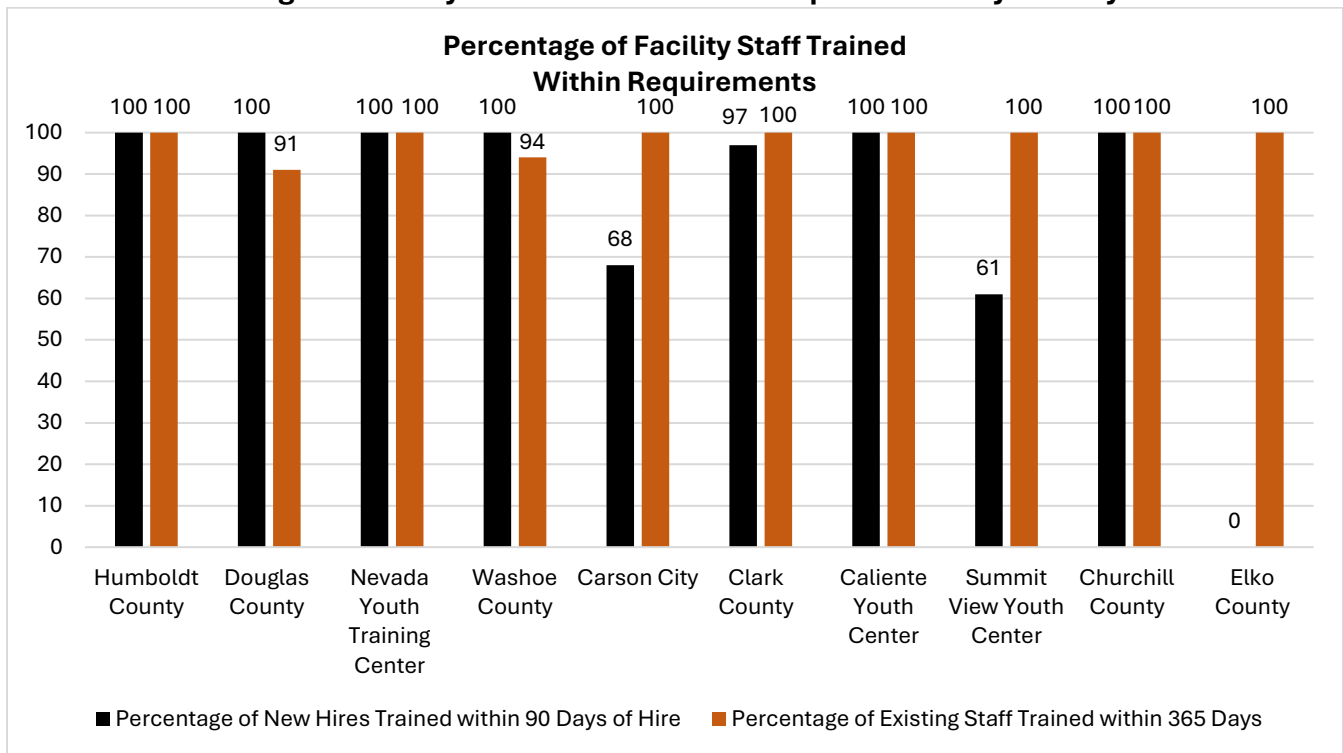
Chart #1: New Hires and Existing Staff by Facility



- 50 of the total new hires were hired for the state facilities, and 57 were hired for county juvenile detention facilities.

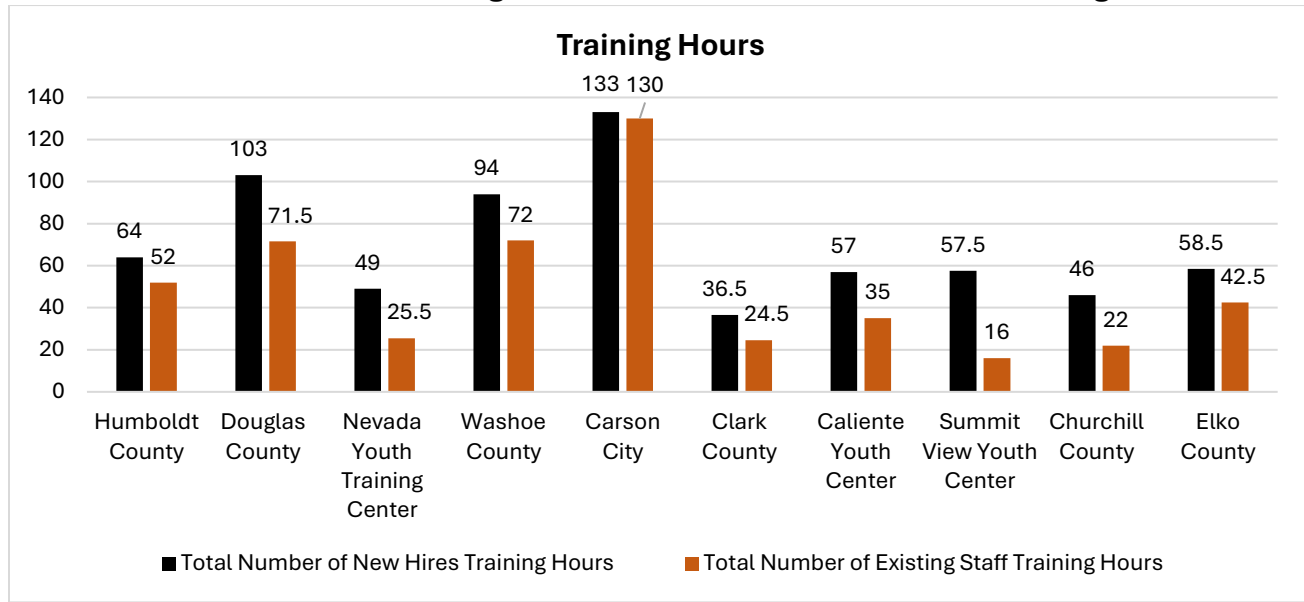
- There were 150 existing staff at state facilities, and 252 at county juvenile detention facilities.
 - New hires are required to be trained within 90 days of hire/or completion of POST (if required), and existing staff are required to have annual refresher training within 365 days.
 - Facilities must ensure only trained staff have contact with youth in detention and correctional settings. This includes contract staff, if applicable. Facilities must ensure new staff are fully trained prior to contact with youth and that existing staff are trained within 365 days of previous training in the subject matter.

Chart #2: Percentage of Facility Staff Trained Within Requirements by Facility



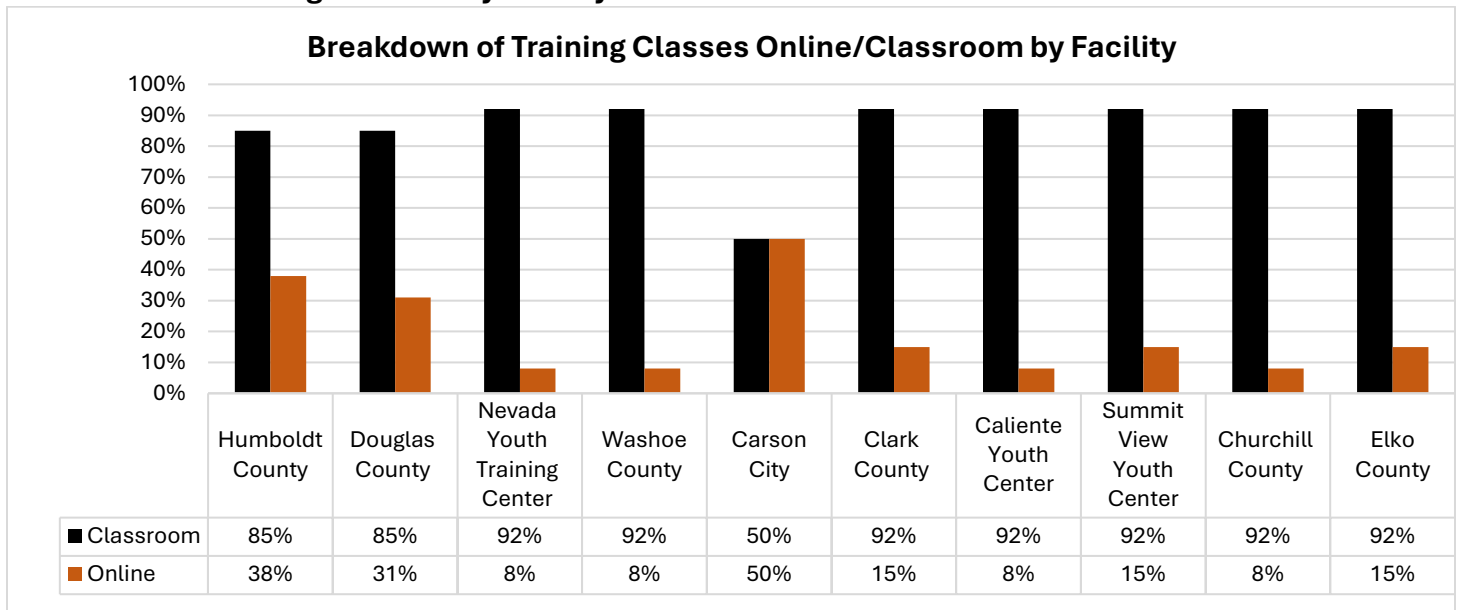
- Chart 2 indicates the majority of new and existing staff were trained within 90 days and 365 days.
- The percentage of new staff trained within 90 days of hire was 82.6%.
- The percentage of existing staff trained within 365 days was 98.5%.
- One hundred percent of new and existing staff were trained in accordance with statutes and regulations.

Chart #3: Total Number of Training Hours Provided to New Hires and Existing Staff



- New hires received an average of about 35% more training hours than existing staff.
- Supervisory staff received an average of 4.3 more additional training hours than existing staff for Supervisory Detention Standards and Racial and Ethnic Disparities.
- The average time for new hire training statewide was 69.85 hours and 49.1 hours for existing staff.
 - Staff with Peace Officer status are required to complete Peace Officer Standards Trainings (POST) in the POST Academy prior to their start date at a facility.

Chart #4: Training Platform by Facility



- 86% of training platforms for all facilities were classroom based.
- 20% of training platforms for all facilities were online based.

Evaluation of Training

Reported data confirms all juvenile facilities provided training for both new hires and existing staff in accordance with established requirements. It is important to note that the training mandated under NRS 62B.250 and NAC 62B.100 represents only a portion of the comprehensive training programs implemented across the state's juvenile facilities. Each facility also offers additional training in areas beyond those specifically outlined in the referenced statutes and regulations.