



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

**Facility Training Report
From Calendar Year 2021 Data**

Prepared for
Dr. Cindy Pitlock
Administrator

And

In Accordance with
Nevada Revised Statutes (NRS) 62B.250 and
Nevada Administrative Code (NAC) 62B.100

Table of Contents

Executive Summary	3
Acknowledgments	3
Background.....	3
Analysis of Data	5
Chart #1 New Hires and Existing Staff by Facility in Calendar Year 2021	6
Chart #2 Percentage of Facility Staff Trained Within Requirements by Facility	6
Chart #3: Total Number of Training Hours Provided to Existing Staff in Calendar Year.....	7
Chart #4: Training Platform.....	7
Evaluation of Training	8

Executive Summary

This report is prepared by the Division of Child and Family Services (DCFS), in conjunction with Nevada Revised Statutes 62B.250 and Nevada Administrative Code 62B.100.

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 that was used in this report.

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

Background

Facilities for the detention and rehabilitation of youth provide 24-hour supervision of youth in a safe, secure, and humane environment. Each facility is responsible for providing education, medical services, dental services, mental health services, substance abuse services, and transportation to outside appointments for youth in their care and custody.

A typical day in a facility for the detention and rehabilitation of youth involves hygiene, meals, school, physical activities, vocational services, educational services, and various types of programming. Generally, educational services are provided by the county the facility is in, but this is not always the case. Nevada Youth Training Center's educational program is in-house and provided by employees of the facility/state.

Administrators of a facility for the detention and rehabilitation of youth are required by state statute to provide training to direct line and supervisory staff. Many facilities maintain a full-time or part-time training coordinator type position to ensure the professionalism and competency of staff responsible for the care and safety of the youth in their custody.

Training for staff working in facilities for the detention and rehabilitation of youth is designed to provide formal classroom instruction and on-the-job training on a series of topics and subjects important for the care and safety of youth. In Nevada, an "agency that operates an institution shall ensure that each employee who comes into direct contact with children who

are in custody receives training within 90 days after employment and annually thereafter. Such training must be approved by the Division of Child and Family Services” and include, without limitation, instruction concerning the following topics: ¹

- 1) How to report 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 room confinement (NRS 63.505 and 62B.215) per NAC 62B.100.1(d);
- 4) The facility’s disaster plan NRS 62B.220 per NAC 62B.100.1(e);
- 5) Trauma informed care per NAC 62B.100.1(f);
- 6) Data collection activities per NAC 62B.100.1 (g);
- 7) Controlling the behavior of children per NRS 62B.250(a);
- 8) Policy and procedures concerning the use of force and restraint of 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 provision of the Juvenile Detention Facility Standards adopted by the Juvenile Justice Commission per NAC 62B.100.2(a); and
- 2) Racial and Ethnic Disparities (RED) in the juvenile justice system per NAC 62B.100.2(b).

Lastly, each facility for the detention and rehabilitation of youth must have a comprehensive set of policies and procedures available to all staff at any given time. These policies shall

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

outline the rules, regulations, and processes for employment in a facility for the detention and rehabilitation of youth and shall provide staff with a code of conduct which prohibits any form of abuse, profanity, threats, harassment, intimidation, horseplay, or personal relationships with youth. Most, if not all facilities, have staff sign policy acknowledgment statements to ensure they understand all rules, regulations, processes, and conduct requirements.

Analysis of Data

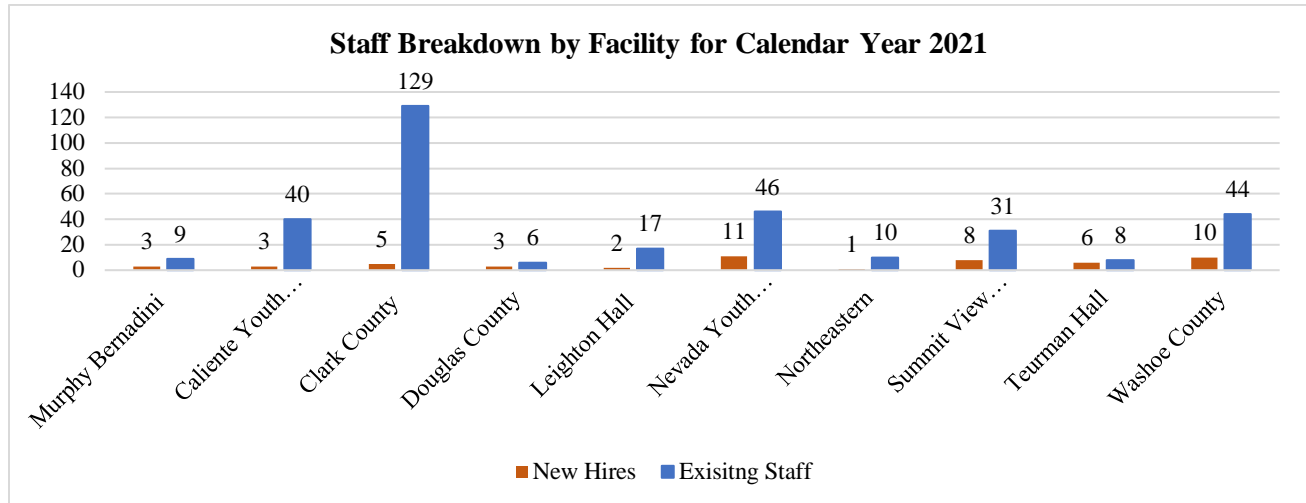
Every facility that provided data arranged for training in all the topic areas identified in NRS 62B.250 and NAC 62B.100. There were a combined 52 new hires in juvenile facilities in calendar year 2021. In addition, there were roughly 340 existing employees, 69 of which are in a supervisory role/capacity. The charts below provide a snapshot of the training report data.

Training differs from facility to facility. Training platforms differ by training topic. Most trainings are provided in a classroom setting, with the remaining provided online.

The average time of new hire training statewide is 51.7 hours and 39.5 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 the facility. Facilities may adjust the initial hire date based on when new candidates complete POST.

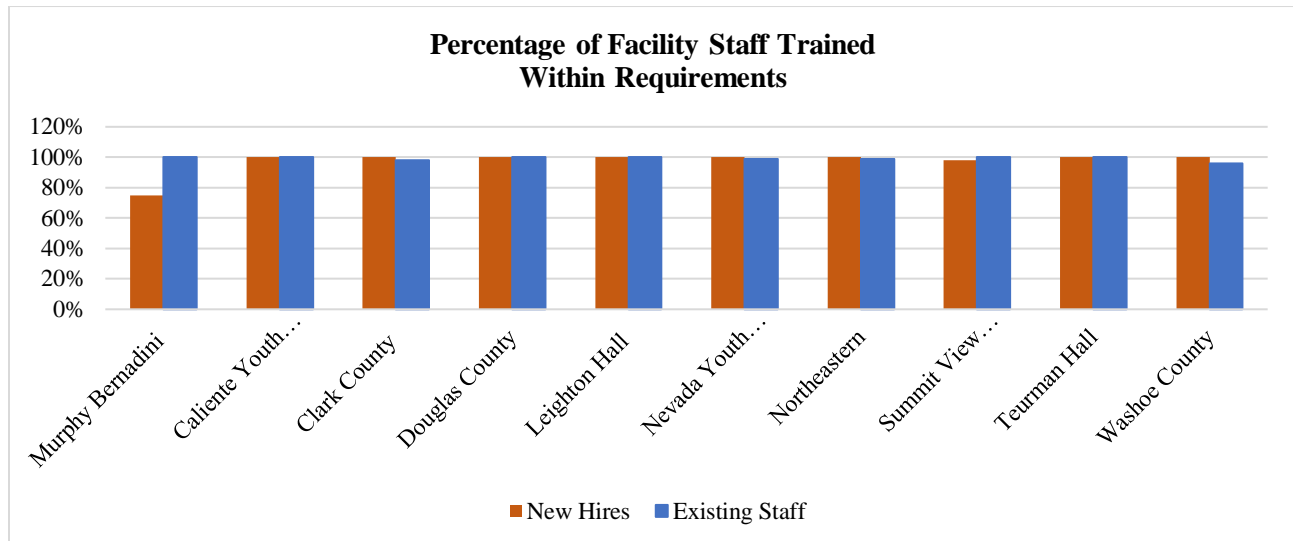
- Chart #1 indicates the new hires and existing staff by facility.
- Chart #2 indicates the percentage of new hires and existing staff trained in accordance with requirements by facility.
- Chart #3 indicates the number of training hours for new hires and existing staff for the requirements outlined 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 in Calendar Year 2021



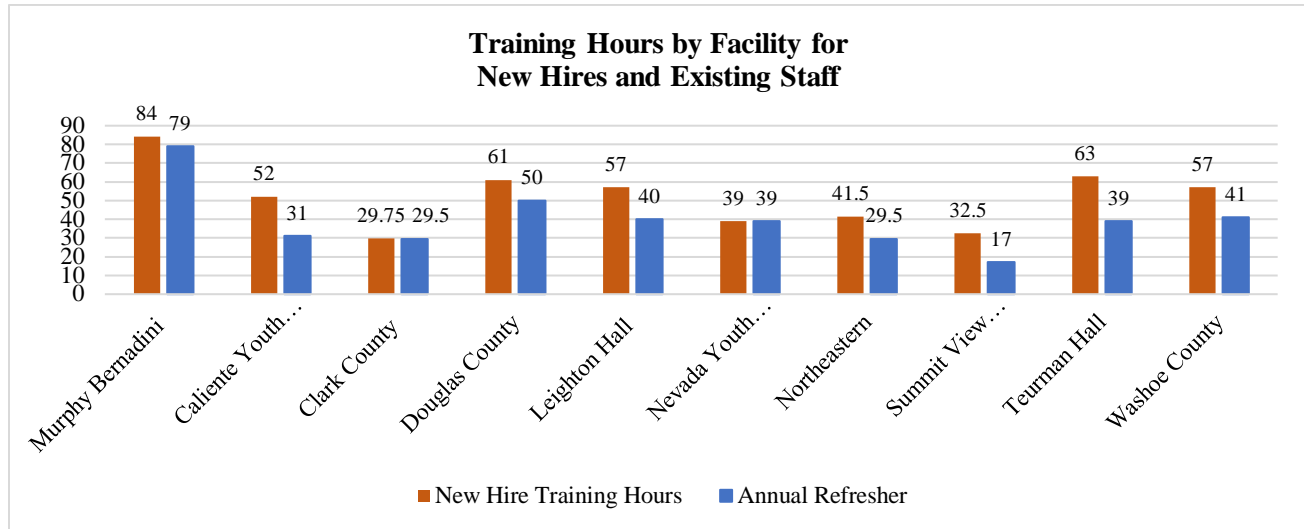
- 42% of the new hires are for the three state facilities, and 58% are for the county detention facilities.
- 66% of the existing staff are county staff, and 34% are state facility staff.

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



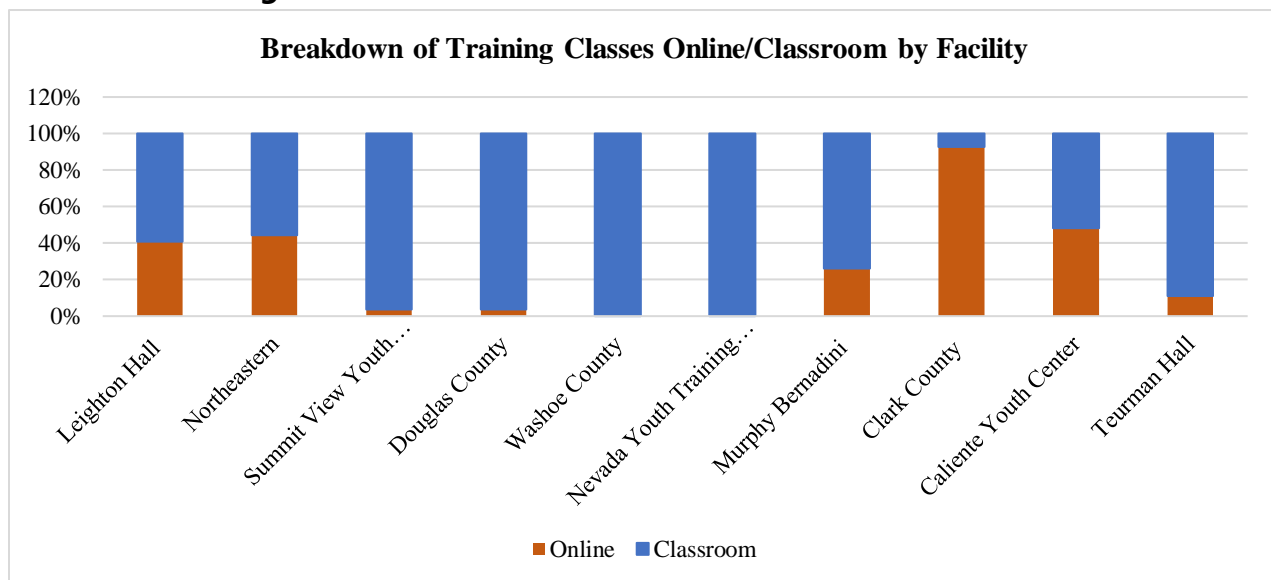
- New hires are required to be trained within 90 days of hire/or completion of post (if required).
- Existing staff are required to have annual refresher training within 365 days.
- 97% of new hires were trained within requirements, and 99% of existing staff were trained within requirements.
- Facilities must ensure staff are fully trained prior to contact with youth.

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



- There is no required or set amount of training hours for new hires in NRS or NAC.
- New hires receive 21.6% more training hours than existing staff.
- Supervisory staff receive 2.9 addition training hours than existing staff for Supervisory Detention Standards and Racial and Ethnic Disparities.

Chart #4: Training Platform



- 73% of all training platforms for all facilities combined is classroom based.
- 27% of all training platforms for all facilities combined is online based.
- Washoe County and Nevada Youth Training Center are 100% classroom based.
- Clark County is 93% online based.

Evaluation of Training

- 1) Length of training by topic area varies, sometimes greatly, among the facilities. For instance, the length of training for Medication Management varies between six (6) hours to one (1) hour, and as little as 30 minutes for refresher/annual training. Line staff and/or supervisory staff are tasked with medication administration of youth in facilities. These staff members must provide the right medication, in the right dose, at the right time, to the right youth. And medication administration must be clearly documented.

It also appears to be the responsibility of line staff and/or supervisory staff to be trained in how to recognize signs and symptoms of medication side effects that may be severe enough to require medication attention.

- 2) Per NAC 62B.100.2(b), only supervisory staff are required to be trained in racial and ethnic disparities. This requirement differs from the intent of NRS 62B.607 which requires that all juvenile justice practitioners be trained in implicit bias and cultural competency. These requirements are components of racial and ethnic disparities. Nevada Administrative Code is currently under revision to require training on implicit bias and cultural competency every two years.

NAC 62B.100 was added December 21, 2016, and revised October 25, 2018, and NRS 62B.207 was added in accordance with the 2021 Legislative Session. The addition of NRS 62B.607 directly conflicts with NAC 62B.100.2.b and needs to be repealed.

- 3) It is apparent that all juvenile facilities train new hires and existing staff within requirements. It must also be noted that the trainings outlined in NRS 62B.250 and NAC 62B.100 are just a few of the overall training regimens provided within the state's juvenile facilities. Some facilities require staff to be POST certified prior to providing direct supervision to youth in a juvenile facility. All facilities provide training in additional areas not listed in the referenced NRS and NAC sections.