

Training



Why Have A Training Program?

- Prevention

- Public backlash
- Employee backlash
- Litigation

- Protection

- Employees
- Offenders
- Agency
- Community

Decisions About Training

- Content
- Logistics
- Who will be included
- Lesson Plans
- Who will the trainers be



Training Content

- Identify what the goals of the training will be
 - Impart information
 - Provide or enhance skills
 - Both

Training Logistics

- How long will it be
- How often will you hold it
- Where will it be held
- When will it be held

Training Inclusions

- Agency Staff
- Volunteers
- Clergy
- Contractors
- Medical Staff

Lesson Plans

- Measure knowledge gained
- Documentation
- Pilot train the material and revise

Training Staff

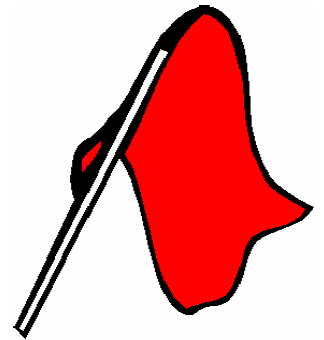
- Select carefully
- Train your trainers

[Training Commandments:]

- Train everyone:
 - Agency Staff
 - Clergy
 - Medical Staff
 - Volunteers
 - Contractors
 - Personnel from other agencies
- Training needs to be specific to the issue

Training Commandments, continued:

- Train supervisors about their responsibilities
- Reinforce training through:
 - Employee bulletins
 - E-mailed reminders
 - Leadership role-modeling behavior
 - Offender conditions of supervision
 - Staff and offender handbooks



Training Commandments, continued

- Make training interactive
- Include skill development
 - Scenario based training
 - Role plays

[Include in training:



- Why the training is being done
- Definition and overview of issue
- Review of your agency policy on misconduct
- Local context
- Include “culture” issues
- Implications for human resources
- Consequences of retaliation
- Review state laws
- Explain and demystify the investigative process
- Review of medical protocols
- Employee Assistance Program
- Red Flags
- Offender Profiles
- Reporting Requirements
- Role of staff during investigations

Include in training for offenders:

- Implications of sexual misconduct
- What misconduct means for them or their family
- Medical and mental health referrals and protocols
- Consequences of false allegations
- Process of an investigation