**CJCA Selects the Alabama Department of Youth Services to Participate in the First Staff Recruitment and Retention Technical Training and Assistance Program**

The Alabama Dept. of Youth Services is proud to announce our participation in the CJCA Staff Recruitment and Retention (SRR) TTA Program. This program explores the strategies needed to assist agency leaders and staff develop methods to reduce turnover in juvenile facilities. The administration of the Staff Recruitment and Retention in Juvenile Facilities Training and Technical Assistance program is led primarily by CJCA in conjunction with its CCAS partners.

Alabama was one of three jurisdictions across the country to be selected to be in the first cohort. The Staff Recruitment and Retention TTA Program consists of an intensive training series which includes three webinars and six individual technical support calls between the DYS SRR team and the SRR Project Manager (April –September 2019). The DYS SRR team will be responsible for developing a comprehensive staff recruitment and retention action plan. This plan will include utilizing the new CJCA Toolkit - Recruiting, Hiring, and Retaining Qualified Staff. DYS will work with our TTA consultant to develop specific steps to address the recruitment and retaining qualified staff, creating and maintaining a culture that engages and supports the overall wellness of employees, and providing an environment that welcomes employee input, creativity, and fosters leadership.

Although the grant calls for a 10 person team to be identified, a successful plan will include involvement from many employees at all levels. Together as a team we will create a plan that improves our recruitment and onboarding of new staff while retaining quality staff we all want working with our youth. The initial areas the team has identified include the following:

* Mutually Supportive Teamwork
* Consistent Two-Way Communication at All Levels
* Quality-Oriented Supervision
* Clear Expectations

DYS will continue to work on additional areas for improvement and develop specific processes that will be addressed in this plan.

**DYS SRR TEAM**: Dr. Shannon Weston (Team Lead), Mr. Steven Lafreniere, Mr. Norman Howard (Autauga Campus representative), Ms. Tonya Milam (Mt. Meigs Campus representative), Mr. Lomax O’Conner (Vacca Campus representative), Mr. James White (Campus Superintendent representative), Ms. Melody Nelson, Ms. Janice-Coles Lewis, Ms. Alesia Allen, and Ms. Connie Rich.

Toolkit available at <http://cjca.net/wp-content/uploads/2019/01/18-6707_CJCA_Staff_Ret_Toolkit.pdf>