



## POSITION STATEMENT

*Executive Board Adoption Date: October 18, 2011*

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# RECRUITMENT, SELECTION, AND RETENTION OF JUVENILE JUSTICE PROFESSIONALS

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### **Statement of the Issue:**

The most valuable resource in the juvenile justice field is a highly qualified, committed, and professional workforce who will implement programs and provide meaningful services for youth. Juvenile justice facility administrators identify critical problems or challenges in the ability to effectively recruit, select, and retain a stable, professional workforce in juvenile justice organizations. Failure to recruit and retain quality individuals into the juvenile justice profession will result in the diminishing of helpful services provided to youth.

### **Nature of the Issue:**

Many organizations in the juvenile justice field experiences a high degree of staff turnover that inhibits the development of a consistent team and often negatively impacts the delivery of effective services and the ability to provide effective programming, supervision, and safe, secure environments for youth.

Frequent staff turnover in the juvenile justice field presents a significant fiscal challenge to facilities due to increased overtime during the periods of staff vacancies, additional training expenditures, administrative time spent conducting the recruiting and selection process.

The juvenile justice field needs to identify the selection strategies of hiring practices that contributes to the development of a productive, effective, and stable professional workforce.

### **Position Statement:**

The National Partnership for Juvenile Services (NPJS) recognizes that, in order to meet the professional expectations, organizations should develop and implement effective staff recruitment, selection, and retention strategies to ensure a stable, professional workforce.

NPJS strongly advocates for increasing the professional standards of juvenile justice practitioners by providing a myriad of staff development opportunities, technical assistance, professional journals and publications, conferences/workshops, certification programs, etc. devoted to the wide range of facility personnel. NPJS encourages the development of sound management practices in juvenile justice facilities that create a positive, productive work environment, provides meaningful incentives for positive performance, and ensures adequate compensation for juvenile justice professionals.

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