



BOARD OF STATE AND COMMUNITY CORRECTIONS

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LOCAL SELECTION AND TRAINING STANDARDS PROJECT

The Standards and Training for Corrections (STC) Division of the Board of State and Community Corrections (BSCC) is pleased to announce the Local Selection and Training Standards (LSATS) Project. This project consists of five distinct activities designed to provide local corrections agencies with a variety of benefits including:

- a foundation for updating the STC selection and training standards;
- the ability to compare and contrast the Adult Corrections Officer (ACO), Juvenile Corrections Officer (JCO), and Probation Officer (PO) positions;
- the identification of the training needs associated with realignment;
- cost and time efficiencies associated with the use of a single selection examination for three entry-level classifications; and,
- updated core training to address emerging training needs.

The LSATS projected timeline, activities, and outcomes and benefits to local corrections agencies are detailed inside.

LEADERSHIP



EXCELLENCE



SUPPORT

WWW.BSCC.CA.GOV

LSATS PROJECT

Revised January 2014

This project is a collaborative effort that will depend on the assistance and input of local corrections agencies. Some of the activities will rely on the involvement and expertise of administrators, managers, supervisors, and job incumbents. This involvement includes completing surveys, participating in interviews, participating in subject matter expert (SME) meetings, and reviewing draft products. BSCC will reimburse agencies for travel expenses incurred by individuals for attending project meetings. When possible, STC training credit will be provided to individuals who

PROJECTED TIMELINE, ACTIVITIES, AND OUTCOMES AND BENEFITS TO LOCAL AGENCIES

JOB ANALYSIS

August 2013– Fall 2014

Job analysis of the ACO, JCO, and PO positions. The job analysis describes the tasks that are performed and the knowledge, skills, and abilities (KSA) that are necessary for successful job performance.

Outcome and Benefits:

- Provides the foundation for updating STC's selection and training standards.
- Ensures the defensibility of the revised selection and training standards by providing an evidence-based link between the standards and the job requirements as required by professional and legal standards.
- Allows the ACO, JCO and PO positions to be compared and contrasted as a foundation for developing shared selection and training standards where appropriate as a time and cost efficiency.
- Provides current information for county human resource departments to update job descriptions, selection processes, and performance evaluations.
- Allows individual counties to compare their jobs against the statewide standard to address agency-specific selection and training needs.

HOW THE JOBS HAVE CHANGED

September 2013 – December 2014

Study of how the ACO, JCO, and PO jobs as well as the supervisory and managerial jobs for those positions have changed since the implementation of Public Safety Realignment.

Outcome and Benefits:

- Provides the ability to compare individual agency experiences with the changes across the state.
- Provides the ability to identify the training needs associated with realignment.

INTERIM TRAINING NEEDS

December 2014 – Summer 2015

Development of interim guidelines to address the training needs of ACOs, JCOs, POs, supervisors, and managers resulting from Public Safety Realignment.

Outcome and Benefits: Provides the ability to meet the training demands of realignment by developing a list of training recommendations and/or training modules for each classification.

UPDATED SELECTION EXAMINATION

Fall 2014 – Summer 2015

Development of a single and updated entry-level written selection examination for the ACO, JCO, and PO positions.

Outcome and Benefits: Provides cost and time efficiencies by implementing a single examination for all three positions (ACO, JCO, and PO). County human resources can test applicants once and the score will be applicable for all three positions. Those scores can also be transferred to other hiring agencies.

UPDATED CORE TRAINING

January 2015 – December 2015

Development of updated core training requirements for the ACO, JCO, and PO positions. Development of expanded training requirements for supervisors and managers.

Outcome and Benefits: Ensures that core training is reflective of the current job by incorporating emergent training needs into the core curriculum.

Watch for status updates of the LSATS project on our website at <http://www.bsc.ca.gov/programs-and-services/stc/services>.



Please contact STC Deputy Director Evonne Garner at (916) 323-2774 or evonne.garner@bscc.ca.gov if you have any questions or would like additional information about this project.