*Putting it in Perspective*

## STC Program Operations

STC methods of operation have drawn favorable comment from the vast majority of the 165 participating agencies. Some of STC's hallmarks are its:

- Decentralized approach with minimal administrative staffing and overhead costs.
- Broad-based decision making authority and accountability placed with STC Field Representatives and local training managers within an established framework of state selection and training standards.
- Training provided by public agencies, private vendors and community colleges in a competitive, "free market" environment that fosters high quality and cost-effectiveness.

These hallmarks enable STC to quickly adapt to change and to meet newly emerging needs in a timely and responsive manner. They have grown in importance during this time of vastly diminished fiscal resources. The creativity and innovation of local agency training managers, training providers and STC staff have also been instrumental in enabling a high rate of compliance for selection and training for the State's of nearly 25,000 local corrections personnel.

## STC Program Impact

Improper staff selection and inadequate staff training in local corrections were widespread in the 1970's. Few local jurisdictions were in compliance with federal and state laws related to selection and training. Many lacked the ability and resources to provide critical skills training of staff. STC enables local corrections agencies to remedy such problems and raise the level of competency of their personnel.

The impact of STC on local corrections has been substantial--job skills and professionalism have increased; court intervention for improper staff selection or training are insignificant since the Program meets or exceeds any national constitutional requirement. Statewide evaluation data and reports from participating agencies show:

- Improved job competency of Corrections Officers, Probation Officers and Juvenile Counselors.
- Reduced injuries to staff and inmates/offenders.
- More safely and effectively operated facilities and programs.
- A high rate of compliance with state selection and training standards.

Legally defensible selection criteria and job-related training curricula have become vital and integral parts of the safe and competent management of local corrections in California.

## The Future

Proper staff selection and adequate staff training are ongoing needs of local corrections agencies. They face constantly changing technology, statute and case law, and professional practices in areas such as public safety, inmate and offender management, medical treatment, control and restraint, and facility and program operations. Like private employers in other fields, local corrections agencies also face having to remedy basic skill deficiencies in their work force.

Federal courts, mainly by consent decree, continue to oversee many local jail facilities to remedy a variety of problem conditions of confinement. State and local courts are sometimes involved, and also determine the merits of occasional lawsuits questioning actions or responses of local corrections personnel. STC training plays a critical role in remedying and helping to avoid circumstances of costly litigation or judgements against the state, counties or cities.

STC is a low cost producer of high quality staff selection and training, enabling local corrections to meet critical state and federal laws and standards to operate safely and effectively. With improvements in the economy and Corrections Training Fund stabilization in the coming years STC will continue to produce improved job competency, safer and better facility and program operations, that are a clear benefit to the state and local jurisdictions.