



Annual Business Meeting 2023

# EFFECTIVE STRATEGIES FOR IN-STATE TRAINING





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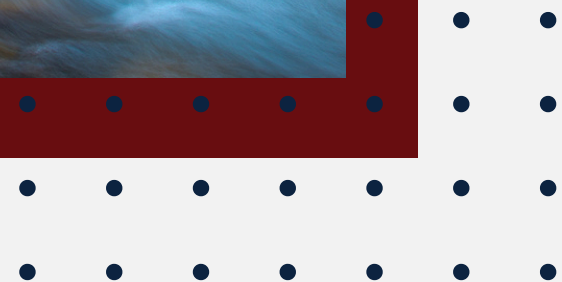
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Wrap Up







**WHO**

Who is your target audience?



# Who is your audience?

- What type(s) of people are your target audience?
- What discipline(s) does your audience come from?
- What type of work organizational culture does your audience have?
- How does this topic impact your audience?
- How does this topic impact your audience's work organization?







# HOW

How will you reach your audience?





# How will you reach your audience?

- How well does your audience know you? Have you already built a rapport with them?
- What do you have in common with your audience, and where do you differ?
- Are you the trainer? If not, who is?
- How will you promote the training to your audience?
- Will the training be in person or virtual?
- How will you get training materials to your audience?



# WHAT

What does your audience need to know and understand?



# KEY FACTORS





# TRAINING STRATEGIES

How will you accomplish the training?



## Venues

In Person  
Virtually  
Office Hours  
Statewide Conferences



## Modes & Methods

TalentLMS  
UNITY Training Site  
State Policy  
One-on-one Training  
Email Notifications  
Announcements



## Tools & Materials

Presentations  
Demos  
ICJ Rules  
ICJ Website Resources  
TalentLMS  
Cheat Sheet



Interstate Commission for Juveniles

# WEBSITE RESOURCES



## TRAINING

### BEST PRACTICES

Guidelines that outline step-by-step processes to tackle challenges and create consistency

### ICJ.TALENTLMS.COM COURSES

On-demand training courses focusing on the ICJ Rules, their application, and UNITY

### COMMISSION CALENDAR

Provides links to monthly live training sessions and meetings

### HELP CENTER

Provides support and resources related to UNITY

## LEGAL

### BENCH BOOK

Comprehensive discussion of legal issues and procedures for judges, attorneys, and court personnel

### ADVISORY OPINIONS

Legal analysis issued upon request to assist states in interpreting and applying ICJ Rules

### WHITE PAPERS

Legal analysis of key issues developed for educational purposes

### TOOLKIT FOR JUDGES

Quick access to information needed by judges, attorneys, and others

## QUICK REFERENCE GUIDES

BRIEF SUMMARIES OF COMPREHENSIVE TRAINING MATERIALS

- ICJ Fact Sheet
- Quick Reference Guide for ICJ Cases
- Bench Card on Returns
- Bench Card on Transfers of Supervision
- ICJ Training Bulletins
- ICJ Rules

## STATE-SPECIFIC MATRICES

INFORMATION ABOUT STATE-SPECIFIC LAWS AND POLICIES

- Age of Majority
- Airport Surveillance
- Sex Offender

For more information, visit the Commission's website:  
[juvenilecompact.org](http://juvenilecompact.org)

# ICJ Website Resources





# ICJ Training Presentation



INTERSTATE COMMISSION FOR JUVENILES

## INTERSTATE COMPACT FOR JUVENILES TRAINING

[www.juvenilecompact.org](http://www.juvenilecompact.org)

2023







# Time to plan!

- Who is my audience?
- How do I access my audience?
- How much does my audience know about this topic?
- What do I need my audience to know and understand?
- How does this topic impact my audience?
- How well does my audience know me?
- What does my audience have in common with me? Where do we differ?
- What type(s) of people are in my audience?
- What type of work organizational culture does my audience have?





# Effective Training Guide

### Who is my audience?

- What type(s) of people are your target audience?
- What discipline(s) does your audience come from?
- What type of work organizational culture does your audience have?
- How does this topic impact your audience?
- How does this topic impact your audience's work organization?

### How will you reach your audience?

- How well does your audience know you? Have you already built a rapport with them?
- What do you have in common with your audience, and where do you differ?
- Are you the trainer? If not, who is?
- How will you promote the training to your audience?
- Will the training be in person or virtual?
- How will you get training materials to your audience?

### What resources will you use?

Presentations, Demos, ICJ Rules, ICJ Website Resources, TalentLMS, Cheat Sheet?

### What does your audience need to know and understand?

- How much does your audience know about this topic?
- What materials on the ICJ website already covers this topic?
- What gaps are there?
- What strategies may be helpful to work with your audience?
- What skills will the training focus on?

### Training Basics

The most important consideration when developing a training should always be which methods will benefit your audience and your organization the *most*.

- Train the trainer
- Utilize current resources - Don't reinvent the wheel!
  - ICJ Website
  - Wednesday Workshops
  - UNITY Spotlight articles
  - Bench Books & Cards
- Personalization
- How will you measure success? Surveys? Certificates?
- Information Sessions vs. Training Sessions



# Effective Training Plan

### What is the topic?

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.....

### Who is the audience and who is the trainer?

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1. ....  
.....  
2. ....  
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### What are the objectives?

1. ....  
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2. ....  
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3. ....  
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Notes:

### Parking Lot

Projects & Ideas for later

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### When & where will this training take place?

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1. ....  
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2. ....  
.....

Notes:

Quarterly Goal: .....



**THANK  
YOU!**

