

IMPROVING TREATMENT THROUGH PROFESSIONAL DEVELOPMENT

Recruiting, Training and Retention of Clinical Professionals in Sex Offender Treatment

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With the growing demand for experienced sex offender treatment professionals, recruiting has proven to be both a difficult and expensive task. The demand for seasoned staff outweighs the supply. By cultivating partnerships with educational institutions a symbiotic relationship can be fostered which benefits each party. By utilizing trainees, who must gain hands-on experience to complete their education requirements, vacancies can be filled with individuals who are eager to learn. In addition, the global sex offender treatment community benefits through the infusion of new clinicians into the field. By obtaining both direct experience and knowledge, gained through training and supervision, young professionals can obtain valuable insights into treatment. This experiential training can alleviate the myths and taboos of sex offender treatment. By investing in training the organization, the trainee and the profession will benefit.

This paper presentation will address the advantages gained by sex offender treatment professionals by cultivating partnerships with educational institutions to provide trainees. Examples will be provided of estimated cost of recruiting a staff member compared to the cost of recruiting a student trainee. A discussion of the various types of trainees available and their supervisory requirements will be addressed.

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Clinical Supervision of Therapists in the Treatment of Sexually Abusive Youth

Phil Rich, Ed.D., M.S.W.

The workshop will explore the role and practice of the clinical supervisor in the supervision of clinicians working with sexually abusive youth, including an overview of the general practice of clinical supervision, and its particular application to sex offender specific treatment with children, adolescents, and families. In discussing the role, nature, and practice of clinical supervision with clinicians who provide sex offender specific to children and adolescents, the workshop first provides an overview of and examines principles basic to the provision of clinical supervision across the broader field of generic mental health treatment. The workshop discusses and explores the role and practice of clinical supervision and its elements, and an integrated model for understanding the form, function, and content of clinical supervision. It then focuses on the work of the clinical supervisor in supervising the work of sex offender specific clinicians, discussing elements of clinical supervision idiosyncratic to sex offender treatment, allowing time for and encouraging audience participation and discussion.