**DYS Initiative:** To increase the tools employees have to safely deescalate conflict within the institutions.

**Focus:** Advanced verbal strategy techniques specifically designed to manage the variety of conflicts that occur in our environment.

**Staff Involvement:**
- Advanced verbal strategy training will begin soon for staff within the institutions.
- This training has been developed through the Ohio Commission on Dispute Resolution and Conflict Management.
- Twenty-four DYS staff will go through a six-day ‘Train-the-Trainer’ course.
- The trained DYS staff will then go back to their institution and present a three-day training to all staff who have regular contact with youth.
- An additional day will be used to train certain staff on teaching youth the techniques.
- To help roll-out the initiative and outline general concepts of the training, two half-day orientation sessions will be delivered to 150 employees.
- All staff through Pre-Service or In-service will be given a training that highlights specific techniques.

**Timing:** Staff training will begin in late February 2007