

**Report on the Response of the Department of Juvenile Justice  
to the Impact of the Aging of Virginia's Population**



## Signature Page

Pursuant to legislation enacted by the Virginia General Assembly of Virginia, the Department of Juvenile Justice submits this report of its progress in addressing the impact of the aging of Virginia's population.

---

Barry R. Green, Agency Director

---

Submission Date

## **Executive Summary**

- All secure confinement and/or community supervision, services, and programs are provided to youth under the age of 21.
- The Department of Juvenile Justice will not experience a significantly large percentage of security positions that meet the eligibility requirements for retirement over the next two years. However, the executive staff and several other organizational and departmental supervisors meet the requirements for retirement as of June 2007.
- To ensure continuity, the department will continue to encourage and develop its employees to assume positions of greater responsibility by leading, teaching, coaching, and mentoring our employees.

## **Agency Description**

### **Agency Vision**

Successful Youth, Strong families, Safe communities

### **Agency Mission**

To protect the public through a balanced approach of accountability and comprehensive services that prevent and reduce delinquency through partnerships with families, schools, communities, law enforcement, and others, while providing opportunities for delinquent youth to become responsible and productive citizens.

### **Agency Goals**

- Reducing recidivism of youth involved with DJJ to strengthen community safety.
- Improve successful community functioning of youth involved with DJJ.
- Divert from DJJ those youth who are more appropriately serviced by other partners.
- Build effective partnerships to improve outcomes for youth and communities.
- Attract, develop, and retain a highly proficient workforce.

### **Agency Values**

- All youth and their families are worthy of our best efforts.
- Offer early and effective interventions to limit youth's further involvement in the juvenile justice system.
- Meeting the individual physical, emotional, and educational needs of youth and reducing their risk of re-offending.
- Provide safe and secure confinement for those who are a danger to community as well as treatment to help youth succeed.
- Working in partnership with other agencies and localities.
- Recruiting, supporting, and maintaining a competent and diverse workforce.

## Data Requested

The following information is provided as outline in state agency reporting requirements pursuant to HB 2624 (2007) addressing the impact of the ageing of Virginia's population.

1. Number of persons who received services from the agency in the past fiscal year who fell into each of the following age ranges: 65-74; 75-84; and 85 and older. All secure confinement and/or community supervision, services, and programs are provided to youth under the age of 21.
2. Identify the agency services that are utilized by senior citizens 65 and older in significant numbers. All secure confinement and/or community supervision, services, and programs are provided to youth under the age of 21.
3. Identify current agency programs, specifically designed to service seniors 65 or older. All secure confinement and/or community supervision, services, and programs are provided to youth under the age of 21.
4. Identify the extent to which your agency provides "consumer-oriented" publications and websites online that are designed to be "senior-friendly". All secure confinement and/or community supervision, services, and programs are provided to youth under the age of 21. Although all of our youth who are confined and/or receive community supervision are under the age of 21, our agency website has been designed to be "senior-friendly". Many of the youth we serve are being raised by their grandparents who occasionally visit our website for information.
5. Describe the effect that the aging of the agency's own workforce will have on its ability to deliver services. The Department of Juvenile Justice will not experience a significantly large percentage of security positions that meet the eligibility requirements for retirement over the next two years. However, the executive staff and several other organizational and departmental supervisors meet the eligibility requirement for retirement as of June 2007. Examples include: Director, Deputy Directors, and Court Services Unit Directors, Assistant Directors, and Regional Operations Managers. The Department's aging workforce is equivalent to 8% (164) of the total agency who are at least age 60 or above. To ensure continuity, the Department will continue to encourage and develop its employees to assume positions of greater responsibility by leading, teaching, coaching, and mentoring our employees.
6. Describe any other services or programs that the agency has implemented or plans to implement in the future to address the impact of the aging of Virginia's population. All secure confinement and/or community supervision, services, and programs are provided to youth under the age of 21.