REPORT TO THE LEGISLATURE
Pursuant to P.A. 121 of 2024
Section 313
Officer Recruit Training
3rd Quarter

Section 313. (1) From the funds appropriated in part 1, the department shall work to hire and train new corrections officers to address attrition of corrections officers and to decrease overtime costs. The department shall submit quarterly reports on new employee schools. The reports must include the following information for the immediately preceding fiscal quarter, and as much of the information as possible for the current and next fiscal year.

(a) The number of new employee schools that took place and the location of each.
(b) The number of recruits that started in each employee school.
(c) The number of recruits that graduated from each employee school and continued employment with the department.

(2) Third quarter reports must outline steps the department has taken to obtain the highest number of recruits possible for each new employee school. A report prepared under this subsection must include, but is not limited to, all of the following information:

(a) Internal sources of recruitment, including transfers and promotions.
(b) External sources of recruitment, including advertisements.
(c) Job portals, social networking platforms, placement agencies, job fairs, campus placements, or professional entities used for recruitment.
(d) Whether the department's website was used to advertise vacancies.

Officer Recruit Training Q3 FY 2024-2025

There was one class in Q3 of FY 2024-2025. 183 recruits started in Q3 of FY 2024-2025 and of those initially hired, 154 completed the academy this quarter and transitioned to on-the-job training.

Class Name - Location	Phase I 8 weeks	Phase II OJT 8 weeks	Recruits Hired	Recruits Graduated
U.P. Fabian Lavigne Class/Kinross	4/14/25-6/6/25	6/9/25-8/1/25	28	24
L.P. Fabian Lavigne Class/Whitmore Lake	4/28/25-6/20/25	6/23/25-8/15/25	155	130
			183	**154**

Subsection 2:

a.) Internal sources of recruitment, including transfers and promotions.
Our Recruitment Team continuously advertises positions in both northern regions and central region for our recruit schools. We reinforce through speaking to recruit classes about

the value of recruiting friends and family. Our recruitment teams invite other MDOC staff to attend public and community events such as county fairs, target area open houses, MI Works events. We have engaged MDOC traveling teams to provide support to some of our facilities with the highest vacancy rates. The support of volunteers working at those facilities has provided relief to fellow corrections officers. Internally, each facility has established recruitment teams that conduct recruiting events including open houses at their facilities.

The Director has appointed an EPIC Recruitment team that is currently working to make recommendations to enhance our current recruitment efforts in multiple positions in the department. This team is finalizing their proposals and will present their recommendations to the Director later this summer.

b.) External sources of recruitment including advertisements.

The Department has extensive advertising engagements through television, radio, print (newspaper/magazine/event sponsorships), billboards, gas station in-pump video ads, movie theaters, parades, county fairs, home building shows, craft shows, sporting events (MSU basketball, High School sporting events), and recruit school graduations. Recruitment has used yard signs, banners, feather flags, and has added recruitment trailers to attend outdoor events as visually appealing on-site recruiting tools.

c.) Job portals, social networking platforms, placement agencies, job fairs, campus placements, or professional entities used for recruitment.

The Department's Recruitment Section used search engine and cross-platform display tools to enhance access and web visibility. The Section also utilized LinkedIn, Indeed, MI Talent, the NEOGOV State of Michigan government jobs website, Michigan Works, Facebook, X (formerly Twitter), Snap Chat, as well as in-person and virtual career fairs at high schools and colleges.

The Recruitment Section also engaged in partnerships including Detroit at Work, various veteran organizations/events, farmer's markets, Detroit Peacenik 2025, and college RESA programs to share career information with interested candidates.

The Department has continued its contractual relationship with PFM Group, a recruitment and retention specialist team to assist in identifying areas of opportunities and efficiencies throughout our recruitment process. The leaders from PFM Group are actively working their plan to study our recruitment and retention for the efficiency of efforts and provide recommendations at the completion of their study.

PFM is analyzing data gathered on the last 5 years that includes the number of individuals hired into custody and non-custody positions, how long they were employed for, the reason for leaving the position and distance the work location was to the employee's residence. PFM Group has been has completed focus group sessions with staff at facilities that have not experienced staffing shortages and are now pivoting their focus groups to facilities that have or are still dealing with staffing shortages. The remaining group sessions are scheduled between July-September 2025.

The PFM Group was selected through a competitive bid/contract process. The department is anxious to receive their final report and recommendations for sustainable solutions to both recruitment and retention efforts.

d.) Whether the department's website was used to advertise vacancies.

The Department's website is used to post vacancies within the agency through the NEOGOV job posting site. The MDOC website includes information about various careers, requirements for those positions, grant assistance, salary and benefits, the hiring process, videos about highly recruited positions, and the Recruitment Section contact information. Additionally, recruitment events are posted on the Department's website and social accounts.

Completed Recruiting Events in Q3 of FY25:

KBOCC	4/2/2025
Alger Open House	4/3/2025
CMU Nonprofit & Government Fair	4/4/2025
Olivet College	4/9/2025
Detroit Public Safety Academy	4/9/2024
Order of Eagles Grayling	4/10/2025
St. Charles Middle/High School	4/11/2025
Womens Huron Valley	4/14/2025
Munising High School	4/14/2025
Michigan Works Grayling	4/14/2025
Wayne State University	4/17/2025
Macomb Community College Job Fair	4/22/2025
McKibbon Media Group Job Fair	4/22/2025
Michigan Works Hillsdale MI	4/22/2025
Northern Michigan University	4/23/2025
Carson City High School	4/23/2025
Western HS Pizza With Professionals	4/23/2025
Belleville Community Career Day	4/23/2025
Pickford High School	4/23/2025
Kellogg CC Nursing Networking Event	4/24/2025

Career Launchpad Event	4/24/2025
Vernon RESD	4/25/2025
Community Career Expo Armory	4/26/2025
Heritage High School	4/29/2025
MiCareer Quest	4/30/2025
Jackson Area Career Center	4/30/2025
Detroit at Work	5/1/3025
Lakeland Correctional Facility Open House	5/1/2025
Cedarville Job Fair	5/1/2025
Michigan Works Alma	5/1/2025
RESD Michigan Works Gratiot	5/2/2025
Jackson County Caree Day	5/2/2025
Jackson College	5/5/2025
Eaton ERESA	5/5/2025
Saginaw Career Complex	5/6/2025
Enrollment Community Resource Fair	5/6/2025
Marquette Branch Prison	5/6/2025
Baraga Correctional Facility	5/7/2025
Wexford Missaukee Career Tech Center	5/7/2025
Montcalm Community Career Fair	5/7/2025
Michigan Works Grand Rapids	5/8/2025
MI Trades Career Fair	5/8/2025
TV 6 Mother's Day Craft Fair	5/9/25 - 5/11/25
Rustic Revival Craft Fair & Market	5/10/2025
Women’s Huron Valley	5/12/2025
Richard Handlon Correctional Facility	5/13/2025
Walsh College	5/14/2025
GST Michigan Works	5/14/2025
Newberry Correctional Facility	5/14/2025
MDHHS Spring Job Fair	5/15/2025
Michigan Works Greenville Carson Cit	5/20/2025

Chippewa & Kinross Facilities	5/21/2025
Alger Correctional Facility	5/28/2025
Michigan Works Lansing	5/30/2025
Marquette Branch Prison	6/3/2025
Baraga Correctional Facility	6/4/2025
Lakeland Correctional Facility	6/4/2025
Chassell Farmer's Market	6/4/2025
Baraga County Farmer's Market	6/7/2025
Carson City Frontier Days	6/6/25 - 6/7/25
Brooks Correctional Facility	6/9/2025
Gus Harrison Correctional Facility	6/9/2025
Michigan Works Ionia	6/10/2025
Michigan Works West Central Big Rapids	6/10/2025
Chippewa & Kinross Facilities	6/11/2025
Chassell Farmer's Market	6/11/2025
Houghton County Veterans Resource Fair	6/11/2025
Carson City Correctional Facility	6/12/2025
Michigan Works Newaygo	6/12/2025
Thumb Correctional Facility	6/12/2025
Pictured Rock Days	6/13/25 - 6/14/25
Baraga County Farmer's Market	6/14/2025
Michigan Works Ludington	6/16/2025
MCEEA Conference	6/16/25 - 6/18/25
Eaton County Michigan Works	6/16/2025
Charlotte Michigan Works	6/16/2025
Parnall Correctional Facility	6/17/2025
Meet & Greet VA Ann Arbor	6/17/2025
Chassell Farmer's Market	6/18/2025
Michigan Works Hart	6/18/2025
Women’s Huron Valley	6/18/2025
Carson City & Ionia CF	6/18/2025

Jackson County Open House	6/20/2025
Baraga County Farmer's Market	6/21/2025
Health & Safety Fair (AmeriCorps)	6/21/2025
Juneteenth Celebration Jackson	6/21/2025
Juneteenth Celebration Lansing	6/21/2025
Juneteenth Celebration Battle Creek	6/21/2025
Michigan Works Baldwin	6/23/2025
Cooper Street Correctional Facility	6/23/2025
Bellamy Creek Correctional Facility	6/24/2025
Chassell Farmer's Market	6/25/2025
Iron County Veterans Resource Fair	6/25/2025
Michigan Works Reed City	6/25/2025
Michigan Works Mt. Pleasant/Gratiot	6/26/2025
Lansing Area Hiring Event	6/27/2025
Baraga County Farmer's Market	6/28/2025