REPORT TO THE LEGISLATURE
Pursuant to P.A. 22 of 2025
Section 312
Officer Recruit Training
3rd Quarter

Section 312. (1) From the funds appropriated in part 1 for new custody staff, 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 2026

There was one class in Q3 of FY 2026. 235 recruits started in Q3 of FY 2026 and of those initially hired, 201 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
John Ocwieja Class Northern - Kinross	4/13/26-6/5/26	6/8/26-7/31/26	30	27
John Ocwieja Class Southern - Whitmore Lake	4/27/26-6/19/26	6/22/26-8/14/26	205	174
			235	**201**

Subsection 2:

a.) Internal sources of recruitment, including transfers and promotions.

Our Recruitment Team consistently advertises openings in both the northern and central regions to support our recruit schools. We regularly speak with recruit classes about the value of encouraging friends and family to consider careers with the MDOC. Recruitment staff also invite other MDOC employees to join them at public and community events—such as county fairs, target-area open houses, and Michigan Works events—to broaden our outreach.

To support facilities experiencing the highest vacancy levels, we've engaged MDOC traveling teams, whose efforts have provided meaningful relief to on-site corrections staff. Additionally, each facility has established its own internal recruitment team that organizes local hiring initiatives, including on-site open houses.

The department has implemented an increased pay rate for new corrections officer recruits at several Upper Peninsula correctional facilities. The pay rate increases annual base earnings of a corrections officer there by approximately $10,000. Facilities where future officer recruits can earn the increased rate are Marquette Branch Prison, Baraga Correctional Facility, Alger Correctional Facility, Kinross Correctional Facility, and Chippewa Correctional Facility. It is the department's desire that current officers at the selected facilities who are currently below the $28.24 hourly pay rate will be brought up to the increased wage to maintain equity with new hires.

b.) External sources of recruitment including advertisements.

The Department maintains a broad advertising presence across multiple platforms, including television, radio, print media (newspapers, magazines, and event sponsorships), billboards, gas-station in-pump video ads, movie theaters, parades, county fairs, home-building and craft shows, sporting events such as MSU basketball and high-school athletics, and recruit school graduations. Our recruitment efforts also incorporate yard signs, banners, and feather flags, and we have introduced recruitment trailers as visually engaging on-site tools for outdoor events.

Beginning in Q2, our Public Information Office (PIO) has begun creating and distributing digital advertising on social media, TV and audio streaming, YouTube, and Google Search. The unit has created an advertising campaign that collects sign-ups from prospective applicants to be retargeted with additional materials. Engagement data from social media has been used to finetune targeting as well. The unit has produced ads end-to-end from concepting, filming, talent scouting, and editing following a campaign message of "I am MDOC"

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

The Department's Recruitment Section uses search-engine marketing and cross-platform display tools to expand access and strengthen online visibility. The team also leverages LinkedIn, Indeed, MiTalent, the NEOGOV State of Michigan jobs site, Michigan Works, Facebook, X (formerly Twitter), and Snapchat, along with both in-person and virtual career fairs at high schools and colleges.

Additionally, the Recruitment Section has built partnerships with organizations such as Detroit at Work, various veteran groups and events, farmers markets, and college RESA programs to connect with and inform prospective candidates.

We are partnering with the Department of Labor and Economic Opportunity's Workforce Development division to monitor WARN Notices related to business closures and workforce reductions. These notices will serve as a source of potential candidate pools for recruitment outreach regarding upcoming Correction Officer academies.

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

The Department's website is used to post agency vacancies through the NEOGOV job portal. It also provides detailed information about available careers, position requirements, grant assistance, salary and benefits, the hiring process, and videos highlighting high-demand roles, along with contact information for the Recruitment Section.

In addition, upcoming recruitment events are shared on the Department's website and social media accounts.

Completed Recruiting Events in Q3 of FY26:

Baraga Correctional Facility	4/1/2026
Jackson Area Facilities	4/1/2026
Alger Correctional Facility	4/2/2026
Ionia Facilities	4/7/2026
Marquette Branch Prison	4/7/2026
St. Louis Facilities	4/7/2026
MRS Flint Mock Interviews	4/8/2026
Newberry Correctional Facility	4/8/2026
Olivet Spring Career Fair	4/8/2026

Great Lakes Bay Job Fair Delta College	4/9/2026
Montcalm Area Career Center (HC)	4/13/2026
Washtenaw Community College	4/13/2026
Western High School Career Fair	4/15/2026
Detroit at Work	4/15/2026
Mi Career Quest Farris State Univ	4/15/2026
Alpena Community College	4/16/2026
Lincoln Park High School	4/21/2026
Chaplain Seminary Event	4/22/2026
Chippewa & Kinross CF	4/22/2026
Baker College Virtual	4/23/2026
Detroit at Work	4/29/2026
Eaton RESA vs. Clinton RESA	4/30/2026
Marquette Branch Prison	5/5/2026
Baraga Correctional Facility	5/6/2026
Alger Correctional Facility	5/7/2026
Saginaw Career Complex	5/7/2026
Munising Middle/High School	5/7/2026
TV 6 Mother's Day Craft Show	5/8/26-5/10/26
Michigan Works Petoskey	5/11/2026
Reverse Job Fair	5/12/2026
MI Trades Career Fair	5/13/2026
Richard Handlon Correctional Facility	5/13/2026
WCC Employment Connect	5/14/2023
Western High School Career Fair	5/15/2026
Women's Huron Valley	5/15/2026
Lansing Hiring Event	5/18/2026
Carson City Correctional Facility	5/19/2026
Saginaw Valley State University	5/20/2026
Chippewa & Kinross CF	5/20/2026

Gus Harrison Correctional Facility	5/26/2026
Multi Industry Career Fair	5/26/2026
Kalamazoo Job Fair	5/28/2026
Sault Ste Marie Parade/Honor Guard	5/30/2026
District 1 Job Fair- Detroit	6/1/2026
Marquette Branch Prison	6/2/2026
Oaks Correctional Facility	6/2/2026
Bellamy Creek Correctional Facility	6/2/2026
Baraga Correctional Facility	6/3/2026
Lakeland Correctional Facility	6/3/2026
Saginaw Michigan Works	6/3/2026
Connecting Talent Career Fair	6/3/2026
Alger Correctional Facility	6/4/2026
Michigan School of Psychology	6/5/2026
Carson City Frontier Days Sponsorship	6/5/26-6/7/26
Cherry Festival Parade	6/5/2026
Race to Talent GST Michigan Works	6/9/2026
Newberry Correctional Facility	6/10/2026
Ionia Correctional Facility	6/11/2026
Muskegon Area Facilities Mich. Works	6/11/2026
St. Louis Facilities MW Mt. Pleasant	6/13/2026
Baraga Trout Festival	6/13/2026
Michigan Works Mt. Pleasant	6/13/2026
Pictured Rock Days	6/12/26 -6/13/26
Kemery Recreation Center	6/13/2026
Lansing Area Hiring Event	6/15/2026
Chippewa & Kinross CF	6/17/2026
Vetfest	6/17/2026
Juneteenth Celebration Lansing	6/20/2026
Juneteenth Celebration Battle Creek	6/20/2026

Urban Initiative Job Fair	6/20/2026
Veterans Event	6/20/2026
Greater Emmanuel COGIC	6/20/2026
Women's Huron Valley	6/23/2026
Job Information Session	6/24/2026
Multi Industry Career Fair	6/25/2026
Initiative Employee & Community Reso	6/25/2026
Detroit at Work Summer Career Fair	6/25/2026
Jet Jam	6/26/2026
Multi-Employer CF/ Sun & Success	6/25/2026
Employer & Community Res. Event	6/26/2026
Touch a Truck	6/30/2026