

**REPORT TO THE LEGISLATURE**  
**Pursuant to P.A. 119 of 2023**  
**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 pursuant to this subsection must include, but not be 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.

Subsection 1:

There was one class in Q3 of FY 2024. 201 recruits started in Q3 of FY 2024 and of those initially hired, 182 completed the academy this quarter and transitioned to on-the-job training. This fiscal year-to-date, the Department has hired 606 officers and graduated 540.

<b>Class Name - Location</b>	<b>Phase I 8 weeks</b>	<b>Phase II OJT 8 weeks</b>	<b>Recruits Hired</b>	<b>Recruits Graduated</b>
Lia Gulick Class/Kinross	4/15/24- 6/7/24	6/10/24- 8/2/24	22	22
Lia Gulick Class/Whitmore Lake	4/29/24- 6/21/24	6/24/24- 8/16/24	179	160
		<b>Totals</b>	<b>201</b>	<b>182</b>

Subsection 2:

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

Our Recruitment Team continuously advertises positions in both northern regions and central region recruit school graduations, and speaks 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 hardest hit facilities. The comradery of volunteers working at those facilities has provided relief to fellow corrections officers.

Additionally, the Department internally advertised a \$3,000 recruitment and retention bonus for FY 2023-2024 and a compressed pay scale that starts October 1, 2024. Internally, each facility has established recruitment teams that conduct recruiting events including open houses at their facilities.

**b.) External sources of recruitment including advertisements.**

The Department advertises on 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 (Lansing Lugnuts baseball), recruit school graduations, and even a booth in the Jackson Crossing Mall. Recruitment has used yard signs, banners, and feather flags 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 searches 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 Department has just entered a contractual relationship with a recruitment and retention specialist team to assist in identifying areas of opportunities and efficiencies throughout our recruitment process. The PFM Group, led by Director Greg Butler has met in person with each of our U.P. Wardens to discuss their challenges in detail. They have already begun building an analysis of the demographics, identifying other competing factors and provide potential solutions for consideration. Over the next few months members of their team will be collaborating with our facility leaders throughout the seven targeted areas. The identified areas include our Upper Peninsula, Jackson area, our Women's facility, and Ionia. The PFM team will be setting up in-person roundtable meetings with staff to better understand the specific challenges at each location. The PFM Group came highly recommended by other states that have benefitted from their services, and we are excited to work closely with them to find sustainable solutions to both recruitment and retention within the MDOC.

The Recruitment Section also engaged in other partnerships including Detroit at Work, various veteran organizations/events, farmer's markets, Detroit Peacenic 2024, and college

RESA programs to share career information with interested candidates.

**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, all recruitment events are posted on the Department’s website, Facebook, and X (formerly Twitter). The Recruitment Section has listed all recruiting events scheduled in the third quarter of FY 2023-2024 as well.

Completed Recruiting Events in Q3 of FY24.

Michigan Works Jackson	4/1/2024
Baraga Correctional Facility	4/3/2024
Ludington High School	4/3/2024
Siena Heights University	4/4/2024
Oakland University	4/4/2024
Jackson Crossings Mall	4/6/2024
Lansing Community College RESA	4/8/2024
Lansing Community College RESA	4/9/2024
Wayne County Community College District	4/11/2024
UP Together with Veterans	4/11/2024
Delta College Great Lakes Bay Spring Fair	4/11/2024
Wayne State University CJ Career Fair	4/17/2024
SOM Virtual Career Fair	4/17/2024
Shiawassee RESD What's Next Career Fair	4/17/2024
Western High School	4/17/2024
Lapeer County Intermediate School District	4/18/2024
Macomb Community College Career Fair	4/18/2024
TV 6 Craft Show	4/20/2024
Jackson College	4/22/2024
Kellogg Community College	4/23/2024
Jackson Crossings Mall	4/25/2024

Montcalm Career Fair	4/26/2024
TV6 Craft Show	4/20/2024
Heritage High School	4/30/2024
SOM Virtual Career Fair - Accounting/Finance	4/30/2024
Baraga Correctional Facility	5/1/2024
Marquette Correctional Facility	5/2/2024
Women's Huron Valley	5/3/2024
Lakeland Career Expo	5/3/2024
Jackson Crossings Mall	5/4/2024
Chippewa & Kinross Facilities	5/7/2024
Addison High School	5/7/2024
Northern Michigan University Career Day	5/8/2024
Michigan Works Livonia	5/8/2024
Mi-Trades Center	5/9/2024
MI Career Quest (Traverse City)	5/9/2024
Les Cheneaux Job Fair	5/9/2024
Mother's Day Craft Show/ Marquette	5/10/24 - 5/12/24
Shiawassee Fairgrounds Rustic Revival	5/11/2024
Michigan Works (Lansing)	5/14/2024
Wexford-Missaukee Career Tech Career Expo	5/14/2024
Newberry Correctional Facility MI Works	5/15/2024
Walsh College Spring Fair	5/15/2024
Thumb Correctional Facility	5/16/2024
Woodland & DDC Facilities	5/16/2024
Carson City & Ionia Facilities (Greenville)	5/16/2024
Gus Harrison Correctional Facility	5/20/2024
The Grind Manistique Café	5/22/2024
UP Together with Veterans	5/22/2024
Ionia & Muskegon Area (Grand Rapids)	5/24/2024

Macomb Correctional Facility	5/24/2024
Lakeland Correctional Facility	5/29/2024
Detroit at Work	5/29/2024
Michigan Works (Big Rapids)	5/31/2024
Detroit at Work	6/5/2024
Muskegon Area Correctional Facilities	6/5/2024
St. Louis Facilities Open House (Gladwin)	6/5/2024
Baraga Correctional Facility	6/5/2024
Michigan Works (Newaygo MI)	6/6/2024
Oaks Correctional Facility	6/6/2024
Michigan School of Psychology	6/7/2024
Pictured Rock Days	6/8-9, 2024
Michigan Works (Ludington MI)	6/10/2024
Career Fair Carnival Montcalm Community College	6/11/2024
Statewide Recruitment (Green Oaks)	6/11/2024
Montcalm Career Fair Carnival	6/11/2024
Chippewa & Kinross Facilities	6/11/2024
Marquette Branch Prison	6/12/2024
Alger Correctional Facility	6/13/2024
Peacenic Detroit	6/15/2024
Baraga County Farmers Market	Mon & Wed. 6/15/24-10/12/24
Juneteenth Celebration Jackson MI	6/15/2024
Juneteenth Celebration Lansing, MI	6/15/2024
Juneteenth Celebration Battle Creek, MI	6/17/2024
Jackson College	6/17/2024
Lansing Michigan Works	6/18/2024
Mott Community College	6/18/2024
Michigan Works Southwest Calhoun County	6/18/2024
MSEEA Annual Conference	6/19/24-6/21/24

Jackson College	6/21/2024
DPD Resource Rally	6/21/2024
Michigan Works (Reed City MI)	6/21/2024
Jackson College	6/23/2024
Ionia Area Correctional Facilities	6/27/2024
Peacenic Detroit	6/29/2024