

FAQ's

Academy Operations

1. When does the next training academy begin?

Academy Location	Academy Date
Northern Region	07/08/2024
Green Oaks (Southern Region)	07/22/2024

2. Where is the training academy located?

**Green Oaks Training and Professional Development Center
8701 East M-36
Whitmore Lake, MI 48189**

**Northern Region Training Center
5086 W. M-80
Kinross, MI 49788**

3. What are the academy hours?

Monday through Friday 7:00a - 3:30p

4. How long is the training academy?

Classroom training is eight weeks at the academy, followed by an additional two months of on-the-job training at your assigned facility.

5. What is a normal day at the academy like?

Recruits will have morning inspection and rollcall, followed by classroom training, lunch, and then usually physical training or skill development at the end of the day. Training is a mixture of lecture/group-based training and skill-based activities.

6. What are the academy expectations?

The MDOC expects that recruits follow the academy rules, MDOC policies and procedures, and the MDOC employee handbook. Additionally, recruits are expected to be prepared, to be on-time, and to be at work each day with their uniform worn properly. They shall be respectful to training staff and each other, self-disciplined, open to learning, and receptive to constructive criticism that helps them become exceptional officers.

7. Is the academy a paramilitary style?

The academy is run with some structure, but it is not considered to be paramilitary. There is no rank structure at the academy. Field Training Officers and academy instructors are here to ensure learning and to prepare recruits for their new career.

Academy Benefits

8. What is the starting pay for Corrections Officers?
New officers currently start at \$20.48 per hour.
9. Am I paid during the academy? If so, when will I receive my first paycheck?
New Recruits begin earning pay on day 1 of the academy. Paychecks are issued bi-weekly (every other Thursday). The first paycheck will be received on the second payday after starting work.
10. When do my employee benefits start?
For newly hired employees, benefits will be effective the first day of the new pay-period starting after you call the MI HR Service Center* (877-766-6447) to enroll. Newly hired employees must call MI HR* within 31 days of their hire date to enroll in benefits. Benefits are not effective immediately upon hire or immediately after contacting MI HR* to enroll. [Benefit Eligibility Guidelines.](#)
11. Are meals provided during the academy?
Lunch is provided to all recruits. Breakfast and dinner are provided for recruits who are lodging at a local hotel.
12. Can I bring my own food and snacks to the academy?
Recruits are welcome to bring their own lunch, snacks, and beverages. Lunch will be eaten in the cafeteria or other designated dining area. Snacks and beverages may be consumed on breaks, however eating in the classroom is not permitted.
13. Are there breaks during the days at the academy?
Yes, hourly breaks are provided, as well as a half-hour lunch.
14. Do I get any hands-on training at the academy?
Recruits receive significant hands-on training throughout the academy including physical training, skill development training, defensive tactics, firearms familiarization, restraint application, personal and area searches, and other skills required to be an exceptional corrections officer.

Lodging at the Academy

15. Will I be required to stay on-site?
Recruits that live/work more than 50 miles from the academy are given the option for lodging per the state travel regulations. Staying on-site is not a requirement. If not staying overnight mileage MAY be reimbursed per the State of Michigan Travel Regulations.
16. Where is academy lodging?

Academy lodging is currently at hotels in the Brighton area about 15 minutes from the academy at the Green Oaks Training and Professional Development Center. There is construction in the area so it may take a little longer to get there. The department is currently building a 91-room lodge for the academy. Each room will have two beds, a study desk, a wardrobe, storage drawers for each guest and a TV and private shared bathroom in each room. There are four accessible rooms for people with disabilities or reduced mobility. Additionally, there will be recreation and workout space, a patio, laundry services on each floor and a quiet space for study groups. The lodge will be attached to the training center so guests will not have to go outside to get to their training program. Lodging for the Northern Region Training Center is at a hotel in Sault Ste. Marie, about 15 miles from the training center.

17. Will I share a room at the academy?

Yes, you will most likely share a room with another recruit. The rooms have two double beds. There are regular room inspections to make sure the rooms remain clean.

Academy Eligibility

18. Is there a maximum age for new officers?

The MDOC is recruiting anyone 18 years or older who meets the requirements of the job.

19. What are the physical requirements at the academy?

Recruits must initially complete the Correctional Officer Physical Aptitude Test prior to being hired. It can be viewed on YouTube at this link: [MDOC COPAT](#).

Once in the academy, recruits are expected to participate in physical training which includes push-ups, sit-ups, mountain climbers, light running and other approved exercises. They are also expected to fully participate in defensive tactics, emergency health care and disturbance control training. These programs require moderate physical exertion.

20. I have a criminal record, am I still able to apply?

The Department of Corrections may screen out job applicants who have been convicted of a felony in accordance with Public Act 191 of 2017. Applicants who have been convicted of a misdemeanor or felony are ineligible for employment with the Department of Corrections until satisfactory completion of any sentence imposed, including parole or probation.

21. Do I need to be an American Citizen to apply? Are work permits accepted?

No, you do not need to be a U.S. Citizen to apply, however, you will need to complete an I-9 form and provide original documents for review to verify your identification and your authorization for employment. [Acceptable Documents for Verifying Employment Authorization and Identity](#)

Miscellaneous Questions

22. When will I receive my uniforms?

Recruits will receive their uniforms Thursday or Friday during new officer orientation. Those who have a uniform that doesn't fit correctly will be issued PT gear until the correct uniforms are issued.

23. Will I be responsible for any alterations to my uniforms?

Recruits are responsible for alterations as needed for proper fit and pant length.

24. What are the grooming and uniform standards at the academy?

Recruits are expected to have their uniform neat, clean, pressed and shoes or boots polished. Their hair shall be natural colors and off the collar. Nails shall be trimmed below the tip of the finger so they can perform assigned duties and training activities. Recruits will receive a grooming and uniform tutorial/overview when they pick up their uniforms.

25. Will I have homework to do at night during the academy?

Recruits will need to study after hours to understand all of the material and to do well on their exams. However, there is generally not assigned homework after hours.

26. Should I be taking my college credits while I am at the academy?

Recruits have the option of completing their college credits at any time prior to or after being hired. They have 24 months to complete their college credits once hired. During the academy, recruits may have the ability to participate in virtual college courses or evening classes if their schedule permits.

27. Will I be provided information about joining the union?

Yes, recruits receive information during their first week about joining the Michigan Corrections Organization (MCO). Joining the MCO is optional.

After the Academy

28. What shift will I work?

Shifts vary depending on the facility and operational needs. Depending on where you are placed, you may be assigned to an 8- or 12-hour shift.

29. Will I have to work weekends?

Yes, once you complete the academy and on-the-job training. Facility scheduling is based on operational needs, which includes weekends.