

Recruiting & Retention

2025 Correctional Officer
Workforce Update

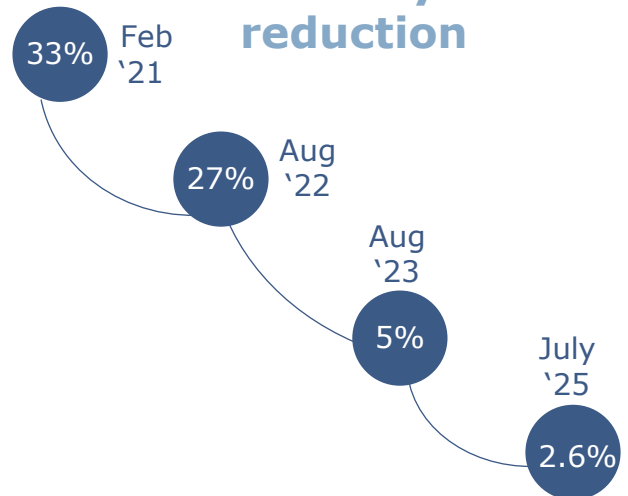
From crisis to confidence

From February 2021 to August 2023, IDOC closely examined and addressed hiring and retention challenges, significantly reducing our correctional officer vacancy rates. We continue to refine our hiring strategies and improve retention rates.

Key recruitment achievements

- Vacancy reduction**
Cut vacancies by 61% from August 2022 to August 2023.
- Applicant tracking system**
Reduced lost leads by implementing a system for real-time monitoring of every hiring step.
- Modernized advertising**
Partnered with experts to update our advertising strategies, generating 11,000+ leads since March 2022.
- Tech automation**
Automated applicant communications to reduce staff workload and increase candidate engagement.

Vacancy rate reduction

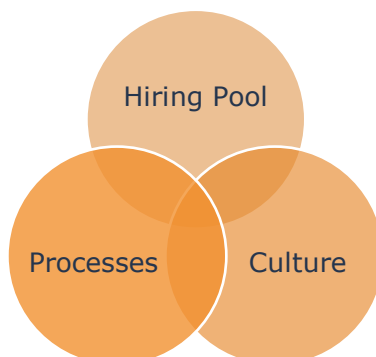


Stabilization and ongoing challenges

Continued focus

While our security position vacancy rate is sustained at below 5%, there is more work to be done around staff retention.

Retention Factors



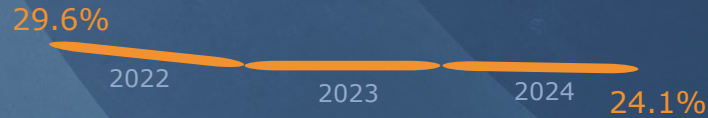
Idaho landscape

Rural areas face recruiting challenges
Anticipated facility population growth
Idaho demographic population growth trends

Vacancy rates have dropped and remain low at most facilities.

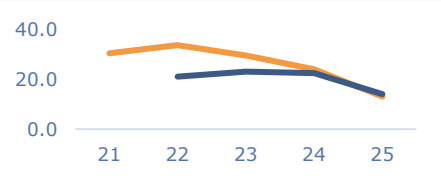


Turnover rates remain high, and there's more work to do.

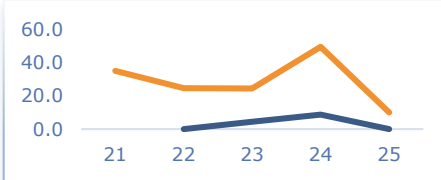


Each facility faces unique challenges we will address with the strategies below.

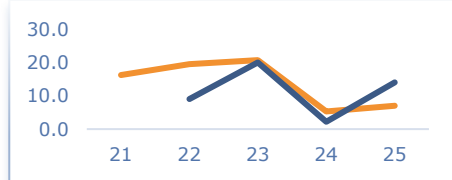
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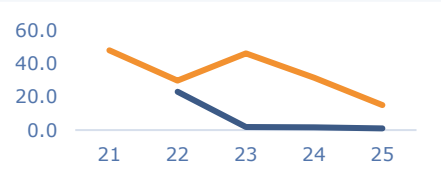
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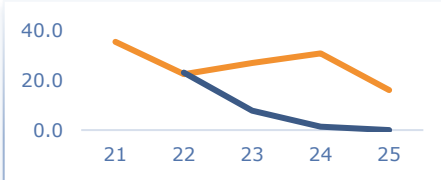
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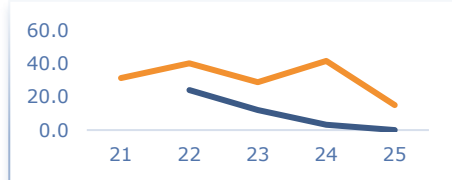
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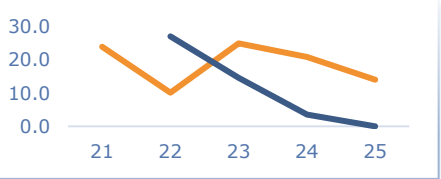
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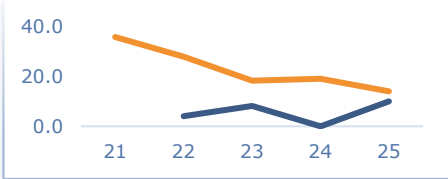
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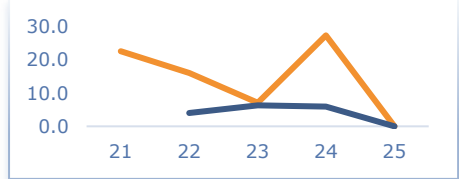
SICI



PWCC



SBWCC



Key retention strategies

1

Strengthen hiring standards

Strengthen POST physical readiness standards to ensure staff can meet the job's physical demands. Design interview questions to assess alignment with our culture and correctional philosophy, ensuring a strong fit for both the candidate and our team.

2

Data-driven process improvements

Analyze available information about where, when, and why people separate within and adjust our practices as indicated.

3

Prepare new COs mentally and physically to enjoy and excel at their work

Rewrite the CO curriculum for IDOC-run academies to align with a being a model correctional system.

4

Improve workplace conditions

Continue workplace culture and employee engagement efforts.