

Recruiting the Future

A 2022 DOC Statewide Challenge

SUMMARY

The Talent Acquisition Team is sponsoring a staff recruitment and retention contest for Division of Adult Institution sites and Probation and Parole Transition Centers. This competition is designed to encourage, incentivize and enhance recruitment and retention strategies, ultimately resulting in an increase in the number of new staff hired and retained.

Part One: The Recruiting Competition

Duration: Sunday, January 30, 2022 – Saturday, April 30, 2022

How it Works: Each facility uses innovative **recruitment** strategies to hire new correctional officers and tracks the number hired during the Recruiting Competition.

Part Two: The Retention Competition

Duration: Sunday, May 1, 2022 – Saturday, October 29, 2022 (begins immediately following the Recruiting Competition)

How it Works: Each facility uses innovative **retention** strategies to retain new correctional officers and tracks the percentage of new hires acquired during the Recruiting Competition who are still employed at the end of the Retention Competition. If a tie occurs in the Retention Competition, the number hired in the recruiting phase will serve as the tiebreaker.

INCENTIVES and ACKNOWLEDGEMENTS

1. The winning Recruiting Competition team will receive an onsite, all-staff barbecue, complete with desserts, presented by the Talent Acquisition Team.
2. The winning Retention Competition team will also receive an onsite, all-staff barbecue, complete with desserts, presented by the Talent Acquisition Team.
3. To incentivize all sites, regardless of current staffing levels, an additional prize will be awarded to any site that finishes the nine-month competition with zero vacancies. Those sites will also receive an onsite, all-staff barbecue, complete with desserts, presented by the Talent Acquisition Team.
4. Winners will be announced in the staff newsletter.

THE RULES & INFO:

1. Each facility wishing to participate should submit one application (email format) for each competition no later than each competition's start date. The application should include:
 - **Competition Leader** – Contact name, contact information and site name.
 - **Plan of Action** – What the site will do to boost recruitment and/or retention. Get creative!!! Try something new!! Document it!!

2. At the conclusion of each competition, the site will submit a summary identifying which strategies were successful or unsuccessful and recommending best practices.
3. Each site will have the opportunity to hold a live recruitment event on site (or at a preferred location in the community) hosted by the Talent Acquisition Team, complete with radio pre-event advertising, a live radio broadcast, swag, food and prizes! Any site opting not to hold an event may instead spend \$1,000 toward any other recruiting or retention strategy used in the competition. (Must be an allowed expenditure and must be received and paid by June 15, 2022.)
4. Each site must submit a list of new correctional officers and their start dates at the conclusion of the Recruitment Competition. The counting period starts on day one of the competition. The date counted is the start date of each new hire. Updates in site standings will be provided at the conclusion of each month.
5. Each site must submit a list of the new correctional officers (those hired in the Recruitment Competition) who are still working at the site as correctional officers on the last day of the Retention Competition.
6. Any Department of Corrections staff member can participate. Staff that do not work in a DAI Institution or a P&P Transition Center can be included in the competition by joining a facility team.
7. Each division director will name a designee to serve on the review panel to determine winners.

EVERYONE BENEFITS: The Talent Acquisition Team will compile best practices and present them at a wardens' meeting and in the staff newsletter so each site can benefit from proven techniques.

SUBMIT COMPETITION APPLICATIONS TO: Darin.Gerke@doc.mo.gov with the subject line: **WINNING**. All competition applications should be sent to the same address with the same subject line.