



# 2024 BJA TRAINING ACADEMY SPOTLIGHT

The Michigan Department of Correction Training and Recruitment Division services all 83 counties in the state of Michigan including 104 field offices and 27 prisons. The MDOC runs three academies at two locations to service our new custody staff, non-custody new employees, and our new parole and probation agents. They also host in-service training at all 27 correctional facilities, 36 field office locations, and their headquarters in Lansing, Michigan.

The MDOC has adopted an outcome-based training format with a priority focus on communications (to include motivational interviewing), de-escalation, employee wellness, leadership, diversity, equity, inclusion, gender responsiveness, and trauma-informed approaches to corrections. Like most, the post-pandemic economy resulted in fewer applicants seeking employment. This created challenges for their department with their experienced workforce and many seeking retirement. To combat this, MDOC has implemented new strategies in advertisement, job fairs, local facility recruitment events, and reaching new audiences to join their MDOC family. In determining the effectiveness of their practices, they stay focused on outcomes.

MDOC focuses on outcomes-based training, which has had a positive impact on its staff. MDOC believes that all staff need three things to be successful: a positive mindset, a powerful skillset, and a diverse toolset. Quality training sets the stage for the MDOC team's success, giving tools for wellness and combating stress. Other skills include de-escalating situations and observing confrontations and everyday challenges through a trauma-informed and DEI lens. When staff feel well-equipped, they have a more positive mindset, which rounds out their success.

