

# *American Correctional Association*

## *Work Force Committee Accomplishments*

*Revised January 11, 2008*

➤ **Presentation of 49 Conference Workshops:**

*133<sup>rd</sup> Congress of Correction:*

- *Building a Strategic Work Force Plan for the Corrections Professional*
- *More Powerful Recruiting for Corrections Professionals*
- *Combating Turnover in the Corrections Work Force*
- *Employee Attitude Surveys: Process and Payoffs*
- *Creating a Strategic Human Resources Development Plan for Attracting and Retaining Correctional Workers*

*2004 Winter Conference:*

- *Correctional Employees: Why They Came, Why Some Stayed, and Why Others Left*
- *Recruitment: Perspectives and Practices*
- *Hiring Mr. or Ms. Right: Hiring and Selecting the Most Qualified Applicant*
- *Employee Turnover: Quantifying, Communicating, and Addressing the Challenge of Employee Turnover*
- *Managing the Multi-Generational Work Force*

*134<sup>th</sup> Congress of Correction:*

- *Measuring, Costing, and Reporting Employee Turnover*
- *Profiling the Ideal Correctional Officer*
- *Recruiting Correctional Professionals from Diverse Populations*
- *Emerging Alternative Employment Models for Corrections*
- *Changing the Perception of the Correctional Officer from the Inside Out*

*2005 Winter Conference:*

- *Making Corrections a Great Place to Work*
- *Building a Strategic Work Force Plan for the Correctional Organization*
- *Doing More with Less—Creative Approaches to Leveraging Training Dollars Effectively*
- *Legal Issues with Costly Consequences*
- *Developing Career Pathways in Corrections*

*135<sup>th</sup> Congress of Correction:*

- *Ethics in the Corrections Work Force*
- *Human Capital Alignment: A Metrics-Driven Process for Organizational Success*
- *Work Force Legal Issues with Costly Consequences*
- *Marketing Messages for Corrections*
- *Exit Surveys: Process and Payoffs*

*2006 Winter Conference:*

- *Work Force Development: Recruiting and Retaining Staff in an Under Funded Environment*
- *Leadership Drain—How Organizations Ensure They Have the Right People Prepared for the Right Jobs at the Right Time*
- *Work Force Legal Issues with Costly Consequences*
- *Branding Corrections—Creating a Message That Endures*
- *Sexual Misconduct in the Correctional Workplace—Proven Strategies to Address This Costly Issue*

*136<sup>th</sup> Congress of Correction:*

- *Strategies for Organizational Success--Strategic Work Force Planning and Creative Recruitment*
- *Hiring and Selecting the Most Appropriate Qualified Applicant*
- *Developing the Organization's Most Valuable Resource—Employees*
- *Correctional Staff Retention: A National Challenge*
- *Legal Issues Affecting Employee Disciplinary Programs*

*2007 Winter Conference:*

- *How to Prepare for ACA's Certification Exam*
- *New and Innovative Approaches to Recruiting a Diverse Work Force*
- *Effective Hiring and Selection: Processes and Payoffs*
- *Succession Planning: Preparing Future Corrections Leaders Now*
- *Back to Basics—A New Approach to Annual In-Service Training*

*137<sup>th</sup> Congress of Correction:*

- *Profiling Correctional Employees: Now and in the Future*
- *Strategic Work Force Planning in Action*
- *Successful Mentoring Programs—Developing Corrections Bench*
- *Career Development Opportunities and the Impact on Employee Retention*

*2008 Winter Conference:*

- *Corrections Image in the Public Eye: What's Our Brand?*
- *Creating Tomorrow's Work Force From the Inside Out*
- *Do Your Homework! Prepare to Make Smart Hiring Decisions*
- *We All Need a Little "R&R" . . . Recruitment and Retention Strategies that Work in Corrections*
- *Developing an All Star Bench Through Leadership Development and Succession Planning*

Specific feedback is gathered from participants attending each workshop series, compiled into a participant evaluation booklet, and used to develop the next workshop series.

- **Information Sharing:** Informational publications, newsletters, etc., regarding current work force trends and issues are being shared with committee members via e-mail.
- **Development and Issuance of a Committee Newsletter:** The committee developed and issued the first newsletter in January 2004. The newsletter was distributed to the ACA Board of Governors, Delegate Assembly members, ACA committee chairs, and Work force Steering Committee members. Subsequent issuances include July 2004, November 2004, May 2005, and January 2006. A new issue is currently under development.
- **Corrections Today Magazine:** The committee worked in partnership with the American Correctional Association on publication of the August 2004 issue of *Corrections Today* which was devoted to a series of articles on work force issues.

Additionally, the American Correctional Association dedicated the August 2006 issue of *Corrections Today* to *Leadership and Staff Development* and the February 2007 issue to *The 21<sup>st</sup> Century Work Force*.

- **Resource Bulletins:** A series of resource bulletins are being developed that will provide resources and "promising practice" information on a variety of work force related issues. Three bulletins have been issued and include:
  - *Hiring and Selecting the Most Appropriate Qualified Applicants*
  - *Staff Sexual Misconduct*
  - *Phase 2 Survey Will Look Into Other Professions in Corrections*
- **Collaboration Efforts:** The committee sponsored two workshops for the National Organization of Hispanics in Criminal Justice during April 2006:
  - *Making Corrections A Great Place to Work*, presented by Work force Steering Committee Chairperson Joyce Fogg and American Correctional Association Past President Charles Kehoe; and

- *Marketing Corrections in the 21<sup>st</sup> Century*, presented by Chuck Kehoe, Joyce Fogg, Dr. Brian Cronin, Dr. Calvin Edwards, and Tony Silva
  - Committee Chair Joyce Fogg and Vice-Chair Debbie Boyer presented a workshop entitled “*Correctional Staff Recruitment and Retention—A National Challenge*” during the 2006 National Juvenile Corrections and Detention Administrators Forum in May 2006.
  - The American Correctional Association report entitled, “*A 21<sup>st</sup> Century Work Force for America’s Correctional Profession: Part One of a Three-Part Study Commissioned by the American Correctional Association*,” was referenced in the Commission on Safety and Abuse in America’s Prisons report entitled, “*Confronting Confinement*,” published in June 2006.
  - Additionally, the American Correctional Association and the Work Force Committee are collaborating with the National Partnership for Careers in Law, Public Safety, Corrections, and Security to pilot programs to encourage interest in careers in corrections.
- **Work Force Center:** The American Correctional Association has created the Center for the Correctional Work Force of the Future and hired Ms. Debbi Seeger as the Center Coordinator.
- **Work Force Web Site:** The American Correctional Association has established a work force web page. The web page is under development and will provide a forum for communicating information regarding work force news and resources, Work Force Committee progress, etc.

*Check out the  
Center for the Correctional Work Force of the Future  
Web Site at  
[www.aca.org/Workforce/home.asp](http://www.aca.org/Workforce/home.asp)*