



Division of Adult Correction

Prevent, Protect, Prepare.

Prison Strategy Training Workgroup

Goal 1		Objective	Initiative	Performance Measure	Completion	Timeline
1	Goal 2 - Enhance Improve Training for New and Veteran Employees	Objective 2.1 - Strengthen Basic Correctional Office (BCO) Training	DPS Human Resources will develop recommendations for the implementation of training achievement salary increases for correctional staff.		Not Started 0%	
2	Goal 2 - Enhance Improve Training for New and Veteran Employees	Objective 2.1 - Strengthen Basic Correctional Office (BCO) Training	DPS OSDT will develop recommendations for expanding the number of sites where BCO can be implemented.	<ul style="list-style-type: none"> Permanent addition of training beds in the West (40) Temporary addition of training beds in the East (72) 	Completed 100%	1/1/2019
3	Goal 2 - Enhance Improve Training for New and Veteran Employees	Objective 2.1 - Strengthen Basic Correctional Office (BCO) Training	DPS OSDT will update the BCO training curriculum to reflect changes for new hires.		In Progress 77%	12/31/2019
4	Goal 2 - Enhance Improve Training for New and Veteran Employees	Objective 2.1 - Strengthen Basic Correctional Office (BCO) Training	DPS OSDT will upgrade BCO training equipment.	<ul style="list-style-type: none"> Increase in COPAT success rates. Increase in passage rates on state exam (Baseline 97, Current 97, Target 99) 	Completed 100%	12/21/2018

Goal 1		Objective	Initiative	Performance Measure	Completion	Timeline
5	Goal 2 - Enhance Improve Training for New and Veteran Employees	Objective 2.2 - Strengthen In-Service Training	DPS OSDT will increase the number of on-line training course offerings.		In Progress 25%	7/1/2019
6	Goal 2 - Enhance Improve Training for New and Veteran Employees	Objective 2.2 - Strengthen In-Service Training	Identify career paths and incentives for Employees.		In Progress 45%	6/1/2020
7	Goal 2 - Enhance Improve Training for New and Veteran Employees	Objective 2.2 - Strengthen In-Service Training	Temporary/contract employees added to LMS in order to access and complete online training.		In Progress 100%	7/1/2018
8	Goal 2 - Enhance Improve Training for New and Veteran Employees	Objective 2.3 - Enhance Mentoring for New Hires	DPS Prisons will develop recommendations to extend on-the-job training requirements for new employees.	<ul style="list-style-type: none"> Increased job satisfaction Reduction in turnover rates (comparison of retention rates pre- and post-program) 	In Progress 42%	12/31/2020
9	Goal 2 - Enhance Improve Training for New and Veteran Employees	Objective 2.3 - Enhance Mentoring for New Hires	DPS Prisons will implement a mentoring program for new hires	<ul style="list-style-type: none"> Increased job satisfaction Reduction in turnover rates (comparison of retention rates pre- and post-program) 	In Progress 58%	6/30/2020

Goal 1		Objective	Initiative	Performance Measure	Completion	Timeline
10	Goal 2 - Enhance Improve Training for New and Veteran Employees	Objective 2.4 - Enhance Training for Supervisors	DPS Prisons will coordinate with DPS OSDT, DPS Human Resources, and the NC Community College System to develop and implement necessary training for managers and supervisors at correctional facilities.		In Progress 75%	1/1/2019
11	Goal 2 - Enhance Improve Training for New and Veteran Employees	Objective 2.5 Strengthen Training for Non-Certified Staff	Basic Training for non-certified staff that have offender contact.		In Progress 86%	8/30/2019