

Filled front-line security positions on 1st of month compared to JD30 new hires from previous month (July 2013-Feb 2019)

Included in the Department of Corrections' (SCDC) March 20, 2019 letter to the House Legislative Oversight Committee (LOC). This information was provided in response to the following question in LOC's February 25, 2019, letter to the Department of Corrections: "14 - What type of performance data related to hiring and retention does the agency track?"

In addition to providing the information in this document, SCDC provided the following response:

For hiring we monitor the following performance data measures:

- Qualified Candidates - Provides a strong indicator of how close our team is to achieving the hiring goal for a given period. We calculate this by (qualified candidates = total candidates per opening who move past the phone screen stage)
- Time to Fill - Adds up the total number of days an open job goes unfilled, and the average time to fill looks at all unfilled positions over a set time period. (We measure this by: Total number of days job is available and unfilled)
- EEO Reporting
- Sourcing channel - To optimize our hiring process, we have to know where candidates are coming from and which sources provide the most qualified candidates.

The statistical reports attached, reflect a snapshot of historical data that paints the picture on some of the struggles in filling cadet and correctional officer positions. (Note: JD30 positions in the attached documents are front-line entry-level cadets and correctional officers (CO1-CO3)).

Nationally, correctional agencies are having a hard time filling vacancies in prisons. This is partially due to the fact that facilities were historically placed in rural areas and the employable population has dwindled through the years.

In South Carolina, 14 of our 21 institutions are in counties with continuously decreasing labor pools due to relocating to more metropolitan areas.

**Filled Front-Line Security Positions on the 1st of the Month
Compared to JD30 New Hires from Previous Month
July 2013 - February 1, 2019
FY 2014 - FY 2019 (Partial)**

