



Department of Corrections

DOC Staffing, Recruitment, Retention
Updates & Wellpath Contract



Staffing

VT DOC Staffing Report

Accessibility

Tips & Tricks

Saturday, December 13, 2025 ⓘ

Latest Report Date



Demographics

Current Staffing

Vacancy & Turnover

Hours

Hires & Exits

Clear All Filters

Location

Central Office/Other

Facility

Field

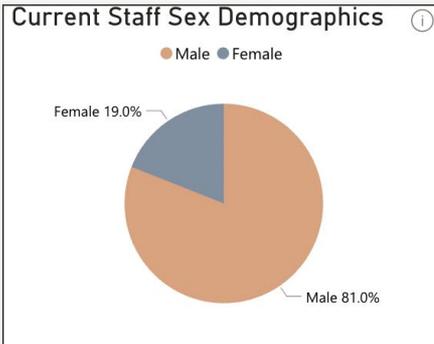
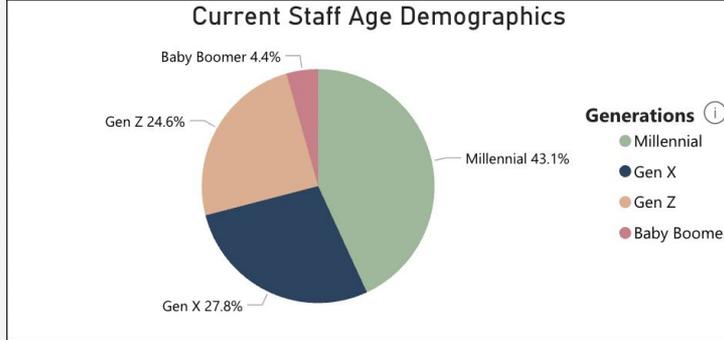
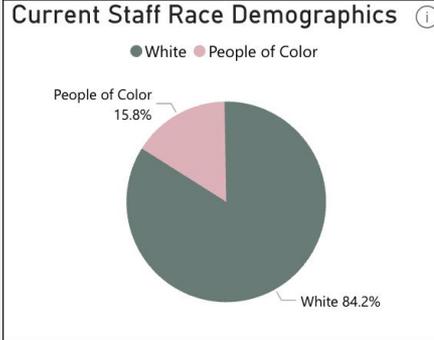
Calendar Year Comparisons



Position Type ⓘ

Permanent

Temporary



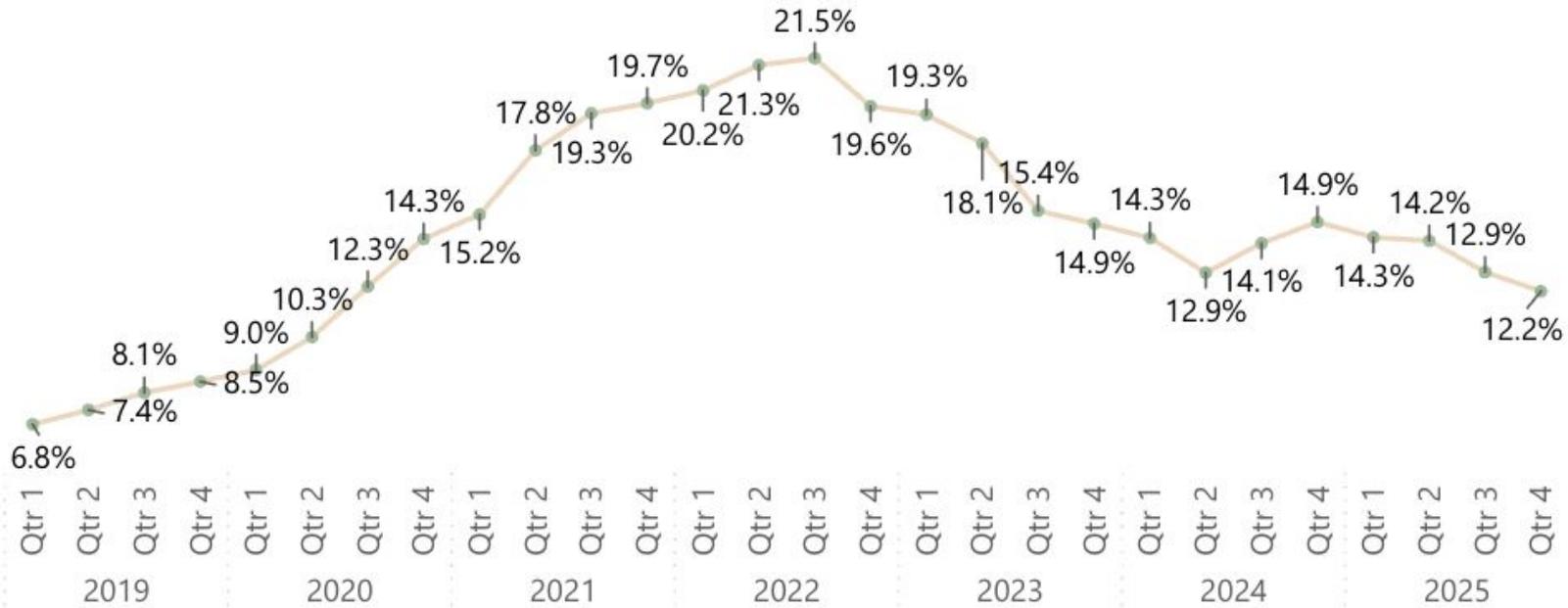
- For all work locations, the vast majority of DOC staff identify as *White*
- For Facility and Field locations, the majority of DOC staff are *Male*
- For Central Office/Other, just over half of staff are *Female*
- For Central Office/Other locations, almost *half of DOC staff* are a part of the *Gen X* generation with the remaining half being largely made up of the *Millennial* generation
- For Field locations, almost *half of DOC staff* are part of the *Millennial* generation, followed by a majority of *Gen X*
- Similarly, for Facility locations, the majority of staff are *Millennials*, followed by *Gen X* and *Gen Z* generations

Source: <https://doc.vermont.gov/research-and-data/staff-data/staff-dashboard><https://doc.vermont.gov/research-and-data/staff-data/staff-dashboard>

Vacancies



Average Department-wide Vacancy Trends 2019-2025



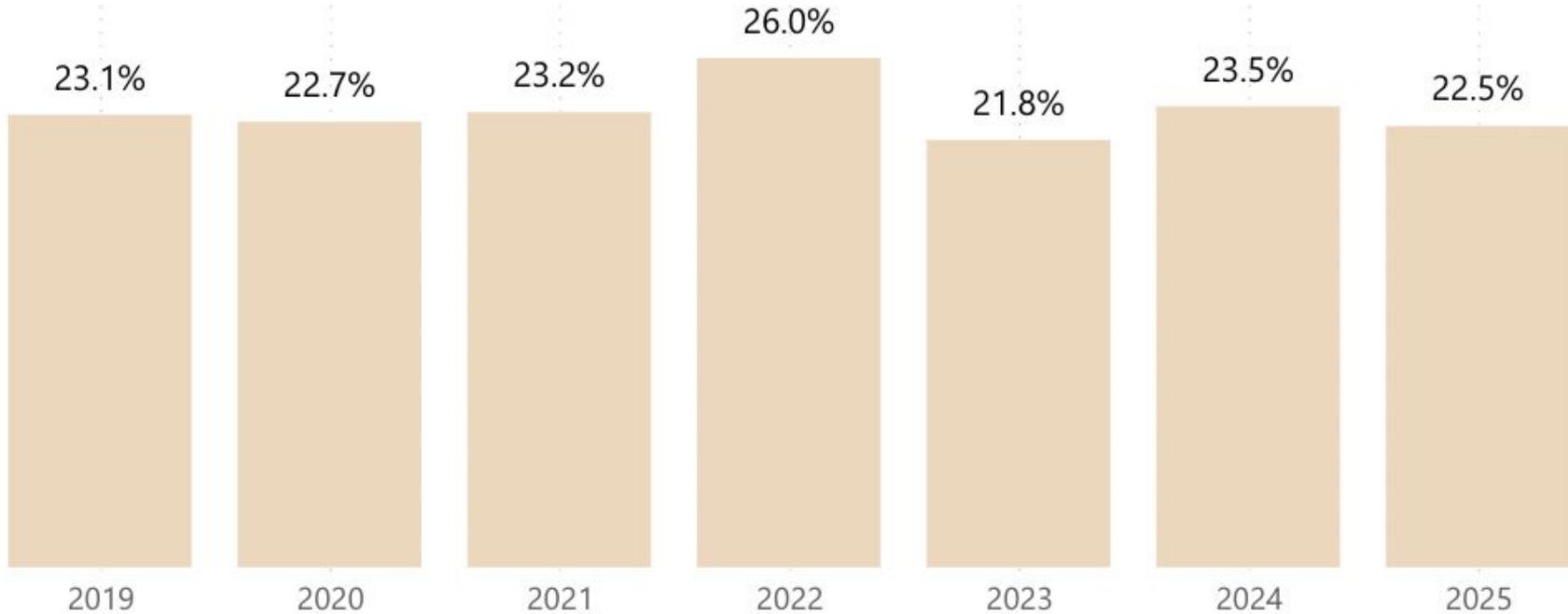
Vacancies: Facility Vacancy Trends 2019-2025



Turnover



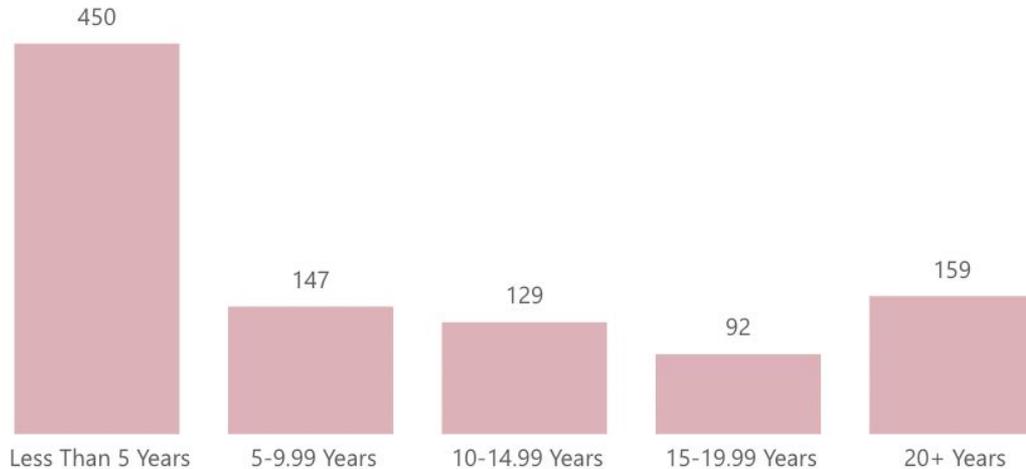
Department Turnover by Calendar Year



Years of Service



Estimated Years of Service for Active Employees



- 54% of all DOC employees employed over 5 years at DOC
 - 41.3% in facilities
 - 50.5% in field
 - 54% in central office



Recruitment & Retention

Recruitment Infrastructure



Office of Professional Standards and Compliance (OPSC)

The OPSC division within DOC has a dedicated team of Recruitment and Retention Coordinators collaborating with field and facilities

Open Position Postings

Open job positions are posted on Indeed, Handshake, Dept. of Labor's Job Link, promoted through VT Nat'l Guard's PRIME Program, and targeted publications for targeted positions

Facility Recruitment & Retention

Each of the six correctional facilities are staffed with a Facility Staff Experience Supervisor (FSES). FSES's are responsible for their specific site recruitment efforts and post-hire guidance and supervision.

Community Engagement



- **Consistent social media presence**
 - Department and local pages
- **Schools and Tech Center Partnerships**
 - Delivering corrections related education while informing students about internships and future career opportunities
- **College and University Partnerships**
 - Promote our Vision and Mission, discuss career paths, present internship opportunities and recruit new staff
- **Career fairs and community events**
 - Consistent presence at in state and bordering states career fairs to recruit new staff and market our brand
 - Ongoing participation in community events such as trunk-or-treats, Green Up Day, and more to promote a positive public image of the DOC
 - Collaborate with local Department of Labor sites for hiring events
- **Media presence**
 - WCAX/Gray media marketing partnership

Retention Infrastructure



- Professional Development Opportunities
 - Professional development training series including Core Strengths, Excellence in Supervision, Emotional Intelligence, and PMI and Evaluation training
- Corrections Post-Secondary Education Initiative (CPSEI) partnership with CCV (Grant program ending August 2026)
- Springfield College (free or discounted college courses)
- Mentorship program
- Women's Leadership Initiative
- Job shadow opportunities
- Trainer Development Program (certifying Subject Matter Experts in 12 training topics)
- Measuring retention
 - Exit/transfer/stay interviews, employee engagement surveys, facility culture assessments

Retention Infrastructure: Staff Wellness



- Confidential Peer Support available to staff
- DOC Wellness Clinician available for additional support
- DOC Wellness Challenge (daily wellness challenges, tips, and prompts)
- Wellness Resource document and consistent messaging to staff
- Family Support Group (for families, by families)
- Q&A with DOC Leadership for staff and families at VCA Graduation
- Reward & Recognition Committee events and programs
- Wellness related trainings (Traumatic Stress Management, Suicide Prevention)
- Implementing Wellness Specialist and K-9 Handler position
- Staff Wellness Committee



Health Services Contract

DOC Population Statistics: Health



Medication Trends

- Population receiving medication: **95%**
- Receiving psychotropic medications: **42%**
- Receiving Medication for Opioid Use Disorder (MOUD): **56%**

Health Trends

- Population diagnosed with chronic illness: **77%**
- Total ED visits by incarcerated individuals in 2025: **756**
- Geriatric population: **12%**

Healthcare Contract



Contract Overview

- **Three-year contract** with Wellpath began July 1, 2023

Structure

- Set using National Commission on Correctional Healthcare (NCCHC) standards as well as Vermont-specific standards, includes partnerships w/ VDH, DVHA, and AHS
- DOC philosophy is to hold our healthcare to the **community standard of care**
- Includes **comprehensive healthcare services:**
 - Clinic, infirmary level care, health, mental health, dental, on-site/off-site specialty

1115 Waiver: Medicaid Reentry Project

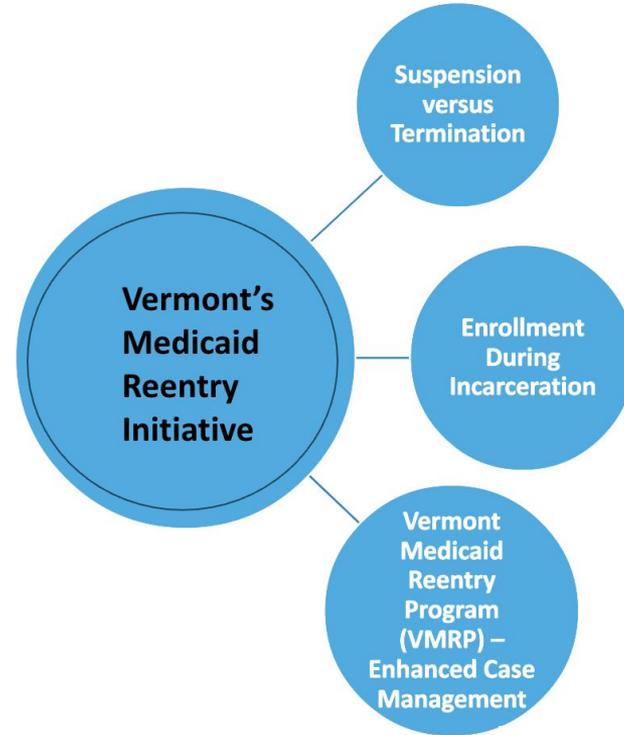


For Everyone:

- Suspension of Medicaid eligibility upon incarceration, re-activated upon release
- Medicaid eligibility verification and enrollment assistance

For Eligible Individuals:

- All Medicaid-enrolled people in correctional facilities who are post-adjudicated will be eligible for the new benefit 90 days pre-release



1115 Waiver: Medicaid Reentry Project



Medicaid Reentry Benefit Services:

- Vermont Medicaid Reentry Program (VMRP)
 - Care Coordination lead by the VT Chronic Care Initiative (VCCI)– Health care coordination and comprehensive reentry (NEW)
- Peer Support Services (NEW)
 - Beginning 2027
- Medication Assisted Treatment (MAT) and 30 Day Supply of Medications now Medicaid billable
- Screening and Diagnostic Services for Common Health Conditions

Public Safety: Connecting people to services and addressing risks and needs improves public safety outcomes.

Continuity of Care: From incarceration to the community more continuous connections to healthcare and support services improves health for individuals and communities.

Expanded Medicaid Enrollment: Increased access to services available to Medicaid beneficiaries in the community

Reentry at DOC: More alignment and integration of medical and other non-medical release planning and reentry.

Resources: Additional funding to enhance pre- and post-release reentry planning and supports available to incarcerated Vermonters.



Questions?

Contact



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