

Lean Ohio Kaizen Event Fact Sheet

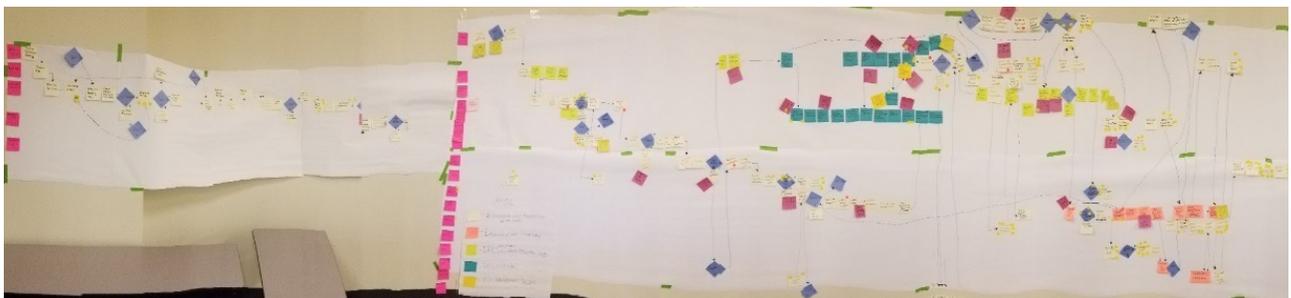
Ohio Department of Rehabilitation and Correction

Issue: The hiring process is a major operation at ODRC. The agency had more than 1,400 new hires last year, with three union contracts, and five different hiring processes operating differently. The need for greater efficiency and standardization was clear.

Department	Changes to Process	Metrics	As a Result
Ohio Department of Rehabilitation and Correction	Process steps reduced from 187 to 34 (82% reduction)	Total lead time for the hiring process reduced by a projected 7 weeks	The DRC hiring process will get quality candidates on the job up to 7 weeks faster for all job types
March 6-10, 2017	Decisions reduced from 24 to 7 (71% reduction)	Reduced 5 separate hiring processes to 2 (60% reduction)	
Hiring Process	Functional areas reduced from 22 to 8 (64% reduction)		

Major Improvement	How it was accomplished
Faster streamlined process	<ul style="list-style-type: none"> • Reduced RTP approvals • Reduced number of minimum qualification checks • Fewer handoffs and less movement of documents
Providing better selection of qualified candidates	<ul style="list-style-type: none"> • Created comp and QEE group by repurposing staff • Focus on maximum qualifications to reduce the current restrictions on applicant pool
Better organization and utilization of resources	<ul style="list-style-type: none"> • Personnel at local level will play a more active role in the selection process • Expansion of background unit of all • Alignment of all three entities for consistency

Current State Process Map



Future-State Process Map



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