

# Correctional Industries (CI) Workforce Development (WD)

# Mimi Jansen

Brand & Mission Administrator  
Correctional Industries

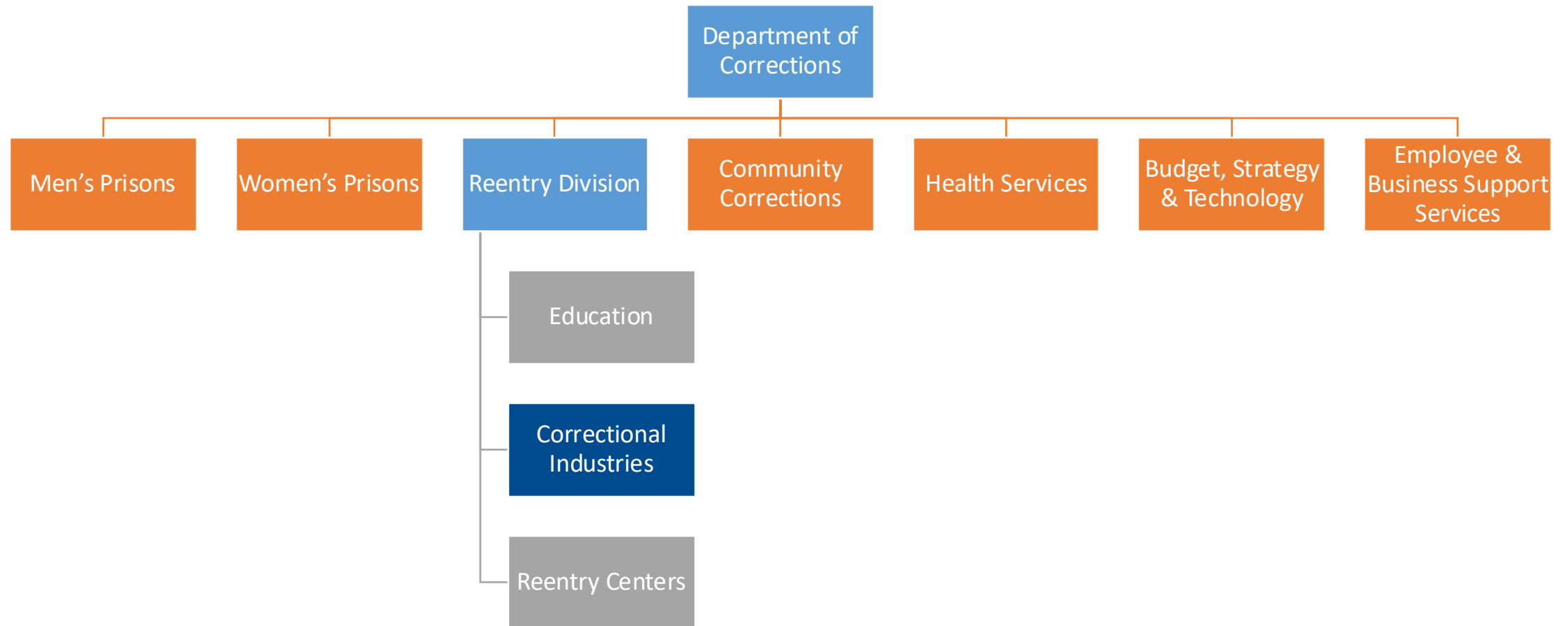
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Community Employment Navigator  
Correctional Industries

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# Organization Overview



# Correctional Industries

## Overview

- RCW 72.09.100 – DOC established the Correctional Industries (CI) program.
  - Voluntary comprehensive work program that does not unfairly compete with Washington businesses.
- CI – unique blend of business and government
  - Private industry tools and techniques
  - Work training programs in prisons
  - Marketable job skills for incarcerated individuals
- Training and workforce development opportunities modeled after the real-world, focusing on developing both technical and social skills.
- Enhancing prison and public safety, reducing taxpayer burden, and fostering successful workforce development and reentry.

# OUR CORE VALUES



*We walk the talk to motivate change.*



*We provide opportunity for second chances.*



*We foster understanding and mentor growth.*



*We build unity and strength through collaboration.*



*We inspire and empower individual success.*

## MISSION

Correctional Industries is committed to maintain and expand work training programs which develop marketable job skills, instill and promote positive work ethics, and reduce the tax burden of corrections.

## VISION

Transform lives and increase successful reentry through training and mentoring.



# FY24 at a Glance



**1,695** incarcerated individuals work at CI as of 6/30/24.

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CI incarcerated participants worked a total of **2.6M** programming hours.

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**349** employment based certifications issued to CI incarcerated participants.

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CI contributed **\$68.3M** to the Washington State economy through purchases from local suppliers and staff salaries.

# Operations & Industries

## Statewide

License Plates and Tabs

Commissary

Computer Aided Design Services

Embroidery

Food Manufacturing

Food Services

Furniture Manufacturing

Grounds Maintenance

Laundry

Optical Lab

Screen Printing

Site Services

Textiles

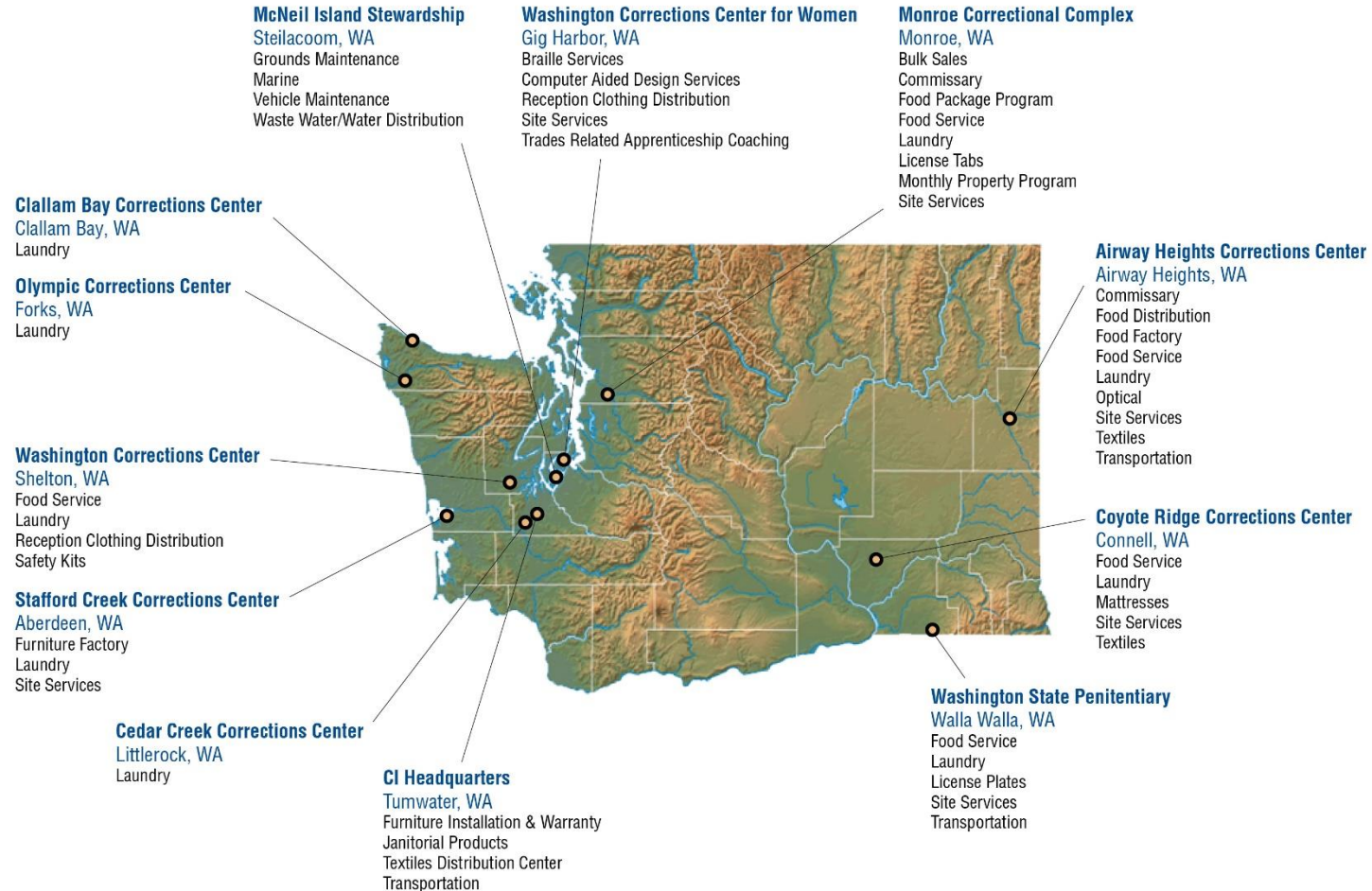
Transportation

Vehicle Maintenance/Marine

Warehouse

# Operations & Programs by Location

## Statewide



# Correctional Industries Workers

- As of June 30, 2024 there are 1,695 **Class II workers**
- **Class II Industries**
  - *Businesses owned and operated by the state, producing goods and services for tax-supported and non-profit organizations.*
  - *Manufacturing and service operations which generate funds from the sale of goods and services created or provided by CI workers to support their programming.*
- Class II workers (**CI Workers**)
  - Earn gratuities
  - Receive on-the-job training & work experience
  - Eligible for resume & career navigation services
  - Can obtain various COPs and Certifications within an area of expertise
- There are **66 job coded SOC codes** represented in CI worker positions in facilities statewide

# Sample CI Worker Profiles

## Skill development

**John** – CNC Machinist at the Furniture Factory  
*Stafford Creek Corrections Center – Aberdeen*

**Jenny** – Lead Drafter  
*Washington Corrections Center for Women – Gig Harbor*

**Joe** – Food Factory Worker  
*Airway Heights Corrections Center – Airway Heights*

# CI Worker Profiles – John Smith

## Skill development

**John** – CNC Machinist, Furniture Factory  
*Stafford Creek Corrections Center – Aberdeen*

### CNC Machines

Nested base router	(Metal) Plasma laser
Dowel machine	(Metal) Turret machine
Beam saw	(Metal) Press break
Point to points	





**John** – CNC Machinist, Furniture Factory  
*Stafford Creek Corrections Center – Aberdeen*

# CI Worker Profiles: Jenny

## Skill development

**Jenny** – Lead Drafter

*Washington Corrections Center for Women – Gig Harbor*

### Software

AutoCAD

Revit

Adobe

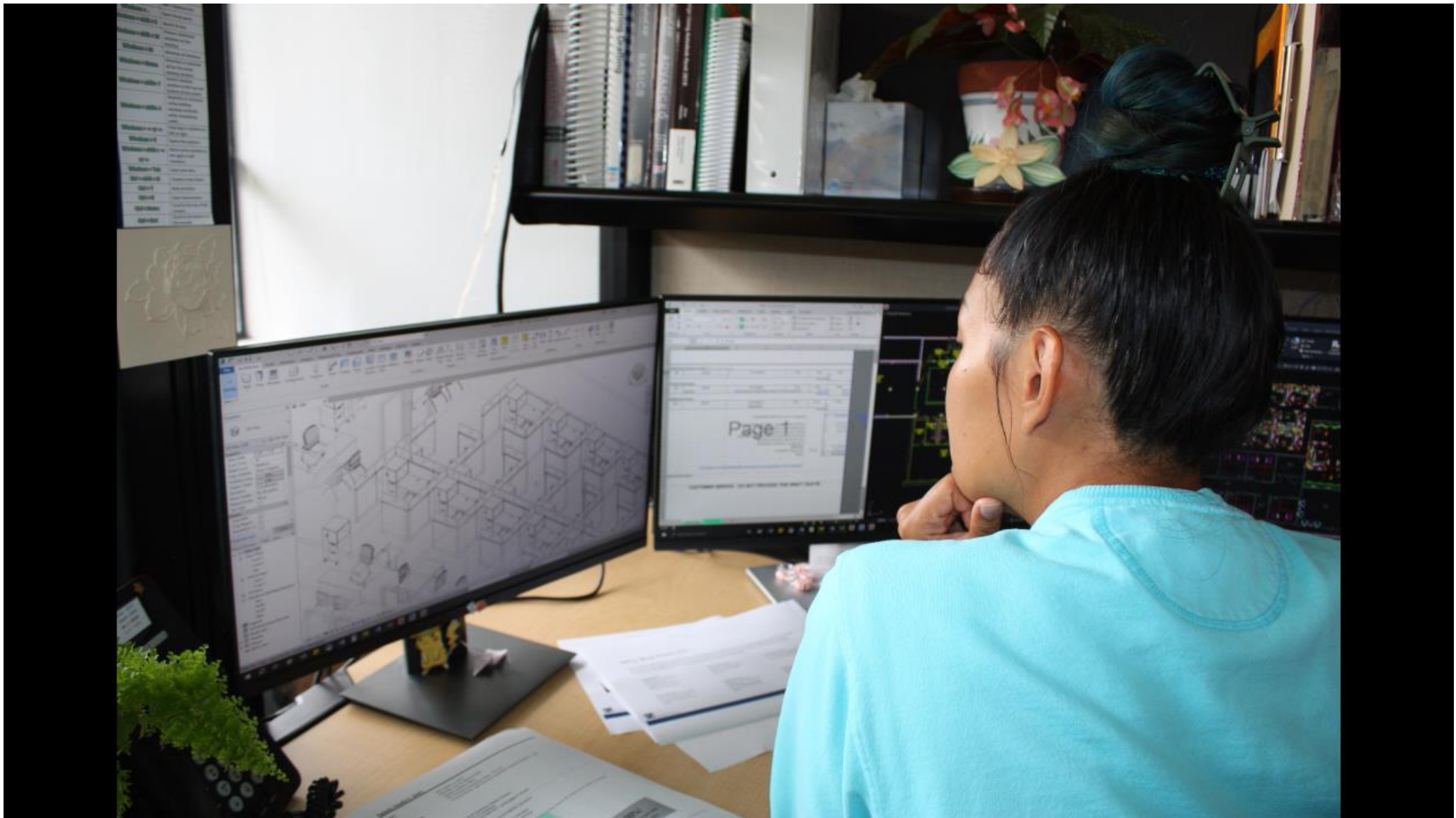
### Transferrable Skills

Customer Service

Detail Oriented

Project Management





**Jenny – Lead Drafter**

*Washington Corrections Center for Women – Gig Harbor*

# CI Worker Profile: Joe Smith

Skill development

**Joe** – Food Factory worker  
*Airway Heights Corrections Center –  
Airway Heights*





**Joe** – Food Factory worker  
*Airway Heights Corrections Center – Airway Heights*

# Technical Skills & Soft Skills

On-the-job training & soft skills classroom and practical applications

## Technical Skills

CNC Operation

Welding

Warehousing

Quality Control

CAD Design

Trades

Lean Certification



## Social Skills

Adaptability

Efficiently  
self-manage

Maintain a  
positive  
attitude

Teamwork

Problem solving

Communication



# Workforce Development

## During (and after) incarceration

### Workforce Development Navigators:

- Eastern WA – 1
- Western WA – 1
- **During Incarceration**



# Workforce Development

## During (and after) incarceration

### Community Employment Navigator:

- Statewide - 1
- **Pre & Post Release**



### Transition Assistance

Personal job readiness portfolio

Real-time community job leads

Job search assistance

Career planning support

Referrals to community partners  
and resources

# Additional CI Programming/Opportunities

## TRAC, Flagger Certification

- **TRAC (Trades Related Apprenticeship Coaching)**
  - ✓ WA Corrections Center for Women (WCCW)
- **Flagger Certification Classes**
  - ✓ Men's facilities



# Additional CI Programming/Opportunities

Mock Interviews, Job Hunter Series, Financial Literacy

- **Mock Interviews**
  - Job Hunter Series
- **Financial Literacy**



# Fair Chance Employer Best Practices

It makes dollars & sense to hire formerly incarcerated individuals

- Increase your bottom line
- Save on training costs
- Lower turnover rates
- Receive tax incentives & insurance
  - *Work Opportunity Tax Credit (WOIC)*
  - *Federal Bonding Program (FBP)*
  - *Employee Retention Act (ERC)*

National Firms who have tracked employee turnover found that employees who were formerly incarcerated individuals have lower turnover rates.



Reducing turnover improves the bottom line: it takes an average of 42 days to fill a position and costs approximately \$4,000.



Department of  
**Corrections**  
WASHINGTON STATE

# Hear From An Employer

## Grainger



**Aaron Boock**  
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Pacific Northwest  
Grainger

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