



WASHINGTON STATE
CORRECTIONAL INDUSTRIES

ANNUAL REPORT

MORE RESILIENT THAN EVER



2021



Our Core Values: LEAD, HUMANITY, CONNECTIONS, TEAMWORK and PEOPLE

STAFF RECOGNITION

Commitment to Quality Award

Chris Banning

Louie Sarot Customer Service Award

John Grohman

Rising Star Award

Dusquene Miller

Teamwork/Team of the Year Award

Personal Protective Equipment Teams:

Airway Heights Corrections Center

Clallam Bay Corrections Center

Consolidated Distribution Center (CI Headquarters)

Coyote Ridge Corrections Center

Service Delivery Division (CI Headquarters)

Stafford Creek Corrections Center

Washington Corrections Center

Washington Corrections Center for Women

Washington State Penitentiary

"This year's virtual celebration provided an opportunity for many to join in the celebration and acknowledge the work of their coworkers. Recognizing the talents and efforts of our CI staff means so much and I look forward to it each year. I am proud of the work that all CI staff do each day to make a difference in the lives of those in our care."

Sarah Sytsma
CI Director

TABLE OF CONTENTS

VISION & MISSION	4
DIRECTOR'S MESSAGE	5
COVID-19 UPDATE	6
FINANCIALS	8
INDUSTRIES LOCATIONS	11
REENTRY STORIES	12
JUST THE FACTS	16
HIGHLIGHTS	18
OPERATIONS OVERVIEW	20

CI recognized 96 award winners during a virtual employee recognition awards ceremony.

CORRECTIONAL INDUSTRIES' VISION

Transform lives and increase successful reentry through training and mentoring.

CORRECTIONAL INDUSTRIES' 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.

DEAR COLLEAGUES,

Washington State Correctional Industries has a lengthy history demonstrating resiliency during periods of economic change. Natural characteristics of an economy ebb and flow often absent of predictability, in recurring patterns, and reflect varying degrees of prosperity and insecurity.

An example of Correctional Industries' resiliency is illustrated by our response to the 2009 recession, considered to be the greatest economic crash since the Great Depression, and the incremental economic recovery that followed for the next decade. As customers slowly regained financial health and began exercising spending power, new lines of business were established, modernized enhancements were made to operations and products, reentry vocational training opportunities expanded proportionately, and our external partnerships were strengthened.

In 2021, we find ourselves in similar circumstances. The COVID-19 pandemic has sparked a global economic cycle causing uncertainty and insecurity. However, signs of recovery are appearing, and we continue to pivot and stay hopeful. We walk the path of resiliency by focusing on strategy, agility and, most importantly, our people. We are considering new opportunities, drawing from our past of weathering difficult storms, and arriving at the other side stronger, wiser, and refreshed with a broader perspective of how our mission fits in the global economy.

Correctional Industries is designed to lead change while providing courageous and human-centered leadership to employees, those in our care, and to our valued statewide and national partners. Resiliency is defined as having the capacity to recover quickly from difficulties and having the ability to spring back into shape. Challenging circumstances are a normal part of life and without them we would miss opportunities to grow and evolve. Fiscal year 2021 proved to be a year of mourning, gratitude, and transformation; introducing many opportunities to lead us forward.

It is a privilege to present this year's annual report and give you a visual demonstration of our organizational successes and financial health. We also highlight how our ability to be stronger together roots our character in resiliency.

Be well, stay healthy, and take care of one another.



Danielle Armbruster

Danielle Armbruster
Assistant Secretary, Reentry Division
Department of Corrections



Sarah Sytsma

Sarah Sytsma
Director
Correctional Industries



Protecting Ourselves and Others

People’s safety comes first at Correctional Industries (CI).

To provide the healthiest and safest environment for staff and those in our care, stringent COVID-19 protocols have been in place since March 2020. The pivot to act swiftly led to many administrative staff working from home and brought a new, heightened awareness of workplace safety into CI’s production and manufacturing operations within facilities. Most of CI’s staff continued to report to work at their facility location and demonstrated significant initiative and use of resources by putting into place social distancing markers, safety barriers, donning PPE, and implementing cohort schedules. These safety protocols were for the purpose of reducing opportunities of close contact for the program participants and dedicated staff in areas where proximity was unavoidable, and essential operations were required to stay open.

Correctional Industries designed, engineered, and manufactured protective screens for use by the Department and added layers of protection between designated work areas, active screening stations, and general office spaces. The development and distribution of the barrier screens provided a sustainable solution allowing production areas to remain open; and, most importantly, were used to create protected spaces so visitation schedules could resume for those in our care.



PPE manufactured in FY21: Gowns 83,158 • Masks 139,222 • Face Shields 144,261



COVID-19 SERIAL STAFF TESTING

Published October 15, 2020
By Tim Kelly
DOC Communications Office

To help keep staff and incarcerated safe, Washington State Department of Corrections recently implemented COVID serial testing for staff.

As of October, every state correctional facility has conducted serial testing. The goal of the testing is to mitigate the transmission of COVID-19 in a correctional setting. Each week, every employee that works at a facility or travels to facilities self-administers a nasal swab that is then tested. Facilities also implemented active screening stations, personal protective equipment protocols, and enhanced cleaning.



“It’s hard to control the virus if you don’t know where it is, both in the incarcerated population and our employees,” said John Padilla, associate superintendent at Monroe Correctional Complex. “This is like a roadmap to us taking care of our staff and our incarcerated.”

Having weekly testing helps the department in creating an environment that values physical, mental, and emotional security and well-being. Ryan Graves, a recreation specialist at Stafford Creek Corrections Center, is the testing branch director and proud to be working on the project.

“For every facility that’s doing this, the key is having a good team of people that you can trust and that want to keep us all safe,” said Graves.

(Clarifying note: Facilities receive results typically in 48 hours; those who are positive are notified via the Occupational Nurse Consultant, others can call the 800 number to confirm their negative results.)



2,733
TESTS
ADMINISTERED

Opened in October 2020, the CI headquarters testing site administered tests to staff from CI HQ, CI McNeil Island Stewardship, and DOC HQ. Trained CI staff facilitated the onsite testing twice per week and on-call as needed.

28,000+
TEXTILE ITEMS
PRODUCED

Despite COVID-19 related challenges affecting operations, CI produced textile items ranging from unisex clothing to safety apparel and coveralls.



93 print orders for social distancing floor decals were placed in FY21 totaling \$11,242 in sales.

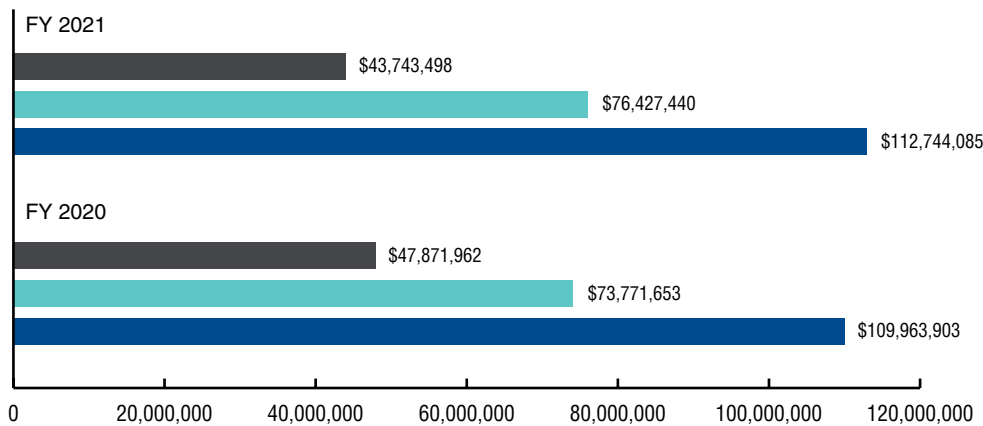
STATEMENT OF ASSETS

	FY 2020	FY 2021
CURRENT ASSETS		
Cash	\$7,638,905	\$8,149,923
Petty Cash	<u>5,000</u>	<u>5,000</u>
Total Cash	\$7,643,905	\$8,154,923
Receivables		
Accounts Receivable Net	414,701	1,627,564
Notes Receivable Short Term	0	0
Due From Federal Government	30,631	7,453
Due From Other Governments	443,543	684,883
Due From Other Funds	5,142,922	9,682,663
Due From Other Agencies	4,281,585	4,082,309
Internal Receivables	0	3,528
Due From Component Units	0	0
Travel Advance	0	0
In-Process Accounts	<u>402,722</u>	<u>671,268</u>
Total Receivables	\$10,716,104	\$16,759,668
INVENTORIES		
Finished Goods Inventories	2,834,549	4,207,300
Demo-Showroom and Warranty Finished Goods	281,092	281,092
Work-In-Process Inventories	226,514	169,995
Raw Materials Inventories	<u>5,862,614</u>	<u>4,952,277</u>
Total Inventories	\$9,204,768	\$9,610,665
Prepaid Expenses	<u>282,475</u>	<u>352,445</u>
Total Current Assets	\$27,847,253	\$34,877,700
NONCURRENT ASSETS		
Deferred Outflow on COPs Refi	53,521	44,601
Improvements other than buildings	5,058,031	5,058,031
Allowance for Depreciation Improvements Other	(1,501,422)	(1,727,626)
Land	1,539,796	1,539,796
Building	12,828,239	12,828,239
Allowance for Depreciation Buildings	(1,398,974)	(1,514,095)
Furnishings and Equipment	19,481,448	19,355,672
Construction in Progress	0	0
Allowance for Depreciation Furnishings and Equipment	<u>(13,031,650)</u>	<u>(13,754,690)</u>
Total Noncurrent Assets	\$23,028,988	\$21,829,928
TOTAL ASSETS	<u>\$50,876,241</u>	<u>\$56,707,629</u>

169 fast fulfillment orders (788 items) were filled in FY21 totaling \$314,791 in sales.

STATEMENT OF LIABILITIES AND NET ASSETS

	FY 2020	FY 2021
CURRENT LIABILITIES		
Accounts Payable.....	\$3,877,147	\$4,075,152
Accrued Salaries and Fringe Benefits	1,528,020	1,552,302
Due to Other Funds	90,303	166,523
Due to Other Agencies	361,697	316,699
Due to Department of Revenue	562,472	524,353
Current Lease Purchase Agreements Payable.....	490,000	515,000
Liability for Canceled Warrants.....	16,416	23,743
Deferred Revenues.....	<u>18,506</u>	<u>0</u>
Total Current Liabilities	<u>\$6,944,560</u>	<u>\$7,173,773</u>
NONCURRENT LIABILITIES		
Accrued Annual Leave Payable.....	1,962,001	2,039,201
Accrued Sick Leave Payable	760,844	720,575
Accrued Compensatory Time Payable	103,119	0
Cops Notes Payable	2,205,000	1,690,000
Unamortized Premiums Cops Sold	<u>454,575</u>	<u>378,813</u>
Total Noncurrent Liabilities	<u>\$5,485,540</u>	<u>\$4,828,589</u>
NET ASSETS		
Current Period Profit (Loss).....	173,663	6,259,126
Program Costs	0	0
Retained Earnings.....	<u>38,272,477</u>	<u>38,446,140</u>
Total Net Assets	<u>\$38,446,140</u>	<u>\$44,705,267</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$50,876,241</u>	<u>\$56,707,629</u>



- Operating Expenses
- Cost of Goods Sold
- Revenues

Two Year Financial Comparison
 Fiscal year 2021 revenue and cost of goods sold, increased 2.5% and 3.6%, respectively from fiscal year 2020. There was an 8.6% decrease in operating expenses in fiscal year 2021, which is primarily attributable to reduced personnel expenses as well as incarcerated individual indirect labor, purchased services and contract services.

Food products purchased by county jails in FY21 totaled approximately \$2,968,981 in sales.

CASH FLOW STATEMENT

	FY 2020		FY 2021
FISCAL YEAR BEGINNING CASH	\$1,401,120	.....	\$7,643,905
Net Income from Operations	\$307,219	.....	\$3,411,158
ADD: Interest Expenses	(\$157,750)	.....	(\$134,750)
Non-Operating Revenue.....	963,535	.....	3,098,022
COI Depreciation Expense.....	(114,960)	.....	(114,960)
COI Small Equipment Expense.....	0	.....	0
Obsolete Inventory.....	(22,550)	.....	(1,200)
Miscellaneous Revenue	345	.....	856
Prior Year Adjustment	(802,175)	.....	0
Current Period Profit (Loss).....	\$173,663	.....	\$6,259,126
Add Back Non-Cash Expenses:			
Year to Date Depreciation	<u>\$1,363,749</u>	.....	<u>\$1,164,976</u>
Total Non Cash Expenses	\$1,363,749	.....	\$1,164,976
CHANGES IN BALANCE SHEET ACCOUNTS			
Sources (Uses) of Cash:			
Accounts Receivable	\$9,441,502	.....	(\$6,043,564)
Notes Receivable Short Term	0	.....	0
Notes Receivable Long Term.....	0	.....	0
Prepaid Maintenance Agreements	(18,052)	.....	(69,970)
Inventories	173,164	.....	(405,897)
Accounts Payable.....	(5,912,658)	.....	(427,739)
Total Changes in Balance Sheet Accounts	<u>\$3,683,957</u>	.....	<u>(\$6,947,169)</u>
Net Cash Flow from Operating Activities	\$5,221,369	.....	\$476,933
Changes to Fixed and Long Term Assets			
Net Cash Flow from Investing Activities	<u>\$1,021,416</u>	.....	<u>\$34,084</u>
Net Increase (Decrease) in Cash	<u>\$6,242,785</u>	.....	<u>\$511,018</u>
Program Administrative Costs.....	0	.....	0
Changes in Equity Account	<u>0</u>	.....	<u>0</u>
CASH AND EQUIVALENTS AT END OF PERIOD	<u>\$7,643,905</u>	.....	<u>\$8,154,923</u>

777 chair orders were filled in FY21 totaling \$2,287,470 in sales.

CI CLASS II WORKERS



AHCC

- Commissary - 58
- Food Distribution - 21
- Food Factory - 148
- Food Service - 118
- Furniture Upholstery - 5
- Laundry - 19
- Optical - 45
- Site Services - 9
- Textiles - 80
- Transportation - 0

CCCC

- Laundry - 3

CBCC

- Laundry - 9
- Site Services - 2
- Textiles - 32

CI HQ

- Furniture Installation & Warranty - 4
- Site Services - 2
- Textiles Distribution Center - 8
- Transportation - 7

CRCC

- Food Service - 143
- Laundry - 18
- Mattresses - 13
- Site Services - 13
- Textiles - 78

LCC

- Laundry - 11

MIS

- Grounds Maintenance - 0
- Marine - 3
- Vehicle Maintenance - 3
- Waste Water/Water Distribution - 0

MCCCW

- Trades Related Apprenticeship Coaching (TRAC) - 2

MCC

- Commissary - 56
- Package Programs - 18
- Food Service - 214
- Laundry - 30
- License Tabs - 5
- Optical - 11
- Print Services - 38
- Site Services - 8

OCC

- Laundry - 4

SCCC

- Furniture Factory - 85
- Laundry - 16
- Site Services - 32

WCC

- Food Service - 76
- Laundry - 25
- Reception Clothing Distribution - 50

WCCW

- Braille Services - 17
- Computer Aided Design Services - 9
- Textiles - 21
- TRAC - 2

WSP

- Field Crops - 4
- Food Service - 124
- Laundry - 33
- License Plates - 54
- Site Services - 4
- Transportation - 21

- 1 Airway Heights Corrections Center**
AIRWAY HEIGHTS, WA - 503
- 2 Cedar Creek Corrections Center**
LITTLEROCK, WA - 3
- 3 Clallam Bay Corrections Center**
CLALLAM BAY, WA - 43
- 4 Correctional Industries Headquarters**
TUMWATER, WA - 21
- 5 Coyote Ridge Corrections Center**
CONNELL, WA - 265
- 6 Larch Corrections Center**
YACOLT, WA - 11
- 7 McNeil Island Stewardship**
STEILACOOM, WA - 6
- 8 Mission Creek Corrections Center for Women**
BELFAIR, WA - 2
- 9 Monroe Correctional Complex**
MONROE, WA - 380
- 10 Olympic Corrections Center**
FORKS, WA - 4
- 11 Stafford Creek Corrections Center**
ABERDEEN, WA - 133
- 12 Washington Corrections Center**
SHELTON, WA - 151
- 13 Washington Corrections Center for Women**
GIG HARBOR, WA - 49
- 14 Washington State Penitentiary**
WALLA WALLA, WA - 240

1,811 incarcerated individuals work for Class II industries as of June 30, 2021.



The McNeil Island Stewardship (MIS) wastewater program is a work study program where the State provides incarcerated individuals the ability to perform on-the-job training hours to gain credits for certification in wastewater. The trainees are responsible for studying the Sacramento State College wastewater training program on their own time. This nationally certified college training program teaches the basics of wastewater treatment processes and how those processes protect public and environmental health. Course work teaches how to operate the treatment plant safely and effectively, conduct testing, operate all plant equipment, and monitor lagoon systems.

While working at MIS wastewater, trainees are taught practical application of principles learned from course books such as process control, pretreatment, digestion, clarification, and secondary treatment. Hands-on training for laboratory testing and plant maintenance is also provided. Cross training opportunities are available if additional levels of certification is desired. This training creates a strong knowledge base for multiple fields of study and leads to a successful pathway to reentry employment.



7.5M
GALLONS

Approximate amount of
waste treated annually.

REENTRY TO THE WORKFORCE



Hyuk Ro examines the final effluent pH to determine compliance with Department of Ecology regulations.

pH is a direct influence as a chemical component of wastewater treatability.

Published June 30, 2021
By Tim Kelly
DOC Communications Office

In October 2020, Hyuk Ro was on the bus out of a correctional facility to the Bishop Lewis work release facility. Shortly after his arrival at Bishop Lewis, Ro was able to apply his experience with Correctional Industries (CI) in wastewater treatment into a job with the City of Edmonds.

“If I didn’t have CI, honestly, I probably wouldn’t be working here right now. I would probably, eventually work at a wastewater plant but I would be way behind the ball right now,” said Ro.

Ro was working at the Correctional Industries warehouse in Tumwater when he was hired as a wastewater operator for Correctional Industries on McNeil Island.

During his first six months, he learned the basics and when his managers saw he was serious about wastewater treatment, he was taught lab work and principles. While at work release, Correctional Industries Workforce Development helped him draft a resume and a few months later, he was hired as a wastewater operator for the City of Edmonds.

“I think that the people going through the training have a good basis of understanding. They’ve had good structure, and they’ve been in the basic roles for long enough to be able to develop those skills,” said the City of Edmonds Wastewater Treatment Manager Pamela Randolph.

The department is committed to supporting people’s success and providing opportunities, and that is evident when Ro speaks.

“Before I went to prison, my family and I were not in contact and now my relationship with them is the best it’s ever been. They’re so supportive and, this whole experience, it’s saved my life, man.”

INVESTMENT IN PRIORITY HIRE PROGRAM TO HELP FORMERLY INCARCERATED INDIVIDUALS

People of Color Find Construction Jobs in Seattle

Published May 26, 2021

By Rachel Friederich, DOC Communications Office



Victoria Garza stands on a high rise rooftop in Seattle. Garza completed the Trades Related Apprenticeship Coaching program prior to release and obtained steady employment through an ironworker's union.

(Photo Courtesy of Victoria Garza)

SEATTLE – When Victoria Garza entered prison in August 2018 for the second time, she never thought she would one day use the skills she learned in order to reinforce the metal structure components of the Washington State Convention Center's expansion. Or that she would go on to be part of the decking crew of the city's Climate Pledge Arena and new state-of-the-art hockey stadium and training facility for the Seattle Kraken.

But that's exactly what the 36-year-old ironworker has been doing since she entered work release in March of this year. "It blows my mind with every piece of iron that goes in place, all the beams that go in place," said Garza, who is now a member of Iron Workers Local 86. "I never, ever thought in my wildest dreams that I'd be here."

The City of Seattle, Sound Transit and the Port of Seattle recently announced a partnership to invest a combined \$1.75 million into creating construction careers for formerly incarcerated people like Garza and others who come from undeserved communities and face systemic barriers. The investment supports construction workforce diversity and the City's Priority Hire Program. The program, launched in 2015, prioritizes hiring of people living in economically depressed areas on City of Seattle construction projects. It uses city-funded and public/private partnership projects to prioritize hiring of residents who live in these areas.

Priority Hire puts an emphasis on providing outreach, training, placement and retention for local people of color, women and pre-apprenticeship graduates like justice-involved individuals completing that training through correctional skills programs like Trades Related Apprenticeship Coaching (TRAC) and Construction Trades Apprenticeship Program (CTAP).

TRAC is a 16-week course run at the DOC's two women's prisons. It gives women hands-on training in carpentry, iron work, construction, cement masonry, plastering and craft labor. At the end of the course, participants can test for preferred entry into union apprenticeships. CTAP is the pre-apprenticeship program run at the men's prisons that focuses on general construction.

Jon Bersche, job training advisor for the City of Seattle, interacts regularly with job seekers and apprenticeship candidates. He says getting a first-hand view of individuals' life transitions is rewarding.

“These new union apprentices add value to City job sites from day one, and more importantly, they’re building for themselves lifelong careers,” Bersche said. “Priority Hire started as a landmark social justice bill to keep jobs in the city and connect marginalized groups with family-wage jobs. It’s inspiring to see how Victoria and other apprentices are turning their lives around through this program.”

Preparing for Living Wage Jobs

The skilled trades market can be a viable career option for formerly incarcerated people, according to Steve Petermann, a manager for Correctional Industries, which oversees many of the DOC’s work training programs. The CTAP and TRAC programs are registered with the state’s Department of Labor and Industries. This means the DOCs programs have agreements with numerous union building trades and apprenticeship programs that can give CTAP and TRAC graduates preferred entry into unionized trades jobs, Petermann said.

He added the DOC is also represented on Seattle Mayor Jenny Durkan’s Priority Hire Advisory Council. “We are ensured that our releasing graduates and incarcerates have a voice among the represented groups who are affected by these kinds of initiatives and will continue to find acceptance and support,” Petermann said. Structural ironworkers’ median pay in 2020 was \$25.58 per hour, according to the Bureau of Labor Statistics. In King County, Iron Workers Local 86 in Tukwila, pay for first period union ironworkers starts at \$27.15 per hour and advances to \$45.25 per hour at journeyman status.

It’s significantly higher than \$19.57 per hour considered to be a living wage in King County for a single childless adult, as estimated by Living Wage Calculator. Ironworkers are also projected to experience a 5% increase in jobs through 2029.

Garza, whose last conviction was for possession of a controlled substance, received her training through the TRAC program at Mission Creek Corrections Center for Women. She’s been steadily employed since entering work release. She says it’s been a godsend toward her self-esteem and critical in helping her avoid the “bad crowds” that tangled her into a web of crime that led to her incarceration.

“I wasn’t going in the right direction before,” Garza said. “I was a very dysfunctional individual, and my motivation was not positive. Anywhere I went, I left a footprint of trouble. TRAC helped me see the obstacles I was facing and find ways to address them and figure out what I wanted to do. There’s not many programs out there that let you get training for a livable wage job and financial freedom.”

Overcoming Employment Barriers

Unemployment rates among formerly incarcerated people are 27% higher than job seekers who do not have a criminal record, according to an analysis by the Prison Policy Initiative.

Besides having a criminal record to contend with, formerly incarcerated people face a myriad of obstacles as they reenter society such as getting their driver’s license reinstated, finding reliable transportation and permanent housing. Furthermore, most formerly incarcerated people have little to no money for tools, work clothes or union dues upon reentry.

The DOC works with several non-profit and community organizations that help meet those needs according to Petermann. He’s says the DOC’s work with local organizations and the expansion of the priority hire program will help overcome these obstacles.

“There are still many barriers that face our releasing CTAP and TRAC graduates as they navigate the apprenticeship application processes and job markets,” Petermann said. “These non-profit and community-based organizations we work with are very proactive and responsive in helping our graduates.”

Building a New Legacy

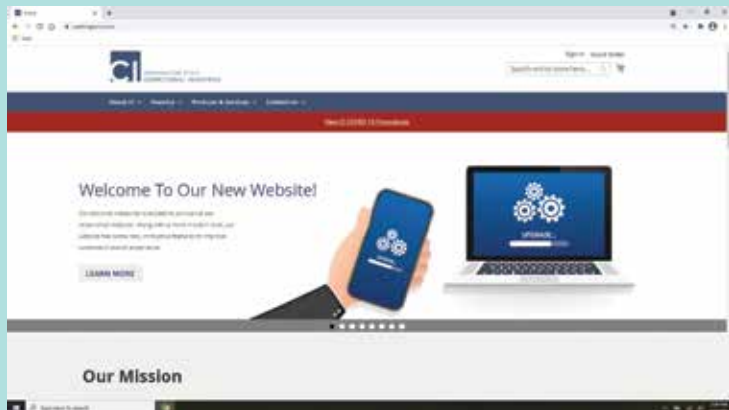
Garza said one of the best, and perhaps surprising things she learned after joining the ironworkers union after prison was how many people were willing to give her a chance.

She said she met journeymen as well as other formerly incarcerated people successfully holding jobs in the trades who were willing to mentor her and help her advance her skills.

“I formed relationships with people who are going to pull me up and have my best interests at heart, whereas before I was surrounded by people doing the same bad things just because it was comfortable,” Garza said. “There are so many people out there who want to help you along and level up and help you out in life.” Garza says her past won’t define her future. She’s proud people will see her new legacy when they look to the Seattle skyline and see the silhouettes of high-rises Garza helped build.

“If you want something, go after your dreams and don’t hold back,” Garza said. “There are definitely going to be a lot of nos, but someone in that pile of nos is going to say yes. My attitude now is ‘Let’s go! What’s it going to take to achieve my goals today? Let’s go!’”

E-COMMERCE WEBSITE UPGRADE MIGRATION TO NEW PLATFORM OFFERS A MODERNIZED LOOK WITH ENHANCED SECURITY FOR CUSTOMERS



Correctional Industries (CI) was excited to launch a new version of its website on March 25, 2021. Along with a more modern look, the website includes new features to improve the overall experience for its users.

A few of the new features include:

- State-of-the-art e-commerce software for easier checkout
- Requisition lists for your most frequently purchased items
- Quick Order feature to place products directly into your cart by entering a model number
- Mobile responsive design to ease use on your smart phone or other mobile device
- Integration with Secure Access Washington (SAW) for enhanced security

One of the primary goals of this project was to make the shopping and purchasing process easier and more efficient for our customers. The new washingtonci.com has the aforementioned features to meet those goals.

Additionally, CI committed to continuously improve online ADA accessibility for customers. The upgraded washingtonci.com is free of ADA accessibility errors and ensures our e-commerce site is in compliance with the Office of the Chief Information Officer statewide technology Policy 188 - Accessibility.

Visit our new and improved washingtonci.com and check it out!

78%

BRaille CODE

Percentage of total braille transcription work requiring the use of advanced braille code such as Nemeth and Music.

420

COMMISSARY ITEMS

Number of items available for incarcerated individuals such as food, hygiene, and over the counter medication.



MAY 3

NEW PLATE DESIGN

First print of Seattle's new NHL team 'Kraken' specialty license plates benefiting charities One Roof Foundation and Boundless.

2,676 online orders were placed on CI's website totaling approximately \$4,390,323 in sales.

\$47.3 Million

FINANCIAL CONTRIBUTIONS

Approximate amount in contributions made to the Washington State economy through purchases from local suppliers and staff salaries.

2,643,270

PROGRAMMING HOURS

Number of programming hours performed by CI incarcerated workers.

\$353,442

SAVINGS DEPOSITS

Amount deposited into incarcerated workers savings accounts from CI earnings.

\$1 → \$12.68

RETURN ON INVESTMENT

Every dollar spent on correctional industry programs yields more than twelve times upon the return to society.

Source: The Washington State Institute of Public Policy, in its comprehensive cost-benefit meta-analysis of return on investment (WSIPP December 2019). However, none of the studies used were conducted in Washington State.

37

TRAC GRADUATES

Number of incarcerated women who graduated from the Trades Related Apprenticeship Coaching program.



\$507,094

IN CONTRIBUTIONS

Approximate amount incarcerated workers contributed from CI earnings to meet financial obligations such as court ordered fines, child support and victim restitution.



7,768 incarcerated individuals returned to Washington State counties this past fiscal year.

CI ADVISORY COMMITTEE

CORRECTIONAL INDUSTRIES ADVISORY COMMITTEE MEETS WITH DOC ADMINISTRATION VIRTUALLY DURING PANDEMIC

In compliance with Revised Code of Washington (RCW) 72.09.080, advisory committee members for the Correctional Industries (CI) advisory committee are appointed by the secretary of the Department of Corrections to help improve programs that prepare incarcerated workers to enter and succeed in the workforce. Members, who represent business, labor, and the public have expertise in the skills and competencies needed for specific occupations and are voting members of the committee. Committee members from both the House and Senate also participate but are non-voting members. The committee promotes constructive and necessary change within a program, generates new ideas and serves as advocates for quality career programs.

Advisory committee members are asked to:

- Identify and validate occupational competencies
- Bring individual perspective based upon skill-set to assist with effectively guiding CI
- Complement the Corporate Management Team members of CI and build up the organization with the end goal of positively changing lives
- Recommend new technologies to include in the program
- Increase community awareness of CI
- Assist with bridging the reentry gap between incarceration to employment based upon individual industry knowledge and partnerships
- Advise on the effectiveness of programs
- Support state and federal legislation impacting CI operations and programs

Advisory committee efforts ensure incarcerated workers acquire the knowledge, skills, and attitudes necessary to enter and succeed in the modern workforce. The benefits members receive from participating on the advisory committee include personal satisfaction of knowing they have contributed to the program and the economic growth of their community; satisfaction of knowing they helped incarcerated workers; personal and company recognition and prestige for having participated; satisfaction of knowing their ideas have been used and that they are making a difference; and, knowledge of having helped spend tax dollars wisely to develop a skilled work force.

Advisory committee members are advocates for the greater community. CI appreciates and values their contributions and service.



COMMITTEE MEMBERS

Business Representatives

Mari Borrero, American Abatement and Demo

Danny Carrao, Workforce Foundation

Jim Huffman, District 1 Commissioner, Port of Douglas County

Labor Representatives

Kristine Cole, NW Carpenters Union

Marilyn Kennedy, Operative Plasterers' & Cement Masons International Association Local 528

Bill Messenger, WIOA/TAA Labor Liaison, Washington State Labor Council, AFL-CIO

Public Representatives

Suzanne Cook

Terri Fortner

Zachary Kinneman

Senate President Appointed Representative

Patty Kuderer, Senator
Non-Voting Advisory Committee Member

Steve O'Ban, Senator
Non-Voting Advisory Committee Member

House Speaker Appointed Representatives

Dan Griffey, Representative
Non-Voting Advisory Committee Member

Strom Peterson, Representative
Non-Voting Advisory Committee Member

The advisory committee met in August, March and June of fiscal year 2021.

BRaille SERVICES TEAM

CORRECTIONAL INDUSTRIES

BRaille TRANSCRIBERS AT WCCW CHOSEN TO PRESENT AT NATIONAL CONFERENCE

Published April 14, 2021
By Rachel Friederich
DOC Communications Office

Two incarcerated women inside the Washington Corrections Center for Women's (WCCW) Braille transcription program have been selected to give presentations at a national Braille conference on April 16, 2021.

Pamela Lorenz and Jennifer R. will each present at the California Transcribers and Educators for the Blind and Visually Impaired (CTEBVI) conference, which will be held virtually.

"As a Braille transcriber, I am able to significantly impact the lives of others by providing a much-needed service," Jennifer R. said. "This has been a tremendous blessing as incarceration can often leave lasting feelings of failure and shame. I am eagerly looking forward to being able to expand my work and contribute to the field of Braille outside prison walls."

The conference brings visually impaired students and their families together with professionals who meet their educational needs. The event will have 80 workshops and a virtual exhibit hall highlighting products and resources for people who are blind or visually impaired.

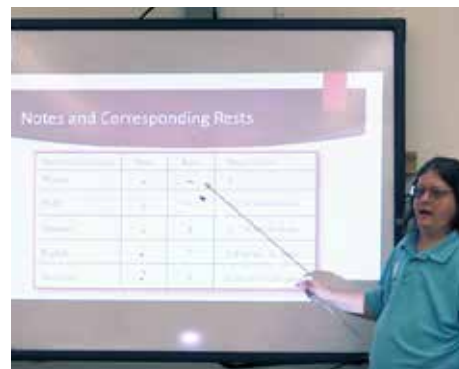
Preparing for the Conference

Both Lorenz and Jennifer R. have earned all available national Braille certifications: Literary Braille, Nemeth and mathematics, textbook formatting, and Unified English Braille, proofreading. The women have used their knowledge to develop curricula the state uses for Nemeth Braille certification.

They're also the first two women at WCCW to earn certifications in music Braille. Music Braille is a Braille code that creates music notation using Braille cells so visually impaired musicians can read music.

Lorenz and Jennifer R.'s conference presentations will be on how music is transcribed into Braille. They will be teaching conference attendees how to identify music notes in print and corresponding Braille.

"I have found that transcribing music into Braille is my passion," Lorenz said. "I really enjoy this type of work because I know I can help someone else achieve their goals."



WCCW's Braille Transcription program has helped these women set and reach goals for themselves. Lorenz enrolled in classes at the prison through Tacoma Community College and earned an associate degree in 2019. She plans on attending a university after her prison release so she can get a bachelor's degree. Jennifer R. would like to start a business producing materials for Braille readers as an independent Braille transcriber. She would also like to offer consulting services to national agencies providing services to people who are blind or visually impaired.

Braille Supervisor James Estep says the leadership the women have shown in the Braille transcription program is evidence of the transformation educational and technical programs can have on incarcerated individuals.

"As a Braille supervisor, I have the premium seat in the stadium of change to observe the individual transitions of our transcribers on so many levels," Estep said. "All of this is an unstoppable machine to facilitate positive changes in the individuals as they develop and to hear the success stories after they are released is the most rewarding part of this job. It reinforces in my mind that I am in the right place to make a difference."

WCCW's Braille program began 25 years ago. There are currently 18 participants in the program.

TEXTILES

Manufacturing Opportunities
Published February 10, 2021
By Tim Kelly
DOC Communications Office

At the Correctional Industries' textile factory, located in the Airway Heights Corrections Center in Spokane County, you will see there are professional uniforms being produced for various state agencies. All the vests for the Washington Department of Transportation are made in the textile factory along with items for King County and the State of Alaska. The work provides individuals an opportunity to grow and expand their skills and abilities, and workers enjoy having new challenges.

"I was able to come in and do five years of upholstery, and then I learned the embroidery program. It really gives me that experience and the opportunity to go back out and have more opportunities outside to help give back."

Daniel Brooks
Incarcerated Individual

"It's a different contract, different customer, different material, different patterns and different challenges for them. They've stated over and over again to me, they enjoy coming in and having a different challenge each day. It's just not sitting at the same desk, in a routine. Or the same machine, or routine running the same thing over and over again," said Business Manager William Kinn.

Along with vests and uniforms, they also have embroidery and silk screening as well as making custom gear and badges. Another part of the factory works on upholstery. The CI textiles factory sold over 189,000 items in 2019 and sold almost 330,000 items between 2018 and 2020. Learning a new employment skill for release helps the department in its mission to improve public safety by positively changing lives.

"It's good to have people that have experience and have the talent but we can develop people here. As long as they're willing to coming in and give 100 percent, they'll gain the talent to be able to perform," Kinn said.



Textiles generated total sales of \$21,198,732 in FY21.



80

PARTICIPANTS

Individuals learn valuable skills as sewers, sewing machine mechanics, upholsterers and quality control specialists.



48,100

SCREEN PRINTED AND EMBROIDERED ITEMS SOLD IN FY21

Incarcerated workers design and etch stencils, set up printing machines, operate or tend embroidery machines, and process orders and perform quality checks.



Over 25,000 T-shirts were produced for Department of Correction's transition from white to gray.

OPTICAL

CI Optical is Helping Improve Vision Around the World – One Pair of Glasses at a Time

Melody Borgman, CI Optical Manager

Correctional Industries (CI) is teaming up with Lions Clubs International to assist the Northwest Lions Eyeglass Recycling Center (NWLERC) in Olympia, Washington. NWLERC's mission is to provide used eyeglasses free of charge to people in remote areas of developing countries, delivered at the hands of volunteer eye care professionals. They also redistribute specifically marked readers and sunglasses within the U.S.

Founded in 2004, the NWLERC is one of 18 Lions' eyeglass recycling centers around the world; 12 of which are in the U.S. including the one located in Olympia. As of November 1, 2020, NWLERC has received 2.86 million pairs of used eyeglasses, in which 1.81 million pairs have been recycled. Now CI's optical lab at Airway Heights Corrections Center will be helping with the recycling efforts.

CI optical received its first boxes of 7,000 pairs of used eyeglasses from Lions Clubs throughout Washington State and northern Idaho the end of May. Incarcerated workers sort, clean, neutralize (read the prescriptions), catalog and send them to NWLERC where they will be placed in inventory for distribution to eyeglass missions around the world annually. NWLERC has been involved in 350 worldwide eyeglass missions where 291,000 pairs of glasses have been donated to those in need.

CI optical is also working with Lions Clubs International to help minimize landfill waste by supporting precious metal reclamation and scrap processing for the damaged and unusable eyeglasses.

"I value our community partnerships. The partnership between CI optical and the Lions Clubs is one that I am very proud of. Not only are our incarcerated workers learning valuable skills, but it gives them opportunity to give back to the community and to those in need. I am so happy that we can play a part in this amazing program," said CI Director Sarah Sytsma.

"When our NWLERC Executive Board was introduced to this potential partnership we were excited to see where it would go. We appreciate Past District 19B's Governor, NWLERC's Director and CI's efforts to make this happen. Thanks to all the hard work it looks like together we will help the world see one pair of glasses as a time. The incarcerated workers at CI optical were interested in having a donation box of their own and excited to be making a difference with their newly developed skills."

Suzanne Gayda,
NWLERC President

878 pairs of glasses have been cleaned and neutralized for the Lions Club as of June 30.



Lions Clubs volunteers working to recycle eyeglasses at the LERC in Olympia, WA.



NWLERC worldwide mission to Haiti to distribute recycled eyeglasses.



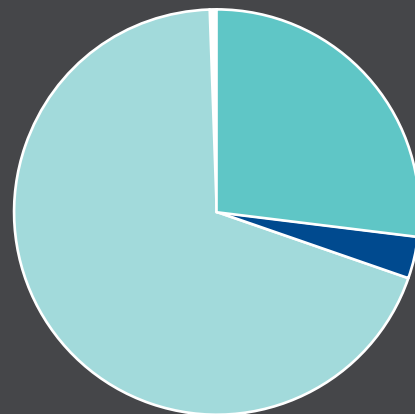
CI Optical produced 131,884 pair of eyewear during FY21.

60

PARTICIPANTS

Individuals learn valuable skills such as cutting, grinding, polishing lenses, and assembling and mounting lenses into frames.

SALES



\$4,307,144

- **DOC** 3.8%
- **HCA** 69%
Medicaid (under 21 years old)
- **PROVIDERS** 26.8%
Medicaid (over 21 years old)
- **OTHER** 0.4%



WASHINGTON STATE
CORRECTIONAL INDUSTRIES



Correctional Industries is a division of the Washington State Department of Corrections. CI is a unique blend of business and government, using private industry tools and techniques to operate work training programs in prisons and provide opportunities for incarcerated individuals to learn marketable job skills. The value of CI is to enhance prison and public safety, reduce taxpayer burden, and foster successful workforce development and reentry.

PUBLISHED BY

Washington State Department of Corrections
Correctional Industries
801 88th Avenue SE
Tumwater WA 98501
360.725.9100
www.washingtonci.com

CONTRIBUTORS

Chris Banning
Melody Borgman
Todd Cunnington
Scott Edwards
Rachel Ericson
James Estep
Rachel Friederich
Natasha Holt
Kimberly Isham
Tim Kelly
Lindsey Konrad

Henry Mack
Kamma Maldonado
Wendy Martindale
Steve Petermann
Adrea Stephens
Todd Stewart
Rhonda Stump
Sarah Sytsma
Calvin Thorpe

Thank you to all staff who submitted a selfie!



EDITOR

Emily Hetland

DESIGNER

Kimberly Isham

This publication was printed at the Monroe Correctional Complex CI print shop.
© 2021 Washington State Correctional Industries

For people with disabilities, this document is available on request in other formats. To submit a request, please email DOCPublications@doc.wa.gov.

700-AR001 (R 11/2021)