

CI ADVISORY COMMITTEE DIVISION UPDATE

WASHINGTON STATE CORRECTIONAL INDUSTRIES

Our 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.

Our Vision: Transform lives and increase successful reentry through training and mentoring.

Our Core Values

- **Lead:** We walk the talk to motivate change.
- **Humanity:** We provide opportunity for second chances.
- **Connections:** We foster understanding and mentor growth.
- **Teamwork:** We build unity and strength through collaboration.
- **People:** We inspire and empower individual success.

Points of Contact

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BRaille SERVICES

Washington Corrections Center for Women (WCCW)

Program Participants: 21

Programming Hours Worked: 6,230

SOC Certificates Issued: 0

Certificates (other) Issued: 6 - Makin' It Work, 1 - Literary

Certification from the Library of Congress

Vacant Positions: 3

MAJOR ACCOMPLISHMENTS:

- A total of 105,669 braille pages were produced from 36,078 print and 15,331 tactile pages. This is traditionally braille's busiest quarter, gearing up for the school year to start. Due to staffing shortages at Ogden School for the Blind, the workload has increased on senior transcribers to proof all material before publication.

FOCUS AREAS:

Incarcerated Workforce:

- We are recruiting for three apprentice positions.

Training:

- We have three senior transcribers who will be released in the next few months and we are focusing on training and guidance for the transcribers who will replace them. Webinars are held on varying subjects, not only refreshing skills but also adding new rules and skills to the toolbox. Senior transcribers continue to work closely with a select few to increase their leadership and training abilities.

Certification:

- Several transcribers continue to work on gaining more knowledge in different areas to become certified in a different subject, ie., math, science, music, etc.

Equipment:

- New IT equipment has been allocated to replace outdated monitors (17' to 24'), creating a more efficient work environment.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Hire apprentices so new leads can smoothly transition into their respective roles, replacing those senior transcribers as they are released.

COMPUTER AIDED DESIGN SERVICES

Washington Corrections Center for Women (WCCW)

Program Participants: 6

Programming Hours Worked: 1,132

SOC Certificates Issued: 2

Certificates (other) Issued: 5 - Makin' It Work

Vacant Positions: 1

MAJOR ACCOMPLISHMENTS:

- Received 33 new drafting jobs in the third quarter. Finalized a total of \$286,379.00 and verified \$653,175.00 in jobs. Each individual drafter has created a draft packet for two different areas in the Correctional Industries (CI) headquarters office; the reception station in the showroom and the administrators' office. We were having a friendly competition amongst the drafters for the design chosen by administrative staff.

FOCUS AREAS:

Incarcerated Workforce:

- We advertised for a drafter and are reviewing approved applications from the correctional program manager for this position.

Training:

- Technical design drafting classes will open up again in January. This will ensure that our workers gain the certifications as AutoCAD drafters, a great asset for when they are released.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- For the 4th quarter, we are expecting representatives from KI/Original Equipment Industries (OEI) on site for some product training as well as Ecad menu building. Drafters created their own Jeopardy game for product and technical training. They say this is a better tool than Mr. Davis' lectures on the vast subject matter.
- Continued training in furniture and space planning design using those resources available to us.

FOOD MANUFACTURING

Airway Heights Corrections Center (AHCC)

Program Participants: 109

Programming Hours Worked: 52,764

SOC Certificates Issued: 7

Vacant Positions: 131

MAJOR ACCOMPLISHMENTS:

- Shows solid contribution to the group and logical connection of sales, income and investment. Dynamic supervision model implementation - review performance measurements as a team weekly, regular and constant timely analysis of data, previous week's performance. Broadcasting performance to the team.

FOCUS AREAS:

Maintain and expand work training programs for incarcerated individuals:

- Increase workers in the factory, work with institutions to supply workers needed, develop training modules for the incarcerated, and develop a second chance program to address behavior issues.

Develop marketable job skills:

- Standardize worker orientation, develop basic skill training and provide access to food handling permits.

Instill a positive work ethic:

- Develop skills training for workers focusing on work ethics and respect in the workplace, measured by Makin' It Work training participation.

Reduce tax burden:

- Measure and report on cost avoidance activities, weekly review of raw material and start quality review.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Minimum Order Quantity (MOQ) for customer implementation: Customer service improves response to concerns and measures performance that impacts the customer. Increase quality review of products, Dynamic Enterprise Resource Program (ERP) set up and training.

FOOD SERVICE

Airway Heights Corrections Center (AHCC)
Coyote Ridge Corrections Center (CRCC)
Monroe Correctional Complex (MCC)
Washington Corrections Center (WCC)
Washington State Penitentiary (WSP)

Program Participants: 700 - monthly average
Programming Hours Worked: 98,000 - monthly average
SOC Certificates Issued: 19
Certificates (other) Issued: 193
Vacant Positions: 53 - monthly average

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Continue to support all DOC food service facilities. Monitor the food supply and collaborate with the food manufacturing to ensure product is available as required.

MAJOR ACCOMPLISHMENTS:

- Conducted site visits to food service areas in five prisons: Clallam Bay Corrections Center, CRCC, MCC, SCCC and WSP. A visit to AHCC was delayed due to the food service manager position being vacant. Facility layout, financials, personnel/staffing status and challenges, incarcerated workforce status, menu compliance, and associated challenges and concerns from the food service staff were discussed and reviewed. We also discussed the food service administration's support to the Department of Corrections (DOC) food services regarding menus and operational advice at most facilities.

FOCUS AREAS:

Statewide Operational Support:

- Collaborations continue with CI food manufacturing to support potential future demand needs for emergencies. We developed a new kettle product (rhubarb chicken) in place of the less popular apple BBQ chicken which will be on the menu this fall. We sourced a reduced sodium lunchmeat in support of the dietitian's request for lower sodium items which are geared toward a healthier diet.

Dietitian Support:

- Monthly meetings stalled for a short time as the DOC dietitian retired. We engaged with the new dietitian, collaborating on menu planning, product review, approvals for substitution items, support for medical diets and information requests. The new dietitian joined our monthly food group meetings and will attend our semi-annual food services managers meeting in October.

Garden Produce:

- Provided support and assisted in the distribution and service of facility-grown fruit and vegetables. The population enjoyed eating the thousands of pounds of produce that was grown right in their backyard (kudos to the folks at WSP).

FURNITURE BRAND AND SALES

Correctional Industries Headquarters (CI HQ)

MAJOR ACCOMPLISHMENTS:

- Updated pricing on multiple product lines including Athens tables, ESI Ergo items, Genesis Square Shoes, Humanscale seating, Ithaca seating, Neutral Posture seating, Snap seating and Strive seating.
- Brought Genesis Square Shoe height adjustable surfaces to our online offering for customer ease of ordering.
- Expanded the product pricing spreadsheet to include Humanscale products not included on the standard sell sheet to expedite information for customer service, computer aided design services and sales.
- Mandated Projects: The grand opening of the Wenatchee Valley Reentry Center on September 14 showcased a months-long partnership between Department of Corrections and CI to furnish the state's first reentry center in more than 20 years. CI is proud to have provided light, bright and comfortable furniture to be enjoyed by the up to 120 residents as they embark on their journey to reacclimate to society.
- Non-Mandated Projects: Yakima Housing Authority is dedicated to providing high-quality, affordable housing for low to moderate-income residents in the Yakima area. They are continuing their partnership with CI as they plan to furnish their newest affordable housing project in Fruitvale, WA. This project will be offering 54 units, to include Studio, 1 and 2 bedroom units opening in Spring 2024.

FOCUS AREAS:

New Flagship Seating Line:

- In final stages of implementing new line to replace aged Stratus task chair line that has gone through multiple iterations over the last 24 years.

New Product Development:

- Now that production has been completed on one of our biggest revenue years, we need to refocus on new product development and mining products to add to our standard offering. Included would be improvements and products for the Versa line, such as opaque glass doors, storage items in laminate and steel, etc.

Sustainability Standards:

- There has been a push toward the extreme end of the sustainability and health spectrum, beyond industry standards, in regards to material composition. The furniture group needs to wade through the plethora of different certifications and criteria to establish a reasonable road map for moving forward.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Continue to push to get CI standard items represented on the website to facilitate faster and easier information dissemination and ordering opportunity.
- Determine long-term plan for adjustable height base supply chain options to provide the best value to customer base while receiving the most consistent and quick restock and project-driven order lead times.
- Continue our customer outreach by attending trade shows, conferences and conventions that provide the opportunity for face-to-face interactions with a large volume of qualified customers.

FURNITURE MANUFACTURING

Stafford Creek Corrections Center (SCCC)

Program Participants: 183

Programming Hours Worked: 59,069

SOC Certificates Issued: 10

Certificates (other) Issued: 8

Vacant Positions: 93

MAJOR ACCOMPLISHMENTS:

- Approval received to purchase a new contour edge bander, a replacement drilling and routing computerized numerical control (CNC) point-to-point machine, and a replacement straight-line automatic CNC edge bander for the wood shop. The old machines continue to break down resulting in production shutdowns while waiting for parts or repair. The benefits of the new machines are a significant upgrade in technology advancement that will provide customers with a higher quality product and provide the incarcerated workers with more current job skills that are relevant to the furniture industry.

FOCUS AREAS:

Equipment:

- Coordinate with facility electricians to verify power requirements, including a load study for the straight-line edge bander and the CNC. Arrange a crane company to offload the machines into the shop.

Welding Area:

- The area has been reconfigured to have curtains we can open when there is no production in the area.

Inventory:

- Coordinated efforts are being made to reduce inventory. The division completed the year with approximately 26 million in sales and inventory was set for that production. Order point quantities have been reduced to maintain current needs of approximately 1 million per month.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Install of replacement equipment, train incarcerated on new equipment and review of existing equipment replacement schedule.

INCARCERATED INDIVIDUAL SERVICES

Airway Heights Corrections Center (AHCC)
Monroe Correctional Complex (MCC)

Program Participants: 152

Programming Hours Worked: 43,333

SOC Certificates Issued: 7

Certificates (other) Issued: 26 - Makin' It Work

Vacant Positions: 10

MAJOR ACCOMPLISHMENTS:

- The incarcerated individual services program leadership team visited 11 Department of Corrections (DOC) facilities. Several improvement opportunities and product suggestions arose from these visits.
- We experienced increased commissary sales due to incarcerated pay increases and the implementation of Senate Bill (SB) 5131 (deduction-free family/friend support via the new commissary sub-account).
- Completed sourcing of holiday food items and replaced some long-term out-of-stock items such as Sriracha sauce and soy sauce.
- Reduced prices on 90 items identified as "Better" (healthy) and "Best" (healthiest) choice items in July.
- Updates to DOC Policy 440.000 - Personal Property in Prisons. Removed differences between men's and women's allowable property and added new allowable property for incarcerated individuals. New products include a personal raincoat and a 19-inch television.
- Received approval and established a process to publish the food and property program catalogs onto incarcerated individuals' tablets which increases accessibility for the population.
- Saw significant progress on food package program inventory levels which resulted in a more successful program launch on October 1. Out-of-stock items were reduced from 25 items on August 1 to four items on October 1.

FOCUS AREAS:

Training:

- MCC is providing Makin' It Work classes for incarcerated workers with new staff instructors trained within the commissary team. Makin' It Work resumed at AHCC after being paused for the summer.
- Staff have attended cognitive coaching.

Inventory and Product Sourcing:

- Challenges produced by supply chain disruptions are improving but still provide significant challenges regarding sourcing specific products. The commissary team has been focused on sourcing holiday and long-term items and will now focus on reviewing current product offerings to drive down prices where possible. Package programs have aimed to have more inventory available at the beginning of order periods. The team is working closely with Union Supply Group to improve forecasting and current product availability, and to add new and exciting options for the population.

D365 Implementation:

- The incarcerated individuals services leadership team has been working closely with CI's business solutions managers to prepare for the upcoming roll-out of Dynamics 365 to the commissary and package program lines of business to ensure no disruption in service to the customer as we move through this transition.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Continue to assess and manage the impact of SB 5131, Class 2 and 3 rate increases and supply chain issues to ensure the highest level of service possible to the population.
- Provide continuing opportunities for staff and incarcerated to develop soft skills through Makin' It Work and cognitive coaching to ensure they speak the same language when problem-solving, providing and accepting feedback, and expressing concerns.
- Participate in the multi-disciplinary review and update of package policy DOC 450.120. The package policy was last updated in 2011.

LAUNDRY

Statewide

Program Participants: 134

Programming Hours Worked: 60,300

SOC Certificates Issued: 10

Certificates (other) Issued: 14 - Association for Linen Management

Vacant Positions: 30

MAJOR ACCOMPLISHMENTS:

- The new vent for the Washington Corrections Center duct work was completed on Sept. 30, 2023. This has significantly improved the drying times and cool-down times for the dryers, significantly reducing the risk of fire danger and working on adjusting cycle times.
- Assisting in the closing of Larch Corrections Center and reviewing assets for potential use at other facilities.

FOCUS AREAS:

Staff Workforce:

- Continue to maintain 100% staffing levels across the state in these facility-critical positions.

Processes:

- Evaluate processes to provide more excellent customer care within the facilities we service.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Continue to focus training on our staff and workforce. Provide consistent operations across the state with customer care improvements whenever available.

LICENSE PLATES AND TABS

Monroe Correctional Complex (MCC)
Washington State Penitentiary (WSP)

Program Participants: 48
Programming Hours Worked: 12,000
SOC Certificates Issued: 0
Certificates (other) Issued: 0
Vacant Positions: 20

MAJOR ACCOMPLISHMENTS:

- Continued production of license plates despite the shortage of incarcerated workers. Coordinating with third-party vendors and maintaining appropriate raw materials have helped keep up with the Department of Licensing (DOL) order demand.
- All equipment has been received for the new license plate shop and has moved to the new area.
- License tab production continues to be on task. DOL has revised tab priorities and the shop has adjusted as well. Communication has been vital in meeting their needs.
- Material on hand has not been an issue this quarter. It is a marked improvement from the previous quarter.

FOCUS AREAS:

Incarcerated Workforce:

- The license plate team is recruiting incarcerated workers for the new shop. The facility has been accommodating and interviews are scheduled for the end of October.

License Plate Shop:

- Completion of the production areas in the new shop location to include all construction and installation. Electrical and framing work is taking place now.
- Conclusion of use of current license shop.

Training:

- Training staff and incarcerated workers on the new equipment for the new license plate shop.

License Plate Orders:

- Meeting and exceeding DOL order requirements.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Completion of the new license plate shop installation.
- Complete training for staff and incarcerated workers on the new equipment for the new license plate shop.
- Start total production within the new license plate shop and slowly conclude use of the current license plate shop.

MCNEIL ISLAND STEWARDSHIP

McNeil Island /
Cedar Creek Corrections Center (CCCC)

Program Participants: 7-10

Programming Hours Worked: 4,900

Vacant Positions: 10

MAJOR ACCOMPLISHMENTS:

- New fuel pumps installed for the island.
- Special Commitment Treatment Facility lift pump station retrofit complete with new chopper pumps.
- Completed the haul-out of the marine vessel McNeil. Work completed included a complete repower, hull steel replacement and boiler replacement.
- Barge #1 haul-out completed. Approximately 75% of the deck steel was replaced and all new paint.
- Renewed Certificate of Documentation for the entire marine fleet.
- Completed dry dock inspection for the McNeil, the annual inspection for the Chinook and renewed the Certificate of Inspection for Barge #1.
- All marine maintenance staff completed Shipyard Competent Person's training.
- A Pierce County fire inspector completed an inspection of all buildings and operations. All corrective action items have been addressed.

FOCUS AREAS:

Winterizing:

- Staff working on island preparation for upcoming winter months. Safety plans and poor weather condition planning.

Accountability:

- Staff are currently working on updating their tool and equipment lists.

Asset Planner:

- We will be working with Asset Planner project managers to organize and update Asset Planner. We will also be including all marine vessels to begin tracking maintenance and projects.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- We will be working with Department of Corrections' Capital Planning and Development on two large projects for the marine department. The first is the infrastructure repair/maintenance on McNeil docks, floats and causeways. The second is the planning and design of new passenger ferries and barges.
- Preparations will be made for the dry docks of marine vessels Callahan and Chinook for the year 2024.
- Marine vessel Callahan will be taken offline to install the last new engine, replace both reduction gears and complete other maintenance projects.
- A grant package was submitted on October 20, 2023, for the feasibility study to turn the wastewater plant outfall into a large on-site sewage system.

OPTICAL

Airway Heights Corrections Center (AHCC)

Program Participants: 59

Programming Hours Worked: 21,642

SOC Certificates Issued: 18

Certificates (other) Issued: 1 - Makin' It Work, 1 - Ophthalmic Laboratory Technician [Certificate of Completion]

Vacant Positions: 6

MAJOR ACCOMPLISHMENTS:

- After months of preparation and negotiations with our frame vendors by our former and current management, we have added 52 new styles to the frame catalog and are retiring 28 styles. This is all being done to give our clients access to the most current styles of eyewear, with a broad selection for different personal tastes. We have also been able to maintain the same pricing we have used for years with the Washington Health Care Authority, by carefully selecting quality frames with cost in mind. The new catalog is currently being photographed and edited at CI headquarters. Our plan is to launch the new eyewear by the beginning of 2024, if not sooner.

FOCUS AREAS:

Remote Data Entry:

- Continued work with the Department of Corrections' IT and cyber security to resolve the issue preventing us from being able to transfer glasses order data from the remote system to our internal system so that the orders can be processed in the lab.

American Board of Opticianry (ABO) Prep Class:

- Begin another ABO Prep Class for our incarcerated workers. Due to staffing changes and classroom schedule conflicts, we were not able to start a new class during this reporting period.

Partnership:

- We continue our partnership with Lions Clubs International to assist the Northwest Lions Eyeglass Recycling Center. Incarcerated workers sort, clean, neutralize and catalog used eyeglasses.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Begin testing glasses orders in the remote data entry system once the transfer issue is resolved. This will allow us to assess what may need to be changed and check if the orders are billing correctly before going live with some of our local providers.

SAFETY AND RISK MANAGEMENT

Correctional Industries Headquarters (CI HQ)

MAJOR ACCOMPLISHMENTS:

- With the Washington State Penitentiary annual safety audit on Oct. 23, 2023, we will have completed 100% of the 2023 calendar year audit schedule for the facilities across the state.
- Continue to provide monthly safety reports to the Correctional Industries (CI) corporate management team for the review of systemic areas of safety concerns to address at a root-cause level.

FOCUS AREAS:

Safety Coordinators:

- Continue to communicate with the CI safety coordinators across the state to collaborate and strengthen our safety culture.

Safety Accidents:

- Assist safety accident investigations to review findings, outcomes and mitigation steps for prevention.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Continue to educate and grow the network of stakeholders to help direct a safety-focused culture.

SERVICE AND DELIVERY

Correctional Industries Headquarters (CI HQ)/
Cedar Creek Corrections Center (CCCC)

Program Participants: 25
Programming Hours Worked: 10,258
Certificates (other) Issued: 8 - Forklift
Vacant Positions: 0

MAJOR ACCOMPLISHMENTS:

- We have successfully coordinated with CCCC to increase the number of available incarcerated workers; 35 to 40 is the targeted goal. The CCCC program manager/job coordinator is now participating in the selection process. This allows for more stability in the program and provides opportunities for those working toward reentry.
- After two years, we have filled all staff positions. One staff has undergone Department of Corrections (DOC) Core training. Currently four staff are in the first phase of training for Passenger 1 endorsements.
- The maintenance mechanic position has been filled for building repairs. Replacement of ceiling tiles in the building is complete. The retention pond at the west entrance has been constructed. New LED (light emitting diode) ceiling lights in the front office have been installed.

FOCUS AREAS:

Install Orders:

- Install continues to work on biennium orders with limited staff. End of year numbers tripled for furniture projections. We have most of these orders scheduled until the end of 2023. Warehouses are full with several trailers loaded in the yard. The furniture division has 100 installation orders not yet completed.

COVID-19 Supplies:

- We are working with the Department of Health (DOH) to dispose of expired COVID-19 supplies. There are approximately 130 pallets of supplies for return. DOH was able to obtain money for removal.

DOC Movement:

- With the closure of Larch Corrections Center (LCC), a training facility, and several DOC satellite offices, CI is assisting with the moves with as many resources as possible.

Communication:

- Monthly meetings with incarcerated individual services to increase communication between both sides of the warehouse continue to go well. We are continuing to work through D365 with statewide staff. Go live with D365 textiles and still working on some issues.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- We will start early on the equipment replacement schedule for FY24. We are working on replacing two box trucks and one refrigerator truck. Most equipment takes about six to eight months to complete.
- Continue working on building projects such as warehouse heating, sheetrock repairs, painting warehouse walls, and cleaning floors.
- Continue to work with incarcerated workers who don't have computer experience. Our goal is to train them on warehouse programs before their release.

TEXTILES

Airway Heights Corrections Center (AHCC)
CI Headquarters Consolidated Distribution Center (CDC)
Coyote Ridge Corrections Center (CRCC)
Washington Corrections Center (WCC)
Washington Corrections Center for Women (WCCW)

Program Participants: 211

Programming Hours Worked: 55,088

SOC Certificates Issued: 9

Certificates (other) Issued: 17 - Makin' It Work

Vacant Positions: 43

MAJOR ACCOMPLISHMENTS:

- Going live with our Microsoft Dynamics 365 (D365) operating system.
- Female scrubs are completed. Male scrubs are being adjusted and close to completion for staff testing.

FOCUS AREAS:

Workwear Apparel:

- Added a new vendor that carries female work clothing and has a link to our website for customer orders.

Engagement of Sites Conducting Order Processing in D365:

- D365 has been the main focus for the division, as most of our time is spent fulfilling orders. Transitioning to D365 is reshaping the way we do business. We are focusing on updating our business processes along the way.

Janitorial Products:

- We are working with additional vendors to update price points and offerings of janitorial supplies.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Stabilize and standardize our use of the D365 program.
- Fine-tuning of the male scrubs offering.
- Work with Office of Minority and Women's Business Enterprises (OWMBE) vendors to meet agency procurement goals. We have found a small state vendor that deals in janitorial supplies as well as one that sells toilet paper and paper towels. Working now on the pricing breakdown of paper products.

TRAC

Mission Creek Corrections Center for Women (MCCCW)
Washington Corrections Center for Women (WCCW)

Program Participants:

7 - Trades Related Apprenticeship Coaching (TRAC)
16 - Aerospace Joint Apprenticeship Committee (AJAC)
Programming Hours: 2,800 - TRAC, 3,250 - AJAC, 208 - Flaggers
Certificates (other) Issued: 29 - TRAC, 14 - AJAC, 52 - Flaggers
(1 National, 1 WA)

MAJOR ACCOMPLISHMENTS:

- TRAC class #65 graduated from MCCCW.
- Placed a graduate of the class #64 class into the Cement Masons and Plasterers Apprenticeship.
- Graduated AJAC Manufacturing Academy class #6 with 1e students (each received 27 credits through South Seattle College). Three AJAC graduates are now Washington State Registered Apprenticeships as Machinist-Aircraft Oriented.
- Two AJAC Manufacturing Academy students covered under our grant graduated from the community-based program at South Seattle College. Both are employed.
- With a grant from the Washington State Department of Transportation (WSDOT), we are able to offer flaggers certificate training to various facilities. To date, we have offered the training three times with more than 75 people.

FOCUS AREAS:

TRAC Class #66:

- Recruitment at WCCW for scheduled classes to start in late October 2023.

AJAC Manufacturing Academy Class #7:

- Classes at WCCW starting in late January 2024. We are working on offering this class as more of a hybrid model with an on-site instructor for a greater portion of the time.

Flaggers Certificates:

- Plans for one flaggers training class per month at various facilities. Olympic Corrections Center's class is scheduled for October 15, 2023.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Using our Washington State Department of Transportation grant, we are working on a contract with Apprenticeship and Non-Traditional Employment for Women (ANEW) to offer forklift training for justice-involved individuals in the King County Reentry Centers. We hope to have this contract in place by December 2023.
- Continue to offer pre-apprenticeship training in multiple facilities in the construction and manufacturing sectors.
- Work more closely with Correctional Industries and the Department of Corrections' Community Corrections Division workforce development teams to create navigable pathways for preparatory apprenticeship graduates and other CI workers into living wage jobs and/or community-based training programs.

WORKFORCE DEVELOPMENT

Statewide

Program Participants: 514

Programming Hours: 34,165

SOC Certificates Issued: 93

Certificates (other) Issued: 43 - Makin' It Work

MAJOR ACCOMPLISHMENTS:

- Cognitive Coaching is an interactive one-day staff training that explores some of the cognitive behavioral patterns keeping incarcerated workers from finding success, both inside Correctional Industries (CI) and after release. Staff training started August 28, 2023, with plans to train all CI staff over the course of the next nine months.

FOCUS AREAS:

Job Hunter Class Series :

- Workforce Development resumed Job Hunter Series classes in May 2023 and has conducted Job Hunter each month at each facility.

Engagement with Fair Chance Employers:

- CI has a dedicated Corrections Specialist 3 - Workforce Development Navigator responsible for outreach to potential fair chance employers. In addition, ongoing collaboration with the Department of Correction (DOC) reentry team to ensure all have access to the same resources.

Gearing up for Financial Literacy:

- The Workforce Development team is actively working on a template for a Financial Literacy course, with an aim to start in January 2024.

STRATEGIC PRIORITIES FOR UPCOMING QUARTER:

- Provide Cognitive Coaching training to all CI staff by June 30, 2024.
- Create an external employer panel to participate in mock interview events. Plan to hold the first mock interview event at CI Headquarters during the first quarter of 2024. From there, a plan will be developed to include best practices and challenges for later events to be held in other facilities throughout the state.

ETHNICITY BREAKDOWN

CI CLASS II PROGRAM PARTICIPANTS

TOTAL: 1,626

Airway Heights Corrections Center

- Amer. Indian/AK Native - 5%
- Asian/Pacific Islander - 2%
- Black - 7%
- Other - 1%
- Unknown - 2%
- White - 82%
- Hispanic: All Races - 21%

Olympic Corrections Center

- Amer. Indian/AK Native - 0%
- Asian/Pacific Islander - 33%
- Black - 0%
- Other - 0%
- Unknown - 0%
- White - 67%
- Hispanic: All Races - 33%

Cedar Creek Corrections Center

- Amer. Indian/AK Native - 0%
- Asian/Pacific Islander - 18%
- Black - 33%
- Other - 0%
- Unknown - 0%
- White - 49%
- Hispanic: All Races - 2%

Stafford Creek Corrections Center

- Amer. Indian/AK Native - 2%
- Asian/Pacific Islander - 9%
- Black - 29%
- Other - 1%
- Unknown - 1%
- White - 59%
- Hispanic: All Races - 4%

Clallam Bay Corrections Center

- Amer. Indian/AK Native - 0%
- Asian/Pacific Islander - 10%
- Black - 40%
- Other - 0%
- Unknown - 0%
- White - 50%
- Hispanic: All Races - 20%

Washington Corrections Center

- Amer. Indian/AK Native - 5%
- Asian/Pacific Islander - 10%
- Black - 18%
- Other - 2%
- Unknown - 1%
- White - 65%
- Hispanic: All Races - 13%

Coyote Ridge Corrections Center

- Amer. Indian/AK Native - 3%
- Asian/Pacific Islander - 5%
- Black - 15%
- Other - 2%
- Unknown - 3%
- White - 72%
- Hispanic: All Races - 29%

Washington Corr. Ctr. for Women

- Amer. Indian/AK Native - 3%
- Asian/Pacific Islander - 11%
- Black - 8%
- Other - 8%
- Unknown - 0%
- White - 71%
- Hispanic: All Races - 11%

Mission Creek Corr. Ctr. for Women

- Amer. Indian/AK Native - 0%
- Asian/Pacific Islander - 0%
- Black - 0%
- Other - 0%
- Unknown - 0%
- White - 100%
- Hispanic: All Races - 0%

Washington State Penitentiary

- Amer. Indian/AK Native - 6%
- Asian/Pacific Islander - 3%
- Black - 27%
- Other - 3%
- Unknown - 2%
- White - 59%
- Hispanic: All Races - 15%

Monroe Correctional Complex

- Amer. Indian/AK Native - 5%
- Asian/Pacific Islander - 5%
- Black - 13%
- Other - 0%
- Unknown - 0%
- White - 76%
- Hispanic: All Races - 13%

DOC PRISON POPULATION

TOTAL: 12,700

Airway Heights Corrections Center

- Amer. Indian/AK Native - 6%
- Asian/Pacific Islander - 3%
- Black - 10%
- Other - 1%
- Unknown - 1%
- White - 80%
- Hispanic: All Races - 22%

Olympic Corrections Center

- Amer. Indian/AK Native - 7%
- Asian/Pacific Islander - 6%
- Black - 18%
- Other - 6%
- Unknown - 0%
- White - 63%
- Hispanic: All Races - 9%

Cedar Creek Corrections Center

- Amer. Indian/AK Native - 5%
- Asian/Pacific Islander - 10%
- Black - 27%
- Other - 1%
- Unknown - 0%
- White - 57%
- Hispanic: All Races - 6%

Stafford Creek Corrections Center

- Amer. Indian/AK Native - 4%
- Asian/Pacific Islander - 6%
- Black - 20%
- Other - 1%
- Unknown - 1%
- White - 67%
- Hispanic: All Races - 10%

Clallam Bay Corrections Center

- Amer. Indian/AK Native - 7%
- Asian/Pacific Islander - 4%
- Black - 21%
- Other - 3%
- Unknown - 0%
- White - 65%
- Hispanic: All Races - 28%

Washington Corrections Center

- Amer. Indian/AK Native - 6%
- Asian/Pacific Islander - 5%
- Black - 18%
- Other - 2%
- Unknown - 1%
- White - 68%
- Hispanic: All Races - 15%

Coyote Ridge Corrections Center

- Amer. Indian/AK Native - 4%
- Asian/Pacific Islander - 5%
- Black - 20%
- Other - 1%
- Unknown - 2%
- White - 68%
- Hispanic: All Races - 16%

Washington Corr. Ctr. for Women

- Amer. Indian/AK Native - 8%
- Asian/Pacific Islander - 5%
- Black - 12%
- Other - 7%
- Unknown - 1%
- White - 68%
- Hispanic: All Races - 17%

Mission Creek Corr. Ctr. for Women

- Amer. Indian/AK Native - 10%
- Asian/Pacific Islander - 5%
- Black - 7%
- Other - 8%
- Unknown - 1%
- White - 70%
- Hispanic: All Races - 15%

Washington State Penitentiary

- Amer. Indian/AK Native - 8%
- Asian/Pacific Islander - 4%
- Black - 22%
- Other - 2%
- Unknown - 0%
- White - 63%
- Hispanic: All Races - 17%

Monroe Correctional Complex

- Amer. Indian/AK Native - 5%
- Asian/Pacific Islander - 5%
- Black - 18%
- Other - 1%
- Unknown - 1%
- White - 70%
- Hispanic: All Races - 14%