

**REPORT TO THE LEGISLATURE**  
**Pursuant to P.A. 84 of 2015**  
**Article V, Section 509**  
**MSI Study Report**

Sec. 509 (1). The department shall conduct a study on the Michigan state industries program. The study shall focus on determining which industries within the 10 identified prosperity regions in this state have the maximum benefit to the prisoner population in providing marketable skills and leading to employable outcomes after release of the prisoner from a department facility. The report shall also include data on the current labor force trends in the prosperity regions of this state and how the operations of Michigan state industries can work in coordination with local communities to determine the industries that would produce the greatest number of employable prisoners upon release.

(2) By December 1, the department shall provide a report to the senate and house appropriations subcommittees on corrections, the senate and house fiscal agencies, and the legislative corrections ombudsman detailing the results and recommendations from the study on Michigan state industries described in subsection (1).

Correctional Industries Act; Act 15 of 1968 - An Act to provide for the employment of inmate labor in the correctional institutions of this state; to provide for the employment of inmate labor in certain private enterprises under certain conditions; to provide for certain powers and duties of the department of corrections, the governor, and other officers and agencies in relation to correctional institutions; to provide for the requisitioning and disbursement of correctional industries products; to provide for the disposition of the proceeds of correctional industries and farms; to provide for purchasing and accounting procedures; to regulate the sale or disposition of inmate labor and products; to provide for the requisitioning, purchases, and supply of correctional industries products.

All funds collected from the sale or disposition of goods, wares, and merchandise manufactured by inmate labor, or received for services provided by labor in the correctional institutions shall be turned over to the state treasurer and credited to the correctional industries revolving fund and shall be paid out only for the cost of doing business incurred in carrying out the purpose of the Act (800.325). However, the sale, exchange or purchase of industries products is limited to an institution of this or any other state or political subdivision of any other state, the federal government or agencies of the federal government, a foreign government or any non-profit entity with a designation of 501c3 from the U.S. Internal Revenue Service. MSI is also currently permitted to sell its cut and sew services to any private business or individual, if the products are cut and sewn textiles for a limited period of time as well.

Also included in PA 15 of 1968 is the intent that MSI shall operate as a total self-supporting system; furthermore that MSI do the following:

1. Provide adequate, regular, diversified, and suitable employment for inmates of the state for the purpose of enhancing job skills consistent with proper penal purposes.

2. Affect the requisitioning and disbursement of correctional industries products and services directly through established state authorities without possibility of private profits and without any intermediating financial considerations, appropriations, or expenditures.
3. Permit the management of correctional industries to operate in a manner as similar as possible to similar private industrial operations.
4. Require correctional industries to be a total self-supporting system.

Currently MSI operates the following factory operations in the noted Prosperity Regions:

<u>Prosperity Region</u>	<u>Prison Facility</u>	<u>Factory Type</u>	<u>Civil Service Employees</u>	<u>Prisoner Employees</u>
1e	Chippewa	Garment Factory	5	91
4b	Bellamy Creek	Shoe Factory	2	41
		Sign Factory	2	12
		Ionia	Cut & Sew Factory	3
5	Brooks	Laundry	4	35
		Carson City	Garment Factory	5
6	Thumb	Laundry	8	65
9	Gus Harrison	License Plate	6	62
		Optical Lab	0	12
		Huron Valley	Dental Lab	1
10	Cotton	Mattress Factory	2	37
		Print Shop	1	9
10	Detroit Reentry Center	Janitorial Factory	<u>4</u>	<u>23</u>
			43	572

In addition, MSI currently provides a fleet delivery system out of Region 9 and houses its Administrative Operations in Prosperity Region 7.

Prisoners who work at the various factories are hired by MSI from prisoners referred to the factory supervisor by the individual prison classification directors. Whenever possible, MSI hires prisoners close to their Earliest Release Date (ERD) so that the potentially paroling prisoner has full-time work skills in order to enhance their potential employability upon parole.

The majority of MDOC prisoners either need to update their jobs skills or need to learn job skills or in order to be meaningfully employed upon parole. Those job skills can be learned through a variety of methods including, but not limited to, MDOC vocational education, correspondence courses, and MSI employment.

MSI, working with both the MDOC Education staff and with resources from the DTMB Bureau of Labor, reviewed numerous documents and reports to develop the tables included in the appendix. Michigan labor market information was evaluated for skills and certifications currently sought by Michigan employers, educational requirements of Michigan employers, and the location of jobs across Michigan, as well as who the key employers are in the various Prosperity Regions.

According to information compiled by MDOC Education staff, paroled prisoners find employment in a number of areas upon parole utilizing skills learned in both the MDOC vocational programs and from working within Michigan State Industries. However, as many of the top demanded professions include Serve Safe certification, warehouse certification or fork lift certification, MSI will begin to explore ways to ensure that more of the prisoners paroling from Industries receive certification in one or more of these areas.

An analysis of the individuals who have paroled from MDOC since March of 2013 with MSI work experience was also performed. One clear outcome of the analysis is that MSI factories are not necessarily located in the regions to which their experienced workers parole, however for the most part MSI experienced parolees did parole in approximately the same ratio as overall MDOC paroles. The two statistically significant exceptions to that were that more MSI parolees went to Prosperity Region 4b and fewer went to Prosperity Region 10. A detailed analysis of the job classifications held by parolees was also completed which matched market needs in many cases. Also evaluated was the length of time that individuals were employed by MSI and their success/failure upon parole.

After evaluating all of the available data, compiled from a myriad of sources both within MSI, MDOC and State and Federal Government, and in consideration of MSI's statutory requirements to self-fund all of its operations, provide useful job skills to paroling/discharging prisoners and in consideration of its limited market of customers, a number of recommendations have been developed within MSI. The recommendations include the following:

- That Michigan State Industries (MSI) work with the Michigan Department of Corrections (MDOC) to reduce the time spent between leaving MSI employment and actual parole to the street in order to ensure retention of learned job skills to facilitate the best probability of employment.
- That MSI and MDOC work with DTMB to facilitate MSI's ability to rapidly acquire raw materials and services in compliance with PA 15 of 1964 (800.331).
- That MSI continue to work toward operational efficiencies necessary to ensure operations do not require additional funding from the General Fund or MDOC and, in fact, build up operational capital so that additional opportunities for employing prisoners can be explored.
- That MSI continue to require their prisoner employees to have either their high school diploma or their GED as 56% of all statewide vacancies require this level of education at a minimum.

- That MSI continue to work with individual facility Classification Directors to employ prisoners within 3-5 years of their Earliest Release Date (or less) to ensure the maximum benefit to paroling prisoners upon reentry.
- That MSI evaluate the overall length of employment of some prisoners to determine whether such employment slots could be better utilized by offenders closer to release.
- That MSI continue to work with MDOC Education to expand opportunities for prisoners to earn both warehouse and fork lift operator certificates to enhance employability upon parole, including potentially utilizing MSI space on second shift with MDOC Education staff supervising. These certifications are regularly noted across all prosperity regions in advertisements for new hires.
- That MSI continue to work with MDOC Education to expand opportunities for vocational education and industries facilities on second shift where safety and security can be maintained and MSI operations are not adversely impacted.
- That MSI continue to work with MDOC Education to continue to share MSI factory space where MSI deems space is available and where safety and security can be maintained without additional cost to MSI in order to enhance parolee's opportunities for vocational and work experiences prior to parole.
- That MSI work with MDOC Education to expand opportunities for prisoners to earn Serve Safe certification. This certification is regularly noted across all prosperity regions in advertisements for new hires.
- That MSI work with Reentry, Education and the wardens in the Jackson area to develop a workforce development program at the vacant Distribution Warehouse.
- That MSI reach out to Michigan employers seeking individuals with commercial sewing skills, metal stamping skills and batch processing/extruding and commercial laundry processing experience to assist MSI employees in interviewing directly for jobs prior to parole to help ensure employment and work to identify any cross-functional, transferrable work skills for other potential employment opportunities.
- That MSI work to develop prisoner employee skills as clerks and warehouse workers, especially in the area of mathematics, calculator utilization, filing, shipping and receiving. All these skills are regularly noted across all prosperity regions in advertisements for new hires.
- That MSI work to expand prisoner employment opportunities within its statutory framework (state and federal), especially in the areas of light manufacturing, hospitality, food service, retail sales skills and cashiering if possible as all are areas noted in advertisements across the state for new staff.

- That MSI work with MDOC to encourage MDOC to consider offering programming on second shift for MSI prisoner employees in order to maximize prisoner work opportunities prior to parole.
- That MSI should evaluate the impact of eliminating long-term employment of prisoner workers exceeding 25% of each factory's workforce and limit employment to 3-5 years from ERD or less where possible.
- That MSI should work with the MDOC Intake Units and Parole Board to ensure that Intake's recommendation of vocational training is recognized to include MSI employment as vocational training.
- That MSI consider split shift work assignments for those prisoners with regular call-outs in order to expand work opportunities and ensure sufficient trained prisoner staff on hand at all times.
- That MSI work to develop U.S. Department of Labor apprenticeships and/or national certifications for its prisoner employees, such as the Optical Programs American Board of Opticianry (ABO) Certificate.

## APPENDIX

### STATE OF MICHIGAN EMPLOYMENT INFORMATION BY PROSPERITY REGION

1. Basic Michigan Labor Statistics by Prosperity Region
2. Real Time Labor Demand - October 2015 by Prosperity Region  
(Top Job Categories, Top Occupations and Educational Requirements)
3. Real Time Labor Force Employment and Long-Term Projections by Prosperity Region
4. Statewide Top 30 Certifications Required by Prosperity Region
5. Statewide Top 30 Industries by Prosperity Region
6. Statewide Top 30 Employers by Prosperity Region
7. Statewide Top 30 Detailed Occupations by Prosperity Region
8. Statewide Top 30 Skills in Greatest Demand by Prosperity Region
9. Statewide Top 30 Job Titles Posted for Employment by Prosperity Region
10. Statewide Educational Requirements Specified in Postings for Employment by Prosperity Region

### MICHIGAN STATE INDUSTRIES EMPLOYMENT AND PAROLE STATISTICS

11. MSI Skilled Paroles by Factory by Prosperity Region (3/2013 - 9/2015)
12. Percentage of Paroles by Prosperity Region
13. Distribution by Parolee Status Type by Region of MSI Experienced Parolees
14. Parole Location (Prosperity Region) by Factory by Job Classification of MSI Experienced Parolees
15. Job Classification Distribution by Factory of MSI Work Experienced Paroles (3/2013 - 9/2015)
16. Distribution of current MSI Parolee Status on MSI Work Length Duration
17. Distribution of MSI Parolee by Job Classification by Factory (3/2013 - 9/2015)
18. Average Length of MSI Employment of Parolees with MSI Experience by Factory
19. Average Length of MSI Employment of Current MSI Prisoner Staff as of 9/30/2015
20. MSI Prisoner Employment by Time to Earliest Release Date by Month (FY2014 and FY2015)

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES  
BASIC MICHIGAN LABOR STATISTICS BY PROSPERITY REGION

Prosperity Region	Size (Acres)	2014 Population	Age of Region Residents			2014 Labor Force	Percent of Total State		2014 Unemployed	Percent Un- Employed
			<16	16-65	65+		Labor Force	Employed		
1	16,419.1	307,987	16.3%	63.9%	19.8%	146,960	3.1%	135,160	11,790	8.0%
2	4,733.2	302,545	18.0%	61.7%	20.3%	146,680	3.1%	135,340	11,340	7.7%
3	6,444.3	204,109	15.4%	59.0%	25.6%	85,300	1.8%	77,060	8,240	9.7%
4	8,162.5	1,558,829	21.4%	64.5%	14.1%	780,680	16.5%	736,280	44,400	5.7%
5	4,566.5	568,315	18.2%	64.5%	17.2%	270,270	5.7%	251,070	19,200	7.1%
6	5,169.6	857,711	19.7%	63.7%	16.6%	393,810	8.3%	361,660	32,150	8.2%
7	1,707.1	470,458	18.5%	67.9%	13.5%	239,140	5.1%	225,250	13,890	5.8%
8	3,955.8	780,227	20.1%	64.0%	15.9%	375,200	7.9%	351,970	23,230	6.2%
9	3,885.3	996,912	18.8%	66.8%	14.4%	483,870	10.2%	454,360	29,510	6.1%
10	1,967.1	3,862,784	20.2%	65.2%	14.6%	1,812,560	38.3%	1,663,930	148,630	8.2%
Total	57,010.5	9,909,877	19.7%	64.8%	15.4%	4,734,470	100.0%	4,392,080	342,380	7.2%

Source: DTMB Bureau of Labor Market Information and Strategic Initiatives

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES

Real Time Labor Demand - October 2015

By Prosperity Region

Michigan  
Averages

**Total Ads** 3,630 4,940 2,060 30,180 7,880 8,440 10,920 13,710 18,830 18,830 18,830 11,942  
**Change/Month** -3.0% -6.7% -5.3% 0.0% -1.5% -2.4% 2.3% -1.0% -0.7% -0.7% -0.7% -1.9%

Top Job Categories (ranked in state-wide order)

Production	520	680	310	2,710	560	1,460	1,380	1,610	2,350	2,350	2,350	1,635
Sales & Related				3,790	1,180	1,380	1,380	1,610	1,560	1,560	1,560	1,558
Computer and Mathematical	370	410	180	2,900	830	1,150	2,150	2,150	1,990	1,990	1,990	1,500
Transportation & Material Moving	410	590	150	3,470	810	1,330	1,340	1,340	2,010	2,010	2,010	1,308
Administrative Support	610	660	470	2,800	910	1,210	1,210	1,210	1,660	1,660	1,660	1,296
Health Care Practitioners					450	690	860	860				1,294
Management	220	420	140									663
Food Service												320
Health Care Support	2,130	2,750	1,250	15,670	4,130	4,840	5,520	7,170	9,590	9,590	9,770	140
<b>Total</b>												63,270

Top Occupations (ranked in state-wide order)

Truck Drivers	180	200	50	1,560	540	820	710	1,600	1,300	1,300	2,560	9,520
Registered Nurses	150	220	150	1,090	350	350	160	450	690	690	4,080	7,690
Retail Salespersons	160	210	80	1,090	410	400	350	450	700	700	2,600	6,440
Industrial Engineers				800				320	320	320	4210	5,450
Retail Sales Supervisors	140	160	80	810	220	270	230	370	460	460	1,570	4,310
Mechanical Engineers											3,650	3,650
Customer Service Representatives	70	100		690	180	170	200	240	330	330	1,610	3,590
Software Developers, Applications											1,740	2,040
Computer Systems Analysts											1,750	1,970
General Maintenance and Repair Workers											280	1,590
Production & Operating Supervisors											280	1,290
Janitors and Cleaners	80	90		560	130	180	180	180			820	820
Food Service Supervisors	70	90									600	600
Office and Administrative Supervisors	60										460	460
Office and Administrative Supervisors											440	440
Computer User Support Specialists											250	420
Demonstrators & Product Promoters											270	270
Home Health Aides											250	250
Cashiers											240	240
Light Truck or Delivery Services Drivers	60	60	50		130	140	160				210	210
Social and Human Service Assistants	90				110	110					150	150
Physical Therapists	70										140	140
Nursing Assistants											110	110
Maids and Housekeeping Cleaners											90	90
Occupational Therapists											40	40
<b>Total</b>												51,730

Education Requirements:

Less than High School	19%	29%	21%	19%	20%	20%	16%	16%	19%	19%	11%	19%
High School Diploma or Some College (no degree)	40%	40%	37%	39%	37%	40%	36%	36%	36%	36%	30%	37%
Associate's Degree or Vocational Training	18%	17%	20%	16%	21%	23%	16%	23%	19%	19%	16%	19%
Bachelor's Degree	13%	9%	10%	19%	16%	12%	29%	20%	22%	22%	41%	19%
Master's Degree or Higher	11%	6%	12%	4%	6%	4%	3%	5%	4%	4%	3%	6%

Source: DTMB Bureau of Labor Market Information and Strategic Initiatives

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES  
Real Time Labor Force Employment and Long-Term Projections

	By Prosperity Region										Michigan Overall
	1	2	3	4	5	6	7	8	9	10	
Median Wage	\$ 14.90	\$ 14.50	\$ 13.10	\$ 15.50	\$ 15.00	\$ 15.30	\$ 17.50	\$ 15.40	\$ 17.60	\$ 18.10	\$ 16.70
Wage Range (10th-90th %)	\$ 8.40-\$33.00	\$ 8.50-\$31.90	\$ 8.30-\$29.50	\$ 8.70-\$34.90	\$ 8.50-\$35.80	\$ 8.50-\$35.50	\$ 9.70-\$39.20	\$ 8.60-\$35.40	\$ 9.70-\$42.6	\$ 8.80-\$45.40	\$ 8.30-\$45.40
<b>Current Private Sector Employment (ranked by state-wide employment)</b>											
Food services and drinking places	9,230	10,880	6,020	47,350	18,620	22,280	14,990	24,770	30,180	129,310	313,610
Administrative and support services		4,860		64,270	13,810	13,800	10,130	16,790	20,990	121,240	265,910
Professional and technical services									23,030	168,230	191,260
Hospitals	4,960	6,490		31,960	12,390	12,010	8,590	13,340		91,330	180,900
Transportation equipment manufacturing				22,480	9,980	9,890	9,760	11,830	14,890	94,740	162,180
Ambulatory health care services	4,180	6,490	2,860	25,660	11,920	14,910	8,340	12,310	17,610		103,700
Nursing and residential care facilities			2,020		7,270						9,290
General merchandise stores	3,530		2,710								6,240
Food and beverage stores	3,210		2,110								5,320
Accommodation		5,020									5,020
<b>Total</b>	<b>25,010</b>	<b>33,700</b>	<b>15,720</b>	<b>191,720</b>	<b>69,400</b>	<b>72,980</b>	<b>50,310</b>	<b>79,040</b>	<b>106,700</b>	<b>604,850</b>	<b>1,242,430</b>
<b>Long Term Projections (by annual opening changes, ranked by state-wide demand)</b>											
Cashiers			30								
Home Health Aides	40	80		190	80	20	100	70	110	920	1,590
Registered Nurses	30	60		220	70	20	50	50	170	690	1,350
Retail Salespersons	30	30	50	150	30				60	460	810
Office Clerks, General		40	20			10	50	40	80	530	770
Combined Food Preparation and Serving Workers Including Fast Food	20	30			40	10	50	40	80	430	700
First-Line Supervisors/Managers of Construction Trades				190							190
Janitors and Cleaners, Except Maids and Housekeeping Cleaner		150									150
Waiters and Waitresses			40				40				40
Insurance Agents											40
Stock Clerks and Order Fillers			20					20			20
Personal and Home Care Aides											20
<b>Total</b>	<b>120</b>	<b>220</b>	<b>130</b>	<b>900</b>	<b>220</b>	<b>60</b>	<b>290</b>	<b>220</b>	<b>500</b>	<b>3,020</b>	<b>5,680</b>

Source: DTWIS Bureau of Labor Market Information and Strategic Initiatives

MICHIGAN DEPARTMENT OF CORRECTIONS

MICHIGAN STATE INDUSTRIES

November 2015 Job Postings by Prosperity Region

Ranked by State-wide Demand

Top 30 Certifications

	<u>1a</u>	<u>1b</u>	<u>1c</u>	<u>2</u>	<u>3</u>	<u>4a</u>	<u>4b</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>Total</u>
<b>Top Certifications</b>														
Registered Nurse	4	1	17	280	103									405
Commercial Driver License	39	73	19	125	22			1	1			2	3	379
CDL Class A	42	58	28	47	34		1				1	1	7	347
First Aid CPR AED	3	7	4	22	139	47								222
Certified Nursing Assistant	7	7	3	158	27								119	217
Certified Mechanical Inspector														119
Forklift Operator Cert	1	5	1	36	1	1	3	2	4	4	9	10	29	106
Cosmetology License	2	8	4	17		10	10	1	8	4	7	4	37	102
Nurse Practitioner	6			67	28									101
ServSafe				9	7		2	1			1		5	48
Air Brake Certified	1	4	3	19	4									47
Basic Cardiac Life Support Cert				42										42
Home Health Aide				5	36		1							42
Certified Medical Assistant				17	21									38
Certified Public Accountant	3			6	24								5	38
ASE Certification	8		2	24				1						37
EMT	3			9	4							2		36
Pharmacist	3	5	12	20	16									36
Project Management Certification			1	34										35
Cert Pharmacy Technician	3	2	6	13	7	7	2		1					34
Advanced Cardiac Life Support Cert				7	20									27
Phlebotomy Certification				20	7									27
Licensed Vocational Nurse				26										26
DOT Certified	5	7	2	10										24
American Heart Association Cert				23										23
Airframe & Powerplant Certification				22										22
Caregiver				21										21
Licensed Barber	4			8										20
Mechanical Inspector (Cert)									20					20
6 Sigma Green Belt	1			17			1							19
CDL Class B	2	5	2	10										19
Registered Dietitian	1			18										19

Source: MDOC Education Burning Glass Reports

MICHIGAN DEPARTMENT OF CORRECTIONS

MICHIGAN STATE INDUSTRIES

November 2015 Job Postings by Prosperity Region

Ranked by State-wide Openings

Top 30 Industries

	1a	1b	1c	2	3	4a	4b	5	6	7	8	9	10	Total
<u>Top Detailed Industries</u>														
Department Stores	110	178	73	451	61	1	440	168	180	213	315	385	1,600	4,175
Building Material & Supplies Dealers		84		235	18	67	172	66	91	28	198	164	573	1,696
General Medical & Surgical Hospitals							1,600							1,600
Grocery Stores	10	19	9	144	10	4	279	35	52	33	42	82	245	964
Sporting Goods, Hobby & Musical Instrument Stores		24	8	73		1	161	59	60	50	51	122	327	936
Insurance Carriers							659							659
Health & Personal Care Stores	41	120	24	89	8	5	160	18	27	8	11	20	120	651
Other General Merchandise Stores	37	50	36	97	20	19		42	74	16	56	56	106	609
General Freight Trucking	48	46	16	160			297							567
Electronics & Appliance Stores		80		63		4		35	32	35	44	42	202	537
Depository Credit Intermediation							519							519
Office Supplies, Stationery & Gift Stores		28	16	32	4	13		48	36	20	33	76	209	515
Wireless Communications Carriers (except Satellite)					4	5		30	26	23	51	51	319	509
Colleges, Universities & Professional schools							345							345
Elementary and Secondary Schools							325							325
Executive, Legislative & Other General Government Support			13	87	1		176							277
Wired Telecommunications Carriers			11	245	13	11		28	21	13	15	30	131	262
Oil & Gas Extraction														256
Employment Services				83										253
Clothing Stores														246
Direct Selling Establishments		13			3	5		19	7	23	16	22	151	231
Accounting, Tax Preparation, Bookkeeping & Payroll Services					7		143	18	8	11	15	16		
Offices of Other Health Practitioners							190							190
Architectural, Engineering & Related Services							186							186
Beverage Manufacturing	4	41	12	125			184							184
Management, Scientific & Technical Consulting Services							182							182
Pharmaceutical & Medicine Manufacturing							148		8	5		19		130
Personal Care Services	7			42	3	1		6	4	6	10	19	71	169
Cable & Other Subscription Programming		48		63		3		21	7		11	9		162
Other Miscellaneous Store Retailers		13						8	10	10	11	20	88	160

Source: MDOC Education Burning Glass Reports

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES

November 2015 Job Postings by Prosperity Region  
Ranked by State-wide Openings

Top 30 Employers

	1a	1b	1c	2	3	4a	4b	5	6	7	8	9	10	Total
<u>Employers w/Most Openings</u>														
Macy's	6			92			215	40	64	100	174	202	671	1564
Lowes Companies		89		103	12	64	134		77	21	154	132	476	1262
Sears				130	36	1	98	40	50	48	54	71	297	825
Best Buy		80		59			66		24	22	28	27	156	462
Meijers				104	6	2	54	44	21	18	29	19	80	393
Verizon Communications Inc	58	40	7		13	11	33		21	13	15	29	131	371
Dick's Sporting Goods							78			24	12	53	184	351
Target				46			40	30	14	11	26	28	150	345
JC Penney	30	23	25	66			20	55	10	8	14		47	298
Staples	10	16				13	54		23	10	15	46	94	281
Dollar General				32	14	16	47		58	12	31	37		247
Nordstrom													239	239
Blarney Castle Oil			8	230										238
Covenant Health Care								230						230
Mid-Michigan Health								207						207
Office Depot		22			4		22		13	10	17	18	98	204
Gander Mountain		20					34		35	17	30		47	183
Sprint Communications						5	21		15	15	15	28	84	183
Family Dollar Stores	35	41	26	40				36						178
TMobile Use Inc													178	178
Kohl's					8		19		25	7	12	25	76	172
Harbor Freight							25		11		37	27	63	163
Central Michigan University								161	25	13		28	85	161
Kroger Company														151
The Home Depot				103				40						143
Charter Communications		42	10	53	8	2	27		24				88	134
GNC						2								122
Dow Chemical								121						121
Marketsource Inc.									13	6		15	84	118
Mlive Media Group						1		114						115

Source: MDOC Education Burning Glass Reports

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES

November 2015 Job Postings by Prosperity Region

Ranked by State-wide Openings

Top 30 Occupations

	1a	1b	1c	2	3	4a	4b	5	6	7	8	9	10	Total
<b>Top Detailed Occupations</b>														
Heavy & Tractor-Trailer Truck Drivers	153	226	74	458	70	60	387	375	681	561	1,002	1,016	3,841	9,404
Registered Nurses	9			813	136	111	753	335	333	164	397	761	3,993	7,805
Software Developers, Applications	8						390	82		354	119	708	5,600	7,261
Retail Salespersons	43	205	28	655	90	47	795	363	366	313	438	656	3,192	7,196
Sales Representatives, Wholesale & Manufacturing, Except Technical and Scientific Products	20	47	21	383	44	20	627	185	209	299	236	412	2,958	5,461
Customer Service Representatives	37	55	29	466	67	63	826	241	232	262	317	428	2,285	5,308
First-Line Supervisors of Retail Sales Workers	52	99	47	397	75	50	550	230	268	241	375	412	2,068	4,854
Maintenance & Repair Workers, General	33	15	28	213	30	38	423	121	117	149	262	310	1,381	3,120
Laborers & Freight, Stock, and Material Movers, Hand	27	97	13	215	47	31	472	95	134	134	156	259	1,035	2,715
Mechanical Engineers	11						199				142	183	2,077	2,612
Human Resources Specialists						14	312	61	57	162	134	181	1,540	2,461
Secretaries & Administrative Assistants, Except Legal, Medical & Executive	9			131		19	251	84	65	180	121	302	1,084	2,246
Electrical Engineers											136	153	1,870	2,159
Combined Food Preparation & Service Workers, Including Fast Food Workers, All Other				214	34	18	241	111	88		185	218	1,038	2,147
Computer Systems Analysts						14				130	142	211	1,574	2,071
Medical & Health Care Services Managers					32	20	231	90	106	108	146	202	1,711	2,021
Business Intelligence Analysts										155		170	1,434	1,866
Sales Managers		21						71		114		155	1,175	1,759
Commercial and Industrial Designers													1,246	1,536
Accountants							213		61				957	1,231
Merchandise Displayers & Window Trimmers	63	95	29	285	49	13	197	65	102	92	139		1,004	1,134
Management Analysts										89				1,093
Computer Systems Engineers/Architects										90		160	987	1,077
Nursing Assistants				192	61	24	258	94	102		142		1,017	1,033
Industrial Engineers													919	919
Software Developers, Systems Software														885
Light Truck or Delivery Services Drivers	18	50	13	143	31		211	63	69		128	159	154	877
Production Workers, All Other	8		7	120			368		79		141			
Janitors & Cleaners, Except Maids & Housekeeping Cleaners		17		167	13	14	228	69	72		103	185		873

Source: MDOC Education Burning Glass Reports

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES  
November 2015 Job Postings by Prosperity Region  
Ranked by State-wide Openings  
Top 30 Skills In Greatest Demand

Description of	1a	1b	1c	2	3	4a	4b	5	6	7	8	9	10	Total
Sales	43	147	21	196	38	41	770	350	360	273	436	661	2824	6,160
Retail Sales	24	48	67	92	38	29	372	187	201	141	244	285	1539	3,267
Merchandising	72	189	45	88	51	20	338	159	201	123	191	242	1294	3,013
Mathematics	39	107	66	105	27	8	296	139	139	121	233	255	972	2,507
Store Management	46	134	46	35	22	13		94	70	84	127	174	805	1,650
Demonstration of														
Products	31	51		62	22	25	173	108	103	62	155	159	675	1,626
Calculator				67			174	57	58	86	157	160	605	1,364
Product Sale & Delivery	32	110	17	46	6	27	159	84		31	98	126	557	1,293
Collaboration				71			167	42	53	76	151	157	481	1,198
Sales Management				61	5	6	191	63		66	101	136	496	1,125
Customer Checkout				65			156	45	57	66	140	142	436	1,107
Cleaning	42	96	53	28	7	7	69	41	37	23	62	67	423	955
Cash Register Operation	22	59	29	47	36	16	106	70		50	77	97	242	851
Scheduling	38	72	29	20			51		24		36	100	317	687
Loss Prevention	21	45	19				74	33			32	67	282	573
Seminars				25			88		37	42	66	75	230	563
Sales Support				20			66	29	30	34	68	42	181	470
Retail Management		37		25	5	19	62	30	42		49	36	163	468
Fork Lift Operation		38		31	13	24			35		58	58	160	417
Cash Handling	22						61	41		23	51	41	142	389
Palm OS				15	5	19	50	25	38		44	47	143	386
Visual Merchandising				14	17		57	27	20			60	190	385
Product Location				24	6		52		21	37	63		175	378
Repair	80	156	95						20	14				365
Wireless Sales						6			33			47	214	300
Plumbing		54	17	13		17	45	24	31		47			248
Surveillance				27	10	18							136	191
Inspection	32	74	38						20					164
Payment Processing				14	7	5	50	24		21		43		164
Decision Making	34	56	25											115

Source: MDOC Education Burning Glass Reports

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES  
November 2015 Job Postings by Prosperity Region  
Ranked by State-wide Openings

Top Job Titles Posted for Employment

	1a	1b	1c	2	3	4a	4b	5	6	7	8	9	10	Total
Sales Associate					1			175	191	117	152	280	1,110	2,026
Retail Sales Associate					15	11	29	67	91	60	67	87	642	1,069
Store Associate						2		62	88	23	101	101	348	725
Sales Consultant	5		7	45				53	48	38	69	68	310	643
Beauty Advisor				26	6		89	29	41	34	66	101	241	633
Route driver	15	45		83	33	34	378							588
Customer Service Associate	19	30	13	39				27	33	8	62	59	228	518
Mechanic	59	93	19	165										336
CDL A Driver	52	66	28	140										286
Sales Specialist							15	12	16	9	49	56	127	284
Stocker			5	73	19	33	123		8		11	11		283
Customer Service - Apparel		30	8	165	8	32	33							276
Retail Sales Representative						2		29	20	12	18	25	144	250
Retail Associate								15	24	8	22	25	116	210
Store Clerk			9	45				19	19	19	25	21	48	205
Sales Clerk		34		38	5	2	109	7						195
Retail Commission Sales								11	6	8	28	15	110	178
Transport Driver	36	51	20	58										165
Retail Representative					1			13	22	13	17	16	73	155
Footwear Sales Associate		27		27				8	9	10	8	11	54	154
Retail Sales/Automotive Sales					17	12	109	6	10	7		15	94	138
Salesfloor Teammate						1								133
Cashier	26	40	7	58										131
Store Team Member						3	47	13	18	6	19	18		124
Assistant Store Manager	16	27	20	53										116
Sales Team Member					2	22		9	8	6		12	45	104
Retail Manager							27			6		17	81	98
Retail Consultant										6	7	13	39	92
Customer Service					10			9	10		8	10	44	91
CDL Driver	21	25	12	31										89

Source: MDOC Education Burning Glass Reports

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES  
November 2015 Job Postings by Prosperity Region  
Ranked by State-wide Openings

Educational Requirements Specified in Postings

	<u>1a</u>	<u>1b</u>	<u>1c</u>	<u>2</u>	<u>3</u>	<u>4a</u>	<u>4b</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>Total</u>	
High School or vocational training	240	700	190	1,000	31	542	420	150	175	135	225	315	1,350	5,473	69.8%
Associate's Degree	34	90	19	132	1	130	43	26	22	16	14	33	132	692	8.8%
Bachelor's Degree	74	201	32	397	5	215	61	36	36	13	58	55	239	1,422	18.1%
Graduate or Professional Degree	10	18	24	41	-	142	1	2	-	-	1	1	10	250	3.2%
	358	1,009	265	1,570	37	1,029	525	214	233	164	298	404	1,731	7,837	

Source: MDOC Education Burning Glass Reports

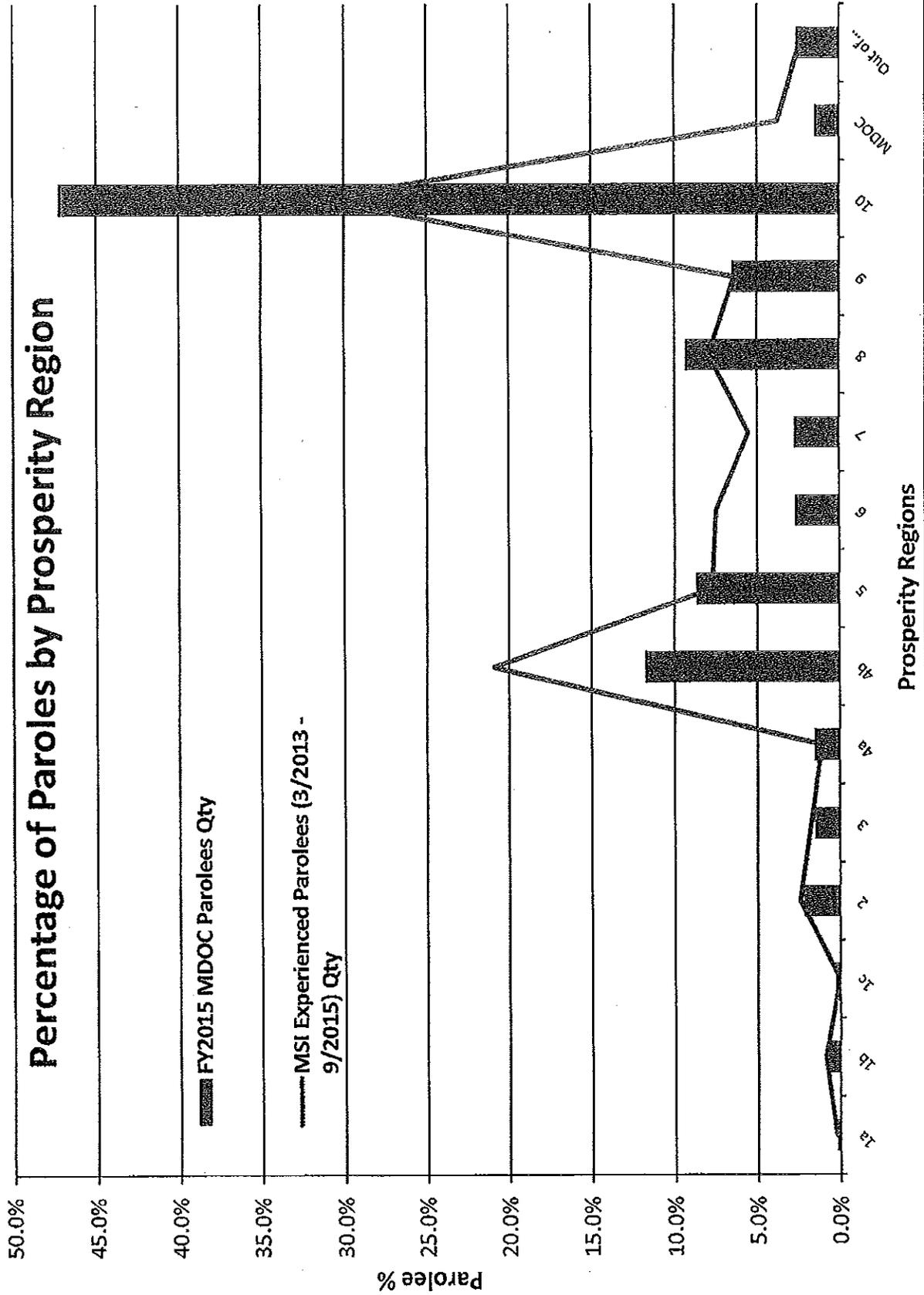
MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES  
PAROLES BY FACTORY TO PROSPERITY REGIONS

	1a	1b	1c	2	3	4a	4b	5	6	7	8	9	10	MDOC	Out of State	Total
Bellamy Creek Shoe & Sign Factories				1	1		42	1			2		4		1	52
Brooks Laundry (downsized 9/2014)								1			2	1	1	1	1	7
Carson City Garment Factory	1			4	1		8	5	9	9	8	3	24	2	3	77
Chippewa/Kinross Garment Factory													5		5	5
Chippewa Laundry (closed 2/2014)							1	1	1		1		3		6	6
Cotton Mattress Factory								1	2	1	1	1	6		1	13
Cotton Print Shop								1		1			3			5
Detroit Reentry Center Janitorial Factory*		1		2	3	2	19	17	7	3	13	13	49	2	1	132
Gus Harrison License Plate Factory		2		1	1	1	10	3	6	5	4	4	13	9	0	59
Gus Harrison Optical Lab					1			1			1			1		4
Huron Valley Women Dental Lab							1									1
Huron Valley Women Garment Factory (closed 7/2015)							2	1			1	1	6			11
Ionia Cut and Sew Factory								1		1		1	4		1	8
Marquette Garment Factory (closed 9/2014)		1		2	1		7	2	3		3	3	12		1	35
Panama Meat & Dairy Processing (closed 2/2014)				1		2	5	1	4	5	1	2	13	1	1	36
Thumb Laundry								1						1	1	3
<b>Total</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>25</b>	<b>8</b>	<b>15</b>	<b>11</b>	<b>10</b>	<b>11</b>	<b>48</b>	<b>12</b>	<b>4</b>	<b>157</b>
	0.0%	1.9%	0.0%	2.5%	1.9%	1.9%	15.9%	5.1%	9.6%	7.0%	6.4%	7.0%	30.6%	7.6%	2.5%	100.0%

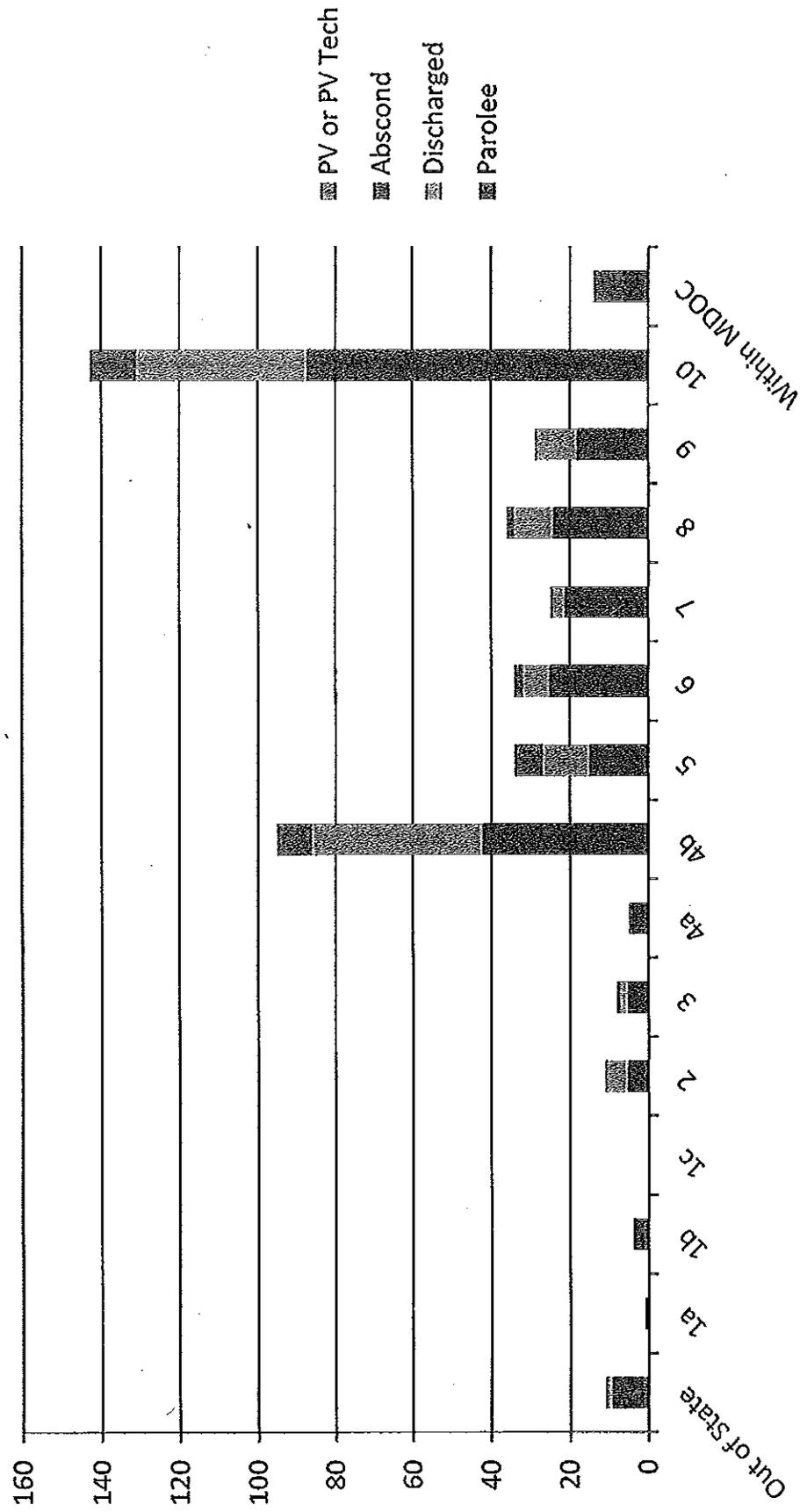
\* NOTE: Offenders at Detroit Reentry Center are in parole status and depart the facility upon completion of the requirements of the parole board.

SOURCE: MDOC/MSI

# Percentage of Paroles by Prosperity Region



# Distribution by Type by Region MSI Experienced Parolees



MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES  
Paroles with MSI Work Experience 3/2013 to 9/2015  
Parole Location by Factory Job Classification

Property/Region	1a	1b	1c	2	3	4a	4b	5	6	7	8	9	10	MDOC	Out of State	TOTALS
Shoe & Sign - Bellamy Creek																
Janitor & Cleaner							3									3
Janitor & Cleaner, Porter							1									1
Laborers & Freight				1	1		22				1		1			26
Labor & Freight, Stock & Material																0
Main Office							1									1
Photographic Processing													1			1
Shoe & Leather Worker						10	1						1		1	13
Shoe Factory						1										1
Shoe Machine Operator						4					1		1			6
Laundry - Brooks (downsized 9/2014)																
Laundry & Dry Cleaning Workers								1			2	1	1	1	1	7
Garment Factory - Carson City																
Crew leader						1			1		1		3			6
Cutting Operator								1		1						2
Garment											1					1
Inspector													1			1
Maintenance and Repair						1				1			1			4
Material Movers, Handlers						1				1			1			3
Office Clerk																1
Pattern Maker						1							1			3
Sewing Machine Operator				4	1	4		5	5	6	5	2	17	2	2	54
Stock Machine Operator										1						1
Stock Crib Clerk															1	1
Garment Factory - Chippewa/Kinross																
First Line Supervisors of Production Workers													2			2
Sewing Machine Operators													3			3
Laundry - Chippewa (closed 2/2014)																
Folding Table													2			2
Laundry Sorter/Belt Loader								1								1
Mangler #1						1										1
Mangler Relief									1							1
Sorter Stain Laundry													1			1
Mattress - Cotton																
Assistant Crew Leader											1					1
Crew Leader													1			1
Cutting Machine Operator													1			1
Porter													1			1
Sewing Machine Operator							1	2	2	1	1		3		1	9

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES  
Paroles with MSI Work Experience 3/2013 to 9/2015  
Parole Location by Factory Job Classification

	1a	1b	1c	2	3	4a	4b	5	5	5	7	8	9	10	MIDOC	Out of State	TOTALS
Print Shop - Cotton																	
Printing Press Operator								1			1						2
Temporary Bindery Worker														3			3
Janitorial - Detroit																	
Extruding, Forming, Pressing & Compacting Machine Setters, Operators and Tenders	1			1	3	2	15	14	5	1	1	6	11	30	1	1	91
Maintenance and repair workers, general													1	1			2
Mixing and blending machine setters				1			4	3	2	2	2	7	1	13	1		39
Licence Plate - Gus Harrison																	
Crew Leaders, assistants							2	1	1	1			1	3	1		9
Cutting, punching operators								1			1			1			3
Industrial Truck operator									1								1
Laborers, freight, stock	1			1			4	1	2	2	3	3	2	4	5		26
Maintenance, repair						1					1						2
Office clerks, general									1	1					1		2
Press machine, Setters, operators	1				1		4		1	1		1	1	5	2		16
Optical Lab - Gus Harrison																	
Edger					1												1
Assembly, Final Inspection															1		1
Optometric Laboratory Tech									1			1					2
Dental Lab - Ypsilanti																	
Dental Lab Technician							1										1
Garment Factory - Ypsilanti (closed 7/2015)																	
First Line Supervisors of Production													1				1
Garment														1			2
Office Clerks, General								1									1
Sewing Machine Operator														4			6
Textile cutting machine setter, operator							2										1
Garment Factory - Ionia																	
First Line Supervisor																1	1
Sewing Machine Operator								1			1			2			6
Textile Cutting Machine Setter, Operator																	1

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES  
Paroles with MSI Work Experience 3/2013 to 9/2015  
Parole Location by Factory Job Classification

Prosperity Region	1a	1b	1c	2	3	4a	4b	5	6	7	8	9	10	MDOC	Out of State	TOTALS
Garment Factory - Marquette Branch Prison (closed 9/2014)																
First-line Supervisors of Production and Operation																3
Janitors and cleaners-porters												1	2			2
Maintenance Repair Workers, General Crew Leaders																3
Sewing Machine Operators	1			1	1			2	1			2	7		1	21
Textile Cutting Machine Setters, Operators																2
Trimmers				1								1	2			4
Meat & Dairy Factories - Jaleison - closed																
Butchers & Meat Cutters																6
Filling Operator						1			2							3
HTST Operator																1
Industrial truck and Tractor Operators																1
Janitors and Cleaners, Porter																1
Laborers and freight, stock and material movers								1								1
Maintenance							2					1	1	1	1	6
Office Clerk, General																1
Stock clerk order filler				1												4
Stock Handler						1			1							4
Laundry - Thumb																
Laborers & Handlers									1							1
Laundry workers														1		2
	1	4	0	11	8	5	95	35	34	25	36	29	143	17	11	454

\* NOTE: Offenders at Detroit Reentry Center are in parole status and depart the facility upon completion of the requirements of the parole board.

SOURCE: MDOC MSI

MICHIGAN DEPARTMENT OF CORRECTIONS  
 MICHIGAN STATE INDUSTRIES  
 3/2013-10/2015 INM EXPERIENCED PAROLES BY JOB CLASSIFICATION BY FACTORY

PRISONER WORKER CLASSIFICATION	Brooks Laundry (Reopened 9/2014)	Bellamy Creek Shoe & Sign Factories	Carson City Garment Factory	Chipewa/Cross Garment Factory	Chipewa Laundry (closed 7/2014)	Cotton Hatress Factory	Cotton Print Shop	Detroit Reentry Center Jan	Gus Harrison License Plate Factory	Gus Harrison Optical Lab	Huron Valley Women Dental Lab	Huron Valley Women Garment Factory (closed 7/2015)	Isola Cut and Sew Factory	Marguete Garment Factory (closed 9/2014)	Parish Meat & Dairy Processing (closed 12/2013)	Thumb Laundry	TOTAL
Assembly, final inspection																	
Butchers & meat cutters																	
Crew leader	6					1			9	1					6		6
Cutting, punching operators						1											
Dental Lab Technician											1						1
Edger								91									91
Extruding, forming, pressing & compacting																	
Filler operator																	
First line supervisor																	
Folding Table				2													2
Garment	1																1
HIST operator																	
Industrial truck operator																	
Inspector	1																1
Janitor & cleaner		3															3
Janitor & cleaner, porter		2															2
Laborers & freight, stock & material		27															27
Laundry & dry cleaning workers																	
Laundry Sorter/Belt Loader						1											1
Main Office		1															1
Maintenance & repair			4														4
Maintenance & repair workers, general								2									2
Maintenance, repair																	
Mangler #1																	
Mangler relief, Folding Table																	
Material movers, handlers			3														3
Mixing & blending machine setters, operators																	
Officer clerk, general																	
Optical production																	
Optical production																	
Pattern maker			3														3
Photographic process workers																	
Press machine, setters, operators																	
Printing press operator																	
Sewing machine operator																	
Sewing machine operator			54														54
Shoe & leather worker		13															13
Shoe machine operator		6															6
Shoe machine operator																	
Sorter-Stain Laundry																	
Stock clerk order filler																	
Stock clerk																	
Stock clerk																	
Stock handler																	
Temporary bindery worker																	
Textile cutting machine setters, operators																	
Trimmers																	
TOTAL	7	52	77	5	6	13	5	132	59	4	1	11	8	35	36	3	157

\* NOTE: Offenders at Detroit Reentry Center are in parole status and depart the facility upon completion of the requirements of the parole board.

SOURCE: MDOC MSI

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES

March 2013 to October 2016 Paroles with MSI Work Experience  
Distribution by Duration of MSI Employment and current status 11/1/2015

MSI Days Employment	Discharged	Parolee	Abscond	Deceased	PV or PV Tech	Total	Discharged	Parolee	Abscond	Deceased	PV or PV Tech	Total
0-15	13	12			3	28	46.4%	42.9%	0.0%	0.0%	10.7%	100.0%
16-30	9	6	1			16	56.3%	37.5%	0.0%	0.0%	0.0%	100.0%
31-45	9	9	1		2	21	42.9%	42.9%	0.0%	0.0%	9.5%	100.0%
46-60	15	9			1	25	60.0%	36.0%	0.0%	0.0%	4.0%	100.0%
60-75	21	10	1			32	65.6%	31.3%	0.0%	0.0%	0.0%	100.0%
75-90	12	10	1		2	25	48.0%	40.0%	0.0%	0.0%	8.0%	100.0%
91-120	13	22	2		6	43	30.2%	51.2%	4.7%	0.0%	14.0%	100.0%
121-150	5	14				19	26.3%	73.7%	0.0%	0.0%	0.0%	100.0%
151-180	1	13			2	16	6.3%	81.3%	0.0%	0.0%	12.5%	100.0%
181-270	7	24		2	5	38	18.4%	63.2%	0.0%	5.3%	13.2%	100.0%
271-360	2	20			1	23	8.7%	87.0%	0.0%	0.0%	4.3%	100.0%
361-480	2	20			6	28	7.1%	71.4%	0.0%	0.0%	21.4%	100.0%
481-720	13	25	2	1	2	43	30.2%	58.1%	4.7%	2.3%	4.7%	100.0%
721-1080	11	29		1	1	42	26.2%	69.0%	0.0%	2.4%	2.4%	100.0%
1081-1440	4	20		0	1	25	16.0%	80.0%	0.0%	0.0%	4.0%	100.0%
> 1440	6	23			1	30	20.0%	76.7%	0.0%	0.0%	3.3%	100.0%
	143	266	8	4	33	454	31.5%	58.6%	1.8%	0.9%	7.3%	100.0%

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES  
3/2013-10/2015 MSI EXPERIENCED PAROLEES BY JOB CLASSIFICATION BY FACTORY

PRISONER WORKER CLASSIFICATION	Brooks Laundry (downsized 9/2014)	Bellamy Creek Shoe & Sign Factories	Carson City Garment Factory	Chippewa/Kross Garment Factory	Chippewa Laundry (closed 2/2014)	Cotton Mattress Factory	Cotton Print Shop	Detroit Reentry Center Jan	Gus Harrison License Plate Factory	Gus Harrison Optical Lab	Huron Valley Women Dental Lab	Huron Valley Women Garment Factory (closed 7/2015)	Ionis Cut and Sew Factory	Kaquette Garment Factory (closed 9/2014)	Parall Meat & Dairy Processing (closed 12/2013)	Thumb Laundry	TOTAL
Assembly, final inspection										1							1
Butchers & meat cutters															6		6
Crew leader			6			1											0
Crew leader, assistants						1			9								9
Cutting, punching operators									3								3
Dental Lab Technician											1						1
Edger								91		1							1
Extruding, forming, pressing & compacting																	0
Filler operator													1				1
First line supervisor				2										3			3
Folding Table					2												2
Garment			1														1
HTST operator																	1
Industrial truck operator									1								1
Inspector			1														1
Janitor & cleaner		3															0
Janitor & cleaner, porter		1															1
Laborers & freight, stock & material Laundry & dry cleaning workers	7	27				1			26					2	1	1	33
Laundry Sorter/Belt Leader					1											2	2
Main Office		1															0
Maintenance & repair			4														1
Maintenance & repair workers, general								2						3			3
Maintenance, repair									2								2
Mangler #1					1												0
Mangler relief, Folding Table					1												0
Material movers, handlers			3														0
Mixing & blending machine setters, operators			1					39	2						4		0
Office clerks, general										2		1					7
Optical production			3							2							2
Pattern maker																	0
Photographic process workers		1															0
Press machine, setters, operators								16									16
Printing press operator							2										0
Sewing machine operator			54	3	9							6	6	21			33
Shoe & leather worker		13															0
Shoe machine operator		6															0
Sorter Stain Laundry					1												0
Stock clerk order filler																	0
Stock clerk			1														0
Stock handler																	0
Temporary bindery worker							3										0
Toxile cutting machine setters, operator			2		1							1	1	2			4
Trimmers														4			4
<b>TOTAL</b>	<b>7</b>	<b>52</b>	<b>77</b>	<b>5</b>	<b>6</b>	<b>13</b>	<b>5</b>	<b>132</b>	<b>59</b>	<b>4</b>	<b>1</b>	<b>11</b>	<b>8</b>	<b>35</b>	<b>36</b>	<b>3</b>	<b>157</b>

\* NOTE: Offenders at Detroit Reentry Center are in parole status and depart the facility upon completion of the requirements of the parole board.

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES  
Parolees with MSI Experience (In days) by Factory  
3/2013 - 10/2015

<u>Factory</u>	<u># Parolees</u>	<u>Average MSI Employment Per Parolee (In days)</u>
Bellamy Creek Shoe & Sign Factories	52	170
Brooks Laundry (downsized 9/2014)	7	129
Carson City Garment Factory	77	855
Chippewa Laundry (closed 2/2014)	6	277
Cotton Print Shop	13	369
Cotton Mattress Factory	5	878
Detroit Reentry Janitorial Factory	132	98
Gus Harrison License Plate Factory	59	601
Gus Harrison Optical Lab	4	422
Huron Valley Women's Dental Lab	1	3,759
Huron Valley Women's Garment Factory (closed 7/2015)	11	681
Ionia Cut & Sew Factory	8	463
Kinross/Chippewa Garment Factory	5	1,436
Marquette Garment Factory (closed 9/2014)	35	501
Parnall Meat & Dairy Factories (closed 12/2013)	36	500
Thumb Laundry	3	549
<b>Overall Average Days Employed by MSI</b>	<b>454</b>	<b>431</b>

\* Offenders at Detroit Reentry Center are in parole status and depart the facility upon completion of the requirements of the parole board,

Source: MDOC MSI

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES  
Current Average Length of Service for MSI Prisoner Staff  
as of September 30, 2015

<u>Factory</u>	<u># Employees During September 2015</u>	<u>Average MSI Employment (In days)</u>
Bellamy Creek Shoe Factory	43	893
Bellamy Creek Sign Factory	12	1,283
Brooks Laundry	35	1,599
Carson City Garment Factory	107	523
Chippewa/Kinross Garment Factory	90	1,088
Cotton Mattress Factory	37	951
Cotton Print Shop	9	819
Detroit Reentry Janitorial Factory*	23	252
Gus Harrison License Plate Factory	58	353
Gus Harrison Optical Lab	12	1,368
Huron Valley Women's Dental Lab	12	2,580
Ionia Cut & Sew Factory	77	920
Thumb Laundry	65	949
<b>Overall Average Days Employed by MSI</b>	<b>525</b>	<b>873</b>

\* Offenders at Detroit Reentry Center are in parole status and depart the facility upon completion of the requirements of the parole board,

SOURCE: MDOC MSI

MICHIGAN DEPARTMENT OF CORRECTIONS  
MICHIGAN STATE INDUSTRIES

PRISONER EMPLOYMENT BY EARLIEST RELEASE DATE (ERD)

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept
Fiscal Year 2014												
Prisoners	826	811	764	748	750	687	667	661	672	674	666	668
Lifers	205	200	188	1290	187	165	165	171	177	176	173	171
More than 3 yrs to ERD	354	344	314	307	309	274	255	257	262	266	267	272
1-3 yrs to ERD	129	125	123	113	119	126	125	112	107	116	122	114
Less than 1 yr to ERD	<u>138</u>	<u>142</u>	<u>139</u>	<u>138</u>	<u>135</u>	<u>122</u>	<u>122</u>	<u>121</u>	<u>126</u>	<u>117</u>	<u>106</u>	<u>113</u>
Within 3 yrs to ERD	267	267	262	251	254	248	247	233	233	233	228	227
Percentage	32%	33%	34%	34%	34%	36%	37%	35%	35%	35%	34%	34%
Fiscal Year 2015												
Prisoners	627	617	634	661	656	658	652	637	620	570	603	572
Lifers	175	172	170	171	167	174	173	170	167	160	177	167
More than 3 yrs to ERD	267	257	269	281	283	275	272	266	258	239	251	233
1-3 yrs to ERD	88	94	93	104	100	101	115	115	109	93	103	108
Less than 1 yr to ERD	<u>97</u>	<u>94</u>	<u>102</u>	<u>105</u>	<u>106</u>	<u>108</u>	<u>92</u>	<u>86</u>	<u>86</u>	<u>78</u>	<u>72</u>	<u>64</u>
Within 3 yrs to ERD	185	188	195	209	206	209	207	201	195	171	175	172
Percentage	30%	30%	31%	32%	31%	32%	32%	32%	31%	30%	29%	30%

\* NOTE: The following closures occurred during this time period:

- Parnall Meat and Dairy closed February 2014
- Chippewa Laundry closed February 2014
- Marquette Garment closed September 2014
- Brooks Laundry downsized in September 2014
- Huron Valley Garment closed July 2015
- The Kinross Garment Factory moved and converted to the Chippewa Garment Factory in July 2015

SOURCE: MSI