

**Educating and
empowering Michigan
adults in custody
to become law-abiding,
tax paying citizens
through successful
work skills training**



With criminal justice reform a part of the national dialog, preparing prisoners with meaningful employment skills is a growing priority within the corrections environment.

success training

Contributing to a Well-trained and Reliable Work Force



A well-trained and reliable work force is important to assuring Michigan's continuing economic success and helps the state remain competitive as we strive to attract new industries. Motivating and training adults in custody contributes to growing such a work force.

MDOC offers numerous opportunities for prisoners to prepare themselves for meaningful employment upon their release to society.

Working together we can make Michigan an example for the nation of relevant and effective programs to assure the success of all of our citizens, now and into the future.

Gretchen Whitmer

Governor, State of Michigan

Promoting the Future Success of Our Students and Workers



Within MDOC there are two major initiatives that address preparing our prisoners for meaningful employment — Michigan State Industries (MSI) and the Vocational Villages.

Even as we offer instruction to develop specific trade skills and have factories that make many things, these are but means that support our real mission: Assuring the success of our adults in custody when they return to society.

MDOC and MSI seeks to promote joint ventures and partnerships with private and public organizations willing to partner with us and become second-chance employers.

Kyle Kaminski

Re-Entry Success Administrator

Christopher Kamrada

Administrator, Michigan State Industries

MSI is building bridges to success by providing real employment opportunities for Michigan adults in custody, empowering them to become law-abiding citizens through successful work skills training.



Operating within the Michigan Department of Corrections since 1943, MSI offers high quality and competitively priced products and services generated by adults in custody who gain work experience, training and valuable soft skills as they prepare for successful re-entry into society. We pride ourselves on “*Building Bridges to Success.*”

MSI is regulated under the Correctional Industries Act of 1968 and is authorized to engage in manufacturing, sales and service to 501(c)3 non-profit organizations, governmental institutions, the federal government and tribal nations. MSI frequently turns down projects where they would compete with private sector businesses.

Currently there are twelve MSI industry operations employing approximately 500 prisoners and 48 civilian employees.

Providing opportunities for adults in custody to learn marketable skills and gain from experience

Instilling and promoting a positive work ethic

Contributing to the economic self-sufficiency of working prisoners and their families

Actively exploring joint ventures with private vendors and manufacturers

Constantly seeking to extend our capabilities and our customer base

Realizing 0% recidivism through 100% employment for MSI parolees within 30 days

reliabi



In addition to producing over 1.5 million license plates annually, the craftsmen at MSI's License Plate Factory produce a wide range of promotional items.

License Plate Factory

In many states the production of automotive license plates has traditionally been an operation carried out by prisoners. With the advent of specialty plates, MSI's License Plate Factory added graphic designers to address the needs of various groups seeking unique plate designs.

The factory also produces a wide range of specialty items including such things as school and business booster and fundraising plates, novelty bird houses, and laser-cut wood products. The operation also offers custom vinyl products, acrylic awards, plaques and nametags for business or institutional needs.

The License Plate Factory employs 56 prisoner workers.

The MSI Sign Shop offers communities and county road commissions the alternative of recycling their existing old signage at a fraction of the cost of buying new signs.

Sign Shop

MSI understands that Michigan communities face economic constraints. Replacing signage often represents a significant expense for them. As a standard practice, when reflective street and traffic signs reach the end of their useful life they are destined for the landfill or sold for scrap.

MSI's 'Green' sign restoration process, backed and certified by the 3M Company, is capable of making old signs look like new by stripping off the old coatings and resurfacing and rescreening the sign faces. This promotes better informed motorists, safer roads, and improves the appearance of communities. Communities can save 45-55% of their sign costs by refurbishing time-worn signage, while conserving natural resources and extending the life of landfills.

Beyond sign refurbishing services, the MSI Sign Shop also produces indoor and outdoor signage using materials ranging from wood to acrylic with messaging applied using vinyl, silkscreen inks or paint.

Whatever their product, MSI considers sustainability an ongoing commitment, not a one time effort, developing and manufacturing products that are environmentally friendly, advancing sustainability goals.

The Sign Shop employs 26 prisoner workers.

lity



The MSI Print Shop employs skilled printing technicians and graphic designers operating with the latest technologies to produce quality printed materials.

MSI manufactures chemical products that address a full range of janitorial needs.

Print Shop

The MSI Print Shop offers traditional printing and production services as well as design and layout services. The Print Shop is capable of designing and printing a wide range of publications:

- **Tri-fold Brochures**
- **Fliers, Mailers**
- **Newsletters**
- **Posters**
- **A Full Range of Stationery Items**
- **Booklets, Collating, Bindery**
- **Padded Forms**
- **Multi-part Carbonless Forms**

The Print Shop can also design or refine logos and other corporate identity elements to reinforce customers' brands. It also offers editorial services to assure that customers' messages are clear and presented with consistency and impact.

For projects that are print-ready, technicians review the files and prepare them for press prior to printing. For projects requiring design or editorial services, designers create files for the customer's review and approval prior to printing.

The Print Shop employs nine prisoner workers.

Janitorial Supplies

MSI produces the following array of janitorial products ready for use:

- **Soaps**
- **Hand Cleanser**
- **Multi-purpose Cleansers**
- **Disinfectants**
- **Floor Strippers, Sealers & Finishes**
- **Tile Cleaner**
- **Glass Cleaner**
- **Laundry Detergents**
- **Non-phosphate Laundry Detergents**
- **Laundry Bleach**
- **Fabric Softener**
- **Kitchen Products**

Chemicals are provided in one gallon and five gallon containers. All products are clearly labeled with directions for dilution as well as safety and emergency procedures.

The factory also provides Hi-Lo certification for its employees in association with Wayne County's Residential Alternative Programming.

This factory employs 30 prisoner workers.

community



The MSI Mattress Factory employs skilled mattress builders and garment workers. Its products meet stringent governmental and industrial standards.

The MSI Garment Factories produce clothing and accessory items that address a wide range of climatic and utilitarian requirements.

Mattress Factory

Garment Factories

The MSI Mattress Factory produces top-quality inner-spring, densified polyester, foam-core and fiber-core mattresses, including those for special needs such as pressure reduction mattresses. It can also customize products to meet customers' unique sizes or requirements.

These products are intended for use in confinement care, healthcare, educational, recreational or institutional environments such as:

- **Nursing Homes**
- **Hospitals**
- **Colleges and Universities**
- **Police and Sheriff's Departments**
- **Detention Centers**
- **Shelters**
- **DNR Campgrounds**
- **YMCA Camps**
- **Church Camps**
- **Other Non-Profit Organizations**

The factory also produces a wide range of related products and garments such as mattress pads, pillows, shower curtains, mesh laundry bags, jumpsuits, maintenance wear and dog mats and beds.

The Mattress Factory employs 60 prisoner workers.

MSI's Garment Factories produce garments and accessories for MDOC prisoners and officers.

As extensions of these capabilities these factories also produce:

- **Coats and Jackets**
- **Jumpsuits, Coveralls & Overalls**
- **Rainwear**
- **Safety, Ballistic/Tactical & Maintenance Apparel**
- **County Jail Clothing**
- **Pajamas**
- **Healthcare Scrubs**
- **Uniform Shirts & Trousers**
- **Athletic Uniforms**

Additionally, the garment operations produce many accessory items such as:

- **Briefcases**
- **ERT Team Bags, Clothing & Accessories**
- **Robotic Arm Covers**
- **Infant Supplies**
- **Embroidery**
- **American Flags**

Together the four Garment Factories employ 235 prisoner workers.



The MSI Laundry has the capacity to serve the laundering needs of governmental and non-profit institutional customers.

The MSI Shoe Factory serves the MDOC population.

Laundry

The MSI Laundry serves the needs of the MDOC population, but are also poised to service institutional customers in healthcare, confinement care, long-term care and education.

This laundry provides traditional laundering services using the latest in equipment and technology. The crews are especially committed to teamwork and accountability to assure that their customers' property is well cleaned and intact upon delivery. This requires careful coordination between crew leaders and launderers throughout the cleaning process.

The Laundry offers these services:

- **Laundering**
- **Pressing**
- **Sewing**

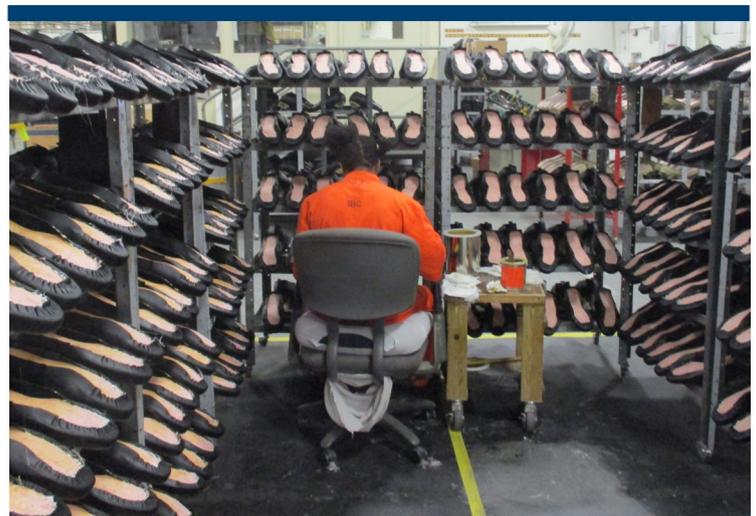
The MSI Laundry employs 50 prisoner workers.

Shoe Factory

The MSI Shoe Factory serves the needs of the MDOC population, manufacturing leather oxford shoes and boots for both prisoners and MDOC custody staff. It also produces orthopedic shoes as directed by a prescription from MDOC Healthcare staff, as well as athletic shoes for prisoner purchase. The factory also makes leather belts for MDOC correctional officers.

The Shoe Factory employs 33 prisoner workers.

teamwork



MSI operates Optical and Dental Laboratories that serve the needs of the MDOC population.

Optical Laboratory

The MSI Optical Laboratory is supervised by a Trades Instructor under an agreement to provide optical wear for all MDOC prisoners and staff. MSI pays for prisoners to take the test required to earn their American Board of Opticianry Certification.

The Optical Laboratory also sorts donated glasses, lenses and frames for redistribution to the needy in Michigan as well as for mission trips to countries such as Dominica, Liberia and Mexico.

This laboratory employs thirteen prisoner employees, six of whom are board certified, seven of whom are currently in training for certification.

Dental Laboratory

Located at the Women's Huron Valley Correctional Facility, the MSI Dental Laboratory provides all dentures, bite splints and dental appliance repairs for MDOC prisoners. Workers gain experience as dental lab technicians as well as dental appliance makers.

The Dental Lab training involves teaching the various techniques and systems used in creating well-fitting dental prosthetics and demands dexterity, numeracy, focus on detail and commitment.

The Dental Laboratory employs ten prisoner workers.



MSI seeks to promote joint ventures and partnerships with private and public organizations willing to partner with us and become second-chance employers for our workers upon release.

- P** **erseverance** ▪ Work to get the job done and make things better for our customers, co-workers and staff.
- A** **ccountability** ▪ Hold ourselves, our co-workers and our staff accountable, as we strive for excellence.
- R** **espect** ▪ Show respect to all our stakeholders.
- T** **rust** ▪ Accomplish great things together in a blame-free environment by trusting co-workers and staff.
- N** **et Income** ▪ Achieve our objective of providing goods and services at no cost to Michigan's taxpayers.
- E** **xcellence** ▪ Demonstrate excellence in everything we do, from training our employees to production.
- R** **esourcefulness** ▪ Encourage trying something new - something different - to find solutions that are outside the box.
- S** **ervant Leadership** ▪ Insure that effective management exists to support staff in its quest to meet our objectives.
- H** **onesty** ▪ Be truthful in all our endeavors.
- I** **ntegrity** ▪ Strive to do the right thing, not always the easy thing.
- P** **rofessionalism** ▪ Conduct business openly, seeking effective solutions to problems, respecting others' time and confidentiality, and communicating in a timely and appropriate fashion — all to best represent MDOC and MSI.

The Vocational Villages at the Parnall and Handlon Correctional Facilities provide a positive learning experience for adults in custody who are serious about completing career and technical education.

To promote an atmosphere of learning, students enrolled in Career and Technical Education are housed in a common unit together with Pell Grant college enrollees. By housing these individuals who share the common goal of improving their lives through education together, we create a more positive, productive environment that promotes cooperative discussions, study sessions and leisure time activities.

At full capacity, MDOC's two Vocational Villages can accommodate 270 vocational trade students, 68 vocational trade tutors, 12 building trade tutors, and 185 Pell Grant students, totaling 535 adults in custody.

75% of students that have paroled out of this program recently have successfully found meaningful employment in their chosen trade.



Providing opportunities for adults in custody to learn marketable trade skills

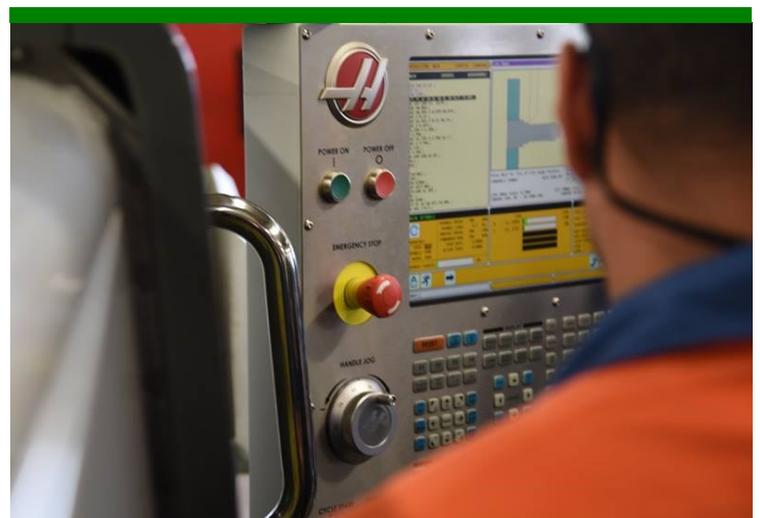
Staying on the leading edge of the trade practices we teach

Promoting interdisciplinary learning through a common residential experience

Instilling and promoting a positive work ethic

Realizing 0% recidivism through successful employment for Vocational Village parolees within 30 days

compe



There is a critical need for trained welders in industry and construction. This program prepares students in several welding techniques.

Welding

This program addresses the skill sets required to gain employment as an entry level welder. Students are instructed in several welding techniques including oxyacetylene, metal inert gas (MIG) and tungsten inert gas (TIG).

Certifications are offered through NCCER and students can earn their AWS-SENSE card by successfully completing the program.

The Building Trades curriculum at Handlon Vocational Village prepares students for careers in carpentry, plumbing and electrical work.

Carpentry

Students are initially instructed in basic competencies such as safety, construction math, blueprint reading and the proper use of hand and power tools. Carpentry instruction covers floor, wall and roof framing, and window and door installation.

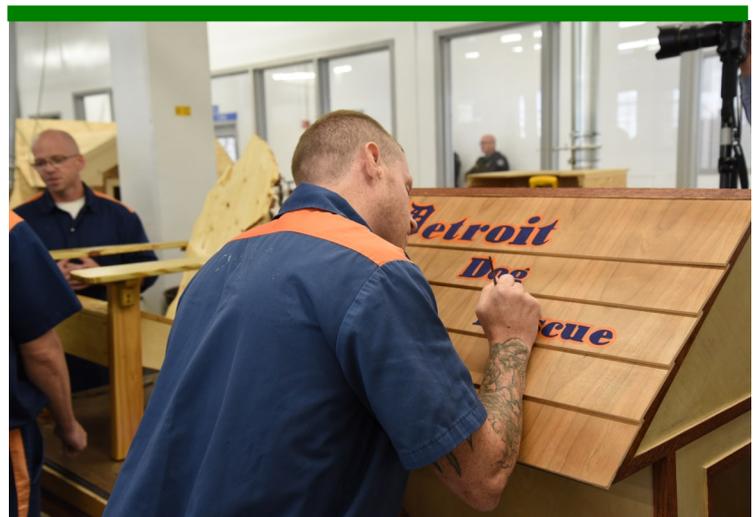
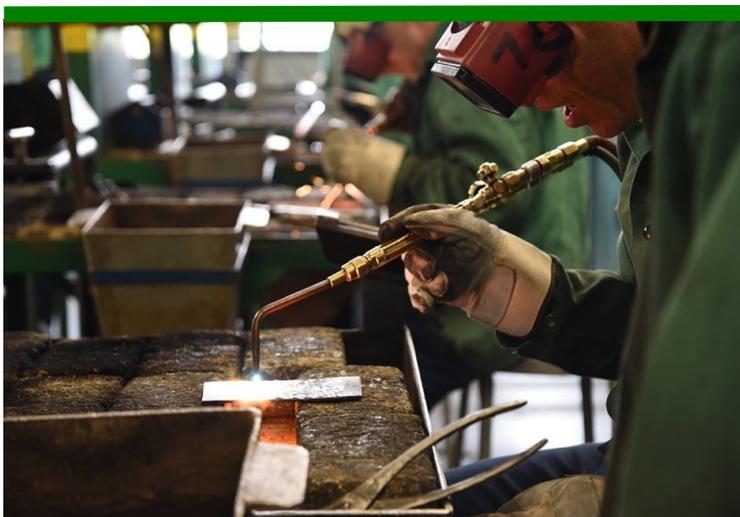
Credentials are offered through the National Center for Construction Education and Research (NCCER). Students may also earn an OSHA 30-hour Construction Safety certificate.

Plumbing & Electrical

This program addresses the skill sets required to gain employment as an entry level plumber. Students are initially instructed in basic competencies such as safety, construction math, blueprint reading and the proper use of hand and power tools and then progress into the Plumbing curriculum.

Students who complete the program receive a nationally recognized certification through the NCCER. Students may also earn an OSHA 30-hour Construction Safety certificate.

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The Building Trades curriculum at Parnall Vocational Village prepares students for careers in carpentry, concrete and masonry work.

Machine Tool and Robotics instruction provides students an entry into an active employment market.

Concrete & Masonry

This program addresses the various aspects of working with masonry and concrete. Students receive instruction in basic competencies such as safety, construction math, blueprint reading and the proper use of hand and power tools, and then progress into either the Masonry or Concrete curriculum.

Students learn the skill sets required to gain employment as an entry level Brick and Block Mason or Concrete Finisher. Students who complete the program receive a nationally recognized certification through the NCCER. Students may also earn an OSHA 30-hour Construction Safety certificate.

Machine Tool/Robotics

Students gain the knowledge to program and operate machines that fabricate parts used in manufacturing. They also learn the proper use of manual milling machines and lathes. Students learn skills and techniques required for employment as a CNC operator.

Through the Immersive Engineering curriculum, students may also obtain nationally recognized credentials for the use of HAAS CNC mills and lathes.

Carpentry

Students initially receive instruction in basic competencies such as safety, construction math, blueprint reading and the proper use of hand and power tools. Carpentry instruction covers floor, wall and roof framing, and window and door installation.

Credentials are offered through the National Center for Construction Education and Research (NCCER). Students may also earn an OSHA 30-hour Construction Safety certificate.

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Properly prepared, prisoners returning to society are particularly adept as Automotive Technicians.

There is an ongoing need for commercial truck drivers in America. Instruction at the Vocational Village prepares students to complete CDL training upon their release.

Automotive Technology

Students receive instruction in shop safety, basic automotive maintenance and repair, and shop skills development. After completion of these studies, students move on to more specific areas of study including engine repair, brakes, electrical systems and transmissions.

Upon completion of the program, students have the opportunity to take the Michigan certification tests and earn recognized credentials in specific skill areas. Automotive mechanic licenses are issued to students who successfully pass the required tests.

Tree Trimming

In conjunction with DTE, students learn the essentials of tree trimming and foliage management in preparation for working on DTE crews to maintain the utility's power lines. The intent is that over time the students can be trained to work as linemen.

Commercial Driving

The Commercial Driver License (CDL) program provides employment training and development specific to the transportation industry and is designed to enable prisoners successful entry into a career in professional truck driving. Much of the instruction is virtual, using simulators for various driving scenarios and road conditions. Students also complete coursework and hands-on experience to obtain a Powered Industrial Truck Operator permit (forklift).

Upon release students complete the remaining over-the-road training requirements with partnering trucking companies to become fully licensed. Participants that successfully complete all aspects of the CDL program are eligible for full-time employment with partnering trucking companies.

ntability



Thorough documentation and skills honed in Employment Readiness classes, returning prisoners are better prepared to enter the work force.

A Certificate of Employability and a Work Keys assessment promotes employers hiring returning prisoners.

Workforce Development

A Workforce Development Referral packet is created by an MDOC employment counselor at intake and is presented to the prisoner upon their release. The packet includes the records of any national, state and local certificates earned, as well as the skills mastered during incarceration, together with copies of necessary vital documents. A Certificate of Employability is also included for qualified prisoners. Electronic copies of the packets are available by request through the MDOC Education Office.

Certification

The goal the Certificate of Employability is to provide prisoners being released with documents that will help them secure meaningful employment. The benefit to employers for hiring former prisoners with such a certificate is protection from nuisance lawsuits that previously could occur when hiring ex-felons returning to the community. The hope is that these documents will remove any stigma associated with hiring such individuals while removing any risk for employers.

Employment Readiness

Students are provided an overview of basic computer operations, keyboarding, using the Internet and productivity programs, computer security and computer use in daily life. Students also learn employability skills including portfolio development, interview skills and resume preparation.

Work Keys

Work Keys is a job skills assessment system that measures a student's "real-world" skills – skills that employers believe to be critical to job success. These tests provide nationally recognized work force readiness certification using a Silver, Gold or Platinum rating.

literacy



Certificate of Employability

This certificate is awarded to

First Name Last Name #MDOC

State of Michigan



Department of Corrections

In recognition of completing the requirements through MDOC to be certified employable.

Month Day Year

Signature

Month Day Year

Signature



**Prepared with these
“soft” skills, MDOC
prisoners returning
to society become
readily employable:**

**Decision Making
Communication**

Listening

Teamwork

Reliability

Accountability

Literacy/Numeracy

Punctuality

Adaptability

By decreasing recidivism rates, MDOC's employment directed programs reduce costs to Michigan citizens, resulting in savings for both the judicial and corrections systems. And when adults in custody have productive activities to occupy their time, our prisons are safer. Perfecting marketable skills and being recognized for positive job and learning performance are important components in rebuilding a person's character.

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