

**With criminal justice reform a part of the national dialog, preparing prisoners with meaningful employment skills is a growing priority within the corrections environment. Among the many initiatives to address this issue in Michigan, Michigan State Industries (MSI) is a manufacturer operating within the Michigan Department of Corrections that has been providing work opportunities to prisoners since 1943, one of fifty such programs in the country.**

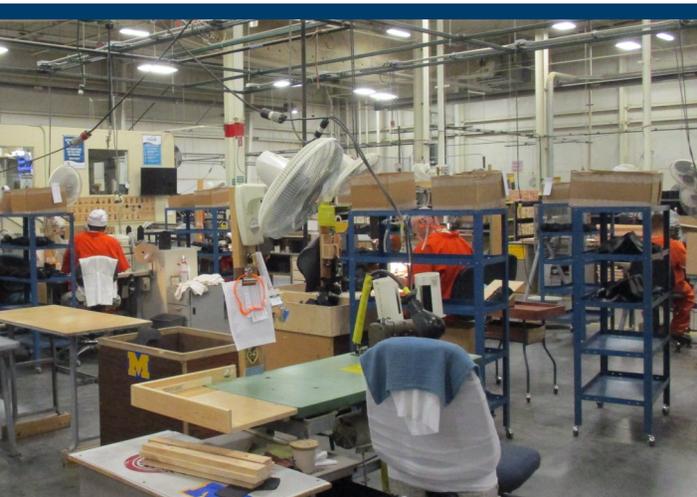
**MSI is regulated under the Correctional Industries Act of 1968 and is authorized to engage in manufacturing, sales and service to 501(c)3 non-profit organizations, governmental institutions, the federal government and tribal nations. MSI frequently turns down projects where they would compete with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

**Michigan State Industries (MSI)** provides products and services to customers as provided by law at prices that meet or exceed customer expectations, while providing professional growth opportunities for staff and marketable job skills to prisoners detained by the Department of Corrections.

MSI provides prisoners an opportunity to improve their workplace skills through employment assessments and certifications, and to participate in continuous quality improvement. MSI's focus is successful prisoner employment upon parole or release within Michigan with the goal to realize 0% recidivism through 100% employment for MSI parolees within 30 days.

MSI is self-supporting. It receives no funds from sources other than its own sales. Thus, MSI's success depends on producing quality goods and services delivered in a timely fashion to our customers at a fair price.

By decreasing recidivism rates, MSI's 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 performance are important components in rebuilding a person's character.



**MICHIGAN STATE INDUSTRIES**  
*Building Bridges to Success*

**Michigan State Industries**  
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**MICHIGAN STATE INDUSTRIES**  
*Building Bridges to Success*

# Shoe Factory

## The MSI Shoe Factory serves the MDOC population.

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.

**MSI is “Building Bridges to Success”** by providing real opportunities for Michigan adults in custody, educating and empowering them to become law-abiding, tax paying citizens through successful work skills training.

- *We instill and promote a positive work ethic.*
- *We provide opportunities for prisoners to learn marketable skills and gain from experience.*
- *We contribute to the economic self-sufficiency of working prisoners and their families.*

Through employment with MSI, prisoners at the Shoe Factory develop both hard (industry-specific) and soft (social) skills, preparing them for employment after incarceration.

### **Soft Skills:**

Decision Making  
Communication  
Teamwork  
Reliability  
Accountability  
Punctuality  
Adaptability  
Listening  
Literacy/Numeracy

### **Hard Skills:**

Machine Operators  
Machine Repair & Maintenance  
Shoe & Leather Production  
Office Clerk  
Shipping & Receiving  
Inventory Control  
Order Fulfillment  
Quality Control

