

WYOMING BRAND INDUSTRIES: EMPOWERING REHABILITATION AND WORKFORCE DEVELOPMENT

Mission, Vision, Goals, and the Importance of
Correctional Industries

Our Mission

“In full support and implementation of the WDOC mission statement, WY Brand Industries provides employment programming opportunities for offenders which develop job skills and work habits in support of rehabilitation and reduction of recidivism while reducing the tax burden on Wyoming taxpayers.”

Our Vision

In full support and implementation of the WDOC vision, WY Brand Industries seeks to improve offender reentry preparations while providing quality services and products through:

- Developing workforce excellence (Staff and Offender)
- Staff and Offender training and professional development
- Personal accountability.

Core Values

In full support and implementation of WDOC core values, WY Brand Industries recognizes the role it plays within the Department of Corrections. Our Core Values include:

- Seeking to fully develop our professional potential through guidance, collaboration, and personal growth.
- Insisting impeccable professional and personal ethics be at the heart of each decision and modeled in every interaction.
- Building an efficient and effective organization fully embracing continuous improvement in pursuit of company growth."

Correctional Industries

We accomplish our mission, meet our vision through successful operation of “shops” or businesses while encompassing our core values.

Each shops product sales, all proceeds accumulated, specifically benefit the program as outlined in state statute under Title 25, Chapter 13.



Wyoming Brand Industries Programs

Wyoming Medium Correctional Institute

Garment Shop: Produces a variety of clothing and textiles.

Braille Program: Transcribes and produces Braille materials.

Janitorial Supplies: Manufactures cleaning and maintenance products.

Business Support Office: Provides administrative and clerical support services.

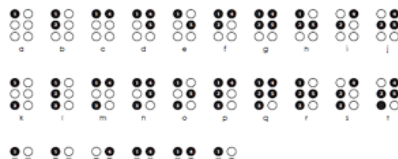
Engraving, Embroidery, and Graphics: Customizes products with engraving, embroidery, and graphic design.

GARMENT SHOP



BRILLE

Braille Alphabet



JANITORIAL



ENGRAVING, EMBROIDERY, AND GRAPHICS



Wyoming Brand Industries Programs

Wyoming State Penitentiary

Wood Shop: Crafts furniture and wood products.

Print Shop: Offers printing services for various needs.

Garment Shop: Produces and tailors clothing and textile products.

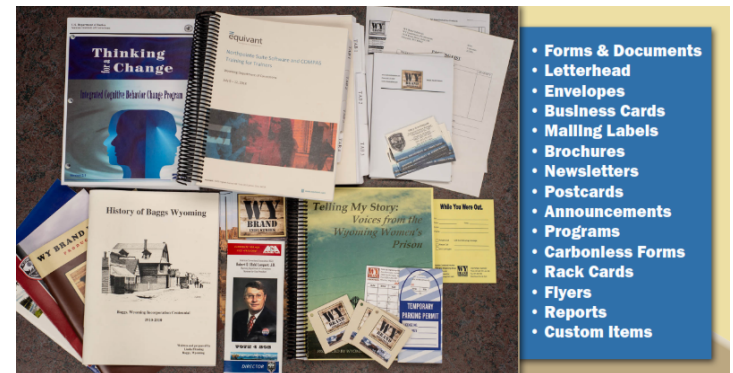
GARMENT SHOP



WOOD SHOP



PRINT SHOP



- Forms & Documents
- Letterhead
- Envelopes
- Business Cards
- Mailing Labels
- Brochures
- Newsletters
- Postcards
- Announcements
- Programs
- Carbonless Forms
- Rack Cards
- Flyers
- Reports
- Custom Items

Wyoming Brand Industries Programs

Wyoming Women's Center

Garment Shop: Specializes in producing clothing and textiles.

Data Entry: Processing data for ORV registrations

Specialty Products: Manufactures metal products and components out of Wyoming State license plates

SPECIALTY PRODUCTS



GARMENT SHOP



DATA ENTRY

Processing data for ORV registrations

Wyoming Brand Industries Programs

Wyoming Honor Farm

Sign Shop Program: The Shop creates street signs, banners, and other signage through utilizing a HP 365 Vinyl Printer or Graphtec Cutter and appropriate processes.

**HIGHWAY, STREET,
RECREATIONAL,
BUILDING SIGNS, ETC.**



BANNERS AND BANNER STANDS



Introduction to Micro-Credentialing



We are developing a new program within our program to enhance job and skill transfer, its documentation, and the ability for those involved to better articulate their value.

Its called Micro-Credentialing

Introduction to Micro-Credentialing

What is **Micro-Credentialing**?

- **Definition:** Micro-credentialing involves earning certifications in specific skills or competencies through short, focused courses. These credentials provide recognition for skill sets that are immediately applicable in the workforce.

Introduction to Micro-Credentialing

How It Works (Continued):

□ Breakdown of Job Functions:

- Each job or function is divided into smaller, manageable components.

□ Learning Process:

- **Reading:** Acquiring foundational knowledge through study materials.
- **Demonstration:** Observing skills in action to understand practical application.
- **Practice:** Hands-on training to build competence.

Introduction to Micro-Credentialing

How It Works:

- **Testing:** Assessing proficiency through exams or practical evaluations.
- ▣ **Earning Badges:**
 - Upon demonstrating proficiency in a specific skill or task, individuals earn a badge or certification.
 - These badges symbolize mastery of particular components of a job.
- ▣ **Micro-Certifications:**
 - A collection of related badges culminates in a micro-certification, reflecting comprehensive knowledge and skill in a larger job function.

Introduction to Micro-Credentialing

- Enhances employability by validating specific skills.
- Provides flexible, targeted learning opportunities.
- Supports lifelong learning and career advancement.

MC (Micro-Credential)

Completion Timeline: Safety aspect of Micro-credentialing will be the first section to be finalized by Fall 2024. The first group of inmates to complete this portion should be done in the first quarter of 2025.

Launch Date: After the safety portion is launched, we will review and improve the program based on the experience and feedback from that first group and staff involved.

We will have a continuous roll out following initial launch that will cover each shop, identified process, production, and/or operational function.

Currently, we have Garment, our largest program, near completion as well as the Wood shop and substantial progress in all shops.

MC Benefits to Participants

Empowering Participants Through Micro-Credentialing

□ **Skill Development:**

- Participants gain industry-relevant skills, enhancing their job readiness.
- Provides a structured learning path, breaking down complex jobs into achievable goals.

□ **Recognition and Motivation:**

- Badges and micro-certifications serve as tangible recognition of skill mastery.
- Increases motivation and confidence by acknowledging progress and achievement.

□ **Career Advancement:**

- Micro-credentials make participants more competitive in the job market.
- Certifications are portable, recognized across industries, and valuable for future employment opportunities.

MC Benefits to Participants

Outcomes Upon Completion:

□ **Comprehensive Certification:**

- Participants receive a portfolio of badges and micro-certifications, demonstrating their competencies.
- These certifications can be presented to potential employers as proof of their skills.

□ **Enhanced Employability:**

- Participants leave the program with a documented skill set that meets industry standards.
- Employers see the certifications as a commitment to professional growth and workplace excellence.

MC Benefits to Potential Employers

Why Employers Benefit from Hiring Program Participants

- **Workforce Readiness:**
 - Graduates of the program are equipped with job-specific skills that align with industry needs.
 - Employers gain access to a pool of candidates who are pre-trained, reducing the need for extensive onboarding.
- **Demonstrated Competence:**
 - Micro-certifications provide employers with verified proof of a candidate's abilities.
 - Employers can be confident in the employee's proficiency, leading to improved productivity and performance.
- **Support for Corporate Social Responsibility (CSR):**
 - Hiring program participants supports reintegration efforts, contributing to positive social outcomes.
 - Demonstrates a commitment to second-chance hiring, enhancing the company's reputation as a socially responsible employer.

Our Goals with Workforce Development

1. Foster and grow a collaborative working relationship with Workforce Development.
2. Work more closely together where our goals overlap.
3. Share information and resources as appropriate.

Why Correctional Industries Matter

- **Rehabilitation and Skill Development:** Provide offenders with job skills and work habits that support rehabilitation.
- **Recidivism Reduction:** Programs are designed to lower recidivism rates and support successful reentry into society.
- **Economic Impact:** Help reduce the tax burden on Wyoming taxpayers by creating self-sustaining programs.
- **Community Integration:** Enhance public safety and support community reintegration efforts by preparing offenders for successful reentry.

Supporting Data and Examples

- **Recidivism Rates**
 - **Data Source:** Bureau of Justice Statistics (BJS)
 - **Content:** According to BJS, approximately 68% of released prisoners are arrested within three years, and 77% are arrested within five years. Programs that provide job training and employment opportunities can significantly reduce these rates.
 - **Example:** A study by the National Institute of Justice found that offenders who participated in job training programs had a recidivism rate 17% lower than those who did not.

Supporting Data and Examples

- Employment Outcomes for Offenders
 - **Data Source:** Bureau of Justice Statistics (BJS)
 - **Content:** Employment plays a critical role in reducing recidivism. The BJS reports that individuals who secure employment post-release are less likely to reoffend. In a study of state prisoners, those who found employment within a year of release had a 30% lower chance of returning to prison.
 - **Example:** The Iowa Correctional Industries program reports that 63% of participants were employed six months after release compared to 44% for those who did not participate in such programs.

Supporting Data and Examples

- Program Success Rates
 - **Data Source:** Bureau of Justice Statistics (BJS)
 - **Content:** The Federal Bureau of Prisons (BOP) highlights that correctional industries programs can significantly contribute to rehabilitation and successful reentry. Programs that combine job skills training with work experience show higher success rates in reducing recidivism.
 - **Example:** The California Prison Industry Authority (CALPIA) reports a 25% decrease in recidivism among participants in their programs compared to the general prison population.

Supporting Data and Examples

- Economic Impact
 - **Data Source:** Bureau of Justice Statistics (BJS)
 - **Content:** Correctional industries programs help reduce the economic burden on taxpayers by generating revenue and reducing the costs associated with recidivism. BJS data indicates that every dollar invested in correctional education and employment programs saves approximately \$4 to \$5 in future incarceration costs.
 - **Example:** The Maryland Division of Correction's work release program has generated over \$6 million in annual savings through reduced incarceration costs and increased offender employment.

Supporting Data and Examples

- Additional Resources:
 - **Bureau of Justice Statistics (BJS):** www.bjs.gov
 - **Federal Bureau of Prisons (BOP):** www.bop.gov

Moving Forward

- **Action Plan:** Steps to enhance collaboration with Workforce Development.
- **Timeline:** Key milestones and deadlines for achieving goals.
- **Contact Information:** How to get in touch for further collaboration or information.

Q&A

Questions and Answers

Thank You



Thank You