



New overspray recovery process implemented at Stafford Creek



Highlights from mock interviews held at the Washington Corrections Center for Women

Features

THE Insider

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Offender Reentry

Correctional Industries plays significant role in preparing offenders to reenter society

Offender reentry is the process which an individual goes to prison and returns, trying to establish a crime-free life, reconnect with family, and contribute to his or her community.

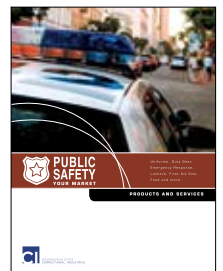
The core of the Department of Corrections' mission is to improve public safety and prevent crime by reducing recidivism. Any impact on recidivism means fewer victims of crime. The Department provides a number of reentry programs for eligible offenders. Service areas include vocational training, substance abuse education and treatment, mental health treatment, employment training, and personal growth and development.

Correctional Industries plays a very big part within institution-based programs designed to prepare offenders to reenter society. Educating, mentoring, providing soft skills training, assessment and on-the-job skills development is critical to the success of its work force.

One way Correctional Industries recognizes offender achievement is by awarding Certificates of Proficiency. These certificates are a vehicle to recognize offenders who have demonstrated a high level of proficiency in their work, based on criteria

NEW PUBLIC SAFETY BROCHURE

Correctional Industries partners with law enforcement and rescue agencies to ensure safe communities. Produced and packaged by offenders in the Washington State correctional system, Correctional Industries products provide more public safety value per dollar than any other supplier.



Visit our web site at www.washingtonci.com to shop online, or request a printed copy of the new brochure via the [Contact Us](#) page. ■

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9 to 5 Beats 10 to Life

Correctional Industries holds First Annual Mock-Interview Fair at the Washington Corrections Center for Women



On November 6, 2008, Washington Corrections Center for Women (WCCW) held its first mock-interview job fair; hosted by Correctional Industries (CI). James Luna, CI Manager at WCCW, and women from the CI ProCAD department organized the entire event. Nineteen local employers, including Comcast, Puget Sound Energy, Kitsap Credit Union, Fred Meyer and Olympic College, ran through mock-interview situations with 56 offenders. Each offender participated in three different interviews throughout the day. After each interview, employers offered feedback on how the applicant could improve, including tips on researching company profile prior to interview and how to best answer questions about a felony record.

At the end of the day long event, each employer was given a plaque in appreciation of their participation. As the plaques were handed out it became apparent that not only was this event beneficial to the offenders, but each and every employer walked away feeling good about how they spent their day and overwhelmed by how prepared, articulate and motivated each of the offenders were. Here are just a few of the comments from participating businesses:

"I was impressed by the overall quality of the women I interviewed. They were all very articulate, well prepared and passionate about life and about work, much more so than I often see my day to day job. It was a reminder to be thankful for what we have and also a reminder of how quickly life can change, often with just one simple decision. Thank you for giving me a new perspective on the offender population."

- Sarah Walker, HR Generalist,
Watson Furniture Group

"I believe in this program and feel there should be few 'deal breakers' when it comes to Reentry for Offenders. The financial industry is highly regulated, but some of these women have been serving time for crimes that have no bearing on this industry. I plan to bring this program to the attention of SHRM local chapters in hopes of getting more support. These women appear very hireable and deserving of a second chance. I commend CI and WCCW for the excellent job they are doing at helping these women cope and planning for Reentry."

- Sharon Tucker, PHR, HR Manager,
Kitsap Credit Union



"My experience here today has resulted in a complete paradigm shift about offenders. There before the grace of God, any one of us could have been that person sitting in the other chair. It all comes down to choices. I honor the offenders who participated today for making great choices for their future, I honor the employers for making the choice to come today and participate in this phenomenal event, and I also honor the WCCW team for choosing to embrace and execute their vision of creating this opportunity. We are leaving here today with so much more than what we brought. Thank you all for this tremendous opportunity."

- Merrylue Martin, Ed.D., Director of
Learning & Organization Development
Washington Region



"9 to 5 Beats 10 to Life" beat anything else in which I could have invested my time and energy. On the faces of the women across the table from me I saw--and heard in their voices--earnestness, determination, and passion! Thank you for the opportunity. Please keep my name on your list for the next Mock Job Fair."

- Beverly Lionberger,
WorkSource Specialist

"This program is a must-do for community oriented business owners and managers. By participating everyone wins! Knowledge is gained and human connections are made, and the good feelings that brings will trickle down to everyone you meet. I am very proud of my participation in this event and that is a result that I did not expect to have! I not only recommend this program for everyone from the small, independent business owner and up, but I am willing to act as a referral and talk about it with anyone who wants to know more."

- Monica S. Downen, Monica's Waterfront Bakery & Café

"Thank you for the opportunity to participate in this event- it was very eye opening. I thought the interviews went very well, and the event was a great learning experience for both the Applicants and the Interviewers. The applicants were well prepared, and had a great outlook for the future. I was glad to have been a part of it, and hope to participate again in the future."

- Diane Baas, Human Resource Coordinator, Fred Meyer

The employers may have gained a better understanding of incarceration and the commitment the offenders have made toward making better choices and becoming productive members of society, but the main purpose for this event was to assist offenders. Not only did the offenders participate in mock-interview situations, they gained a lot of hope and self-confidence that they will be successful outside the walls of prison. Many of the offenders said they did not feel confident in finding a job once released, but by the end of the day they knew they were better prepared and were more confident about their successful reentry. Here are many of their comments:

"It felt good to know that I still have a good chance to get a good job"

"I felt very comfortable with the interviewers. This also gave me the opportunity to talk about my crime. I feel comfortable and at ease talking about my crime now. This was very helpful for me."

"I enjoyed this [event] and each interview gave valuable input that was helpful."

"Thanks! I would like to participate every year until my release. Very valuable and informative and I learned a lot!"

"I can't wait to participate in another job fair. I will take the advice of the employers to use next time. It was awesome, and gave lots of great feedback!"

"It has helped me and so many others prepare for the outside world. And it is good to know that people are willing to look past our mistakes."

"It was challenging, but very insightful. I learned more about myself in regards to strengths and weaknesses."

"I am grateful for the opportunity to experience this. I received great knowledge from the companies I interviewed with."

"This event made me realize there is help and companies out there that are willing to help."

"The event was very valuable, encouraging and informative. I came away with a self-esteem boost!"

"I thought it was a great learning experience! Definitely something that WCCW should continue doing." ■



Faster Delivery

Task Chairs

New 30-Day delivery on select seating

Correctional Industries is pleased to announce that we have cut delivery times for many task chairs in half!

Now you can receive Matchmaker, Stratus and Neutral Posture task seating upholstered with our standard fabrics only within 30 days. Choose from a wide selection of ergonomic seating options that will meet simply any of your needs. And don't forget that many chairs with select fabrics are still available with 7-day delivery through our Fast Fulfillment Program.

Check out these chairs on our web site or contact your Account Executive for a chair demonstration at the showroom nearest you. ■

Sustainable Efforts

The use of recycled materials is something we encourage and practice at CI

Correctional Industries believes it is worth extra effort to ensure our manufacturing processes have a minimal impact on the environment. Our facility at Stafford Creek Corrections Center uses a state-of-the-art system to recover overspray from the powder coating process. This overspray, which would otherwise end up in our landfills, can be used to create a new recycled paint.



Currently, Correctional Industries uses this recycled paint only on in-house projects such as propane tank containers for our warehouse forklifts and paper towel dispensers for the institution. In an effort to expand our sustainability program, we have decided to begin using this recycled paint on select products.

Effective December 1, 2008, this recycled paint will replace the standard black powder coat currently used on the interior drawer bodies, folder bars, and divider plates on all filing and storage cabinets. The new color is called Eco-Graphite, and is dotted with tiny flecks of other colors. Most people find it to be a very pleasing and neutral color. However, due to the volume of different colors used during any given period, there will be slight variations in color tone. We will be taking steps to make sure the variations are minimal, but some variation will be unavoidable; and we will carefully monitor this process to ensure its maximum use without affecting the quality, strength, or durability of our files and storage products. ■

Offender Reentry

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established for Standard Occupational Classifications (SOC) and by Correctional Industries. So far, in 2008, more than 500 certificates have been issued.

Many offenders want to change and can change with the right support. As citizens of the state of Washington, we are all affected by offender reentry. Formerly incarcerated individuals have children who attend schools, neighbors who shop in grocery stores and spouses who work with us everyday. By understanding what offender reentry is all about and a desire to make a difference, we all can help make the reentry process an opportunity for positive change in our state.

Visit our web site at www.washingtonci.com to learn more about our efforts to rehabilitate offenders via the [About CI](#) page. ■

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