

Community Employment Services



OUR COMMITMENT

VISION: Transform lives and increase successful reentry through training and mentoring.

MISSION: Correctional Industries is committed to maintain and expand work training programs which develop marketable job skills, instill and promote positive work ethics, and reduce the tax burden of corrections.

About CI Community Employment Services

Community Employment Services (CES) link skilled workers who have participated in our voluntary employment readiness program with employers and businesses in the community. Our participants gain experience in CI and are trained in a variety of areas. CI employment specialists work with recently released CI workers to match their skills, abilities and experience with community employers.

Your local community employment specialist will take the time to understand your business needs. They can connect you with qualified workers in a wide range of technically skilled or entry level positions. CI workers receive technical training, and are also trained in employment-based soft skills, like solving problems logically, handling difficult situations and working together toward a common goal.



JUST THE FACTS:

Number of inmates returning to Washington State counties in 2018 ▶ **7,704**

4X

▲ The number of CI inmates working three years after release is four times higher than the number of inmates who did not participate in CI programs.

96%

▲ Percentage of inmates that are released to their community.

57.14% ◀ Percentage* of individuals with CI or vocational education experience who are employed post release. This is 13.8% higher than the overall inmate post release employment percentage.

* Source: Washington State Employment Security Department (2016 Fourth Quarter)

Partnership Opportunities

Correctional Industries has community employment specialists on the Westside of the state to help volunteer participants transition into employment in Snohomish, King, Pierce, Thurston and surrounding counties. We work with participants pre- and post-release to fine tune and document their work experience and skills prior to and during incarceration in preparation for gainful employment in the community. The assigned community employment specialist maintains contact with and provides continuous support to each participant for up to three years after release. Candidates possess a wide range of skills and can potentially meet your staffing needs. As an employer in Washington State, you qualify for placement services.



Training for Reentry

As part of the Reentry Division within the Washington State Department of Corrections, Correctional Industries (CI) provides work training opportunities to incarcerated individuals. Our goals are to prepare them for successful post-release employment through on-the-job and essential skills training, and to foster community partnerships and relationships with employers.

Your Direct Benefits

We offer no-cost hiring solutions to Western Washington employers by matching motivated skilled candidates who meet the qualifications you are seeking. We are personally vested in meeting your employment needs.

FREQUENTLY ASKED QUESTIONS

Q: HOW WILL THIS BENEFIT MY BUSINESS?

A: Hiring staff is a costly, time-intensive process. We will save you time and money by pre-screening potential candidates. If we understand your business and staffing needs, we can connect you with qualified, experienced, motivated job seekers.

Q: HOW DOES THIS BENEFIT THE INCARCERATED CANDIDATE?

A: Individuals reenter society with a desire to feel productive and a need to earn money to support themselves and their families. If society can offer them legal means of earning a living wage, they may not feel compelled to result to criminal means. Research shows employment can help lower a person's likelihood of returning to prison. Employment benefits society.

Q: CAN I INTERVIEW THE CANDIDATE?

A: Absolutely, in fact it is encouraged. This way, you and your hiring managers will have a chance to learn more about the candidate and feel confident that you have found the right person for the job. Most of our participants will have had the opportunity to learn how to represent their skills and abilities during a mock interview experience.

Q: DO YOUR WORKERS HAVE VOCATIONAL EDUCATION?

A: Many do, yes. The Department of Corrections contracts with the State Board for Community and Technical Colleges. A variety of vocational certifications are available at institutions across the state.

Q: HOW MANY MEN AND WOMEN ACTUALLY GET OUT OF PRISON?

A: Over 95% of people in prison release. We feel compelled to equip them to rejoin the job market in society. Meet your employment needs by putting a qualified individual to work.

Q: IS THERE RISK INVOLVED?

A: Hiring a new employee is never without risk.

Q: IS THERE A FEE FOR CONNECTING WITH A POTENTIAL EMPLOYEE THROUGH CES?

A: Absolutely not! We provide placement services; we are not an employment agency.

Q: DOES IT MATTER IF I ONLY HAVE PART-TIME OR TEMPORARY WORK AVAILABLE?

A: Not at all. Whether it's a full-time or part-time or temporary assignment, we can connect you with potential employees to fit your needs and schedule.

Q: HOW ELSE CAN I GET INVOLVED?

A: We would love to have you participate in an annual Mock Interview Fair, if your time allows. This provides our workers with an opportunity to practice interviewing with people who interview and hire people on a regular basis. You will provide them with constructive feedback and highlight the things they did well. Job offers are not allowed; it is a mock interview. The mock interviews are similar to what a college graduate may experience through a campus career center before entering the job market.

Skilled Workforce

Correctional Industries provides participants with relevant job training opportunities. From classroom training to on-the-job training, individuals learn skills ranging from basic social skills to highly technical computer skills.

In addition to learning technical skills, participants are expected to successfully complete a 20-hour occupation-based soft skills training. Focused on workplace behaviors and expectations, they learn how to deal with change, self-control, choices and consequences, and handling criticism. These skills help ensure success while they are working for CI, as well as in their transition into the community.

TECHNICAL SKILLS

- Accounting
- Assembly
- Baking
- Carpentry
- Drafting
- Data entry
- Fabrication
- Food packaging
- Food service
- Janitorial
- Laundry
- Paint and powder coating
- Production work
- Upholstery
- Sewing machine operation
- Welding

SOFT SKILLS

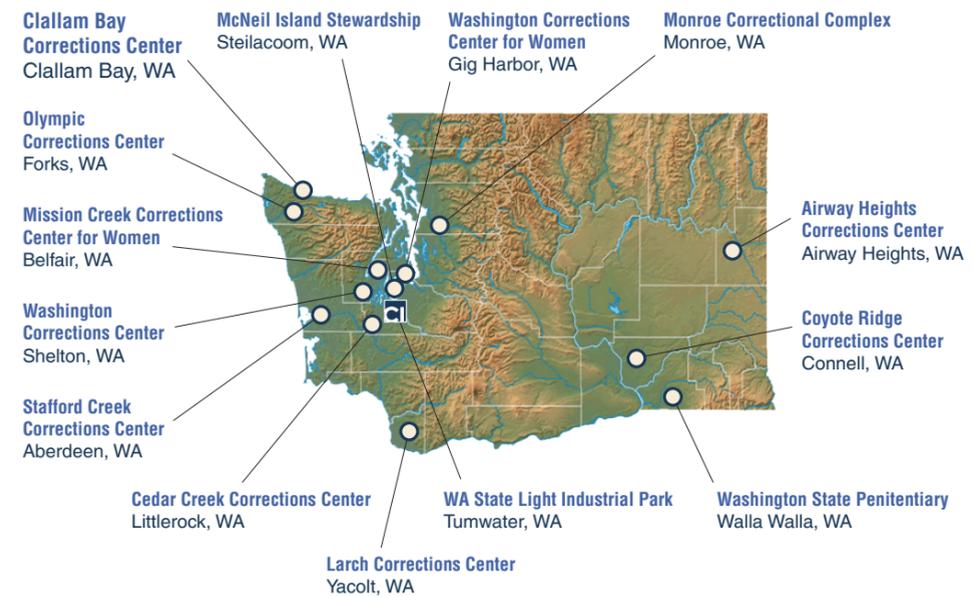
- Responsibility
- Critical thinking
- Problem solving
- Good communication
- Teamwork
- Accepting feedback
- Positive work ethic
- Flexibility/adaptability



Statewide CI Businesses

Correctional Industries operates a variety of service and manufacturing industries in correctional facilities throughout the state. The following businesses are examples of our operations:

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| Laundry | Commissary | Metal Manufacturing |
| Customer Service | Food Manufacturing | Optical Lab |
| Furniture | Food Service | Garments |
| Screen Printing | Printing | Flatgoods |
| CAD Services | Consolidated Distribution | Service and Delivery |
| Braille Transcription Services | Administrative Support Services | Embroidery |



Contact Information

Interested in seeing what we do? Discover how you can put CI Community Employment Services to work for you. Contact us and set up an appointment with one of our community employment specialists serving Western Washington:

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