

Idaho Correctional Industries

2020 – 2023

Strategic Plan



Fiscal Years Ending June 30, 2020 – June 30, 2023

Updated July 2019

Brad Little, Governor

Board of Correction

Dr. David McClusky, Chair; Dodds Hayden, Vice Chair; vacant, Secretary

Kevin Mickelson, ICI Division Chief

Idaho Correctional Industries (ICI) was established by the 1974 Idaho Legislature as a self-sustaining agency for the purpose of reducing recidivism by teaching marketable employment skills and pro-social life skills to incarcerated individuals.

Governing Statute

Idaho Code TITLE 20, CHAPTER 4

Mission

The mission of Idaho Correctional Industries is to provide technical and pro-social life skills to incarcerated individuals to enhance the chance for successful reentry into our communities.

Vision

Idaho Correctional Industries strives to be the leading correctional industries in the country by providing diversified training opportunities which strengthen Idaho's workforce, reduces recidivism and allows for taxes dollars to be appropriated to other community needs.

Values

ICI is committed to constant training and mentoring of Inmate Trainees

ICI is committed to staff development and advancement.

ICI maintains independent financial sustainability

Goals

- ❖ Provide additional training opportunities to Incarcerated Individuals
- ❖ Reduce recidivism
- ❖ Develop, retain and advance ICI Staff

Training * Mentoring * Succeeding

Objectives

- ❖ Additional training opportunities will be obtained by building training facilities at other prisons, creating new programs, and relocating and expanding existing programs
- ❖ Additional training opportunities will be obtained by expanding the number of participants in existing apprenticeship as well as offering additional certification programs
- ❖ Recidivism will be obtained by training incarcerated individual with current technologies and working with Re-entry to provide a seamless program that will equip the individual with the skills to function in society.
- ❖ The development, retention and advancement of ICI staff will be obtained by creating and implementing minimum and customized training hours, fostering a mutually beneficial work environment, and by providing mentoring to staff.

Performance Measures

- ❖ Number of Trainees participating in ICI Training Programs
- ❖ Training hours logged
- ❖ Number of participants in apprenticeship programs
- ❖ Number of apprenticeships achieved
- ❖ Number of participants in certificate programs
- ❖ Number of certificates achieved
- ❖ Recidivism rates (1-year minimum participation in ICI Training Program)
- ❖ Number of training hours for each ICI Staff
- ❖ ICI Yearly Financial Overview

Performance Targets

- ❖ By the end of FY23 increase the number of ICI Trainees to 1000
- ❖ Year to year increase in participation in apprenticeship and certification programs
- ❖ Year to year reduction in recidivism for participates of ICI Training Programs
- ❖ Starting in FY20 a minimum of 40 training hours per year for each ICI Staff

External Factors

The overcrowding and movement of inmates out of state could hamper ICI's ability to obtain 1,000 trainees as those movement often include the same segment of the population that ICI's programs target. These movement make it more difficult to retain "trainees" long enough to instill skills that will help them successfully integrate into the community upon their release. Likewise this impacts ICI's recidivism rate.

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