

# Idaho Correctional Industries

**2021 – 2024**

## Strategic Plan



**Fiscal Years Ending June 30, 2021 – June 30, 2024**

**Updated August 2020**

Brad Little, Governor

### **Board of Correction**

Dr. David McClusky, Chair; Dodds Hayden, Vice Chair; Karen Neil, Secretary

Vacant, 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**

Provide technical and pro-social life skills to incarcerated individuals to enhance the chance for successful reentry into our communities.

## **Vision**

Provide diversified training opportunities to strengthen Idaho's workforce, reduce recidivism and allows for taxes dollars to be appropriated to other community needs.

## **Goals**

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

## **Objectives**

- ❖ Build, rent or borrow training facilities at other prisons, create new programs, and relocate and expand existing programs
- ❖ Expand the number of participants in existing apprenticeships as well as offering additional certification or licensure programs
- ❖ Create, implement and monitor minimum and customized training hours, foster a mutually beneficial work environment, and provide mentoring to staff.
- ❖ Provide quality goods and services at a competitive price and a sustainable margin

## **Performance Measures**

- ❖ Number of participants in apprenticeship programs
- ❖ Number of apprenticeships achieved
- ❖ Number of participants in certificate programs
- ❖ Number of certificates achieved
- ❖ Percentage of Staff achieving 40 hours of training
- ❖ Staff Turnover Rate
- ❖ Promotion/Separation Rate
- ❖ Net Profit
- ❖ Cash Balance

## **Performance Targets**

- ❖ By the end of FY23 increase the number of ICI Trainees to 700
- ❖ Year to year increase in participation in apprenticeship and certification programs
- ❖ A minimum of 40 training hours per year for each ICI Staff
- ❖ Net profit of 2% to 10%
- ❖ Minimum cash balance of \$2.5M (operating capital)

## **External Factors**

The overcrowding and movement of inmates out of state could hamper ICI's ability to obtain 700 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.

COVID-19 will likely negatively impact every metric of Agency's. COVID-19 has not only impacted the federal, state and local economy, but our ability to train and meet existing commitments.

## **Red Tape Reduction Act**

In accordance with the Red Tape and Reduction Act, ICI reviewed its single rule and found that the rule did not unreasonably deter, restrict or prohibit any citizen or business from obtaining information about or partnering with ICI.

Going forward ICI will comply with Executive Order No. 2020-01 Zero-Based Regulation which will require ICI to review the rule by a schedule established by the Division of Financial Management and comply with the provisions of Idaho Administrative Procedure Act, Chapter 52, Title 67, Idaho Code if repealing or promulgating a new rule.