

Idaho Correctional Industries

2021 – 2024

Strategic Plan



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

Updated August 2021

Brad Little, Governor

Board of Correction

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

Todd A. Plimpton, 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 diversified training, along with pro-social life skills to incarcerated individuals (“Resident Trainees”) to enhance the successful reentry into our communities and provide for a safer Idaho.

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 public dollars to be appropriated to other community needs.

Values

ICI is committed to our Resident Trainees through mentoring and programming to the positive long-term progress of our Resident Trainees.

ICI is committed to staff development and advancement.

ICI maintains independent financial sustainability.

Goals

Provide additional training and personal growth opportunities to Resident Trainees.

Reduce recidivism consistently to enhance the efforts of IDOC.

Develop, retain, and advance ICI Staff in support of our values and mission.

Objectives

Additional training opportunities will be obtained by sustaining and growing existing training and facilities, planning and building training facilities at other IDOC locations, creating, relocating programs in support of our values and mission.

Additional training opportunities will be obtained by expanding the number of participants in existing apprenticeships as well as offering additional certification programs; there will be a focus on growing the programming for women residents.

Recidivism will be reduced by training incarcerated individuals with current technologies and working with Re-entry and education (within IDOC) to provide a seamless program that will equip the individual with the skills to function in society.

Training * Mentoring * Succeeding

The development, retention, and advancement of ICI staff will be obtained by creating and implementing planned and customized training hours, fostering a mutually beneficial work environment, and providing mentoring to staff.

Development of a renewed and positive relationship with IDOC to facilitate the values and mission of ICI

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 FY24, 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 participants of ICI Training Programs

A minimum of 40 training hours per year for ICI Staff, this will include engagement with other State ICIs (best practices) and other state agencies.

External Factors

IDOC has improved and/or lessened the impact of Resident movement and its impact on the operations of ICI. The enabling statute for ICI should be rewritten to include call centers and the ability to sell out of state, in the not-for-profit space.

ICI is currently in a full strategic planning process. ICI will review what the organization has done in the past and complete a thorough process to re-set and implement strategic planning going forward. ICI will update once complete.